

# LOS ANGELES FIRE DEPARTMENT



KRISTIN M. CROWLEY  
FIRE CHIEF

May 1, 2023

BOARD OF FIRE COMMISSIONERS  
FILE NO. 23-050

TO: Board of Fire Commissioners

FROM: *KC* Kristin M. Crowley, Fire Chief

SUBJECT: UPDATE ON LOS ANGELES FIRE DEPARTMENT YOUTH DEVELOPMENT PROGRAMS

FINAL ACTION:	<input type="checkbox"/> Approved	<input type="checkbox"/> Approved w/Corrections	<input type="checkbox"/> Withdrawn
	<input type="checkbox"/> Denied	<input type="checkbox"/> Received & Filed	<input type="checkbox"/> Other

### SUMMARY

Through the continued advancement of the Los Angeles Fire Department's (LAFD) Youth Development Programs (Youth Programs), the Firefighter Recruitment Section (FRS) is committed to the success of all youth throughout the City. The LAFD vision provides early education and orientation into a career within the LAFD and is designed to enlighten youth and young adults between the ages of 14 to 20 about opportunities in the fire service. This early introduction supports the Department's Strategic Plan Goal 3.4, create opportunities to improve the diversity of recruits, to include hiring and retaining the diverse candidates who represent the City of Los Angeles.

The LAFD Youth Programs provide an opportunity for all participants to develop leadership skills, gain confidence, serve their community, and encourages youth to obtain a career as a Los Angeles Firefighter.

### RECOMMENDATION

That the Board:  
Receive and file.

### DISCUSSION

In March of 2020, COVID shut down all LAFD Youth Programs except the Fire/EMS Magnets which went virtual. It took over two years before FRS was able to return Youth Programs to an in person status. Before COVID, the LAFD was engaging with hundreds of youth throughout the different programs. Now that in person training has resumed, the demand has exceeded our ability to accommodate all requests at this point in time.

Due to the prolonged shut down of Youth Programs, data from 2020 to present is included.

In order to ensure organizational structure, consistency and sustainability of all LAFD Youth Programs, FRS has developed an innovative plan with clearly defined goals, learning objectives, and a standardized curriculum for each Program. Additionally, a Code of Conduct, liability waivers, and in person training for working with youth has been implemented.

The LAFD Youth Programs are part of the progressive pathway to becoming a firefighter for the LAFD. LAFD Youth programs consist of:

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

### **Girls Camp**

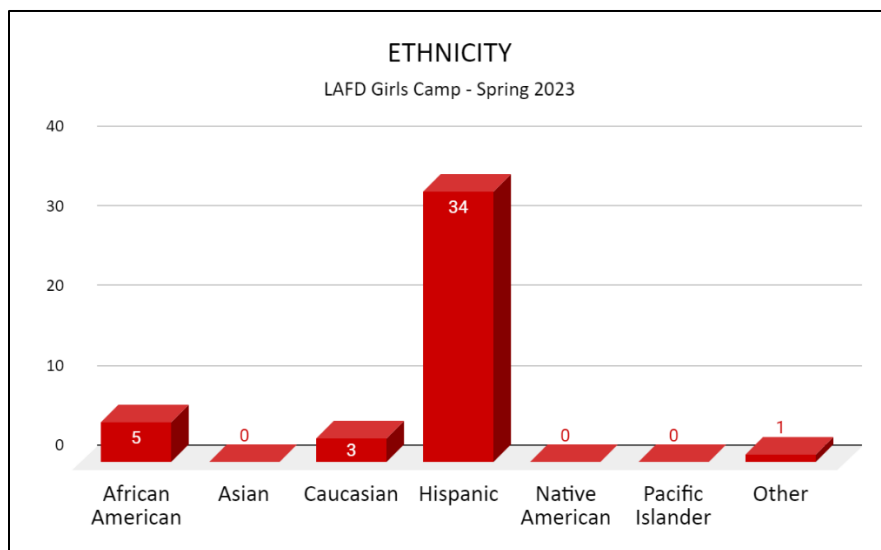
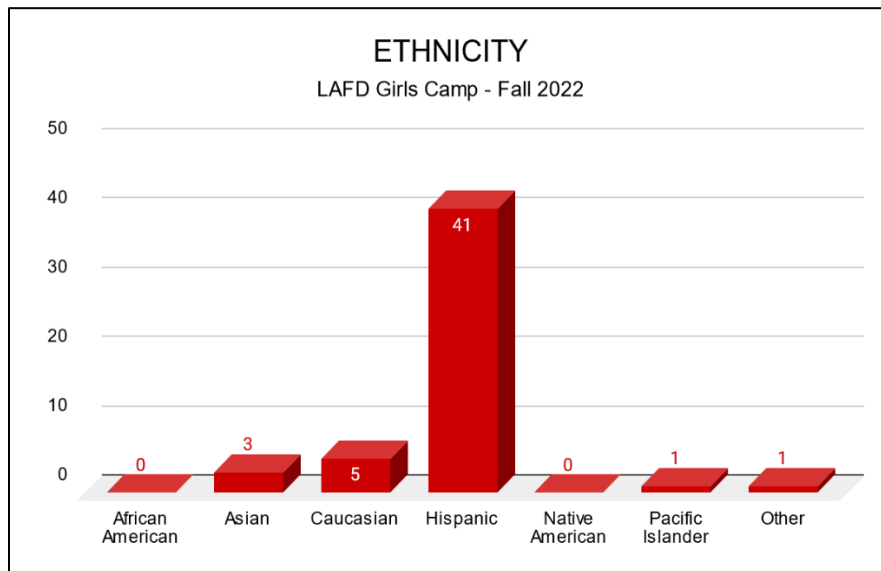
The LAFD Girls Camp is a 2-day introductory fire camp for young women ages 14 through 18. The goal of the camp is to instill confidence, leadership and courage in young women while providing awareness of a potential career in the fire service. The curriculum includes interactive training exercises with power tools, ladders, hose lines and extinguishers, basic training in first aid and CPR, physical fitness, leadership and team building exercises. The LAFD can accommodate up to 60 participants for each camp event. LAFD Girls Camp is held two times a year, rotating through various areas of the City.

