



# Exploring Apprenticeship Programs

## *A Pathway to Business Growth and Success*

In partnership with the Southern California Apprenticeship Network (SCAN)

**Presented by:**

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*Presented in alignment with the Southern California Apprenticeship Network (SCAN), the regional collaboration advancing apprenticeship expansion across Southern California.*



**SCAN**  
Southern California  
Apprenticeship Network  
(Non-Traditional)





# South Bay Workforce Investment Board

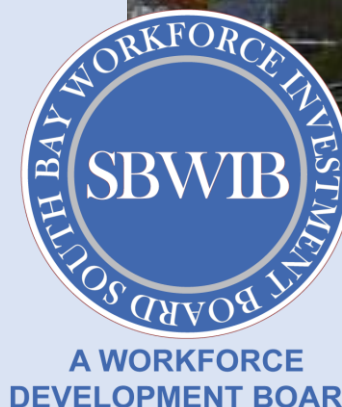
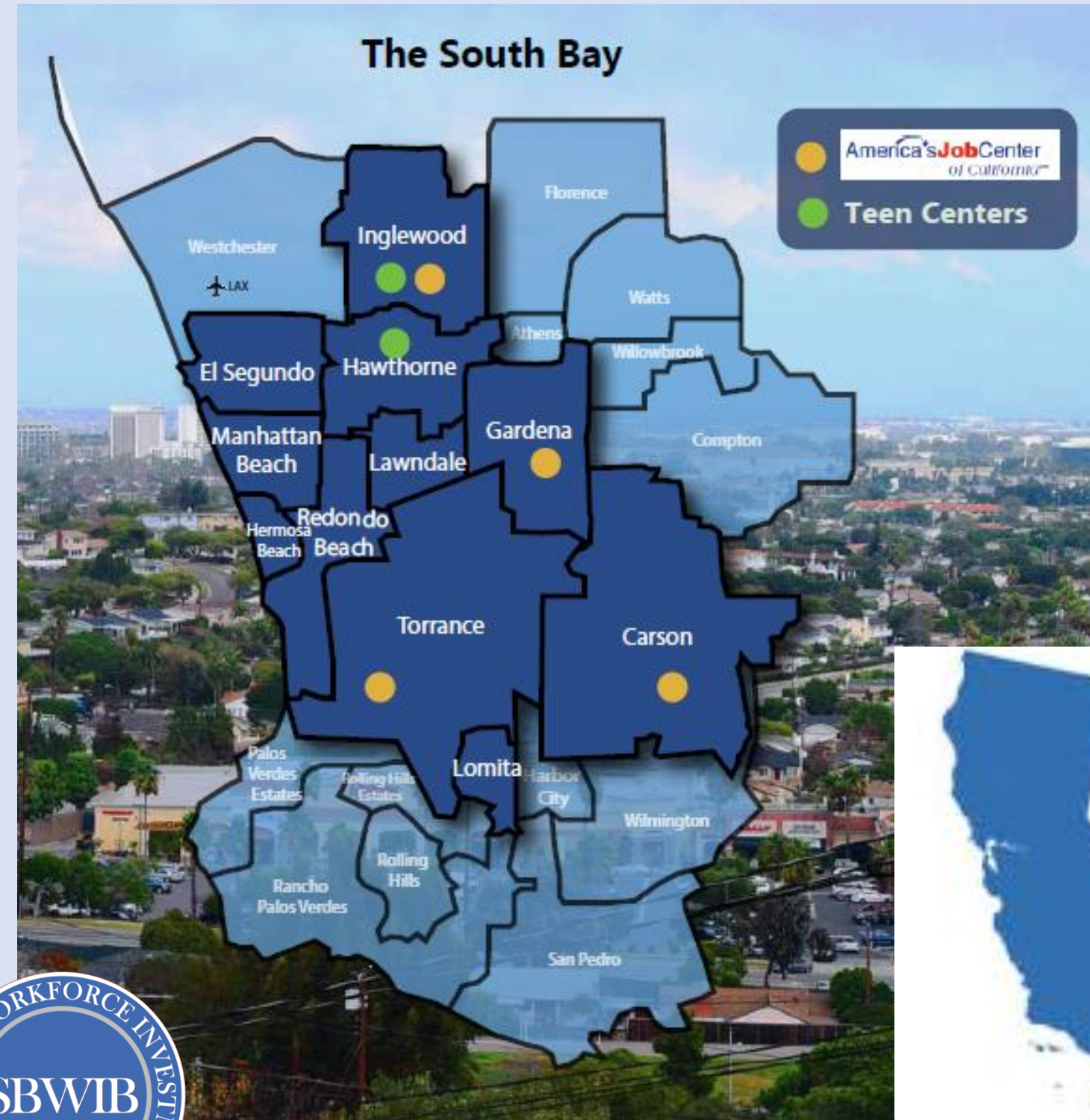
**Service Area:** 11 cities of South Bay, Los Angeles County, CA

