Pacific Asian Consortium in Employment

2022 -2023

ANNUAL REPORT

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A Message From Our President & CEO

Reflecting on the journey of the last program year, we are reminded of the transformative power of resilience and adaptability. As we moved forward from the trials that marked the years prior, we found ourselves adapting our strategies to a transformed economic landscape and an ever-changing world.

From record-high inflation and increasing racial inequality, to tragic incidents of gun violence and extreme weather events borne from climate change, the program year of 2022-2023 unfolded as a period of change and resurgence. As some aspects of life found a semblance of normalcy amidst the aftershocks of the pandemic, PACE remained vigilant in recognizing persistent struggles within our community.

We thank our Employment team for helping countless individuals find gainful employment, our Business Department for supporting diverse small business owners and entrepreneurs, and our Housing division for providing affordable housing to those most in need. We are also grateful to our Energy department for providing life-changing utility bill assistance and weatherization services, and to our Education staff for teaching our children and combatting the pandemic-era learning gap.

Not only do we honor the contributions of every member of our PACE family, but we celebrate the achievements of the valued clients that we serve. We also recognize that our journey would be incomplete without the partners, volunteers, and advocates who amplify our message and the funders who believe in our mission.

As we dive into the stories and achievements of the past year, we invite you to share in our pride and to continue standing with us as we navigate the road ahead. The challenges we face may evolve, but our resolve to combat racism through service remains unshaken.

Aloha nui loa (much love),

augamos-

Kerry N. Doi President & CEO, PACE



ABOUT PACE

Pacific Asian Consortium in Employment (PACE) is a nonprofit, community development corporation that was founded in 1975 to address the employment needs of newly arrived Asian refugees and immigrants. Today, our clients reflect the rich diversity and cultural tapestry of the Greater Los Angeles region, and our services have expanded to include a wide array of community development programs.

PACE has dedicated itself to empowering community members to reach their full potential with more than 1.4 MILLION individuals and their families coming to PACE over the past 48 years, seeking a guiding hand to get a good job, start their own business, improve their financial skills, assure their children's success and create a better quality of life for themselves and their community.

PACE's mission is to create economic solutions to meet the business, education, employment, environmental, and housing challenges of low income residents in the Pacific Asian and other diverse communities of Los Angeles.

Board of Directors

Sandra Sakamoto, Board Chairperson

Honorable Jon Mayeda (Ret.), Board Secretary

Neil Yoneji, Board Member

Kerry Doi, Board Member

Executive Staff

Kerry Doi, President & CEO

William Chun, Vice President & COO

Kyong (Grace) Choi, Controller

Mimi Cheung, Chief Strategy Officer & Interim Director of Development

Bo Sivanunsakul, Vice President of Economic Development & Business Director

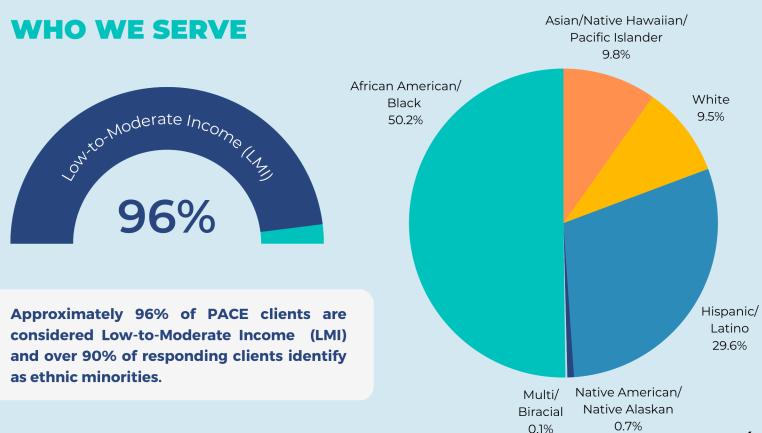


Susie Choy, Chief Compliance Officer Stacy Wong, Director of Human Resources Kellie Konysky, Director of Education Johnson Ng, Director of Employment Celia Andrade, Director of Energy Albert Sy, Director of Housing

OUR SERVICE AREA



While PACE serves all of Los Angeles County, we have a "primary" target community of 51 zip codes that cover an area that runs from the "South Bay" north through downtown including Central Los Angeles, Hollywood, and ethnic enclaves such as Filipino Town, Thai Town, Koreatown, Chinatown, and Little Tokyo. Our target area also encompasses the San Gabriel Valley to include communities such as El Monte, Rosemead, Monterey Park, and South El Monte.