FRS continues to work in partnership with the Mayor's Office, the local Council District, City Personnel, and the Los Angeles Fire Foundation to host, fund and support the LAFD Girls Camp. An implementation plan and an ongoing budget have been developed for long-term sustainability and FRS is working with the Los Angeles Fire Department Foundation for continued funding 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 nine camps in various geographical locations throughout the City of Los Angeles. The most recent Girls Camp was held on April 15 and 16, 2023, in San Pedro. Recruitment for Girls Camp was achieved by working with the local San Pedro High Schools and social media.

#### **Fiscal Year 2022/2023**

- Two Girls Camps offered per year
  - October 1-2, 2022 – Drill Tower 81 (Total Participants: 51)
  - April 15-16, 2023 – Drill Tower 40 (Total Participants: 43)



### **Firefighter/EMS High School 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 FEMS High School Magnet Program provides students with the opportunity for hands-on experiences to develop technical skills, knowledge, and abilities to prepare and understand the requirements to become a Los Angeles Firefighter. LAFD Firefighters facilitate physical fitness preparation, CPR/First Aid, Teen Community Emergency Response Team (CERT), field trips to different fire department operations, and offer mentorships to students.

The Program is designed to strengthen students' self-esteem, career skills, physical fitness, and character development through Fire and EMS related skills.

This FEMS High School Magnet Program was established in 2016 and there are currently five participating Magnet High Schools in the City of Los Angeles.

1. Phineas Banning High School (Banning) - Wilmington  
9th - 12th Graders (180 students)
2. Woodrow Wilson High School (Wilson) - El Sereno  
9th - 12th Graders (94 students)
3. Susan Miller Dorsey High School (Dorsey) - Baldwin Hills  
9th - 12th Graders (31students)
4. James Monroe High School (Monroe) - North Hills  
9th - 12th Graders (97 students)
5. West Adams High School - Pico/Union  
9th - 12th Graders (54 students)

The following is the approved curriculum for the High School Magnet Program to begin Fall 2019:

- 9th Grade - Health and Career Skills
  - CPR/First Aid Completion cards
- 10th Grade - Firefighter Occupations
  - Teen CERT
- 11th Grade - Fire Science
  - Hazardous Materials Awareness and Introduction to Trauma Care
- 12th Grade - Emergency Medical Responder
  - Candidate Physical Ability Test (CPAT) Readiness
  - American Heart Association CPR/Automated External Defibrillator (AED) Certification

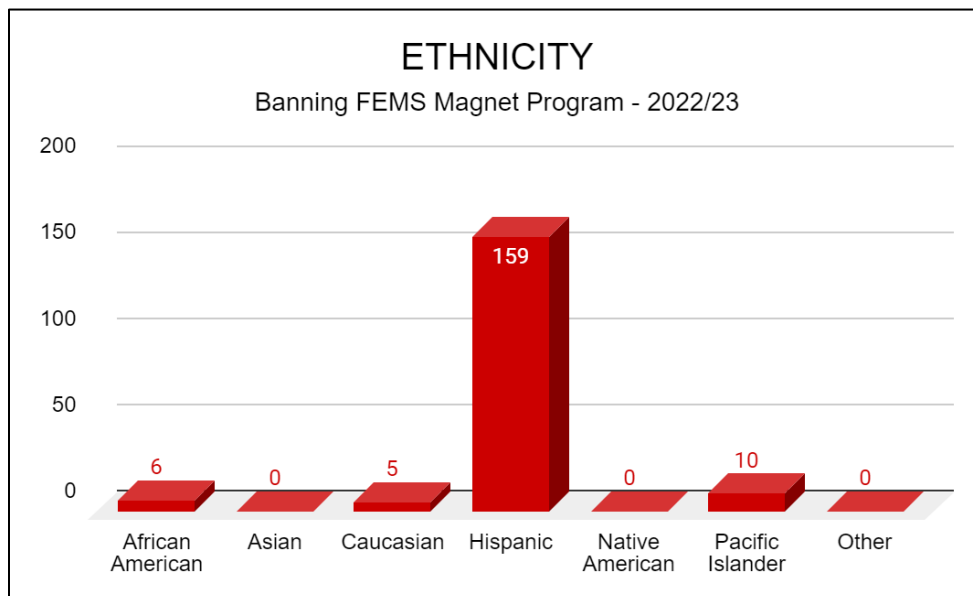
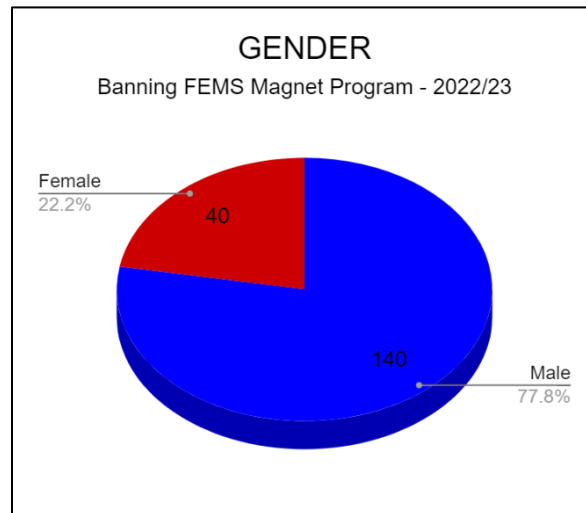
Goals of the FEMS High School Magnet Program:

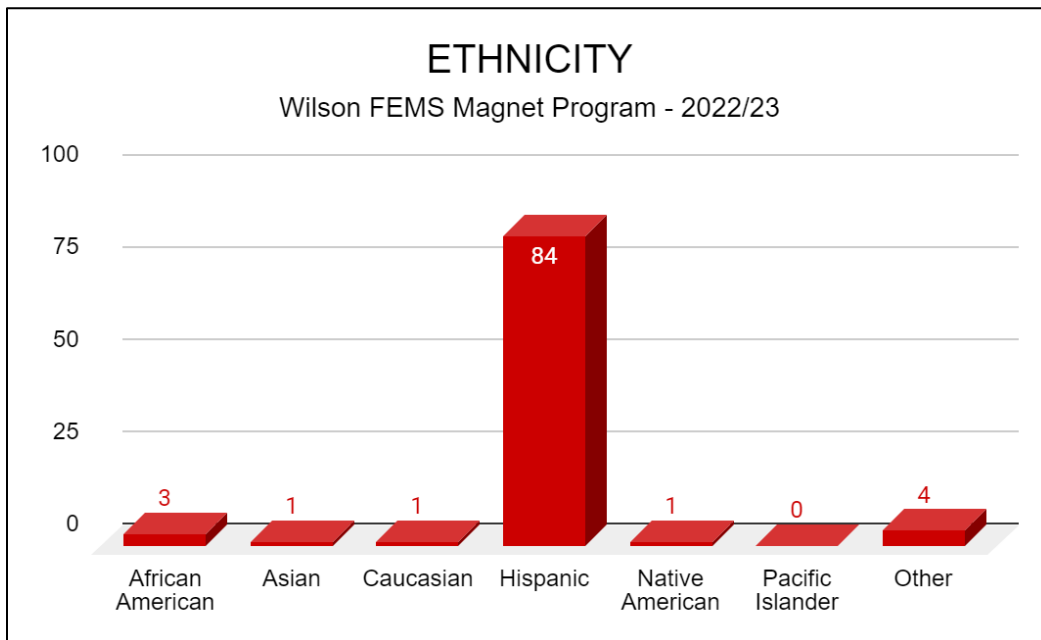
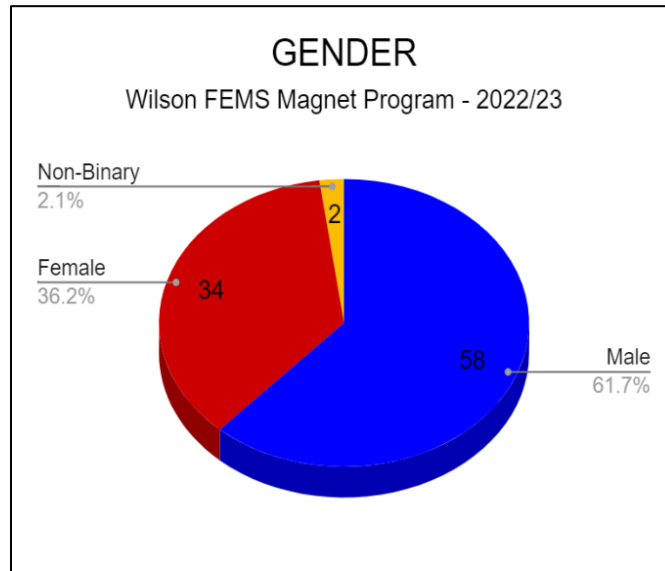
- Five Programs - 500 students
- A Career Technical Education teacher employed at each school
- One LAFD Firefighter present twice a week at each school
- Offer graduating seniors the opportunity to enroll in a college program geared to providing fire science courses as well as EMT

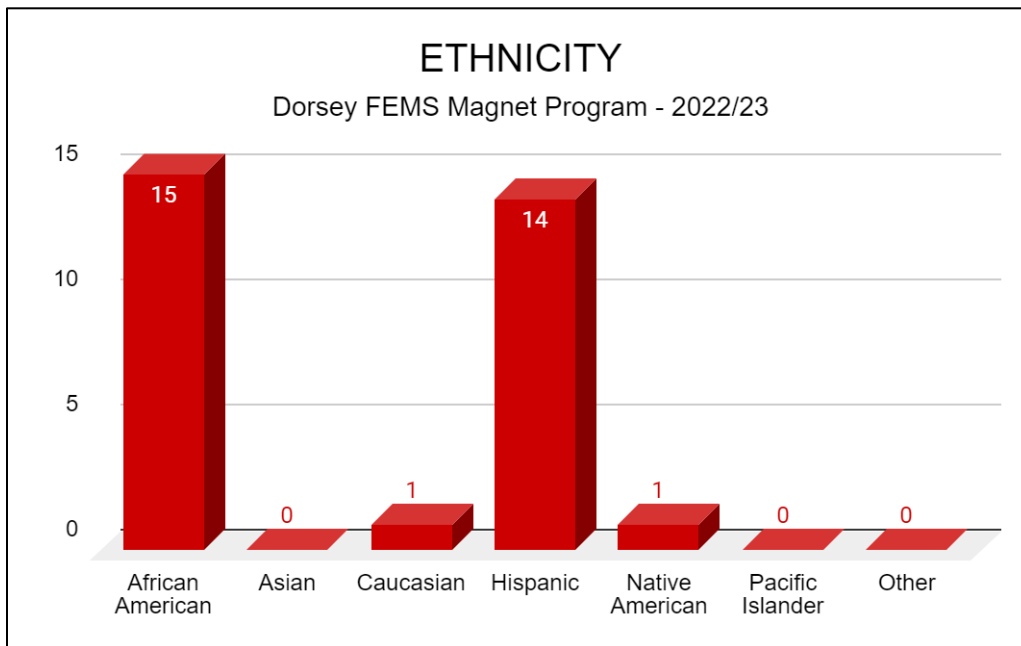
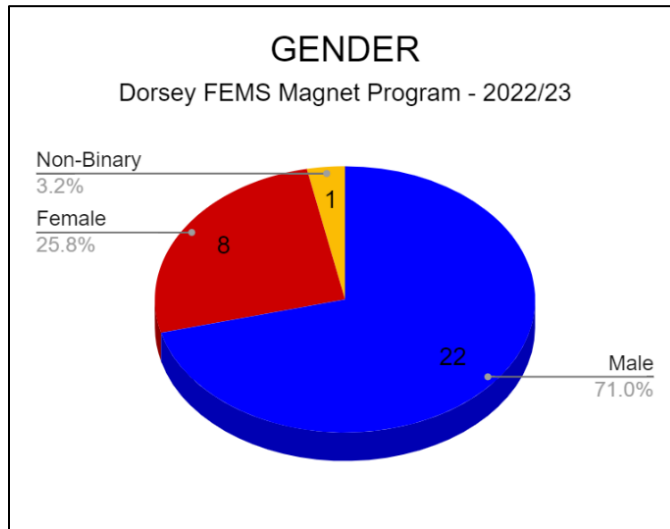
A Memorandum of Understanding between LAFD, LAUSD, and each Magnet School has been approved. A standardized Scope and Sequence, in addition to core academic requirements have been approved by LAUSD Career Technical Education (CTE) and Linked Learning. Recruitment for these programs is facilitated by the individual schools in conjunction with LAFD social media, community events and advertising through other LAFD Youth Programs.