**Budget:** \$35MM

**Staff:** 130 employees

**Non-profit:** allows flexibility to secure funding and go beyond service area and provide programming throughout California and the nation.

*Host of the Southern California Apprenticeship Network (SCAN), strengthening regional apprenticeship coordination.*



# About SCAN

The Southern California Apprenticeship Network (SCAN) is designed to address the region's workforce needs by expanding access to apprenticeships, fostering collaborations among employers, educators, and community partners, and aligning apprenticeship programs with industry requirements.



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# Objectives

- **Expand Apprenticeship Program:** Increase the number and variety of apprenticeship programs in key industry sector such as advanced manufacturing, healthcare, education, public service, social services, clean energy, general – workforce development, information technology/cybersecurity, arts/media and entertainment.  
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- **Strengthen Industry Partnerships:** Engage with industry leaders and employers to create apprenticeship opportunities that match the skill requirements of the current and future job market.
- **Promote Diversity and Equity:** Ensure that apprenticeship opportunities are accessible to underrepresented and marginalized communities, creating pathways to quality employment.
- **Support Workforce Readiness:** Provide participants with the training, mentorship, and resources needed to be successful in their chosen industries.







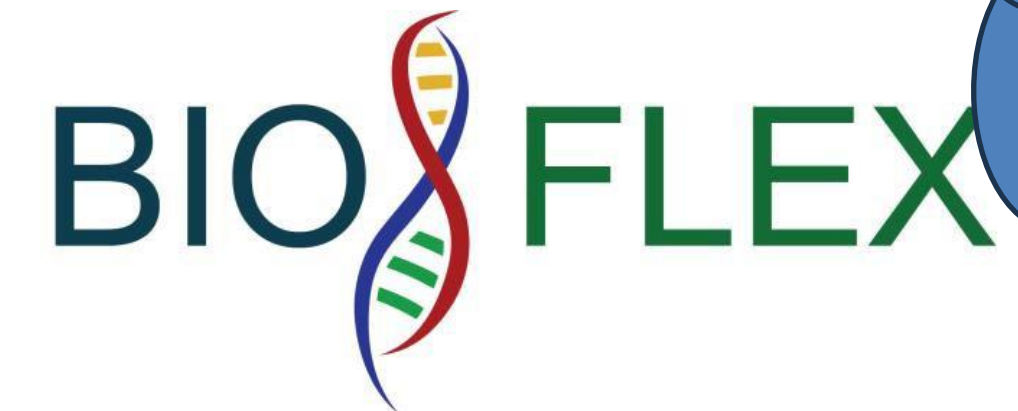
## SOUTH BAY WORKFORCE INVESTMENT BOARD

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



SCAN  
Alignment:  
Expands high-  
demand  
apprenticeship  
pathways  
across the  
region

SCAN  
Alignment:  
Strengthens  
employer  
partnerships to  
meet current  
and future  
workforce  
needs.



