

January 21, 2020

LOS ANGELES FIRE DEPARTMENT



RALPH M. TERRAZAS
FIRE CHIEF

December 2, 2019

BOARD OF FIRE COMMISSIONERS
FILE NO. 19-148

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 Withdrawn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 development of the Los Angeles Fire Department (LAFD) Youth Programs, the Firefighter Recruitment Section (FRS) is committed to the success of all youth throughout the City of Los Angeles (City). The Department's vision provides early education and orientation into a career within the LAFD. It is designed to enlighten young people between the ages of 14 to 20 about opportunities in fire service. This early introduction also supports the Department's long-term recruitment effort to hire diverse candidates who represent the population of the City of Los Angeles.

The LAFD Youth Programs provide an opportunity for young people to develop leadership skills, gain confidence, serve the community, and also encourages them to pursue a career as a Los Angeles City Firefighter.

RECOMMENDATION

That the Board:

Receive and file this report.

DISCUSSION

In order to ensure organizational structure, consistency and long-term sustainability of all LAFD Youth Programs, the FRS has continued to develop a strategy with clearly defined goals, learning objectives and a standardized curriculum for each Program. Staff members from the FRS attended a Teen Community Emergency Response Team (CERT) Train-the-Trainer certification course to facilitate and assist with future training at the Magnet High Schools. In addition, four of the Youth Fire Instruction Recruitment Education (F.I.R.E.) Program Mentors attended a Cardiopulmonary Resuscitation (CPR) Train-the-Trainer certification course to assist with training in the Youth F.I.R.E. Program.

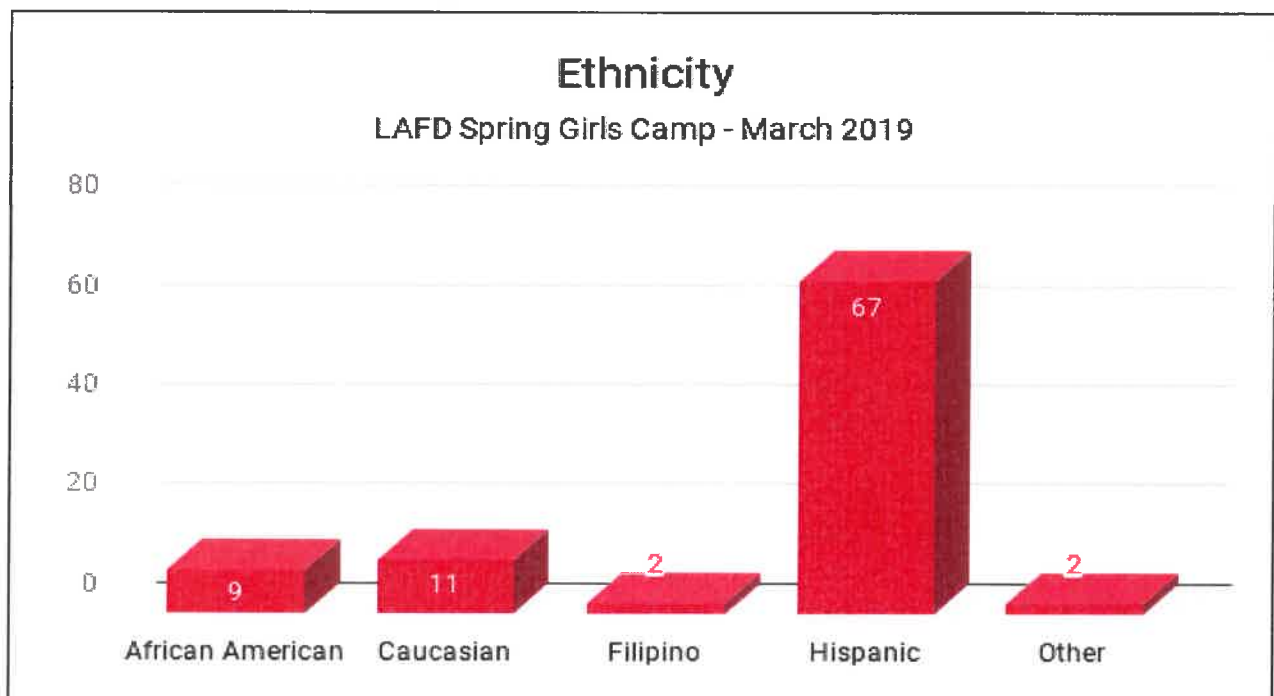
The LAFD Youth Programs (specifically the Cadet Program) are very popular with an increasingly large wait list. On July 13, 2019, the FRS held the latest Cadet Orientation, placing 39 new Cadets at Posts within the City. As part of the physical and medical requirements for Cadets, FRS partnered with Arroyo Vista Health Care to provide free physical exams to uninsured Cadets and identify options for health care plans for those in need.

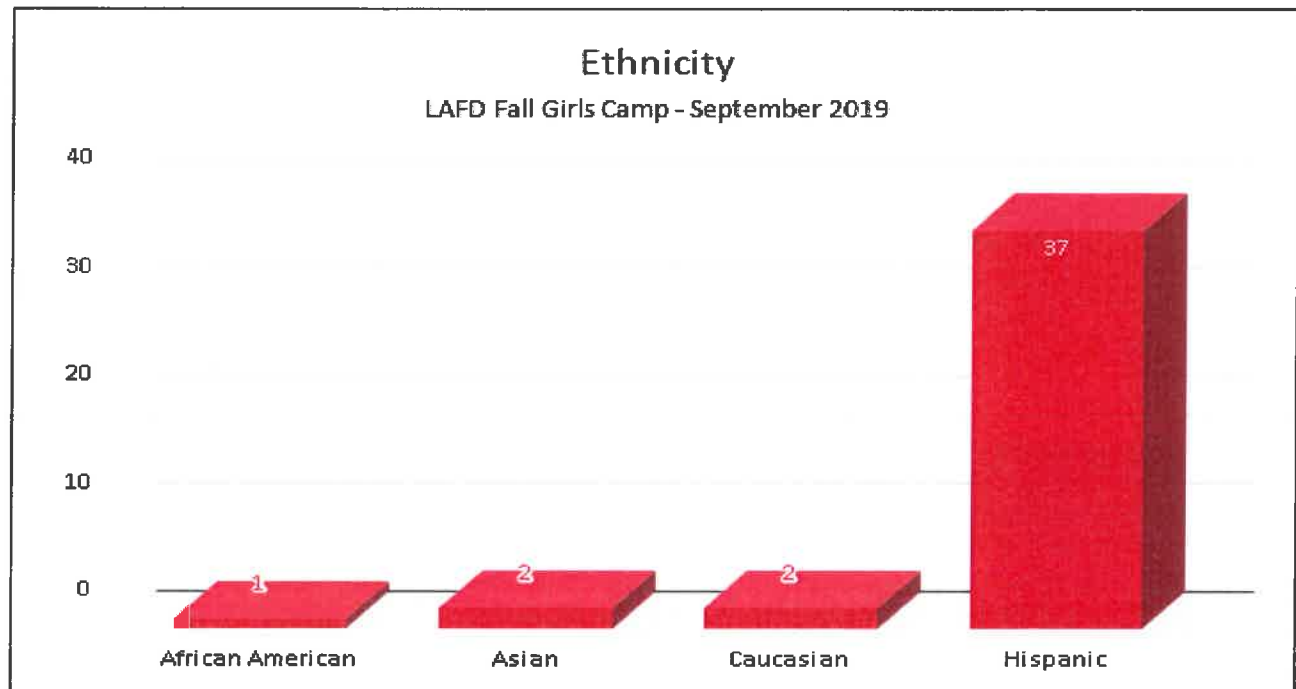
Girls Camp

Since the implementation of Girls Camp in August 2016, the LAFD has hosted a total of seven camps in various geographical locations throughout the City. Most recently, Girls Camp was held on September 21-22, 2019, in San Pedro, Council District (CD) 15. Recruitment for Girls Camp was achieved by working with CD 15 staff who co-hosted the event.

