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April 1, 2019

Honorable Members of the City Council
City of Los Angeles
200 N. Spring Street, Room 395
Los Angeles, CA 90012

COUNCIL FILE NO. 19-0183 – LAFD Comprehensive Youth Programs

Honorable Members of the Public Safety Committee:

In response to the February 20, 2019, Council Motion 19-0183, the Los Angeles Fire Department appreciates the opportunity to submit the enclosed report regarding the Los Angeles Fire Department's youth development programs. The report is hereby transmitted to the City Council's Public Safety Committee for consideration and approval.

Should you need additional information, please contact the Chief of Staff office at (213) 978-3840.

Sincerely,

RALPH M. TERRAZAS
Fire Chief

Attachment

SUMMARY

The Los Angeles Fire Department (LAFD) is committed to the development and success of all youth throughout Los Angeles. The Department's Youth Development Programs provide early education and orientation into a career within the LAFD and are designed to enlighten youth and young adults between the ages of 14 to 20 about opportunities in the fire service. This early introduction also supports our long term recruitment effort to hire diverse candidates who represent the city we serve.

All of the LAFD Youth Programs offered provide the youth of Los Angeles an opportunity to develop leadership skills, gain confidence, serve their communities and eventually obtain a career as a Los Angeles Firefighter.

DISCUSSION

In order to ensure organizational structure, consistency and long-term sustainment of all LAFD Youth Programs, the Firefighter Recruitment Section (FRS) developed an innovative plan with clearly defined goals, learning objectives and a standardized curriculum for each program. Additionally, LAFD members were provided a code of conduct, liability waivers, and training for working with youth.

The LAFD currently offers four youth programs:

1. The High School Firefighter/EMS Magnet Program (FEMS)
2. The Youth Fire Instruction Recruitment and Education (F.I.R.E.) Program
3. The Cadet Program
4. Girls Camp

High School Firefighter/EMS Magnet Program

The LAFD, in partnership with the Los Angeles Unified School District (LAUSD), provides high school students with a challenging learning environment which encourages high expectations for success. The Firefighter/EMS High School Magnet program gives students the opportunity for hands-on experiences to develop technical skills, knowledge, and abilities to prepare and understand what is required to become a Los Angeles Firefighter. LAFD firefighters facilitate physical fitness preparation, CPR/First Aid, Teen CERT, and offers mentors to students. The program is designed to strengthen student's self-esteem, career skills, physical fitness, and character development through Fire and EMS related skills. This program was established in 2016 and there are currently four participating magnet high schools in Los Angeles. A fifth school will be implemented in the 2019/2020 school year.

1. Phineas Banning High School (Banning) - Wilmington
9th - 12th graders (154 students)
2. Woodrow Wilson High School (Wilson) - El Sereno
9th - 11th graders (85 students)

3. Susan Miller Dorsey High School (Dorsey) - Baldwin Hills
9th - 10th graders (63 students)
4. James Monroe High School (Monroe) - North Hills
9th graders (26 students)
5. West Adams High School - Pico/Union
2019/2020 school year

The following is the proposed curriculum for the High School Magnet Program:

- 9th Grade - Health and Career Skills
 - CPR/First Aid Completion cards
- 10th Grade - Firefighter Occupations
 - JAB (Jiu Jitsu Against Bullying)
 - Teen CERT
- 11th Grade - Fire Science
 - Hazardous Materials Awareness and Trauma Care Intro
- 12th Grade - Emergency Medical Responder
 - Candidate Physical Ability Test (CPAT) Readiness
 - (Optional) - Emergency Medical Technician (EMT) Certification or Pre-EMT course

Goals of the High School Magnet Program:

- Five FEMS Programs - 400 students
- A CTE teacher employed at each school
- One firefighter present twice a week at all schools
- EMT course offered as an elective to 12th graders

Since the implementation of the FEMS, a Memorandum of Understanding between LAFD, LAUSD, and each Magnet school has been developed and is in the final stages of approval. A standardized Scope and Sequence, in addition to core academic requirements, are also being approved by LAUSD and Linked Learning. Recruitment for these programs is facilitated by the individual schools in conjunction with LAFD social media, community events and advertising through other LAFD youth programs.

In order to accomplish the goals set forth for the program, a request has been made for one firefighter to be present every day at each school. Currently, the FRS can only accommodate one firefighter at each school two times per week.

FY 2018/19

- Total Participants: 328
- 36% female students (average)

