



# LOS ANGELES FIRE DEPARTMENT

KRISTIN M. CROWLEY  
FIRE CHIEF

November 21, 2023

BOARD OF FIRE COMMISSIONERS  
FILE NO. 23-123

TO: Board of Fire Commissioners

FROM:  Kristin M. Crowley, Fire Chief

SUBJECT: LOS ANGELES FIRE DEPARTMENT (LAFD) ANNUAL YOUTH  
PROGRAMS OVERVIEW

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 Withdrawn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 Los Angeles Fire Department (LAFD) Youth Programs are designed to provide opportunities for young people between the ages of 14 to 20 to learn about and become interested in a career in the fire service. These programs are part of the Firefighter Recruitment Section's (FRS) commitment to the success of youth throughout the City of Los Angeles. The Department's vision is to offer early education and orientation to young individuals, aiming to enlighten them about the various opportunities within the LAFD.

## RECOMMENDATION

That the Board:  
Receive and file this report.

## DISCUSSION

The LAFD's commitment to its Youth Programs is underscored by the development of a comprehensive plan that ensures organizational structure, consistency, and long-term sustainability. The Firefighter Recruitment Section (FRS) have designed an innovative plan that incorporates clear goals, learning objectives, and standardized curricula for each program within the Youth Programs. This approach ensures that these initiatives are not only engaging and informative but also follow a consistent framework.

To further enhance the effectiveness and safety of the programs, several measures were implemented, including:

1. **Code of Conduct:** The introduction of a Code of Conduct sets clear expectations for the behavior and responsibilities of both participants and

program staff. This helps maintain a safe and respectful environment for everyone involved.

2. **Liability Waivers:** The use of liability waivers serves to protect both the Department and its participants by clarifying the inherent risks associated with the programs. It also ensures that the participants understand and accept these risks.
3. **In-Person Training:** Providing in-person training for members working with youth is a crucial component of ensuring the safety and well-being of the participants. It equips program staff with the necessary skills and knowledge to interact with and supervise young individuals effectively.

The LAFD Youth Programs is an integral part of a progressive pathway for those aspiring to become firefighters within the LAFD. These programs are designed to offer a range of experiences and educational opportunities to young people, inspiring their interest in the fire service in addition to preparing them for potential careers in this field. The four main components of the LAFD Youth Programs are:

1. Camp S.P.A.R.K.
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

### **Camp S.P.A.R.K.**

The LAFD Camp S.P.A.R.K. (Service, Professionalism, Attitude, Respect and Knowledge) is an introductory fire camp for females ages 14-18. The goal of the camp is to instill confidence, leadership and courage in young females while providing awareness of a potential career in the fire service. The curriculum includes interactive training exercises with: power tools, ladders, hose lines, extinguishers, physical fitness, team building events along with basic training in first-aid and cardiopulmonary resuscitation (CPR). FRS continues to work in partnership with the Mayor's Office, Council Districts, City Personnel, and the Los Angeles Fire Department Foundation to host, fund and support Camp S.P.A.R.K. An implementation plan and an ongoing budget have been developed for long-term sustainability. FRS is working with the Los Angeles Fire Department Foundation for continued funding efforts. Equipment has been acquired specifically for the camp and is stored in one location with the capability of mobile transport.

### **Firefighter/EMS High School Magnet Program**

The goal of the magnet program is to partner with high schools within the greater Los Angeles area to provide students with information about a career as a LAFD Firefighter.

Through early contact, the LAFD instructors can provide the students with an opportunity to explore the field of firefighting. This program acts as a pathway towards other LAFD youth programs. The magnet program is designed to strengthen students' self-esteem, career skills, physical fitness, and character development through Fire and EMS related skills.