The following charts illustrate the demographic data for Girls Camp in 2019:

- Two Girls Camps completed
 - March 2019 – Panorama City (CD 6) – 93 participants
 - September 2019 – San Pedro (CD 15) – 42 participants
- Total Participants: 135





Magnet High Schools - Firefighter/EMS (FEMS) Program

There are currently five participating Magnet High Schools in the Los Angeles Unified School District (LAUSD), totaling 435 students:

1. Phineas Banning High School (Banning) - Wilmington
9th - 12th graders (209 students)
2. Woodrow Wilson High School (Wilson) - El Sereno
9th - 12th graders (101 students)
3. Susan Miller Dorsey High School (Dorsey) - Baldwin Hills
9th - 12th graders (41 students)
4. James Monroe High School (Monroe) - North Hills
9th - 12th graders (56 students)
5. West Adams High School (West Adams) - Pico/Union
9th graders only (28 students)

Goals of Magnet High School Program:

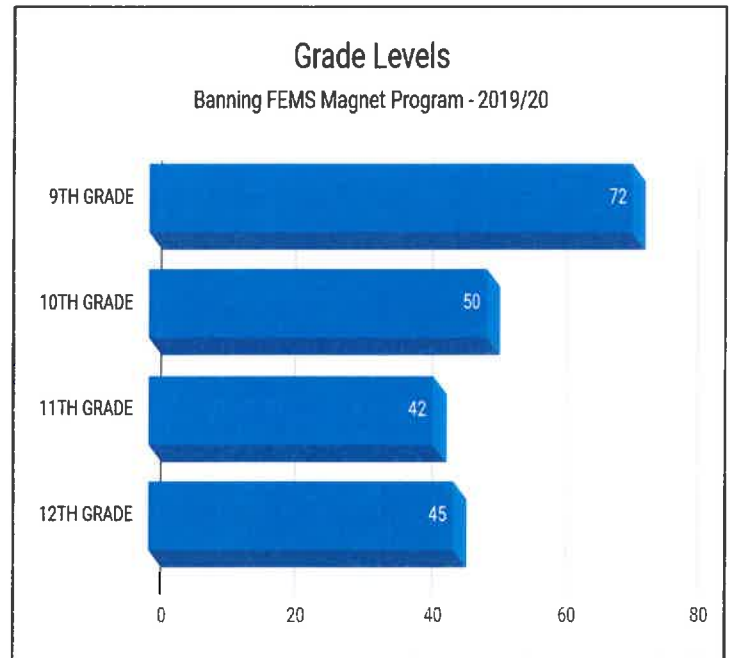
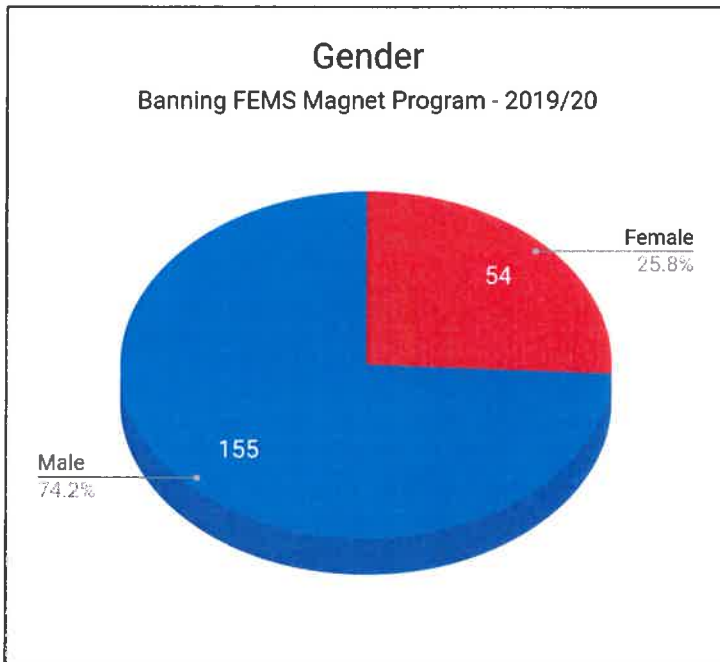
- Secure a Career Technical Education (CTE) teacher employed at each school
- Partner with Harbor College to provide a pilot Fire Tek pathway Program at Banning High School
- Provide a Pre-Emergency Medical Technician (EMT) course offered as an elective to 12th graders

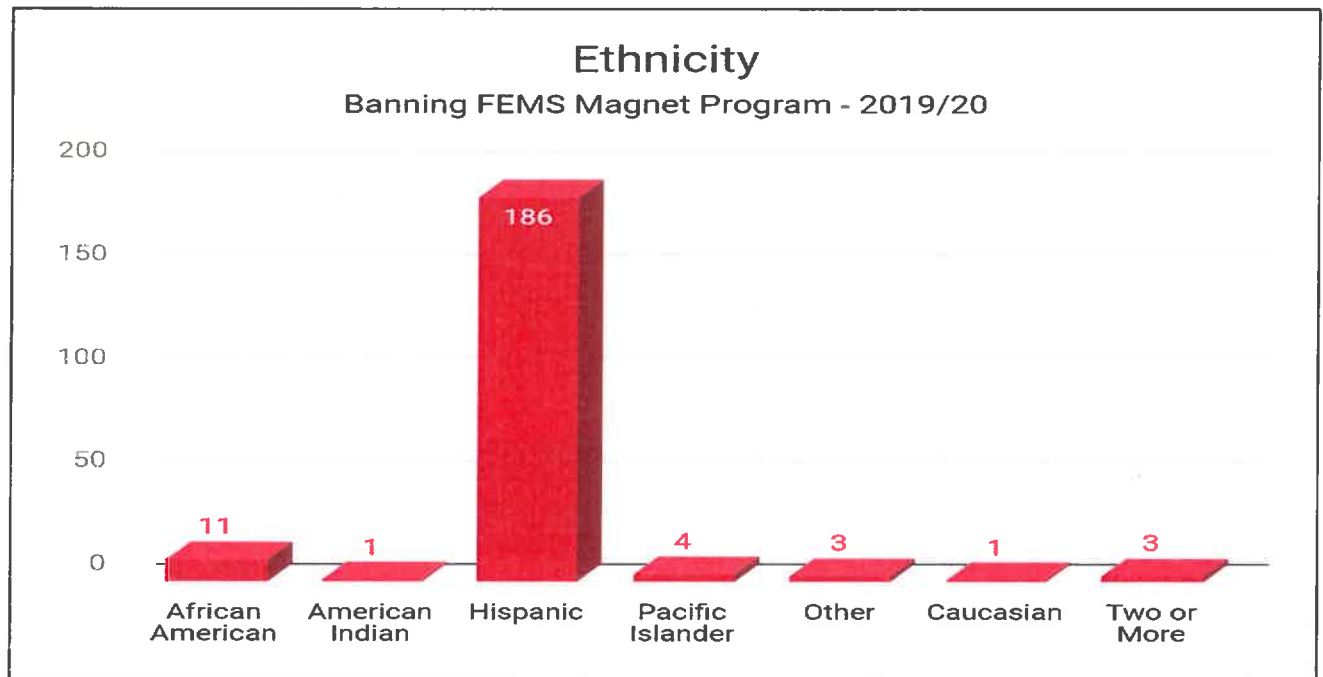
- Develop a summer Pre-EMT Program offered to 11th and 12th graders
- Host the first joint Senior graduation ceremony for students from Banning, Wilson, Monroe and Dorsey at the Frank Hotchkin Memorial Training Center (Tentative date is May 16, 2020 for approximately 75 students)

