

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE REPORT relative to creating and implementing the City of Los Angeles Career Pathways Fellowship Program.

Recommendation for Council action, pursuant to Motion (Price – Krekorian – Blumenfield – Hutt – Martinez):

INSTRUCT the Economic and Workforce Development Department (EWDD), with the assistance of the Youth Development Department, the Personnel Department, the Chief Administrative Officer (CAO), and any other necessary Department, to report to the Economic Development and Jobs Committee on:

- a. A framework and strategic plan to create and implement the City of Los Angeles Career Pathways Fellowship Program ((Career Pathways/LA) with the purpose of bridging City youth and recent college graduates to City employment.
- b. A proposed curriculum and program eligibility requirements.
- c. An outreach and recruitment strategy.
- d. Benefits and resources for program participants.
- e. Staffing and budgetary needs.
- f. An analysis of best practices.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 25, 2022, your Committee considered a Motion (Price – Krekorian - Blumenfield – Hutt – Martinez) relative to creating and implementing the City of Los Angeles Career Pathways Fellowship Program. According to the Motion, the City is committed to serving the City's youth by creating systems, programs, and spaces that connect our youth to educational and employment services and opportunities. The City's YouthSource Center (YSC) system, operated by the EWDD, is an innovative workforce development system that inherently narrows the equity gap for our most disadvantaged and vulnerable youth, including young women, transgender youth, LGBTQ+ youth, and youth of color.

Since inception, the YSC has helped thousands of individuals attain valuable skills which have in turn helped stabilize their economic conditions and fortify their financial futures. In recent years, Council has taken numerous priority actions that aim to strategically

address the challenges and barriers that systematically prevent the progress of our youth. For example, the City Council established the Youth Development Department and the Angeleno Corps program to, along with EWDD, lead the City in its strategy to strengthen the lives of the City's youth through equitable opportunity and solution-based outcomes. Additionally, due to its diligence and trajectory of strategic planning, the EWDD received a \$50 million grant from the State of California to invest in our City's youth.

However, while the City has prioritized connecting our youth to educational programs, job skills training, and employment opportunities, the City has not created effective pathways that lead our young Angelenos and recent college graduates to City employment. The City is currently recruiting for numerous vacant positions. However, there are multiple systemic barriers ranging from ineffective recruitment strategies to inequities in the hiring process that have made it a challenge to recruit candidates and retain them as permanent employees. Having a high vacancy rate is detrimental to the City's ability to function and provide timely response to some of the critical issues the City currently faces such as affordable housing, homelessness, economic development and job creation, and management of infrastructure projects. Given the City's commitment to advancing the economic needs of our youth and recent college graduates, and the City's need to fill positions throughout our City Departments, it is imperative that the City explore the creation of a City of Los Angeles Career Pathways Fellowship Program (Career Pathways/LA). Through Career Pathways/LA, the City would seek to recruit, educate, train, and place young Angelenos and recent college graduates, including young women, transgender youth, LGBTQ+ youth, and youth of color, into City positions with the goal of promoting and retaining these fellows for long-term City employment. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Economic Development and Jobs Committee

COUNCILMEMBER	VOTE
PRICE:	YES
KREKORIAN:	ABSENT
BLUMENFIELD:	YES
RAMAN:	YES
HARRIS-DAWSON:	YES

ARL
10/25/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-