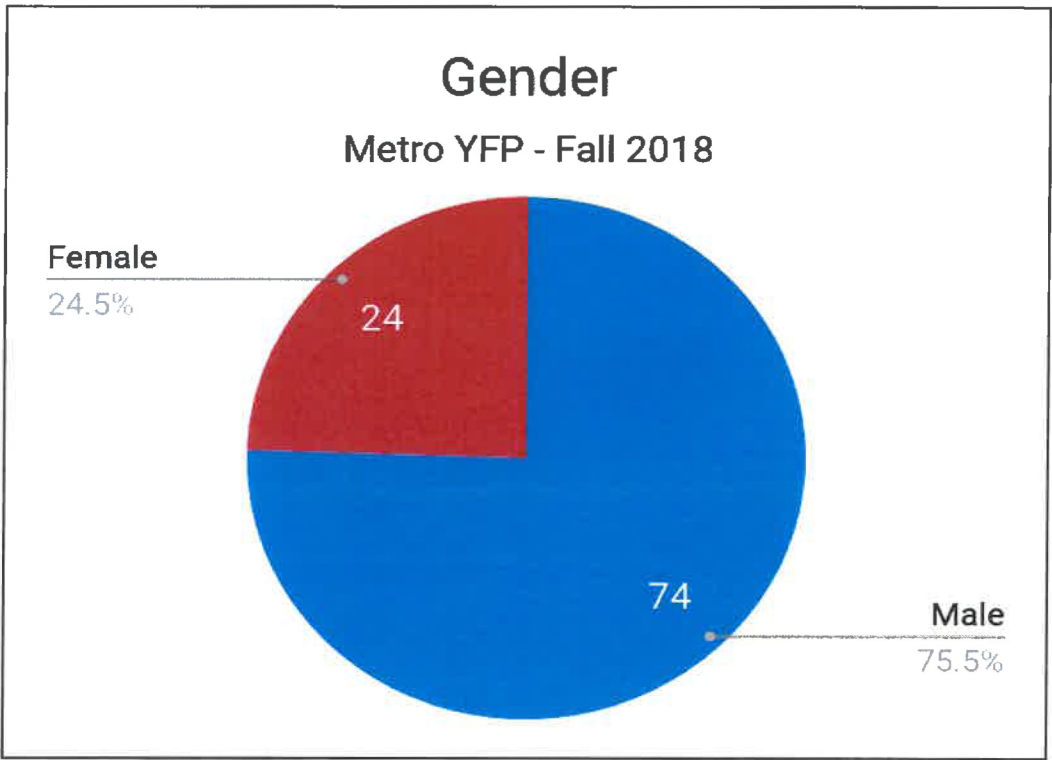
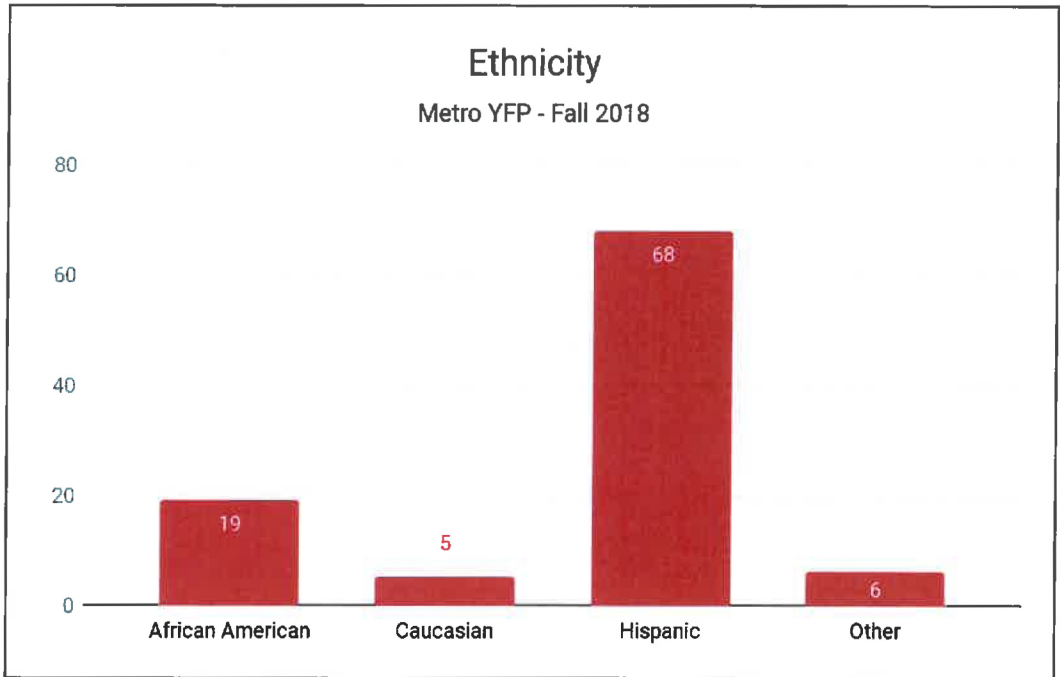
Youth Fire Instruction Recruitment and Education (F.I.R.E.) Program

