

May 21, 2019

LOS ANGELES FIRE DEPARTMENT



RALPH M. TERRAZAS
FIRE CHIEF

May 6, 2019

BOARD OF FIRE COMMISSIONERS
FILE NO. 19-055

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, 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 Withdrawn |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 Program), 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 long-term recruitment effort to hire and retain 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

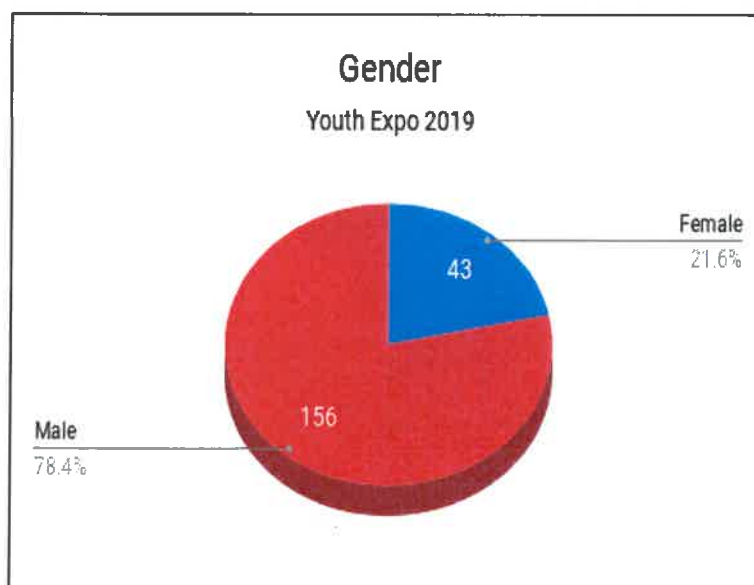
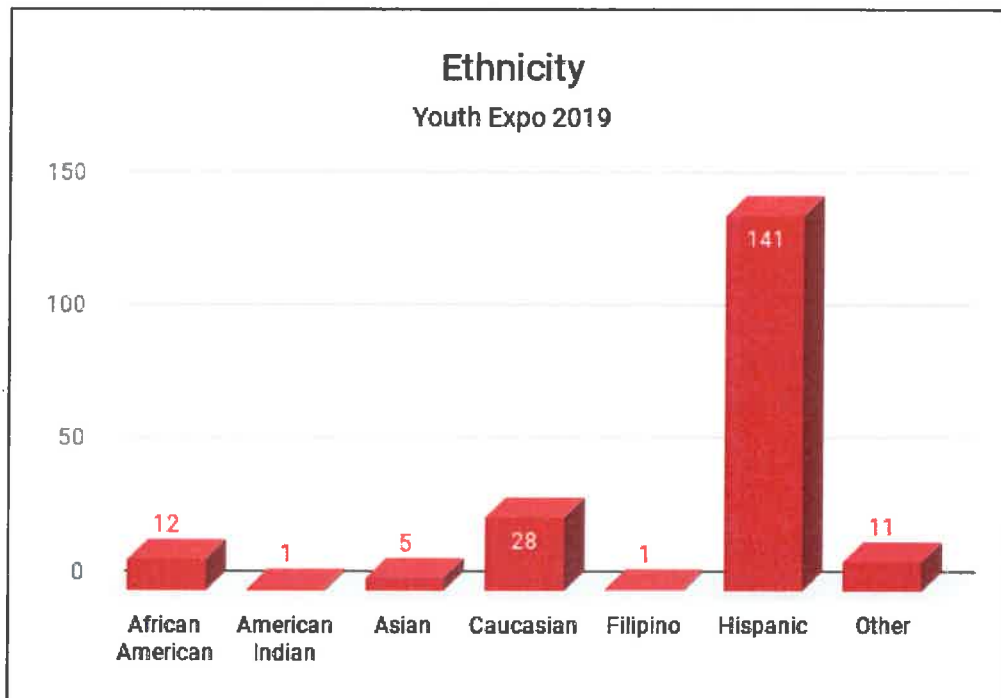
That the Board:
Receive and file this report.

DISCUSSION

In order to ensure organizational structure, consistency and sustainability of all LAFD Youth Programs, the 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.

As a result of the Youth Program redesign and social media marketing, there has been a large increase in participants for LAFD Youth Programs (specifically the Cadet Program). In order to accommodate and facilitate participation, the FRS hosted the first-ever LAFD Youth Expo on January 26, 2019. The FRS invited youth and young

adults residing in the Los Angeles and individuals on the Cadet waiting list, to learn about the Youth Programs. The vision of the Expo was to inform the community about the four Youth Programs along with the pathways leading up to the Cadet Program. There were a total of 199 attendees.