*Energy-Flex*





# Pre-Apprenticeship

Industry exposure and exploration

Three Learning Tracks

SCAN supports regional alignment of pre-apprenticeship programs to ensure strong pathways into registered apprenticeships.



## Track I - Work Readiness Skills Training

Instruction and Coaching:

- Resume
- Job Application
- Interview Skills
- Employee Attributes

## Track II - Related Technical Skills

- Students receive instruction specific to an occupation.
- Provided by the district or online courses provided by SBWIB

## Track III - Work “Experience”

Examples:

- Job Site Field Trip
- Guest Speakers
- Job Shadow
- Internship

Short-term, closed ended, flexible design.

3 OPTIONS







# BACHEM





# BACHEM





# BACHEM







# CERTIFICATE OF COMPLETION

THE BIO-FLEX UNILATERAL APPRENTICESHIP COMMITTEE CONFIRMS THAT:

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

## UNILATERAL APPRENTICESHIP COMMITTEE

**BACHEM**

**ThermoFisher**  
SCIENTIFIC

**PASADENA BIO**  
COLLABORATIVE INCUBATOR

**PolyPeptide**  
GROUP

**OAK CREST**  
INSTITUTE  
SCIENCE

**protomer**  
technologies

**Rx FOUNDATION**  
FUNDING HEALTHCARE INNOVATORS

**FREUDENBERG**  
MEDICAL

**BIOCOM**

**LAEDC** **LOS ANGELES COUNTY**  
ECONOMIC DEVELOPMENT CORPORATION  
Advancing Opportunity and Prosperity for All