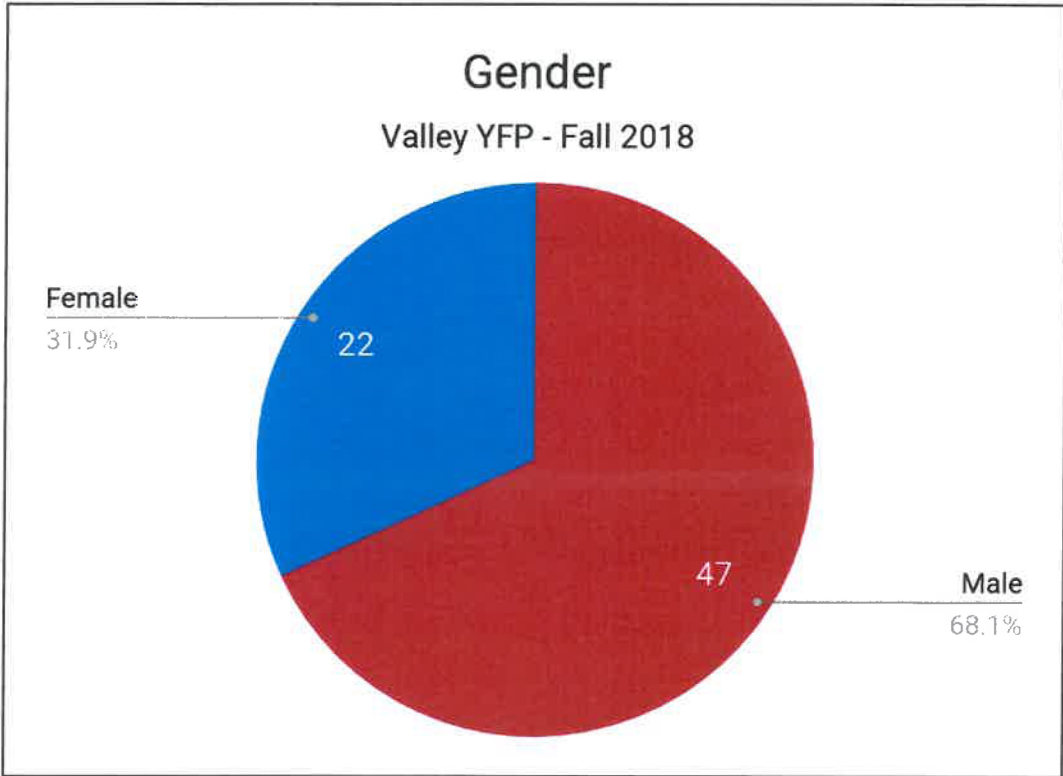
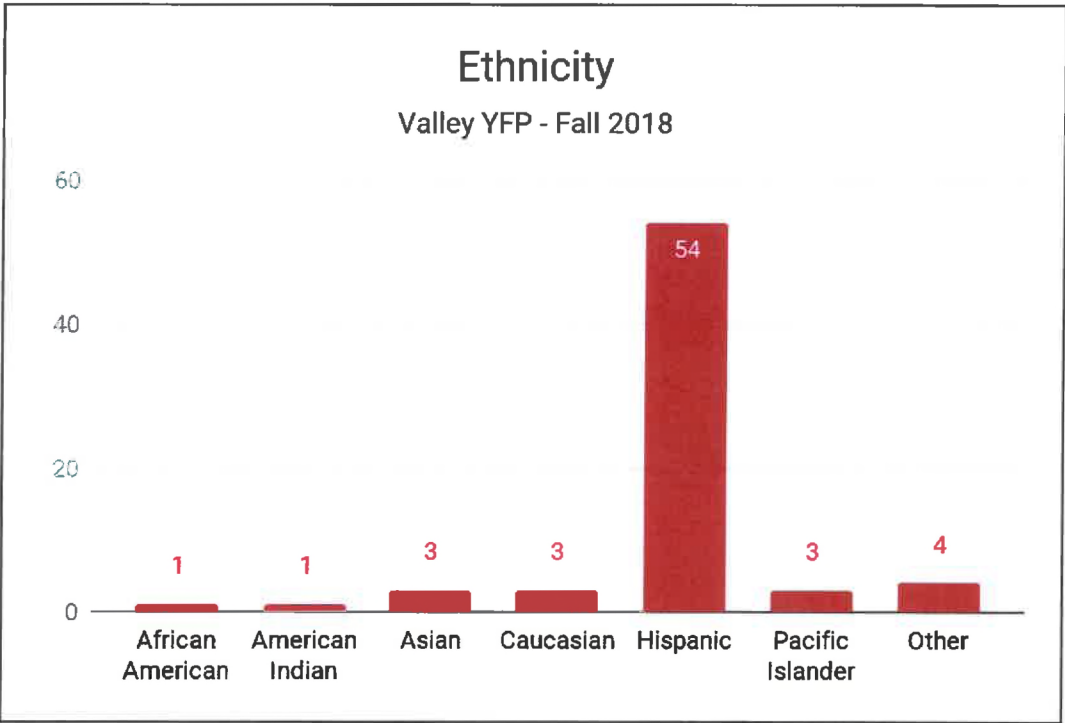
The Youth F.I.R.E. Program (YFP) was established in the 1990s to provide youth ages 14 -18 with basic technical competencies in the fire service while also developing their life skills. The curriculum includes four levels of introductory firefighting and EMS activities, leadership, career readiness, physical fitness, disaster preparedness, and mentorship, using the fire service as a platform and LAFD members as positive role models. There are currently five YFP's located geographically around the City. Each program is held once or twice a year for 8 consecutive Saturdays. The students entering the program for the first year are assigned to a beginner level which covers basic engine company operations, tools, equipment, and basic first aid skills. Returning students are assigned to the EMS level where they are certified in the Teen Community Emergency Response Team (CERT). Third-year students graduate to the advanced level and are instructed on basic truck company operations, tools, equipment, forcible entry, and roof ventilations. The fourth-year students are provided leadership and mentoring skills and assist in demonstrations.

