



A WORKFORCE
DEVELOPMENT BOARD

ANNUAL REPORT 2023-2024




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 South Bay Workforce Investment Board
South Bay One Stop Business & Career Center

 South Bay Workforce Investment Board

WELCOME MESSAGE

On behalf of the Board of Directors and staff of the South Bay Workforce Investment Board, we are proud to present you with the 2023-2024 Annual Report that showcases the accomplishments and success stories of the individuals and businesses who took advantage of our services and innovative programs as we continued to advance workforce development in our South Bay region.

Under the leadership of our board of directors heading into our 43rd year, the SBWIB has steadfastly fulfilled its purpose of providing the highest quality job training and job placement services for adults and youth in our service area while spearheading the development of apprenticeships in a variety of work sectors that is preparing the next generation of workers to fill good paying career pathway jobs in critical industries.

Our four One-Stop Business and Career Centers received nearly 170,000 in-person and online contacts for no cost training and employment preparation services during this program year and nearly 1,800 youth visited our Inglewood and Hawthorne Teen Centers to take advantage of the tutoring, counseling and enrichment services.

In no small part we are truly grateful to our local, state and federal elected officials as well as our loyal partners in education and leaders in business and industry, who have supported us in acquiring the grants that enabled us to maintain our status as a top performing workforce board in the state. And we especially want to acknowledge the professionalism of our dedicated staff and the total support we continued to receive from our board members and advisory committees.

Our work is about more than jobs - it's about transforming lives, strengthening communities and creating a brighter future for all.



J. Butts

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





ABOUT SOUTH BAY WORKFORCE INVESTMENT BOARD (SBWIB)

The South Bay Workforce Investment Board (SBWIB) has been evolving its service strategies for adult and youth job seekers for over 43 years, offering no-cost employment and training services across the greater Los Angeles South Bay Region. Leveraging advanced technology, the SBWIB addresses the diverse needs of local communities, focusing on inclusion and assisting underserved populations in overcoming employment and career pathway barriers.

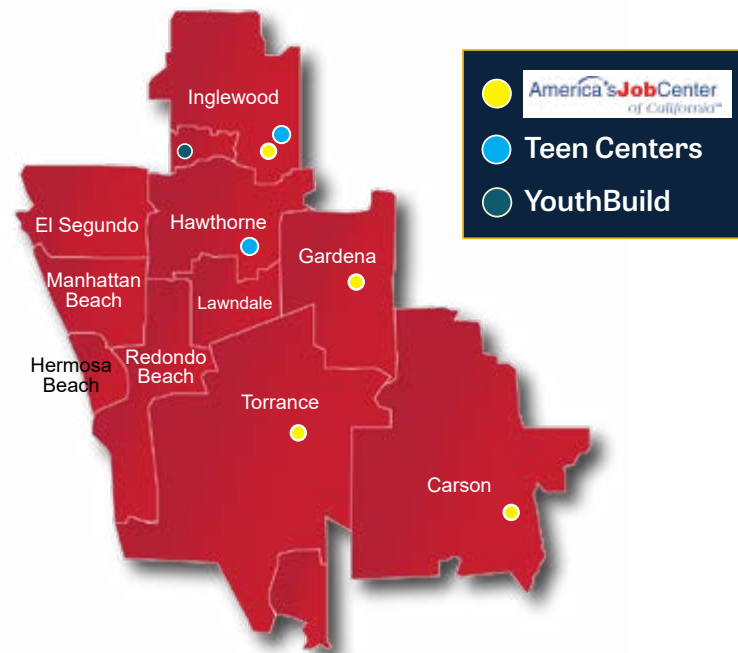
SBWIB's One-Stop Business & Career Centers offer a wide range of standard and tailored services to help businesses, both large and small, achieve their hiring objectives, reduce training costs, enhance employee skills, decrease turnover, prevent layoffs, and build a more qualified workforce.

The SBWIB is overseen by a Board of Directors, consisting of more than 50 volunteer members from business, labor, education, community-based organizations, economic development, and other key sectors. These members meet quarterly and participate in advisory committees that influence policy development.

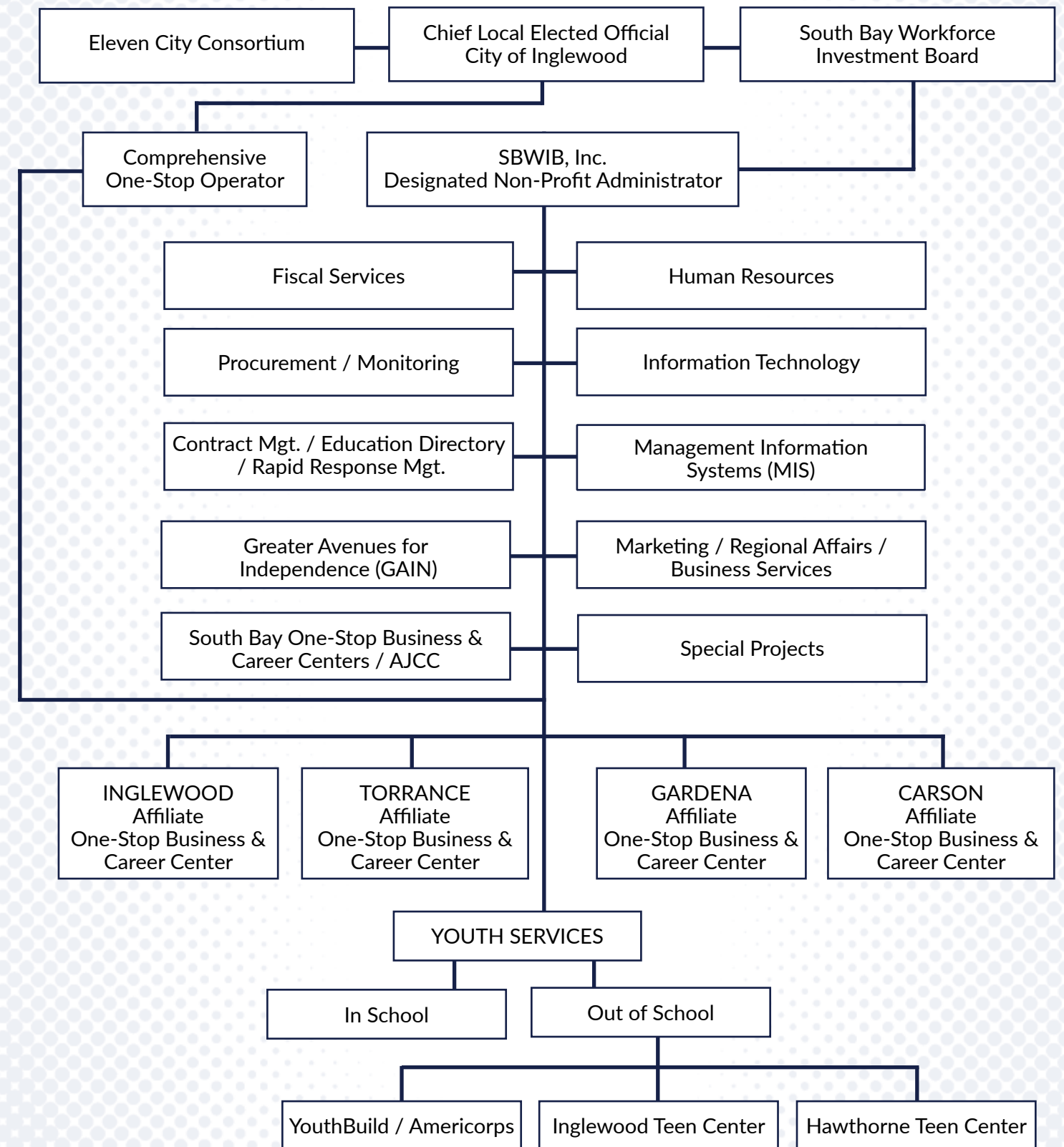
The SBWIB serves 11 South Bay cities, including Inglewood, Hawthorne, Carson, El Segundo, Gardena, Hermosa Beach, Lawndale, Manhattan Beach, Lomita, Redondo Beach, and Torrance.

