L.A. Youth at Work (LAYAW) is a program of the Los Angeles Area Chamber of Commerce in partnership with UNITE-LA, which helps young adults living in underserved communities, ages 16 – 24, obtain entry-level job training and work experience. This is accomplished through our three-step process: attending a job skills workshop, obtaining the Work Readiness Certificate (WRC) and placement. In the past three years, 4,315 LAYAW youth have learned skills needed for entry-level jobs. Additionally, LAYAW has certified more than 5,665 work-ready youth and has had more than 6,052 internships and job placements.

This year, LAYAW launched its ambassador program. The ambassador program takes alumni of the LAYAW program and connects them to students eligible to participate. This grassroots approach allows us to better capture the student success stories of the program, but the real rewards come from the connections made between students and alumni. This peer-to-peer connection gives students the opportunity to reach out for guidance and support in a comfortable environment. It also adds an additional layer of support for students who are at risk of dropping out before completing the program. LAYAW’s inaugural ambassador was Mayra Recendez, now Senior Coordinator at the Chamber’s Center for Educational Excellence and Talent Development. We decided to slide into her DMs (Instagram slang for sending a direct message) and take this interview to Instagram, one of the many platforms Mayra uses to connect with students.
First, I would like to ask, how did you first hear about LAYAW and why did you decide to apply?

My 10th grade history teacher, Mr. Mac, shared an internship opportunity through LAYAW with me. He encouraged me to apply when he realized there were summer internship openings with legal organizations. (I expressed my interest in law earlier that semester.) After reading the program requirements with him, I figured it would be a great process to go through.

Do you remember going through LAYAW? What were your thoughts as you went through the program? Major takeaways during the program? Do you remember what you were feeling?

I remember signing up for my first JSW [job skills workshop] and feeling surprised to find out it was taking place at the library only a block from where I live!

I took my most updated résumé to the workshop and took notes on how to improve it. I practiced interview questions during the JSW with the person sitting next to me. It was a little awkward at first, but it helped me really think about how I would answer a potential employer during an interview.

Once I updated my résumé and practiced enough to feel comfortable answering key interview questions, I registered for a WRC workshop held at the L.A. Area Chamber.

I was so nervous! No matter how much I prepared, I felt intimidated seeing the amount of candidates waiting to be interviewed. It opened my eyes. I was one of many youth trying to land an internship/job.

Well you obviously nailed it because you did land an internship! Who did you intern with? Will you describe what your duties entailed?

Thank you! I interned with the Publications department at the Los Angeles County Bar Association (LACBA) during summer 2012.

I helped outreach to potential clients for the monthly LA Lawyer magazine and arranged meetings for the advertising director.

Was the internship paid?

Yes!

So, after your paid summer internship, you finished your last year of community college and prepared to transfer to a 4-year institution. What school did you attend next?

I transferred to UC Berkeley #gobears!

I’m proud to say I’m a community college transfer student, and I firmly believe that my work experience made me stand out as a candidate for competitive schools like Berkeley.

You currently work for the L.A. Area Chamber. How did you get your start with us?

I came back to the LAYAW program for another internship summer 2014 and landed a job offer with a law firm. I came in to the Chamber to finalize the firm offer with LAYAW with program director, Maria Nieto. During that meeting, Maria offered me ANOTHER job… to work here at the Chamber.

I had TWO job offers in one day… I couldn’t believe it!

And you chose...

My choices were:
Job offer 1 – Legal assistant
Job offer 2 – Biz-Ed Partnership Intern

Maria was very kind to explain the job descriptions for both and to give me time to decide. I knew I wanted to be a part of a team that helps connect youth with great job opportunities and this, a better quality of life. I’ve been with the Chamber ever since.

We were very happy with your decision! What do you currently do for the Chamber?

And I am very happy to be a part of the Chamber! I’m currently the Youth Advocate for the LAYAW program. I outreach to L.A. youth ages 16 – 24 at high schools, community college and community events. I share info about our programs (job skills workshops, mock interviews and job/internship leads)
L.A. YOUTH AT WORK EMPLOYER SNAPSHOT:

United Airlines

Many of our L.A. Area Chamber member companies give youth across Los Angeles opportunities to experience the workforce. For many, this is their first job or internship. Those experiences take all different forms. Some students spend their time learning the ropes of the health care industry inside the fast-paced hospitals of Kaiser Permanente, while others see what it takes to be successful at meeting the transportation needs of Angelenos at the very busy Los Angeles County Metropolitan Transportation Authority (Metro).

