



## SOUTH BAY WORKFORCE INVESTMENT BOARD

Putting people to work; helping business succeed.  
Help Support our work to keep people employed.



# Creating and Managing Non-Traditional Apprenticeship Programs

**Chris Cagle**, Regional Affairs Manager  
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*June 22, 2022*



# SOUTH BAY WORKFORCE INVESTMENT BOARD



A WORKFORCE DEVELOPMENT BOARD

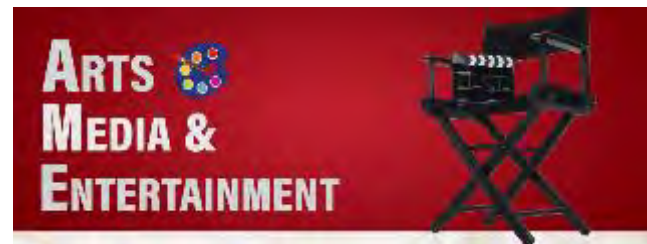
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*Energy-Flex*



# AGENDA

- Apprenticeship/Pre-Apprenticeship Overview
- Starting an Apprenticeship Program
  - *Identify the Need & Partners*
  - *Register the program/occupations*
  - *Market the program*
  - *Recruit & enroll participants*
- Managing the program
  - *Managing participants*
  - *Funding the program*
- Q&A





# APPRENTICESHIP



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# Traditional vs. Non-traditional Apprenticeship