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.

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.



SOUTH BAY WORKFORCE INVESTMENT BOARD ORGANIZATION STRUCTURE



Serving 11 Cities in the South Bay



TABLE OF CONTENTS



About the South Bay Workforce Investment Board2
One- Stop Services5



Funding Sources & Program Expenses6



Adult Services8



Business Services12

Providing adult, business and youth services at no cost to the public.



Pre-Apprenticeship / Apprenticeship Programs18



Youth Services22
Youth Development Council Committee.....27

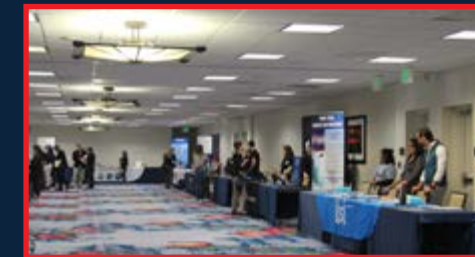


SBWIB Board Members28
Year in Review30



South Bay Business & Career Centers32

SOUTH BAY ONE-STOP BUSINESS & CAREER CENTERS



The SBWIB operates four One-Stop Business and Career Centers in Inglewood, Carson, Gardena, and Torrance, serving local businesses and job seekers across 11 South Bay cities. These centers provide an array of services, including job placement assistance, career counseling, specialized training programs to upskill employees, paid work experience, On-the-Job Training, and organizing

hiring events. They support a diverse range of individuals, including adults, youth, veterans, homeless people, and incumbent workers. Additionally, the centers connect businesses—both large and small—with qualified candidates, helping job seekers secure employment and supporting the region’s workforce development.



ADULT SERVICES

- Hiring Events
- Education & Training
- Career Counseling & Resume Preparation
- 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

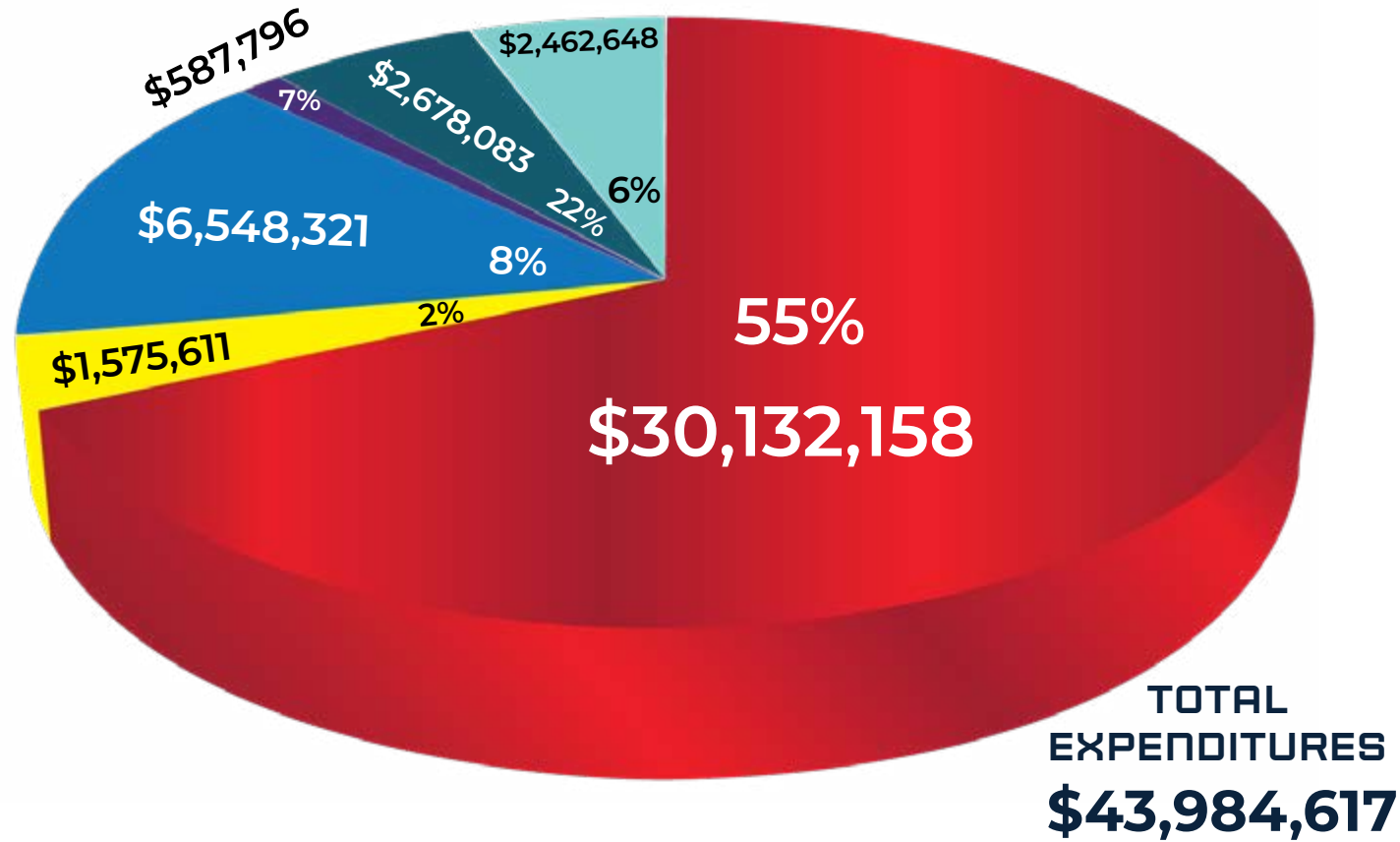
BUSINESS SERVICES

- Rapid Response & Layoff Aversion Services
- Recruitment Services
- Staff Training Resources
- Resources & Funding
- Hiring Events
- Candidate Screenings
- Wage Subsidy Programs to support employee training
- Engineering, Manufacturing & Bioscience Apprenticeships
- ETP Funding
- Apprenticeship Programs
- Tax Credit Information