The following charts illustrate the demographic details for each Magnet School for Fiscal Year 2019-2020.

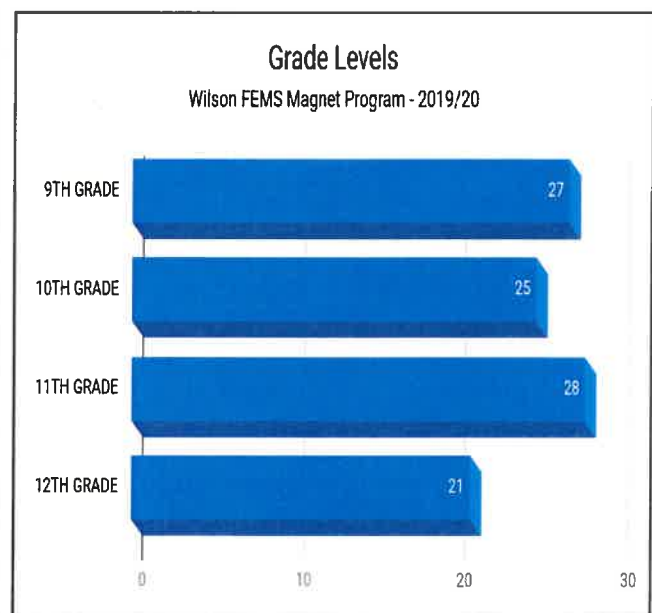
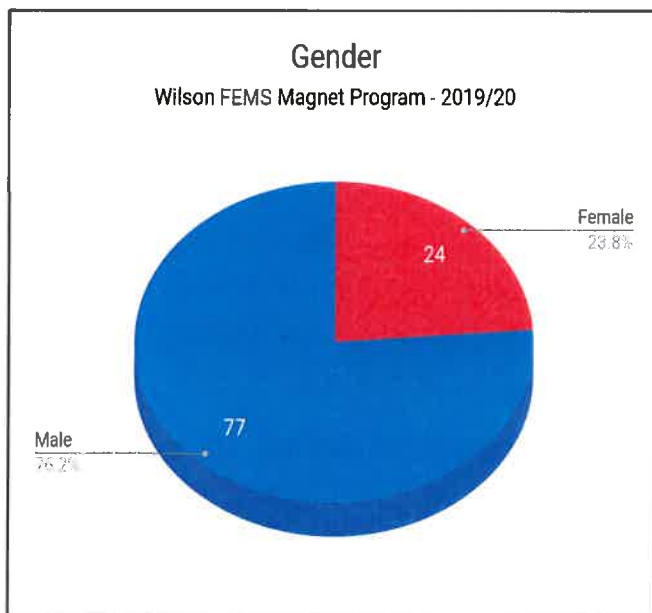
- Total Participants: 435
- 30.6% Female Students (average overall)