# WORKFORCE DEVELOPMENT PIPELINE

Post High School No Degree

Part time or full time



Associates Degree

Part time or full time while going to school



4 year Degree

With experience



Masters Degree or PHD



High School Student

Part time employee while in school



Incumbent Worker

No Degree



4 Year Degree

With no experience



Incumbent Worker

Moving towards advanced degree



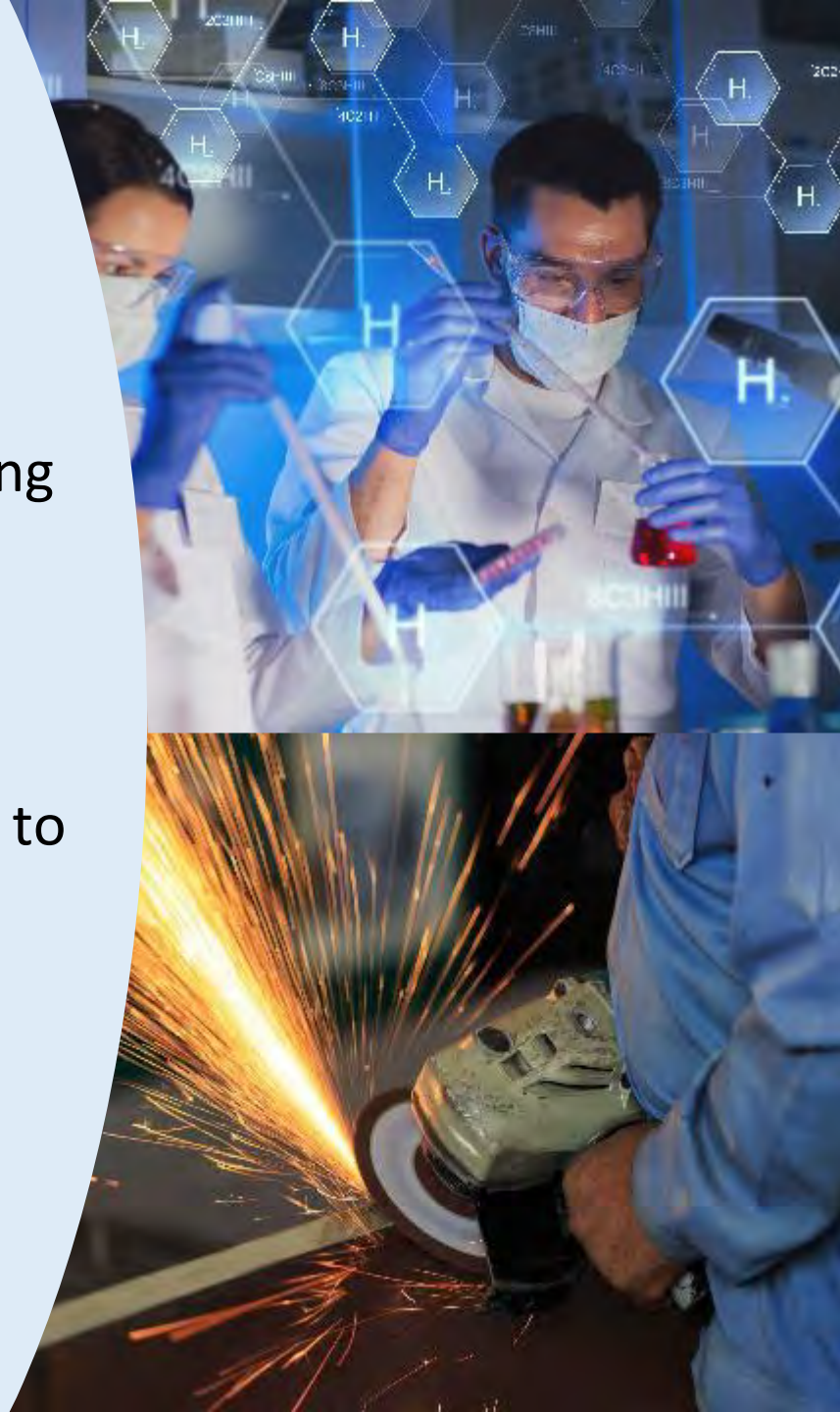
# Benefits for Employers

- Customized training that meets industry standards
- Stable and reliable pipeline
- Systematic approach to training
- Credential attainment
- Funding available



# Apprenticeship as an Incumbent Worker Development Strategy

- Formalize incumbent worker training
- Training plans customized to individuals and departments
- Provides a clear path for advancement (e.g. from technician to engineer)
- Enhance employee retention





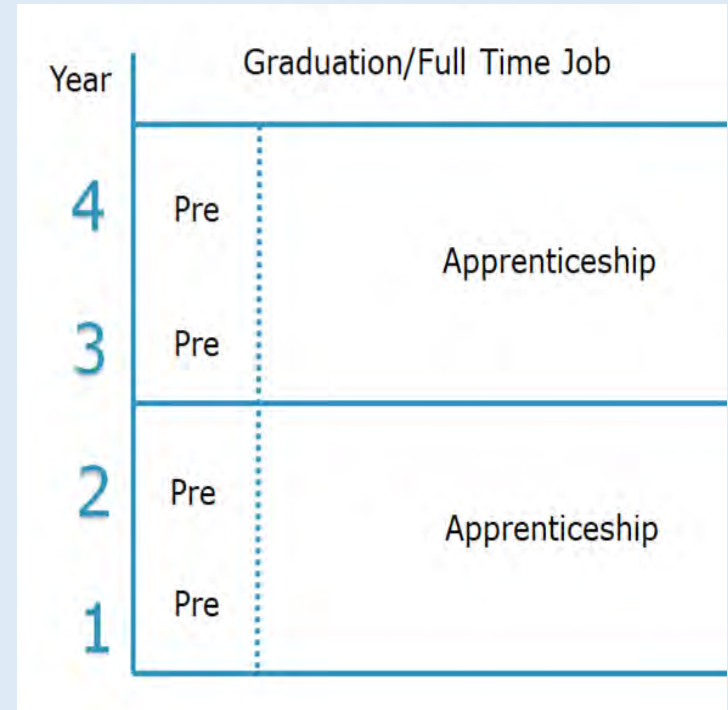
# Apprenticeship as a Workforce Pipeline Development Strategy For New Hires

- Hire sooner at lower skill level than normally required
- Use apprenticeship to address skills gaps, learn the business, become job ready
- Hire from broader range of schools

## Benefits:

- Provides potential for more diversity
- Time to obtain a security clearance
- Increases pipeline of qualified employees

