SOUTH BAY WORKFORCE INVESTMENT BOARD
- Western Region

Presenting:
Chris Cagle, Regional Affairs Manager (SBWIB)
Julianna Kirby - Training Funding Partners
Sarah Johnson - CMTA
South Bay Workforce Investment Board

**Mission:** to help people find jobs and help businesses find workers, services are provided at no cost

**Services:** Adults, youth & businesses

**Budget:** $35MM

**Employees:** 130

**Reach:** 100,000 visits to our 4 AJCCs annually

**Service Area:** 11 cities of South Bay, Los Angeles County

**Structure:** Non-profit - allows flexibility to secure funding and work outside of service area throughout CA and the nation
Training Funding Partners

Julianna Kirby
Director of Client Services, Chief Operating Officer

National service provider - over 25 years of experience as a workforce development consultant/intermediary

Serving employers, workforce and education partners - across industry sectors, program design, employer outreach, consulting, strategy and grant management
(CMTA) California Manufacturers & Technology Association
Sarah Johnson, Director of Member Engagement & Business Development

- Started in 1918
- **Mission:** Works to improve and enhance a strong business climate for California's 30,000 manufacturing, processing and technology-based companies.
- **400 + members in 17 sectors of manufacturing**
- **Services:** Lobbying, Training, Grant Funding, Workers Comp, employee training certifications, networking and events
- **Aerospace Committee:** (ADAC) The Aerospace & Defense Alliance of California: Formed to address, manage, and leverage policy issues affecting the aerospace and defense industry.
March 16 Kick-off Event
Employer Input

1. What entry level technician occupations are most in need in your organization?

- Technicians (x2)
  - Electrical (x2)
  - Mechanical
  - RF Test
  - Avionics
  - Simulation Techs
  - Additive Manufacturing

- Maintenance Trades (MEP)
  - HVAC
  - Electricians
  - Plumbers

- Machinist
  - CNC (x2)

- Space Wrenches
  - Manufacturing
  - Electrical
  - Mechanical
  - Aircraft Mechanics
  - Machining
  - Programming
  - A&P

- Electromechanical Technician
  - Soldering
  - Bonding
  - Under Microscope
2. What experience level (2+ years) technician occupations are most in need in your organization?

- Wire harness (x2)
- Skilled operators able to follow work instructions, building electric sub assembly w/ minimal supervision
- Electromechanical Technicians
- Inspectors (CMM + Romer Arm)
- Orbital Weld/Torch Brazing

3. What soft skills are most lacking in your current/more entry-level or potential employees?

- Workplace communication (+8)
  - Clearly + preemptively communicating challenges (i.e; how to raise a flag to their supervisor)
  - Active listening
  - Working across differences
  - Being part of a team
- Presentation (x3) + Powerpoint building
- Basic computer skills (only mobile device experience) (x2)
- Critical thinking (x3)
  - Systems thinking (x2)
  - Problem-solving
- Machining (x2)
- Programing CNC machines (x2)
4. What are your technician workforce needs over the next 12 months (number needed) 24 months? 36 months?

- 50+ a year
- ~25/year
- Minimum 5 a year
- CNC Machinists: 4
- Inspectors: 2
- Subtractive Technicians:
  - Wire EDM: 2
  - De-Powdering/Precision Cleaning: 2
- Avionics Manufacturing Technicians
- Composite and Propulsion Technicians
- Airframe and Powerplant Licensees
- Maintenance Trades
  - Electrician
  - Plumber
  - HVAC
- Attrition of less 1 year is high due to strong local job market
5. What are your greatest recruiting challenges for technician roles?

- Security Clearances for some roles (x5)
- Diversity (Female) (x4)
- Locating talent with any prior experience, demonstrated skill sets (x3)
- Attrition to other companies (1-2 year loss is high), retention (x2)
- Location of technical roles, hard to recruit for rural/remote areas (Mohave, Las Cruces), expanding pre-hire programs to rural areas through satellite training courses (x2)
- Hiring in Antelope Valley (x2)
- Location (Stennis Miss) (x2)
- Exposure to local training programs, need greater visibility to local training programs that exist and can be expanded (x2)
- Housing
- Hiring quickly
6. Where are there opportunities for companies to collaboratively build/expand our industry talent pipeline, resources, and materials?

- Partnerships with colleges and universities (x7)
  - Develop high school to community college/university pipelines (x2)
  - Upskillcalifornia.com & El Camino College
  - Support community colleges, CSUs, and UCs
  - Capstone projects at local universities
  - Developing curriculums for junior colleges + universities
  - Add employers to curriculum review process for shorter term/certification programs

- Invest in trade school/vocational/technical programs (x5)
- Apprenticeships (x3)
- Diversify technical affiliations (e.g. MESA, SWE, WOC, etc.) to attract diverse candidates into the “STEAM” pipeline - especially women (x2)
- CBA all together
WHAT MATTERS TO EMPLOYERS

- Flexibility
- Scalability (nationwide)
- Minimal changes to internal infrastructure
- Little to no cost
- Address needed soft skills
- Move at the speed of business
One-on-One Employer Meetings

Hiring Needs
● Technical- Workforce needs over next 12 months
   ○ Additive manufacturing and knowledge of additive manufacturing
   ○ A&P certification
   ○ Electro mechanical technicians
   ○ CNC machinist
   ○ Avionics
   ○ Pilots
● Soft Skills - basic computer skills, PPT, excel, critical thinking

General recruitment challenges
● Developing a diverse pipeline, particularly of women and younger people of color
● Expanding the local workforce pool with entry and above entry level skills
● Reaching those exiting military
Collaboration ideas

- Agreement to work with post-secondary, even high school CTE programs seems unanimous. This might start with assessing & cataloging relevant programs at area schools. Schools with target populations (women, youth of color, opportunity youth) would be prioritized.