YOUTH SERVICES

- 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 / Americorps
- Services & Support for area school districts

TOTAL EXPENDITURES FISCAL YEAR 2023-2024



Key Legend

- Los Angeles County DPSS Contracts
- Los Angeles County DEO & BOS
- Workforce Innovation Opportunity Act Grants
- DOL
- Special Grants
- Other



169,788

VISITS TO THE SOUTH BAY
ONE-STOP BUSINESS &
CAREER CENTERS

Average Wage Earnings Per Hour



\$22.58 **\$28.06**
ADULTS DISLOCATED WORKERS

Cost Effectiveness

Total Economic Return From One-Stop Centers

The SBWIB's adult program generated a return of **\$4.82** for every dollar invested, while the Dislocated Worker program returned **\$5.45** for each federal dollar spent. This results in an average return on investment of **\$5.09** across both programs.

To calculate the return on investment, the total funds spent on training and job placement for unemployed individuals are first determined. This amount is then compared to the employment rate and the taxes paid by participants once they secure unsubsidized jobs.

By evaluating the cost of job placement relative to the wages earned and taxes paid by those employed, it becomes clear that the taxpaying public benefits in the long term from the economic gains returned to the economy.

Cost Effectiveness



509%

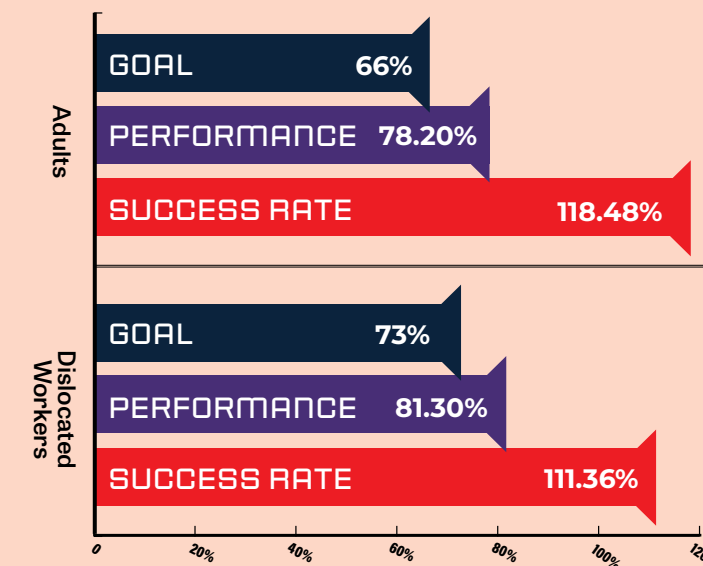
AVERAGE RETURN ON
INVESTMENT
REPRESENTED
AS A PERCENTAGE

Return on Investment 2023-2024

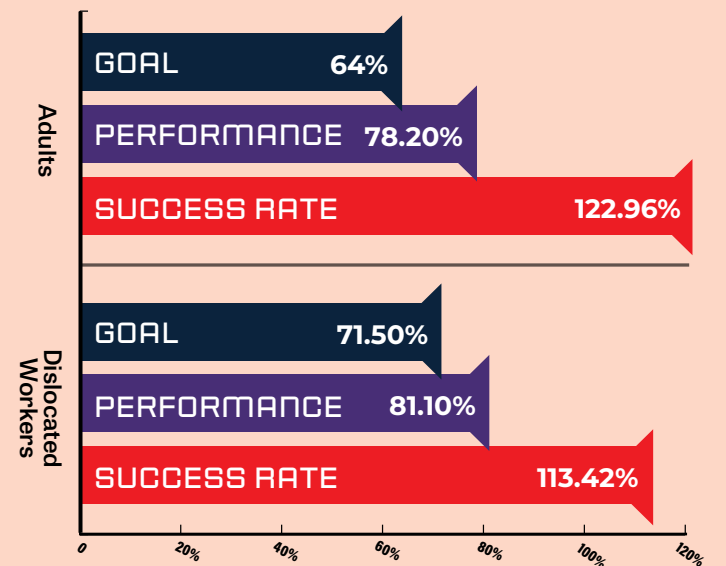
Program	Economic Return	Investment	Return on Investment			Payback Period
			Total	Percent	\$	
Adult	\$10,549,344	\$2,188,013	\$12,737,357	482%	\$4.82	54 days
Dislocated Workers	\$8,858,803	\$1,626,039	\$10,484,842	545%	\$5.45	48 days
Total	\$19,408,147	\$3,814,052	\$23,222,199	509%	\$5.09	51 days

Annual Performance Outcomes

Employment Rate 2nd Quarter After Exit



Employment Rate 4th Quarter After Exit



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:

- Intuit Dome home of the Clippers
- LA Metro Purple Line Extension
- APM - Automotive People Mover LAX
- SoFi Stadium/Entertainment



Maxine Waters Community Resource Construction Grant

Thanks to a \$500,000 community grant from **Congresswoman Maxine Waters (43rd District)**, this program aims to support underrepresented populations—particularly women, minorities, African American males, dislocated workers, and other

disadvantaged individuals—by providing training for local, ready-to-hire talent in the Construction and Transportation industries. This initiative is part of a Congressional Directed Spending Project designed to help individuals find employment.



Bobby Patton

CUPP / INVEST PROGRAM
SUCCESS STORY

Bobby Patton was referred to the South Bay One-Stop in Inglewood under the INVEST program to access specialized employment and training services for adult probationers, aiming to learn a new trade and start his career. Working closely with Los Angeles County Probation and his career counselor, he focused on obtaining industry-recognized certifications to enhance his career mobility in the construction industry.

Partnering with Brother's Keeper, he successfully completed a pre-apprenticeship training program and received essential safety certifications. Just a week after finishing the program, Bobby secured a position as a flooring technician with Corradini Corporation, aided by comprehensive employment support.

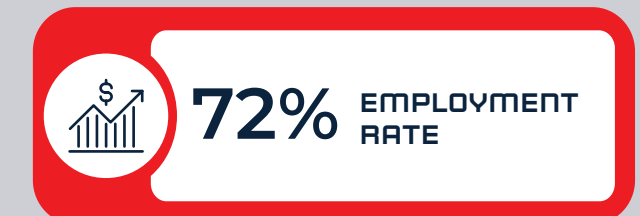
Bobby is grateful for the opportunity and continues to have meaningful growth and career advancement.

