



# NEWS

---

**El Camino College | Public Relations & Marketing Department**  
**16007 Crenshaw Blvd., Torrance, CA 90506**  
**Contact: Ann M. Garten, Director, Community Relations**  
**Telephone: (310) 660-3406 | E-Mail: [agarten@elcamino.edu](mailto:agarten@elcamino.edu)**

**For Immediate Release**

**October 6, 2014**

## **El Camino College/Northrop Grumman Corporation Program Offers Education and Training that Lead to Jobs**

A new program through El Camino College and Northrop Grumman Corporation offers students education and training to join the workforce and land good-paying jobs.

ECC student Joanna Rivera, 27, recently completed the pioneering pilot program with Northrop Grumman, gaining college credit, job training, work experience – and a job offer. The timing was perfect, because after several years working at a call center, she was ready to try something new.

“I started that job right out of high school when I wasn’t sure what I wanted to do with my life,” said Rivera, a Hawthorne resident. “But I wanted a change. I wanted something more exciting, something with more opportunity, something to make more money – I just wanted to change everything, especially moving from a job to a career.”

The change came when she enrolled in El Camino College. Starting with general education courses, Rivera soon found out that she liked computers, technology and electronics. Classwork soon led to the Northrop Grumman program.

“I had the best experience at El Camino College and at Northrop Grumman,” said Rivera, who has almost completed her associate degree. “I’m looking forward to more classes and a great career.”

Rivera’s training is a result of some changes to Northrop Grumman’s traditional “pipeline” process of hiring, training, and retaining workers, according to Front Line Manager Ryan Javier.

“For these positions, it is difficult to assess skills and capabilities through the standard interview process,” Javier said. “It then takes a few months of on-the-job training to assess both their physical skills and their ability to work as a team. Through this new partnership we are able to assess both before offering employment at Northrop Grumman.”

**- MORE -**

**ECC - NORTHROP GRUMMAN**

With the pace of the nation's economic growth steadily rising and the job market gaining momentum, many businesses and manufacturers are actively searching for skilled employees. Through the El Camino College/Northrop Grumman collaboration, students are offered for-credit training in the electronics assembly and test lab at the company's Space Park facility in Redondo Beach.

Of the eight students to complete the training, Javier offered jobs to five, cut training from six months to two months, created buy-in from top-end operators and engineers, and has begun an intentional "culture shift" in his lab.

"We went from six months of indirect budget to a two-month class, which also acts as certification period for these potential hires," Javier added. "So these students are hired and they are already a step ahead and ready to join the team. This is so important because it saves time, our budget, and we know these people will work well with us."

The partnership with Northrop Grumman is an important part of a student's education, offering real world experience that can't be duplicated in a classroom setting, said El Camino College Director for Career Pathways Naomi Castro.

"We are really excited about this hands-on program that supports both the needs of a local industry and the needs of our students," said Castro, a former secondary teacher and principal, who was also a blacksmith apprentice. "The kind of electrical assembly work they do in this program – no one teaches that in school. Even if students are not hired with Northrop Grumman, this is such great work experience."

"This is the perfect example of a program that is helping students gain both college credit and build their resume with a really impressive experience. Northrop Grumman has been a flexible partner, while still being very clear about what they need from us and our students."

###