LAFD Youth Programs:

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

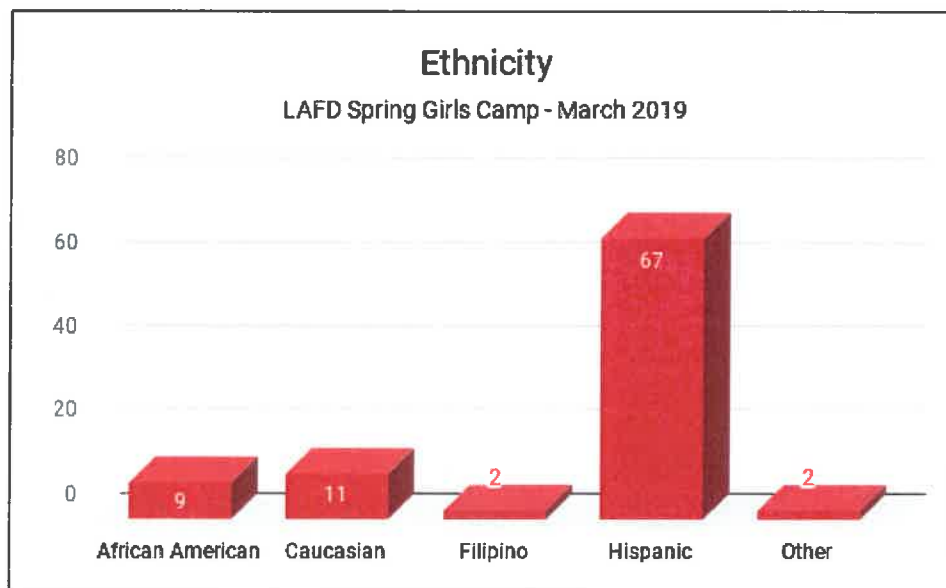
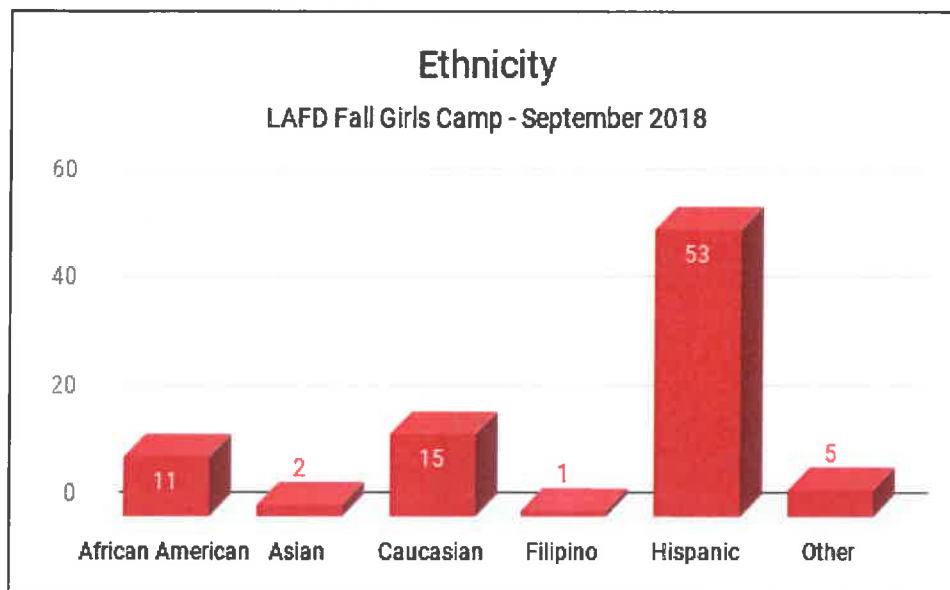
The LAFD Girls Camp is a 2-day introductory fire camp for young women ages 14 through 18. The goal of the camp is to instill confidence, leadership and courage in young women while providing awareness of a potential career in the fire service. The curriculum includes interactive training exercises with 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 100 participants for each camp event. In partnership with City Councilmembers, LAFD Girls Camp is held two times a year, rotating through various areas of the City.

The FRS continues to work in partnership with the Mayor's Office, Councilmember Nury Martinez, 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 the 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 six camps in various geographical locations throughout the City of Los Angeles. The most recent Girls Camp was held on March 2-3, 2019, in Panorama City, in Council District (CD) 6. Recruitment for Girls Camp was achieved by working with CD 6 staff which co-hosted the event.

Fiscal Year 2018/2019

- Two Girls Camps offered per year
 - September 2018 - Central Los Angeles (CD 1) - 87 participants
 - March 2019 - Panorama City (CD 6) - 93 participants
 - Fall 2019 - TBD
- Total Participants: 180



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), 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 four participating Magnet High Schools in the City of Los Angeles. A fifth school will be implemented in the 2019/2020 school year.

