

SOUTH BAY WORKFORCE INVESTMENT BOARD

ANNUAL REPORT 2022-2023



A WORKFORCE
DEVELOPMENT BOARD



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WELCOME MESSAGE

On behalf of the Board of Directors and staff of the South Bay Workforce Investment Board we are proud to present this 2022-2023 Annual Report that highlights some of the many accomplishments and milestones we achieved while providing essential services and support to our workforce partners, businesses and individuals seeking training and employment opportunities.

There were nearly 118,000 visits to our four One-Stop Business and Career Centers to enroll in no cost training and employment preparation services, and more than 900 youth visits to the Inglewood and Hawthorne Teen Centers to take advantage of tutoring and enrichment services.

As you go through this report you will see just a sampling of the many success stories that have been accomplished by individuals who received the services and completed training that enabled them to overcome barriers to employment and gain meaningful career pathway jobs. You will also learn about businesses that were assisted in attracting qualified applicants to fill their vacant positions while others utilized the SBWIB's many services that helped them avoid layoffs or take advantage of subsidized employment opportunities.

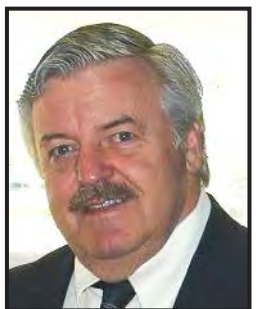
Thanks to the tremendous support we continued to receive from our partners in education, elected officials at the local, state and federal levels of government, and leaders in business and industry, we were able to access grants that are enabling us to expand our innovative earn and learn models of internships and apprenticeships into the fields of Healthcare/Bioscience, Information Technology/Cybersecurity, Arts/Media and Entertainment, and Clean Energy/Transportation.

Our continued success and status as one of the top performing workforce boards in the state is directly attributable to the commitment and professionalism of our dedicated staff and the total support by our board members and Advisory Committees as well as our many community partners. We are especially grateful for the more than 20 years of dedicated service and enthusiasm our immediate past Chairman of the Board, Wayne Spencer, gave us up until his untimely passing this past March.



J. Butts, Jr.

James T. Butts, Jr.
Mayor,
City of Inglewood
and Chief Elected
Official of SBWIB



Glenn Mitchell

Glenn Mitchell
Chairman,
South Bay Workforce
Investment Board



Jan Vogel

Jan Vogel
Executive Director,
South Bay Workforce
Investment Board



The South Bay Workforce Investment Board's (SBWIB) service strategies for adult and youth job seekers have evolved for more than 40 years and provided no cost employment and training services throughout the greater Los Angeles South Bay Region. The SBWIB has utilized evolving technology to meet the service needs of its diverse communities with emphasis on inclusion for underserved populations that need help overcoming barriers to employment and career pathways.

SBWIB's One-Stop Business & Career Centers provide an array of off-the-shelf and specialized services to assist large and small companies in meeting their hiring goals, lowering training costs, improving employee skill levels, reducing turnover

MISSION STATEMENT

Using the most cost-effective services, and demand driven strategies, our mission is to build a world-class workforce through strategic alliances with business, education and community partners.

rates, avoiding layoffs and managing a more qualified workforce.

The SBWIB is guided by a Board of Directors comprised of over 50 volunteer members representing business, labor, education, community-based organizations, economic development and other key stakeholders who meet quarterly and also serve on advisory committees that help shape policies.

The SBWIB service area encompasses 11 South Bay cities including Inglewood, Hawthorne, Carson, El Segundo, Gardena, Hermosa Beach, Lawndale, Manhattan Beach, Lomita, Redondo Beach and Torrance.

VISION STATEMENT

We will promote an innovative workforce development system that supports job retention and creation, and accelerates economic growth in the South Bay region.