2022-2023: AT A GLANCE

EMPLOYMENT

PACE Employment provides job seekers and businesses with training, placement, recruitment assistance, and counseling services by partnering with organizations, government agencies, educational institutions, and employers of all sizes.

EDUCATION

As a long-time Head Start provider, PACE Education provides children ages 0-5 with comprehensive preschool services incorporating Parent Education and Leadership, Health, Nutrition, Mental Health, Disabilities and Social Services.

ENERGY

PACE Energy provides utility bill assistance payments, energy conservation education and outreach, and weatherization upgrades to alleviate the heavy energy burden on low-income households.

BUSINESS

PACE Business is recognized as a leader in providing business counseling, training, technical assistance, procurement assistance, and access to capital to underserved and ethnic minority entrepreneurs and small business owners.

HOUSING

PACE manages a variety of affordable housing units in Los Angeles County, with units are set aside for individuals experiencing homelessness, seniors, individuals with disabilities, and transitional youth.

\$2,825,971

in Annual Wages Earned

2,202

Children & Families Served

24,951 Total Clients Served

5,226

905 Units Managed

Total Individuals & Households Served: 37,872

2022-2023: FINANCIALS

Fiscal Year Financials

7/1/2022 - 6/30/2023

REVENUE AND SUPPORT

Earned Governmental Grants/Contracts	\$36,060,498
Other Grants & Contracts	\$1,903,029
Interest Income	\$345,540
Contribution/Donations	\$498,744
Other Income	\$85,008

Total Revenue and Support\$38,892,819

EXPENSES

Program Services	
Education	\$17,181,002
Energy	\$8,276,281
Business	\$4,769,439
Employment	\$2,103,521
PACE Care	\$1,016,265
TEACH-LA	\$88,797
Total Program Services	\$33,435,305
Supporting Services	
General Administration	\$3,609,631
Total Expenses	\$37,044,936

PACE EDUCATION

PACE believes that investing in early childhood education provides a meaningful pathway out of poverty and unlocks opportunities for a brighter and more equitable future.

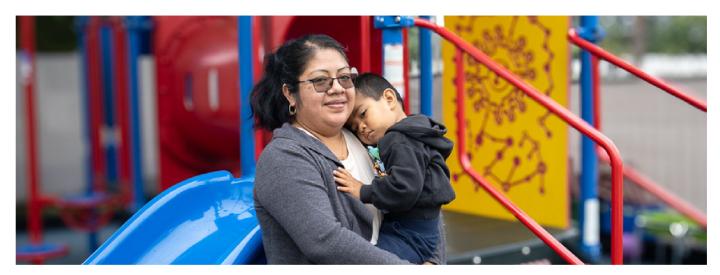
The experiences a child has during their early years shape their lifelong learning and behavior patterns. Research shows that children who receive a quality education in their early years are better prepared for lifelong success, perform better in school, and experience fewer learning difficulties.



Good Beginnings Head Start Site

OUR SERVICES

Among our 15 school sites, we served a total of 2,202 children and families this 2022-2023 program year, including 68% dual language learners, 12% children experiencing homelessness, and 3% foster children. PACE Education not only provides children with comprehensive preschool services, but we also incorporate services that address Parent Education & Leadership, Health, Nutrition, Behavioral Health, Disabilities, and Social Services into our program.



Adriana and Enrique Morales Luis, PACE Education Family



PARENT SPOTLIGHT

Jasmine Morales' son was attending PACE's Head Start Program when she stumbled upon a flyer about the Los Angeles Office of Education (LACOE)'s Career Development Pathway. She learned that the program could help her gain the skills and credentials needed to become a Teacher Assistant with the possibility of becoming an educator through PACE Education. After seeing the positive impact Head Start and its teachers had on her son's social, physical, and educational development, Jasmine became inspired to enroll in the program.

Jasmine has now completed her online courses and is on track to complete her required in-classroom professional hours. Her favorite part of the program is being able to obtain hands-on experience in the classroom while gaining valuable mentorship from the teachers on-site. Jasmine is thankful to PACE and the LACOE program for helping her explore a new career pathway and discover her passion for working with children. Jasmine sees becoming a Teacher the Assistant as first step in developing her career in education and is "thankful to PACE for providing opportunities for growth to the parents they're already serving."



