

**MOTION BY SUPERVISORS HILDA L. SOLIS
AND JANICE HAHN**

**AGN. NO. _____
December 19, 2017**

COUNTYWIDE YOUTH BRIDGES PROGRAM

Since 2006, the Board of Supervisors has spearheaded regional efforts, working with private business and other public sector partners, to provide meaningful work experience to tens of thousands of at-risk youth through the Los Angeles County Youth Jobs Program. Through this model of public-private partnership the County's dollars have been matched threefold by employer support, resulting in significant private sector employment for youth facing challenging barriers to employment.

On June 13, 2017, the Board adopted a motion introduced by Supervisor Hilda L. Solis and Janice Hahn directing the Director of Personnel, in collaboration with the Chief Executive Office (CEO) and Workforce Development, Aging and Community Services (WDACS), to establish the Countywide Youth Bridges Program (CYBP) to serve as the County's central resource across all County Departments for achieving Countywide goals in facilitating talent acquisition and on-boarding and pairing work experience and personal enrichment training for at-risk youth with a more comprehensive and strategic set of career path opportunities geared on employment, training and supportive services.

The Countywide Youth Bridges Program presents an opportunity to support effective career pathways for youth facing challenging barriers to employment before they become disconnected from the workforce, education, housing, and social networks. This program also presents an opportunity for the County to develop a systematic

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continuum of service approach to youth employment by furthering best practices, inter-departmental collaboration, municipal engagement and alignment, integrated workforce programs, and coordinated information sharing to set ambitious, yet achievable goals. Additionally, this program is well positioned to be a direct conduit connecting youth employment to major regional initiatives including: Metro's WIN-LA (Workforce Initiative Now-Los Angeles), Measure A (The Los Angeles County Safe, Clean Neighborhood Parks and Beaches Measure), and expanding homeless services efforts under Measure H.

The Department of Human Resources, as the County's central resource for all departments, will collaborate with the Department of Children and Family Services, Department of Mental Health, Department of Public Social Services, and WDACS to ensure youth receiving County services are referred to WDACS for enrollment in the Youth@Work Internship. Countywide Youth Bridges Program consists of three career steps pathway model:

- 1) **Youth@Work Internship.** Youth receiving County services are referred to WDACS for enrollment in the Youth@Work Internship. The Youth@Work system, which funds the 120 hour paid internships in County departments, is instrumental to providing youth with an opportunity to participate in a meaningful work experience with the County. DHR will coordinate with each County Department to develop work plans that ensure these meaningful work experiences for each youth.
- 2) **Youth Worker Training Program:** Upon successful completion of the 120 hour Youth@Work Internship, all youth will be directed to apply for the Youth Worker Training Program. Youth will be placed in one of the three Youth Workers areas: General, Facilities Support, or General Labor.
- 3) **Permanent employment:** DHR will ensure youth workers are making successful progress to qualify for County entry level positions. DHR will contact department coordinators monthly to check on the completion status of each youths' work

plan.

WE, THEREFORE MOVE that the Board of Supervisors

1. Approve and direct the Director of Personnel in collaboration with CEO and WDACS to implement the proposed three-step career pathway model of Countywide Bridges Program. The three steps include: Youth@Work Internship, Youth Worker Training Program, and permanent employment.
2. Direct all departments to participate in the Youth@Work Internship program to provide youth with an opportunity to participate in a meaningful work experience continuously in a six week interval to meet the goal of 963 youth, equal to 10% of FY 2018/2019 private sector placements and 25% of private sector placements by end of FY 2020/2021.
3. Direct all departments to hire and train qualified at-risk youth qualified candidates as Youth Worker interns/s for 12 months.
4. Direct the Chief Executive Officer to determine the necessary funding, including necessary positions, for DHR and WDACS during the upcoming recommended budget phase for FY 2018-19 to ensure success of the proposed career pathway model.
5. Direct DHR to provide a verbal report within 90 days of implementation on the progress of the program and as needed thereafter, and report out with a written report to the Board in 180 days.