Serving 11 Cities in the South Bay



South Bay Workforce Investment Board Organization Structure

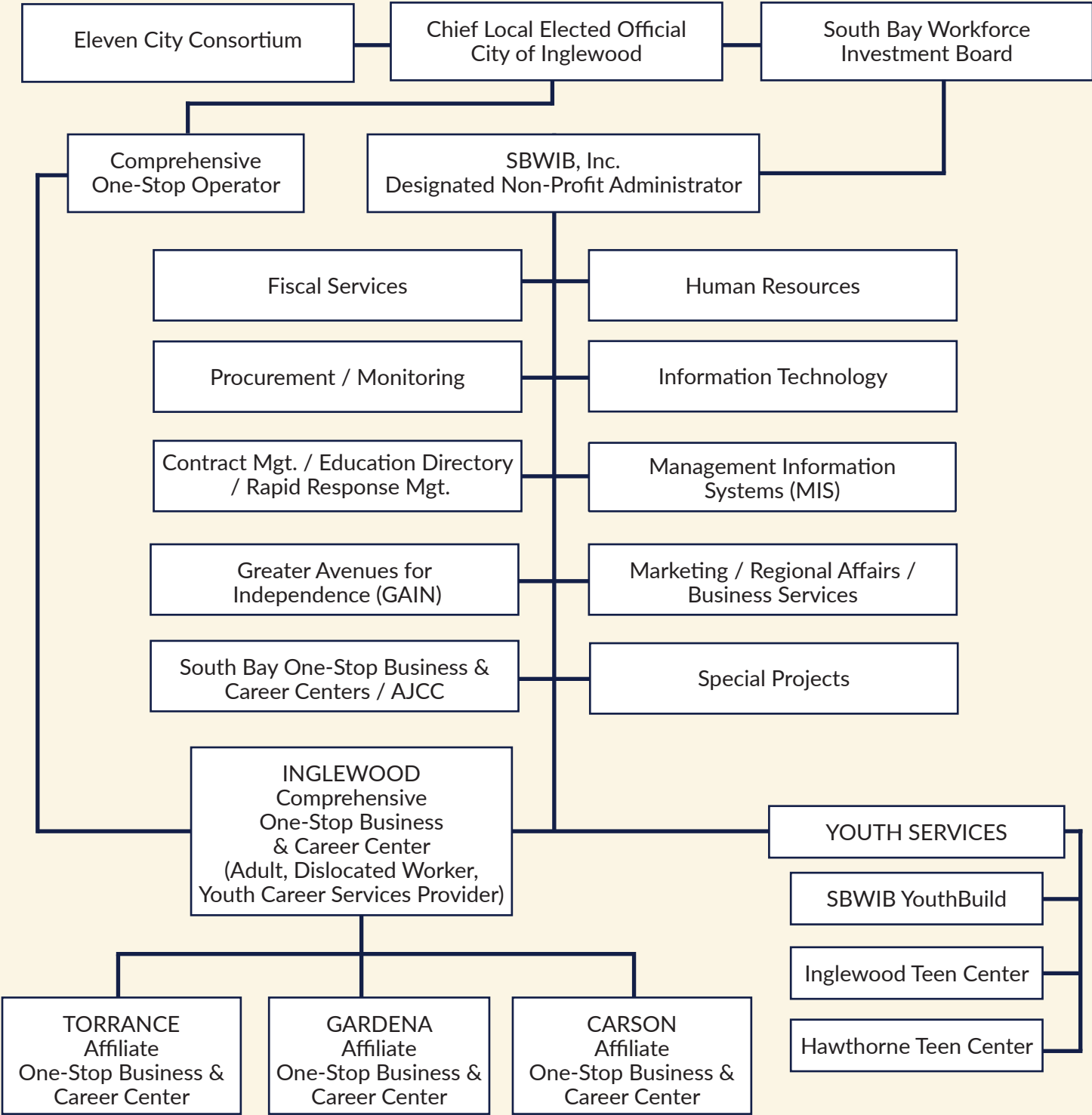


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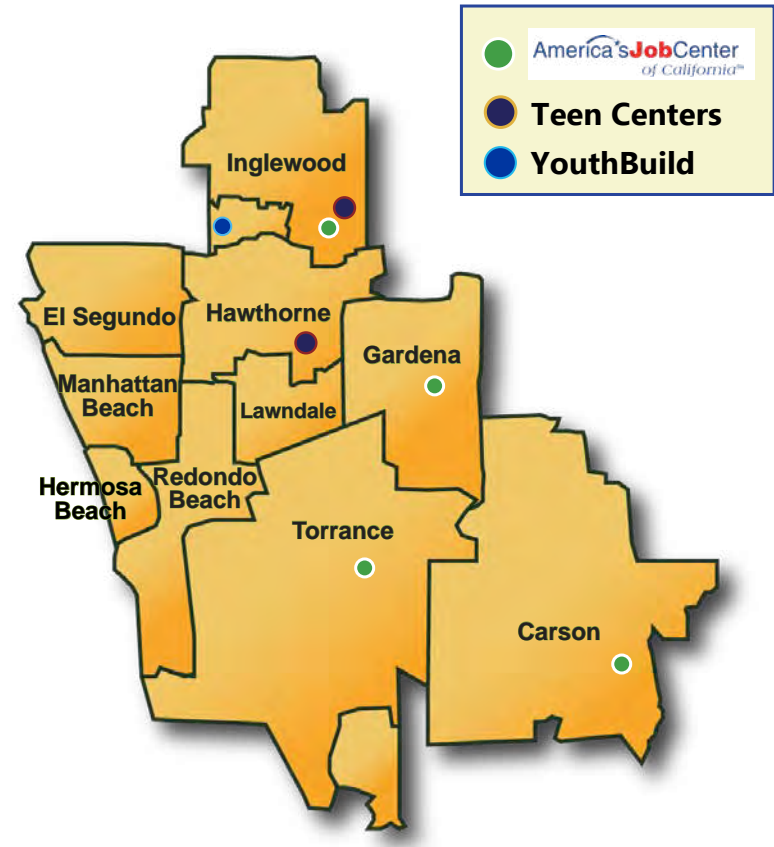
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SBWIB manages four One-Stop Business and Career Centers located in Inglewood, Carson, Gardena, and Torrance. These centers offer a wide range of services to cater to the needs of local businesses, job seekers (both adults and youth), veterans, homeless individuals, and incumbent workers across 11 South Bay cities. On a daily basis, these centers provide in-person services

such as job placement assistance, career counseling, specialized training programs to enhance employees' skills, paid work experience opportunities, On-the-Job Training, and hosting hiring events. Moreover, these centers also facilitate large and small businesses by connecting them with qualified applicants, thereby enabling job seekers to secure employment opportunities.



ADULT SERVICES	BUSINESS SERVICES	YOUTH SERVICES
<ul style="list-style-type: none">• Hiring Events - virtual as needed• Education & Training• Career Counseling & Resume Preparation - online and in person• Outreach & Recruitment• Prison to Employment• Transitional Subsidized Employment & On-the-Job Training• Veteran Transition & Employment Services• Dislocated Worker Programs• Homeless Services• Blueprint for Workplace Success Training• Apprenticeship Programs	<ul style="list-style-type: none">• Rapid Response & Layoff Aversion Services• Recruitment Services• Staff Training Resources• Resources & Funding• Hiring Events• Candidate Screenings - virtual as required• Wage Subsidy Programs to support employee training• Engineering, Manufacturing & Bioscience Apprenticeships• ETP Funding• Apprenticeship Programs	<ul style="list-style-type: none">• Teen Centers• Tutoring & Enrichment Services• Blueprint for Workplace Success Training• Career Counseling• Resume Assistance• College Career Pathway Preparation• Pre-Apprenticeships in Engineering, Manufacturing & Bioscience / Biomanufacturing• YouthBuild Center• Services & Support for area school districts

TOTAL EXPENDITURES
FISCAL YEAR 2022-2023

Key Legend

Los Angeles County DPSS Contracts

Workforce Innovation Opportunity Act Grants

Special Grants

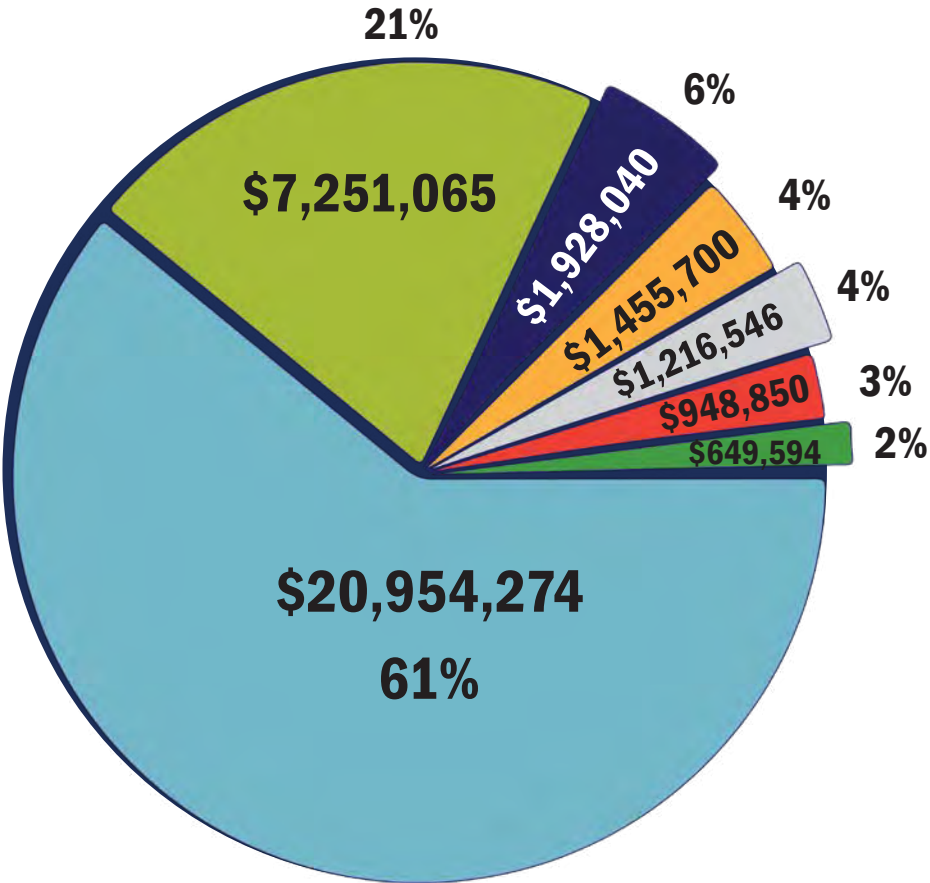
Los Angeles County DEO

Other Local Government Grants

Foundations and Other Revenue

Direct Federal Grants - DOL, DIR, DOR

Total Expenditures
\$34,404,069



Cost Effectiveness

Total Economic Return From One-Stop Centers

The SBWIB's funded program for adults yielded a return of **\$6.17** for every dollar invested. The Dislocated Worker program achieved a return of **\$7.50** for each federal dollar spent. This is an average return on investment of **\$6.80** between the two programs.

To calculate the return on investment, the total amount of money invested in training and job placement programs for unemployed individuals is first determined. This figure is then compared to the employment rate and taxes paid by these individuals after they secure unsubsidized employment.

By comparing the cost of job placement to the amount of wages earned and taxes paid by those receiving employment, it can be confirmed that the taxpaying public receives long-term benefits from economic gains returned to the economy.