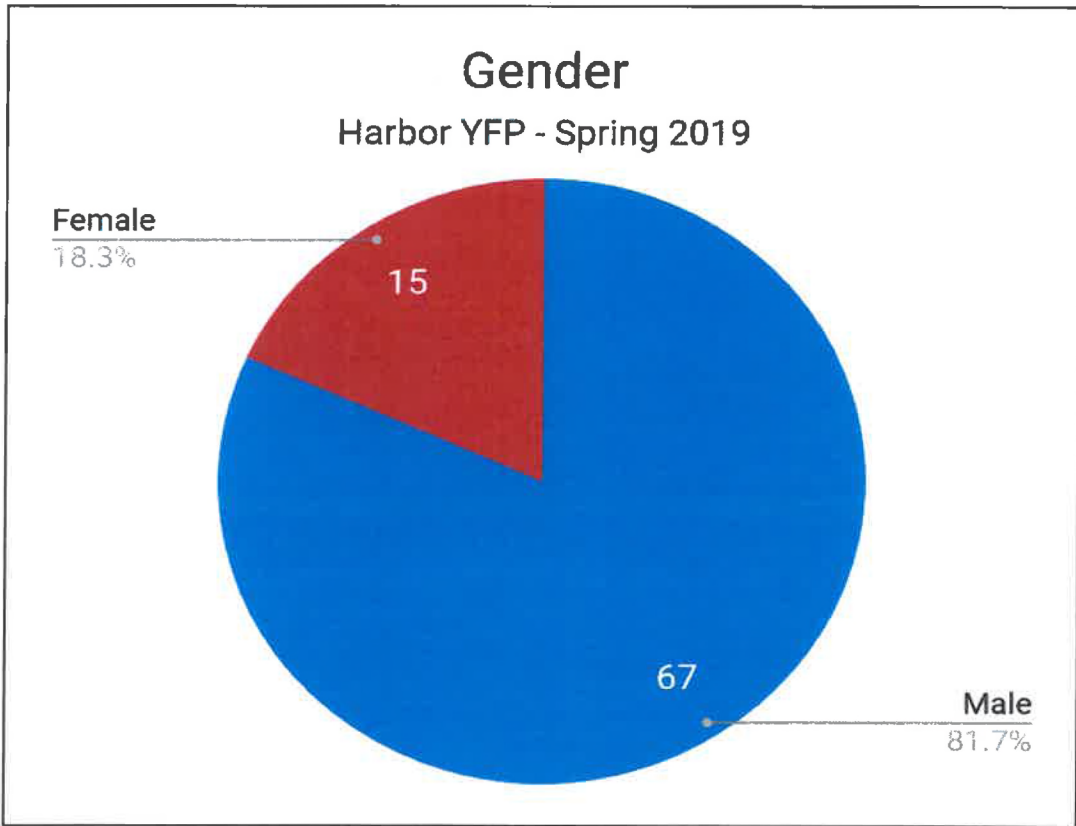
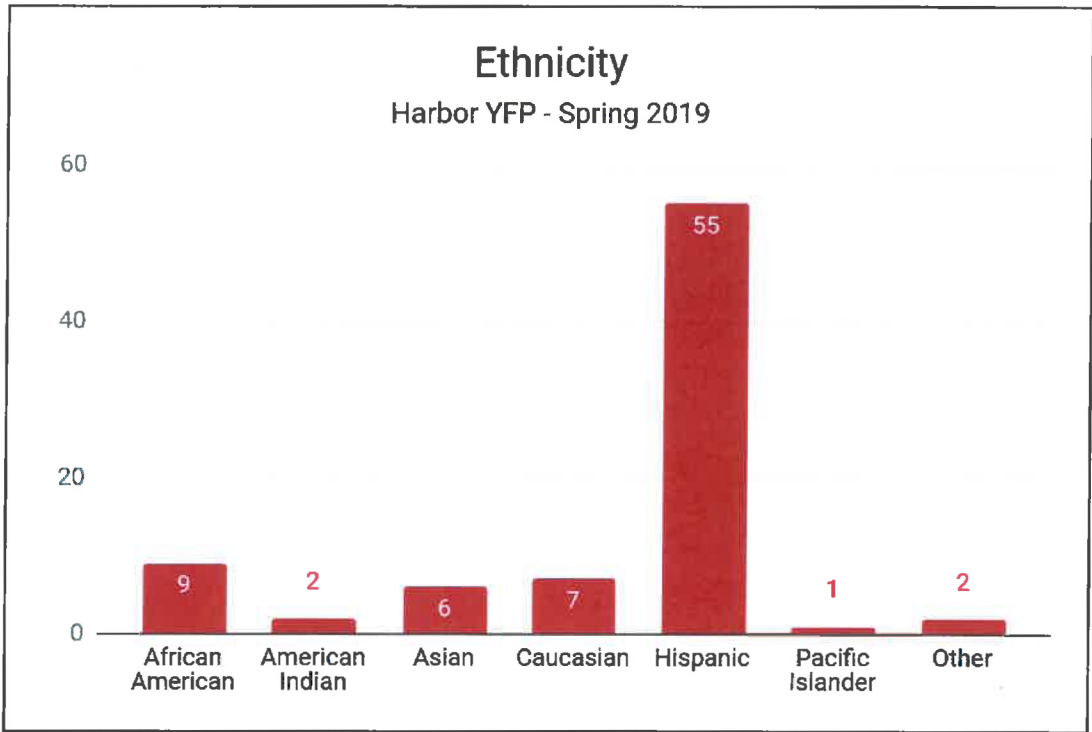
The LAFD ensures access for all youth throughout Los Angeles by providing transportation to and from the program locations. Recruitment for this program is done at inner-city schools and neighborhoods and working with local school counselors. Additionally, we invite youth from other LAFD programs to participate and have developed it into an introductory pathway for the Cadet Program. Each YFP can accommodate up to 100 youth. Below are the four Youth F.I.R.E. Programs offered per year, locations, and 2019 dates.