1. Phineas Banning High School (Banning) - Wilmington
9th - 12th Graders (154 students)
2. Woodrow Wilson High School (Wilson) - El Sereno
9th - 11th Graders (85 students)
3. Susan Miller Dorsey High School (Dorsey) - Baldwin Hills
9th - 10th Graders (63 students)
4. James Monroe High School (Monroe) - North Hills
9th Graders (26 students)
5. New/Projected - West Adams High School - Pico/Union
2019/2020 School Year

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
 - JAB (Jiu Jitsu Against Bullying)
 - 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 - 400 students
- A Career Technical Education teacher employed at each school
- One LAFD Firefighter present twice a week at each school
- EMT course offered as an elective to 12th graders

Since the implementation of the FEMS Program, a Memorandum of Understanding between LAFD, LAUSD, and each Magnet School has been developed and is in the final stages of approval. A standardized Scope and Sequence, in addition to core academic requirements have been approved by LAUSD 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.

In order to accomplish the goals set forth for the program, a request has been made for one LAFD Firefighter to be present every day at each school. Currently, the FRS can only accommodate one Firefighter at each school two times per week.

Fiscal Year 2018/19

- Total Participants: 328
- 36% female students (average)

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

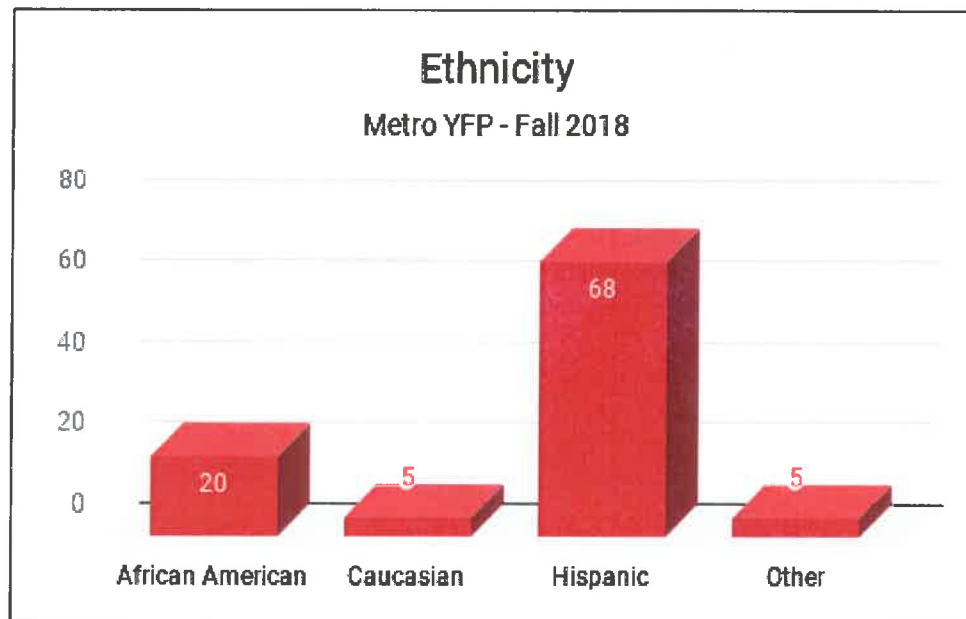
The Youth F.I.R.E. Program (YFP) provides youth ages 14 -18 with basic technical competencies in the fire service while also developing life skills. The curriculum includes four levels of introductory firefighting and EMS activities, leadership, career readiness, physical fitness, disaster preparedness,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