680%

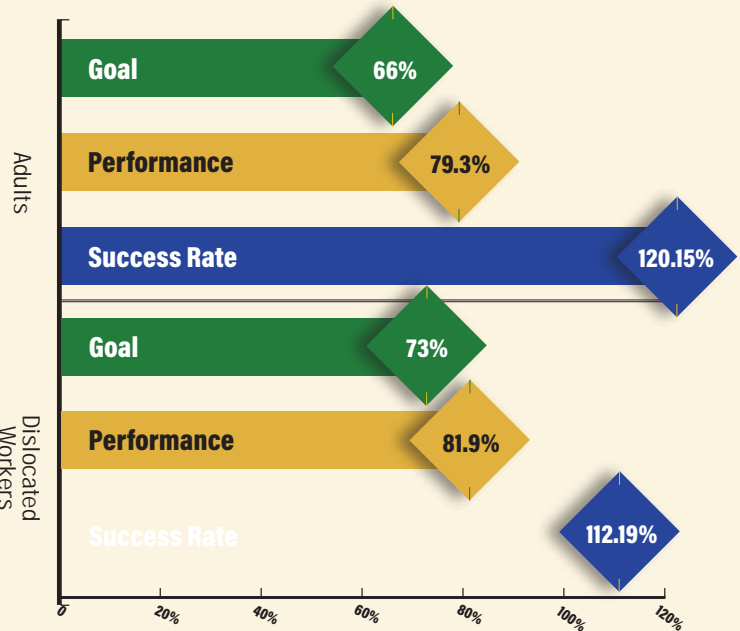
Average Return on Investment represented as a percentage

Return on Investment 2022-2023

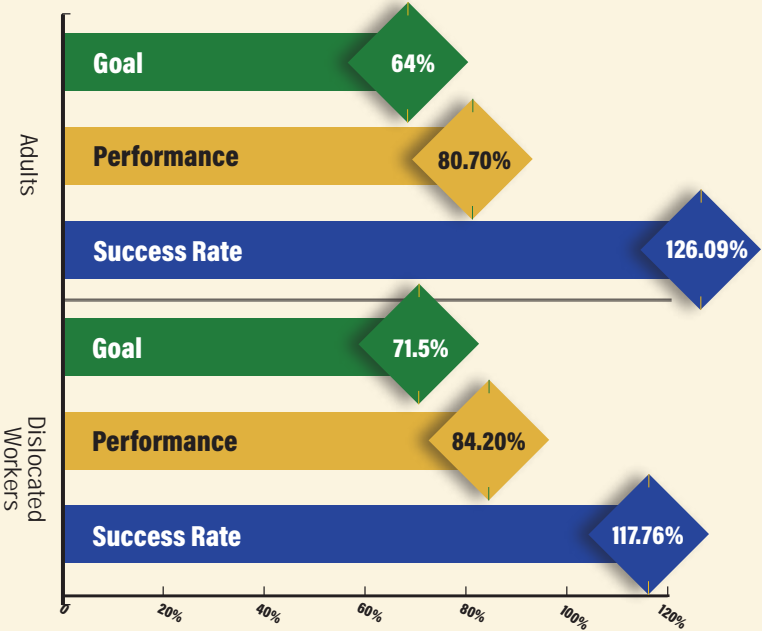
Program	Economic Return	Investment	Return on Investment			Payback Period
			Total	Percent	\$	
Adult	\$12,636,624	\$2,046,451	\$14,683,075	617%	\$6.17	42 days
Dislocated Workers	\$13,786,573	\$1,837,004	\$15,623,577	750%	\$7.50	35 days
Total	\$26,423,197	\$3,883,455	\$30,306,652	680%	\$6.80	38 days

Annual Performance Outcomes

Employment Rate 2nd Quarter After Exit



Employment Rate 4th Quarter After Exit



117,889

Visits to the South Bay One-Stop Business & Career Centers

Average Wage Earnings Per Hour



\$23.28

Adults

\$29.72

Dislocated Workers

Construction & Utilities Pathways Program

The Construction and Utilities Pathways program (CUPP) is a pre-apprenticeship program in the construction industry. It aims to equip individuals with the necessary skills to join trade unions and pursue lucrative careers in construction. In collaboration with PDA Consulting Group, the SBWIB is dedicated to fostering diversity, equity, and inclusion in various capital projects, thereby contributing to the growth of the regional economy.

Capital Projects:

- SoFi Stadium/Entertainment
- Housing and Retail Development
- LA Metro Purple Line Extension
- LAWA People Mover
- LAX Rental Car Facility
- INTUIT Dome in Inglewood that will be the home of Los Angeles Clippers.



Eduardo Santiago

CUPP PROGRAM
SUCCESS STORY

Eduardo Santiago's journey is a testament to the effectiveness of workforce development programs. He approached the South Bay One-Stop Center in Gardena with an interest in becoming a construction technician at SoCalGas.

With the guidance of a job developer, he navigated the application process for SoCalGas while juggling multiple jobs. He devoted six months to SoCalGas test preparation workshops and passed the Mechanical Blue Battery Test with flying colors. He secured employment as a construction technician at SoCalGas, starting with a wage of \$39.03 per hour. Eduardo's success story showcases the power of collaboration between workforce development programs, employers and motivated individuals, transforming career aspirations into reality.

iCARE

The South Bay Workforce Investment Board (SBWIB) has secured a \$3.3 million contract with the State of California Department of Rehabilitation (DOR). This contract provides training for up to 300 individuals with disabilities, enabling them to qualify for paid work experience assignments at Los Angeles International Airport (LAX) through a collaboration with the Los Angeles World Airport's hospitality iCARE support program (LAWA). The SBWIB has been actively supporting LAWA's hiring practices, prioritizing diversity, equity, and inclusion for local residents, for several years.

Participants become part of the iCARE Crew, providing guest assistance particularly crucial during ongoing construction projects at LAX as passenger volume increases. Additionally, the iCARE Crew supports LAX staff during emergencies and irregular operations, assisting with crowd control and providing necessary information.

Before being placed into paid work experience assignments at LAX, eligible individuals receive Blueprint for Workplace Success work readiness training from the SBWIB. This training equips them with the necessary skills and knowledge to excel in their roles.

Jan Vogel, the Executive Director of SBWIB, expressed gratitude for the partnership with LAWA, highlighting the importance of not only assisting travelers but also providing employment opportunities and valuable experience for community members who aspire to pursue careers in the thriving hospitality industry. Vogel also acknowledged the continuous support from the DOR and their confidence in SBWIB's ability to help individuals with disabilities secure meaningful employment.

To date, the SBWIB has successfully trained and placed 72 clients from the California Department of Rehabilitation in 400-hour paid work experience assignments. Upon completion, these individuals are eligible to apply for permanent career pathway employment at LAX and receive letters of commendation from LAWA management.



Shamyia Roberts, a single parent of two, sought assistance at the South Bay One-Stop Center in Carson to achieve her goal of becoming a Certified Nursing Aide while working as an underemployed Home Health Aide.

Her case manager referred her to Pathway College Nursing School, where she received training and a Certificate of Completion. However, past indiscretions while homeless led to incarceration, which halted her career advancement. With the assistance of the Legal Aid Foundation of Los Angeles, her expungement petition was granted, and she resumed receiving career counseling from her job developer. Shamyia achieved her dream and became a certified nurse assistant, securing a position at Ocean Park Healthcare in Santa Monica with a starting wage of \$25 an hour.

“Believing in oneself and striving for something better is a powerful force that can propel individuals to achieve anything they set their mind to. With determination and hard work, anyone can overcome adversity and accomplish their goals.”



Shamyia Roberts

ADULT PROGRAM
SUCCESS STORY

GREATER AVENUES FOR INDEPENDENCE PROGRAM (GAIN)

The SBWIB, under a contract with the Los Angeles County Department of Public Social Services (DPSS), offers Cal WORKS participants the chance to secure employment, maintain their jobs and attain higher-paying positions, promoting self-sufficiency. Additionally, various other individuals benefit from these services:

- Foster Care and former Foster Care eligible youth
- DPSS Transitional – aged youth
- Youth on probation
- Homeless CalWORKS participants
- Refugee participants
- Work Study for CalWORKS participants enrolled in community colleges.

51,429

Participants Served Since inception

TRANSITIONAL SUBSIDIZED EMPLOYMENT PROGRAM (TSE)

The TSE program, administered by the SBWIB under contract with LA County DPSS, offers on-the-job training to individuals countywide. It provides a path to self-sufficiency and career opportunities, while collaborating with community-based organizations to expand services to homeless populations. These services include housing assistance, counseling, job search support, computer access, and training. SBWIB also educates potential employers about the financial benefits of hiring and training TSE applicants.