A WORKFORCE  
DEVELOPMENT BOARD



**WDACS**  
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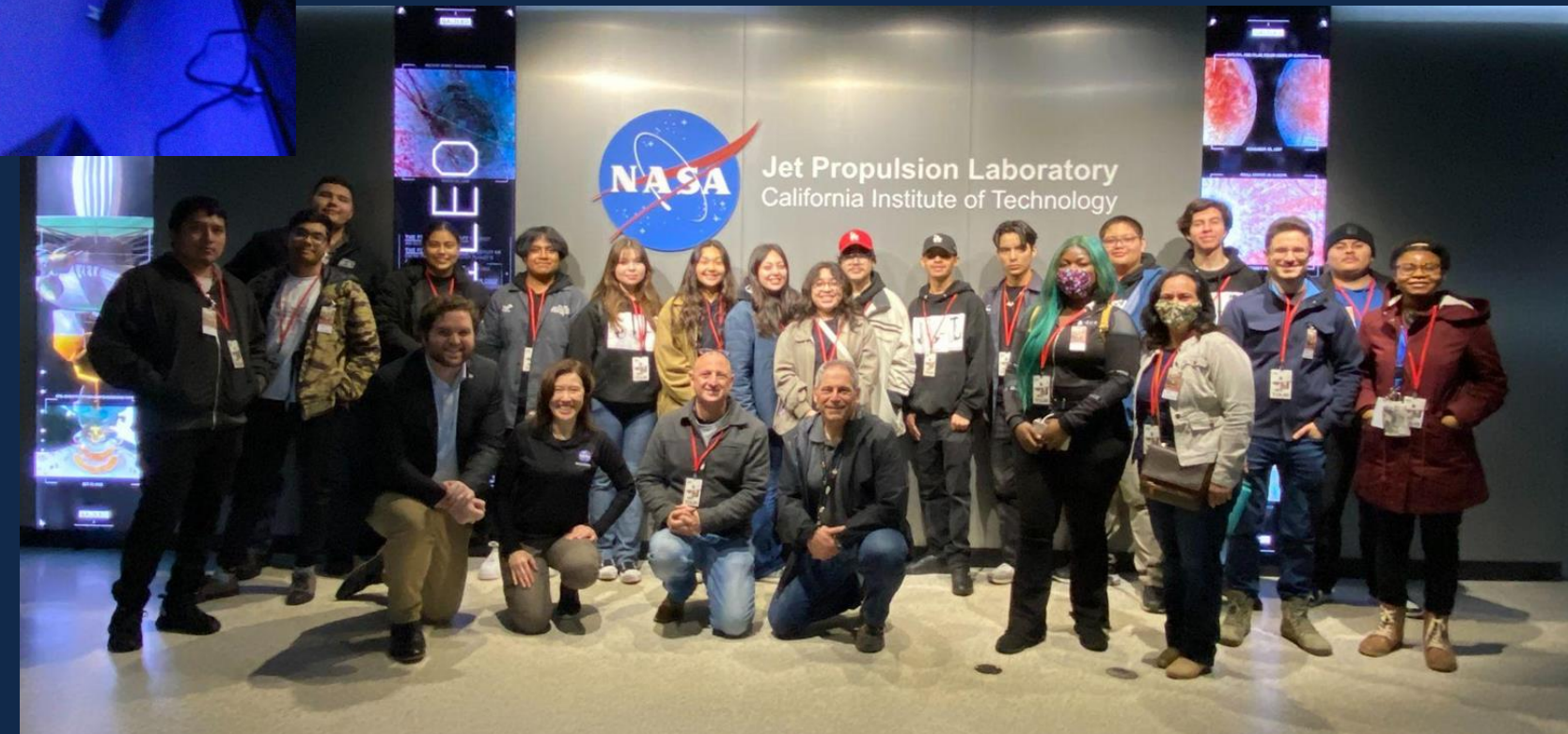


**America's JobCenter**  
of California™

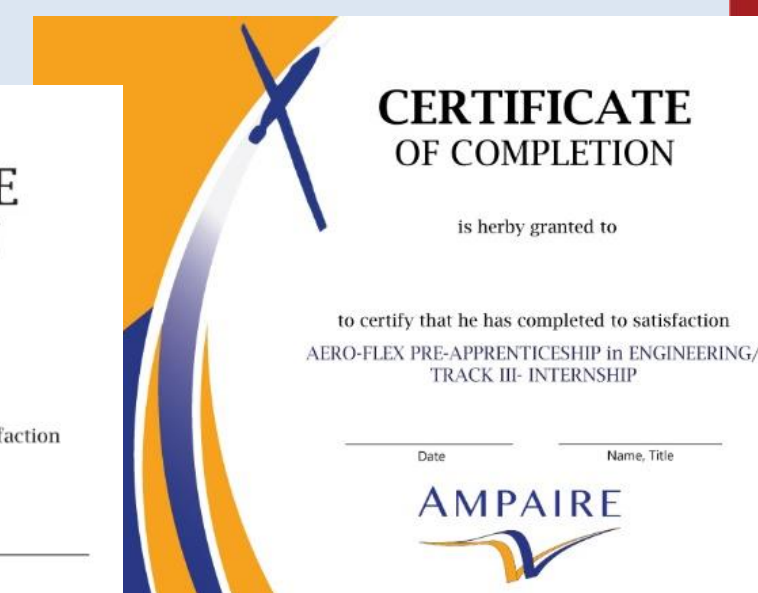




# Youth Tour of Jet Propulsion Laboratory - Pasadena, California









# Benefits of the Pre-Apprenticeship Program

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## Pre-Apprentice



- Learn about exciting careers
- Connect with top employers ready to hire
- Career-specific training
- Gain valuable work experience
- Industry association membership (SME)
- Industry-recognized, stackable credentials
- Continue to college, a registered apprenticeship, and/or employment

## Employer



- Build your workforce pipeline
- Access to pool of candidates with work-readiness skills & entry-level technical skills
- Build flexible, dynamic workforce with common skill base
- Flex curriculum to your needs
- Employer-defined training plan
- Leverage/expand current programs already in place
- Funding to support training & recruitment available

**SCAN Benefits of Pre-Apprenticeship: 1) Part of a regional ecosystem designed to diversity early into apprenticeship, and 2) Supports SCAN's focus on accessible, equitable workforce pathways.**