INVEST Program

In partnership with the Los Angeles County Probation Department and the Department of Economic Opportunity (DEO), the **INVEST program** is dedicated to supporting adults on formal probation as they successfully reenter the community. The program provides access to:

- Supportive Services
- Community Resources and Partner Referrals
- Program Stipends and Incentives
- Paid Work Experience (PWE)
- On-the-Job Training (OJT)
- Employment Opportunities
- Training Services

These comprehensive resources are designed to foster career growth, promote self-sufficiency, and reduce recidivism among program participants. The South Bay Workforce Investment Board's reentry team has achieved record placement of reentry clients under the INVEST Program.



Adam Swearingen

INVEST PROGRAM
SUCCESS STORY

Adam Swearingen was referred to the South Bay One-Stop Center in Inglewood under the INVEST program to access specialized employment and training services for adult probationers. Despite completing a training program and obtaining his Class A license, Adam lacked the driving experience required by employers, limiting his opportunities in the transportation industry.

Collaborating with Los Angeles County Probation and his career counselor, it was determined that Adam would benefit from employment assistance. He was connected to a job developer and received essential support services. Shortly after, Adam secured a position with Freedom USA as a truck driver and is enjoying meaningful career growth.

“They provided an environment of understanding, and encouragement along with vital resources which made the transition back to society easier and applicable.”

Greater Avenues for Independence Program (GAIN)

The SBWIB, through a contract with the Los Angeles County Department of Public Social Services (DPSS), provides CalWORKs participants with opportunities to gain employment, retain their jobs, and move into higher-paying roles, fostering self-sufficiency. These services also benefit a range of other individuals:

- 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.

Transitional Subsidized Employment Program (TSE)

The TSE program, overseen by the SBWIB in collaboration with LA County DPSS, delivers county wide on-the-job training to individuals. It creates a path to self-sufficiency and career growth, while partnering with community organizations to support homeless individuals. The services offered include housing assistance, counseling, job search help, computer access, and training. Furthermore, SBWIB informs potential employers about the financial benefits of hiring and training TSE participants.



GAIN/TSE LA County



Kirkiella Carrington

TSE PROGRAM SUCCESS STORY

Kirkiella Carrington, a single mother of six and unemployed recipient of public assistance in Los Angeles County, was referred to the South Bay One-Stop in Carson by her GAIN TSE Liaison. Following enrollment, she participated in the Blueprint for Workplace Success training program, gaining valuable career guidance and skills. She then undertook a Paid Work Experience assignment, receiving necessary transportation and clothing support.

Despite personal and professional challenges, Kirkiella thrived, acquiring new competencies. Kirkiella was hired at Harbor UCLA Medical Center as an Administrative Clerk with the Human Resources department.

“The TSE Program is a valuable and resourceful tool that can assist individuals in overcoming challenges and introduce them to new networking opportunities. Every setback presents an opportunity for growth.”

Re-entry Programs

SBWIB is actively engaged in several reentry programs aimed at serving justice involved individuals.

Helping Justice-Involved Reentry Employment (HIRE) program - The project aims to enroll formerly incarcerated individuals, providing them with career services, occupational training, job placement, and comprehensive supportive services, such as mental health counseling, legal aid, and substance abuse treatment.

career services to justice-involved individuals in partnership with various agencies. The program will be implemented in three stages: pre-release services at Terminal Island prison, continued support at Residential Reentry Centers (RRCs), and post-release services in the community, offering; case management, career counseling, work readiness workshops, occupational training, and supportive services such as transportation and legal aid.

The **Prison to Employment 2.0 (P2E2)** program builds on the successful P2E initiative to support justice-involved individuals in Greater Los Angeles County, offering intensive case management, job placement, and tailored support. It exceeded expectations, enrolling nearly 1,900 participants and placing over 1,000 into employment. Key partners include seven local workforce boards, community colleges, CBOs, CDCR, LA Probation, and labor unions.



The SBWIB leads the **Partners for Reentry Opportunities in Workforce Development (PROWD)** project, providing comprehensive



BUSINESS SERVICES

The SBWIB One-Stop Business and Career Centers offer a broad range of services designed to support both job seekers and businesses. These centers not only provide employment preparation and training for individuals seeking work but also help businesses of all sizes find qualified candidates for open positions. Their services include recruitment

assistance through job fairs and job posting promotion, as well as hiring support such as screening, live scan, job matching, referrals, skills testing, and reference checks. Additionally, the centers offer workforce training options, including on-the-job training, customized training, and apprenticeship programs.






Rapid Response and Layoff Aversion Services

The South Bay Workforce Investment Board (SBWIB) provides comprehensive Rapid Response services to support businesses facing challenges such as downsizing, relocation, or closure, which can lead to employee layoffs and displacement. These proactive services are designed to assist affected workers in transitioning to new career opportunities while helping businesses navigate difficult circumstances.

Rapid Response also focuses on layoff aversion, aiming to prevent or minimize job losses caused by financial strain, operational challenges, or gaps in employee training. Businesses can access a range of solutions, including funding for workforce skill development, tax incentives, and strategic business support to enhance stability and competitiveness.

By fostering collaboration with local businesses, community organizations, and training providers, the SBWIB ensures that companies and employees alike receive the resources they need to adapt and thrive. These efforts not only safeguard jobs but also contribute to the overall economic resilience of the South Bay region.

-  **1,331** EMPLOYEES AFFECTED
- 37** COMPANIES AFFECTED & USING SERVICES 
-  **50** JOBS RETAINED THROUGH LAYOFF AVERSION STRATEGIES

Employment Training Panel (ETP)

Through funding provided by the California's Employment Training Panel (ETP), the South Bay Workforce Investment Board (SBWIB) successfully upskilled 531 workers across industries like manufacturing, healthcare, IT, and aerospace, boosting productivity and career opportunities. Participants now earn an average of \$43.50 per hour. The program is administered by the SBWIB and supports skill development critical to business growth and employee advancement.

Recognizing these achievements, ETP awarded SBWIB with an additional \$726,810 to extend the initiative for two years, enabling further training collaborations with businesses. Companies like Centinela Hospital and The Airplane Factory credit the program for enhancing workforce skills, fueling growth, and increasing efficiency.

Training has led to promotions and certifications, with workers advancing to roles like Lead Operator and Manufacturing Engineer. SBWIB's tailored programs ensure businesses remain competitive while empowering employees to thrive in California's evolving economy.

ENROLLMENTS	1,529
RETENTION IN EMPLOYMENT	1,252
AVERAGE WAGE	\$43.48



Adriana Ojeda

DISLOCATED WORKER PROGRAM
SUCCESS STORY

Adriana Ojeda - After being laid off and struggling through an eight-month job search, Adriana felt discouraged and her confidence had waned. Open to assistance, she turned to the South Bay One-Stop in Inglewood for support, particularly interested in mock interviews and training services.