Jasmine Morales, PACE Education Parent

PACE ENERGY

PACE Energy transforms lives and promotes sustainability through utility bill payment assistance, weatherization services, and energy and environmental conservation programs.

THE ISSUE

Despite adjusting for inflation, consumers paid over 14% more for electricity in 2022 than the previous year according to Consumer Price Increase data released by the U.S. Bureau of Labor Statistics. In addition to inflation, the effects of climate change have caused an increase in extreme weather events and unsafe heating and cooling conditions. These issues severely impacted many Angelenos' ability to pay their utility bills and keep their homes energy efficient.

OUR SOLUTION

This increase in utility bill costs was reflected in our 2022-2023 program services, with a total of **\$7,634,492 dispersed across 19,026 clients**. In addition to helping Los Angeles residents pay their utility bills, PACE was able to assist an additional **5,000+ clients** through our weatherization services, energy efficiency measures, home inspections, appliance replacements, and energy conservation education outreach. These services involve upgrading outdated home appliances, heating and cooling systems, and conducting small repairs in and around our clients' homes. Through our energy services, we are actively working towards creating a greener, more equitable Los Angeles.





PACE Energy attends L.A. Water Assistance Event

CLIENT SPOTLIGHT

Mario and Magdalena Ayala are retirees living on fixed social security incomes. They initially came to PACE to apply for utility bill assistance and later learned about our weatherization services. At the time of applying, Mario was very concerned about his home's broken water heater. Thanks to our Energy programs, PACE was not only able to assist with Mario and Magdalena's utility bill payments, but we also replaced their water heater, stove, wall heater, and provided them with attic insulation.



Mario and Magdalena Ayala, PACE Energy Clients

"PACE has provided us with services that pay our bills and also provided us with a dryer, microwave, a stove, and a water heater. Retired people like us have limitations and so we have to look for help to survive in these difficult times."

-Mario Ayala, PACE Energy client

PACE EMPLOYMENT

PACE Employment remains dedicated to helping job seekers and businesses through a wide array of employment services including career guidance, training, job placement, and recruitment assistance for businesses.

By providing in-house and referral-based supportive services, prioritizing English as a Second Language (ESL) services, and promoting living wage career paths, PACE is able to help clients break barriers to employment and pave the way for lasting career success. On average, our clients earned an hourly age that was **nearly \$3.00** higher than the minimum wage of L.A. County.*

DEVELOPING THE WORKFORCE

PACE Employment's Transitional Subsidized Employment (TSE) Program aims to create a more equitable job market and allow a broader range of individuals to access, advance succeed in. and through employment. The TSE Program offers opportunities for individuals to acquire eight months of valuable paid work experience and on-the-job training. PACE also works with employers to subsidize participants' wages. TSE extends across diverse sectors, including public, private, and nonprofit agencies. Through the TSE program, PACE is able to strategically dismantle barriers to employment and equip participants with the skills and confidence needed to transition seamlessly into unsubsidized employment at the conclusion of their work assignment.

*L.A. County Minimum Wage, 2022: \$15.96 (Source: Los Angeles County Department of Consumer and Business Affairs)



INITIATIVES & PARTNERSHIPS

In the course of the program year, PACE Employment engaged in several employment initiatives, including the Equity & Special Populations and Breaking Barriers programs. These programs focused on assisting immigrants and/or individuals with barriers to employment achieve rewarding careers in early childhood education.

PACE also collaborated with over 40 partners including government agencies, community-based organizations, colleges, schools, unions, and employers to provide job assistance services and numerous job fairs and recruitment events. Notably, we partnered with Cedars-Sinai to launch PACE Readiness in Medical Employment (PRIME), a new healthcare career pathway program that assists individuals facing multiple barriers to employment achieve placement and advancement opportunities in healthcare-related careers.

CLIENT SPOTLIGHT

Hilda Hernandez's journey to securing a stable career began with the support of PACE Employment's dedicated staff. Thanks to the guidance of our case managers, Hilda secured a position as a full-time staff member under PACE's Transitional Subsidized Employment (TSE) Program.

While working at PACE, Hilda learned about the Targeted Local Hire Program (TLHP), which helps underserved and under-employed populations find an alternative pathway to civil service careers. As one of the six hubs that host TLHP recruitment, PACE was well-equipped to help Hilda navigate the process of applying and fulfilling eligibility for the program.



