On behalf of the eleven city consortium that comprise the South Bay Workforce Investment Area, we are proud to present this 2015-2016 Annual Report. Our expanding services and achievements are highlighted to show our programs supporting local businesses and our work to develop a skilled workforce providing them opportunities to enter into in-demand career pathways.

For more than 33 years, the South Bay Workforce Investment Board has been an innovator in forming partnerships with leaders in business, government, education and public nonprofit agencies to develop strategies that translate into economic growth and an enhanced quality of life throughout our region. These collaborations have enabled us to develop new programs and services to keep pace with the evolving business climate and changing education requirements for our growth sectors in Health Care, Advanced Manufacturing, Information Technology and Construction. Our job seekers needing to adapt to these changes in the workplace and a rapidly growing young adult population needing access to vocational training, come to us for assistance to prepare them for careers in a highly competitive environment.

During this past year over 136,000 adults and youth visited our South Bay One-Stop Business & Career Centers to take advantage of the many services and trainings that our highly professional staff provides. Additionally, more than 600 individuals from 23 companies in our region, who were affected by layoffs/closures, received support services through our Rapid Response outreach program. From those with no work experience to those with expert-level experience, our staff provides employment services to ensure our entire community is working.

Please take the time to go through this report and review our achievements in exceeding our goals under the Workforce Innovation and Opportunity Act. We encourage you to read some of the individual and business success stories that make us proud to serve the community and strengthen our standing as one of the highest performing workforce boards in California.
We're proud of Inglewood to be the vessel that brings so much work and prosperity back to the region.

- James T. Butts, Jr
Mayor
City of Inglewood

The SBWIB will be actively involved with connecting job seekers to employers and providing them with information, resources and training to ensure they are on a clear path to securing construction job opportunities for the stadium and the surrounding project.

- Jan Vogel
Executive Director,
South Bay Workforce Investment Board
Introduction

Under the Workforce Innovation and Opportunity Act (WIOA), the South Bay WIB has continued to push the boundaries of program innovation and creating opportunities for employment. WIOA asked for innovation, and SBWIB responded in 2016 by creating a pre-apprenticeship in Engineering and will start developing the registered apprenticeship in Engineering in 2017.

WIOA asked for opportunity, and the SBWIB is creating a jail-based one-stop in Men’s Central Jail to assist individuals to re-enter their communities and find employment sooner.

WIOA mandates regional efforts, and the SBWIB began the regional effort amongst the seven local workforce development boards to develop a Care Coordination pathway in response to health care industry need. The South Bay WIB is committed to living up to our status as a high-performing local board.

We depend on our sector partnership strategies so that we can integrate services and braid resources to provide dynamic earn and learn opportunities as we develop our career pathways. We work locally and regionally to ensure that the programs developed are employer driven and that our local community has the supportive services needed to enter these careers.

We will continue striving to be innovative and invite you to partner with us to help create even more opportunities for employment in the South Bay region.

Table of Contents

About the South Bay Workforce Investment Board 4
Funding Sources 6
Performance Outcomes 7
Adult, Business & Youth Services 8
Adult Success Stories 9, 11
Veteran Services 12
Veteran Success Story 13
Business Services 14
Business Success Stories 17
Youth & Young Adults Services 18
Youth Success Story 21
Youth Development Council 22
SBWIB Board of Directors 24
Year in Review 26
South Bay One-Stop & Teen Center Contacts 28

SERVING 11 CITIES IN THE SOUTH BAY

SBWIB

Investing In Our Workforce

Investing In Our Business Community
The South Bay Workforce Investment Board (SBWIB) serves eleven (11) cities located in southwest Los Angeles County, including Hawthorne, Inglewood, Gardena, Carson, Lawndale, El Segundo, Manhattan Beach, Redondo Beach, Hermosa Beach, Torrance and Lomita. The board is comprised of 54 members representing business, labor, education, economic development, the One-Stop partners and other local workforce system stakeholders. The SBWIB embraces comprehensive strategies to meet the needs of business for a skilled workforce, while creating opportunities for workers to prepare for and enter into well-paid careers.
We will promote an innovative workforce development system that supports job retention and creation and accelerates economic growth in the South Bay region.

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.
Funding Sources & Program Expenses Fiscal Year 2015-2016

- Los Angeles DPSS Contracts, $45,396,970 (80%)
- WIOA Grants, $5,899,078 (10%)
- Special State Grants, $3,154,905 (6%)
- Other Sources, $1,606,409 (3%)
- Federal Grants, $490,675 (1%)

Total Funding = $56,548,037
Programs funded through the South Bay Workforce Investment Board provided a return on investment averaging $4.49 for every federal dollar spent. Return on Investment is calculated by using the entered employment rate and taxes paid by job training participants to establish the gross economic gain to the community.

The Return on investment is determined by the successful training and job placement of unemployed individuals. The taxpaying public receives long-term benefits as confirmed by comparing the cost of training to the amount of money returned to the local economy.
The One-Stop Business & Career Centers offer convenient access to a wide variety of employment and business services. They provide vital services to adults and youth seeking career training and job placement assistance without charge.

In addition to its many employment preparation and placement services for individuals, the One Stop Centers also provide no cost services that help business, both small and large, by reducing recruitment and training expenses while increasing employee retention and productivity. Many other support services are provided as well, all at no cost to the business or job seeker.