Below is a snapshot of member United Airlines, whose student interns spend their days at Los Angeles International Airport (LAX) learning the ins and outs of the airline industry at the sixth busiest airport in the world. With a successful internship program, many students realize that United is a great company for a career to take off.

Why does United have an internship program?
It is an excellent partnership and commitment showing United’s continuous dedication to its neighboring communities, rather than simply being a temporary summer operational hiring program. This program offers valuable lifelong lessons, networking and opportunity.

What are the benefits for the company and for the students?
United benefits from engaging with our communities and providing mentorship to these students, including education and exposure to the airline industry. The students also benefit by having exposure to the airline industry, including experiencing customer — facing interaction, business processes and other aspects.

What is the impact for the future workforce?
Our hope is for the United Summer Associates to realize the benefits of internship programs in general and either pursue other internship or career opportunities with United or in their other fields of interest.
As part of its L.A. Youth at Work (LAYAW) program, UNITE-LA, in coordination with the Chamber, launched the L.A. Talent Challenge, in 2017, with a goal of getting 500 more companies to sponsor or hire at least one intern during the summer. Doing so allowed us to place work-ready, certified high school and college students in industries of interest to them. In turn, companies had the opportunity to develop their future workforce, access workplace diversity and receive visibility in both the Chamber’s social media/outreach campaign and at related Chamber events.

The Chamber continued the Challenge in 2018. And like our LAYAW program, the L.A. Talent Challenge was not merely putting kids to work; it was ensuring youth were ready to work.

**How are students prepared?**
The Chamber, through its L.A. Youth at Work program, provides soft skills training and offers students (16-24 years of age) an opportunity to participate in mock interviews where they are assessed and deemed work-ready and then given access to internship and job opportunities. Your company will get an intern who is work-ready!

**What are some examples of student jobs?**
- Human Resources/Community Affairs - schedule events and meetings
- Marketing - assist with development of presentations
- IT - software installation, support desk staffing and troubleshooting
- Operations - receive, validate and prepare customer transactions

**Are companies able to interview students?**
Yes. UNITE-LA and Chamber staff help coordinate interviews so that the company can select the student who best meets its needs. If a company chooses not to interview, UNITE-LA and Chamber staff can identify students for the company based on its hiring criteria.

**What kind of support can I expect during the summer?**
LAYAW staff are available throughout the summer to help problem solve and answer any questions you may have.

Find out more at lachamber.com/latalentchallenge

**Fund a future today ... we challenge you!**
The L.A. Talent Challenge is done in partnership with L.A. City Mayor Eric Garcetti’s Hire L.A.’s Youth program.
With increasing demand for talent in the L.A. region to continue to drive our local economy, the need for cultivating a diverse cradle-to-career Science, Technology, Engineering and Math (STEM) workforce pipeline is greater than ever. Preparing students, particularly those in underserved communities, with the learning experiences, skills and knowledge needed to compete for emerging STEM-centric careers is essential to the work we lead through our Business Education Partnerships team.

This work is realized through our efforts to bring the real world into the classroom and to transform the educational experience by emphasizing connectivity to real life to better prepare students for college and rewarding careers. To achieve this work, we leverage relationships with the Chamber’s business community to build partnerships between education institutions and local employers.

The partnerships provide employers access to the development of local talent by working closely with our team to prepare students by supporting real, contextualized, work-based learning activities, such as job shadows, career days, internships and jobs.

In turn, through these activities, students cultivate relationships with local employers and get to know the companies and their work culture.

Leading the way with forward-thinking business education partners supporting STEM education, including:

- AT&T
- Boeing
- JPMorgan Chase & Co.
- Kaiser Permanente
- NBCUniversal
- OSHPD
- The Walt Disney Company

To address our region’s STEM talent pipeline needs, including health care, here is an overview of our business education partnerships by the numbers:

- Convened 150 thought partners through the 2017 State of STEM event
- Convened 120 business, civic and education leaders through the 2017 Principal for a Day program
- Partnered with 754 industry professionals to deliver health care work-based learning experiences to students
- Served 4,212 students from LAUSD who participated in Linked Learning Health Career Pathways
- Served 2,313 students in health care pathways with contextualized work-based learning experiences
- Placed 144 students in health care focused internships through South L.A. Scholars

These program numbers represent the 2017-2018 school year.
A Moment for Science – Amgen Biotech Experience

In 2017, UNITE-LA partnered with the Amgen Foundation to become the program administrator for the Amgen Biotech Experience – Greater Los Angeles (ABE-LA). ABE-LA empowers secondary school science teachers to implement real-world biotechnology labs in their classrooms, helping students better understand what science is and how it influences their daily lives.