- Metro YFP
 - Frank Hotchkin Memorial Training Center - Central Los Angeles
 - April 6, 2019
 - September 2019
- Harbor YFP
 - Fire Station 40 - San Pedro
 - March 9, 2019 (currently 84 participants)
- Valley YFP
 - Drill Tower 81 - Panorama City
 - September 2019
- East Los Angeles College YFP
 - Frank Hotchkin Memorial Training Center - Central Los Angeles
 - April 6, 2019
 - Pathway for High School Magnet students (college credit offered in Fire Protection Organization and Introduction into the Fire Service)

FY 2018/19







Cadet Program

The LAFD has offered the Fire Cadet Program (previously known as the Explorer Program) since the 1970's. This program was designed for young men and women between 14 and 20 years old to work side by side with LAFD members in the fire station to learn the duties and responsibilities of a firefighter. Following an introductory orientation program and completion of numerous tasks in the Cadet Task Book, Fire Cadets can respond to real emergencies and assist firefighters by performing routine duties around the fire station. These duties may include community relations, fire prevention, equipment and station maintenance, and fire ground training. Each Cadet post has an assigned post advisor and assistant advisor, who will coordinate such activities. Becoming a Fire Cadet is an excellent way to develop necessary skills and gain valuable experience which will be helpful in any future endeavor.

In 2016, a work group comprised of cadet advisors, staff assigned to the Firefighter Recruitment Section, and members of the Recruit Services Section was established to redesign and standardize the program while maintaining a productive learning environment for the participants. This included the dissemination of a Cadet Manual, consistent use of a task book for certifications, standardized orientations and Bureau training days. In January 2019, the LAFD officially re-affiliated with Learning for Life which requires training and certification for all Post Advisors and liability and accountability for all active cadets. The training for 29 Cadet Post Advisors was provided in December 2018.

There are currently 14 LAFD Cadet Posts located at the following Fire Stations:

- Post 2 - Boyle Heights
- Post 47 - El Sereno
- Post 11 - Westlake
- Post 13 - Pico Union
- Post 33 - Los Angeles
- Post 38 - Wilmington
- Post 64 - Watts
- Post 94 - Baldwin Hills
- Post 63 - Venice
- Post 27 - Hollywood
- Post 81 - Panorama City
- Post 87 - Granada Hills
- Post 89 - North Hollywood
- Post 106 - West Hills

Goals of the LAFD Cadet Program:

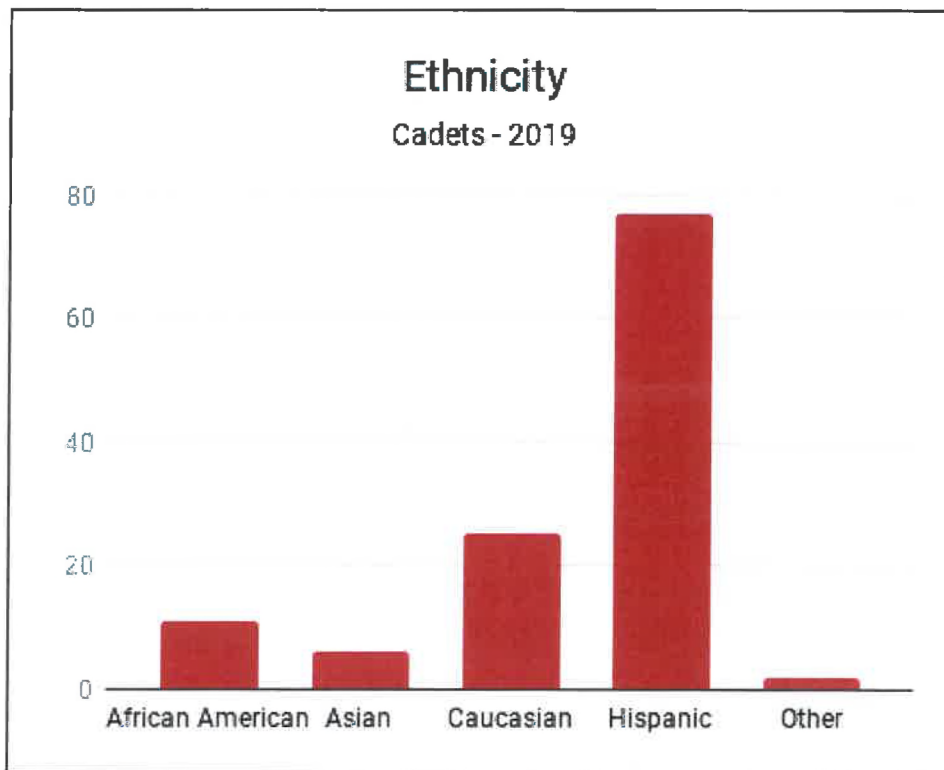
- Addition of new Cadet Posts (for a total of 16) - one Post in each Battalion
- Three Cadet Orientation/Trainings per year at the following locations:
 - South/West Bureau
 - Valley Bureau
 - Central Bureau
- One Cadet Academy per year
- Youth Advisor training delivered annually
- Bureau training held at identified Bureau location