### 136,520

Visits to the South Bay One Stop Centers AJCC

<table>
<thead>
<tr>
<th>Adult</th>
<th>Business</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hire/Job Placement Services</td>
<td>Recruitment Services</td>
<td>Career Pathways, Bridge-to-Work Programs &amp; Apprenticeships</td>
</tr>
<tr>
<td>Transitional Subsidized Employment &amp; On-the-Job Training</td>
<td>Hiring Events &amp; Candidate Screenings</td>
<td>New Hire/Job Placement Services, Summer Jobs Program, Internships &amp; Pre-Apprenticeship</td>
</tr>
<tr>
<td>Dislocated Worker, Senior, Individuals with Disabilities, Homeless &amp; Re-Entry Services</td>
<td>Staff Training Resources</td>
<td>Blueprint for Workplace Success Training &amp; Career Counseling &amp; Resume Assistance</td>
</tr>
<tr>
<td>Veteran Transition &amp; Employment Services</td>
<td>Rapid Response &amp; Lay-off Aversion</td>
<td>Fit for Gold Tutoring &amp; Fitness Academy, South Bay Promise</td>
</tr>
<tr>
<td>Hiring Events, Outreach &amp; Recruitment</td>
<td>Customized Programs to Assist Business</td>
<td>Teen Centers; Hawthorne &amp; Inglewood, Tutoring &amp; Enrichment Services</td>
</tr>
<tr>
<td>Blueprint for Workplace Success Training, Career Counseling &amp; Resume Preparation</td>
<td>Wage Subsidy Programs</td>
<td>Individuals with Disabilities, Homeless, Foster Youth &amp; English Language Learner Services</td>
</tr>
</tbody>
</table>
Hawthorne resident Leonard Velez, 42, is a father of four young daughters. He was suddenly laid off from his job at Social Annex, a local software company, where he worked as a Service Director. Mr. Velez visited the Inglewood One-Stop Business & Career Center, seeking additional training in hopes of quickly reentering the workforce. Mr. Velez attended a Workforce Innovation Opportunities Act (WIOA) information session, was deemed eligible and enrolled as a Dislocated Worker shortly thereafter.

Mr. Velez attended various workshops focusing on job preparation and career readiness services. He received information regarding training providers found on the Intrastate Training Resource and Information Network (I-TRAIN). Mr. Velez was enrolled at New Horizons Computer Learning Centers of Southern California, where he obtained a Six Sigma Black Belt Certification, which focuses on techniques and tools for process improvements with an emphasis on project management.

The Six Sigma Certification and his previous work experience helped Mr. Velez secure a Vice President of Sales position with Telemet America, a financial investment software company, where he earns a salary of $77,000.

“I couldn’t be happier with the One-Stop staff. The assistance I received was excellent and has led me on a solid career path.”

Dislocated Workers

The South Bay One Stop Centers and the SBWIB’s career management contractor, Pro Path, Inc., provide comprehensive employment and training services to workers that are being laid off or dislocated. The program provides them with intensive career transition services tailored to each client to ensure they are re-employed as quickly as possible.

Some of the services include: Career Consulting, Workshops, Comprehensive Assessments, Retraining, On the Job Training, Job Search and Placement Assistance.

Senior Employment Services

Special employment services are available to seniors through the South Bay One Stop Center’s and its partner ‘SER-Jobs for Progress’. The work based training program for older adults provides subsidized service-based training for low-income persons 55 and older who are unemployed or have poor employment prospects.

Participants come from all walks of life, have diverse work experiences and possess various levels of education. Partners with local non-profit organizations provide participants with training opportunities and skills that are needed in today’s workplace, which help them to transition to permanent employment.

Re-entry Programs

The SBWIB works with many partners and members of our criminal justice system to create intervention and prevention programs to reduce the likelihood of individuals becoming involved in criminal activity. SBWIB convenes key stakeholders and employers to take a collaborative and multi-layered approach to meeting their needs. The program provides opportunities to those that face significant barriers to employment. It also strengthens public safety by reducing the potential of individuals relapsing into criminal behavior.

Employment Services for Adults with Disabilities

The South Bay Workforce Investment Board through the South Bay One-Stop Business & Career Center-Gardena, contracted with ‘The Arc of South Bay’ to provide job development services to adults with disabilities.

Clients are referred to the Gardena One-Stop Center and participants are provided with job readiness training and placements services. The South Bay One-Stop Business & Career Centers-Gardena utilizes its vast network of employers to match the client with the right job. The collaboration comes full circle with The Arc of South Bay providing a job coach to every client as they begin their job search.
Funded by the Los Angeles County Department of Public Social Services (DPSS), the GAIN program provides employment-related services to CalWORKs participants to help them find employment, stay employed, and move on to higher paying jobs, which will ultimately lead to self-sufficiency and independence. CalWORKs participants receive GAIN services and are referred to the SBWIB for employment assistance.

Programs that are supported by the SBWIB include:
- CalWORKS adults
- GROW – for Transitional Aged Youth
- DCFS ILP Eligible Youth (Foster care and former foster care)
- Probation Youth
- DPSS Transitional Aged Youth (CalWORKS eligible; Foster Care & Former Foster Care)
- Homeless CalWORKs participants
- Refugee participants
- Work Study for CalWORKS participants enrolled in Community Colleges

Through the SBWIB’s partnership with the Los Angeles County Department of Public Social Services, the South Bay Workforce Investment Board (SBWIB) administers the TSE program for the purpose of providing work experience and On-the-Job training opportunities for thousands of participants that face various barriers to employment.

The TSE program provides employees to businesses, governments and non-profits for 8-10 months and subsidizes a large portion of the employees wages. The program offers opportunities for participants to gain meaningful employment while learning new job skills.

<table>
<thead>
<tr>
<th>GAIN/TSE</th>
<th>LA County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants Employed</td>
<td>4,195</td>
</tr>
<tr>
<td>Total Employees placed at Businesses</td>
<td>504</td>
</tr>
<tr>
<td>Total Businesses Participating</td>
<td>251</td>
</tr>
<tr>
<td>Total ‘Non-Profit’/Government Placements</td>
<td>3,450</td>
</tr>
<tr>
<td>Total ‘Non-Profit’ Entities Receiving Employees</td>
<td>987</td>
</tr>
</tbody>
</table>

The South Bay One Stop Business & Career Centers provide employment resources to the homeless in the (11) city South Bay area including: Hawthorne, Inglewood, Gardena, Carson, Lawndale, El Segundo, Manhattan Beach, Redondo Beach, Hermosa Beach, Torrance and Lomita. Assistance is available for families, adults, veterans and individuals providing them with employment assistance and On-the-Job training.

A flyer may be downloaded with more information pertaining to individual communities served at the link below. Additional employment services for people enrolled in GAIN are available throughout Los Angeles County.

