

October 21, 2014

# LOS ANGELES FIRE DEPARTMENT



RALPH M. TERRAZAS  
FIRE CHIEF

October 8, 2014

BOARD OF FIRE COMMISSIONERS  
FILE NO. 14-105

TO: Board of Fire Commissioners

FROM: Ralph M. Terrazas, Fire Chief

*Handwritten signature: [Signature] 26 For:*

SUBJECT: LOS ANGELES FIRE DEPARTMENT CADET PROGRAM OVERVIEW

FINAL ACTION: ☐ Approved  
☐ Denied

☐ Approved w/Corrections  
☐ Received & Filed

☐ Withdrawn  
☐ Other

## SUMMARY

Attached for the Board of Fire Commissioners review is the Los Angeles Fire Department Cadet Program Overview Report from the Training and Support Bureau.

## RECOMMENDATION

That the Board:  
Receive and file.

Board report prepared by Richard Rideout, Battalion Chief, Recruit Services Section

Attachment

*LAFD Cadet Program Overview*

## Los Angeles Fire Department Cadet Program Overview

The Los Angeles Fire Department's (LAFD) Cadet Program is designed to support young men and women within our communities in developing a positive self-image along with the opportunity to explore the profession of firefighting and/or emergency medical occupations as a potential career choice.

### Cadet Program Goals:

- Introduce young men and women ages 14 (and have completed the eighth grade) through 20 to the fire service as a possible career choice.
- Provide youth with positive adult and peer role models in a safe and supervised environment.
- Improve Department community relations efforts by providing a successful youth development program.
- Provide for the recruitment of quality male and female candidates into the fire service.
- Provide an opportunity for youth to develop positive relationships and further develop character and leadership qualities in a caring environment.
- Provide youth opportunities to serve their communities through volunteer service with the Department.

### Cadet Program Statistics as of July 1, 2014:

- Active Cadets: 514
  - GENDER  
Males enrolled: 491 = 96%  
Females enrolled: 23 = 4%
  - ETHNICITY  
Asian: 17 = 3%  
Caucasian: 83 = 16%  
Hispanic: 184 = 36%  
African American: 28 = 5%  
Undisclosed: 202 = 39%
  - AGE  
Under 18 = 248 = 48%  
Over 18 = 266 = 52%

The Youth Programs currently under the umbrella of the LAFD Cadet Program include the following:

- Fire, Instruction, Recruitment and Education (F.I.R.E.) Program – This program is available to middle and high school-aged students in association with the Los Angeles Unified School District to provide opportunities for youth from the ages of 14 to 20 to learn the basic principles of fire science and the tools used by firefighters and paramedics. The program is conducted at Pacific Coast, Valley, Los Angeles Metro, and East Los Angeles Fire Academies. There are three levels of advancement which provides the students with the technical competencies in the fire service. This program also develops their communication, leadership, and life skills through the efforts of LAFD mentors who demonstrate positive character and integrity.

The program is 8 weeks, accommodates 75-125 students per Academy and has three levels of advancement which include:

- Beginner - Basic Engine Company Operations and First Aid
- Advanced - Basic Truck Company Operations, First Aid, CPR, and AED
- Leadership / Mentor – Assistant Instructors

The following is an example of the diversity for the F.I.R.E. Programs:

Metro Fire Academy 2013

GENDER

Males enrolled: 56

Females enrolled: 27

ETHNICITY

Other: 2

Caucasian: 6

Hispanic: 24

African American: 51

Metro Fire Academy 2014

GENDER

Males enrolled: 52

Females enrolled: 24

ETHNICITY

Other: 1

Caucasian: 6

Hispanic: 29

African American: 40

Harbor Youth Fire Academy 2013

GENDER

Males enrolled: 56

Females enrolled: 22

Harbor Youth Fire Academy 2014

GENDER

Males enrolled: 49

Females enrolled: 29

Valley Youth Fire Academy 2013

GENDER

Males enrolled: 44

Females enrolled: 16

Valley Youth Fire Academy 2014

GENDER

Males enrolled: 47

Females enrolled: 18

Note: The ethnicity information of the Harbor and Valley Youth Fire Academies was not available at the time this report was submitted.

- Fire Station Cadet Ride- a- long Program – Provides youth and young adults from the ages of 14 to 20 an opportunity to participate in learning the basic requirements of becoming a firefighter and/or Emergency Medical Technician. In addition, once the program participants reach a certain level of proficiency they are allowed to ride-along with fire resources as an observer. Currently the Department has 15 Fire Cadet Post locations at fire stations throughout the City of Los Angeles.
- LAFD Fire Academy sponsorship program – Cadets who have reached the age of eighteen and have demonstrated a strong will to become a firefighter or paramedic can apply to attend a regional fire academy. Currently the LAFD has sponsored young adults to attend the following academies:
  1. Glendale College – Verdugo Fire Academy
  2. El Camino College – South Bay Fire Academy
  3. Rio Hondo College – Rio Hondo Fire Academy
  4. Riverside Community College - RCC Fire Academy
  5. Antelope Valley Community College - AVC Fire Academy

The following includes sponsorship since 2010:

- 2010 – 3 Sponsored – 3 Males, 0 Females
- 2011 - 2 Sponsored – 2 Males, 0 Females
- 2012 - 11 Sponsored - 8 males, 3 Females
- 2013 – 3 Sponsored - 3 males, 0 Females
- 2014 – 2 Sponsored - 2 males, 0 Females
- 2015 - Application process/interviews anticipated within two-three months.
- Crew 3 Wildland Fire Program – Cadets who have reached the age of eighteen and have demonstrated a strong will to become a firefighter may apply to become a member of the Crew 3 Wildland Fire Program. The Cadets accepted into this program have the opportunity to participate and work as a part of a type II Wildland camp crew member.

The following is a summary of the future objectives for the Fire Cadet Program.

- Increase the number of young women and underrepresented groups from within the community. Increase the number of Cadet Post locations.
- Develop a Fire Cadet Program Task Book.
- Pursue a compensable means to support Department members who volunteer as adult leaders and mentors.
- Pursue continued administrative support from the Fire Department through the reorganization of the Youth programs.
- Incorporate the FEMA sponsored Basic C.E.R.T. and Teen C.E.R.T. programs into the required training for program participants.

- Establish and maintain a resource pool of equipment dedicated for use by the Cadet program.
- Partner with the LAPD to incorporate joint LAFD/LAPD Public Safety school programs at existing magnet schools in the City of Los Angeles.
- Establish and support an additional Wildland Cadet Crew (i.e., Crew 2)
- Strengthen our Youth Development Program which provides a safe working environment as a community outreach program in our under-represented neighborhoods.