With help from her experienced Job Developer, Adriana practiced mock interviews and received feedback to improve her skills. Additionally, her Case Manager assisted her in obtaining funding for the PMP certification exam fees, enhancing her competitiveness in a challenging job market. The South Bay One-Stop also provided necessary work clothes, empowering Adriana to land employment as a project manager at AltaMed.

“At a time where I felt defeated and hopeless, Inglewood One-Stop gave me coaching, encouragement and helped me attain tools that would make me job-ready in a tough market.”

Dislocated Worker Programs

The SBWIB has allocated funding to support individuals affected by layoffs or displacement, with a particular focus on veterans and military personnel transitioning from active duty. Through this initiative, the SBWIB has provided a wide range of tailored employment and job training services to help these individuals overcome unique challenges and successfully re-enter the workforce. This funding has helped individuals secure meaningful employment opportunities and build sustainable careers. Services offered include:

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

 **294** INDIVIDUALS SERVED UNDER WIOA DISLOCATED WORKERS

126 INDIVIDUALS SERVED UNDER DISASTER RECOVERY 

 **420** TOTAL NUMBER OF INDIVIDUALS SERVED IN DISLOCATED WORKER PROGRAMS

West Basin Municipal Water District

SUCCESS STORY

Established in 1947, **West Basin Municipal Water District** serves several Southern California communities, including Carson, CA. Originally focused on supplying imported water from the Colorado River, the agency has since evolved to prioritize water recycling, groundwater management, and conservation. A highlight of its efforts is the Edward C. Little Water Recycling Facility, which produces millions of gallons of recycled water daily, significantly reducing reliance on imported sources.

internship, which came at no cost to the employer.

The success of this partnership culminated in West Basin hiring one of the recruits to continue in the West Basin internship program, reflecting the effectiveness of the initiative in fostering youth employment and providing valuable training opportunities.



Partnering with SBWIB was a game-changer for us. They not only helped us find talented youth interns who were a great fit for our team but also provided a cost-effective solution for their training. The process was smooth, and the support we received was exceptional. If you're a business looking for skilled workers or want to explore ways to save on training costs, SBWIB can be an invaluable partner. We highly recommend reaching out and exploring what they can offer."

- Mr. Wisdom



Recognizing the need for youth interns to support its workforce and reduce training costs, West Basin approached the SBWIB. This collaboration led to the establishment of a worksite agreement, enabling SBWIB to place dedicated youth interns at West Basin. These interns quickly distinguished themselves through their commitment and performance during their 160-hour

D&W Trucking Inc.

SUCCESS STORY

For 20 years, **D&W Trucking Inc.** has been a cornerstone of the logistics industry in Los Angeles, serving clients such as Los Angeles County Public Works and the Port of Long Beach. Based in Inglewood for the past eight years, the company faced a significant challenge: sourcing qualified Class A truck drivers committed to building a career.

To overcome this hurdle, D&W Trucking partnered with the Inglewood One-Stop and the INVEST program, which provided a steady stream of qualified driver referrals. Additionally, the company leveraged the Transitional Subsidized Employment (TSE) initiative, enhancing its ability to train and employ new drivers. Mr. Windom, the owner, values this partnership, recognizing its vital role in meeting staffing needs while supporting community

growth.

Through this collaboration, D&W Trucking has successfully hired 18 justice-involved individuals as commercial truck drivers, offering them a chance to rebuild their lives. This initiative not only benefits the employees but also contributes positively to the Inglewood community.

Mr. Windom believes in the power of second chances and is committed to making a difference by providing employment opportunities to those seeking a fresh start. D&W Trucking exemplifies how businesses can drive social change while achieving operational success.



OSI SYSTEMS, INC.

SUCCESS STORY

OSI Systems, Inc. with its Global Headquarters based in Hawthorne, is a vertically integrated designer and manufacturer of specialized electronic systems and components for critical applications in homeland security, healthcare, defense and aerospace, focused on making a safer and healthier world. Over the past five years, OSI Systems has partnered with the SBWIB on many programs including the development of internship opportunities for 20 youth, of which many were hired into full-time and part-time positions at its South Bay facilities.

Its Research and Development teams are focused on expanding and enhancing product portfolios and delivering breakthrough technology solutions while making technological advances designed to keep pace with a rapidly changing marketplace.

OSI has three operating divisions that deal with Security, Healthcare and Optoelectronics and Manufacturing that serve a large and growing worldwide customer base through an extensive distributor network and global operations in the Americas, the European Union, Middle East, and Asia Pacific.



ERAVANT

SUCCESS STORY

Eravant, based in Torrance, is a leading manufacturer, assembler, and tester of millimeter wave and sub-THz (18 to 330 GHz) components, subassemblies, and test equipment, serving a global clientele. As a women-owned small business committed to U.S.-based design and manufacturing, Eravant not only fosters engineering careers, but also introduces newcomers to the world of RF technology.

Their diverse team, comprising both men and women from various backgrounds, plays a crucial role in advancing the company's mission to empower clients with future-ready technology.

In recent years, Eravant has teamed up

with the Torrance One-Stop to offer a 12-week on-the-job training program. This initiative successfully trained ten clients, all of whom were subsequently hired as Microassemblers and RF Technicians. This partnership has not only created valuable career opportunities in manufacturing for these individuals but also supported their path toward self-sufficiency for themselves and their families.

Eravant's commitment to this mission is further demonstrated by their utilization of the SBWIB Multiple Employer Contract for ETP, which has provided funding to enhance the training of current employees. Additionally, Eravant has been instrumental in establishing two new federal Department of Labor registered **apprenticeships**: RF Assembler and RF Technician, underscoring their role as a 'champion' employer in the industry.



29th Annual Awards Ceremony



PRE-APPRENTICESHIP / APPRENTICESHIP PROGRAMS

U.S. Department of Labor Apprenticeship Programs

In a significant nationwide workforce achievement, over 5,600 workers have successfully entered apprenticeship roles through collaboration between West Los Angeles College (WLAC) and the SBWIB.

This milestone was reached under a \$12 million U.S. Department of Labor grant awarded in 2019, as part of the Growing Advanced Manufacturing Apprentices Across America (GAMAAA) program.

This achievement surpassed the goal of enrolling 5,000 workers in high-demand sectors like aerospace and bioscience, with a focus on non-

traditional apprenticeships. These programs cater to diverse participants, including veterans, mid-career professionals, and those seeking to retrain or upskill.

Over 1,500 workers in Southern California region alone completed apprenticeships, with the SBWIB playing a key role in generating awareness and fostering collaboration across workforce development organizations nationwide. The effort also contributes to California's broader objective of serving 500,000 apprentices by 2029, aligning with national workforce priorities to address skills gaps in critical industries.

