



LOS ANGELES FIRE DEPARTMENT

RALPH M. TERRAZAS
FIRE CHIEF

October 1, 2018

BOARD OF FIRE COMMISSIONERS FILE NO. 18-107
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TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: UPDATE ON THE 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 Withdrawn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

In alignment with the Los Angeles Fire Department (LAFD) Strategic Plan, the Board of Fire Commissioners (BOFC) requested a redesign of the LAFD Youth Development Programs (Youth Program). Several recommendations have been made and are currently being addressed by the Firefighter Recruitment Section staff and other Department members participating in a robust work group.

In order to ensure organizational structure, consistency and long-term sustainment of all LAFD Youth Programs, the Firefighter Recruitment Section (FRS) has developed an innovative plan with clearly defined goals, learning objectives and a standardized curriculum for each Youth Program. This report is an update to the BFC Report 17-130, "Update on Redesign of LAFD Youth Programs."

RECOMMENDATION

That the Board:
Receive and file this report.

DISCUSSION

In order to provide a more consistent, standardized and sustainable structure for LAFD Youth Programs, several recommendations were made by the BOFC to assist in the management of LAFD Youth Programs.

The following is a status update on the recommendations put forth by the BOFC for all Youth Programs.

Cadet Program

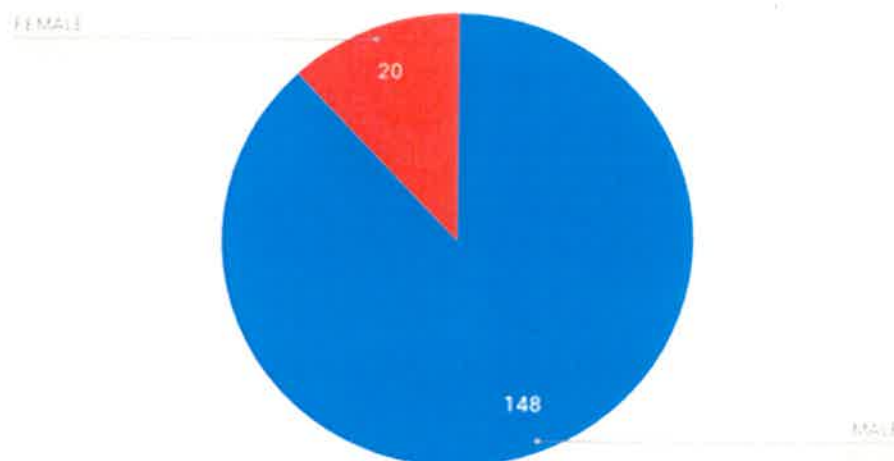
The primary objective of the Cadet Program redesign is to standardize the training curriculum amongst all Cadet Posts while maintaining a productive learning environment for the participants. This includes the dissemination of a Cadet Manual, consistent use of a task book for certifications, standardized orientations and Bureau training days.

2018 Accomplishments/Updates:

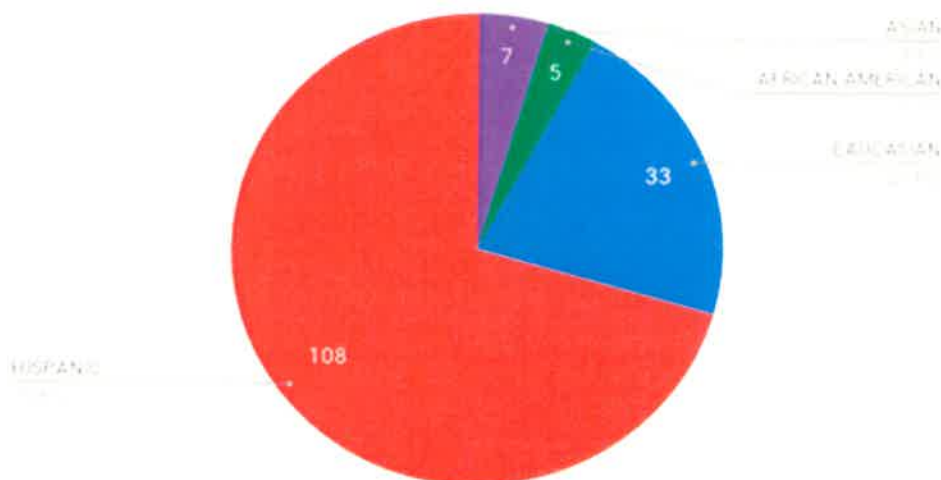
- Currently 13 LAFD Cadet Posts
- Electronic application and initial Critical Incident Application (CIA) youth tracking system implemented
 - 168 cadets currently in the system
- Three Cadet Orientations/trainings
 - Operations South/Operations West Bureau – February 2018
 - Operations Valley Bureau – October 2018
 - Operations Central Bureau – December 2018
- Operations South Bureau Training scheduled for October 6, 2018
- Individualized visits/training with all cadet advisors - Code of Conduct, Cadet Manual and Task Book disseminated
- Cadet Program waitlist being addressed by funneling youth through Girls Camp and Youth F.I.R.E. programs
- Submitted budget request for Learning for Life
- Interviewed 17 cadets for Paramedic School sponsorship - 7 cadets are currently attending Paramedic School
- Sponsored two cadets through private fire academy programs
- Researched and continue to develop a “Train to Hire” program for cadets