867

TSE Participants Served Program Year

GAIN/TSE LA COUNTY

95

Total Private Businesses Participating

Total Public/ Non-Profit Entities Participating

167

LOS ANGELES BASIN REGIONAL PLANNING UNIT REGIONAL COORDINATION

The South Bay Workforce Investment Board in collaboration with seven other Workforce Development Boards in the Los Angeles Region, continued to serve as the designated Regional Coordinator, serving as the program and fiscal lead for several county wide projects such as the Prison to Employment and Regional Equity Recovery Partnership initiatives. The SBWIB also lead the county wide effort on the bi-annual update for LARPU Regional Plan and has begun the process in creating a new regional plan due in 2024.



LaShaundria Cox

GAIN SUCCESS STORY

Having been unemployed for 10 months, **LaShaundria Cox**, a 36-year-old mother of three, was referred to the South Bay One-Stop Center in Gardena by her Los Angeles County Greater Avenues for Independence (GAIN) caseworker for job search skills and other services.

After her orientation, LaShaundria was assigned to the South Bay One-Stop Center in Inglewood to undergo the Blueprint for Workplace Success program where she received work readiness training, which included interview techniques and resume writing.

At the conclusion of the four-month training, LaShaundria impressed the South Bay One-Stop Center staff with her enthusiasm and determination to succeed, and she was hired as a full-time administrative assistant at the SBWIB Corporate Office in Hawthorne.

"I would definitely recommend the services and support the One-Stop Centers provide. People who need help should always ask questions; if you don't ask, no one will know you need help."

Gardena resident **Ronald Patterson** was referred to the South Bay One-Stop Center in Inglewood under the Prison to Employment program to access specialized employment services for adult parolees.

After serving 25 years in prison, Ronald sought to reintegrate himself into society and secure employment while residing at a transitional home as part of his parole conditions. With the support of his parole agent and career counselor, Ronald received rapid reemployment assistance and was placed on a contractual basis at the Westside Regional Center. Following a successful couple of months, he was offered a permanent position with full benefits. Ronald is now employed as a scanner/administrative assistant and has experienced meaningful growth and career advancement.



Ronald Patterson

PRISON TO EMPLOYMENT PROGRAM SUCCESS STORY

The SBWIB One-Stop Business and Career Centers provide a comprehensive range of services to cater to both job seekers and businesses. In addition to offering employment preparation and training opportunities for individuals seeking employment, the centers also assist businesses, both large and small, in finding qualified candidates to fill their vacant positions. The centers offer a

wide array of services and support, including recruitment services such as job fairs and publicizing positions, as well as hiring support services like screening/Live scan, job matching/referrals, skills testing, and reference checks. Furthermore, the centers also provide workforce training options such as on-the-job training, customized training, and apprenticeship programs.



Rapid Response & Layoff Aversion

The SBWIB offers Rapid Response solutions to businesses encountering difficulties that may lead to downsizing, moving to a different city or state, or permanently shutting down, resulting in employee layoffs and displacement. Impacted employees are provided with guidance and assistance to facilitate their transition into new careers. Rapid Response services can also help prevent or reduce layoffs caused by economic limitations or inadequately trained current employees. These services encompass connecting companies with funding options for employee training and enhancing their skills, tax relief, and other effective business strategies.

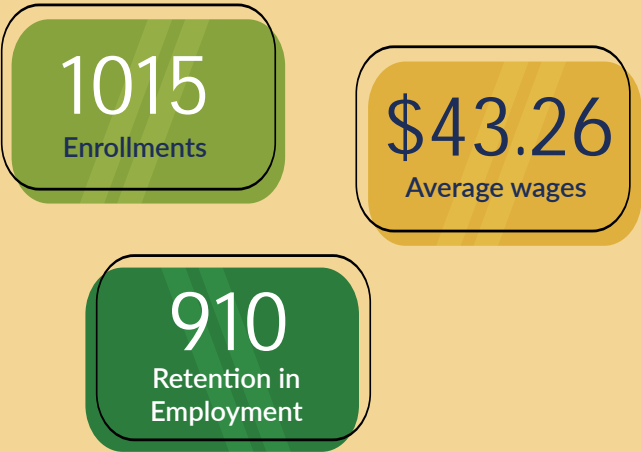


Employment Training Panel (ETP)

The South Bay WIB and the state Employment Training Panel (ETP) have established an ongoing collaboration to secure funding for employee training and skill building.

This collaboration aims to alleviate the administrative and contracting challenges that employers face when managing the program directly with ETP. The program is funded through the Employment Payroll Taxes paid by California employers. While the SBWIB/ETP program primarily focuses on the manufacturing and healthcare sectors, small businesses and their employees are also eligible for funding.

ETP, a state agency supported by both businesses and labor, provides funding for job skills training.



Cheryl Alison

CSUDH's HUMAN RESOURCES MANAGEMENT TRAINING - SUCCESS STORY

Cheryl Alison found herself at a career crossroads when Sunrider Manufacturing, her employer of several years, decided to relocate to Texas.

With retirement just a few years away and the prospect of being far from family, Cheryl made the decision to remain in the state and seek new employment opportunities. After submitting multiple applications and exploring the possibility of returning to school, she was referred to the South Bay One-Stop Center in Torrance. Given her prior experience in human resources, she enrolled in CSUDH's Human Resources Management Training. Upon completion, Cheryl secured an HR position at South Bay Home Care Inc., earning six dollars more than her previous salary. She is content in her new role, citing the organization's positive work culture and emphasis on employee wellbeing.

"I can't thank the One-Stop Job Search Services enough! They were very supportive of me from day one until such time I was fully settled in my newfound job."

DISLOCATED WORKER PROGRAMS

The SBWIB possesses dedicated funding to support individuals who have been laid off or displaced, including veterans and military personnel who have recently completed their active duty service. These individuals are offered a range of employment and job training services that are specifically designed to meet their unique needs. They can access a comprehensive set of services including:

- Retraining
- Career counseling
- Job search and placement assistance
- Workshops
- Career counseling



Kinkisharyo

SUCCESS STORY

Kinkisharyo (KI) is a manufacturer in the city of El Segundo specializing in the design, production, and upkeep of rolling stock for urban transit systems. KI is contracted by the Los Angeles County Metropolitan Transportation Authority (Metro) to supply state-of-the-art light rail vehicles for the Metro's expanding rail network. Their mandate encompassed the manufacturing and delivery of cutting-edge, low-floor light rail vehicles, with the overarching goal of enhancing public transportation throughout the Los Angeles region.

Having designed and manufactured over ten thousand railcars, KI is building upon its legacy of technological innovation and unwavering commitment to customer satisfaction. A distinguishing aspect of KI is its unique position as the first light rail vehicle manufacturer to maintain its own fleet.

KI's partnerships with the SBWIB has yielded significant benefits, particularly in the recruitment of entry level trainee rail car technicians. The SBWIB has facilitated access to a pool of qualified candidates through recruitment initiatives, job fairs, and direct referrals to hire 10 SBWIB participants. Furthermore, KI has taken advantage of On-The-Job Training (OJT) funding, helping to offset the expenses associated with onboarding and training new personnel. KI acknowledges that its ongoing partnership with the SBWIB has not only saved valuable time but also conserved financial resources and manpower. The partnership remains a cornerstone of KI's commitment to operational excellence.



City of Hawthorne

SUCCESS STORY

For more than 40 years, the City of Hawthorne and the SBWIB have worked together to boost economic growth and enhance community well-being.

Among the many collaborations is the SBWIB Hawthorne Teen Center that provides a safe after-school alternative to Hawthorne area youth ages 14 to 18. Mentoring, homework assistance, recreational activities, career counseling and other offerings are provided by SBWIB staff. The City of Hawthorne provides a no cost facility within the Hawthorne Memorial Center complex.

After the pandemic, the City turned to the SBWIB to help market an eGift Card Program. Merchants offered gift cards matched in value by stimulus funds from the American Rescue Plan Act of 2021. Twenty-four businesses participated in the program. SBWIB also supports small businesses with worker training, grant assistance, and financial workshops, thanks to city funding.

Other pilot programs the SBWIB has supported financially in recent years are the Park Ranger Patrols that helped make the City's park facilities a safer environment for families, and a Customer Service Online Course for city employees that work face-to-face with the public.

The SBWIB is also assisting the City with its support services for its unhoused population by providing training and job placement services for qualifying applicants funded in part by the city.