Hilda Hernandez, PACE Employment Client

With PACE's support, Hilda soon received an invitation to interview with the City of L.A. Our staff ensured that she was well-prepared for the opportunity and conducted mock interviews to boost her skills and confidence. Hilda's efforts paid off when she was successfully hired by the City to participate in their trainee program, which allows participants to become regular City employees following 12 months of on-the-job training. Throughout this transition, PACE continued providing Hilda with supportive services such as transportation to ensure her seamless integration into her new role.

Hilda's journey exemplifies the transformative impact of career counseling, guidance, and access to supportive programs. Through dedication and the invaluable support of her career counselors, Hilda has not only secured stable employment but also opened doors to further career advancement and personal growth within the City of Los Angeles.



Since 1992, PACE Business has been dedicated to empowering lowincome, minority, and underserved entrepreneurs and small business owners in Los Angeles County.

This 2022-2023 program year, we served 5,226 clients through our two City of LA BusinessSource Centers, Community Development Financial Institution (CDFI), Minority Business Development Agency (MBDA Center), award-winning SBA Women's Business Center, as well as SBA Microloan Technical Assistance, GO-Biz, and other programs. Through 1x1 business counseling, technical assistance, and asset building, we have helped countless individuals and families overcome challenges and achieve their dreams.

During the program year, PACE also had the opportunity to continue providing small businesses with grants of up to \$10,000 through two grant offerings, the California Dream Fund and grants from Los Angeles County Supervisor District 1.



SUPPORTING OUR COMMUNITIES

Gun violence is a devastating reality that has affected far too many communities across the nation. To help businesses impacted by the tragic January 2023 shooting in Monterey Park, PACE partnered with the Small Business Administration and the City of Monterey Park to provide in-person, multilingual assistance to help local small businesses apply for low-interest Economic Injury Disaster Loans.

LENDING

Driven by the needs of minority and underserved business owners after LA's 1992 civil unrest, PACE began providing small business development services, leading to the creation of PACE Finance Corporation (PFC), a 100% wholly owned subsidiary of PACE.



PFC is a PACE lending arm, certified as a Community Development Financial Institution (CDFI) and recognized as a Community Development Entity. PFC's mission is driven by providing loan investments, financial services, & technical assistance in the underserved, low-income communities of Los Angeles. To fully address the challenges faced by underserved small businesses, we incorporate Technical Assistance and 1:1 counseling to set these businesses on a path to success.

CLIENT SPOTLIGHT

In the aftermath of the tragic 2023 shooting in Monterey Park, Zhen Wu, owner of Traditional Guilin Noodles, felt unsure about his business' future. However, PACE Business was there to help him navigate the uncertainty and seek valuable opportunities for recovery.

Thanks to the help of our business counselors, Zhen was able to secure a \$5,000 grant from the SoCal Gas Restaurant Care Foundation and an additional \$20,000 from the LA County Economic Opportunity Grant Program. These grants provided much-needed financial support, allowing Zhen to weather the challenges brought on from the tragedy and initiate a path to recovery for his business. With these grants secured, Zhen has now shifted his focus to achieving stability without external financing, showcasing his business' perseverance.

Through working with PACE, Zhen not only received vital support for his business but also an invitation to the White House's 2024 Lunar New Year Celebration and AANHPI Small Business and Community Leaders Briefing hosted by Vice President Kamala Harris. There, he was able to connect with congressional leaders, AAPI community leaders, and other small business owners to celebrate their heritage, share resources, and bond over shared experiences.

Inspired by his business' journey and supported by PACE, Zhen hopes to drive more prosperity in his community by helping connect other small business owners to helpful programs and resources.



Zhen Wu, PACE Business Client

PACE HOUSING

PACE believes that affordable housing is essential for stable communities and provides the opportunity for people to build a prosperous future for themselves and their families.

OUR HOUSING SERVICES

In the fight to combat homelessness and L.A.'s housing crisis, PACE manages nearly 1,000 affordable housing units throughout Los Angeles County. Not only is the affordability of some units as low as 20% AMI, but units are also set aside for individuals experiencing homelessness, older adults, individuals with disabilities, and transitional youth.

Residents can access a range of complimentary supportive services onsite or through our in-house programming such as childcare, financial literacy training, employment services, credit building, utility bill payment assistance, and more.

PACE also rehabbed 68 housing units this program year thanks to our Handyworker Program, which provides free repairs and property improvements to low-income older adults and individuals with disabilities. Through this program, we are able to effectively address the health, safety, and security issues impacting the homes of clients we serve.