2018 Total Participants: 168 Cadets

CADET GENDER



CADET ETHNICITY



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

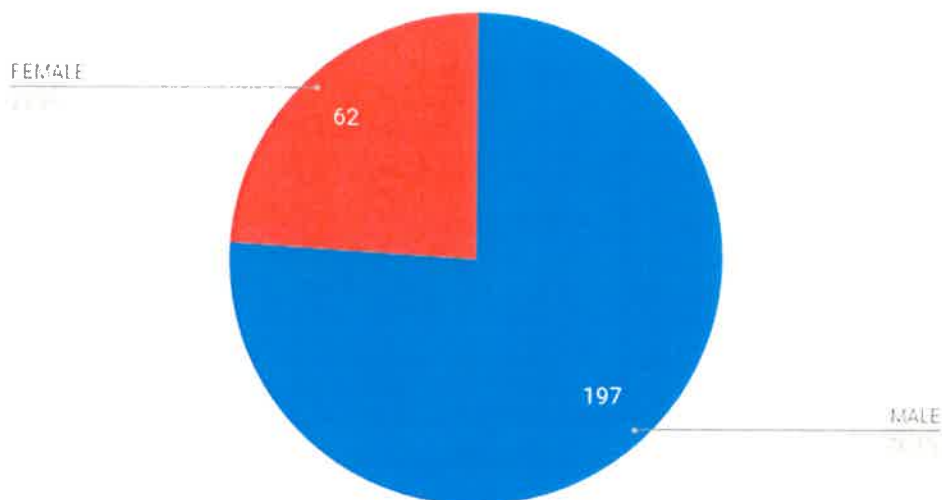
The primary objective of the Youth F.I.R.E. redesign is to build a curriculum and lesson plans for consistency in the four programs while ensuring access for all youth throughout Los Angeles. The curriculum includes introductory firefighting and Emergency Medical Service (EMS) activities, career readiness, life skills, physical fitness, disaster preparedness, and mentorship, using the fire service as a platform. Additionally, this program is an introductory pathway for interested members to participate in the Cadet Program.

2018 Accomplishments/Updates:

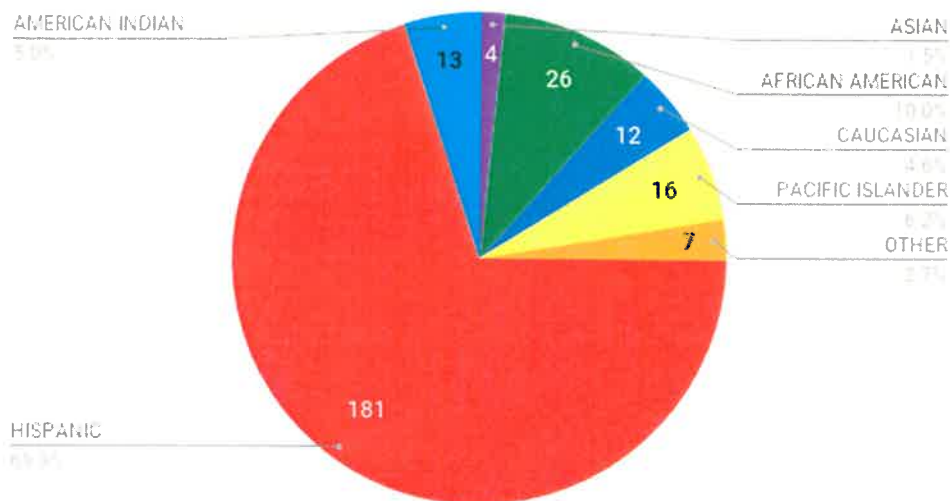
- Established a cadre of instructors for each program
- Graduated 160 youth in June in a combined ceremony for Metro, Harbor, and East Los Angeles College (ELAC) Youth F.I.R.E. Program
- Recruitment of youth through High School Magnet Program, Girls Camp participants, inner city schools and neighborhoods
- Pilot Program completed with ELAC offering a Youth F.I.R.E. Program specifically for students (11th and 12th graders) in the LAFD High School Magnet Programs. College Credit given for Fire Technology 201.
- Spring
 - Metro- 63 participants
 - Harbor- 66 participants
 - ELAC- 23 participants
- Fall
 - Metro- 107 participants
 - Valley- 68 participants