College or University Education

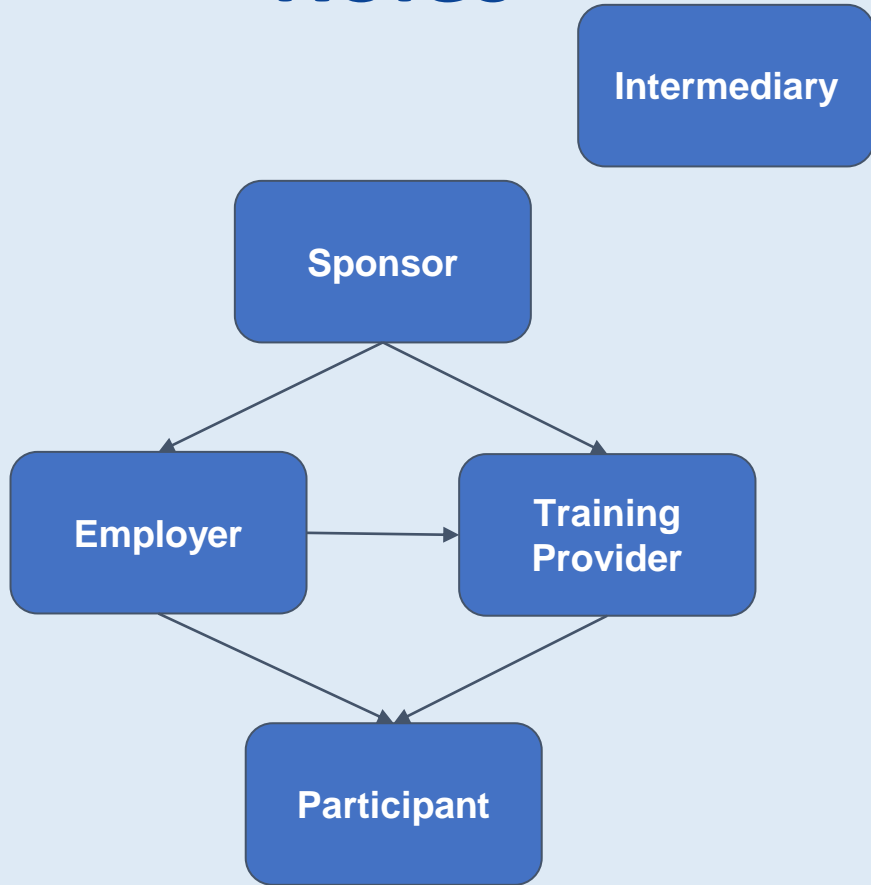


# Benefits for Employees

- Hands-on structured career training
- Career advancement
- Recognition of prior learning and experience
- National/state credential
- Additional stackable certificates related to occupation
- Additional support (mentorship)



# Apprenticeship Roles





# Apprenticeship Components

1. On-the-Job (OJT) Competencies
2. Behavioral Competencies
3. Related Instruction (classroom training)
4. Term
5. Wage Schedule



# PRE-APPRENTICESHIP

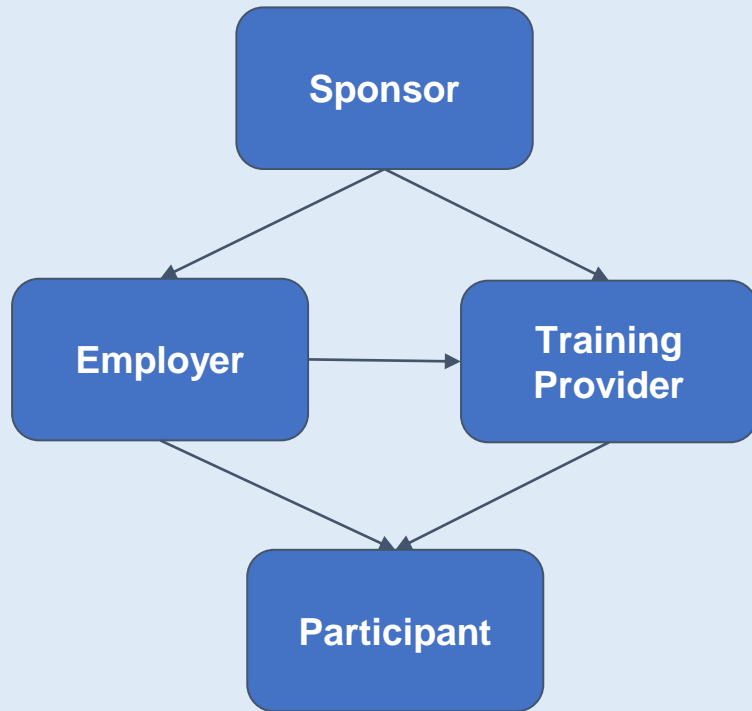


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# Pre-Apprenticeship Roles





# Pre-Apprenticeship Components



**TRACK I**  
**Work Readiness Skills**



**TRACK II**  
**Related Technical Skills**



**TRACK III**  
**Work Experience**



# CERTIFICATE OF COMPLETION

THE AERO-FLEX UNILATERAL APPRENTICESHIP COMMITTEE CONFIRMS THAT:

**NAME**

HAS COMPLETED ALL REQUIREMENTS OF THE AERO-FLEX PRE-APPRENTICESHIP ON:

**DATE**

UNILATERAL APPRENTICESHIP COMMITTEE



# CERTIFICATE OF COMPLETION

THE BIO-FLEX APPRENTICESHIP ADVISORY COMMITTEE CONFIRMS THAT:

**NAME**

HAS COMPLETED ALL REQUIREMENTS OF THE BIO-FLEX PRE-APPRENTICESHIP ON:

**DATE**

APPRENTICESHIP ADVISORY COMMITTEE





# Celebrating Completions



## NEWS

**FOR IMMEDIATE RELEASE**

May 25, 2021

*South Bay Workforce Investment Board*

South Bay Workforce Investment Board  
 11539 Hawthorne Blvd., Suite 500  
 Hawthorne, CA 90250  
 Contact: Jan Vogel 310-970-7700

**FIRST TWO APPRENTICES COMPLETE SOUTH BAY  
 WORKFORCE INVESTMENT BOARD AERO-FLEX APPRENTICESHIP PROGRAM**





# Youth Apprenticeship

- Hired part-time while in high school
- Hired full-time upon graduation
- Challenges: employer acceptance of age, part-time work, work study program at school