 **5,600+** WORKERS PLACED INTO APPRENTICESHIPS



Shawn-Patrick Kunane Amorin
AERO-FLEX APPRENTICESHIP PROGRAM
SUCCESS STORY

Shawn-Patrick Kunane Amorin, a 46-year-old Torrance resident and student at West Los Angeles College (WLAC), aspired to become an Aircraft & Powerplant Mechanic while he worked at the Sling Pilot Academy/ The Airplane Factory at the Torrance Airport.

Shawn learned of the SBWIB's Aero-Flex Pre-Apprenticeship and Apprenticeship programs the day he watched his co-worker receive a Certificate of Completion for the WLAC Aircraft Structures Mechanic Assembler Apprenticeship.

Shawn was enrolled in an apprenticeship program at the Airplane Factory.

While he was completing his training, he impressed his supervisors with his skill set and earned a promotion to Shop Manager.

“The SBWIB/WLAC apprenticeship was the key for me being able to get into this field without prior work experience. I strongly urge anyone wanting to get into the aviation industry to take advantage of the SBWIB programs.”





Apprenticeship Building America Grant: Expanding Opportunities Across Sectors


With the support of a \$5.8 million Apprenticeship Building America Grant, the SBWIB this groundbreaking initiative is designed to supercharge apprenticeship opportunities across five cutting-edge industry sectors throughout California:

- Manufacturing
- Healthcare
- Information technology/cybersecurity
- Clean energy/transportation
- Arts, Media, and Entertainment.

By expanding apprenticeships, SBWIB is driving economic growth, strengthening career pathways, and ensuring that California's workforce is ready for the demands of a changing economy.

41 New Apprenticeships Developed or Expanded 

152 Pre-Apprenticeship Enrollments 

317 Apprenticeship Enrollments 

Southern California Apprenticeship Network (SCAN)

SCAN was established as a collaborative initiative by a diverse coalition of employers, educational institutions, workforce development leaders, and other community stakeholders, all unified in their goal to expand apprenticeship opportunities across Southern California. Recognizing the need for more inclusive, innovative workforce solutions, SCAN aims to bridge the skills gap by creating pathways to stable, well-paying jobs through apprenticeships. The network's development was significantly supported by a generous grant from the Irvine Foundation to the SBWIB, providing both the financial resources and the infrastructure necessary to move the initiative forward. With this foundation, SCAN can leverage its partnerships and expertise to scale apprenticeship programs that

meet the evolving needs of the region's workforce.

SCAN's mission is ambitious yet impactful: to create 3,000 non-traditional apprenticeships in Southern California by 2029. By focusing on industries and populations where apprenticeship opportunities have historically been limited, SCAN is paving the way for broader access to hands-on, skills-based training.



Space Workforce Coalition



SBWIB PRE-APPRENTICESHIP / APPRENTICESHIP SPACE-FLEX PROGRAMS

The **Space Workforce Coalition (SWC)** is a national collaboration, which aims to develop a skilled technical workforce for the space industry. SWC members lead regional programs in California, Colorado, Alabama, Florida's Space Coast, and the Gulf Coast of Louisiana and Mississippi. By bringing together regional programs across the country, the SWC is addressing workforce gaps and is working to expand access to STEM careers, particularly for underrepresented groups. The California HUB is led by Northrop Grumman Systems Corporation (NGC) and the **South Bay Workforce Investment Board (SBWIB)** who are implementing Pre-Apprenticeship and Registered Apprenticeship programs in California, which are replicable and portable across the nation. Supported by NASA and National Space Council, the

coalition unites employers, community colleges, workforce organizations and many other partners on replicable and scalable approaches to attract, train and create employment opportunities. The work being done in California led to the first-ever, 'Women in Space National Space Council Roundtable' held at the South Bay Workforce Investment Board's corporate offices in Hawthorne. *"Companies told us they wanted to implement apprenticeships, but needed a solution that would work across state lines. Now, the SBWIB apprenticeship programs we helped them to develop in California are registered nationwide and can be used wherever they do business across America,"* SBWIB Executive Director, Jan Vogel said. The SWC exemplifies a collaborative effort to position the U.S. as a global leader in space exploration while creating accessible, high-quality jobs nationwide.

www.SpaceWorkforceCoalition.org



COYA Grant: Expanding Apprenticeship Pathways for Youth

The SBWIB was awarded the **California Youth Apprenticeship (COYA)** Grant, enabling the creation of innovative earn-and-learn pathways for high school and community college students. Through partnerships with local school districts, community colleges, and employers, SBWIB is expanding registered apprenticeship opportunities in high-growth sectors such as healthcare, information technology, arts, media, and entertainment, clean energy, and advanced manufacturing.

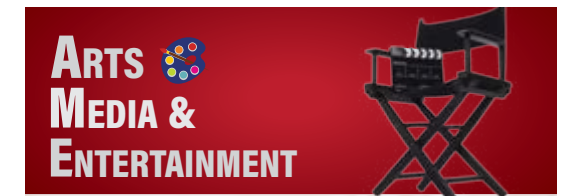


These programs provide students with hands-on experience, technical training, and industry-recognized certifications, ensuring they are well-prepared for sustainable, high-demand careers. By focusing on youth from underserved communities, SBWIB is helping to bridge the gap between education and employment while strengthening the regional workforce pipeline. Early successes include significant engagement from local schools and employers committed to developing the next generation of skilled workers.



Arts Media & Entertainment

The SBWIB is actively engaged in several initiatives aimed at increasing diversity and expanding access to high-demand training and employment opportunities in California's **Arts, Media, and Entertainment (AME)** sector. Through collaborative efforts with key partners, including the BRIC Foundation, community colleges, government representatives, and major employers like DreamWorks and Warner Bros., the organization manages multiple grants supporting underrepresented youth and adults with limited access to creative industry jobs. Notable projects include AME H RTP, RERP, DEO H RTP ARPA, and WAF-12, each with specific enrollment, training, apprenticeship and employment goals. As part of the Entertainment Equity Alliance (EEA), SBWIB supports registered apprenticeships to foster industry inclusion.





YOUTH SERVICES

AGES 14 - 24 YEARS OLD

The South Bay One-Stop Business and Career Centers, in collaboration with the Hawthorne and Inglewood Teen Centers, offer a wide range of no-cost services to support youth in the South Bay area. These services are tailored to help young individuals gain the skills and experience needed for long-term success. Programs include pre-employment training, career preparation, work experience, skills development, academic enrichment, and job placement assistance. By providing these resources, the program empowers youth to transition smoothly into the workforce and achieve their career aspirations.



24th Annual Blueprint for Workplace Success Job Fair

The **Blueprint Program** provides two workplace readiness courses designed to equip entry-level job seekers and incumbent workers with essential employment skills.

Courses:

- **Blueprint I - How to get a job:** Participants learn key job-seeking skills, including effective communication, resume writing, engaging with employers, and more.
- **Blueprint II - How to keep a job:** This course focuses on workplace success, covering topics such as teamwork, leadership, critical thinking, problem-solving, conflict management, and navigating culturally diverse work environments.