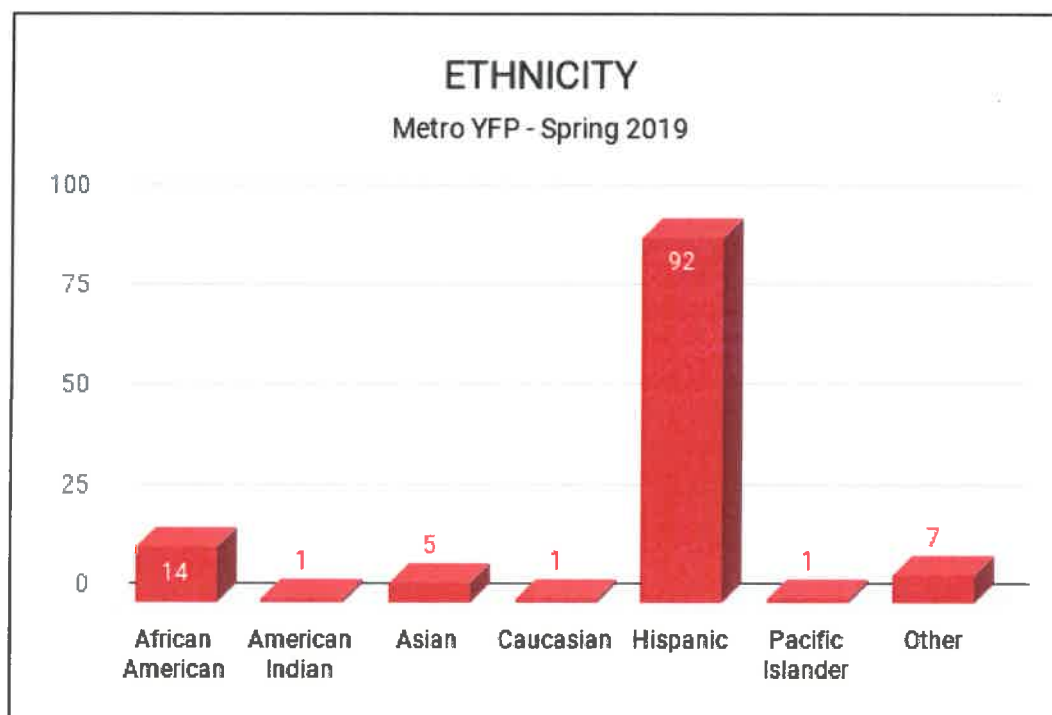
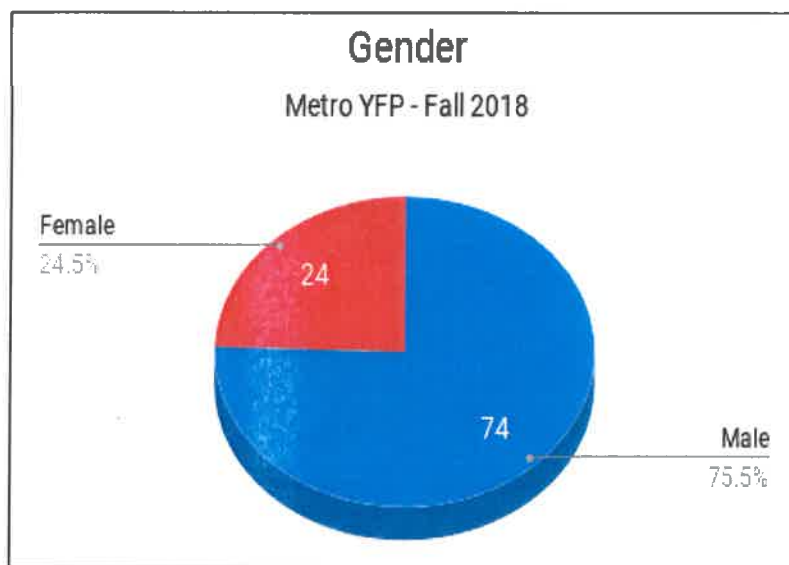
There are currently five YFPs throughout the year located geographically around the City of Los Angeles. Each program is held once or twice a year for eight consecutive Saturdays. The students entering the program for the first year are assigned to a beginner level which covers basic engine company operations,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