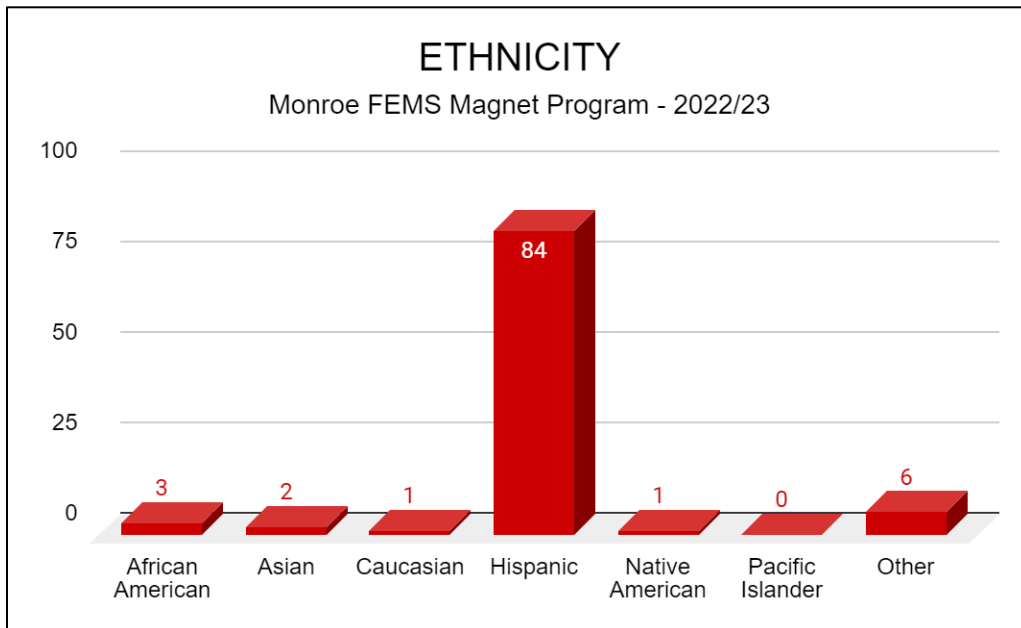
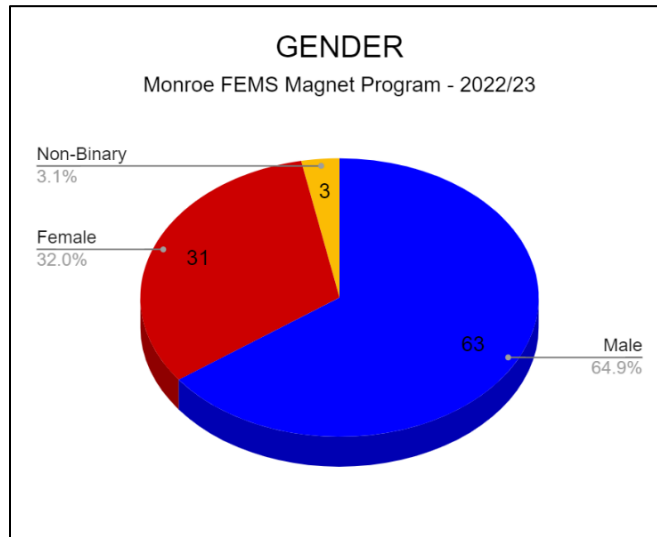
Fiscal Year 2022/23

- Total Participants: 456
- 29% female students (average)