These courses are tailored to help individuals secure employment and thrive in their professional careers.



Teen Centers

Hawthorne and Inglewood Teen Centers

The SBWIB, in collaboration with educational and community partners, operates the **Hawthorne and Inglewood Teen Centers**. These centers provide after-school programs for teens aged 14-18, offering academic support, career services, social activities, field trips, and positive alternatives to prevent delinquent behavior, all within a fun and engaging environment designed to inspire and support youth.

TEEN CENTER VISITS

583 HAWTHORNE

INGLEWOOD **1,201**

Youth At Work Employment Program

The **Youth At Work Employment Program**, also known as the Summer Jobs Program, offers paid work experience and educational support to eligible youth aged 14-21 year-round and during school breaks. This program empowers young individuals by equipping them with the skills, knowledge, and resources needed to succeed in the workforce and achieve their long-term goals.



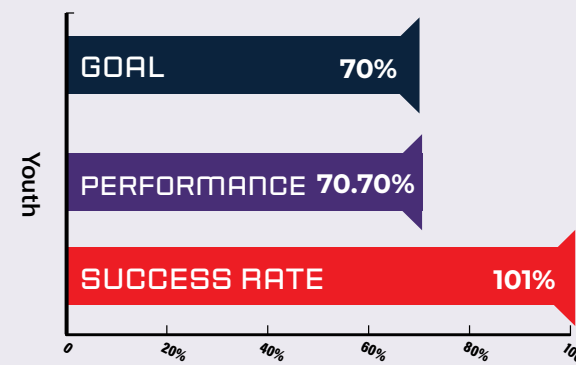
YouthBuild / Americorps

YouthBuild YouthBuild is a charter school for youth and young adults aged 16-24 who are at risk of dropping out or have already left high school. It provides an opportunity to earn a high school diploma while gaining essential career skills and leadership training. Students benefit from weekly mentoring, bi-weekly workshops,

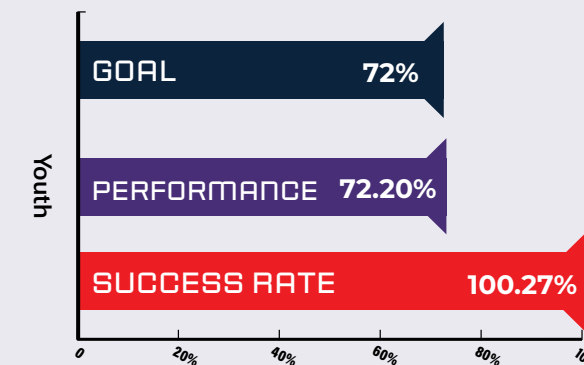
construction skills training, and field trips designed to prepare them for success and leadership roles in their community. Through the SBWIB, students can access the AmeriCorps Grant, allowing them to earn scholarships and community service hours, further supporting their educational and career aspirations.

Annual Performance Outcomes

Employment Rate 2nd Quarter After Exit



Employment Rate 4th Quarter After Exit





The SBWIB provides work-based learning support to nine academies and two career pathways within the Centinela Valley Union High School District.

- Academy of Cinematic Arts
- Music Recording Pathway
- Marine Science Academy
- CNA Program
- Wood Tech Pathway
- Technical Arts and Design Academy
- Multimedia Careers Academy
- Environmental Careers Academy
- Culinary Careers Academy

Over the past year, the SBWIB worked closely with the district to place students in internships and pre-apprenticeships, coordinate guest speakers from various industries, conduct workplace tours, and strengthen connections with local employers. Additionally, the SBWIB helped organize community events that brought together employers, local officials, and community members.

	NUMBER OF ACTIVITIES
STUDENT ENGAGEMENT	2,760
EMPLOYERS CONNECTED	132
WORKSHOPS	124
GUEST SPEAKERS	17
INTERNSHIPS	127
JOB LEADS	650



Ava Bradley

YOUTH PROGRAM
SUCCESS STORY

Ava Bradley, a recent graduate of Redondo Union High School and El Camino College student, approached the South Bay One-Stop in Torrance with the goal of entering the health care industry, seeking assistance for EMT training while unemployed. She was eligible for the WIOA youth program and referred to Cal State University Dominguez Hills for a 10-month EMT course.

Determined to succeed, Ava aimed to save for graduate school to ultimately become a paramedic. After completing her training, she worked with her Case Manager and Job Developer to refine her resume, with ongoing support in her job search. Just one month before graduation, Ava secured a position as an EMT with Premier, advancing her career toward her paramedic aspirations.

“I will be working closely with patients to help them with whatever medical problem they may have.”

Presley Noa, 19-year-old, sought employment assistance at the South Bay One-Stop in Carson. After completing the intake and enrollment process, she was assessed and enrolled under the Workforce Innovation and Opportunity Act. With tailored career counseling and planning, Presley established goals and enhanced her work readiness skills. Disclosing her experience of homelessness and a disability, her Case Manager connected her with the Department of Rehabilitation for additional support.

After completing 160 hours of paid work experience, Presley found her passion for meal preparation and is now thriving in the food industry with Uncle Darrow’s New Orleans Grill in Carson.



Presley Noa

YOUTH PROGRAM
SUCCESS STORY

YOUTH SERVICES

Maxine Waters Foster Youth Grant

Through funding from Congresswoman Maxine Waters, the SBWIB facilitates the **Community Project Foster Youth Grant**. This program offers a variety of career pathway opportunities to current and former foster youth between the ages of 18 and 24 such as:

- occupational training
- paid internships
- pre-apprenticeships
- apprenticeships

The young adults have the opportunity to select from the SBWIB's wide range of providers to train in occupations that are in high-demand industries, and ultimately equipping them with essential skills for career advancement.

Through the grant, the training comes at no-cost to any of the foster youth who are interested in participating. Those that are in the program also receive employment assistance. One hundred will be served with this funding.

Student Training and Employment Program

The **Student Training and Employment Program** helps students with disabilities to enter paid internship opportunities. These students have the chance to work 120 hours with a variety of employers in the South Bay. Eligible participants must be within the ages of 16-21, be enrolled students in a recognized education program, and be recipients of Department of Rehabilitation assistance. The program will continue through 2025.



YOUTH DEVELOPMENT COUNCIL COMMITTEE

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Inc.

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Kelly Stroman,
The Friendship Foundation

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District

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School District

Kara Heinrich,
Torrance Unified School
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Dignity Health Sports Park

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Economic Development,
SoCalEdison

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Business, Technology &
Economic Development,
Beach Cities Health District

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One-Stop Policy,
Republic Services

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Robert Padilla,
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West County GAIN - Reg. I

YEAR IN REVIEW 2023-2024

FIRST QUARTER

Nearly 60 job seekers were extended offers of employment at the Construction Job and Apprenticeship Fair hosted by Carson Mayor Lula Davis-Holmes in partnership with the SBWIB in July. More than 590 job seekers attended and met with 47 construction employers, union representatives, and labor organizations.