# APPRENTICESHIPS

Earn and learn training plan (non-traditional)

**On-the-Job  
Training / Mentorship**  
*(min 2,000 hours)*



**Term**  
*(min 1 year)*



**National and State-  
Recognized Credentials**



**Employment with  
Wage Increase(s)**



# WORKFORCE DEVELOPMENT PIPELINE

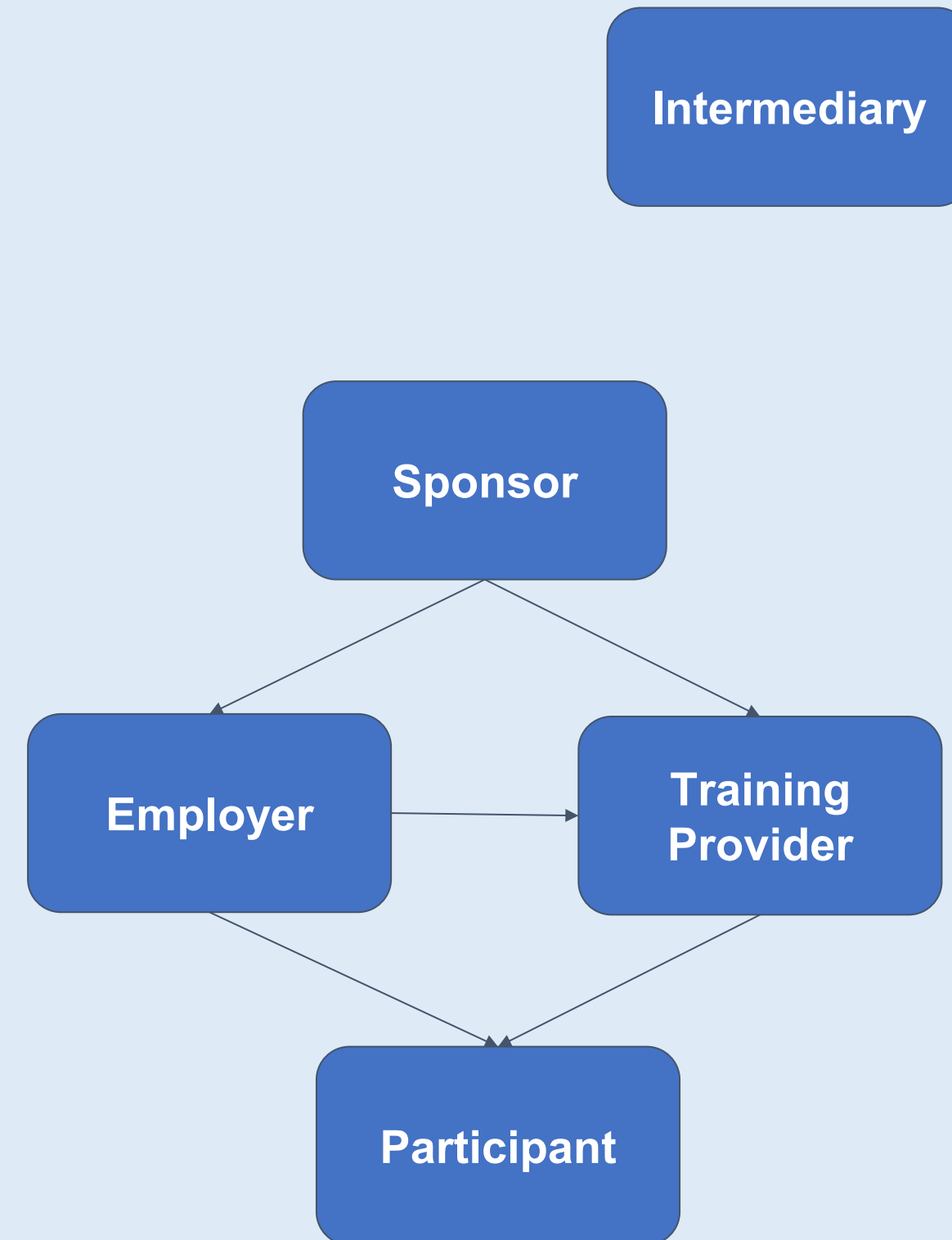


# How to Get Started

1. **Identify Industry Need and Partners** (*employers, training providers, associations, CBOs, etc.*)
2. **Register Program and Occupations with DOL/DAS**
3. **Recruit and enroll participants**