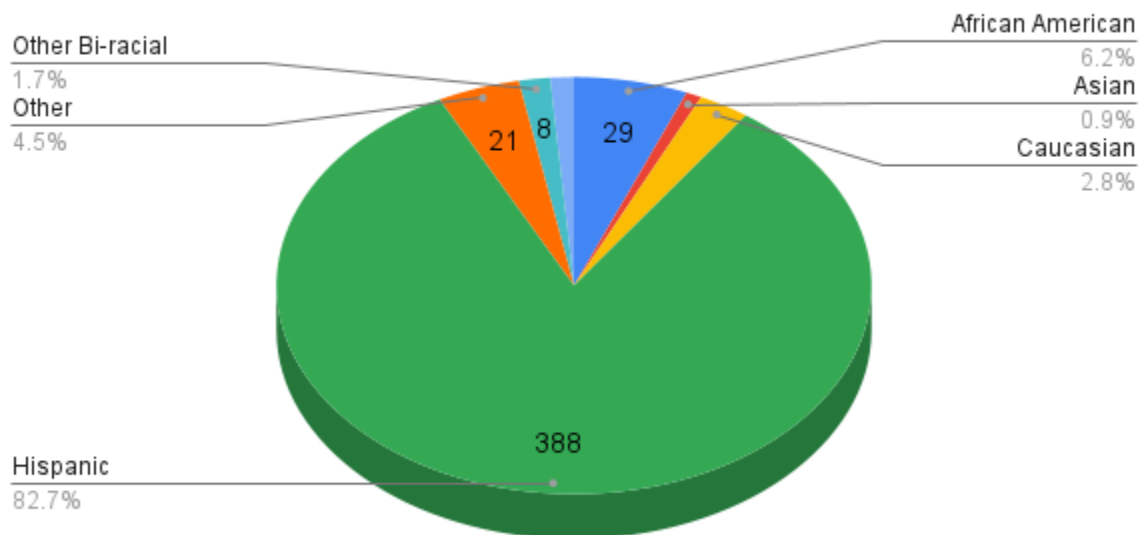
The FEMS High School Magnet Program was established in 2016. There are 468 students participating in this program annually. The following high schools have Firefighter/EMS Magnet programs:

1. Phineas Banning High School (Banning) - Wilmington  
9th – 12th Grade
2. Woodrow Wilson High School (Wilson) - El Sereno  
9th – 12th Grade
3. Susan Miller Dorsey High School (Dorsey) - Baldwin Hills  
9th – 12th Grade
4. James Monroe High School (Monroe) - North Hills  
9th – 12th Grade

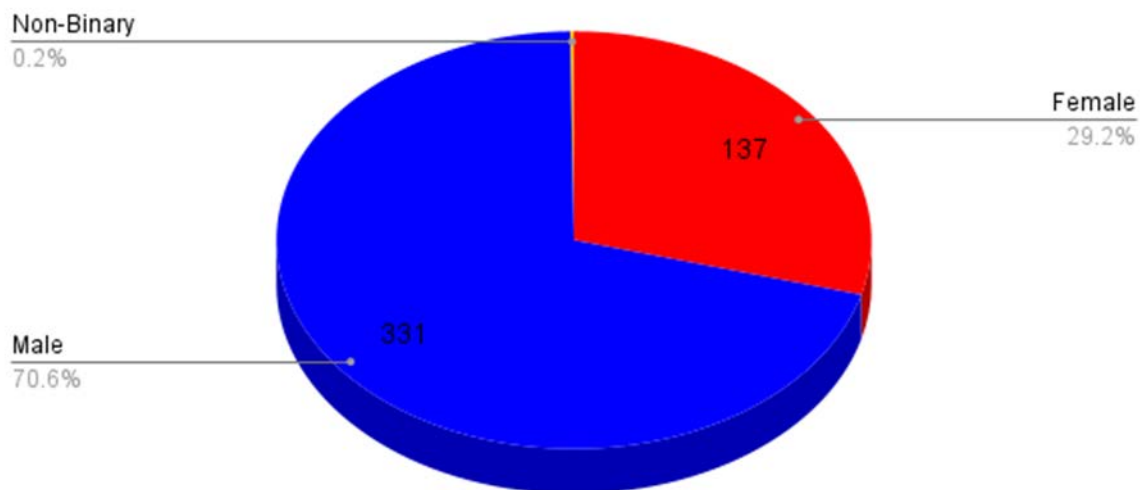
A Memorandum of Understanding (MOU) between LAFD, Los Angeles Unified School District (LAUSD), and each Magnet School was approved. A standardized Scope and Sequence, in addition to core academic requirements were approved by LAUSD Career Technical Education (CTE) and Linked Learning. Recruitment for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

The following graphs provide demographics of the youth who attend the magnet program.