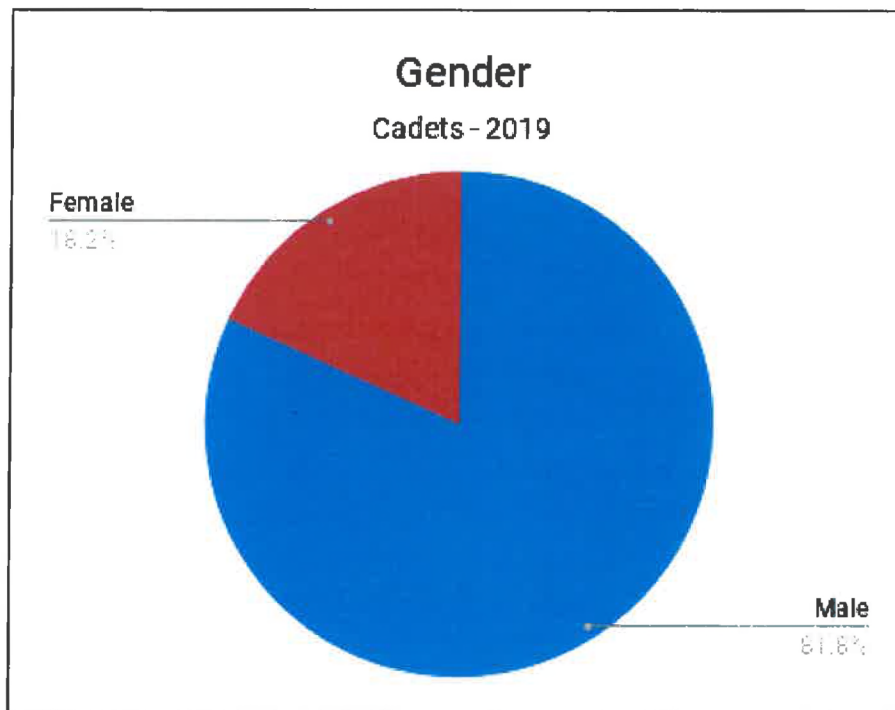
Below are some of the successes since standardizing the Cadet program:

- Electronic applications submitted for liability and effective tracking of youth
- Task books being used by all cadet posts for consistent certifications
- Youth Protection training for all Advisors
- 80 new cadets assigned to 11 Fire Station cadet posts
- First Aid/CPR/AED Certification for Cadets
- Sponsored four cadets to attend Paramedic School
- Sponsored three cadets through private fire academy programs
- Developed and requested a budget for a “Train to Hire” program

FY 18/19

- Total Participants: (120 confirmed active cadets)
- Female Cadets have increased from 12% to 18% since the beginning of 2018