[www.sbwib.org/homeless](http://www.sbwib.org/homeless)
Christina Curnal, 29, of Inglewood was at crossroads in her life when she was no longer content with simply working miscellaneous jobs. As a head of household and a single parent of four young children, Ms. Curnal wanted to start a career with a company that would offer enough pay for her to provide stability for her family. In addition, she was mourning the recent loss of her father, further complicating her attempts to have stable employment.

The Inglewood One-Stop provided Ms. Curnal with all the assistance she needed to succeed. She was provided with resources for childcare, transportation allowance, and earned income through the Transitional Subsidized Employment (TSE) program.

After one month in the program, Ms. Curnal was scheduled for an interview with the South Bay Workforce Board (SBWIB) for a position as a Management Information System Administrative Assistant for the Greater Avenues for Independence (GAIN) Unit.

Two months after entering the TSE program, Ms. Curnal was offered a full-time position at the SBWIB corporate office, where she has been thriving ever since.

“All of the resources I was provided with helped me tremendously with this job opportunity. The staff has been fully supportive in my transition and continues to encourage me on a daily basis. I now have a career and will continue to advance with all the knowledge I have acquired. The One-Stop has been my bridge to success!”

Cierra Washington, 30, of Torrance, is a Transitional Subsidized Employment participant and a mother of a two-year-old son. She had been working for Crossfire Marketing Group, a company that contracted with IGS Energy. When Crossfire lost its contract with IGS Energy, Ms. Washington found herself unemployed.

With a young child at home, Ms. Washington knew she had no time to waste in finding another job to sustain both her and her son. Ms. Washington remembered the assistance she received from the Inglewood One-Stop that landed her initial employment, so she decided to return and see if she might have the same results. She met with a job developer at the Inglewood One-Stop, who arranged an interview for her the very next day.

Ms. Washington is now an Administrative Assistant for the South Bay Environmental Services Center and enjoys the daily professional interactions, as well as the stability and security of a full-time job. Ms. Washington has plans to attend college in the near future.

“My future now looks bright for my family and I. I’m thrilled with the assistance I received from the One-Stop staff.”

“I am appreciative of the opportunity and thankful to have been selected as the top candidate for such a prestigious company.”

“Now I’m receiving so much knowledge on environmental programs and ways to preserve the environment. I’m also working with elected officials, which is interesting and exciting. I’m looking forward to what the future holds for me in this new career path.”
Military Veterans to Civilian Career Pathways

Military Veterans to Civilian Career Pathways Program was established to assist with the resources needed to secure gainful employment through partnerships established by the SBWIB with industry, vocational schools, higher education and trade professionals. Services available include:

- Employment Opportunities and placement
- Career Counseling
- Assessment and Testing
- Job Fairs and Training

Military Veterans can achieve their employment goals with the help of the South Bay One Stop Career Centers.

Local Veterans’ Employment Representatives (LVERS) are state EDD employees who are co-located at One Stop Centers to provide assistance to Veterans.

Disabled Veterans’ Outreach Program (DVOP) specialists develop job and training opportunities for Veterans with emphasis on Veterans with service connected disabilities.

Military Professionals at LAAFB

2,000+

144 Veterans Served
70% Exited with Employment
Keion Millsaps, 33, is a post 9/11 Navy Veteran who had separated from service in 2005 as an Aviation Electrician’s Mate Airman Apprentice – E3. Mr. Millsaps attended a WIOA Information session at the Inglewood One-Stop as he was looking to obtain a skill that would result in immediate income. At the time, Mr. Millsaps was homeless and was receiving assistance from a Veteran employment assistance program. He lost his apartment when faced with the decision either to pay rent or fix his only means of transportation to travel to potential jobs. He was deemed eligible for the dislocated worker program under the 25% grant, completed the initial assessment and was assisted in identifying a suitable training program.

Coupled with his existing background, Mr. Millsaps expressed an interest in enhancing his existing skills while gaining additional training in digital media, specifically within the film industry. After receiving information on navigating the Intrastate Training Resource and Information Network (I-TRAIN), he decided to attend Lifton Institute of Media Arts and Sciences (LIMS) to complete the Picture Editor/Film Editor Course.

After graduating from LIMS, the school’s director was in need of a video marketing piece and Mr. Millsaps was recommended for the project. Mr. Millsaps shared some of his skills and expertise with the executive director. He was given an opportunity to do the job and has been working with LIMS full-time. Mr. Millsaps has since taken to actively recruit other military veterans. He attended the Military Veteran To Civilian Career Pathway Program Education, Job and Resource Fair, as a representative of LIMS, speaking to veterans about careers and education in the Media Arts and Sciences field.

“The One Stop was able to fund my training, which allowed me to remain focused on bettering my life without worrying about acquiring new debt. I had exhausted my MGI Bill and Post 9/11 Bill, but I still felt that I needed additional skills. My B.A. in Project Management really wasn’t a weapon, other than the fact that I did acquire the knowledge it took to understand that position.”

“I have a new job, a place to live, and new car. When I think of One-Stop, I think of how helpful and consistent the staff has been.

“The One Stop was able to fund my training, which allowed me to remain focused on bettering my life without worrying about acquiring new debt. I had exhausted my MGI Bill and Post 9/11 Bill, but I still felt that I needed additional skills. My B.A. in Project Management really wasn’t a weapon, other than the fact that I did acquire the knowledge it took to understand that position.”

“I have a new job, a place to live, and new car. When I think of One-Stop I think of how helpful and consistent the staff has been. After completing the LIMS training I was instantly hired. Going through a quality program like the South Bay One Stop will certainly push you to take action and that’s all that really matters.”
The One-Stop Business and Career Centers use the most cost-effective strategies to build a world-class workforce to be matched with quality businesses and jobs that are attracted to the local labor market. One Stop Centers help employers find workers and job seekers find employment and provide those services at NO COST.