Rotex

SUCCESS STORY



Rotex aims to be a top auto parts remanufacturer, prioritizing flexibility, dependability, and innovation for financial stability. Rotex is proud to continue remanufacturing all products in the USA while embracing sound technological advances in its production process that protect the environment and eliminate waste.

The South Bay One-Stop Centers continue to partner with Rotex through its Gardena facility. The One-Stop Center provides its full menu of workforce development services to Rotex including job placement for individuals seeking employment. Rotex has attended several of the One-Stop Center's virtual job fairs and hiring events, including the job fairs for reentry individuals.

Additionally, Rotex consistently attends employer-related partner events such as Centinela Valley Union High School District's Employer Breakfast and El Camino's Advanced Manufacturing Employer Meetings. Rotex has hired over a dozen SBWIB participants (with many more pending), utilized the On-the-Job Training program, and directly hires SBWIB participants to staff their operation.



Christ Centered Ministries

SUCCESS STORY

Christ Centered Ministries (CCM), a non-profit founded in 1996 by Pastor Troy Vaughn and his wife Darlene, is making a significant impact in underserved communities in Los Angeles/South Bay. CCM's main goal is to help individuals in need, particularly those facing homelessness and incarceration. With 12 transitional homes, CCM provides crucial support to clients on their journey towards self-sufficiency.

CCM collaborates with SBWIB to recruit candidates with firsthand experience in substance abuse and incarceration for demanding positions. These employees play a pivotal role in mentoring and guiding the clients they serve. The SBWIB has been an invaluable resource in identifying and placing qualified individuals into these roles.

CCM has benefited from SBWIB's services, including work experience, recruitment assistance, and candidate vetting. This partnership has helped CCM fill important positions and support newly hired individuals. As an employer that welcomes those with background challenges, CCM is proud to have provided employment opportunities to over 24 candidates this year, making a significant impact in the community.



AERO-FLEX AND BIO-FLEX

Since 2017 almost 400 students have graduated from the SBWIB Aero-Flex and Bio-Flex Pre-Apprenticeship programs that provide career pathway exploration focused on the South Bay's key industry sectors of Aerospace and Bioscience. Generous grants from foundations and government agencies have greatly contributed to the success of these training programs which includes significant financial aid from Los Angeles County Second District Supervisor Holly Mitchell that supports students in the Bio-Flex program.



177

Pre-Apprenticeship
Enrollments

127

Pre-Apprenticeship
Completions

ARTS MEDIA & ENTERTAINMENT



The Arts, Media, and Entertainment (AME) program prepares participants for occupations in creative careers across industries using pre-apprenticeship and registered apprenticeship on-the-job training models. The AME consortium brings together education, employers, labor partners, and community-based organizations to establish a network of registered apprenticeships, training and mentorship programs for high-wage, high-skill careers in industries that include Music and Audio, Design, Live Events, Film/Television, Games, and Animation.

SPACE-FLEX

Pre-Apprenticeship
& Registered
Apprenticeship
Equitable & Innovative
Training Opportunities



In partnership with NASA and Northrop Grumman, the Space-Flex program involves regional collaboration among key partners within the space industry that include employers, community colleges, universities, workforce boards and others to formulate replicable and scalable approaches to attracting, training, and creating employment opportunities for job seekers, with an emphasis on those from backgrounds

underrepresented in STEM jobs.

The regional pilot is one of three national programs organized under the White House Space Industry Coalition that is chaired by Vice President Kamala Harris. The initiative seeks to address the rising demand for the space industry's skilled technical workforce and SBWIB is proud to be one of the leading partners.

AERO-FLEX

BIO-FLEX

Health Flex

Energy-Flex



324

Apprenticeship
Enrollments
Program Year

1,481

Apprenticeship
Enrollments
since 2019

4,738

National Scaling
Apprenticeship
Grant Enrollments
Since 2019





The Aero-Flex and Bio-Flex Apprenticeships were developed in partnership with local aerospace manufacturing companies and bioscience/pharmaceutical producers that appreciated having a non-traditional apprenticeship model for employee training. The flexible program structure allowed the employers

to define or “flex” the training to fit their specific needs. Many apprentices have completed the Aero-Flex and Bio-Flex Apprenticeships across the country and the SBWIB apprenticeship model is expanding to include other sectors such as IT/Cybersecurity, Healthcare, Arts/Media and Entertainment, Clean Energy and Transportation.

SOUTHERN CALIFORNIA APPRENTICESHIP NETWORK (SCAN)

SCAN was established by a coalition of employers, educational institutions, workforce development leaders and many other stakeholders with the unified goal of expanding apprenticeship throughout Southern California. Through a generous grant provided by the Irvine Foundation to the South Bay Workforce Investment Board (SBWIB), the network was given the resources and infrastructure needed to move forward.

Last November, more than 150 representatives from employers, workforce development boards, state and federal agencies, educational institutions, trade unions and other apprenticeship intermediaries joined together in person and virtually for the launch of SCAN at Los Angeles Trade Technical College.

Collectively, SCAN is committed to creating 3,000 non-traditional apprenticeships in Southern California by 2029.

“We have seen how apprenticeship programs can address the skills gap facing most companies, while also providing alternative career pathways for motivated, underrepresented individuals into roles that normally require a specific degree or professional experience.”

- Jorge Marquez, Senior VP at Robert Half, and Board Member of the California Interagency Advisory Committee on Apprenticeship



Faaris Hazara

AERO-FLEX PRE-APPRENTICESHIP PROGRAM
SUCCESS STORY

Upon completing high school, Faaris Hazara, an 18-year-old aspiring mechanical engineer, sought employment in his field of interest. He encountered difficulties navigating the workforce and turned to the South Bay One-Stop Center in Torrance for guidance.

He enrolled in the Aero-Flex Pre-Apprenticeship program through Youth at Work. Faaris completed Blueprint for Workplace Success, technical skills classes through Tooling U-SME, and gained valuable experience through a paid work opportunity at OSI Optoelectronics in Hawthorne.

Following the program, Faaris received interview and resume assistance through the One-Stop Center and completed another paid work experience at OSI Optoelectronics. His internships provided him with valuable knowledge of the manufacturing business and teamwork skills, leading to a full-time position as an assembler at OSI.

“The results I received from participating in this program were more than I expected. I am much more prepared to be a part of the workforce and understand it better.”

Bio-Flex Pre-Apprenticeship

Three groups comprised of high school and college age students graduated from the South Bay Workforce Investment Board’s Bio-Flex Pre-Apprenticeship Program in December. The two-month long program was funded in part by a grant from Los Angeles County Second District Supervisor Holly Mitchell.

Participating students were from Manuel Dominguez High School in Compton, King Drew Magnet High School of Medicine and Science in Los Angeles, Morningside High School in Inglewood, and West Los Angeles College in Culver City. Students learned about career opportunities in the life sciences sector from employers, and completed online technical skills classes through Biotech Primer, and participated in a hands-on lab experience called the Amgen Biotech Experience at Los Angeles Trade Tech College.

Since 2017, the SBWIB’s focus on preparing the next generation workforce for the opportunities to access high paying in-demand career pathway jobs in

the rapidly expanding sectors in the biosciences has resulted in the formation of US Department of Labor registered pre-apprenticeship and apprenticeship programs. The programs are employer-driven training that are proving to be successful in developing and upskilling current employees while increasing the pipeline of a future workforce.





AGES 14 - 24 YEARS OLD

The South Bay One-Stop Business and Career Centers, along with the Hawthorne and Inglewood Teen Centers, provide free services to support youth in the South Bay area. Services include pre-employment training, work experience, career preparation, skills training, academic enrichment, and job placement assistance.



TEEN CENTERS

Hawthorne and Inglewood Teen Centers

The SBWIB, in collaboration with educational and community partners, operates the Hawthorne & Inglewood Teen Centers. These centers provide after-school academic support to teenagers aged 14-18. The services offered encompass social collaboration, career services, field trips, and alternatives to engaging in delinquent behavior.