# HOW TO START AN APPRENTICESHIP PROGRAM



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# 1. Identify the Need and Partners

- Identified industry focus areas: aerospace and bioscience
- Surveyed employers for occupation needs & skill gaps
- Identified champion employer
- Identified local training providers, associations & CBOs
- Created Apprenticeship Advisory Committee





# What is important to employers?

- Flexibility
- Scalability
- Minimal changes to internal infrastructure
- Little to no cost
- Address needed soft skills
- Move at the speed of business

# Engaging Partners

- Write grants together
- Employer engagement
- Recruit participants
- Provide training
- Technical support



# Employer Engagement Strategies

- Identify what problem can solve for them
- Offer all other WDB services
- Simplify language/minimize jargon, graphically-pleasing material
- Identify how apprenticeship can wrap around/formalize current training
- Start with one occupation
- We take care of paperwork
- Offer 1-year term, encourage credit for prior learning and experience
- Involve them in pre-apprenticeship





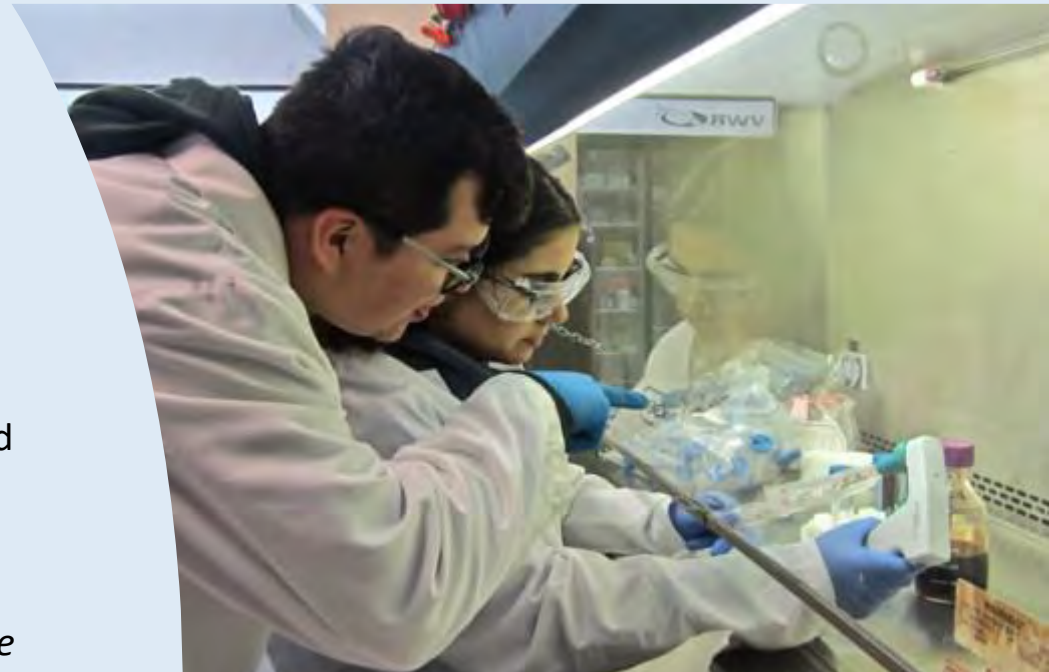
# 2. Register Program & Occupations - DOL/DAS

- Design training plans with employers and partners
  - Based on job descriptions
  - Competency-based
  - As generic as possible
  - Minimum age 16
  
- Submit standards with a training plan for each occupation and agreement signed by employer (EAA/ESA)




# SBWIB Registered Occupations

- **Bio-Manufacturing Technician**  
*(aka Production Technician)* - Time-based and competency-based
- **Biomedical Equipment Technician** *(aka Biomedical Maintenance Technician)* - competency-based
- **Bio-Medical Quality Assurance Specialist** *(aka Inspector, Quality Assurance)* - competency-based
- **Cyber Security Support Technician** *(aka Cyber Intel Security Analyst)* - competency-based



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# CAREER PATHWAY APPRENTICESHIP PROGRAMS



## **Aero-Flex SBWIB Pre-Apprenticeships:**

Aerospace Engineer • Assembler, Metal Building • Avionics Technician • Industrial Manufacturing Technician • Machine Operator I • Machinist (Includes NIMS) • Metal Fabricator • Numerical Control Machine Operator • Quality Control Inspector • Tool Programmer, Numerical

All of the below apprenticeships are registered with US DOL (United States Department of Labor)

## **Bio-Flex SBWIB Pre-Apprenticeship & Registered Apprenticeships:**

	<b><u>O-Net Code</u></b>	<b><u>Rapids Code</u></b>
1. Bio-Production Technician (Bio-Manufacturing Technician)*	19-4021.00	1103CB
2. Biomedical Equipment Technician (aka Biomedical Maintenance Technician)*	49-9062.00	0888
3. Biomedical Equipment Technician (aka Bio Medical Maintenance Technician)	49-9062.00	0888CB
4. Inspector, Quality Assurance (aka Bio-Medical Quality Assurance Specialist)	13-1041.04	0992CB