Workforce Development & Business Services

Recruitment Services
- New hire and job placement resources
- Publicizing Positions
- Broadcasting Available Jobs to Candidates
- Targeted Recruitments
- Job Fairs

Workforce Training
- On-the-Job Training
- Customized Training
- Apprenticeship Training
- Incumbent Worker Training
- No cost workshops
- Development of staff core competencies
- Access to Employment Training Panel Resources
- SouthBayTraining.org

Hiring Support
- Screening/Assessment
- Job Matching/Referrals
- Work Readiness Support
- Skills Testing
- Reference Checks

Subsidized Labor Programs
- Transitional Subsidized Employment Program
- On-the-Job Training (WIOA program)
- Paid/Unpaid Internships

Business Support and Services
- Rapid Response and Lay-Off Aversion services
- Information on Business Incentives
- And Much More!

Special Projects

The South Bay Regional Broadband Fiber Optic Master Plan
The South Bay Workforce Investment Board in partnership with the South Bay Cities Council of Governments, are developing a Broadband Fiber-Optic Master Plan for the South Bay region. The Master Plan will examine how the region is currently served with its broadband infrastructure and examine what will be needed in the future. Broadband speed and capacity is a crucial driver for job creation and economic growth and important for business attraction, retention, and layoff aversion. And, for keeping the South Bay at the forefront of the digital economy.

On-Line Business Portal for the South Bay
SouthBayBusiness.org is a business resource provided by the SBWIB that profiles each city in the region with details about the community, key contact information, demographics and a comprehensive commercial real estate search engine. It provides business and governments with the critical data they need to evaluate trends and make important decisions. The website is part of a regional collaboration, led by the SBWIB, to support business retention and layoff aversion.

Online Training Portal
SouthBayTraining.org provides online education to business owners and their employees at an affordable cost. The site offers quality online classes with expert instructors and cutting edge content. The courses are engaging and interactive, mobile friendly and a certificate is provided upon completion.
The SBWIB has developed Industry Sector Partnerships in five key areas representing the region’s high growth sectors. These partnerships are designed to assist business with creating a workforce pipeline of skilled employees to meet their demand for labor. This collaboration includes working with stakeholders to create programs that address skill gaps, education, apprenticeships, incumbent worker training and other opportunities to help business grow and succeed.

**Construction, Utilities & Public Infrastructure**
Cities within the South Bay region are experiencing a high volume of construction projects such as the upcoming Inglewood football stadium, the LAX expansion, and large infrastructure projects. This partnership is reviewing construction and utility career pathways, safety technician pre-apprenticeship programs and other opportunities. The SBWIB has brought key stakeholders together to discuss the workforce needed to support these improvements and developments.

**Manufacturing, Transportation & Logistics**
An innovative engineering pre-apprenticeship and other apprenticeship models are being discussed and developed to support the manufacturing, transportation and logistics sector partnership. These models will be customized to business’s specific workforce, training and production needs to support the growth and competitiveness of organizations.

**Healthcare**
Local healthcare providers indicate substantial growth in demand for services as more Californians gain access to health care coverage. Survey results indicate a significant need for care coordinators. One million dollars in funding has been received to develop a healthcare coordination career pathway, which the partnership is now working on.

**Information & Communication Technologies (ICT)/ Digital Media**
The scope of this committee covers many aspects including digital communication technologies involved in transmitting and storing information and digital media; if you can digitize it, its digital media. Some of the topics discussed include broadband infrastructure, cyber security, software development and incumbent worker training, Digital Media & Arts Career Pathways, including film production and editing careers.

**Biosciences/Biotechnology**
Biotechnology is the use of living systems and organisms to develop or make products. The partnership will work together to find skill gaps and workforce solutions to support establishing career pathways in bioscience to advance employment opportunities for job seekers within the industry.
Business Services
Rapid Response and Layoff Aversion

Rapid Response
The South Bay Workforce Investment Board’s Rapid Response program is designed to react quickly when a business indicates they are having difficulties and there is a threat of potential job losses. The efforts are pro-active and focused on the needs of the business combined with a strategy to save jobs and help the company regain its ability to grow again and remain competitive. The program is also designed to respond to company closures and to help ensure a smooth and timely transition for the organization and its employees.

Layoff Aversion
This program connects the employer with services and incentives available at the local, state, and federal level that may help to minimize or avert layoffs. These services may include incumbent worker training and funding to upgrade employee skills, customized services, tax relief incentives, and many other solutions.

Pre-Layoff Assistance Services:
- Confidential consultation during the initial planning stages
- Career transition services and information briefings for affected employees (both exempt and nonexempt)
- Assistance in understanding Unemployment Insurance costs and corresponding government regulations
- Current labor market information
- Assistance in securing funding for retraining employees

Outplacement Career Transition Services for affected workers can include, but are not limited to:
- One-on-One coaching to develop personnel re-employment strategies
- Job search strategy workshops on resume development, job search strategies, interviewing, and other essential re-employment skills
- Formal assessment of vocational aptitudes, interests, values, transferable skills, communication skills, and math skills
- Job search assistance
- Immediate access to local "Job Club" centers, computers, and a career development library
- Enrollment in the Cal Jobs statewide job-matching database

The SBWIB Regional Economic Development Team (RED)
In addition to Rapid Response and Layoff Aversion services the SBWIB supplements those efforts by also working closely with economic development officers within the eleven cities in the South Bay region and by meeting on a regular basis with the South Bay Cities Council of Government’s Economic Development Directors Roundtable Group.

The purpose of the RED Team is to organize regional economic development strategies for business attraction and to swiftly respond when a local company indicates they are in financial trouble or are considering to leave the area for other reasons. Many times a company will reach out to the SBWIB or their local city for help and/or advice in anticipation of difficulties ahead. When this happens, a group of economic development professionals are pulled together to meet with the company to discuss options and financial incentives that may be available to them.

The RED Team is a business retention, layoff aversion, and business attraction program that has proven to be very effective at retaining business and saving jobs in the South Bay.

Currently the RED team includes:
- One or more members of the SBWIB staff
- The economic development director or equivalent from the city where the company is located
- The Los Angeles County Economic Development Corporation (LAEDC)
- GO Biz - The California Governor’s Office of Business and Economic Development
- A representative from Southern California Edison

The work of the RED Team takes place in advance of a WARN notice and is in addition to other layoff aversion efforts.
Magnetika, Inc.

Magnetika Inc., is a designer and manufacturer of transformers, inductors and custom magnetic components.