Glenda Johnson, PACE Housing Client



STOP THE HATE

Stop the Hate is a program funded by the California Department of Social Services that aims to create more inclusive communities by providing services, support, and prevention measures to victims and survivors of hate incidents and hate crimes.

As a Stop the Hate grantee, PACE's work focuses on sharing critical information on AAPI-related hate crimes, how victims can respond to and report hate crimes/incidents, and strategies for law enforcement to handle incidents of hate and bias in a more culturally sensitive manner. We partnered with PACE Care and Korean American Law Enforcement **Organization** (KALEO) to develop digital and in-person trainings and educational resources with a focus on AAPI older adults, community members, and law enforcement.



Officer Ben Pak leading a community safety training

Through our collaborative efforts, we developed and distributed our Security and Awareness as Fundamental Education (SAFE) training video and presentation, which was translated into 6 languages to promote language accessibility for our target communities. After a successful first program year, we look forward to continuing our work with Stop the Hate for the next two years and contributing to a safer and more inclusive Los Angeles.



PACE CARE

PACE Care provides families with exceptional in-home caregiving services while offering career pathways for job seekers in the care services sector.

PROMOTING CAREGIVING & EMPLOYMENT OPPORTUNITIES

PACE Care is a subsidiary of PACE and a California certified Home Care Agency. Established in 2014 with the support from the US Department of Health and Human Services under the Community Economic Development program, PACE Care helps families develop solutions for the long-term care needs of their older relatives while providing employment pathways for individuals who are facing barriers to employment. We do this by offering comprehensive training to job seekers at no charge, equipping them with the necessary skills to become certified and registered Home Health Aids.

PACE Care also assists with job placements and additional supportive services with the ultimate goal of enhancing employment prospects for low-income individuals while fulfilling the crucial need for in-home care for older adults within the growing healthcare sector.

Thanks to grants from the USC Good Neighbors Foundation, PACE Care has helped families with accessing affordable in home care while providing critically needed healthcare jobs in the community. For more details, please visit www.pacecarela.com.



PACE Care Caregiver Training

SPECIAL INITIATIVES

PACE Green Loan Fund

The PACE Green Loan Fund (PGLF) is a new initiative that promotes the creation and expansion of green businesses in the Los Angeles region. PGLF is a revolving loan fund that fosters the growth and establishment of green businesses through targeted flexible financing, with objectives on addressing the climate crisis, economic inequality, and creating highquality jobs.

It's vital to recognize that the choices we make in addressing the climate crisis directly influence economic growth, stability, and prosperity. Through the PACE Green Loan Fund, we can promote more economic and employment opportunities in underserved communities while supporting the critical expansion of Los Angeles' green economy.



PACE Readiness in Medical Employment



PACE partnered with Cedars-Sinai to launch PACE Readiness in Medical Employment (PRIME), an exciting new program that assists individuals who face multiple barriers to employment develop the skills/credentials needed to enter or advance in the fast-growing healthcare field.

PACE has proven experience providing employment services to individuals who face language barriers, gaps in employment, lack of education, insufficient job-search skills, and other barriers to employment. Through PRIME, we can continue the critical work of providing employment services to historically underserved populations and help develop Los Angeles' next wave of healthcare workers.