**Fire/EMS Magnet Ethnicity - 2023/24**



**Fire/EMS Magnet Gender - 2023/24**



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

The Fire Instruction Recruitment and Education (F.I.R.E.) Program was initially developed at Roosevelt High School by members of the Department who recognized the need to expose high school students to the field of firefighting. The F.I.R.E. program has grown to include four Youth FIRE Academies. Each Academy meets for eight consecutive Saturdays for six hours per day. Each Saturday involves physical fitness, team building, leadership and responsibility along with practical hands-on training with the firefighter cadre. The FIRE Academy consists of four phases:

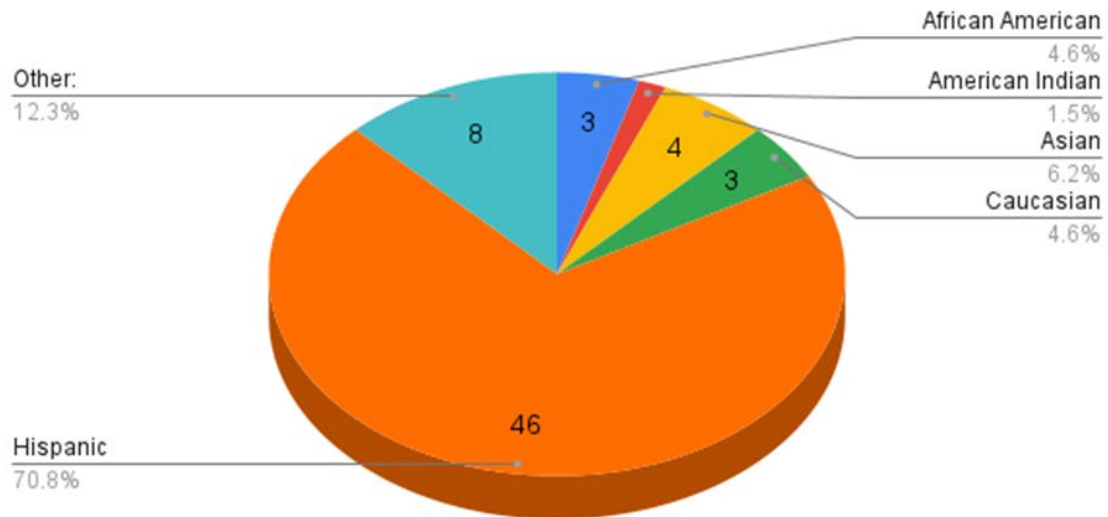
- Phase I - Basic engine company operation and equipment
- Phase II - Basic truck company operations, as well as familiarization with truck tools and equipment
- Phase III - EMS and disaster preparedness
- Phase IV - Leadership: interview preparation, resume writing and guest speakers related to various career opportunities

The FIRE program provides a catalyst in the introduction to firefighting as a career option.

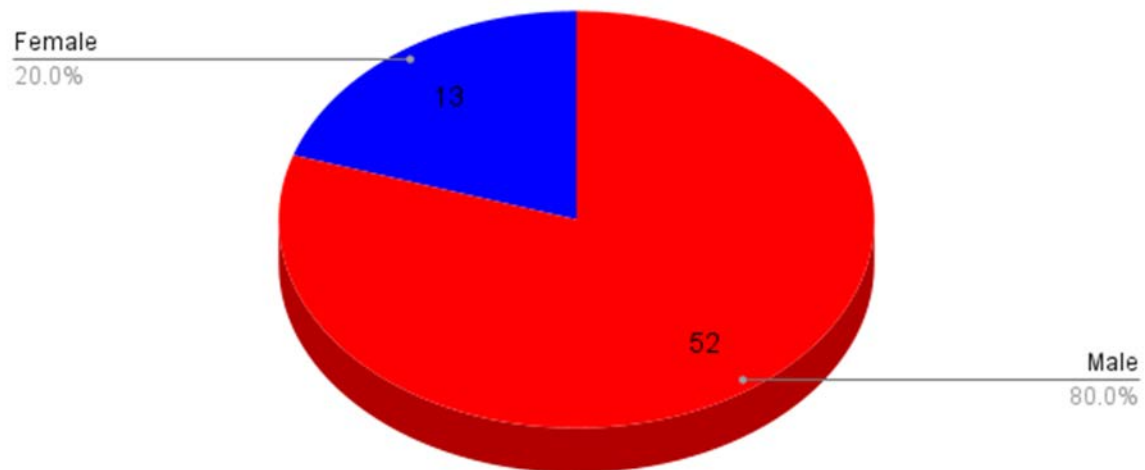
- Metro YFP
  - Frank Hotchkin Memorial Training Center - Central Los Angeles
  - September 23rd to November 18th 2023
- Harbor YFP
  - Fire Station 40 - San Pedro
  - July 29th to September 16th 2023
- Valley YFP
  - Drill Tower 81 - Panorama City
  - March 2nd to April 13th 2024
- East Los Angeles College YFP
  - Frank Hotchkin Memorial Training Center - Central Los Angeles
  - October 14 – December 19, 2023
  - Pathway for High School Magnet students (college credit offered in Fire Protection Organization and Introduction into the Fire Service)