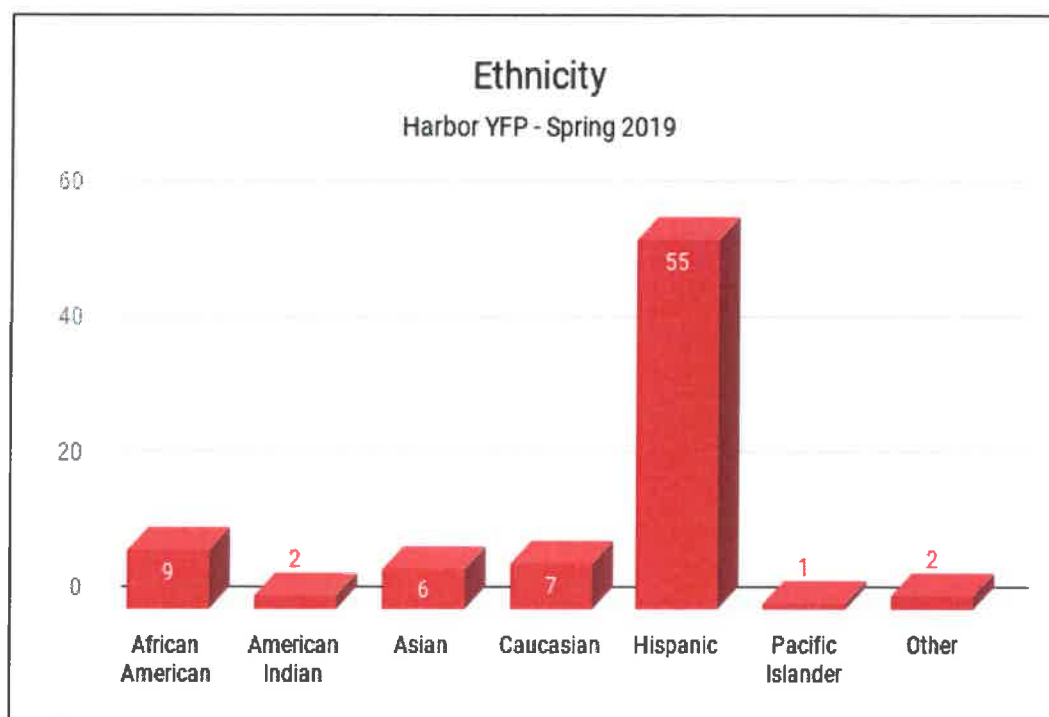
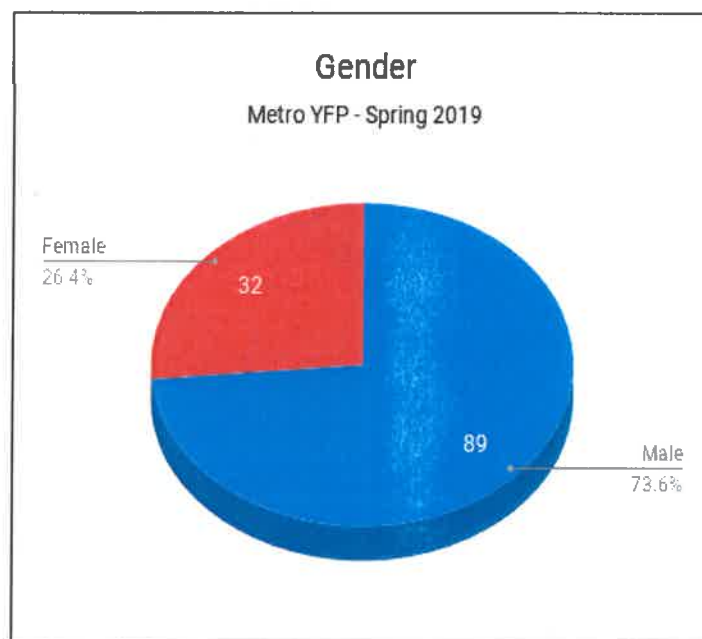
Youth from other LAFD Programs are invited to participate and it has developed it into an introductory pathway for the Cadet Program. Below are the four YFPs offered per year, locations, and 2018/19 dates.

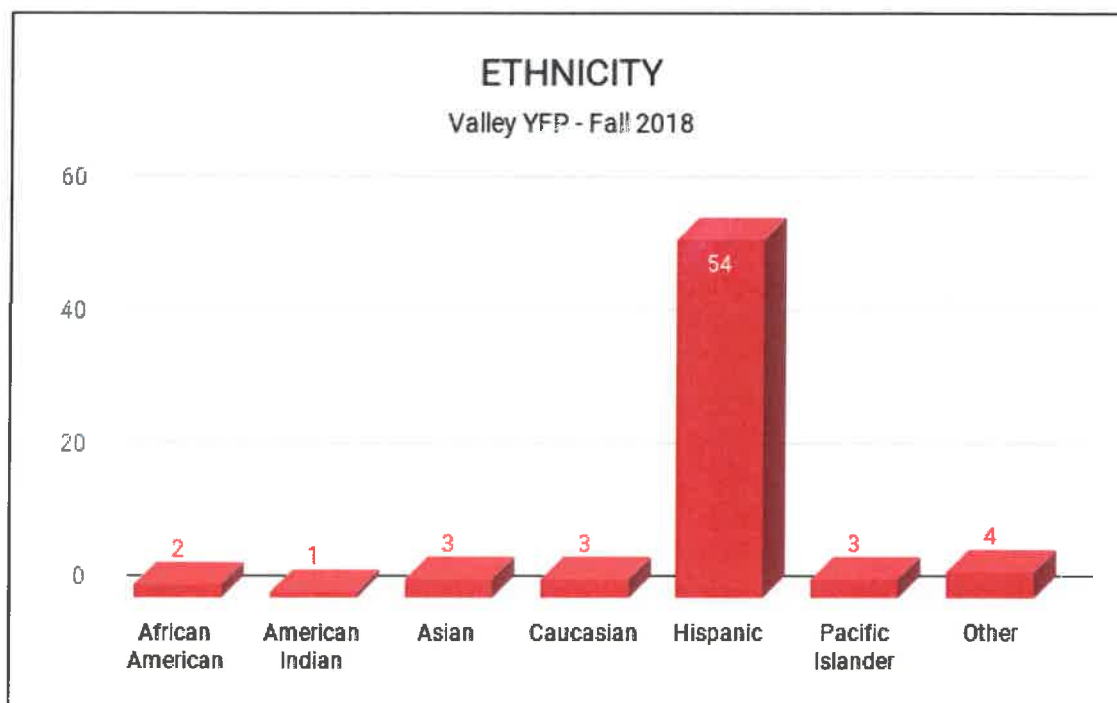
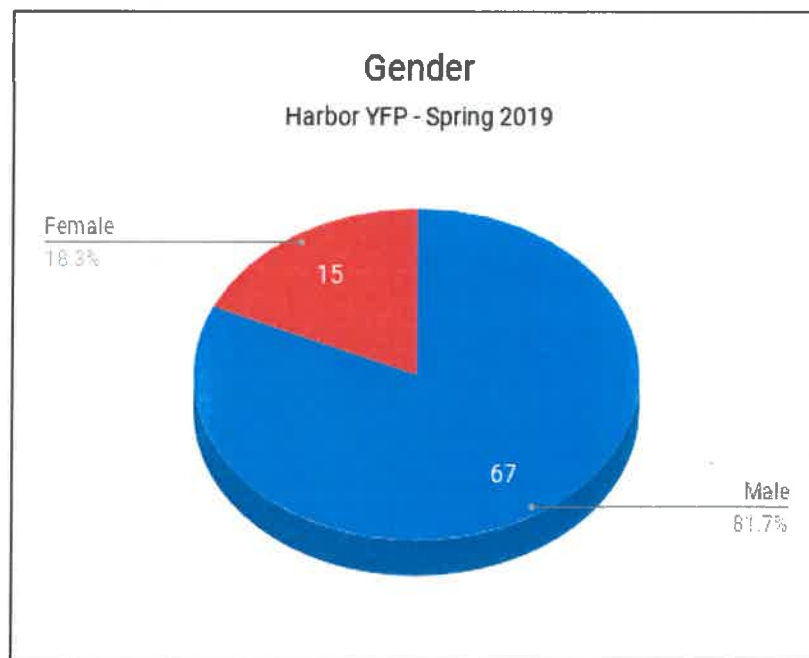
- Metro YFP
 - Frank Hotchkin Memorial Training Center - Central Los Angeles
 - September 22 - November 10, 2018 (98 participants)
 - April 6 - May 25, 2019 (112 participants)
 - September 2019