## Apprenticeship Roles





# What is an employer-centric model?

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



# Apprenticeship as a Workforce Development Pipeline Strategy for New Hires

- A way to hire sooner (e.g. while in school) at a lower skill level than normally required
- Use apprenticeship to address skills gaps, learn the business, become job ready
- Hiring from a broader range of schools provides a much larger labor pool to draw from
- Time to obtain a security clearance
- Increases pipeline of qualified employees





# Apprenticeship as a Workforce Development Pipeline Strategy for Incumbent Workers

- Can formalize incumbent worker training
- Training plans can be customized to individuals and departments
- Provides a clear path for advancement (e.g. from technician to engineer)





# Pre-Apprentices to Apprenticeship Partnership Example

## *Sponsor, Intermediary, and Employer Career Pathway*



### El Camino College

- Markets to students to gain interest
- Collects applications/resumes and pre-screens
- Funding to NG for each enrollment into an apprenticeship (\$1,000 per student)
- 2-degree credits for students who complete pre-apprenticeship



### South Bay Workforce Initiative / Aero-Flex

#### Employer Offerings:

- Assistance with program design and customization
- Marketing materials
- Participant tracking
- Funding to NG when enrolled in OTJ Training (\$2,000 - \$5,000 per student)

#### Student Offerings:

- Stipend after completion (\$500)
- Certificate of Completion
- Industry association membership (SME)
- Industry-recognized, stackable credentials