Teen Center Visits	
428	486
Hawthorne	Inglewood

YOUTH AT WORK EMPLOYMENT PROGRAM

The Youth at Work Employment Program, commonly known as the Summer Jobs Program, offers paid work experience and educational assistance to eligible youth aged 14-21. By providing these opportunities throughout the year, including school breaks, the program aims to equip young individuals with the skills, knowledge, and support they need to succeed in the workforce and beyond.



23RD ANNUAL BLUEPRINT FOR WORKPLACE SUCCESS JOB FAIR

The Blueprint program is offered in two workplace readiness courses. It offers employment readiness training to entry level job seekers and incumbent workers.

Courses:

- Blueprint I - How to get a job:** Students learn how to communicate effectively, make a resume, contact employers and more.
- Blueprint II - How to keep a job:** Students learn about teamwork, leadership, critical thinking and problem solving, managing conflicts and working in a cultural diverse environment.



"I was SO IMPRESSED with today's event. It made me so proud to be El Co alumni and I saw so many young people benefiting from your job fair. The level of planning and participation was something truly special. I love El Co and its work and this just continues to make me so grateful to have incredible people working for the institution. If there is ever anything I can do to give back, I am in. We made so many connections today and built a lot of relationships and ideas for getting young people connected with K-12 education."

- Dr. Jason Johnson
Superintendent
Hermosa Beach City School District

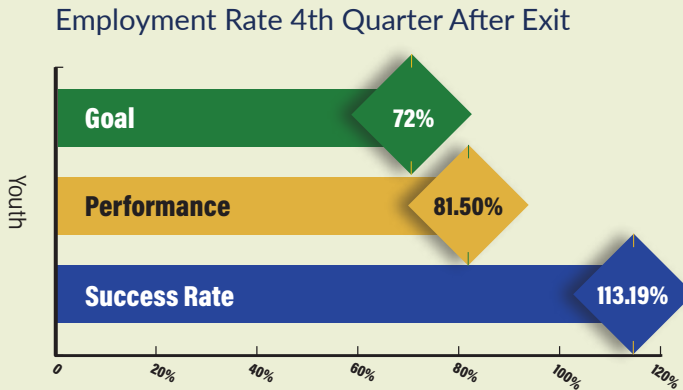
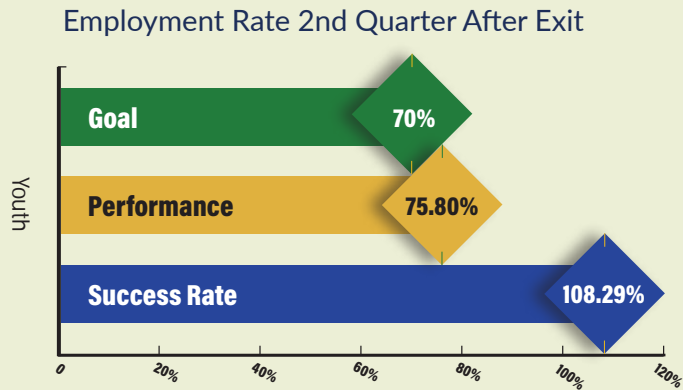
YouthBuild

YouthBuild offers young adults who are at-risk of failing to reach key educational and career milestones an opportunity to receive academic and occupational skills.

Young adults learn construction skills to help build affordable housing and other community assets. It creates pathways to education, employment or training, including pre-apprenticeships, to become leaders in their communities.



Annual Performance Outcomes



EL CAMINO COLLEGE

The SBWIB continued its strong partnership with El Camino College to provide on-campus career services for students, as well as collaborate with faculty on several successful grant funding opportunities to train and develop a skilled workforce pipeline. In partnership with the college's Career Education Department, Warrior Jobs Employment Office, and Student Services Office, the SBWIB provided job search assistance, resume support, interview preparation and career pathway planning. These services helped lead students into apprenticeships, pre-apprenticeships, internships and On-the-Job training opportunities.



hosted **4** highly successful Job Fairs. The most recent job fair was in partnership with Supervisor Holly Mitchell where **60+** employers from multiple industry sectors participated and hundreds of job opportunities were offered for El Camino students and the community as a result of this event.

Thanks to grants awarded to the El Camino College and SBWIB partnership, students from El Camino College and surrounding LA County schools have participated in Pre-Apprenticeship/ Apprenticeship Programs with opportunities that can lead to direct hiring. Hiring companies include Northrop Grumman, Sling Pilot Academy, Lisi Aerospace, and Space Vector Corporation.

Over the course of the year, the SBWIB engaged with **307** students for one-on-one job coaching, hosted **16** workshops and trainings, placed **55** students in internships and pre-apprenticeships, and direct employment opportunities, distributed **798** job leads from ready-to-hire employers, and

CVUHSD

Centinela Valley Union High School District

The SBWIB continues its partnership with Centinela Valley Union High School District to enhance workbased learning opportunities for academy and pathway students. From Fall 2022 through Summer 2023, the SBWIB placed 56 students in internship and pre-apprenticeship opportunities, coordinated 15 guest speakers to join the classroom to provide industry expertise, conducted 7 workplace tours, solidified 6 Advisory Board Members, identified 15 school-based internship programs, and assisted with hosting 2 large community partner breakfast events attended by over 300 employers, local elected officials and community members.

This past academic year, CVUHSD and the SBWIB enhanced its long-standing partnership by implementing a SBWIB on-campus liaison at each of the district's 4 high schools direct work-based learning services through each campus's College

and Career Center. Through this added support, the SBWIB engaged with 1,438 students for one-on-one job coaching, delivered 109 workshops and presentations with an additional 1,646 students in attendance, placed 92 students in internships and employment, distributed 1,055 job leads, identified 21 employer speakers who would provide presentations on career opportunities, and offered additional occupational training opportunities. The SBWIB will continue to provide these services to the district through the 2023-2024 academic year.

324
Opportunities
Offered



Jameah Palmer

BRIDGE TO WORK PROGRAM
SUCCESS STORY

Jameah Palmer, a 23-year-old former foster youth, was referred to the South Bay One-Stop Center in Carson by Los Angeles County Department of Children and Family Services for employment services under the Bridge to Work program. After assessing her needs, it was determined that she would benefit from the Workforce Innovation and Opportunities Act.

Jameah was seeking services as she was homeless and lacked stable transportation, relying solely on public transit. As a freelance artist, she struggled to find gainful employment due to a lack of traditional employment history. Jameah was assigned to a paid work experience position at Better Youth, Inc., where she could utilize her skills as an animator.

She demonstrated her commitment through diligence and hard work, taking two buses and two trains to get to work daily. Upon completion of her paid work experience, Jameah received an apprenticeship position with Better Youth Inc.

Carina Noyola, a 24-year-old from Lawndale, struggled to provide for herself financially with limited work experience but wanted to work in a professional level position.

With a positive outlook, she turned to the South Bay One-Stop Center in Inglewood in August 2021. Following her orientation, she received assistance in resume writing and was offered an On-the-Job Training (OJT) assignment as a communications assistant at Torrance Area Chamber of Commerce. Upon completion of her OJT assignment and armed with a stronger resume, Carina applied for a job with Musiker Discovery Program and was hired as a coordinator with a starting wage of \$25 an hour.



Carina Noyola

ON-THE-JOB TRAINING PROGRAM
SUCCESS STORY



Committee Members

Patricia Donaldson,
Youth Development Chair,
Active Security Solutions, Inc.

Ruthi Davis,
Youth Development Chair,
Lawndale Chamber of
Commerce/Economic
Development

Dr. Brenda Thames,
El Camino Community College

Jenifer Harris,
Behavioral Health Services

Tamala Lewis,
Dignity Health Sports Park

Maria Camacho,
Los Angeles Rams

J. Kim McNutt,
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Wiseburn Unified School District

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Hawthorne School District

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Chief Mark Fronterotta,
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The Friendship Foundation

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SKANSKA

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West Los Angeles College

Yashimah Grandberry,
SBWIB YouthBuild

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Hawthorne Police Department

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Century Center for Economic
Opportunity, Inc.