CUMULATIVE IMPACT 1975-2023





Children & Families Served

Parent Volunteer Hours

77,061 1,798,514

ENERGY

Households Served

Utility Bill Payment Assistance 1,010,290

\$113,209,780

EMPLOYMENT

Workers Trained &/or Placed/Services Received

Wages Earned by Placed Workers 203,524

\$71,054,824







BUSINESS

Entrepreneurs Trained/Counseled

Loans Provided/ Packaged/Funded 58,895

\$555,589,801



HOUSING

Units Owned/Operated/ Managed

905

Low-Income Older Adults & Persons with a Disability Served

7,547

FUNDERS & SUPPORTERS

GOVERNMENT

California Department of Education California Employment Development Department (EDD) California Employment Training Panel California Office of the Small Business Advocate (CalOSBA) California Office of the Small Business Advocate, Governor's Office of Business and Economic Development (GO-Biz) - CA Dream Fund, WBC Enhancement Program, & Technical Assistance Expansion Program (TAEP) California State Department of Community Services & Development (CSD) California Workforce Development Board (CWDB) Community Development Financial Institution (CDFI) - Rapid Response Program & Equitable Recovery Program (ERP) City of Los Angeles City of Los Angeles Economic & Workforce Development (EWDD) - Workforce Innovation **Opportunity Act** County of Los Angeles Department of Health & Human Services (HHS), The Administration for Children and Families (ACF) Department of Health & Human Services (HHS), Office of Community Services (OCS) - Community Economic Development (CED) Department of Health & Human Services (HHS), Office of Refugee Resettlement MicroEnterprise Development Program (ORR-MED) Department of Public Social Services (DPSS) Department of Labor Local Initiatives Support Corporation (LISC) - Small Business Administration (SBA) Community Navigator Program & Entrepreneurs of Color Fund Los Angeles BusinessSource Center (BSC) - Pico Union/Westlake & Hollywood Los Angeles County Development Authority (LACDA) - Small Business Grants & Handyworker Program Los Angeles County Office of Education (LACOE) Los Angeles County Supervisor Hilda L. Solis, First District Los Angeles Department of Water & Power (LADWP) Los Angeles Housing Department South Bay Workforce Investment Board U.S. Department of Commerce, Minority Business **Development Agency (MBDA)**

- U.S. Department of Commerce, Minority Business Development Agency (MBDA) - Coronavirus Response & Relief program
- U.S. Department of Energy
- U.S. Department of the Treasury Community Development Financial Institution (CDFI)
- U.S. Economic Development Administration (EDA) Coronavirus Aid, Relief, and Economic Security (CARES)
- U.S. Small Business Administration, Microloan TA
- U.S. Small Business Administration, Office of Women's Business Ownership (OWBO)
- U.S. Small Business Administration, Women's Business Center

IN-KIND

Ashanty Soto

- Baby2Baby
- BuiltAll Construction
- Children's Hospital Los Angeles (CHLA)
- CM School Supply
- Department of Public Social Services (DPSS)
- DJR Consulting
- El Camino College
- Employment Development Department (EDD)
- FIR Consulting
- Harbor Building Maintenance
- Hospitality Training Academy
- Lakeshore
- Leadership Education for Asian Pacifics (LEAP)
- Maeshiro Consulting
- One Voice
- Pasadena City College (PCC)
- Public Broadcasting Services (PBS)
- The United Food and Commercial Workers International Union (UFCW) Local 770 US Foods

We couldn't have done it without your generous support.

PRIVATE

Amazon Smile American Business Bank American Continental Bank American First National Bank Anonymous Asian American Drug Abuse Program (AADAP) **Bank of America** Bank of Hope Bank of Southern California Bolton & Company **BuiltAll Construction** California Bank & Trust Capital One Carol Gallant Cathay Bank CCEDA Cedars-Sinai Christopher Huana **City National Bank** Comerica Bank CTBC Bank David Louie Eijean Wu Enterprise Bank & Trust EverTrust Bank First Citizens Bank First General Bank Frank Stokes Genesis Bank Golden 1 Credit Union Hanmi Bank Harbor Building Maintenance, Inc. Hazel Naal Home Depot HSBC Bank USA JPMorgan Chase Jamison 1055 Wilshire LLC LimNexus LLP

Linda Jenkins-Swift Mega Bank Microsoft (TechSpark LA) Merriwether & Williams Insurance Services (MMIS) Pacific Premier Bank Preferred Bank Quality Start Los Angeles (QSLA) RDONEIT, LLC **Reliable Energy** Robert Rapoza **Royal Business Bank** Sapphire Foundation Saver Office Supplies Silicon Valley Bank SoCal Gas Community Investment Fund (SCG CIF) Southern California Edison (SCE) Southern California Gas Company (SoCal Gas) Southwestern College State Bank of India (California) Sterling Bank U.S. Bank Union Bank United Pacific Bank University of California (USC) Good Neighbors Foundation Vianca Campos Windes

VOLUNTEER

California State Polytechnic University, Pomona Greater Avenues for Independence (GAIN) Los Angeles County of Education (LACOE) National Coalition for Asian Pacific American Community Development (National CAPACD) Nutrition Ink U.S. Bank Wells Fargo

THANK YOU!

We're so grateful to all our funders and supporters for their generosity and continued commitment to our mission! Your support is invaluable to our success and has enabled us to fund and implement initiatives that have transformed the lives of those we serve. Because of you, we're able to create lasting positive change in our communities.



Administrative Offices

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