### Northrop Grumman

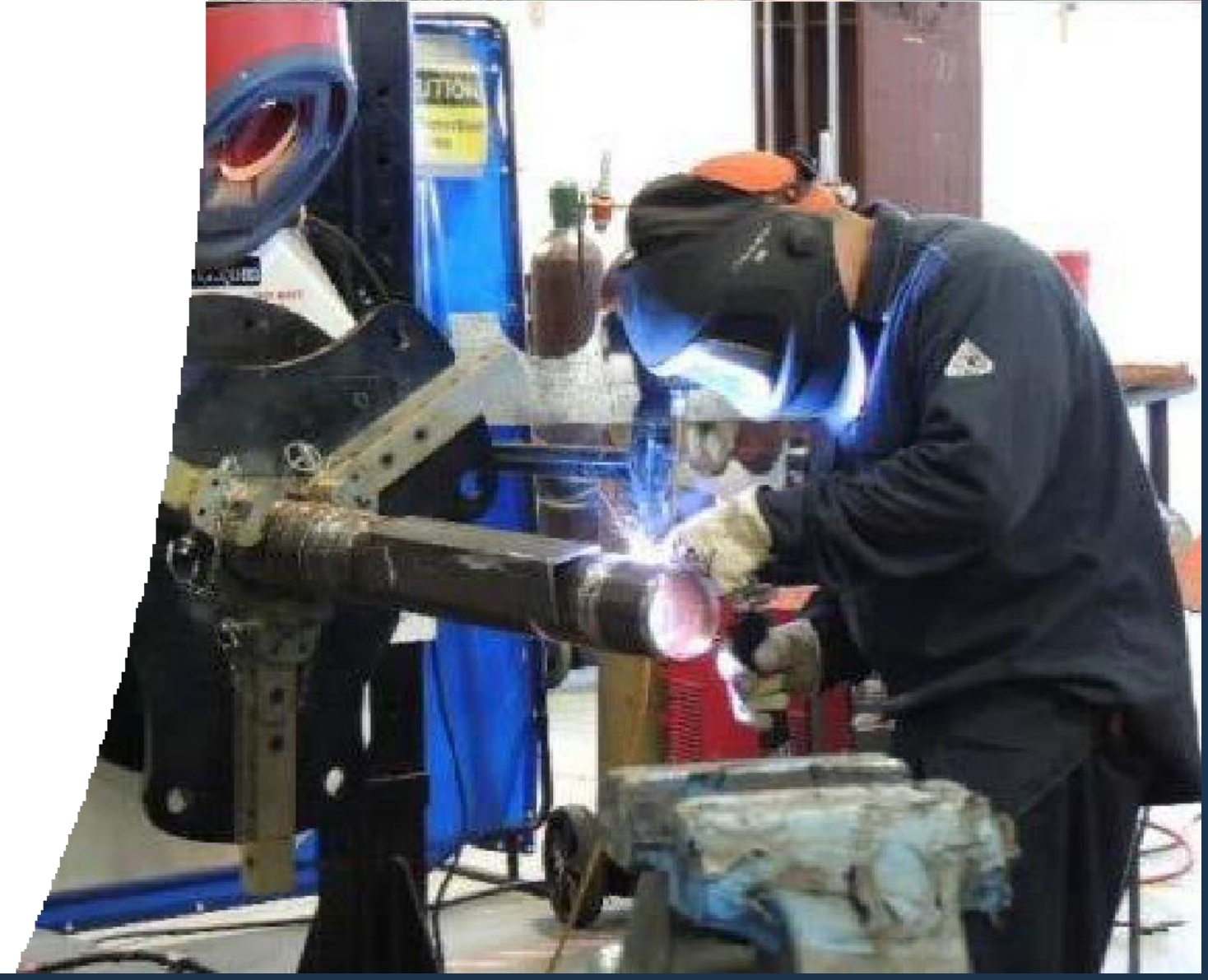
- Provides 1 instructor and 1 assistant
- Floorspace & materials
- 8 weeks of OJT - hands on manufacturing projects, tours, guest speakers and interactions with engineers
- Potential job offer to students who complete pre-apprenticeship



# Apprenticeship as a Workforce Development Pipeline Strategy for New Hires: Cultivating Talent

College or University Education

Year	Graduation/Full Time Job	
4	Pre	Apprenticeship
3	Pre	
2	Pre	Apprenticeship
1	Pre	