ABE-LA is led by UNITE-LA and includes four regional distribution centers:

- Pierce College in Woodland Hills
- Fullerton College
- Pasadena Bio Collaborative Incubator
- California State University: Channel Islands

ABE-LA reaches students and teachers in the areas of Los Angeles, Ventura, Orange, Riverside and San Bernardino counties. This partnership allows UNITE-LA to further advance its commitment to promoting quality Science, Technology, Engineering and Math (STEM) education and increase the reach and impact of ABE in our region. UNITE-LA seeks to enhance outreach to underserved students and increase diversity and inclusion in under-resourced schools. This is critical since many students in underrepresented communities often have limited access to real scientific discovery. This component strategically supports UNITE-LA’s mission to ensure all area youth have equal access to high-quality education and that K-16 systems are better aligned with workforce needs.
Often times, no matter what the topic is, filling out an application for something can be challenging, intimidating, exhausting and possibly even futile. And for those of us who remember filling out financial aid forms, you might remember how incredibly daunting that task was. Now, imagine you are the first person in your family to apply to attend college, and your parents speak limited or no English. These barriers for many of our area students are real. They prevent youth from applying and attending college. The impact of stopping students from furthering their education reaches deep into our communities and our economy.

Enter L.A. Cash for College. UNITE-LA and the Chamber’s L.A. Cash for College program proudly helps students and their families to prepare for college and apply for financial aid. Through its annual College & Career Convention, L.A. Cash for College is able to increase access and success by informing, assisting and rewarding program participants. In addition to the annual convention, L.A. Cash for College coordinates financial aid workshops throughout the L.A. region during the school year.

By participating in Cash for College workshops, students have leveraged an estimated $35 million in state and federal financial aid annually. An additional $59,000 in scholarships were awarded to qualified Los Angeles students who participated in Cash for College, regardless of immigration status.

Ensuring every student not only dreams, but also succeeds

With the immigration climate being tumultuous, we knew greater efforts were needed and an “all-hands-on-deck” approach was implemented. UNITE-LA, through the L.A. Cash for College campaign, and its Challenge Grant Partners, implemented a multi-pronged approach to elevate the importance of raising Free Application for Federal Student Aid (FAFSA) and California Dream Act completion rates among Los Angeles Unified School District (LAUSD) high schools, resulting in more students applying for financial aid.

As of June 30, 2017, the FAFSA completion rate for LAUSD’s class of 2017 was 62 percent, representing 10.7 percent increase from the class of 2015 baseline. A significant number of LAUSD students are ineligible to file a FASFA due to their immigration status, but these students do qualify for state financial aid through the California Dream Act process.

The California Student Aid Commission released figures showing a sharp decline in the number of California Dream Act applications submitted, relative to the previous year. The LAUSD Board of Education previously passed two resolutions reaffirming their commitment to standing with undocumented students and families. In support of providing equitable college and career access for all, students and families are given free assistance in completing their applications at any Cash for College workshop.

When we combine the California Dream Act and FAFSA filings, the District’s financial aid completion rate reaches 65 percent.

The 16th Annual L.A. Cash for College & Career Convention served more than 7,000 students from more than 150 local high schools on Oct. 13-14, 2017, at Los Angeles Trade-Technical College.

2017-2018: At the 16th Annual College & Career Convention, L.A. Cash for College held:

- **69 COLLEGE PREP COURSES**
- **18 FINANCIAL AID SEMINARS**
Gearing up to expand our work

In addition to UNITE-LA’s work with Challenge Grant Partners and the L.A. Cash for College & Career Convention, we have been working with GEAR UP 4 LA, which works with students and families in schools surrounding downtown L.A. to help them get to college. Through a partnership with GEAR UP, the Eva Longoria Foundation and the Los Angeles Area Chamber of Commerce Foundation, the Latina Scholarship Program was launched in 2017.

“The Eva Longoria Scholarship has been extremely beneficial to me through my first quarter at UC Irvine as it helped me pay for college textbooks, as well as other course material I needed to cover. As a first-time college student, I commuted from downtown Los Angeles to Irvine to go to class, and the money I received also helped with transportation costs that added up quickly. With the continued support from the Eva Longoria Foundation, I hope to successfully complete winter 2018 and eventually become the first in my family to graduate from college.” – Student attending University of California, Irvine

“There’s a huge difference in a student with and without a scholarship fund. The difference is one has the excuse, ‘I don’t have the money right now,’ and the other has no excuse for success.” – Student attending Santa Monica College

And in 2017, this partnership provided an opportunity for UNITE-LA and the Chamber to join award-winning actress Eva Longoria, executives from Wells Fargo and partner organizations, GEAR UP 4 LA and the Los Angeles Area Chamber of Commerce Foundation, to recognize 50 of these first-generation Latina students for their academic achievement. As first-generation students, these young women are working hard to navigate an unfamiliar process and to adjust to college life.