Procuring qualified and skilled workers has often been a challenge for the Gardena-based company. Magnetika was facing a dilemma in keeping some of their staff sufficiently trained, so company representatives reached out to the city of Gardena for advice. The Gardena economic development director contacted the SBWIB for help.

In order for Magnetika to maintain a very important contract with a large local aerospace company and keep several of their employees from being laid off, Magnetika needed to upgrade employee skills and train some workers on a special X-Ray system. One-Stop staff assisted Magnetika in locating a Training Provider on the Intrastate Training Resource and Information Network (I-TRAIN). The school was not only able to offer the needed certification, but was available to do it on-site. With one visit, the employees were certified and the contract was salvaged.

Magnetika Inc. was delighted that they were able to keep their employees while maintaining the criteria necessary to keep their contract and ensure their continued viability within the marketplace.

L-3 Communications Electron Technologies Inc.

L-3 Communications Electron Technologies Inc., an Aerospace and Defense company located in Torrance, was in danger of closing down their South Bay location and moving to Northern California or out of state.

L-3 was facing a potential mass layoff. L-3 reached out to the City of Torrance, who in turn contacted the SBWIB and others for assistance. The SBWIB, along with partners ProPath, Inc., Southern California Edison, The Los Angeles Economic Development Corporation and the City of Torrance formed a rapid response team to help L-3 demonstrate to their corporate office that it was economically viable for the company to remain in the South Bay Area.

The SBWIB has also partnered with L-3 recently to host five youth and young adults ages 16-24 for work-experience learning during the year. The SBWIB is looking forward to a successful partnership with L-3 in the coming months.

Through the efforts of the SBWIB and its partners, solutions were found to help L-3 keep its doors open in the South Bay Area and hundreds of jobs were saved. In addition, L-3 plans to hire an additional 200 people within the year.
Access to youth services are provided at four One-Stop Business & Career Centers, the Inglewood Teen Center and the Hawthorne Teen Center. Services include pre-employment training, work experience and internships, career preparation, occupational skills training, academic enrichment and job placement assistance. Special attention is given to the re-engagement of disconnected youth through intervention and prevention services linked to education and workforce preparation.

**Teen Centers**

The SBWIB operates two teen centers, Hawthorne Teen Center and the Inglewood Teen Center, in collaboration with education and community partners. The Teen Centers provide positive alternatives to delinquent behavior by offering after-school academic and enrichment services to teens ages 14-18 on a daily basis. A variety of program evaluations suggest that participation in after-school programs can lead to increased engagement in learning, social skills development, decreased deviancy and other positive outcomes, especially for struggling students.

<table>
<thead>
<tr>
<th>Teen Center Visits</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inglewood Teen Center</td>
<td>1,425</td>
</tr>
<tr>
<td>Hawthorne Teen Center</td>
<td>1,643</td>
</tr>
</tbody>
</table>

**Summer Jobs & Internships**

Annual program that provides first-time work experience to youth and young adults ages 14-24 in various city governments and community based organizations. Youth go through a 20 hour personal enrichment training and later are placed at work sites to work an average of 100 hours.

289 Youth Employed in Summer Jobs
The Bridge to Career Pathways program is an out of school youth and young adult program focusing on a Learn and Earn Model and On-the-Job training. Opportunities include working in Advanced Manufacturing, Construction, Healthcare, Hospitality customer service, trade logistics and utilities.

Career Pathway Programs for youth and adults bring together leaders in business and education, along with other stakeholders, to develop education and training programs to support the prime growth industries in the South Bay region.

Career pathways are developed for individuals to prepare for and access employment opportunities. The programs are designed with multiple entry and exit points.

Some of the activities include work site visits and company tours, guest speakers, job shadowing & Internships opportunities.

The career pathways that are currently in place or being developed include:

- Healthcare Care Coordination Pathway Project
- Pre apprenticeship in Engineering
- Construction & Utilities Pathway Program
- Bridge to Construction Pre apprenticeship
- Construction Safety Technician Pre apprenticeship
- Robotics
- Digital & Media Arts Career Pathway
- Advanced Manufacturing & Engineering Technology Linked Learning (AMETLL)

The Bridge-to-Work-Foster program aims to increase motivation in foster youth that are eligible to enroll in the Independent Living Program (ILP). The program works with youth ages 16-20, and encourages them to stay in school, develop workplace know-how, and begin on a path to a high wage career. The program consists of a 30-hour course to assess basic skills and career interests and matches them to a paid work assignment.

Bridge to Career Pathways

The Bridge to Career Pathways program is an out of school youth and young adult program focusing on a Learn and Earn Model and On-the-Job training. Opportunities include working in Advanced Manufacturing, Construction, Healthcare, Hospitality customer service, trade logistics and utilities.

### Youth Performance Outcomes

<table>
<thead>
<tr>
<th>Group</th>
<th>Participants Served</th>
<th>Total Exiters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Older Youth (19-21)</td>
<td>154</td>
<td>66</td>
</tr>
<tr>
<td>Younger Youth (14-18)</td>
<td>232</td>
<td>139</td>
</tr>
<tr>
<td>Total</td>
<td>386</td>
<td>205</td>
</tr>
</tbody>
</table>
Fit For Gold Tutoring & Fitness Academy

Fit for Gold is an after school program where high school seniors are trained to provide homework assistance, nutrition information and physical fitness activities to students, grades 3-8, while participating in enrichment, mentoring, and college readiness activities.

Fit for Gold was established by the SBWIB as a community collaborative in 2003 in response to declining student test scores and the alarming increase in cardiovascular disease and diabetes among children due to a lack of exercise and poor nutrition.

The program is designed to help youth 8-18 years of age improve their nutrition and physical fitness, their academic performance and to develop citizenship and leadership skills. Students also learn to develop basic workplace competencies and increase career awareness.

Fit for Gold includes an infrastructure of twenty-four after-school programs throughout the local area serving more than 1,500 elementary and middle school students annually. It also leverages workforce, education and community resources to provide an integrated service delivery system.