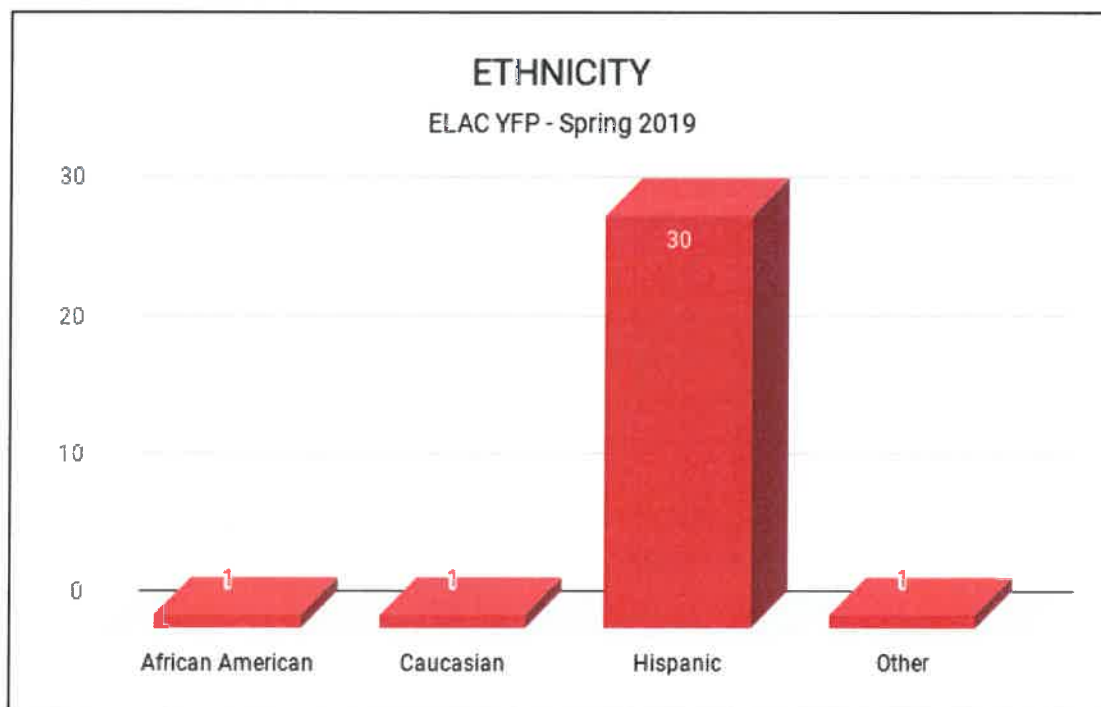
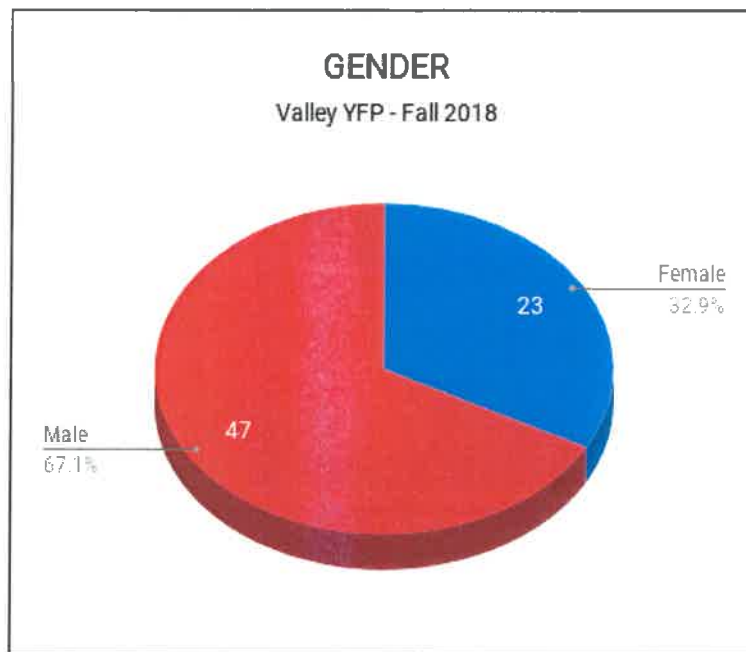
- Harbor YFP
 - Fire Station 40 - San Pedro
 - March 9 - May 4, 2019 (82 participants)
- Valley YFP
 - Drill Tower 81 - Panorama City
 - September 22 - November 10, 2018 (69 participants)
 - September 2019
- East Los Angeles College YFP
 - Frank Hotchkin Memorial Training Center - Central Los Angeles
 - April 6 - June 1, 2019 (33 participants)
 - Pathway for High School Magnet students (college credit offered in Fire Protection Organization and Introduction into the Fire Service)