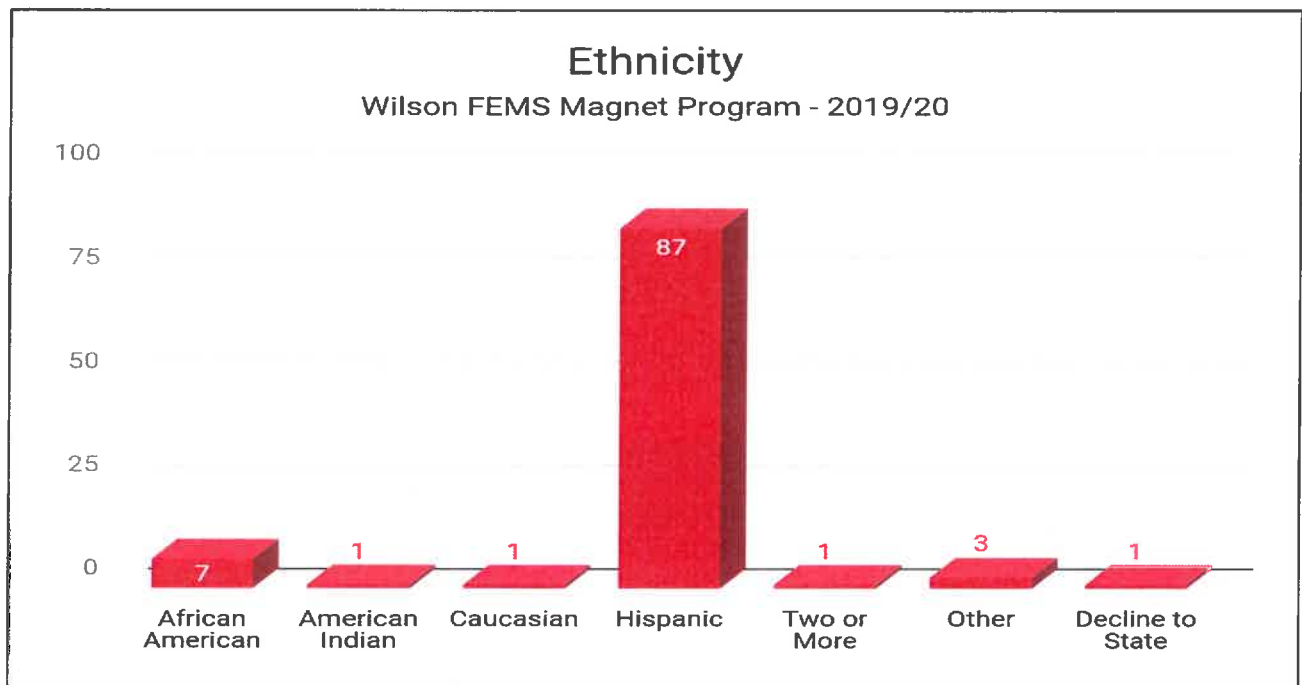
Banning Magnet High School



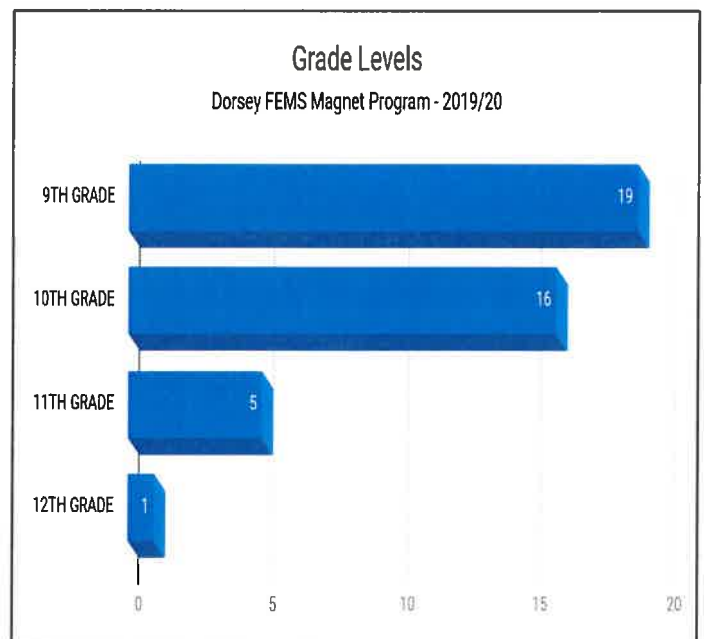
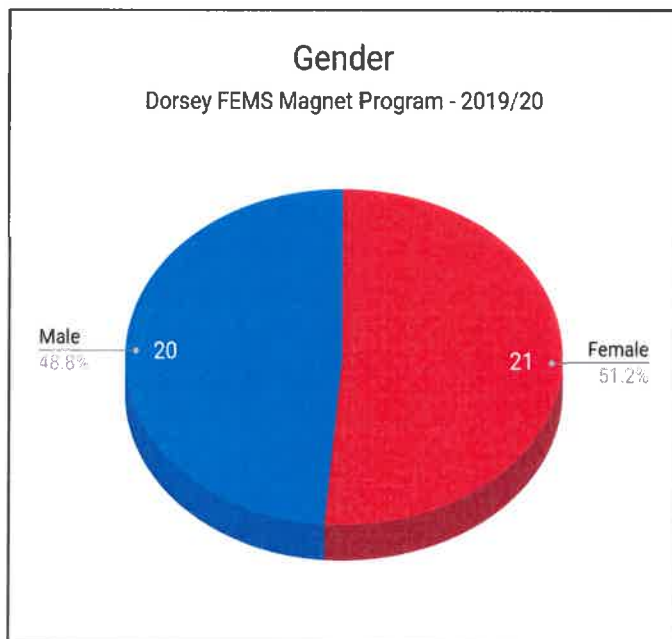


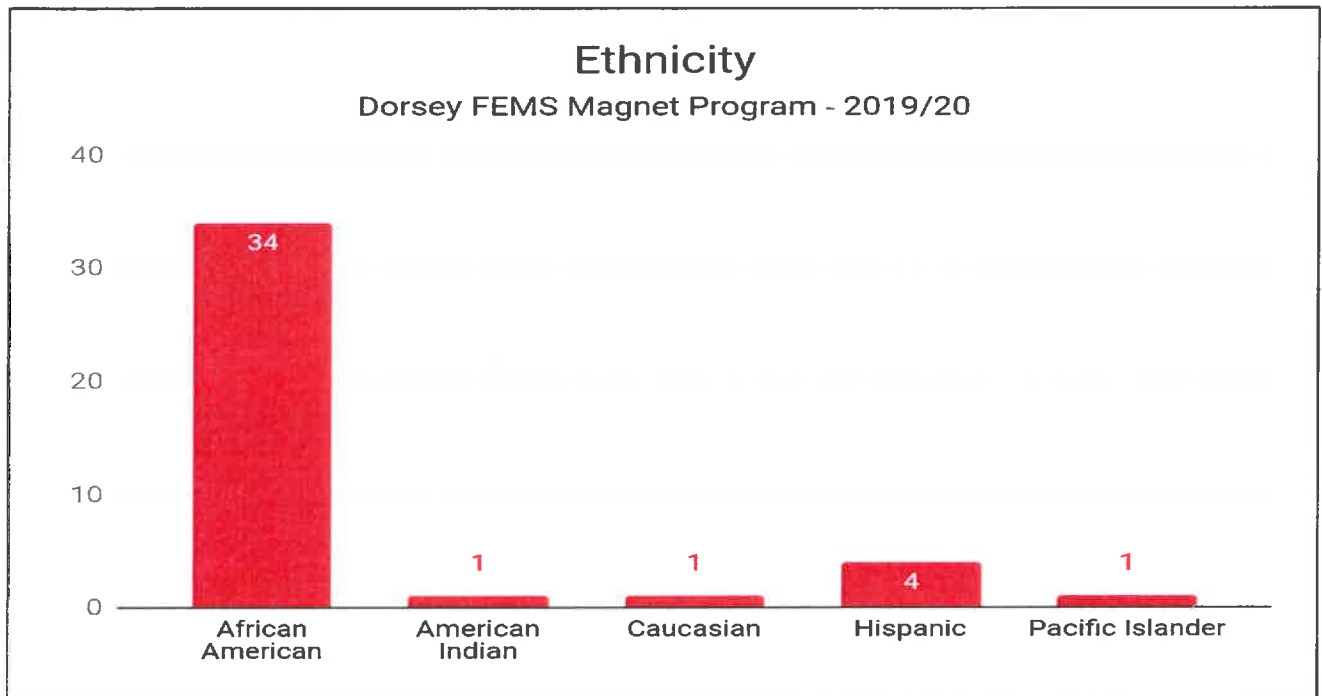
Wilson Magnet High School



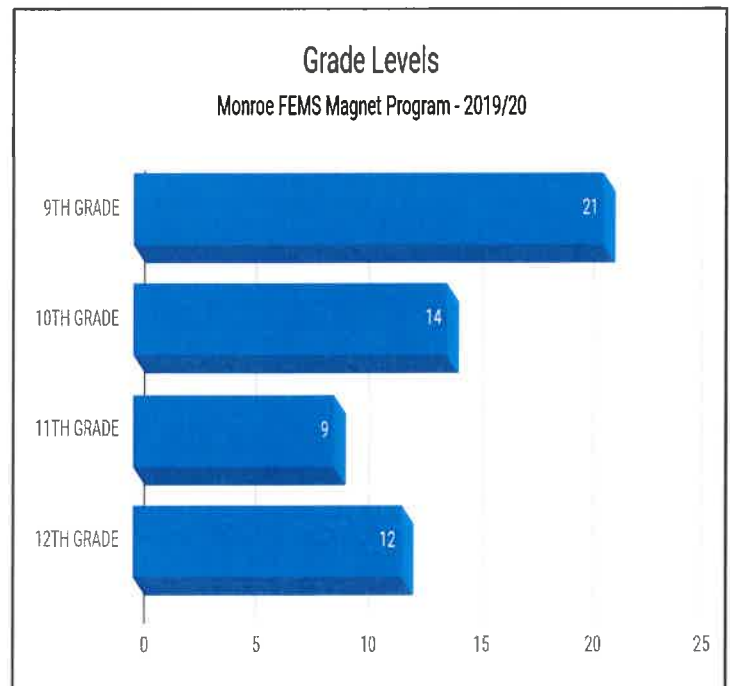
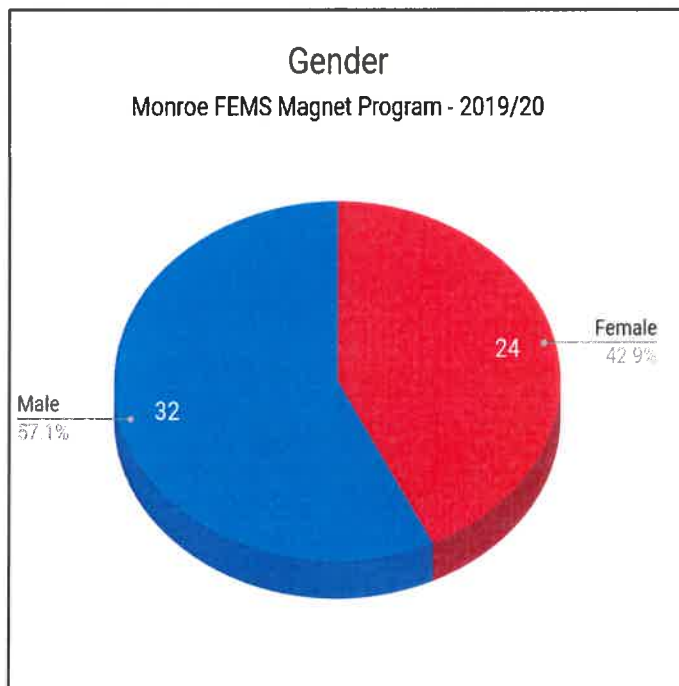