Girls Camp

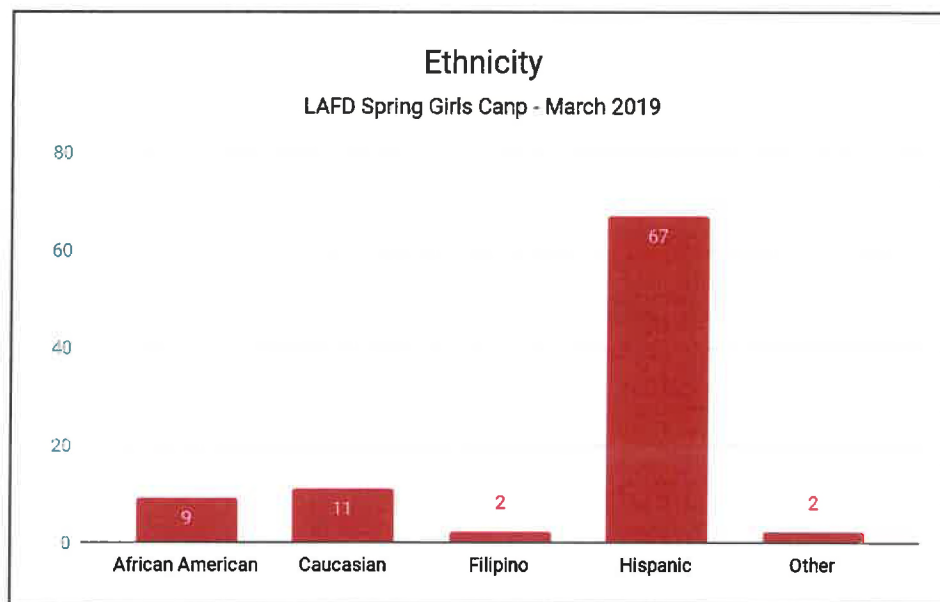
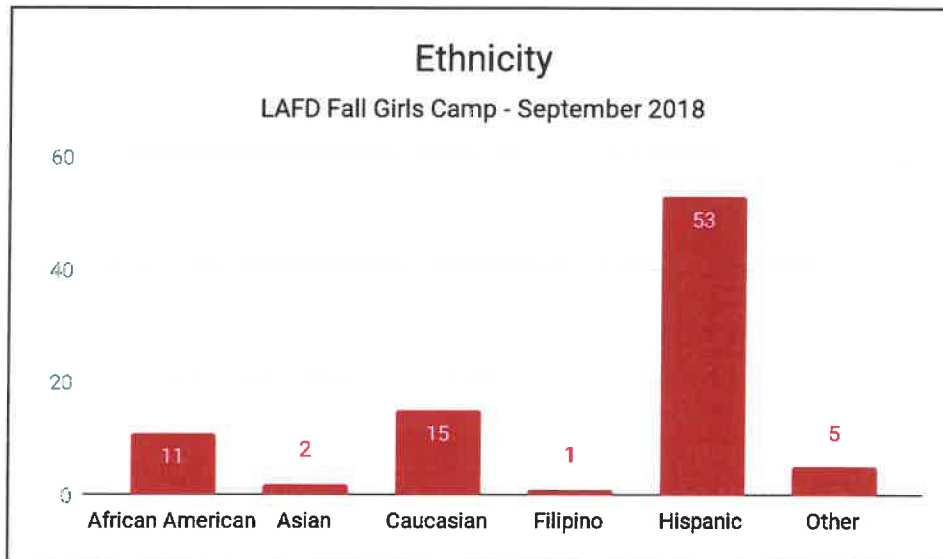
The LAFD Girls Camp is a 2-day introductory fire camp for girls ages 14 through 18. The goal of the camp is to instill confidence, leadership and courage in young women while providing awareness of a potential career in the fire service. The curriculum includes interactive training exercises with power tools, ladders, hose lines and extinguishers; basic training in first-aid and CPR; and physical fitness, leadership and team building events. The LAFD can accommodate up to 100 participants each camp. In partnership with City Council members, LAFD Girls Camp will be held two (2) times a year, rotating through various areas of the City.

The Firefighter Recruitment Section continues to work in partnership with the Mayor's Office, Councilwoman Nury Martinez, City Personnel and the Los Angeles Fire Department Foundation to host, fund and support the LAFD Girls Camp. An implementation budget and an ongoing budget have been developed for long term sustainability and we are working with the Los Angeles Fire Department Foundation for continued budgeting efforts. Equipment has been acquired specifically for the camp and is being stored in one location with the capability of mobile transport.

Since the implementation of Girls Camp in August 2016, the LAFD has hosted a total of six camps in various geographical locations throughout Los Angeles. The most recent Girls Camp was held on March 2-3, 2019, in Panorama City (CD6). Recruitment for Girls Camp is achieved by working with Council District staff who is co-hosting the event. Flyers and information are disseminated at local high schools, community events and career fairs. Youth participating in other LAFD youth programs are also invited to attend the camp and it is advertised on all LAFD social media platforms.