Barriers to active participation include

- Paid time off to guest speak or teach
- School regulations / requirements for non-certified instructors

Joint recruiting events
Why Apprenticeship?

- High-Quality, proven, workforce development model
- Provides measurable outcomes
- Employers report
  - increases retention and reduced recruiting costs
  - Using apprenticeship in the talent pipeline as well as incumbent worker upskilling/stackable apprenticeships
- Our region has an infrastructure in place to support employers adopting apprenticeship as a training model
- Many grants in the region to support apprenticeship - federal, state, foundation
- Large consortium established
  - employers, education, workforce, community-based organizations
- Ready to scale
APPRENTICESHIP AND PRE APPRENTICESHIP PROGRAMS

AERO-FLEX  BIOS-FLEX
IT-FLEX  HealthFlex
Energy-Flex  ARTS MEDIA & ENTERTAINMENT
Launching A Regional Apprenticeship Network
(Non-Traditional)

Southern California Apprenticeship Network

Launching A Regional Apprenticeship Network
## Apprenticeship Funding

<table>
<thead>
<tr>
<th>Lead</th>
<th>Grant</th>
<th>Industry Sectors</th>
<th>Funding Amount</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="logo1.png" alt="West LA College" /></td>
<td>DOL Scaling H-1B ($12MM)</td>
<td>Adv mfg &amp; IT (aerospace and bioscience)</td>
<td>$1,000/apprentice in training cost reimbursement to employer (registered or unregistered)</td>
<td>Nationwide</td>
</tr>
<tr>
<td><img src="logo2.png" alt="SBWIB" /></td>
<td>DOL ABA ($6MM)</td>
<td>Adv mfg (aerospace and bioscience), healthcare, IT, energy, arts media &amp; entertainment</td>
<td>Staff time and materials to become a sponsor and/or register new apprenticeship occupations, etc.</td>
<td>Statewide</td>
</tr>
<tr>
<td><img src="logo2.png" alt="SBWIB" /></td>
<td>CA DIR SAEEI ($2MM)</td>
<td>Adv mfg (aerospace and bioscience), healthcare, IT, energy, arts media &amp; entertainment</td>
<td>Up to $2,000/apprentice depending on allowable costs</td>
<td>Statewide</td>
</tr>
<tr>
<td><img src="logo3.png" alt="El Camino College" /></td>
<td>CAI ($500k)</td>
<td>Bioscience, healthcare</td>
<td>$1,000/participant plus classroom training and supplies reimbursement</td>
<td>Los Angeles County</td>
</tr>
<tr>
<td><img src="logo1.png" alt="West LA College" /></td>
<td>CAI ($500k)</td>
<td>Healthcare</td>
<td>$1,000/participant plus classroom training and supplies reimbursement</td>
<td>Los Angeles County</td>
</tr>
<tr>
<td><img src="logo3.png" alt="El Camino College" /></td>
<td>CAI ($500k)</td>
<td>IT</td>
<td>$1,000/participant plus classroom training and supplies reimbursement</td>
<td>Statewide</td>
</tr>
<tr>
<td><img src="logo4.png" alt="dir" /></td>
<td>AIF</td>
<td>Most non-traditional occupations</td>
<td>Up to $3,500 per apprentice, $1,000 upon completion</td>
<td>Statewide</td>
</tr>
</tbody>
</table>
Youth Tour of Jet Propulsion Laboratory - Pasadena, California
Southern California’s aerospace pilot program up and running

Representatives from NASA, the Aerospace Industries Association, private companies, and educational institutions participated in the first meeting of the Southern California’s aerospace pilot program of the White House Space Industry Coalition on March 18, 2023.
Employer Commitments for a Successful Pilot

- Guaranteed interviews of participants
- Priority Consideration for hiring of referred candidates
- Forecast need
- Dedicated hiring manager to receive referrals from this pilot
- Cooperate with career exploration opportunities
- Participate and provide input at strategy meetings
- Participate in a marketing program to the public
- Provide support letters for grant applications
- One-on-one planning meetings to plot strategy
The Way Forward and Next Steps

- Ask employers to sign MOU’s
- Hold a group meeting in the Fall
  - Set goals and develop strategy
- Work toward expanding the collaboration with more outreach to partners (CMTA)
- Connect with more Community Colleges and Universities
- Make employers aware of existing programs offered in the community and at workforce boards

- Outreach to the public with a focus on DEIA and exposure of available career paths and opportunities
- Get members of the Aerospace and Defense Alliance of California (ADAC) involved (CMTA)
- Marketing and branding of California program (CMTA)
Evelyn Gamez
Senior at Hawthorne High School
School of Manufacturing & Engineering

Evelyn Gamez - Jet Propulsion Laboratory (JPL) Tour - YouTube
Contact Us

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