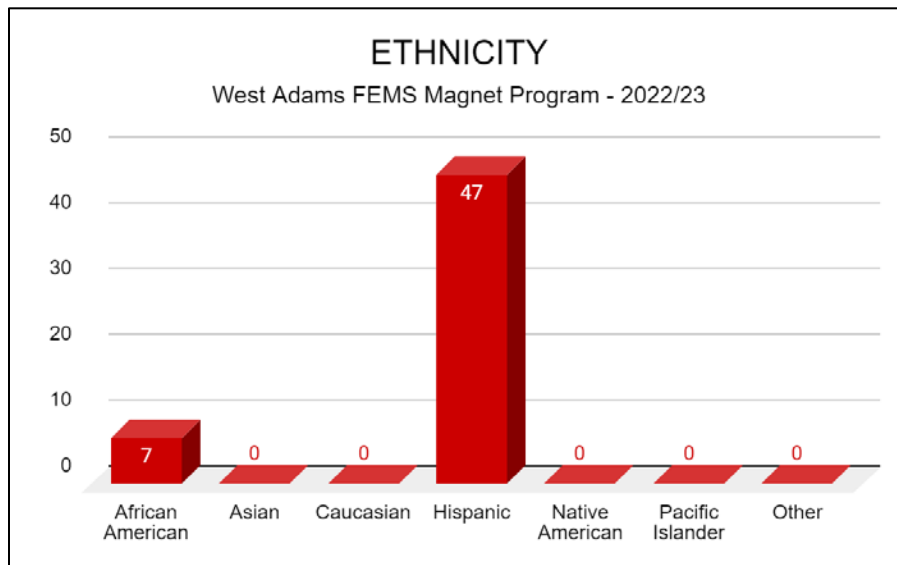
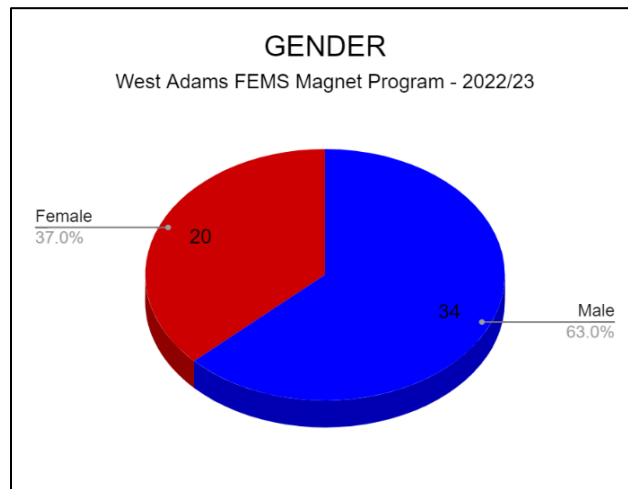












**Youth Fire Instruction Recruitment and Education (F.I.R.E.) Program**

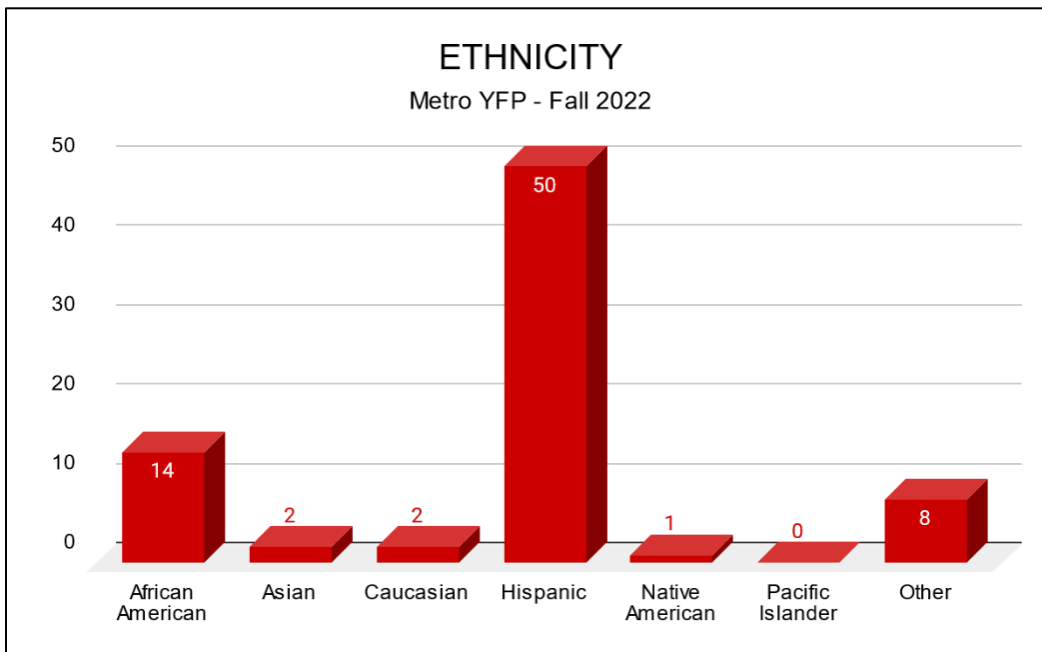
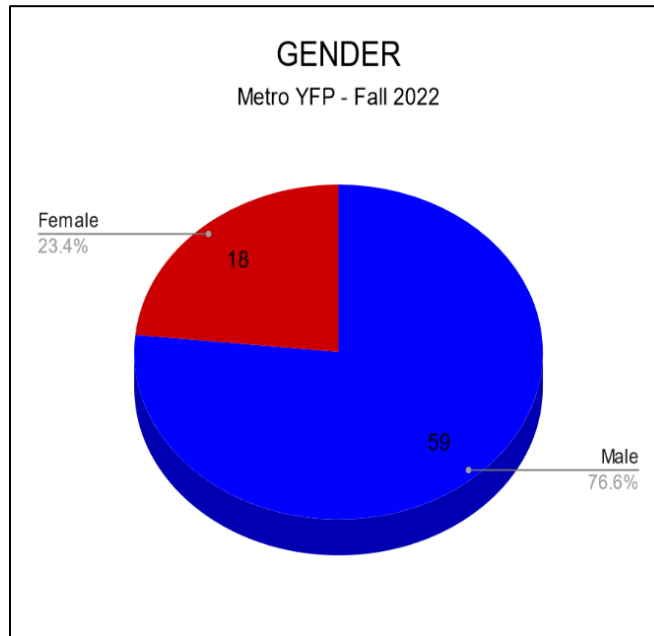
The Youth F.I.R.E. Program (YFP) provides youth ages 14 -18 with basic technical competencies in the fire service while also developing life skills. The curriculum includes four levels of introductory firefighting and EMS activities, leadership, career readiness, physical fitness, disaster preparedness, and mentorship using the fire service as a platform and LAFD members as positive role models.

