

2022  
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# YEAR BOOK

July 1, 2022–June 30, 2023

## CATEGORY 4

Grantee Description

Challenges/Obstacles

Innovative Practices

Partnership Success Story

Participant Success Story

Hover over each topic to learn more



GRANTEE WEBPAGE

## SOUTH BAY WORKFORCE INVESTMENT BOARD, INC.

### GRANTEE DESCRIPTION

The South Bay Workforce Investment Board (SBWIB) has identified more than 50 partners across the state of California who are interested in participating in the Expanding Flexible Apprenticeship in California (EFAC) project and receiving funds from the DOL ABA grant. The project is designed to expand apprenticeship across five industry sectors:

- Manufacturing
- Healthcare
- Information technology (IT)/Cybersecurity
- Clean energy/Transportation
- Arts, media, and entertainment.

Working on a project that crosses the entire state is not typical for a workforce board, but it has added an element of fun because the SBWIB team is getting to collaborate with partners and employers that would not otherwise be a part of apprenticeship building efforts locally.

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### CHALLENGES & OBSTACLES

Employers told the SBWIB that they needed workforce solutions that could scale to wherever they do business. It has been a difficult challenge to address for a workforce board, but the SBWIB has found that solution to be in apprenticeship development. With apprenticeship, they can create RAP training models that can work throughout the state and the nation.

The SBWIB went even further and provided what is as close to a turn-key solution as possible for the employers. The workforce board takes care of the development, registration, and follow up of the apprenticeship and the employer ensures their apprentices finish the program. The workforce board also connects employer partners to the funding support that is available.

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### INNOVATIVE PRACTICES

The SBWIB has partnered with NASA, Northrop Grumman, and the Aerospace Industries Association to coordinate a Southern California Regional Pilot under the branding of a new program called Space-Flex, as part of the White House Space Industry Coalition to address the region’s rising demand for the space industry’s skilled technical workforce. The pilot is one of three programs established nationally with the purpose of collaborating with service providers and employers to demonstrate a replicable and scalable approach to training and creating employment opportunities, with an emphasis on attracting people from backgrounds underrepresented in STEM jobs.

The SBWIB hosted a kickoff convening of key employers, community colleges, industry associations, and elected officials at the SBWIB’s corporate office on March 16, 2023 to share information, assess interest, and identify next steps. The SBWIB facilitated one-on-one conversations with employers to understand their technical workforce needs and apprenticeship readiness as well as identify collaboration opportunities. The team identified a collective interest among the employers to work with post-secondary schools to assess current relevant programs, especially schools who serve high percentages of underserved and underrepresented populations. The SBWIB created a Space-Flex MOU for employers and other partners to sign and started working with partners to apply for funding to advance this initiative.



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### PARTNERSHIP SUCCESS STORY

To facilitate the expansion of apprenticeship across Southern California, the SBWIB worked with local partners to launch the Southern California Apprenticeship Network (SCAN) in early 2023. SCAN seeks to grow and expand apprenticeship across Southern California and to create employment opportunities for jobseekers, while uplifting underrepresented communities and those with employment barriers, to provide businesses a quality pipeline of world-class local talent.

The consortium’s monthly meetings are open to anyone working on apprenticeship in 10 counties across the region. The network is proving to be a valuable forum for employers to connect with key apprenticeship partners and learn about available resources. The team has invited all its employers to attend the monthly virtual meetings of this employer-centric network and encouraged them to get involved. At each monthly meeting, 60–70 stakeholders have attended and actively participated in discussions and information/resource sharing. The team has created an MOU for active members to sign and helped SCAN form subcommittees to direct the network’s efforts to expand apprenticeship across the region.

The Resources and Data/Website and Communications subcommittee helped launch an initial SCAN website to share apprenticeship resources and opportunities with employers and other partners.

The Best Practices subcommittee has started to identify how to collect apprenticeship improvement suggestions and feedback from employers and partners to share with DOL and the Division of Apprenticeship Standards.

The DEIA subcommittee will assist with identifying ways to connect underrepresented and underserved populations to apprenticeship opportunities.

SCAN is proving to be a vehicle for employers at all levels of experience with apprenticeship to convene, learn from each other, and collectively advance apprenticeship.



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### PARTICIPANT SUCCESS STORY

Thirty-three students from two high schools completed the Bio-Flex Pre-Apprenticeship. The vision for Bio-Flex is to deliver an effective and proven employer-directed career development tool, which can be used to attract new talent to the bioscience industry. The program provides an important resource to employers and increases access to well-paid careers in this exciting industry.

During the program, students from Animo Leadership High School and Washington Prep High School had the opportunity to learn about the wide range of careers in life sciences and build their skills to prepare for them. These included:

- completing the SBWIB’s Blueprint for Workplace Success work readiness training,
- creating or updating their resume,
- joining LinkedIn,
- practicing their interview skills,
- completing technical skills classes through Biotech Primer,
- learning about the Promise Program,
- learning about career opportunities from a wide variety of employers, and
- participating in the hands-on Amgen Biotech Experience.

Graduates received certificates of completion and a \$300 stipend check at their graduation ceremonies.