Congresswoman Maxine Waters awarded the SBWIB with a Community Resource Grant, to recruit and enroll current and former foster care youth ages 18 – 24 into short-term training that will upgrade their skills and result in expedited entry into permanent employment in a variety of work sectors.

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

The SBWIB and the Los Angeles Air Force Base's Air Force Military and Family Readiness Center jointly held a Job Fair on the Base to provide transitioning military members and their families with employment opportunities. More than 600 military job seekers met with representatives of 25 southland businesses.

Thanks to funding provided by Centinela Valley Union High School District and the Howmet Aerospace Foundation, 18 Hawthorne High School students successfully completed the Aero-Flex Pre-Apprenticeship Program this quarter. They received training in soft skills, work readiness, and technical skills, and participated in a five-week hands-on work experience assignment and also received \$300 stipends and certificates of completion.

The SBWIB assisted Centinela Valley Union High School District with coordinating its 7th Annual Industry Partner Breakfast and Academy Expo at Hawthorne High School. Over 210 South Bay businesses and

partners attended and connected with the District's 12 Academies and Career Pathways.

SECOND QUARTER

Last quarter, the California Workforce Development Board awarded the SBWIB a \$5.8 million grant to serve as lead convenor of a consortium to provide training, reskilling, upskilling, career supportive services for 520 formerly incarcerated individuals in the greater Los Angeles region through the Helping Justice-Involved Reentry Employment Initiative.

The SBWIB's 28th Annual Awards Ceremony was held in November 2023 at the Torrance Marriott. Northrop Grumman was the recipient of the prestigious Esther Williams Award of Excellence and the Beach Cities Health District received the Wayne Spencer Community Service Award. During the Ceremony, the SBWIB also recognized four businesses, and two community partners, and 21 graduates who completed SBWIB training programs.



The SBWIB secured a \$150,000 grant through the Foundation for Community Colleges and the California Department of Rehabilitation collaborative to provide work readiness training and paid work experience opportunities to 30 students with disabilities under the Student Training and Employment Program.

During this quarter, 25 students from Animo Leadership High School located in Inglewood and other high schools located in Los Angeles County's Second Supervisorial District completed the Bio-Flex Pre-Apprenticeship Program, partially funded by Supervisor Holly Mitchell. The graduates received certificates of completion and a \$500 stipend.

Rapid Response services were provided to 11 South Bay companies that employ 522 individuals who were affected by layoffs/closures during this quarter.

THIRD QUARTER

More than 1,000 students and young adults ages 16-



24 from local high schools, El Camino College, adult continuation schools and other job seekers attended the SBWIB's 24th Annual Blueprint for Workplace Success Youth & Young Adults Job Fair in April at El Camino College. Nearly 200 job seekers were hired on the spot or invited for second interviews by hiring representatives from 95

private and public sector employers.

Last quarter, the Employment Development Department awarded the SBWIB a \$995,000 grant fully funded by the Department of Labor to assist 965 individuals laid off from Northrop Grumman at its Redondo Beach, Manhattan Beach, and El Segundo locations. The SBWIB provided workforce services to assist the workers to quickly transition back into the workforce.

Last quarter, the SBWIB enrolled 43 students at Lawndale High School's Academy of Cinematic Arts into an arts, media, and entertainment pre-apprenticeship program. This is the first program of its kind officially registered through the State of California's Department of Apprenticeship Standards.



The SBWIB was awarded a \$250,000 grant to provide work readiness services to 50 students with disabilities 16 – 22 years of age. The funding will provide 100 additional paid work experience hours for students interning with local non-profits, community-based organizations, and for-profit businesses.

The National Space Council (NSpC) hosted its first Women in Space Roundtable discussion at the SBWIB Corporate Office in Hawthorne. During the event Douglas Emhoff, Second Gentleman of the United States, addressed the panel consisting of women executives that represent six Southern California aerospace companies. Deputy Center Director, Laurie Grindle from NASA's Armstrong Flight Research



Center, served as the moderator for the discussion.

FOURTH QUARTER

Last Quarter, the California Department of Industrial Relations awarded the SBWIB a \$1 million California Opportunity Youth Apprenticeship Grant to enroll opportunity youth into after school pre-apprenticeship and apprenticeship programs with local employers. After their high school graduation, they will enroll into El Camino College to complete a certificate program while continuing to work with the apprenticeship employers.

The SBWIB secured funding for the Employment Transition Initiative which is a WIOA Additional Assistance Grant to support more than 300 employees laid off from Northrop Grumman Space Systems. The workers will receive employment and job training services. Torrance One-Stop enrolled 16 affected workers under this Grant.

Rapid Response services were provided to 43 South Bay companies that employ 2,582 individuals who were affected by layoffs/closures during Program Year 2023-24.

The SBWIB enrolled 126 individuals in the statewide Quest National Dislocated Worker Recovery Grant (QNDWG) exceeding the enrollment goal of 125 individuals. Under this program, workers who were displaced as a result of the COVID-19 pandemic or experienced barriers to employment were provided with job training and placement services. So far, 46 out of 56 participants exited the program with employment.

Sixteen at-risk youth graduated and secured their high school diplomas from the SBWIB YouthBuild Career Pathway Program and were gifted with personal laptops from Assemblywoman Tina McKinnor and YouthBuild Charter School.

CONTACT US

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Inglewood, CA 90301

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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

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

AmeriCorps YouthBuild

📍 5021 Lennox Blvd.
Lennox, CA 90304

☎️ (310) 225-3060

🌐 www.SouthBay1Stop.org

Thank You

During the past program year, we continued to strengthen our dynamic partnerships with the public, private, and nonprofit sectors. These collaborations have been instrumental in advancing our mission to develop a world-class workforce in the South Bay region.

We are deeply grateful for the steadfast support of our elected officials at the local, state, and federal levels. Their advocacy ensures access to critical funding and resources that sustain our innovative workforce development system, designed to foster job retention and drive economic growth.

We also extend heartfelt thanks to the dedicated volunteers who serve on our board of directors and advisory committees. Representing private industry, education, and nonprofit organizations, these individuals bring their collective expertise to guide our operations. Their commitment enables us to remain focused on improving the quality of life for individuals and businesses across the 11 cities we proudly serve in the South Bay.



INGLEWOOD



HAWTHORNE



LAWNDALE



EL SEGUNDO



GARDENA



TORRANCE



CARSON



LOMITA



REDONDO BEACH



MANHATTAN BEACH



HERMOSA BEACH



A WORKFORCE
DEVELOPMENT BOARD



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of California™

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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 by calling in advance to CRS 1-800-735-2922 or 310-680-3700.