Chris Cagle & Deborah Shepard
South Bay Workforce Investment Board
SBWIB received funding to create career pathways using an apprenticeship model

- Supervisor Mark Ridley Thomas
- WDACS – LA County

Phase 1 – develop pre apprenticeship

Phase II – develop a registered apprenticeship

Enroll Pre Apprentices

Enroll Apprentices

Next Steps:
- Identify a consortium of stakeholders
- Form a Unilateral Apprenticeship Committee
The **Pre Apprenticeship** curriculum consists of three learning tracks:

**Track I;** Work readiness skills training

**Track II;** Industry specific occupational skills training

**Track III;** Work Based Learning (OJT)

**Student Benefits:**
- Work readiness certificate
- Training certificate
- $500 Stipend or Paid work experience
- Industry recognized certificate
- On-the-job training experience
An Innovative Employer-Driven Workforce Development Pipeline Program for Manufacturing

Aero-Flex Partners
Closeout – Graduation / Certificates / Stipend Payments
Employer Centric

Pre-Apprenticeship

- Core Competencies and Curriculum based on Employer requirements
- Online Assessment to confirm competency/identify skill gap
- Blended Learning
- Work Experience
- Pre-Apprentice Credential

Apprenticeship

- Core Competencies and Curriculum based on Employer requirements
- Customize to Employer Needs / Credit for prior learning through assessment
- Flexibility
- Shorter than traditional Apprenticeship
- Credit for prior knowledge
- 144 Instructional Hours
- 2,000 Work Experience/OJT
- Apprenticeship Credential (DAS and DOL)
Apprenticeship programs can be customized to meet the needs of business and the skills of apprentices.

**Flexibility in Program Design.** Apprenticeships can be designed to be time-based, competency-based, or a hybrid of the two.

- **Time-based programs:** Apprentices complete a required number of hours in on-the-job training and related instruction.
- **Competency-based programs:** Apprentices progress at their own pace—they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.
- **Hybrid approach:** Many programs are built using a Hybrid approach, using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.
Increase Pipeline of Qualified Employees
Strategic and Seamless Industry and Education Engagement
Increased Work-Based Learning for All
Learn and Earn Opportunities

Bio-Flex
Pre-Apprenticeship

Bio-Flex
Apprenticeship

K-12
Project Lead the Way
MESA Clubs

Academies
Private Training Entity

STEM
America's Job Centers of California

Workforce Development
Career Technical Education
Advanced Manufacturing

Community College
AA or AS Degree in Pursuit of Engineering Degree

University
Engineering Degrees

Employed
Master Degree and Doctorate Programs

New Hire Incumbent Worker
Dislocated Worker

Bio-Flex Pre-Apprenticeship

Bio-Flex Apprenticeship
Multiple On-Ramps

Bio-Flex
Contact Info

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Thank You!