Students in the program attain a 98% high school graduation rate and a 93% college enrollment rate.
Hawthorne resident, Kimberly Rodriguez, was a typical 18-year-old trying to earn her diploma with strong grades at Leuzinger High School. The third of four children, none of her older siblings had made it to college. Ms. Rodriguez wanted to be the first in her family to attend college, but the prospect of the financial burden of a post-secondary education was daunting.

While still in high school, Ms. Rodriguez regularly attended the Hawthorne Teen Center, where she learned about the Fit For Gold (FFG) program, a program where high school seniors are trained in a mentorship capacity to provide homework assistance, nutrition information and physical fitness activities to elementary school students. She enrolled in the program, completed the required 80 hours of training and then the subsequent 120 hours of mentorship during the course of her senior year.

Ms. Rodriguez was one of 35 FFG cadets who completed the program in June 2016, which coincided with her graduation from Leuzinger. While in the FFG program, Ms. Rodriguez received the 2016 Gates Millennium Scholarship (GMS), which offers funding to attend any accredited college or university in the United States. Ms. Rodriguez will attend the University of California, Berkeley, in the Spring of 2017 to study Business and Psychology.

The estimated cost of her UC Berkeley undergraduate education is estimated to be around $150,000, which the scholarship will cover in full. Moreover, if Ms. Rodriguez chooses to pursue graduate studies in the field of Computer Science, Education, Engineering, Library Science, Mathematics, Public Health or Science, she will also be eligible for the GMS fellowship funding for master’s and doctoral degrees. In addition, Ms. Rodriguez applied for, and was accepted to a part-time work-study program at UC Berkeley, which she will complete while earning her degree.

“Joining the FFG program helped me become more responsible and inspired me to help those needing motivation and aspirations for a better future.”

“The FFG staff reviewed my scholarship application and helped me with mock interviews when I moved on to the finalists list. I hope to continue to be a role model for the children that I mentored at Kornblum Elementary School.”

Recipient of the Gates Millennium Scholarship

$150,000 Estimated
Committee Members

Patricia Donaldson, Youth Development Council Chair, Hawthorne Chamber of Commerce

Ruthi Davis, Lawndale Chamber of Commerce, Economic Development

Elyse Beardsley, Industrial Lock and Security, Inc.

Tom Beedon, Residence Inn by Marriott LAX

Dr. Vincent Matthews, Inglewood Unified School District

Ken Bryant, Rise and Shine Youth Program

Billy C. Campbell, The Campbell Agency, Allstate Insurance Company

Eric Davis, Department of Rehabilitation

Edward De Brito, Cement Masons Southern California

Andy Delgado, Century Center for Economic Opportunity, Inc.

Christopher Downing, Los Angeles Unified School District

Dr. Ellen Dougherty, Lawndale School District

Dr. Dena Maloney, El Camino Community College

Joe Faulkner, Los Angeles County Probation Department

Jesus Fernandez, Southern California Paint and Drywall Industries

David Fleck, Behavioral Health Services

Chief Mark Fronterotta, Inglewood Police Department

Dr. Willie Hagan, California State University Dominguez Hills

Mike Harriel, Southern California Gas Company

Victoria Franklin, L.A. Job Corps Center

Dr. Thomas Johnstone, Wiseburn School District

Dr. Steven Keller, Redondo Beach Unified School District

Tamala Lewis, StubHub Center & LA Galaxy

Dr. George Mannon, Torrance Unified School District

Veldafern McElroy, Parent Representative

Rabbi Yossi Mintz, The Friendship Foundation

Dr. Melissa Moore, El Segundo Unified School District

Dr. Helen Morgan, Hawthorne School District

Grace Ngwa, 11th grade - Leuzinger High School

Dr. Gregory O’Brien, Centinela Valley Union High School District

Michael Richardson, SKANSKA - EEO/DBE Manager

Dr. Linda Rose, Los Angeles Southwest College

Teresa Sanford, Inglewood Housing Authority

Dr. Laurie St. Gean, Southern California Regional Occupational Center

Kent Taylor, Lennox School District

Dr. Lance Williams, Los Angeles County Community Action Board

Alternates

Dr. Reginald Sirls, Inglewood Unified School District

Keith Wheeler, Inglewood Unified School District

Monique Bryant, Rise and Shine Youth Program

Jorge Ramirez, Lawndale School District

Dr. Jeanie Nishime, El Camino Community College

Reginald Blaylock, Inglewood Police Department

Cinder Eller, Inglewood Police Department

Matthew Smith, California State University Dominguez Hills

Dr. Matthew Wunder, Wiseburn School District

Dr. Tom Stekol, Redondo Beach Unified School District

Dr. Anthony Taranto, Redondo Beach Unified School District

Dr. Tim Stowe, Torrance Unified School District

Nina Patel, The Friendship Foundation

Linal Miller, El Segundo Unified School District

Rick Hodge, Los Angeles Southwest College
The Bridge-to-Work probation program’s goal is to provide employment and training, educational and supportive services to youth on formal probation between the ages of 16-18 years. Youth must complete the Blueprint for Workplace Success Pre-Employment Training prior to searching for employment.

**Bridge-to-Work Probation**

In partnership with the city of Inglewood, the SBWIB and Centinela Youth Services, the goal of the I-CARE program is to reduce risk factors that contribute to gang-related crime and violence through a regional approach. This is done through coordination with law enforcement and services provided by the city of Inglewood, schools and community partners. I-Care serves youth between the ages of 11-17 years.

**Bridge-to-Work (BtW)**

Bridge-to-Work is a regional collaborative program that intervenes, prevents and suppresses gang involvement of high-risk youth; foster youth, juvenile offenders, homeless, runaway and gang-involved youth in our targeted areas. Employment and training services are provided to youth, both in school and out of school, in achieving self-sufficiency by obtaining career ladder employment through work readiness classroom training, paid work experience and job placement assistance.

**Centinela Youth Services (CYS) Inc.**

Centinela Youth Services (CYS) is a nationally-recognized leader in Restorative Justice. Under the guidance of the South Bay Workforce Investment Board, they strive to strengthen families and communities by empowering youth (7-21 years of age) to resolve conflicts and overcome obstacles in order to become successful students and contributing adults.

