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FIRE CHIEF

July 26, 2024

BOARD OF FIRE COMMISSIONERS  
FILE NO. 24-071

TO: Board of Fire Commissioners

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

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) CADET PROGRAM

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 Withdrawn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**

The Firefighter Recruitment Section (FRS) is committed to the success of all youth throughout the City of Los Angeles. FRS oversees all Youth Programs and views the Cadet Program as the top tier of the progressive pathway with the best nexus to becoming a firefighter. The Cadet Program provides early education and orientation into a career within the LAFD. It is designed to enlighten youth and young adults between the ages of 14 to 20 about opportunities within the fire service. This early introduction also supports the Department’s long-term recruitment efforts to hire diverse candidates who reside in the City we serve.

**RECOMMENDATION**

That the Board:  
Receive and file.

**DISCUSSION**

In order to ensure organizational structure, consistency and long-term sustainability of all LAFD Youth Programs, FRS developed an innovative plan with clearly defined goals, learning objectives and a standardized curriculum for each program. The Youth Programs have been formulated as a pathway leading up to the Cadet Program. This structure offers introductory training and familiarization for students as early as age 14 years old with the opportunity to gain basic skills and develop the maturity and commitment level to pursue firefighting as a career path. This program introduces the Cadet to first-hand experience of the job of a firefighter and works side-by-side with actual LAFD firefighters. The process for entering the Cadet Program has evolved to be

more like our LAFD hiring process, which includes an application, orientation, a fitness test, interview and references.

Once Cadets are assigned to their Cadet Post, they are expected to work through the Cadet Task Book with the goal of eventually becoming Ride-Along certified. Once certified, the Cadets will respond to real emergencies alongside firefighters and paramedics. Cadets assist with routine tasks around the fire station, including: community relations, fire prevention, training, as well as equipment and station maintenance. Becoming a Cadet is an excellent way to develop the needed skills and gain experience that will be helpful in nearly every career or endeavor.

The Department currently has a total of 152 Cadets - 126 Male / 26 Female over a total of 9 LAFD Cadet Posts located at the following Fire Stations:

Central Bureau

2 - 25 Cadets

South Bureau

64 - 19 Cadets

85 - 9 Cadets

94 - 19 Cadets

21/33/57 - 15 Cadets

West Bureau

27 - 8 Cadets

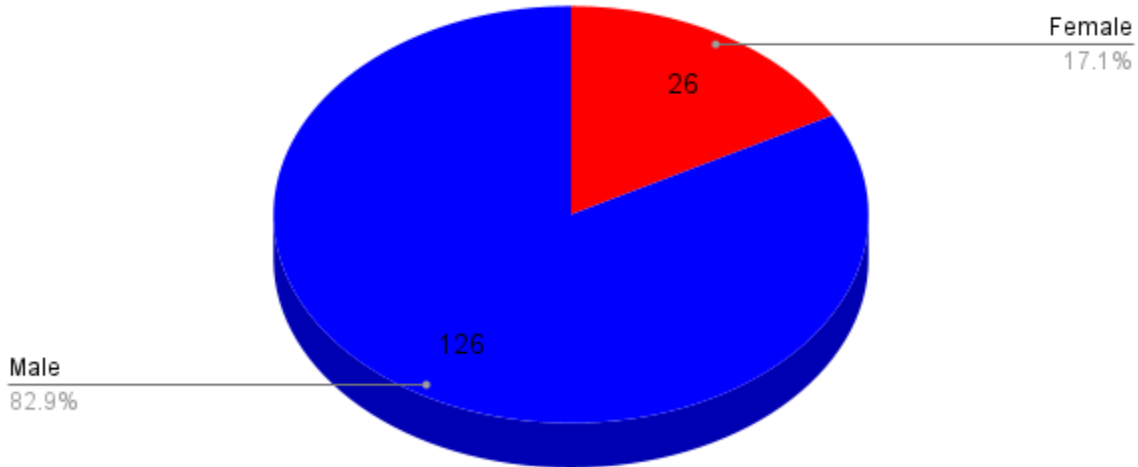
Valley Bureau

81 - 25 Cadets

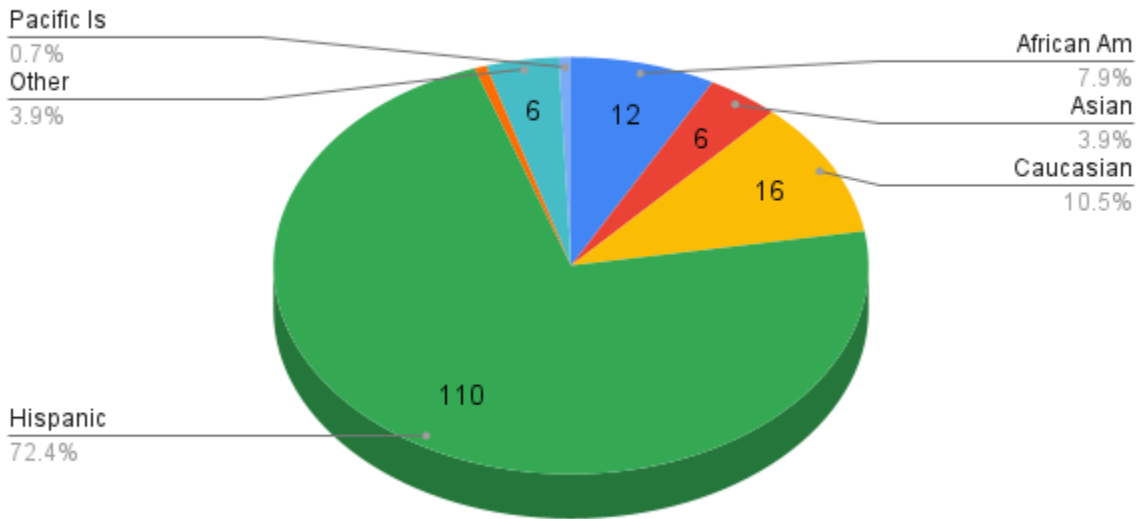
87 - 19 Cadets

106 - 13 Cadets

### Cadet Program - Gender 2024



### Cadet Program - Ethnicity 2024



#### Cadet Program successes:

- Task Books being used for consistent certification levels
- 10 cadets and 12 Post Advisors were recognized at the June 4 Board of Fire Commission meeting for their dedication to the program

- 6 Cadets were recently chosen to receive a scholarship from LA Rotary 5 towards certifications to enhance their skills and future firefighting goals
- Specialized interview preparation seminar for cadets selected for Department interviews resulted in 100% success rate
- Over 40 cadets tracked through our youth programs in the last 5 years are now LAFD firefighters

Cadet Program challenges:

- Finding more members to be Post Advisors so that we can increase the number of Cadet Posts across the City
- Post advisors have competing duties associated with emergency response and coded assign hire responsibilities
- Lack of funding to offer the program free for our Cadets and overtime hours for post advisors to support the program activities outside of their normally assigned duties. It costs the Department \$120 per Cadet, Post Advisor, and Cadet Post. Overtime hours are used to pay Post Advisors when the Cadets attend training with other Cadets around Los Angeles or the State.

Goals:

- Collect semi-annual metrics on the status of Cadets' progress to track engagement and continued progress in the program
- Track the comprehensive training offered throughout the youth programs pathway
- Hold quarterly Bureau training sessions
- Addition of new Cadet Posts to include at least one Post in each Battalion

**CONCLUSION**

Due to the impact of COVID-19, all the Youth Programs lost their previous momentum of engagement and participation from youth and LAFD members. As the Department works to solve budget and staffing challenges, FRS will continue to provide as many youths as possible the opportunity to join the LAFD Cadet Program. In addition, FRS will support those Cadets in our hiring process to ensure their success in becoming LAFD firefighters. We will continue to recruit and support members who want to have a Cadet Post at their fire station.

Board Report prepared by Arturo Tarango, Battalion Chief, Ombuds Section.