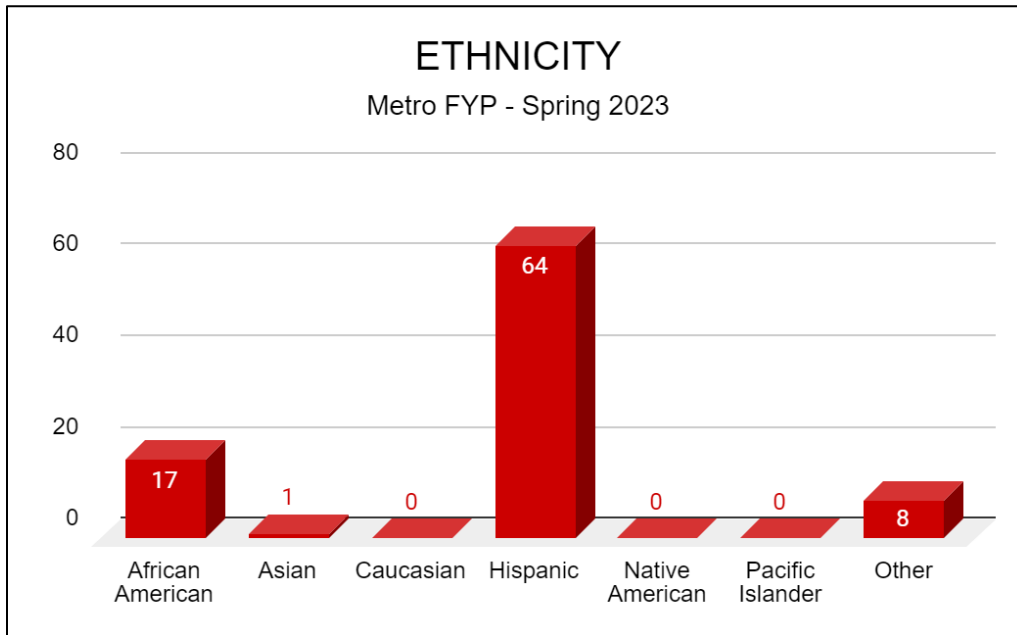
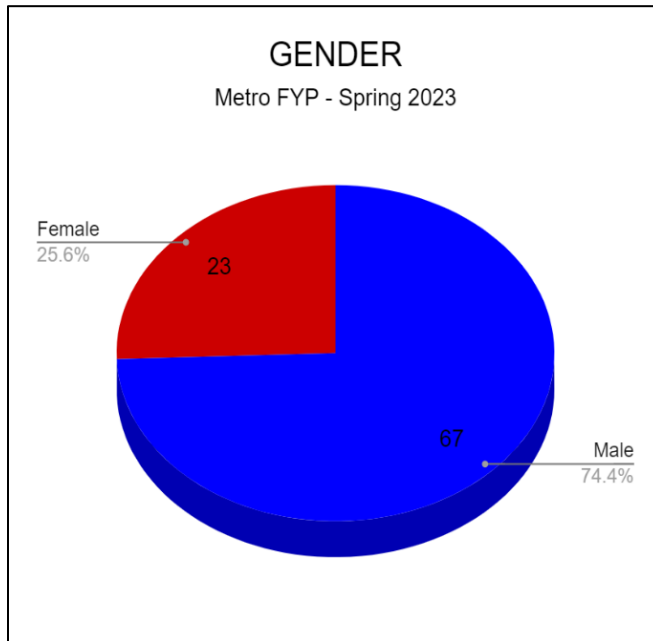
There are currently four YFPs throughout the year located geographically around the City of Los Angeles. Each program is held once or twice a year for eight consecutive Saturdays. The students entering the program for the first year are assigned to a beginner level which covers basic engine company operations, tools, equipment, and

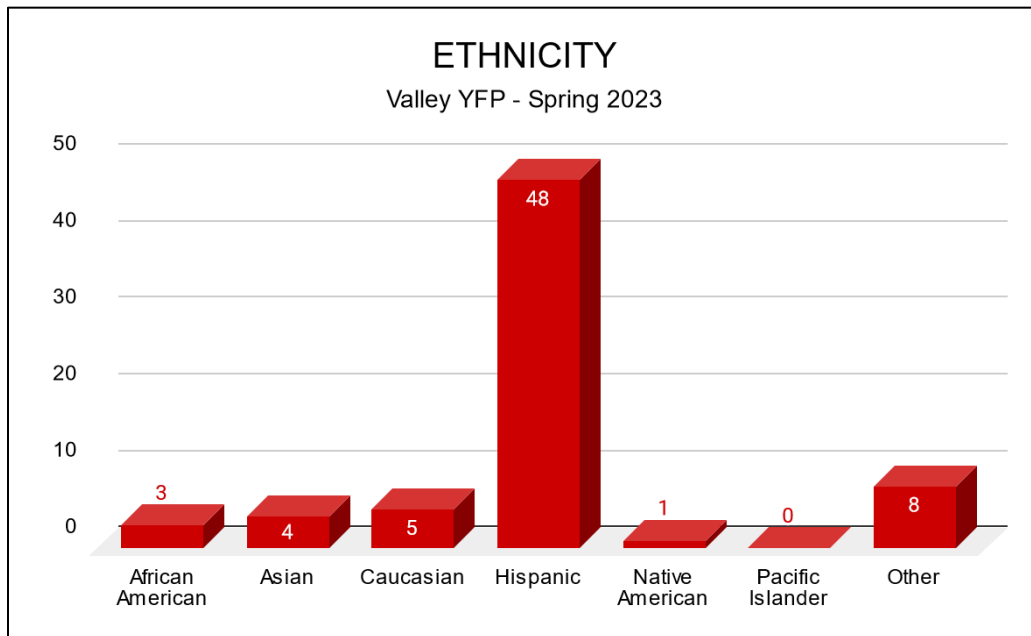
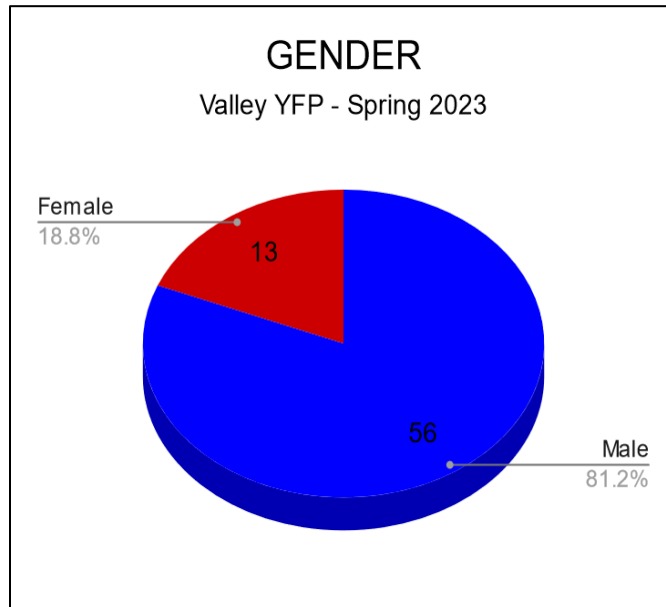
basic first-aid skills. Returning students are assigned to the EMS level where they are certified in the Teen CERT. Third-year students graduate to the advanced level and are instructed in basic truck company operations, tools, equipment, forcible entry, and roof ventilations. The fourth-year students are provided leadership and mentoring skills and assist in demonstrations.