\*Registered with DAS (Department of Apprenticeship Standards)

## **IT-Flex SBWIB Registered Apprenticeship:**

1. Cyber Intel Security Analyst (aka Cyber Security Support Technician)	15-1212.00	2050CB
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## **SBWIB Partners**

<b><u>ToolingU SME</u></b>	<b><u>O-Net Code</u></b>	<b><u>Rapids Code</u></b>
1. Aerospace Engineer*	17-2011.00	2069HYB
2. CNC Operator - Milling and Turning*	51-4034.00	1094CB
3. Industrial Engineering Technician (Aerospace Quality Assurance Technician)	17-3026.00	0259CB
4. Industrial Machine System Technician*	49-9041.00	1037HYB
5. Tool and Die Maker	49-9041.00	0586

\*Registered with DAS (Department of Apprenticeship Standards)

## **West LA College**

1. Aircraft Structures Mechanic	51-2011.00	0876CB
2. Industrial Manufacturing Technician	17-3029.09	2031CB
3. Calibration Technician (aka Instrumentation Technician)	17-3023.02	0255CB

All registered with DAS (Department of Apprenticeship Standards)

## **El Camino College**

	<b><u>O-Net Code</u></b>	<b><u>Rapids Code</u></b>
1. CNC Operator – Milling and Turning (aka Aerospace CNC Machining Technician)	51-4034.00	1094CB
2. IT Lab Technician (aka Aerospace Electronics Technician)	17-3023.01	1069CB
3. Electromechanical Technician (aka Aerospace Electromechanical Technician)	17-3024.00	0167CB

All registered with DAS (Department of Apprenticeship Standards)

## **SWAG - Strong Workforce Apprenticeship Group**

1. Tool Programmer, Numerical	51-4012	0690
2. Numerical Control Machine Operator	51-4011.00	0845R
3. Metal Fabricator	51-2041.00	0325
4. Machinist	51-4041.00	0296R
5. Quality Inspector	51-9061.01	0936
6. Machine Operator I	51-4081.01	0511
7. Industrial Manufacturing Technician	17-3029.09	2031HY
8. Assembler, Metal Building	47-2221.00	0877
9. Cyber Security Support Technician	15-1122.00	

All registered with DAS (Department of Apprenticeship Standards)

## **Goodwill Southern California's Apprenticeship Program - SWAG**

1. CNC Set-Up Programmer	51-4012.00	1100CB
2. Numerical Control Machine Operator	51-4011.00	0845R
3. Quality Inspector	51-9061.01	0936
4. Machine Operator I	51-4081.01	0511
5. Industrial Manufacturing Technician	17-3029.09	2031HY
6. Manufacturing Production Technician	17-3029.09	2031CB
7. Tool and Die Maker	51-4111.00	0586CB
8. Stamping Press Operator	51-4031.00	0298CB
9. Industrial Maintenance Mechanic	49-9041.00	0308CB
10. Mechatronics Technician	49-2094.00	2014CB (fitter)
11. Mechatronics Technician	49-2094.00	2014CB (installer)

# SBWIB Pending Occupations

- Digital Accessibility Specialist
- Quantum Computing
- IT Programming & Coding
- Assembly
- Clinical Laboratory Scientist
- Certified Nursing Assistant
- Social Worker
- Child Development





# 3. Register Program & Occupations - ETPL

- Registered apprenticeships are automatically eligible for the ETPL (*per state and federal ETPL Policy*)
- Email EDD to get on State ETPL: [wsbetpl@edd.ca.gov](mailto:wsbetpl@edd.ca.gov)
- Get on your local ETPL

The screenshot shows the I-TRAIN Training Provider Directory website. At the top, there is a header with the I-TRAIN logo and the text "I-TRAIN Training Provider Directory". Below the header is a search bar with the text "child development" entered. To the right of the search bar are several filter buttons: "Active", "Inactive", "All", "New", "Old", "All", "New", "Old", "All", "New", "Old", "All", "New", "Old", "All", "New", "Old". Below the search bar and filters is a navigation menu with several options: "Home", "About Us", "Contact Us", "FAQ", "Help", "Privacy Policy", "Terms of Service", "Sitemap", "Feedback". The main content area is divided into two columns: "Training Provider" and "Listed Programs". The "Training Provider" column shows a list of providers, including "I-TRAIN MULTIMEDIA TRAINING CENTER - I-TRAIN EXTENSION". The "Listed Programs" column shows a list of programs, including "P10584 - CHILD DEVELOPMENT ASSOCIATE ONLINE" and "P11293 - CHILD DEVELOPMENT ASSOCIATE TRAINING RENEWAL".