Services include the Everychild Restorative Justice Center, which seeks to reduce the number of vulnerable youth attached to the juvenile system by providing highly-effective rehabilitative services, while also meeting the needs of crime victims.

Other CYS services include Restorative Justice training for school districts, parent-teen conflict resolution, training student peer mediators in schools and connecting families to mental health and substance abuse treatment.

CYS works to build strong relationships and families, leading to safe communities and schools that are beneficial to learning and positive youth development.

**South Bay Promise**

The South Bay Promise Program assists high school students to make a seamless transition to college. The program began three years ago as a collaborative between California State University, Dominguez Hills, El Camino College, Inglewood Unified School District, Centinela Valley Union High School District, the Torrance Unified School District and the South Bay Workforce Investment Board. The goal for fall of 2018 is to expand the program to include all school districts in the El Camino College Catchment area. The initiative is designed to strengthen the college-going culture, ensure college readiness, and create a seamless transition from high school to college by providing graduating seniors with wraparound services.

Some benefits include, priority placement in class enrollment, free tuition & books at El Camino College and guaranteed admission to Cal State University, Dominguez Hills.

**Enrollments in 2015-2016:**

- **60** El Camino College
- **71** Cal State University, Dominguez Hills

**South Bay Workforce Investment Board 2015-2016 Annual Report | 23**
Executive Committee

Wayne Spencer, Board Chair & Board Officer, Executive Committee, Spencer 4 Hire Security

Patricia Bennett, Board Secretary, Executive Committee & One-Stop Policy, P & J’s Unique Bookkeeping & Tax Services

Linda Bradley, Board Vice-Chair, Executive Committee, Centinela Hospital Medical Center

Patricia Donaldson, Executive Committee, Youth Development Council Chair & One-Stop Policy, Hawthorne Chamber of Commerce

Bob Helfant, Executive Committee, Business, Technology & Economic Development Chair, HCD, Incorporated

Glenn Mitchell, Executive Committee, Performance & Evaluation Chair, Gardena General Insurance Agency

Rusty Roten, Executive Committee & One-Stop Policy Chair, IBEW Local Union 11

Board Members

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

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

Brenda Garvin, One-Stop Policy Vice-Chair Department of Rehabilitation

Brian Raber, Performance & Evaluation Vice-Chair

Carolyn Anderson, One-Stop Policy, EDD/South Bay Job Service Office

Elyse Beardsley, Youth Development Council, Industrial Lock and Security, Inc.

Billy C. Campbell, Youth Development Council, The Campbell Agency, Allstate Insurance Company

Deepak Chopra, OSI Systems Inc.

Edward De Brito, Youth Development Council, Cement Masons Southern California

Raj Dhillon, One-Stop Policy, US Tow

Dr. Dena Maloney, Youth Development Council, El Camino Community College

Jesus Fernandez, Youth Development Council, Southern California Paint and Drywall Industries

David Fleck, Youth Development Council, Behavioral Health Services

Jay Fowler, Performance & Evaluation, Republic Services, Inc.

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

Glenn Grindstaff, Business, Technology & Economic Development; L-3 Communications Electron Technologies - Vice President, Human Resources & Administration

Dr. Willie Hagan, Youth Development Council California State University Dominguez Hills

Janine Hamner, One-Stop Policy, Waste Management

Lilian Haney, Business, Technology & Economic Development, SPACEX

Mike Harriel, Youth Development Council, Southern California Gas Company

Dr. Sandra G. Horwitz, Performance & Evaluation, Sandra G Horwitz, OD

Michael Jackson, Business, Technology & Economic Development, The Dardanelle Group

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

Josh Lafarga, Performance & Evaluation, Laborers’ International Union of North America

Marc Little, One Stop Policy Committee, The Law Office of Marc Little

Tamala Lewis, Youth Development Council, StubHub Center & LA Galaxy

Doug Marian, Performance & Evaluation, UA Plumbers Local 78

G. Yvonne Mallory, Business, Technology & Economic Development, City of Gardena, Economic Development
Gregg McClain, One-Stop Policy, Silly Goose Playground
Ellenmary Michel, One-Stop Policy, Pelican Products, Inc.
Van Nguyen, Performance & Evaluation, LA County DPSS-GAIN Region 1
David Noflin, Business, Technology & Economic Development, United Printers
Mitch Ponce, Performance & Evaluation, Ironworkers Local 433
Rudy Rodriguez, United Association Local Union 250
Kirk Rossberg, Performance & Evaluation, Torrance Bakery
Nick Spampanato, Performance & Evaluation, MSG/The Forum
Tod Sword, Business, Technology & Economic Development SoCal Edison - Economic Development Services
Roland Talton, Business, Technology & Economic Development, Star 1 Investigations
Dr. Anthony Taranto, Youth Development Council, South Bay Adult School
Jane Templin, Performance & Evaluation, IBEW Local 11
Wanza Tolliver, Business, Technology & Economic Development, State Farm Insurance
Dr. Lance Williams, Youth Development Council, Los Angeles County Community Action Board
Kathy Wojno, Performance & Evaluation, Gardena Memorial Hospital
Susie Yellowhorse-Jensen, One-Stop Policy, Southern California Indian Center, Inc.

Alternates

Danielle Gruen, One-Stop Policy
Department of Rehabilitation
Yolanda Dodd-Lyons, One-Stop Policy
EDD/South Bay Job Service Office
Helene Campbell, Youth Development Council, The Campbell Agency, Allstate Insurance Company

Dr. Jean Shankweiler, Youth Development Council, El Camino Community College
Jose Anaya, Youth Development Council, El Camino Community College
Dr. Jeanie Nishime, Youth Development Council, El Camino Community College
Samuel Pena, Performance & Evaluation, Republic Services, Inc.
David Gamboa, Youth Development Council California State University Dominguez Hill
Kelly Magee, Business, Technology & Economic Development, SPACEX
Matthew Means, Performance & Evaluation, Watson Land Company
Carol Nishi, Business, Technology & Economic Development, City of Gardena, Economic Development
Charles Felix, One-Stop Policy, City of Lomita
Juan Lozano, Performance & Evaluation, LA County DPSS-GAIN Region 1
Pamela Briggs, Performance & Evaluation, MSG/The Forum
Erick Holly, Business, Technology & Economic Development, Inglewood Airport Area Chamber of Commerce
Paul Celuch, Performance & Evaluation, Gardena Memorial Hospital

South Bay Workforce Investment Board 2015-2016 Annual Report | 25
For Every Federal Dollar Spent on the Adult and Dislocated Worker WIOA Program

$4.49

Increase of ‘Return on Investment’ over last year

Our SBWIB has consistently exceeded the goals and performance standards of the State Board for employment placement and retention. I am very proud of the SBWIB staff and Mr. Vogel.