The scholarships address gaps in financial aid for the students and may be used for a variety of expenses related to enrolling and persisting in college. Additionally, the partnership, with support from Wells Fargo, will continue to help existing scholars as they continue their studies while funding new scholarships to incoming freshmen in the 2018-2019 school year.

“…with the continued support from the Eva Longoria Foundation, I hope to successfully complete winter 2018 and eventually become the first in my family to graduate from college.” – Student attending University of California, Irvine
Unemployment is at a record low and employers across the country are discussing the difficulty they are having with recruiting, securing and retaining skilled employees. At the same time, qualified individuals looking for work are facing barriers to entering the workforce. These individuals are part of an untapped talent pool that could be a value add to companies across a variety of sectors.

One of the largest groups of candidates across America who have barriers to employment are people with criminal records. There are currently 70 million Americans, or one-third of working age adults, who have had some contact with the criminal justice system.

The Chamber’s Smart Justice efforts, as part of our larger economic and workforce development initiatives and our UNITE-LA work, help dismantle the school-to-prison pipeline, support access to high-quality, in-custody education and job training, and enable people with criminal records to access education and employment opportunities. We know our region thrives when employers have access to a diverse, educated and qualified workforce inclusive of all Angelenos.

WHAT WE HAVE DONE:

JAIL VISIT

In February 2017, the Chamber brought 28 business leaders and cross-sector stakeholders to Central Juvenile Hall in Los Angeles. Attendees, including incarcerated youth, heard remarks on:

• Business involvement in Smart Justice provided by Gary Toebben, then CEO of the Chamber and, Steven Nissen, SVP, Legal & Government Affairs at NBC Universal and then Chamber Board Chair.
• The school-to-prison pipeline, provided by Tia Martinez, social justice fellow, Ella Baker Center, and helping justice-involved youth reenter our communities, provided by Scott Budnick, founder and president, the Anti-Recidivism Coalition (ARC).

Additionally, there was a panel of four, formerly-incarcerated young adults who are now employed and committed to their rehabilitation, and the Chamber hosted small group discussions between business leaders and youth incarcerated in the facility.

Talking with incarcerated individuals and learning about their experiences is crucial to building authentic and informed engagement. The Chamber utilizes intergroup contact – a concept shown to reduce prejudice between majority and minority group members – to engage business leaders in Smart Justice reform efforts. According to the Perception Institute, “It is not enough for people to be taught that negative stereotypes are false or to believe in the morality of non-prejudice. People need to feel a connection to others outside their group; once people feel connected, their racial anxiety decreases and so does their bias.” The opportunity to get to know incarcerated individuals in a small group setting is crucial to building connections and transforming implicit and explicit bias about justice-involved people.

NOTABLE STATISTICS:

• Putting 100 formerly incarcerated people back to work could increase their lifetime earnings by $55 million, increase their income tax contributions by $1.9 million and boost sales tax revenue by $770. Additionally, it would save $2 million in criminal justice expenditures (Nelp & Safer Foundation).

• L.A. County spends more than $233,000 a year to hold each youth in juvenile lockup.

• Approximately 1 in 3 Californians has some form of criminal record that could impact access to housing, employment and services.

• 95 percent of individuals in state prisons will return home – approximately 700,000 people a year.

• California spends approximately $11.4 billion to incarcerate people in state prison, but has a 65 percent recidivism rate.

• Approximately 75 percent of formerly incarcerated individuals are unemployed a year after release.

• A criminal record reduces the likelihood of a job callback by 50 percent, and yet, employment is a critical factor in reducing recidivism.

• Leading fair chance hiring businesses have found that they can reduce turnover, improve their bottom line and hire a talented workforce that meets their diversity and inclusion targets by embracing applicants with criminal records.