Training Provider	Listed Programs
<b>I-TRAIN MULTIMEDIA TRAINING CENTER - I-TRAIN EXTENSION</b> 11000 BROADWAY, SUITE 1000, LOS ANGELES, CA 90044 Kara Tancore 11000 Drive, Suite 1000 Los Angeles, CA 90044 (310) 246-1971 kara.tancore@i-train.com Kara Lutz 11000 Drive, Suite 1000 Los Angeles, CA 90044 (310) 246-1971 kara.lutz@i-train.com	<b>P10584 - CHILD DEVELOPMENT ASSOCIATE ONLINE</b> Cost: \$1,200.00 Tuition: \$1,200.00 Registration: \$100.00 Site: = 11000 BROADWAY, SUITE 1000, LOS ANGELES, CA 90044 Hours: 120 Weeks: 16 Other Expenses: \$0.00
	<b>P11293 - CHILD DEVELOPMENT ASSOCIATE TRAINING RENEWAL</b> Cost: \$200.00 Hours: 45 Weeks: 16

# 4. Marketing the Program

**AERO-FLEX**  
PRE-APPRENTICESHIP

**An Employer-Centric Earn and Learn Model for Engineering**

**Aero-Flex Pre-Apprenticeship**

- Learn while getting paid!
- Connect with top employers ready to hire
- Gain real world experience applying career skills
- Industry recognized, transferable credentials
- Connect to college, registered apprenticeship, and/or employment

**Aerospace Engineering Apprenticeship**

- Gain on-the-job training
- Gain paid employment
- Obtain technical education in Aerospace Engineering
- Complete a 1000-hour program
- Community to graduate employer

**Employers**

- Build your workforce pipeline of engineers
- Flex curriculum to your needs
- Build a flexible, dynamic workforce with career-ready staff
- A Full-time Program

**Access to pool of candidates with top business and entry-level technical skills**

- Employer-defined training plan
- On-site training to support training
- Guide program throughout the organization

**Aero-Flex, Employers & Partners**

Call 310.416.4100 or visit [www.sbwbib.org/aero-flex](http://www.sbwbib.org/aero-flex)

**Aero-Flex & Bio-Flex Virtual Pre-Apprenticeships**

**Virtual Opportunities for those interested in a career in the Aerospace or Bioscience Industry**

- Learn about exciting careers with our 100% Virtual Pre-Apprenticeship Program!
- Connect with the industry's top employers
- Gain real world experience exploring career tracks
- Earn industry-recognized, transferable credentials
- Continue to college, a registered apprenticeship, and/or employment
- Explore work-based learning opportunities

**Next Requirements to enroll in a SBWIB Apprenticeship Program:**

- Must be born after 11-04
- Live in Los Angeles County
- Detail eligibility criteria may apply

Questions about enrolling? Contact us at [enroll@sbwbib.org](mailto:enroll@sbwbib.org)

**Bio-Flex**

An employer-centric workforce pipeline development program modeled after the successful SBWIB Aero-Flex initiative

**Bio-Flex** is an innovative project developer pre-apprenticeship and registered apprenticeship career pathway for the Bioscience Industry.

**Bioscience Employees** – your input and guidance is needed for program development. Please contact us at [enroll@sbwbib.org](mailto:enroll@sbwbib.org)

**Ask us about other programs available to support your business growth:**

- Employment Training Incentives
- City & County Business Incentives
- Wage Subsidy programs
- Tax credit for equipment purchases

**Please contact:**  
 Director of Enroll  
 South Bay Workforce Institute Development Board  
 Email: [enroll@sbwbib.org](mailto:enroll@sbwbib.org), Phone: (310) 914-1100  
 Visit: [www.sbwbib.org/bioflex](http://www.sbwbib.org/bioflex)

**Aero-Flex**  
[www.sbwbib.org/aero-flex](http://www.sbwbib.org/aero-flex)  
**Bio-Flex**  
[www.sbwbib.org/bioflex](http://www.sbwbib.org/bioflex)  
**SBWIB YouTube Channel**

**BIO FLEX**  
**SBWIB Bio-Flex Testimonial...**

Pre-Apprenticeship Registered Apprenticeship

Thank you! Social Media, Microsoft, Email, YouTube, Special Comm, Press Broad, Website

DIANA SANTIAGO 0:03 / 0:32

YouTube





**An Earn and Learn Model to Improve Your Metalworking & Quality Control Skills**

## Aero-Flex Pre-Apprenticeship

- Enhance your career
- Earn a \$500 stipend upon completion
- Industry recognized credentials
- Gain access to ToolingU courses for 1 year
- 1 year membership in Society of Manufacturing Engineers
- Stackable credentials that lead to apprenticeships in:

- Engineering Technology
- CNC Machining Technician
- An Engineering Degree
- Quality Control
- Management



To apply, contact:  
Christine Thompson  
Email: C.Thompson@aircraftmachine.com  
Or call her on extension 25



This WIOA Title I financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.