-James T. Butts, Jr
Mayor
City of Inglewood
Year in Review

First Quarter
✓ SBWIB conducts grand opening for the Torrance One Stop Business & Career Center servicing residents & businesses in Torrance, Lomita, Redondo Beach, Hermosa Beach and Manhattan Beach.

✓ Partnership with the Los Angeles Air Force Base is established to provide transition services to military professionals.

✓ The SBWIB signs agreement with the 61st Air Base Group at the Los Angeles Air Force Base (LAAFB) to provide Enhanced Workforce Transition Assistance to military professionals.

✓ SBWIB assisted the South Bay Veterans Employment Committee in presenting the first Annual Career and Resources Fair at the USS Iowa Battleship that attracted more than 100 resources, agencies and employers.

✓ In partnership with El Camino College and the Career Ladders Project the SBWIB hosted a three day Advanced Manufacturing & Engineering Technology Linked Learning (AMETLL) Summer Teacher Training Academy.

✓ SBWIB joins with local colleges and health care industry partners to form the L.A. Regional Collaborative to develop training strategies and resources to address the need for care coordination skills within the healthcare workforce.

✓ Inglewood Teen Center celebrated its second anniversary.

✓ Job Fair held for dislocated workers at Boeing. Laid off workers attended the fair and had the opportunity to speak with twenty-four aerospace and defense companies that were hiring.

✓ Partnership established with the Southern California Regional Occupational Center’s Career office in order to assist youth with finding employment, resume preparation and filling out employment applications. Program started November 2015.

Second Quarter
✓ SBWIB 20th annual Alumni Awards Ceremony presented at the Torrance Double Tree Inn. Retired El Camino College President, Dr. Thomas Fallo, received the Esther Williams Award of Excellence.

✓ SBWIB Executive Director Jan Vogel participates in a panel discussion hosted by Assemblywoman Autumn Burke during a hearing held at Lawndale City Hall for the Assembly Select Committee on Career Technical Education and Building a 21st Century Workforce.

✓ Hawthorne Teen Center celebrated its seventh anniversary.

Third Quarter
✓ SBWIB launches e-learning Business Portal www.SouthBayTraining.org that provides low cost Online classes for employees to enhance skills & improve productivity.

✓ SBWIB partners with Inglewood/Airport Area Chamber of Commerce, schools and businesses to present the 35th annual Job Shadow Day for local area high school seniors.

✓ Chevron El Segundo Refinery awards a $25,000 education grant to SBWIB.

✓ In cooperation with South Bay Cities Council of Governments, SBWIB agrees to provide funding for a comprehensive broadband study to evaluate the region’s fiber optic infrastructure and assess what upgrades are needed to ensure businesses in our region can remain competitive.

✓ SBWIB launches its Youth Program website SouthBayYouth.org which lists services available to youth & young adults through the Inglewood and Hawthorne Teen Centers as well as the four One Stop Business & Career Centers.

Fourth Quarter
✓ Funding received to begin development of a pre-apprenticeship program in engineering.

✓ The U.S. Department of Labor awarded the SBWIB $500,000 to provide supportive services to incarcerated individuals at Men’s Central Jail through the Reentry Works Program.

✓ Fit for Gold participant and South Bay resident awarded the Gates Millennium Scholarship.

✓ SBWIB hosts 16th annual Blueprint for Success Youth & Young Adult Job Fair.

✓ SBWIB and Torrance Area Chamber of Commerce host iVET Job Conference at the Toyota USA MUSEUM in Torrance.

✓ An enrollment fair for foster youth was held in partnership with the Department of Children and Family Services (DCFS) in which 108 foster youth attended.

✓ 35 high school graduates were honored for completing the Fit for Gold Academy during the 13th annual graduation ceremony.
South Bay One-Stop
Business & Career Centers

Inglewood One-Stop
110 South La Brea Ave.
Inglewood, CA 90301
Phone: (310) 680-3700
Fax: (310) 680-4098
(Serving Inglewood, Hawthorne, El Segundo, Lawndale)

Carson One-stop
801 E. Carson St., Suite 117
Carson, CA 90745
Phone: (310) 952-1762
Fax: (310) 830-9516

Torrance One-Stop
1220 Engracia Ave.
Torrance, CA 90501
Phone: (310) 680-3830
Fax: (310) 792-3900
(Serving Torrance, Lomita, Manhattan Beach, Redondo Beach, Hermosa Beach)

Gardena One-Stop
16801 South Western Ave.
Gardena, CA 90247
Phone: (310) 538-7070
Fax: (310) 538-9179

Teen Center Locations

Inglewood Teen Center
101 W. Manchester Blvd.
Inglewood, CA 90301
Phone: (310) 680-3700
(Serving Inglewood, Hawthorne, Lawndale, El Segundo)

Hawthorne Teen Center
3901 W. El Segundo Blvd.
Hawthorne, CA 90250
Phone: (310) 970-7002
Fax: (310) 675-1877
(Serving Hawthorne, Lawndale, El Segundo)

www. SouthBay1Stop.org

This WIOA Title 1 financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For assistance, call 1-800-735-2922.
OUR VALUED LOCAL CITY PARTNERS:

City of Inglewood
City of Hawthorne
City of Torrance
City of Lomita
City of Redondo Beach
City of Manhattan Beach
City of Hermosa Beach
City of El Segundo
City of Gardena
City of Lawndale
City of Carson

THANK YOU

Thank you to all of our partners, local, state, national, academic and funding partners, the business community and other friends of the South Bay Workforce Investment Board. Thank you for your continued support and your help to make a difference in the lives of so many.