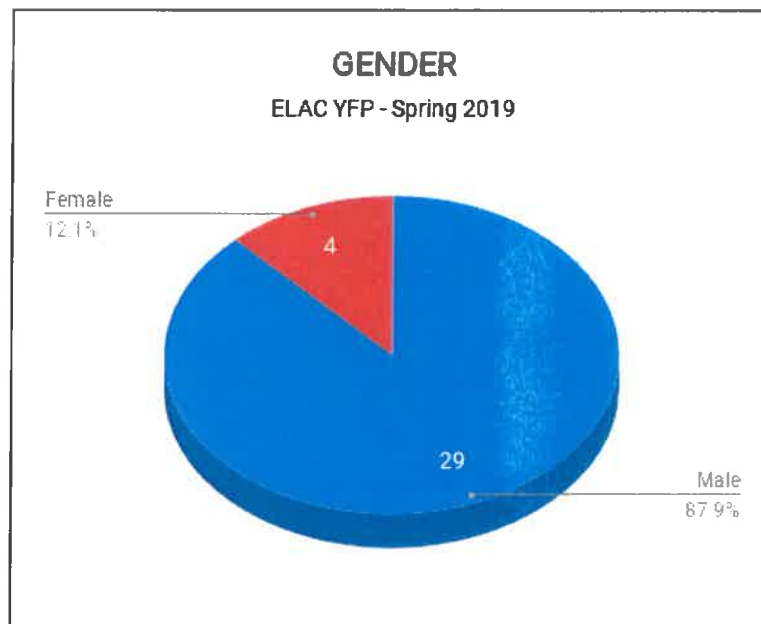












Cadet Program

In January 2019, the Department officially reaffiliated with Learning for Life which requires Post Advisor training and certification for liability and accountability with all active Cadets. Training for 29 Cadet Post Advisors was provided in December 2018. There are currently 15 LAFD Cadet Posts located at the following Fire Stations:

- Post 2 - Boyle Heights
- Post 11 - Westlake
- Post 12 - Highland Park
- Post 13 - Pico Union
- Post 27 - Hollywood
- Post 33 - Los Angeles
- Post 38 - Wilmington
- Post 47 - El Sereno
- Post 63 - Venice
- Post 64 - Watts
- Post 81 - Panorama City
- Post 87 - Granada Hills
- Post 89 - North Hollywood
- Post 94 - Baldwin Hills
- Post 106 - West Hills

Goals of the LAFD Cadet Program:

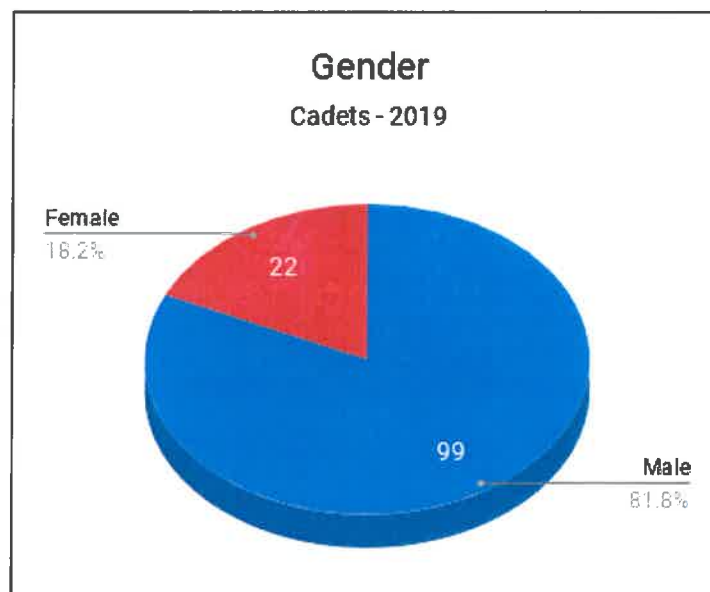
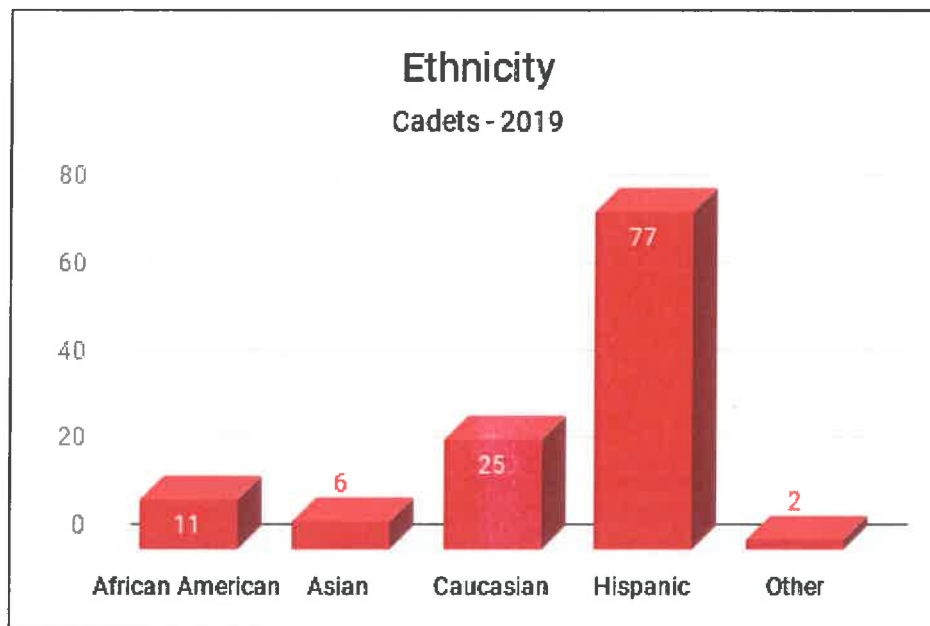
- Addition of new Cadet Posts (for a total of 16) - one Post in each Battalion
- Three Cadet Orientation/Trainings per year at the following locations:
 - Operations South Bureau/Operations West Bureau
 - Operations Valley Bureau
 - Operations Central Bureau
- One Cadet Academy per year
- One Cadet Muster per year
- Youth Advisor Training delivered annually
- Geographic Bureau Training held at designated

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 Advisors
- 80 new Cadets assigned to 11 Fire Station Cadet Posts
- First-Aid/CPR/AED Certification for Cadets
- Sponsored four Cadets to attend Paramedic School
- Sponsored three Cadets through private fire academy programs
- Developed and requested a budget for a "Train to Hire" program

Fiscal Year 2018/19

- Total Participants: 121 confirmed active Cadets
- Female Cadets have increased from 12%-18% since the beginning of 2018



Goals identified for all LAFD Youth Programs:

Fiscal Year 2018/19

- 12% students to participate in multiple Programs
- Increase diversity of participants by 3%
- 15% female participation throughout all Youth Programs

Fiscal Year 2019/20

- 15% students to participate in multiple programs
- Increase diversity of participants by 5%
- 18% female participation throughout all 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

The Youth Programs are staffed by Department members and civilian volunteers. To ensure effectiveness and safety for both youth and staff members, a Code of Conduct was developed, issued and required to be signed by any member working with youth.

While the FRS continues to evaluate the effectiveness and redirection efforts, it was necessary to improve the delivery of all LAFD Youth Programs. In order to ensure, effective standardized programs, additional staffing is needed. A staffing increase of two additional Firefighters will be requested in the next budget process to accommodate the needs of these growing Programs.

CONCLUSION

The 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, Battalion Chief, Firefighter Recruitment Section.