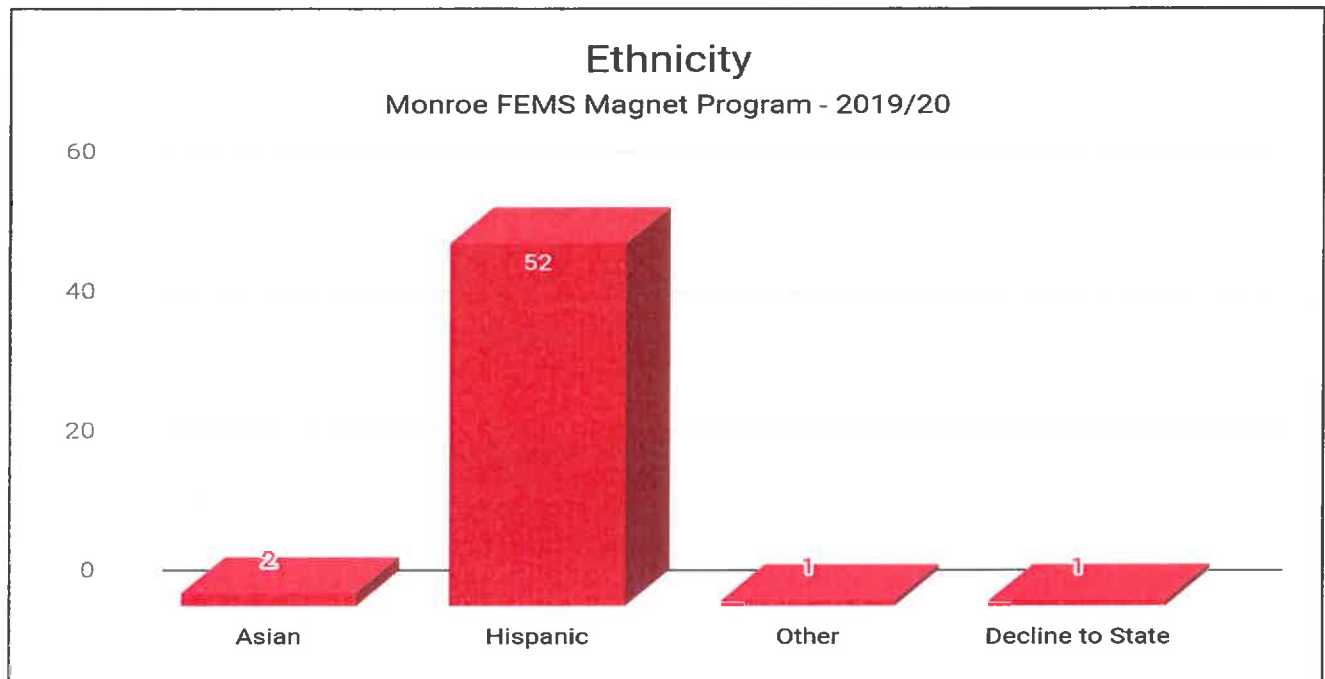
Dorsey Magnet High School



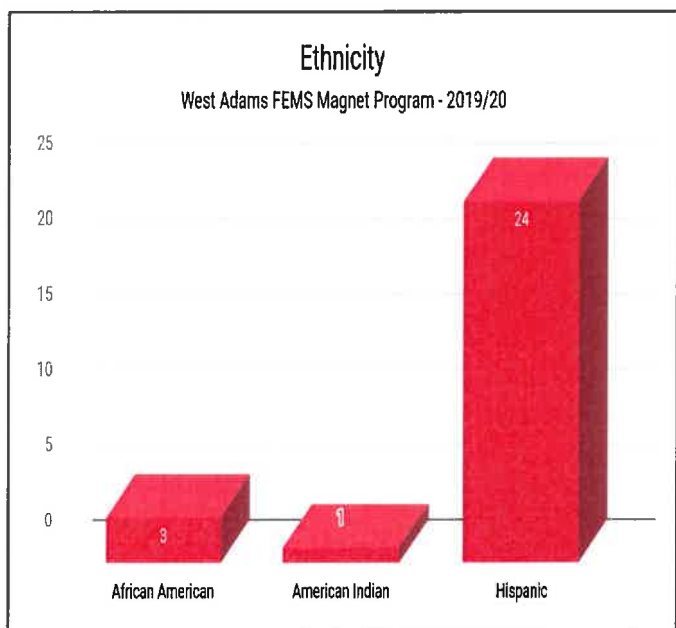
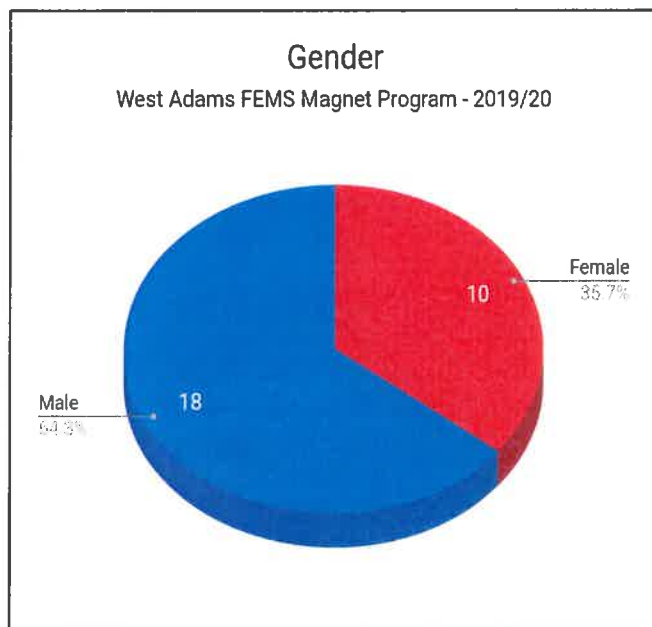


Monroe Magnet High School





West Adams Magnet High School*



*West Adams High School is in their first year as a Magnet School and only accepted 9th Graders into the Program.