2018 Total Participants: 327

YOUTH F.I.R.E. PROGRAM GENDER



YOUTH F.I.R.E. PROGRAM ETHNICITY



*Operations Valley Bureau Youth F.I.R.E. Program gender/ethnicity breakdown is not available.

High School Magnet Program

The objectives of the LAFD/LAUSD High School Magnet Program are to provide high school students with a challenging learning environment that encourages high expectations for success. The Firefighter/EMS Magnet will strengthen students' self-esteem, career skills, physical fitness and character development through Fire and EMS related skills. There are currently four High School Magnet Programs at the following

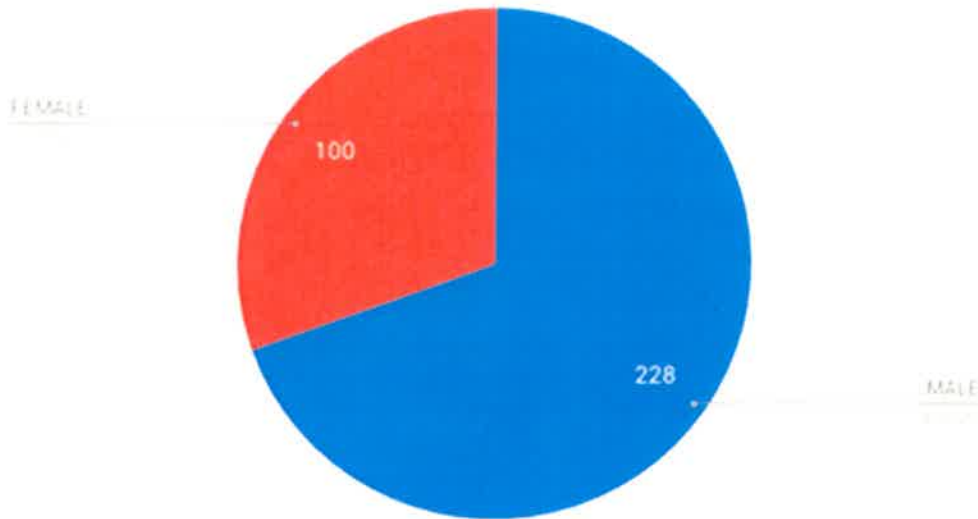
schools: Phineas Banning High School (Banning), Woodrow Wilson High School (Wilson), Susan Miller Dorsey High School (Dorsey) and James Monroe High School (Monroe).

2018 Accomplishments/Updates:

- Approved name of Magnet Program to Firefighter/Emergency Medical Services (FEMS) Magnet
- Completed Memorandum of Understanding between LAFD, LAUSD and each FEMS Magnet school
- One Firefighter present twice a week at all schools for Physical Education (P.E.)
- Established a cadre of Firefighters to assist the FRS staff in facilitating the magnet P.E. classes
- Standardization of a high school course sequence (in addition to core academic requirements) that is in the approval process by LAUSD and Linked Learning:
 - 9th Grade - Health and Career Skills
 - P.E. - CPR/First Aid Completion cards
 - 10th Grade - Firefighter Occupations
 - P.E. - JAB (Jiu Jitsu Against Bullying)
 - P.E. - Teen CERT
 - 11th Grade - Fire Science
 - P.E. - Hazardous Materials Awareness and Trauma Care Intro
 - 12th Grade - Emergency Medical Responder
 - P.E. - Candidate Physical Ability Test (CPAT) Readiness
 - 12th Plus (Optional) - Summer Program with LAUSD Adult Education and/or Community College
 - Emergency Medical Technician (EMT) Certification
- Four High School Programs
 - Banning - 9th through 12th graders (154 students)
 - Wilson - 9th through 11th graders (85 students)
 - Dorsey - 9th and 10th graders (63 students)
 - Monroe - 9th graders (26 students)

2018 Total Participants: 328

HIGH SCHOOL MAGNET GENDER



* Ethnicity breakdown not available from LAUSD due to beginning of school year

Girls Camp

The Firefighter Recruitment Section continues to work in partnership with the Mayor's Office, City Councilmembers, City Personnel Department and the Los Angeles Fire Department Foundation to host and fund the LAFD Girls Camp. The primary goal of the FRS is to ensure funding is available to sustain two camps per year, rotating throughout the City.