• Unemployment is 4.4 percent in Los Angeles, indicating a tight labor market, which results in employers competing for talent.
FAIR CHANCE HIRING FORUM

In September 2017, the Chamber, in partnership with the City of Los Angeles Mayor’s Office of Reentry and the American Civil Liberties Union (ACLU), led a third employer forum to guide and inform employers in adopting fair chance hiring practices and implementing the Los Angeles Fair Chance Initiative for Hiring Ordinance. The forum centered on making the business case for fair chance hiring, helping to move business professionals from a compliance-based understanding of the ordinance to seeing the benefits fair chance hiring can have on their business growth and employee retention. The event featured a robust panel of employers who currently employ fair chance hiring in their companies, including Walmart, Uber, Cisco Brothers and Mitú.

BIZCON SOCAL

On June 20, 2018, as part of the Chamber’s BIZCON SoCal event, business leaders heard a keynote address from Scott Budnick, producer of “The Hangover” and founder of Anti-Recidivism Coalition (ARC) and Good Films. Budnick also participated in the panel, “Dollars & Sense: Access a New Talent Pool & Increase Your Bottom Line.” The panel also featured Father Gregory Boyle, founder of Homeboy Industries; Robert Gill, director of People Operations at Checkr; and Kaajal Laungani, senior operation’s manager for Uber’s West region. The panel served as the official launch of the Chamber’s initiative to put 100 youth who have faced barriers to employment into fully subsidized, entry-level positions, including 18-24 year olds previously involved in the criminal justice system.

DAY OF EMPATHY

In the spring of 2018, the Chamber participated in the “Day of Empathy,” a national day of action to recognize the impact of the criminal justice system on millions of Americans, including crime survivors and those who have committed crimes. Events were held in 35 states on a single day to spotlight local efforts for criminal justice reform. In California, the Chamber and UNITE-LA staff joined a coalition of organizations, including #cut50, to meet with elected officials in support of AB 1940, a Chamber co-sponsored bill that incentivizes rehabilitative efforts for individuals on parole. The day included a press conference by Senate President pro Tem Kevin de León and public comment given by co-sponsor organizations.

WHAT WE HAVE DONE (CONTINUED):

SMART JUSTICE
The Chamber engages and, with support from UNITE-LA, educates business leaders on current education and talent development policy issues. Employers come together with elected officials and content experts at the Chamber’s annual federal, state and local ACCESS trips, Accenture Pancakes and Politics Breakfast Speaker series, education councils and special forums. Some highlights of our recent work are below.

January 2017:

• Sonia Campos Rivera, senior director of Education Policy and Public Affairs for the Chamber, was appointed by Speaker Rendon as a commissioner for his newly created Blue Ribbon Commission on Early Learning. The commission is tasked with developing recommendations by 2019 on ways to improve the early childcare and education system in CA.

• Fiscal year 2017-18 state budget education investments:
  
  • Reaffirmed 2016’s multi-year funding commitments to expand child care opportunities and address reimbursement rates. Additionally, the Chamber was pleased to see the eligibility expansion of state-subsidized child care programs to address the unintended consequences to the minimum wage increase.

  • Secured critically important emergency funding for foster care. The Chamber sponsored this important legislative measure, Assembly Bill 1164 (Thurmond), and was thrilled those policy efforts were important enough to be considered during the final budget negotiations.

  • Encompassed $150 million, one-time funding for the development of Guided Pathways in California Community Colleges, $20 million for the Chancellor’s Higher Education Innovation Awards Program and maintained the Cal Grant award amount for students attending private, nonprofit colleges and universities for the 2017-2018 school year, bolstering the state’s commitment to college access and success.

March 2017:

• In March 2017, we helped break ground on Educare Los Angeles at Long Beach (ELALB), a center that seeks to utilize evidence-based early learning methods and health, nutritional and social practices — both within and outside the national Educare Learning Network (ELN) — to promote school readiness, reduce the achievement gap and enhance social and cognitive development for low-income Long Beach children, birth to age 5, each year. Learn more about Educare on page 34.

February 2018:

• On Feb. 9, Congress passed and the President signed a two-year budget deal, under which an additional $5.8 billion in discretionary funding will be provided over two years for the Child Care and Development Block Grant (CCDBG). California is expected to receive $250 million.
June 2018:

- The Chamber celebrated important victories for education after then Gov. Jerry Brown signed the fiscal year 2018-2019 state budget, which included investments in early childhood education resulting in a statewide and federal appropriation of $1 billion, investments for CTE yielding a statewide appropriation of $314 million and a $37.3 million investment for youth diversion and rehabilitation. Specific victories included:
  - Consensus on California Community Colleges Student-Focused Funding Formula, which changes how the State funds community colleges from the current enrollment-based model, to one that considers the success of students in completing their educational goals. Under this model, colleges that serve low-income students now will receive more resources to support their students to completion. This outcomes-based formula reflects a long-standing Chamber priority to utilize funding incentives to improve student retention and the completion of degrees, credentials and transfer requirements.
  - Creation of the community colleges’ 115th college and expansion of Cal Grant access for California foster youth. The fully online community college campus will be geared toward meeting the needs of working adult learners. The additional funding for the Cal Grant program will now enable former foster youth to claim a Cal Grant up until age 26 and to renew an award for up to eight years of college enrollment. These investments ensure non-traditional students in our region are obtaining the credentials that will allow them to access economic and social mobility.
  - Investments in youth development and diversion focused on creating and expanding trauma-informed, developmentally appropriate and culturally relevant programs. These programs will now provide alternatives to incarceration for youth. It also prioritized funding for social work positions inside juvenile defender offices. Doing so positions juvenile defenders to utilize a holistic and multidisciplinary approach to better address the root causes of delinquency in the courtroom. These investments help improve outcomes for vulnerable youth populations, including at-risk Native American youth.

In January 2018, Green Hasson Janks was given the 2018 Employee Champion Excellence In Work-Life Harmony award.

Sponsored by First 5 LA, the award is given each year to the Chamber member who best exhibits strong work-life practices that support parents and families to ensure work-life harmony. Green Hasson Janks has demonstrated exemplary policies that allow their employees to thrive in both their personal and professional lives. Their unique approach to work-life harmony includes a flex/work anywhere policy, paid leave, wellness activities and tuition reimbursement. In addition, they provide their employees with programs to assist with free childcare, eldercare and adoption costs.

Congratulations to Green Hasson Janks, a model employer in our community!
In 2014, UNITE-LA, in its partnership with the Chamber, along with the Long Beach Education Foundation and the Long Beach Unified School District (LBUSD), established a partnership with the Educare Learning Network (ELN) to open Educare Los Angeles at Long Beach (ELALB). ELALB is the 22nd Educare school nationwide, and only the second Educare Campus in California.

ELALB, located in North Long Beach at Clara Barton Elementary School, opened in July 2018 and provides full-day, full-year services to 191 low-income infants, toddlers, preschoolers and their families.

ELALB seeks to utilize evidence-based early learning methods and health, nutritional and social practices — both within and outside the national ELN — to promote school readiness, reduce the achievement gap and enhance social and cognitive development for low-income Long Beach children, birth to age 5, each year. Not only does it serve as a demonstration site model for other early learning centers in Southern California, it serves as a resource hub for supportive family services.

ELN comprises more than 20 schools across 13 states and the District of Columbia. It collects, evaluates and publishes findings in order to provide evidence-based information for early childhood educators that demonstrates how best to prepare at-risk children for later academic achievement. ELALB enhances and utilizes evidence from Educare’s data collection to advocate for early childhood education policy change at the local, state and federal levels of government.

In addition, ELALB creates a platform for a broader, more comprehensive approach for serving children and families, childcare providers and teachers.

UNITE-LA has long championed and worked hard to develop Educare. We are very excited for its future and for the future of the community it serves!
In August 2017, when the Chamber heard reports that President Trump was considering ending Deferred Action for Childhood Arrivals (DACA), a press release urging the president not to do so was issued. It would begin an ongoing campaign by the Chamber, with input from UNITE-LA, and often joined by various partners, to communicate the dire need to find a solution for the 800,000 young adults that have DACA status. In California alone, we have more than 230,000 DACA youth. The majority are employed, and almost half are currently in school.

DACA protects eligible immigrant youth, who came to the United States when they were children, from deportation. DACA gives young, undocumented immigrants protection from deportation and a work permit. UNITE-LA, as a strategic affiliate of the Chamber, stands with the Chamber in its long history of supporting comprehensive immigration reform, including the passage of the California Dream Act. We understand the powerful impact immigrants have on our economy, and in particular, the DACA youth who are a part of the future L.A. workforce.

A snapshot of some of the activities we participated in...

**Sept. 5, 2017**
The Chamber & UNITE-LA joined Los Angeles County Supervisors Hilda Solis and Janice Hahn and L.A. Mayor Eric Garcetti at a rally downtown, along with other supporters of DACA. UNITE-LA President David Rattray provided remarks during the press conference.

**Sept. 21, 2017**
Hosted a roundtable and press conference with Coalition for Humane Immigrant Rights Los Angeles (CHIRLA) and Congressmembers Judy Chu and Jimmy Gomez to listen to local business leaders and impacted DACA youth.