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

In order to mitigate the extensive wait list for the Cadet Program, the FRS has encouraged all registrants under the age of 18 to attend the Youth F.I.R.E. Program (YFP) as an introductory pathway into the Cadet Program. Below are the four YFP's offered per year, locations, and dates.

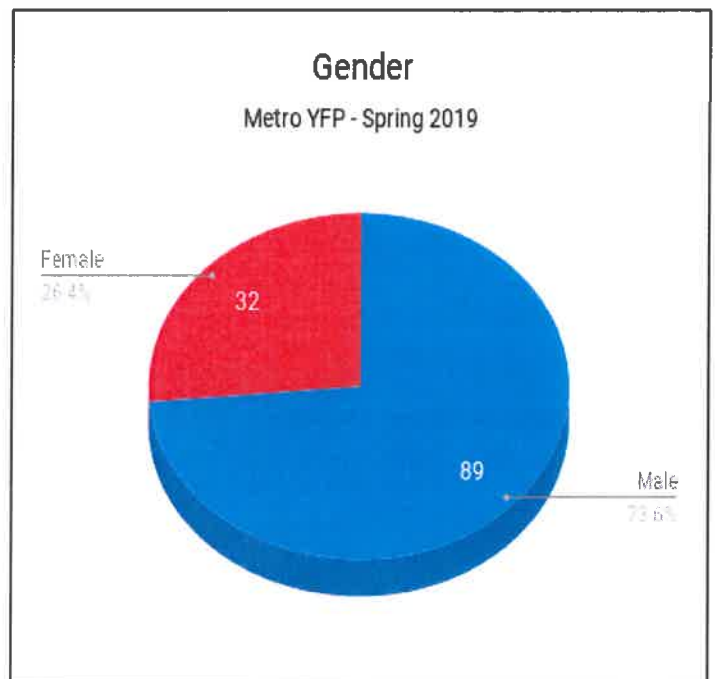
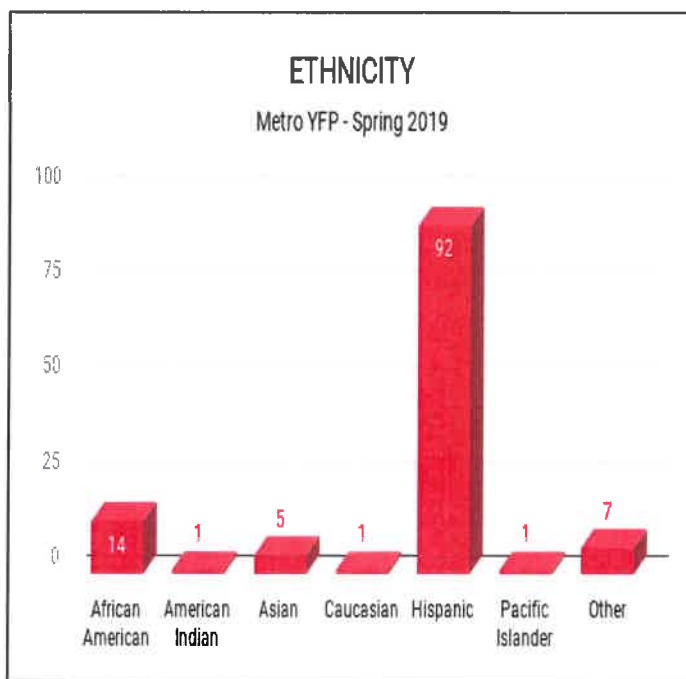
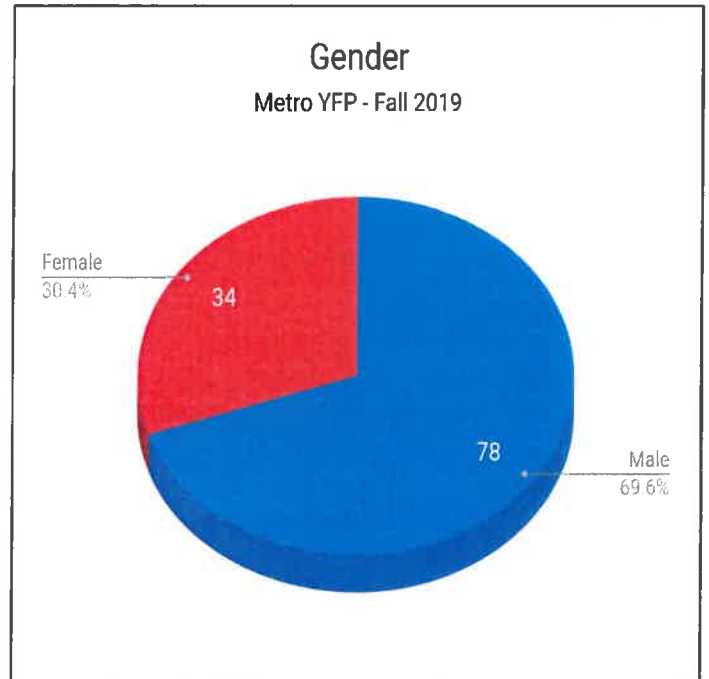
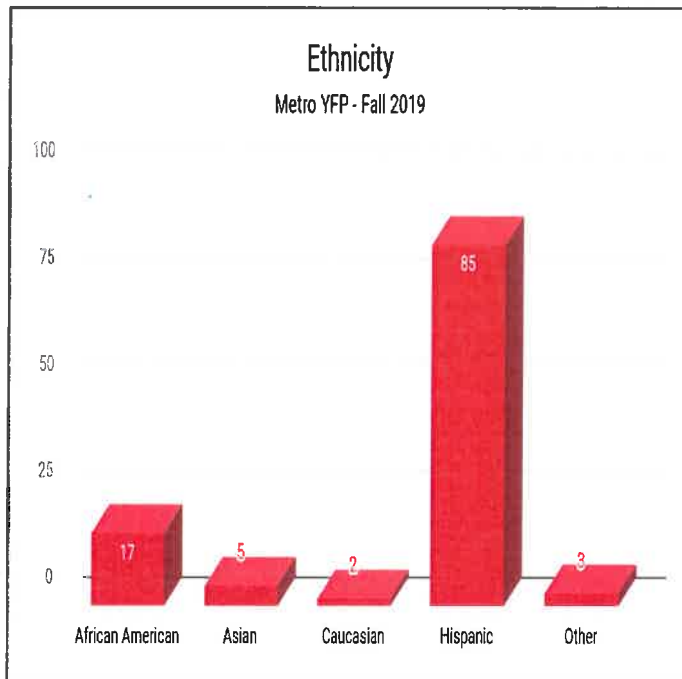
- Metro YFP
 - Frank Hotchkin Memorial Training Center - Central Los Angeles
 - April 6 - May 25, 2019 (121 participants)
 - September 28 - November 16, 2019 (112 participants)
- Harbor YFP
 - Fire Station 40 - San Pedro
 - March 9 - May 4, 2019 (82 participants)
- Valley YFP
 - Drill Tower 81 - Panorama City
 - October 5 - November 23, 2019 (82 participants)
- East Los Angeles College (ELAC) 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)

During the 2019 Spring and Fall YFP, 96 students completed Teen CERT certification.