Dr. Matthew Wunder,
Da Vinci Schools

Amy Imamura
Los Angeles World Airports

Tom Fitzwater,
MTC Los Angeles Job Corps

Jakara Boose,
Department of Rehabilitation/
Torrance Branch

Alternates

Mr. Robin Dreizler,
El Camino Community College

Dr. Nisha Dugal,
Wiseburn Unified School District

David Mallchok,
Hawthorne School District

Dr. Anthony Taranto
Redondo Beach Unified School
District

Alma Kimura,
Los Angeles Unified School District

Dr. Wayne Diulio,
Torrance Unified School District

Kara Heinrich,
Torrance Unified School District

Branka Cvejic
El Segundo Unified School District

Dr. Atlas Helaire,
Southern California Regional
Occupational Center

Cinder Eller,
Inglewood Police Department

Kelly Stroman,
The Friendship Foundation

Crissel Rodriguez,
Da Vinci Schools

“My experience being enrolled into the Aero-Flex Pre-Apprenticeship and working with its staff has deepened my understanding of engineering. It not only taught me new concepts but also provided an opportunity to apply and master them.”

- Victor Marin,
Hawthorne High School
Aero-Flex Pre-Apprenticeship Participant



“I felt comfortable working with people who I knew and the people I had just met. The staff made me feel less worried about how I did it.”

- William Reyes,
Hawthorne High School
Aero-Flex Pre-Apprenticeship Participant

“The lab was my favorite part because we got to learn how to extract the DNA from a strawberry. We really appreciate this program and the opportunity.”

- Maia Arregui,
Ánimo Leadership High School
Bio-Flex Pre-Apprenticeship Participant





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Executive Committee,
Gardena General Insurance Agency

Patricia Bennett,
Board Secretary,
Executive Committee &
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Executive Committee, One-Stop
Policy & Youth Development Council,
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Hawthorne Chamber of Commerce

Mohammad Naser,
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Executive Committee & Business,
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One-Stop Policy,
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Economic Development,
Los Angeles World Airports

Andrew Fowler,
One-Stop Policy,
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Armando Pena,
One-Stop Policy,
Southern California Cement
Masons Apprenticeship Program

Brigette Calderon,
Youth Development Council,
Urban Semillas

Carolyn Woodard,
Performance & Evaluation
West County GAIN - Reg. I

Chris Hannan,
Business, Technology &
Economic Development,
The Los Angeles/Orange
Counties Building and
Construction Trades Council

Donald Ford,
Business, Technology &
Economic Development,
Training Education
Management LLC

Dr. Brenda Thames,
Youth Development Council,
El Camino Community College

Dr. Kendrick Roberson,
One-Stop Policy,
American Federation of Government
Employees
(AFGE) Local 2429

Dr. Lance Williams,
Business, Technology &
Economic Development,
Los Angeles County
Community Action Board

Dr. Wayne Diulio,
Youth Development Council,
Torrance Adult School

Eduardo Leiva,
Youth Development Council,
Leiva Group, LLC

Faisal Hashmi,
Business, Technology &
Economic Development,
Farmers & Merchants Bank

Fran Fulton,
Business, Technology &
Economic Development,
City of Torrance

J. Kim McNutt,
Youth Development Council,
California State University,
Dominguez Hills

Jackie Choi,
Business, Technology &
Economic Development,
City of Gardena

Jamin Gallman,
Business, Technology &
Economic Development,
SPACEX

Janice Jimenez,
Vice Chair P&E,
Performance & Evaluation
REGAL Real Estate &
Financial Services

Jeffrey R. Jennison,
Performance & Evaluation,
Watson Land Company

Jenifer Harris,
Youth Development Council,
Behavioral Health Services

Jeremy Diaz,
Performance & Evaluation,
UA Plumbers Local 78

Joe Ahn,
Business, Technology &
Economic Development, Northrop
Grumman Corporation

Josh Lafarga,
Performance & Evaluation,
Southern California District
Council of Laborers

Ken Gomez,
One-Stop Policy,
Employment Development
Department

Lily Craig,
Business, Technology &
Economic Development,
Chevron Products Company

Marc Weiss,
Performance & Evaluation,
Commercial Consulting, Inc.

Michael Brenk,
Performance & Evaluation,
Bachem Americas, Inc.

Mike Talleda,
Performance & Evaluation,
Shoreline Reality

Mike Costigan,
Performance & Evaluation,
IBEW Local 11

Mike Harriel,
Business, Technology &
Economic Development,
Southern California Gas Company

Mitch Ponce,
Performance & Evaluation,
Ironworkers Local 433

Paul Russell,
One-Stop Policy,
Stellant Systems

Roderick Edison,
One-Stop Policy,
Max Out Inc.

Ruthi Davis,
Vice Chair YDC,
Youth Development Council,
Lawndale Chamber of Commerce/
Economic Development

Sarah Gonzaga,
One-Stop Policy,
SEIU Local 2015

Tamala Lewis,
Youth Development Council,
Dignity Health Sports Park

Tami Lorenzen-Fanselow,
Business, Technology &
Economic Development,
FCL Logistics, Inc.

Ted Cordova,
Performance & Evaluation,
E&B Natural Resources

Tod Sword,
Vice Chair B&E,
Business, Technology &
Economic Development,
SoCalEdison

Tom Bakaly,
Business, Technology &
Economic Development,
Beach Cities Health District

Tonya Griffin,
One-Stop Policy,
Republic Services

Walter Ahhaitty,
Performance & Evaluation,
Southern California Indian Center

Alternates

Anahit (Nona) Yegiazaryan,
One-Stop Policy,
Employment Development
Department

Carissa Bailey,
Business, Technology &
Economic Development,
SPACEX

Constance Turner,
Business, Technology &
Economic Development,
SoCalEdison

Dawn Harris,
One-Stop Policy,
Republic Services

Greg Tsujiuchi,
Business, Technology &
Economic Development,
City of Gardena

Jose Anaya,
Youth Development Council,
El Camino Community College

Mark Choi,
One-Stop Policy,
Stellant Systems

Matthew Means,
Performance & Evaluation,
Watson Land Company

Omar Galindo,
Performance & Evaluation,
UA Plumbers Local 78

Pat Farenga,
Business, Technology &
Economic Development,
FCL Logistics, Inc.

Robert Padilla,
Performance & Evaluation
West County GAIN - Reg. I

Non-Voting Committee Members

Heidi Butzine,
Business, Technology & Economic
Development,
Lomita Chamber of Commerce

Bernie Konig,
Performance and Evaluation,
Centinela Valley Union High School
District

Susie Yellowhorse-Jensen,
One-Stop Policy,
Southern California Indian Center Inc.

First Quarter

In September the South Bay WIB in partnership with the Los Angeles County Department of Public Social Services Greater Avenues for Independence (GAIN) Region I hosted a Job Fair for GAIN participants receiving County assistance at the Hawthorne Memorial Center. Close to forty employers and 200 job seekers were in attendance.

South Bay WIB through its partnership with the U.S. Army, facilitated an in-person presentation by a West Point Academy graduate to the Centinela Valley Union High School District.

Rapid Response services were provided to five South Bay companies that employ 139 individuals who were affected by layoffs/closures during the first quarter. The SBWIB's Rapid Response team reached out to the employers and offered to provide webinars to assist with the layoffs.



South Bay WIB was awarded a \$250,000 grant to provide work readiness services to fifty (50) students with disabilities ages 16 – 22. The grant funding will be used to provide one hundred (100) additional paid work experience hours to students with disabilities in an effort to enhance their skills

In September, the SBWIB and Centinela Valley Union High School District hosted the 6th Annual Community Partners Breakfast and Academy Expo. Over 100 industry leaders were in attendance.

In September the U.S. Department of Labor awarded the South Bay Workforce Investment Board a \$5.8 million "Apprenticeship Building America" grant to create a Registered Apprenticeship Hub to implement the Expanding Flexible Apprenticeships in California Project.

Second Quarter

Rapid Response services were provided to 9 South Bay companies that employ 1534 individuals who were affected by layoffs/closures during the 2nd Quarter of

Program Year 2022-2023.