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# Bioscience

**ThermoFisher SCIENTIFIC**

**Augment your Internship Experience with a Bio-Flex Pre-Apprenticeship**



## Bio-Flex Pre-Apprenticeship

### 3 TRACK PRE-APPRENTICESHIP

- TRACK I - Work readiness skills
- TRACK II - Industry-specific technical skills
- TRACK III - Your internship at ThermoFisher



### BENEFITS

- ✓ Your paid internship at ThermoFisher
- ✓ Stackable, industry recognized, credentials portable within the Bioscience industry
- ✓ A capstone Pre-Apprenticeship certificate
- ✓ Add marketable skills and credentials to your resume
- ✓ Earn while you learn!



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### Contact Information

Israel Rodriguez  
South Bay Workforce Investment Board  
Email: info@sbwib.org; Phone: (818) 661-0784  
or (310) 970-7700  
Visit: [www.sbwib.org/bioflex](http://www.sbwib.org/bioflex)



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LOS ANGELES COUNTY  
Economic Development Corporation

BIOCOM



WDACS  
WORKFORCE DEVELOPMENT AND COMMUNITY SERVICES

CSUDH



This WIOA Title I financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.

## Job Searching



### Welcome

Congratulations on being ready to advance your career by participating in the SBWIB Job Portal! Your updated resume and notes within the portal will tell prospective employers about your skills and why they should hire you.

If you need assistance updating your resume, contact us. For those who completed Blueprint for Workplace Success, you already have the tools to refresh or create a dynamic resume.

#### New Users:

- Register by clicking the Resume Portal button below
- Fill in all blank cells by creating a User ID and Password
- Then, login and complete all blank cells

#### Returning users:

- Enter the Username and password previously created



### South Bay One-Stop Business & Career Centers Services

#### South Bay One-Stop Business & Career Centers



#### No Cost Services

#### Be Our Next Success Story

Business Services	Adult Services	Youth Services
<ul style="list-style-type: none"> <li>Job Search</li> <li>Employment Services</li> <li>Resume Services</li> <li>Financial Literacy</li> </ul>	<ul style="list-style-type: none"> <li>Job Search</li> <li>Financial Literacy</li> <li>Job Training</li> <li>Financial Literacy</li> </ul>	<ul style="list-style-type: none"> <li>Job Search</li> <li>Financial Literacy</li> <li>Job Training</li> <li>Financial Literacy</li> </ul>



[Download flyer here](#)

#### Additional Resources

[Aero-Flax](#)

[Rio-Flax](#)

[Blueprint for Workplace Success](#)

[Individual Services](#)

[South Bay Business Resources](#)

## 5. Recruit & Enroll Participants

- Resume Portal ([www.sbwib.org/resume-portal](http://www.sbwib.org/resume-portal))
- Employers
- Partners
- AJCC'S



# Enrolling Participants

**SBWB Apprenticeship Program**  
Please follow these steps to complete your enrollment.

**Step 1: Participant Information**

Workforce Number: [Field]      Date of Birth: [Field]

First Name: [Field]      Last Name: [Field]

Address: [Field]

Phone Number: [Field]      Home Type: [Field]

Cell Phone Number: [Field]      Cell Phone Area Code: [Field]

Personal Email: [Field]      Work Email: [Field]

Address: [Field]      City: [Field]      State: [Field]      Zip: [Field]

Sex:  Male  Female      Marital Status:  Married  Single  Divorced  Widowed      Are you employed:  Yes  No



**U.S. Department of Labor**  
Department of Labor

**APPRENTICESHIP AGREEMENT**

1. General Information

2. Description of the Apprenticeship

3. Duration of the Apprenticeship

4. Compensation and Benefits

5. Training and Supervision

6. Termination

7. Dispute Resolution

8. Signatures

**SBWB APPRENTICESHIP AGREEMENT**

1. General Information

2. Description of the Apprenticeship

3. Duration of the Apprenticeship

4. Compensation and Benefits

5. Training and Supervision

6. Termination

7. Dispute Resolution

8. Signatures

- Complete Apprenticeship Agreement (DOL 671, DAS-1) and digitally signed
- Assess need and eligibility for supportive services
- Identify Credit for Prior Learning & Credit for Prior Experience
- Identify initial training provider(s)
- Enroll in online system (DOL RAPIDS, CA DAS)





# MANAGING THE PROGRAM



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# Managing Participants

- Regular check-ins with employer, document progress
- Enroll in supportive services if needed
- Can suspend or transfer apprenticeship
- Document completion with DOL/DAS