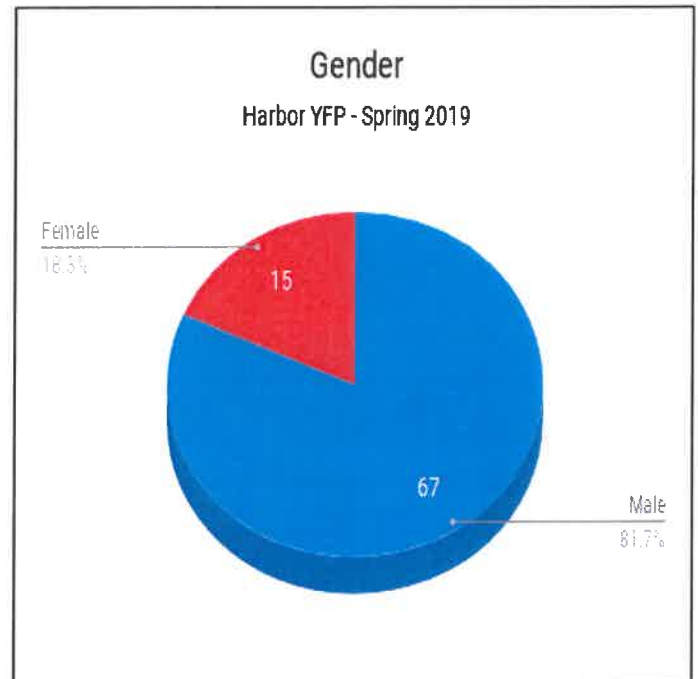
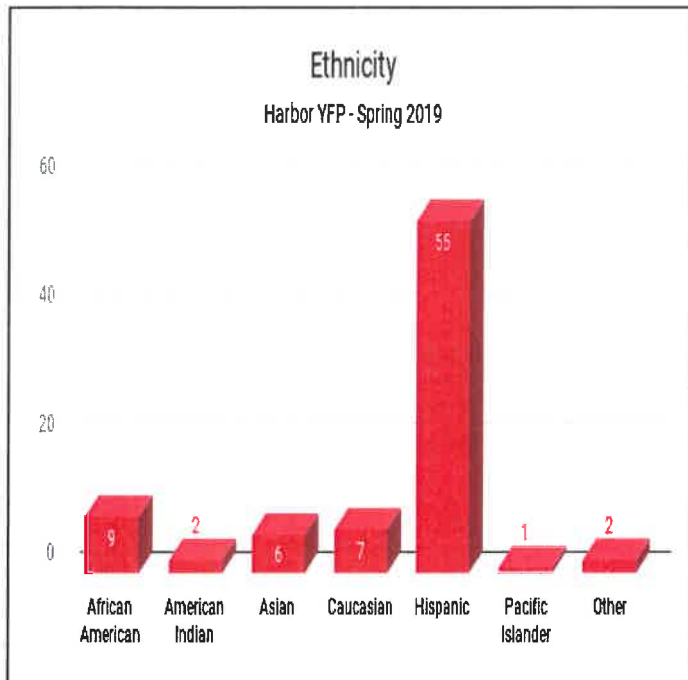
The 2019 progressive pathway, statistics indicate that 40% of YFP participants have proceeded into the Cadet Program.

The following charts illustrate the demographic data for each YFP for Fiscal Year 2019-2020.

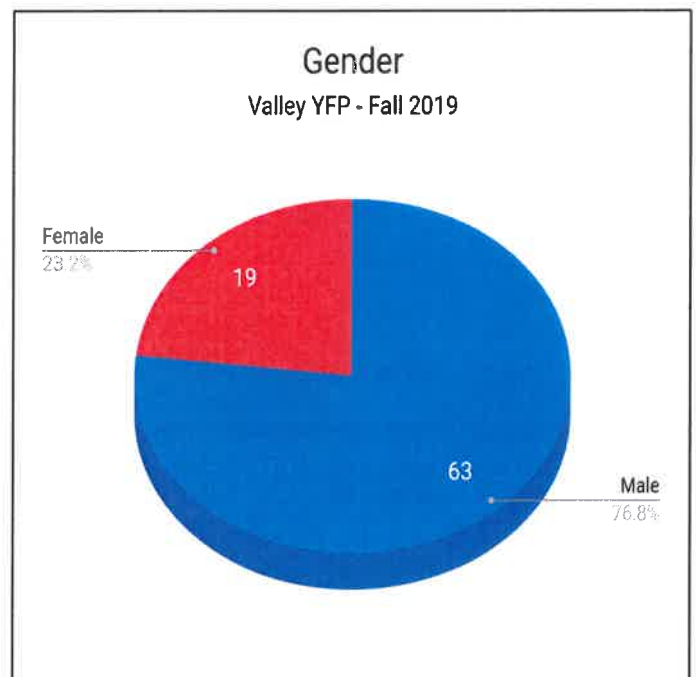
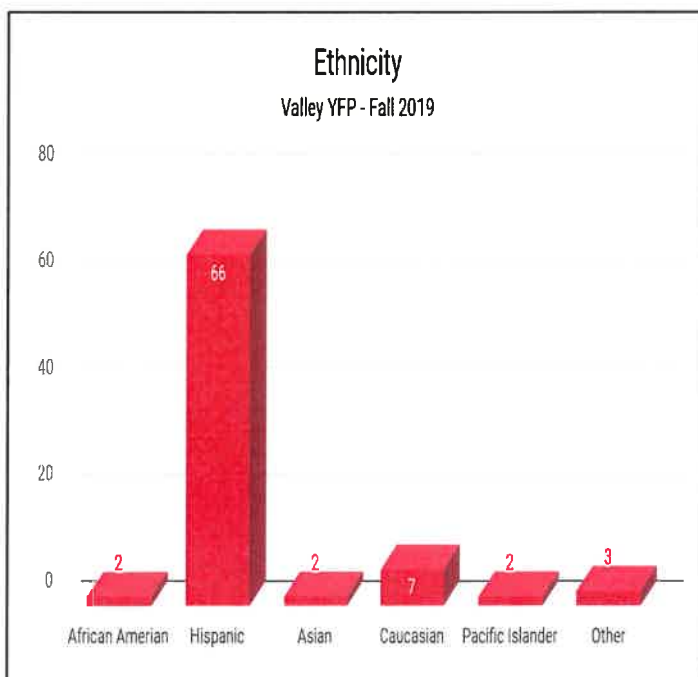
Metro YFP