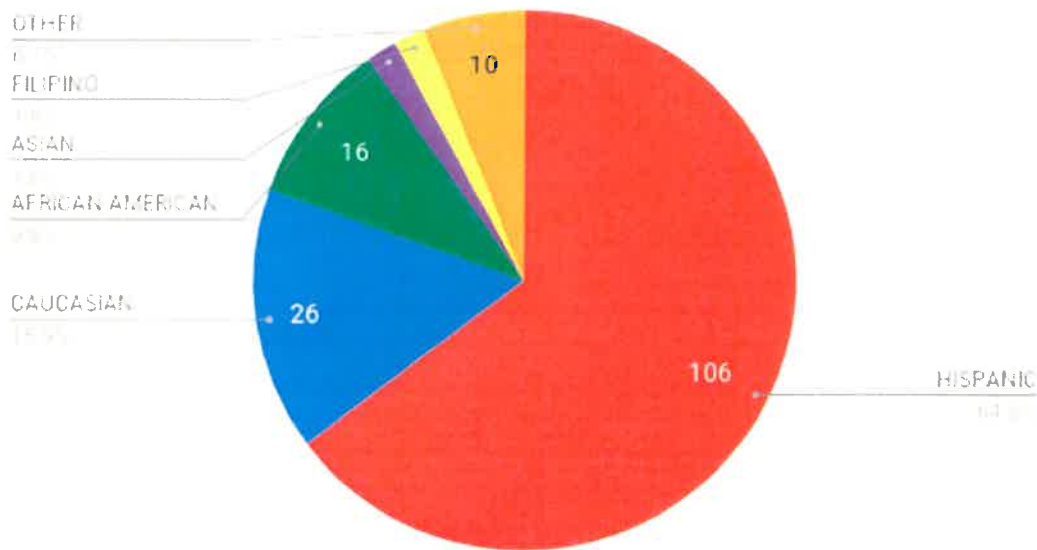
In 2018, the LAFD hosted two Girls Camps; one in the San Fernando Valley (Council District 6) and one in Central Los Angeles (Council District 1). The FRS developed an implementation budget and ongoing budget for sustainability and is working in partnership with the Fire Foundation to support these efforts. Equipment has been acquired specifically for the Camp and is being stored in one location with capability of mobile transport.

2018 Accomplishments/Updates:

- Two Girls Camps offered
 - Spring - 77 participants
 - Fall - 87 participants
- 23% participants from other LAFD Youth Programs

2018 Total Participants: 164

2018 GIRLS CAMP ETHNICITY



2018 Youth Program Data

- 987 youth served in LAFD programs
- 30% youth attended multiple LAFD programs (estimated data)

In addition to the individual goals and achievements of each program as described above, the following objectives have been met for all Youth Programs:

- Standardization of liability waivers including media and social media clause
- Code of conduct given to LAFD members working with youth
- Training for all youth instructors and potential sworn facilitators working with youth (21 new members)
- Electronic applications for effective tracking of youth through the various programs offered
- Tracking system for cadets, current and incoming, for safety and accountability (Critical Incident Application)
- Development of a Memorandum of Agreement for each Magnet school establishing expectations for staffing and curriculums
- Youth Program containers and equipment purchased to house at multiple training locations for efficiency of use
- Collaboration with LAPD Cadet and Magnet Coordinators to enhance policies and coordinate activities between LAFD/LAPD youth programs
- Approval of Cadet Manual and driving certification process

The FRS will continue to evaluate effectiveness and redirect efforts where necessary to improve the delivery of all LAFD Youth Programs. Currently, the biggest challenge to ensuring effective, standardized programs for youth participating in these programs is staffing. Additional staffing has been pre-approved in the Fiscal Year 2018/2019 budget to include one Captain I and one Firefighter in the Youth Development Unit for facilitation and delivery of the LAFD Youth Programs. However, an increased staffing level of two additional firefighters will be requested through the following 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 possibly obtain a career as a Los Angeles Firefighter.

Board Report prepared by Kristina Kepner, Battalion Chief, Firefighter Recruitment Section.