# Online Narrative Reporting Tool

Save Print Download as Word document Log out

Quarterly Narrative Performance Report

Grant period of performance <b>start:</b>	Grant period of performance <b>end:</b>	DOL Grant FOA:	Grant number:	Grant name:	Grant recipient name:
04/01/2021	06/30/2021	FOA-ETA-18-08	HG-33046	Scaling Apprenticeships in America	West Los Angeles College
Date report <b>submitted</b> (due 20th of Oct, Jan, Apr, and Jul)	Grant project name:				Sub recipient name:
07/20/2021	Growing Advanced Manufacturing Apprentices Across America (GAMAAA)				WIBs: South Bay Workforce Investment Board (SBWIB)
Submitter name	Submitter phone			Submitter email	
Amelia Klawon	(323) 265-8998			aklawon@sbwib.org	
Contact name	Contact phone			Contact email	
Chris Cagle	(310) 970-7700			ccagle@sbwib.org	

## Section II. Summary of Grant Activities

- A. This section is an executive summary of grant activities, including planned and actual progress. Grant activities should be aligned with the goals and objectives outlined in your grant Statement of Work (SOW) and ETA approved work plan/timeline. For the current quarter, please include a description of all:
- services supported by the grant;
  - key activities completed, including partnership development and coordination;
  - performance improvement efforts being undertaken to meet goals for the performance year if projected goals for the quarter are not currently being met; and
  - additional activities performed by both the grantee and any sub-grantees, if applicable.
- B. This update may include additional information about service and training activities and outcomes to supplement the data submitted on the Quarterly Performance Report.
- C. In accordance with the funding opportunity under which the grant was awarded, grantees that are providing supportive services and specialized participant services, should include:
- services supported by the grant;
  - a description of the type(s) of services offered in the quarter,
  - how they contributed to a participants ability to fully participate in grant-funded activities.
- D. Those grantees who have no changes to report on the above items relative to previous reports should indicate so, in addition to indicating the reason for their lack of changes.
- E. Additionally, for Senior Community Service Employment Program (SCSEP) grantees, please provide information on the current quarter regarding:
- additional training activities outside of community service assignments; and
  - types of host agencies that are being recruited

The SBWIB staff continued to work on the development of the digital enrollment platform to allow participants and employers to complete all the paperwork online and upload necessary documents. The platform will save time for participants, employers, partners and SBWIB staff. The platform is now ready for participants and employers to start using in the next quarter. Additionally, the SBWIB continued to refine the resume portal, which is used to manage general inquiries from the public interested in apprenticeship programs. It

## Section III. Progress Toward Grant Goals.

- A. Provide any updates for the progress of the ETA approved grant timeline/work plan, including program activities, key deliverables and products available this quarter and in future quarters for broad dissemination to the workforce system, if applicable. This includes identifying products and deliverables available for broad distribution via ETA-hosted web sites and other communication vehicles.
- B. Utilize the timeline in the grants SOW to identify all major program activities and training for the reporting quarter. The timeline will paint a picture of project flow that includes start and end dates, schedule of activities, and projected outcomes. It is important that the timeline be updated each quarter noting the actual date of each activity's completion as accomplished.
- C. The following items will be assessed during the progress of the grant: project goals, benchmarks, milestones, special events, important deadlines, and deliverables.
- D. Include any challenges or concerns the project has encountered that may have affected or slowed grant progress of the timeline/workplan and how the project intends to resolve them.
- E. Describe the next steps or key areas of emphases planned for the project in the next quarter.



# Funding Apprenticeship

Braid, blend and align:

- WIOA funds
- Other federal funds (DOL, VA, etc.)
- State grants
- Community college grants
- City and county funds
- Foundations (corporate and private)





# Apprenticeship Funding

Grant	Eligibility	Funding
DOL Growing Advanced Manufacturing Apprentices Across America	<ul style="list-style-type: none"> <li>Engineering &amp; Technology, Manufacturing &amp; Production, IT Support roles</li> <li>Registered or unregistered</li> <li>Anywhere in U.S.</li> </ul>	\$1,000 per apprentice
DIR State Apprenticeship Expansion, Equity & Innovation	<ul style="list-style-type: none"> <li>Advanced Manufacturing; Healthcare; IT; Energy; and Arts, Media &amp; Entertainment</li> <li>Apprenticeship registered with DAS since 7/1/21</li> <li>Anywhere in CA</li> </ul>	up to \$3,000 per apprentice
Irvine Foundation	<ul style="list-style-type: none"> <li>hiring low-income women or women of color</li> <li>Advanced manufacturing (includes support roles)</li> <li>LA County</li> </ul>	\$2,160 towards salary upon hire
CA Community College Chancellor's Office California Apprenticeship Initiative	<ul style="list-style-type: none"> <li>Healthcare and IT sectors</li> <li>LA County</li> </ul>	\$1,000 per apprentice





# Success Story: Edwin Gamez







## SOUTH BAY WORKFORCE INVESTMENT BOARD

Putting people to work; helping business succeed.  
Help Support our work to keep people employed.



## QUESTIONS?

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