**Oct. 18, 2017**

**March 2018**
During the Chamber’s annual ACCESS Washington, D.C. advocacy trip, DACA/DREAM was a priority agenda item with every team having conversations around immigration.
STATE AND NATIONAL IMPACT

The Los Angeles Area Chamber of Commerce and its education affiliate, UNITE-LA, elevated education and workforce development opportunities across the state and nation. Here's how:

Statewide - R.E.A.L. Coalition

The L.A. Area Chamber and UNITE-LA staff the Education and Workforce Development Committee of the Regional Economic Association Leaders (R.E.A.L.) Coalition, an association of California’s most influential business and economic development entities, representing 19 member organizations and up to 15,000 employers who collectively provide up to 3.9 million California jobs. The committee has an annual in-person retreat every January to establish committee goals and monthly calls to discuss current education policies, as well as the implementation of settled legislation. In 2018, the Coalition successfully supported key issues in the areas of immigration and smart justice, along with its continuing commitment in advancing opportunities for early childhood education, K-12 students, STEM education, higher education attainment and workforce development.
Noteworthy Events:

R.E.A.L. Coalition Press Call

- On Nov. 21, 2017, business leaders of the R.E.A.L. Coalition spoke with press to discuss the business perspective of protecting DACA recipients and finding a legislative solution to protect DACA recipients. On behalf of the R.E.A.L. Coalition, the following leaders spoke on the press call regarding this issue of crucial importance to the business community:
  - Gary Toebben, then President and CEO of the Los Angeles Area Chamber of Commerce
  - Paul Granillo, President and CEO, Inland Empire Economic Partnership
  - Alicia Berhow, Senior Vice President, Orange County Business Council
  - Jerry Sanders, President and CEO, San Diego Regional Chamber of Commerce
  - Carl Guardino, CEO, Silicon Valley Leadership Group

The press call was covered by various media outlets, including, but not limited to, the Los Angeles Times, San Jose Mercury News & Bay Area News Group and the Los Angeles Business Journal.

- Annual R.E.A.L. Coalition Education & Workforce Development Retreat

  On Jan. 19, 2018, the Chamber hosted an annual education and workforce development committee retreat, which included a presentation on the committee’s goals and principles for the following year, as well as an introduction to both candidates for Superintendent of Public Instruction and Chair of the Senate Education Committee.

- R.E.A.L. Coalition Advocacy Day

  On April 10, 2018, the Chamber joined other large, advocacy-oriented economic institutions for a Sacramento advocacy day to address issues such as infrastructure funding and affordable housing.
The Education Talent Development Division (ETD), formerly known as the Educational Attainment Division (EAD), was developed and is managed by a partnership between the Association of Chamber of Commerce Executives (ACCE) and the Los Angeles Area Chamber of Commerce. The division leverages ACCE’s powerful network of 1,300 business associations and chambers of commerce, which represents about 1.2 million companies that employ approximately 70 million people with the L.A. Area Chamber’s expertise in strengthening cradle-to-career education and workforce development systems, policies and programs. Today, more than 550 chamber professionals receive the ETD’s connections, support, resources and tools needed to build, sustain and measure their efforts to improve the cradle-to-career education and talent development pipeline in their communities.

ETD HIGHLIGHTS:

• Provided technical assistance to more than 550 chamber professionals via connections, support, resources and tools.

• 81 new education attainment regional action plans were developed for cities across the country through the Fellowship for Education and Talent Development program.

• Launched the fifth 2018-19 Fellowship for Education and Talent Development program with 21 new Fellows.

• ACCE’s 2017 Annual Convention, the largest gathering of chamber professionals, featured a full 2017 Education and Talent Development Convention Track, which included 10 sessions with about 15 ETD speakers and more than 606 non-unique session attendees.

• Hosted seven webinars, providing technical assistance to approximately 686 ACCE members.

• Expanded ACCE’s Education and Talent Development Brain Trust, a peer-led, trusted network that seeks to explore innovative solutions to the toughest education and workforce development challenges, which now represents approximately 100 ETD program alumni, ACCE Foundation and ACCE Foundation board members.