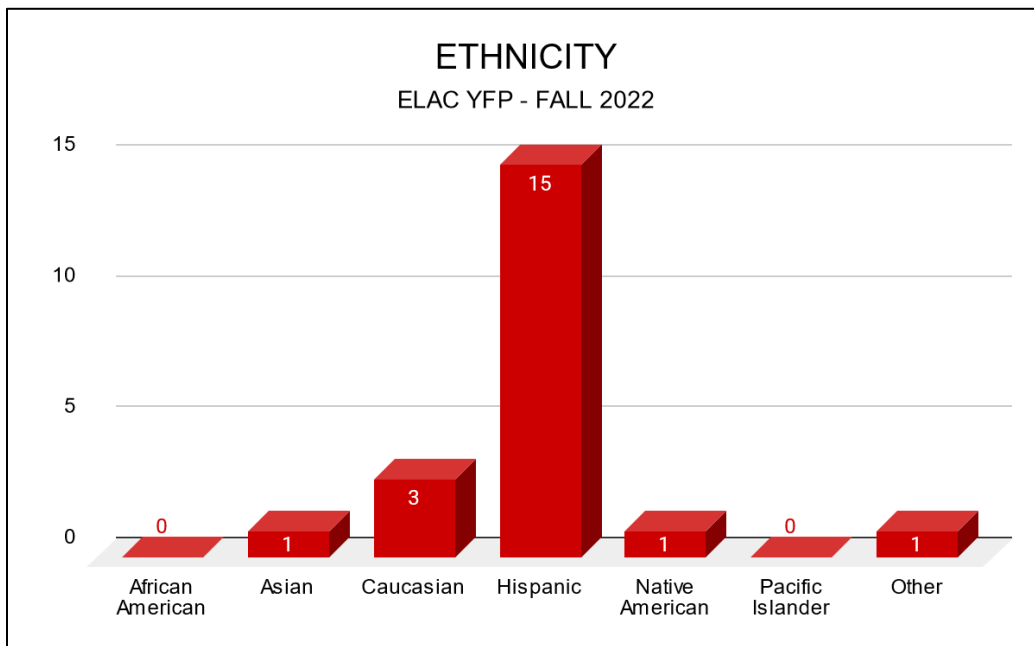
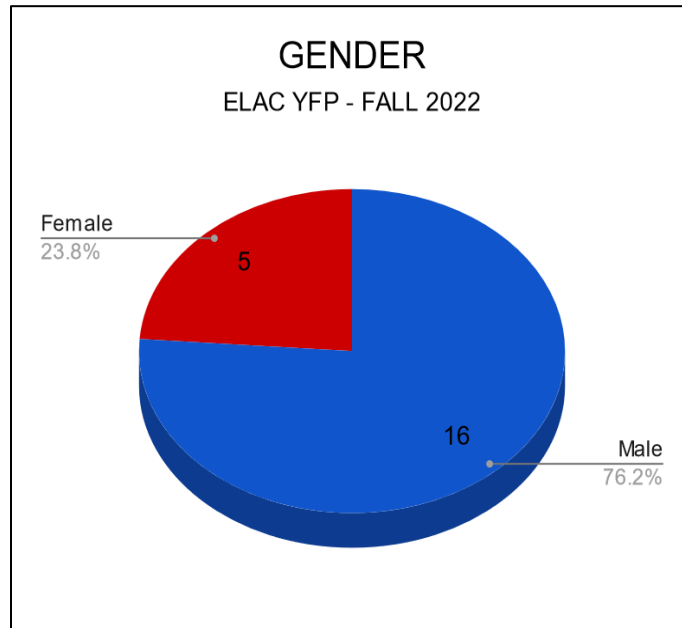
Youth are invited to participate and it has developed it into an introductory pathway for the Cadet Program. Below are the four YFPs offered per year, locations, and 2022/23 dates.

- Metro YFP
  - Frank Hotchkin Memorial Training Center - Central Los Angeles
  - October 1 - November 19, 2022 (77 participants)
  - April 8 - May 27, 2023 (90 participants)
  
- Harbor YFP
  - Fire Station 40 - San Pedro
  - Schedule - TBD 2023
  
- Valley YFP
  - Drill Tower 81 - Panorama City
  - February 11 - April 1, 2023 (69 participants)
  
- East Los Angeles College YFP
  - Frank Hotchkin Memorial Training Center - Central Los Angeles
  - October 15 - December 10, 2022 (21 participants)
  - Pathway for High School Magnet students (college credit offered in Fire Protection Organization and Introduction into the Fire Service)









### **Cadet Program**

COVID severely impacted the Cadet program and the progress that many cadets made in the program. There were a large number of Cadets that aged out of the program due to the long shut down. In addition, there were many Post Advisors who retired, promoted or transferred, and FRS has had difficulty finding other members in those affected stations to take over the program. It will take a few years to get the program back up to speed and add new Posts and Post Advisors as noted in Strategic Plan Goal 3.4.2.