The following graphs provide demographics for each FIRE Academies to date:

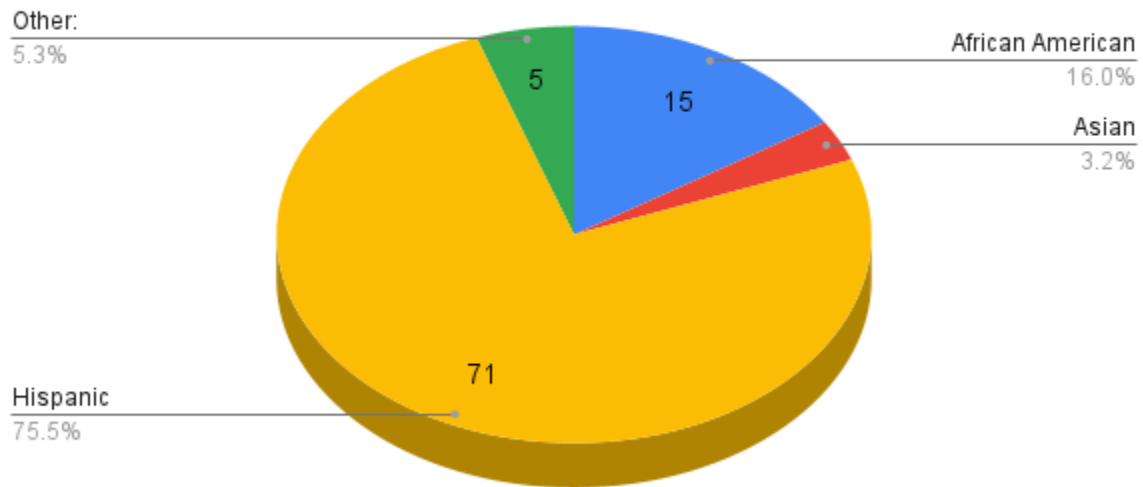
### Valley Ethnicity - 2023



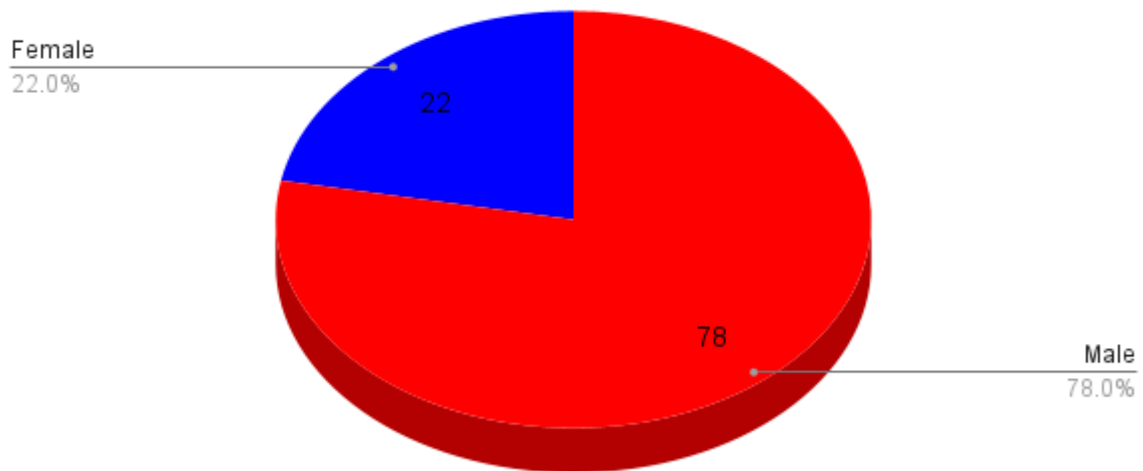
### Valley Gender - 2023



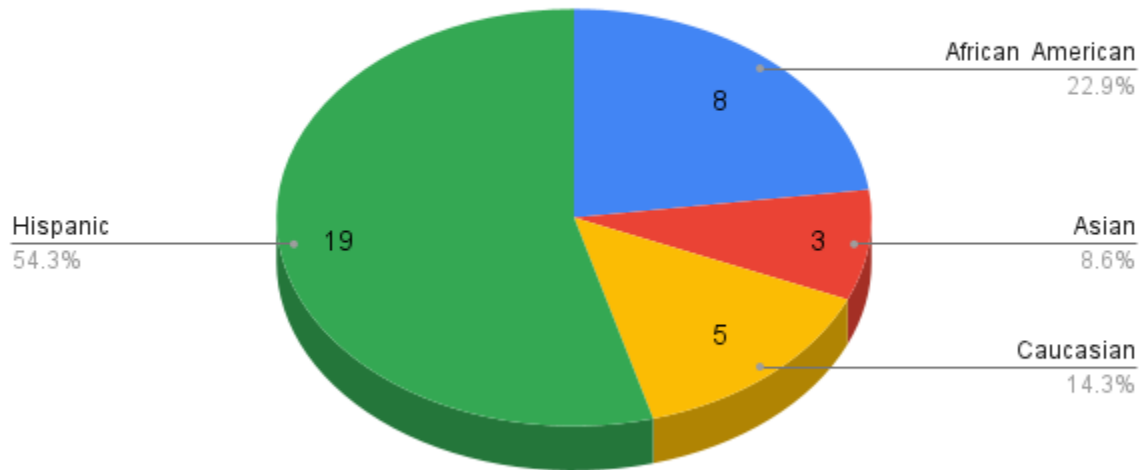
### Metro Ethnicity - Fall 2023



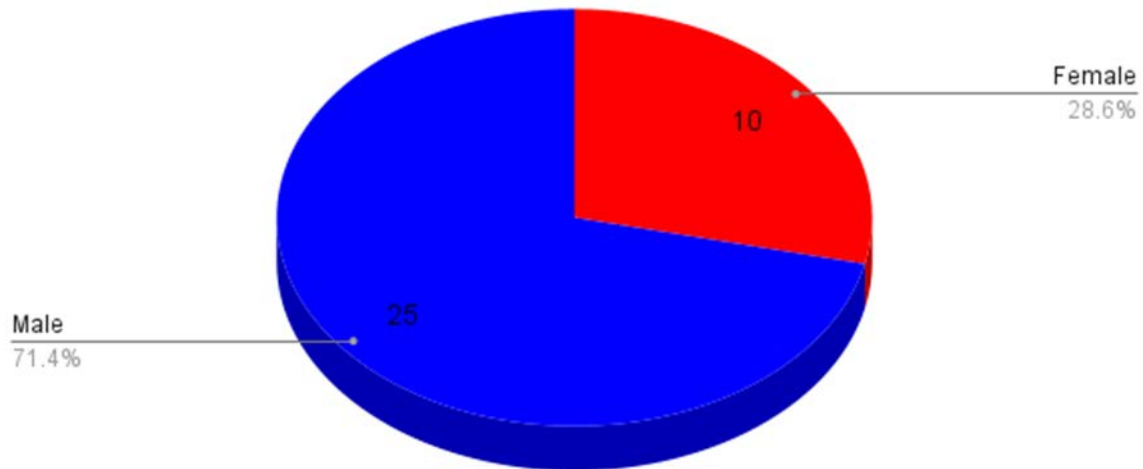
### Metro Gender - Fall 2023



### Harbor Ethnicity - 2023



### Harbor Gender - 2023





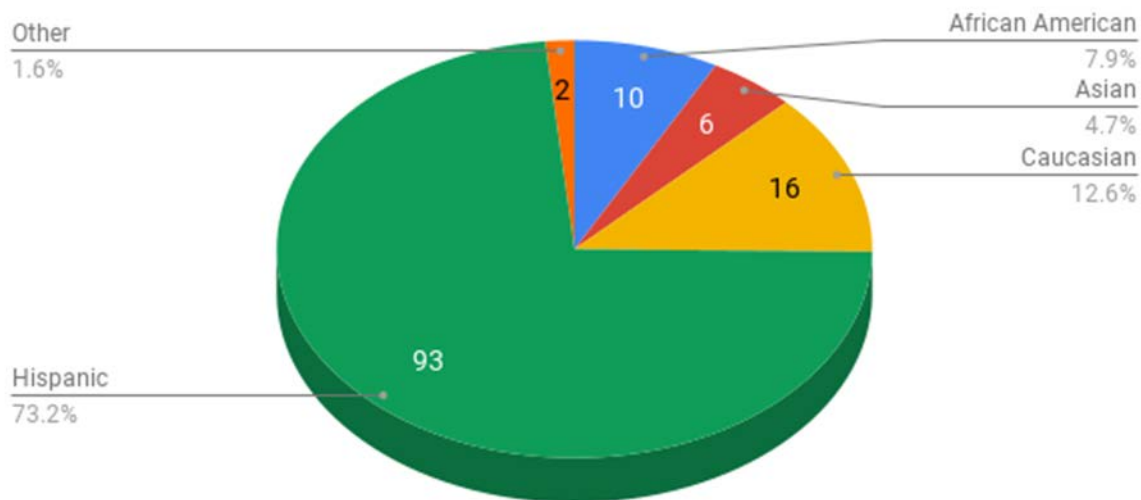
### **Fire Cadet Program**

The Fire Cadet Program is designed for youth between the ages of 14 to 20 years