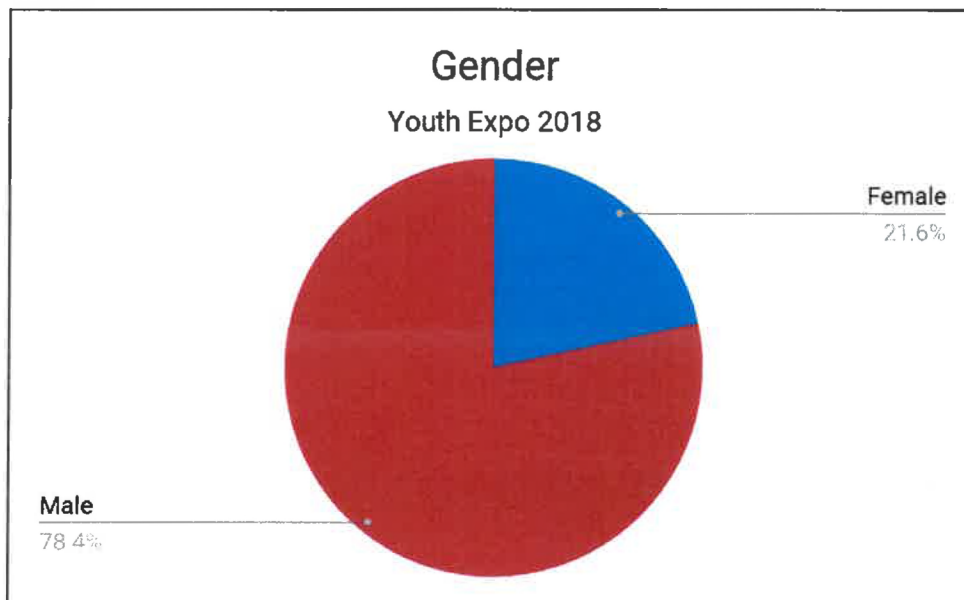
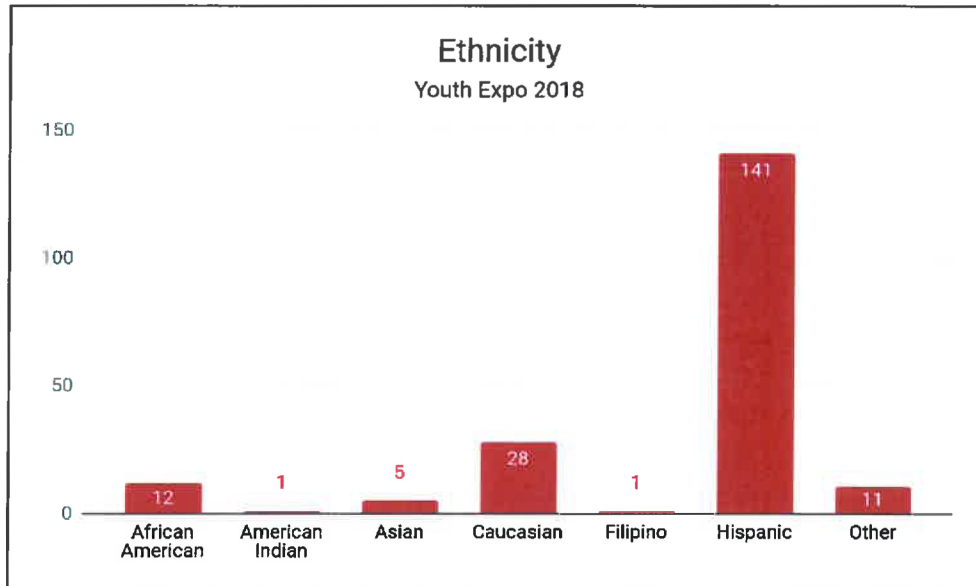
FY 2018/2019

- Two Girls Camps offered per year
 - September 2018 - Central Los Angeles (CD1) - 87 participants
 - March 2019 - Panorama City (CD6) - 93 participants
 - Fall 2019 - TBD
- Total Participants: 180



2019 Youth Expo

As a result of our youth program re-design and social media marketing, there was a large increase in interested participants for LAFD youth programs (specifically the Cadet Program). In order to accommodate interested youth and facilitate their participation, the Firefighter Recruitment Section hosted the first-ever LAFD Youth Expo. On January 26, 2019, we invited youth who live in the Los Angeles area, in addition to individuals on the Cadet waitlist, to learn about our four programs. The vision of the Expo was to inform our communities about the four youth programs offered and the pathways leading up to the Cadet program. There were a total of 199 attendees.



Train to Hire Program

While the LAFD provides multiple youth training opportunities, there is currently no program to bridge the gap between these volunteer programs and a full-time career as a firefighter. The Department has addressed this gap by creating a "Train to Hire" Rescue Ambulance (RA) Apprenticeship program. This paid apprenticeship program will give qualified LAFD Cadets (Level III and Level IV) the opportunity for part-time employment, working on a rescue ambulance. These positions would allow participants to continue pursuing education, other training opportunities, and outside employment while also gaining emergency response experience. A request for funding for the Train to Hire Program has been prepared in the FY 19/20 budget. The goal of this program is to develop a pipeline to retain and prepare LAFD Youth Program participants as they work towards future employment as LAFD firefighters.

Goals identified for all LAFD Youth Programs:

2018/19

- 12% students to participate in multiple programs
- Increase diversity of participants by 3%
- 15% female participation throughout all youth programs

2019/20

- 15% students to participate in multiple programs
- Increase diversity of participants by 5%
- 20% female participation throughout all youth programs

2020/21

- 17% students to participate in multiple programs
- Increase diversity of participants by 7%
- 30% female participation throughout all youth programs

The Youth Programs are staffed by LAFD members and civilian volunteers. To ensure effectiveness and safety for both the youth and staff members, a code of conduct was developed, issued and required to be signed by anyone working with youth.

Additionally, LAFD members who staff the youth programs were provided in-person training with Learning for Life and all LAFD members were assigned online training through the Target Solutions application. The online training ensured that every member read and signed the Code of Conduct.

While the FRS continues to evaluate effectiveness and redirect efforts where necessary to improve the delivery of all LAFD Youth Programs, the biggest challenge to ensuring effective, standardized programs for participating youth is staffing. An increased staffing level of two additional firefighters will be requested in the next budget process to meet the needs of these developing programs.

CONCLUSION

The Firefighter Recruitment Section continues efforts towards the standardization and improvement of all LAFD Youth Programs to ensure consistency and the highest level of opportunity for the youth of Los Angeles. Pathways into each of the programs have been established by offering various levels of instruction. From introductory camps and orientations, to more focused firefighting instruction and training, all LAFD Youth Programs provide an opportunity to develop leadership skills, gain confidence, serve their communities and potentially obtain a career as a Los Angeles Firefighter.