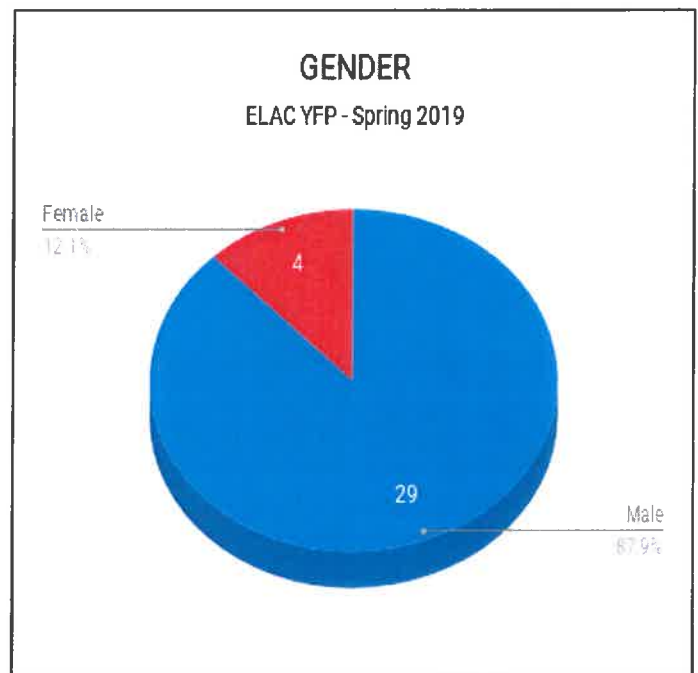
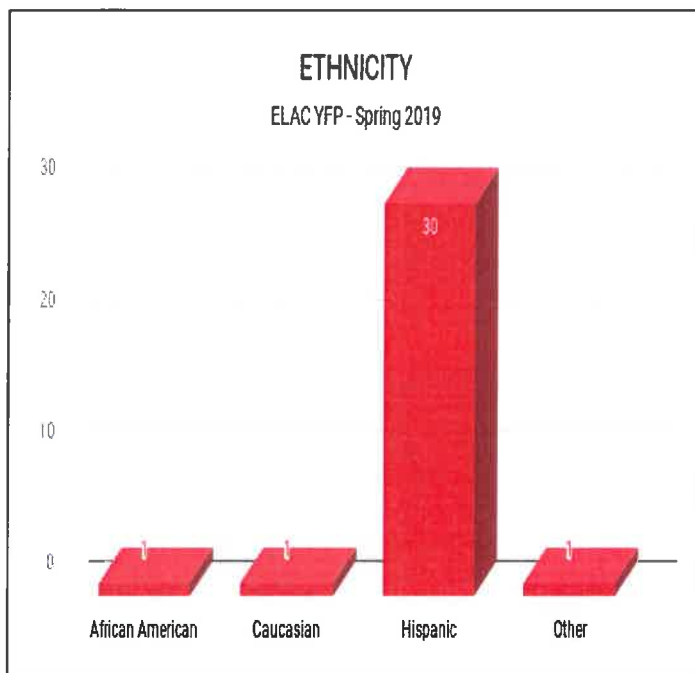
Harbor YFP



Valley YFP



ELAC YFP



Cadet Program

There are currently 17 LAFD Cadet Posts located throughout the City at the following Fire Stations:

- Post 2 - Boyle Heights
- Post 11 - Westlake
- Post 12 - Highland Park
- Post 13 - Pico Union
- Post 25 - East Los Angeles
- 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 85 - Harbor City
- Post 87 - Granada Hills
- Post 89 - North Hollywood
- Post 94 - Baldwin Hills
- Post 106 - West Hills

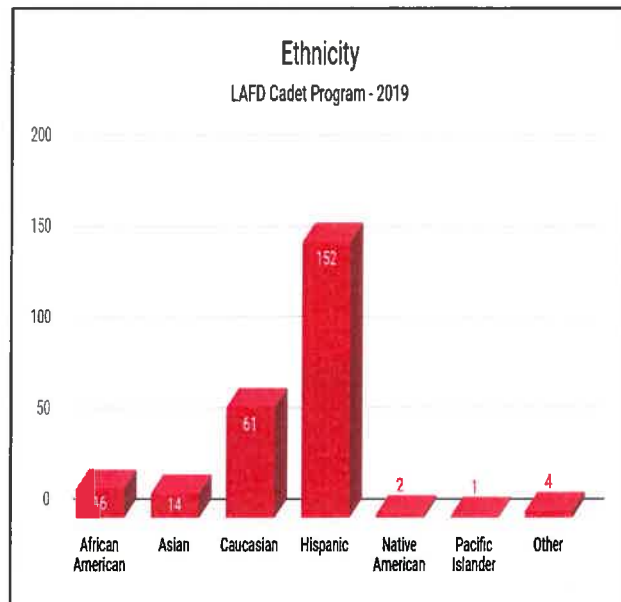
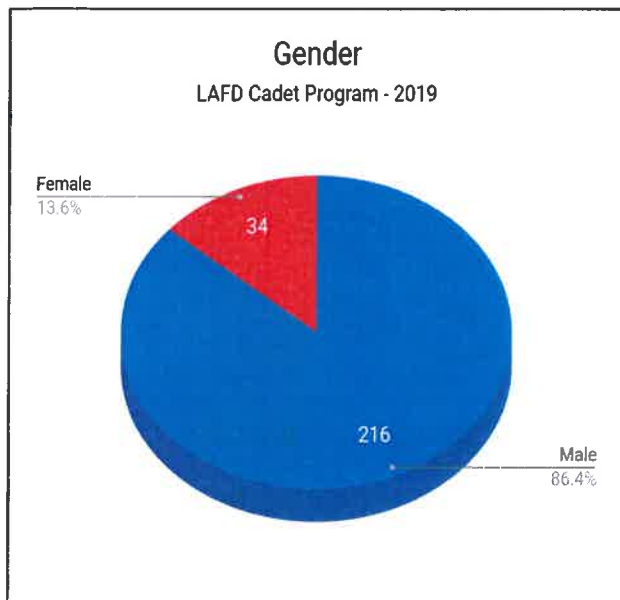
Goals of the LAFD Cadet Program:

- Addition of new Cadet Posts - 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 identified Bureau location
- EMT monetary sponsorships
- New Cadets residency requirement (Cadets to maintain residency within the LAUSD/City of Los Angeles geographic boundaries)

Cadet Program successes to date:

- 39 new Cadets assigned to Fire Station Cadet Posts
- Four Department sponsored paramedic school cadets graduated from El Camino Paramedic Training Institute
- Two new Cadet Posts added for upcoming orientation placement of Cadets
- 40% of new Cadets have attended other Youth Programs
- Enterprise Record System (ERS) updated with new Cadet information for ease of tracking Cadets
 - Identifies Cadet levels, identification numbers, profile photo, insurance information, Cadet Status and search engine
- Developed a position description for Train-to-Hire Program, which is currently at City Personnel for Classification
- Number of Cadets has increased from 179 to 250

The following charts illustrate the current demographic data for the Cadet Program.



Goals identified for all LAFD Youth Programs:

Fiscal Year 2019/2020

- 40% students to participate in multiple Programs
- Increase diversity of participants by 5%
- 20% female participation throughout all youth Programs

Fiscal Year 2020/2021

- 50% students to participate in multiple Programs
- Increase diversity of participants by 5%
- 30% 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 anyone working with youth each year. Additionally, LAFD Post Advisors are required to receive annual in-person training by Learning for Life representatives and Department members are assigned online training through Target Solutions application.

While the FRS continues to evaluate the effectiveness and redirection efforts of the Programs, it is necessary to continually improve the delivery of all the LAFD Youth Programs. In order to ensure effective standardized Programs, additional staffing is needed. Additional staffing ensures that all the needs of each Youth Program are met as well as the Recruitment needs of the Section.

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 pursue a career as a Los Angeles City Firefighter. The benefit of LAFD Youth Programs towards the community is evident in all of its Programs' popularity and the value it brings to aspiring young people.

Board Report prepared by Kristine Larson, Battalion Chief, Firefighter Recruitment Section.