Cadet Post Advisors were given refresher training coming out of COVID and required to take a new State of California youth training class online. There are currently 10 LAFD Cadet Posts located at the following Fire Stations:

Post 2 - Boyle Heights  
Post 21/33/57 - South LA  
Post 27 - Hollywood  
Post 38 - Wilmington  
Post 64 - Watts  
Post 81 - Panorama City  
Post 85 - Wilmington  
Post 87 - Granada Hills  
Post 94 - Baldwin Hills  
Post 106 - West Hills

Goals of the LAFD Cadet Program:

- Addition of new Cadet Posts - one Post in each Battalion
- Three Cadet Orientation/Trainings per year at the following locations:
  - Operations South Bureau/Operations West Bureau
  - Operations Valley Bureau
  - Operations Central Bureau
- One Cadet Academy per year
- One Cadet Muster per year
- Youth Advisor Training delivered annually
- Geographic Bureau Training held at designated location

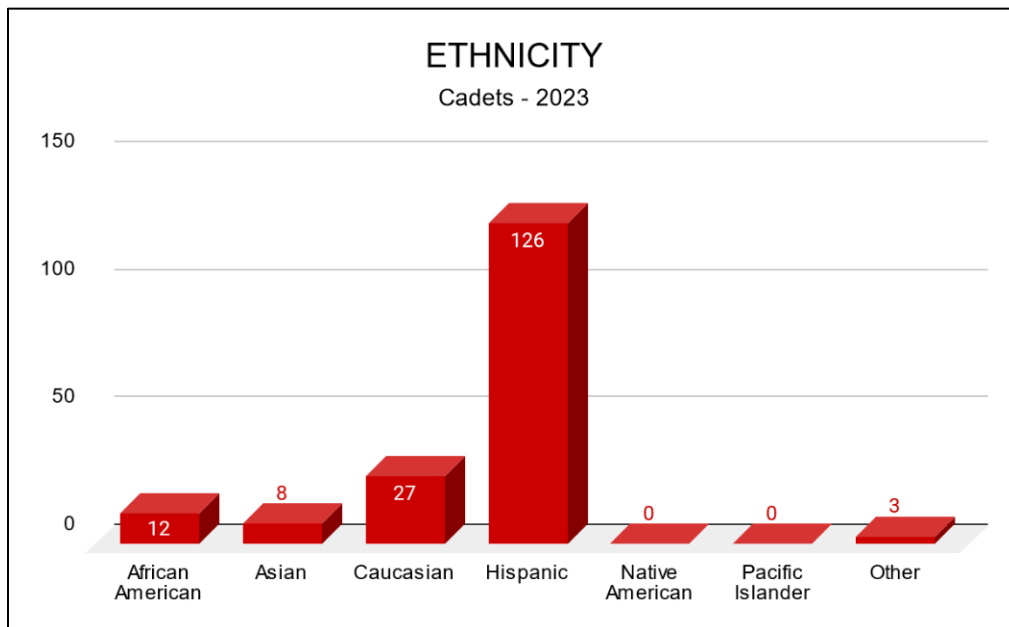
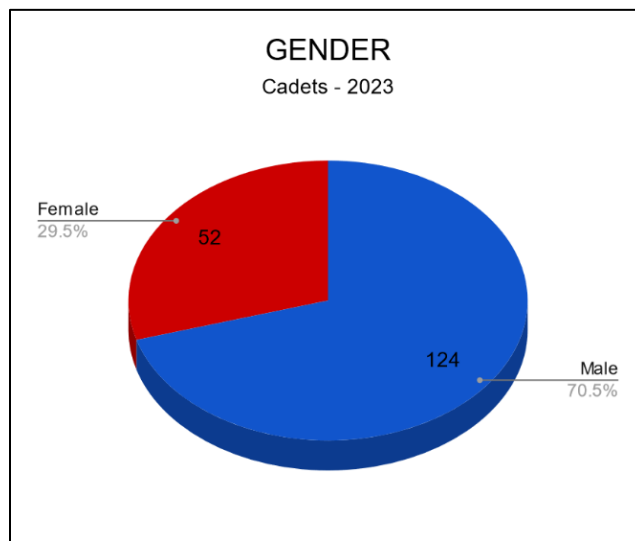
Below are some of the accomplishments since standardizing the Cadet Program:

- 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 Post Advisors and Associate Post Advisors
- First-Aid/CPR/AED Certification for Cadets
- Sponsored Cadets to attend Paramedic School
- Sponsored Cadets through private fire academy programs
- EMT scholarships available for Cadets who are old enough to take the course

Fiscal Year 2022/23

- Total Participants: 176 active Cadets
- Female Cadets total: 52





Goals identified for all LAFD Youth Programs:

Fiscal Year 2020/21

- 17% students to participate in multiple programs
- Increase diversity of participants by 7%
- 21% female participation throughout all Youth Programs

Fiscal Year 2022/2023

- Provide all programs at least once
- Increase the number of Cadets in the program
- Increase the diversity of participants by 5%

The Youth Programs are staffed by Department members and civilian volunteers.

While FRS continues to regain momentum coming out of COVID, we believe that the LAFD youth programs provide a positive learning environment for all participants. FRS will continue to evaluate the effectiveness of each program and make any necessary changes moving forward.

## **CONCLUSION**

FRS continues its efforts towards the standardization and improvement of all LAFD Youth Programs to ensure consistency and the highest level of opportunity for the youth of the City 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 for youth to develop leadership skills, gain confidence, serve their communities and potentially obtain a career as a Los Angeles Firefighter.

Board Report prepared by Kristine Larson, Assistant Chief, Fire Prevention and Public Safety Bureau.