old. This program introduces the cadet to first-hand experience of the job of a firefighter and works side-by-side with actual LAFD Firefighters. Following an orientation and a physical agility test, the cadets are assigned to their Cadet Post where they must work through their task book to become "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 field or endeavor. LAFD has 10 Cadet Posts currently in operation. Each post has an assigned post advisor.

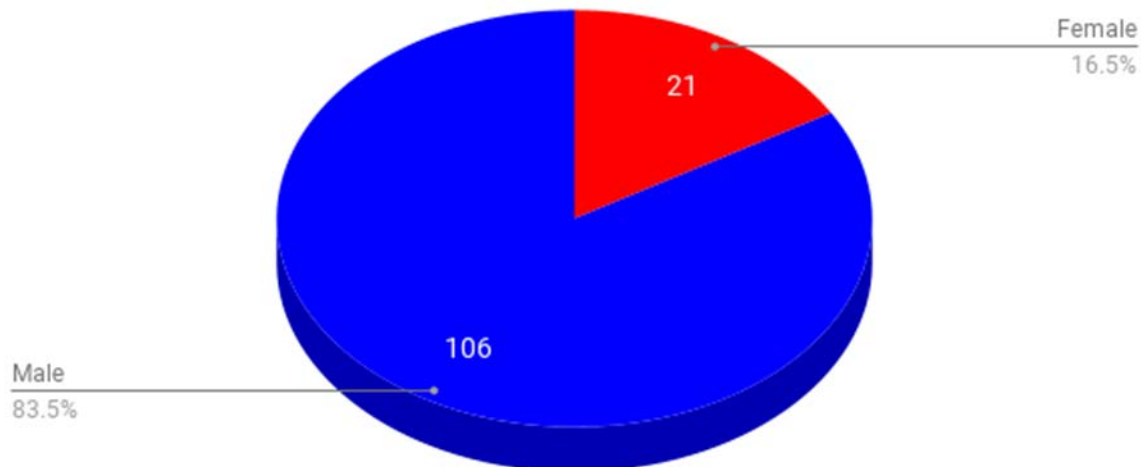
- Post 2 - Boyle Heights
- Post 21/33/57 - South LA
- Post 27 - Hollywood
- Post 38 - Wilmington
- Post 64 - Watts
- Post 81 - Panorama City
- Post 85 - Harbor city
- Post 87 - Granada Hills
- Post 94 - Baldwin Hills
- Post 106 - West Hills

The following graphs provides demographics of the Fire Cadet Program:

### Cadet Ethnicity - 2023



### Cadet Gender - 2023



## **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 were 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 in addition to potentially obtaining a career as a Los Angeles City Firefighter.

Board Report prepared by Joseph Everett, Battalion Chief, Firefighter Recruitment Section.