• Convened a second and third ETD annual meeting, which are designed to accelerate member-led Brain Trust discussions and strategies, with the ETD’s growing network of influential ETD champions. The second annual meeting was held June 13-14, 2017 in Charleston with 36 ETD champions and the third annual meeting was held March 4-5, 2018, in Austin with 40 ETD champions. These meetings included cradle-to-career education and talent development discussions and resource sharing to highlight members’ current engagement in such initiatives, current topical ACCE resources, and additional supports participants would find useful to help guide the development of the ETD resources and programming.
ACCE’s Fellowship for Education and Talent Development is a highly-competitive, highly immersive, year-long professional development program, designed to help chambers identify and develop an education and talent development Regional Action Project (RAP) for their community that advances program, policy, communications and/or collective impact efforts along the cradle-to-career spectrum. Fellows receive hands-on consultant support throughout the year with a deep dive involving best practices, case studies of successes and failures, peer-to-peer learning and interaction with national thought leaders and peer experts at three in-person sessions (one of which is held at the L.A. Area Chamber).

To date, 81 chamber professionals have graduated from the program, each of whom developed RAP’s inclusive, cutting edge education and talent development objectives. These individuals have also activated an ACCE Education and Talent Development Brain Trust, comprising approximately 100 education and workforce champions, including ETD program alumni, ACCE Foundation and ACCE board members. The Trust seeks to explore innovative solutions to the toughest education and workforce development challenges.

UNITE-LA and L.A. Area Chamber staff expertise and knowledge are utilized in shaping the Fellowship’s curriculum and leveraged in one-on-one consultations with fellows, as the Chamber has an established partnership with ACCE to advance the mission of ACCE’s Education and Talent Development Division.

One such example can be found in Fellow Pat Patrick, president and CEO of the Lodi District Chamber of Commerce. When challenged with addressing education needs in his community as part of the ETD Fellowship, Patrick developed the Jobs Academy, which works to fill the middle-skills gap by giving students the education and abilities needed to fill these particular jobs. The academy is a partnership among the local school district, the chamber and its industrial business group. Patrick credits his time with the ETD Fellowship for giving him the inspiration to develop the Jobs Academy, and we credit all of the Fellows for helping us make ACCE’s Education Attainment Division a strong partnership between the L.A. Area Chamber and the ACCE; and a great success!

Pat Patrick, President & CEO,
Lodi District Chamber of Commerce (CA)
Launching The Lodi Jobs Academy

See Fellow spotlight story in blog post titled, “Building the Lodi Jobs Academy.”

Posted on May 2, 2017, you can find it here: https://secure.acce.org/blog/education-attainment-division/
UNITE-LA Gross Revenue 2017 through June 2018:

- Individual Contributions: $14,175 - .46%
- Corporate Grants: $13,500 - .44%
- Foundation Grants: $2,403,198 - 78.14%
- Government Grants: $644,495 - 20.96%

We leverage an additional $3,664,754 through our affiliate Los Angeles Area Chamber of Commerce Foundation. UNITE-LA’s full impact in gross revenues, including the affiliate funding, is $7,740,122.

SPECIAL THANKS:

2017 UNITE-LA Foundation, Corporate and Government Donors:

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- Asian Americans Advancing Justice L.A.
- W.M. Keck Foundation
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- S.D. Bechtel, Jr. Foundation (Stephen Bechtel Fund)
- BNSF Railway Foundation
- Jewish Community Foundation
- Sempra Energy Foundation
- The Boeing Company
- John Burton Advocates for Youth
- Stuart Foundation
- California Community Foundation
- Kresge Foundation
- Tesoro Refining & Marketing Company
- The California State University
- Long Beach Unified School District
- Los Angeles Area Chamber of Commerce
- California Student Aid Commission
- Los Angeles Community College District
- The Campaign for College Opportunity
- Los Angeles Valley College Innovation
- City of Los Angeles, Economic Workforce Development Department
- Long Beach Unified School District
- Lumina Foundation

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Through our affiliation with the Los Angeles Area Chamber of Commerce Foundation, we would also like to thank the following foundation and corporate donors:

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Thank you to our Volunteers!

Our volunteers make UNITE-LA’s programs possible. We and thousands of Angeleno youth are grateful for the individuals who offer their time and expertise to: assist with our annual College & Career Convention, lead financial aid workshops, help with FAFSA and Dream Act completion, participate as mock interviewers, bring career experience to classrooms, evaluate students’ career-themed projects and so much more. We truly could not do our work without you. Thank you!
Thank you to our employer partners who helped build career pathways by offering internships or employment to our youth:

- A Place Called Home
- AC Martin Partners
- Ann Taylor
- Asian Pacific Healthcare Ventures
- Boys and Girls Club
- Cedars Sinai Medical Center
- Chick-fil-A
- Chipotle
- Monseñor Oscar A. Romero
- Community Health Councils
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- Glendale Family Practice
- Gold Line
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- USC
- AMC
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