The SBWIB received a 30-month \$500,000 grant from the James Irvine Foundation to launch the Southern California Apprenticeship Network (SCAN) that will bring together businesses, educators, government, Workforce Development Boards, community-based organizations, and other interested parties to grow apprenticeship programs across Southern California. The South Bay WIB was awarded a \$250,000 grant to provide work readiness services to fifty (50) students with disabilities 16 – 22 years of age.

SBWIB trained and placed 27 clients from the Department of Rehabilitation into the Los Angeles World Airports (LAWA) iCARE support program.

Third Quarter

The SBWIB partnered with the City of Hawthorne to provide services and support for the Local Business Assistance Program and the Unhoused to Work Program. Under the Local Business Assistance Program, the SBWIB is providing Hawthorne-based businesses with enhanced business services that include incumbent worker training, grant assistance, financial management, and enrollment in the city wide e-Gift Card Program that's designed to promote economic development and spending at small businesses.

Up to 20 unhoused individuals referred to the SBWIB by the City of Hawthorne will participate in a 400-hour paid work experience assignment or short-term vocational training to prepare for entry or re-entry back into gainful employment. SBWIB will be providing matching funds for this project.

The SBWIB presented its 23rd annual Blueprint for Workplace Success Youth & Young Adults Job Fair in April at El Camino College (ECC). The job fair drew 2,075 students from local high schools, ECC, adult schools, community-based organizations, and public job seekers throughout the South Bay as well as 90 employers and 186 hiring representatives from public and private sectors. Nearly 300 students were hired on the spot or offered second interviews.



In March, Hawthorne's SBWIB Corporate Office hosted the inaugural meeting of the White House Space Industry Coalition's Southern Regional Pilot—a key element of the Biden-Harris Administration's nationwide drive to prepare the next wave of skilled professionals for the space industry. Focused on inclusivity, particularly for those underrepresented in STEM, the initiative engages collaborative efforts from entities like Workforce Development Boards, including SBWIB, community colleges, and others.

As a result of the national exposure the SBWIB's highly successful Aero-Flex Pre-Apprenticeship and Apprenticeship Programs, NASA representatives from Washington D.C. hosted Hawthorne High School manufacturing students along with current and former college level Aero-Flex Pre-Apprentices for a tour of the Jet Propulsion Laboratory in Pasadena that was facilitated by the SBWIB. The following day, the NASA officials visited the Hawthorne High School of Manufacturing / Engineering Academy SME Lab where students showcased their various projects.



At the end of this quarter, Rapid Response services were provided to 20 South Bay companies that employ 1,659 individuals who were impacted by layoff and closures.

In March the SBWIB along with local partners hosted the initial Information and Networking session for the Southern California Apprenticeship Network (SCAN) at the BioscienceLA center in Culver City. More than 115 individuals attended the day-long event that served to inform employers and other stakeholders about the benefits of expanding apprenticeships across Southern California. A few weeks later the SBWIB co-presented SCAN at the National Association of Workforce Boards in Washington, D.C.

Fourth Quarter

In July Carson Mayor Lula Davis-Holmes in partnership with the South Bay Workforce Investment Board hosted a Construction Job and Apprenticeship Fair at the Juanita Millender-McDonald Community Center in Carson. A total of 33 construction employers, union representatives, and labor organizations participated, and nearly 60 job seekers being extended offers of employment or being invited for second interviews as of June 30th.



Last quarter, Congresswoman Maxine Waters presented the SBWIB with a \$500,000 check to help fund an initiative that provides recruiting, training and placement services to women, minorities, dislocated workers, and others with barriers to employment interested in entering the construction and transportation industries.

In July, the California Workforce Development Board designated the South Bay Workforce Investment Board as a High Performing Board for the period of July 1, 2023, through June 30, 2026.

In June the South Bay Workforce Investment Board hosted a graduation ceremony to honor eleven (11) young adults for successfully completing the SBWIB YouthBuild Program and earning their high school diplomas.

Our year-end totals through the 4th quarter reflect 117,889 visits to our four South Bay One-Stop Business and Career Centers, and the Inglewood and Hawthorne Teen Centers experienced 914 youth visits during Program Year 2022 - 2023.

“Never give up. It only takes one person who believes in you to make a difference, and that’s what I received at the One-Stop Center.”

- Tonya McCoy,
Hawthorne
Adult Program Participant



“My favorite part of the Bio-Flex program was the lab. We had professionals teach us about different labs. I want to thank our counselors for introducing me to this program and the SBWIB staff.”

- Adrian Morales,
Ánimo Leadership High School
Bio-Flex Pre-Apprenticeship Participant



“The One-Stop staff helped me overcome the challenges in finding and securing a job.”

- Jessica Beamon,
Inglewood
GAIN Program Participant



Contact Us



INGLEWOOD ONE-STOP

110 S. La Brea Ave.
Inglewood, CA 90301

(310) 680-3700



GARDENA ONE-STOP

16801 S. Western Ave.
Gardena, CA 90247

(310) 538-7070



TORRANCE ONE-STOP

1220 Engracia Ave.
Torrance, CA 90501

(310) 680-3830



CARSON ONE-STOP

801 E. Carson St., Ste. 117
Carson, CA 90745

(310) 680-3870



SBWIB YOUTHBUILD

5021 Lennox Blvd.
Lennox, CA 90304

(310) 225-3060



INGLEWOOD TEEN CENTER

101 W. Manchester Blvd.
Inglewood, CA 90301

(310) 680-3702



HAWTHORNE TEEN CENTER

3901 W. El Segundo Blvd.
Hawthorne, CA 90250

(310) 970-7001

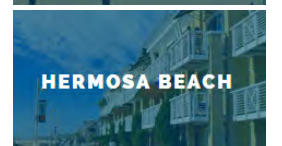
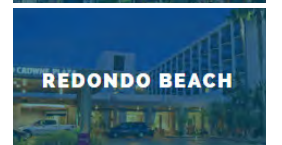
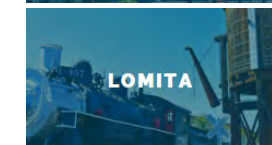
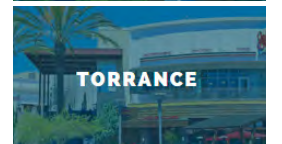
Thank You

Throughout the previous program year, we continued to leverage our dynamic partnerships with the public, private, and nonprofit sectors. These collaborations have played a crucial role in supporting our mission to cultivate a world-class workforce in the South Bay region.

We express deep gratitude for the significant support received from our elected officials at the local, state, and federal levels of government. Their backing enables us to access essential financial support and resources, vital for sustaining our innovative workforce development system. This system is strategically designed to promote job retention and stimulate economic growth.

A special note of appreciation is extended to the dedicated volunteers who generously serve on our board of directors and advisory committees. These individuals, representing private industry, education, and nonprofit agencies, contribute their collective expertise to provide valuable oversight of our operations. Their commitment helps us stay focused on enhancing the quality of life for individuals and businesses across our service area, encompassing 11 cities in the South Bay.

Thank You To Our Local City Partners



With heavy hearts, the Board of Directors and staff of the South Bay Workforce Investment Board fondly remember Wayne Spencer, who departed from us on March 12, 2023.

For over two decades, Wayne served as the Chairman of our Board, imprinting his infectious zest for life in every facet of our proceedings and special events. As the quintessential leader, his enthusiasm became a guiding force, motivating everyone to contribute their utmost towards the organization's goals. Wayne generously shared his time and talents with the Inglewood Airport Area Chamber of Commerce Board of Directors, where he held the position of past board chairman, and the Rotary Club of Inglewood, where he served on the board of directors and held the role of past president.

The impact of Wayne's absence is immeasurable, as he was not only invaluable to our organization but, more significantly, a wonderful human being who is deeply missed by all who had the privilege of knowing him.



A WORKFORCE
DEVELOPMENT BOARD



America's **Job**Center
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SOUTH BAY WORKFORCE INVESTMENT BOARD

11539 HAWTHORNE BLVD., 5TH FLOOR

HAWTHORNE, CA 90250

PHONE: (310) 970-7700

EMAIL: INFO@SBWIB.ORG

WWW.SBWIB.ORG