

ECONOMIC AND COMMUNITY DEVELOPMENT COMMITTEE REPORT relative to proposed City of Los Angeles Career Pathways Fellowship Program (Career Pathways/LA).

Recommendations for Council action:

1. **ADOPT** the proposed Career Pathways/LA Program framework as detailed in the January 26, 2023 Economic and Workforce Development Department (EWDD) report, attached to the Council File.
2. **INSTRUCT** the EWDD, in partnership with the Personnel Department, Youth Development Department, City Administrative Officer, Department of Recreation and Parks, any other City Department as necessary, and the City's labor partners, to form a working group, and in consultation with the City Attorney, develop a plan for the implementation of the Career Pathways/LA Program, to include:
 - a. An outreach and recruitment strategy
 - b. Participant eligibility and selection criteria
 - c. Curriculum for City 101 training
 - d. Participant assessment and certification to City employment
 - e. City classifications that would be eligible for the program

Fiscal Impact Statement: The EWDD reports that there is no impact to the General Fund at this time.

Community Impact Statement: None submitted.

Summary:

On March 1, 2023, your Committee considered a January 26, 2023 EWDD report relative to proposed Career Pathways/LA. According to the EWDD, on November 4, 2022, Council moved to establish a fellowship program to increase recruitment and hiring opportunities for City employment- Career Pathways/LA -with the purpose of bridging youth and recent college graduates to City employment. Council also requested that the EWDD report to the Council on the following:

1. A framework and strategic plan to create and implement Career Pathways/LA
2. A proposed curriculum and program eligibility requirements
3. An outreach and recruitment strategy

4. Benefits and resources for program participants
5. Staffing and budgetary needs
6. An analysis of best practices.

In response to Council, this report provides a proposed framework for the establishment of the Career Pathways/LA for Council consideration. It is noted that the EWDD reached out to the Personnel Department, the Youth Development Department, City Administrative Officer, and the Engineers and Architects Association for initial input. While all have expressed support of the proposal in concept, additional time and discussion are needed to determine the feasibility of implementation the proposed program, consider programmatic benefits and challenges, and address any potential policy and legal concerns. Staffing and budgetary needs will be addressed in a separate report once the Council has adopted a proposed framework. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the EWDD report, as amended. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,
Economic and Community Development Committee



MEMBER:
PRICE:
SOTO-MARTINEZ:
PARK:

VOTE:
YES
YES
YES

ARL
3/1/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-