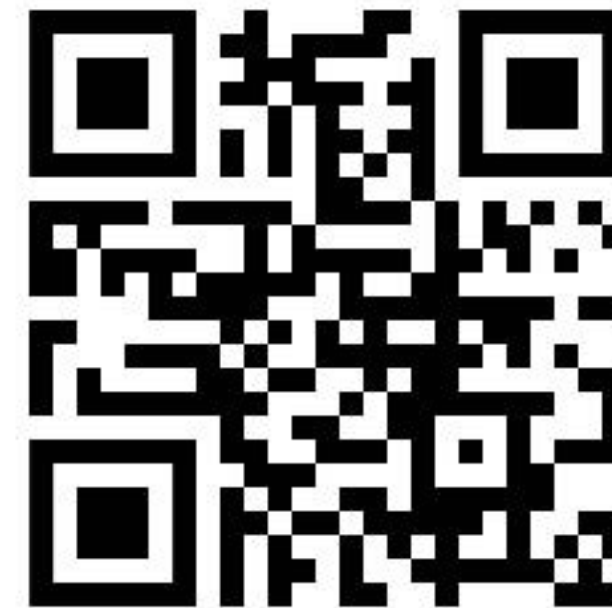




# Regional Apprenticeship Networks

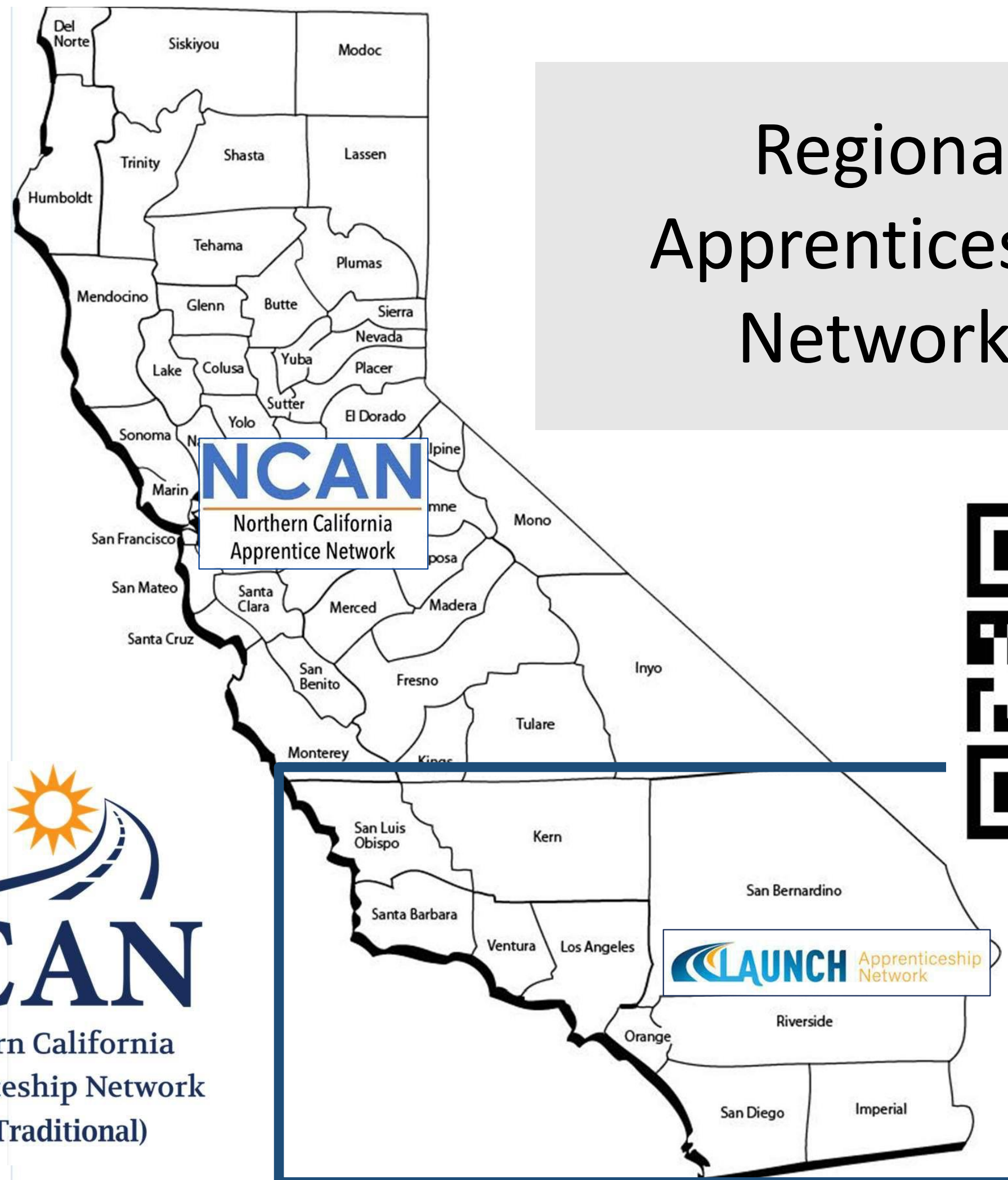
## Counties Serving:

- o Los Angeles
- o Orange
- o San Bernardino
- o Riverside
- o San Diego
- o Imperial
- o Ventura
- o Kern
- o San Luis Obispo
- o Santa Barbara



To learn more, contact us at:

[scan@sbwib.org](mailto:scan@sbwib.org)





# THANK YOU!

## Q & A



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