



County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES

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December 13, 2024

To: Supervisor Kathryn Barger, Chair
Supervisor Lindsey P. Horvath
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Janice Hahn

From: Brandon T. Nichols
Director

**29th REPORT: ANTELOPE VALLEY SOCIAL WORKER NEEDS (ITEM NO. 25-A,
AGENDA OF JULY 23, 2019)**

On July 23, 2019, the Board of Supervisors (Board) adopted a motion by Supervisor Barger, directing the Chief Executive Office (CEO) and the Director of the Department of Children and Family Services (DCFS) to work with the Department of Human Resources (DHR); Workforce Development, Aging and Community Services (WDACS); the Los Angeles County Workforce Development Board; and related labor partners, including Service Employees International Union Local 721, to develop a comprehensive and sustainable staffing plan with measureable outcomes. The Board also directed the CEO and DCFS to consult with appropriate community stakeholders and academic institutions such as the Antelope Valley (AV) College, College of the Canyons, and California State University Bakersfield - AV campus when developing the plan.

In the motion, the Board further directed the CEO and the Director of DCFS to perform the following:

1. Designate and fill a full-time Deputy Director position over a newly created Service Bureau 3 dedicated to the AV.
2. Explore and consider salary options to help reduce vacancies and support retention and continuity of social workers assigned to the AV region.

"To Enrich Lives Through Effective and Caring Service"

3. Implement a Continuous Quality Improvement Division and fill approximately 20 positions that will provide a systemic structure that supports the consistent provision of quality casework practices by increasing the number of case reviews, beginning by focusing on the AV regional offices.

As reported in the May 14, 2020, progress report to the Board, DCFS successfully implemented all three listed motion directives. Attachment I provides a comprehensive update on the collaboration between DHR and the Department of Economic Opportunity (formerly known as WDACS), specifically to address the Board's overarching directive to engage the aforementioned County departments, stakeholders, and community partners to develop a comprehensive and sustainable staffing plan with measurable outcomes. This serves as the 29th report and highlights the continuing collaborative efforts to address DCFS workforce and operational needs in the following areas:

- Staffing;
- Stakeholder Feedback;
- Identified/Implemented Strategies and Progress;
- Identified Measurable Outcomes; and
- Next Steps.

DCFS is appreciative of the opportunity to collaborate with all its vested partners, and sincerely thanks the Board for its ongoing support and commitment to ensure that the needs of DCFS social workers in the AV are met and sustained. DCFS will continue to keep the Board informed of efforts as appropriate and necessary. This report addresses the period from September 2024 through November 2024. The next report will be submitted on or before February 28, 2025.

If you have any questions or need additional information, please contact Aldo Marin, Board Liaison, at (213) 351-5530.

BTN:JF:DI:LW:mo

Attachment

c: Executive Office, Board of Supervisors
Chief Executive Office
County Counsel
Department of Human Resources
Department of Mental Health
Office of Child Protection
Department of Economic Opportunity



**TWENTY-NINTH PROGRESS REPORT
ANTELOPE VALLEY SOCIAL WORKER NEEDS
BY DCFS, DHR, AND DEO**

November 30, 2024

This twenty-ninth progress report provides a comprehensive update of the Department of Children and Family Services' (DCFS) collaborative efforts with the Department of Human Resources (DHR) and Department of Economic Opportunity (DEO) on addressing the directives in the Board's motion for the social worker and operational needs of the DCFS Antelope Valley (AV) District, also known as the Lancaster and Palmdale Regional Offices. This report addresses the following areas:

- Staffing;
- Stakeholder Feedback;
- Identified/Implemented Strategies and Progress;
- Identified Measurable Outcomes; and
- Next Steps.

Staffing

DCFS Staffing

Since the issuance of the AV Social Worker Needs Board motion in July 2019, DCFS has been actively implementing long-term strategies to address staffing shortages in the AV region. DCFS Human Resources (HR), with ongoing support from DHR, has streamlined the examination process and developed targeted recruitment strategies to attract Children's Social Workers (CSWs) to the Lancaster and Palmdale Regional Offices. These collaborative efforts between DCFS HR, DHR, and Service Bureau 3 Administration have successfully kept caseloads in the AV offices low, with the average span of control for Supervising Children's Social Workers (SCSWs) consistently at or below six CSWs per SCSW. Additional staffing data is provided in the "Identified Measurable Outcomes" section of this report, including detailed tables and charts.

Efforts to address vacancies are ongoing. From September 2024 to the present, the Lancaster office experienced a decrease of four CSWs (two resignations, one retirement, and one internal promotion), while the Palmdale office had a decrease of five CSWs (three intra-departmental transfers, one resignation, and one internal promotion). Currently, Lancaster has four vacancies, and Palmdale has nine vacancies.

To address these gaps, DCFS has initiated an exclusive AV transfer match, with two CSWs expected to transfer to Lancaster and five to Palmdale by February 1, 2025. Additionally, three candidates residing in the AV are on the CSW Trainee certification list, and 16 candidates are on the CSW II North County certification list. These candidates will be canvassed in January 2025, as potential hires to fill the AV vacancies.

Stakeholder Feedback

DCFS Collaboration with AV School Districts

The Antelope Valley Foster Youth Education Program (AVFYEP), a collaboration between DCFS and AV school districts, facilitates the co-location of DCFS CSWs at

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designated schools to provide educational support for dependent children, has proven to be highly effective. Regular meetings between DCFS management, school district representatives, and the Los Angeles County Office of Education (LACOE) occur to evaluate ongoing needs and offer additional support. Additionally, the Lancaster office has introduced an AVFYEP newsletter, which will be distributed to school sites and office staff.

CSWs have been particularly helpful in supporting students pursuing higher education. DCFS Independent Living Program (ILP) Coordinators actively participate in foster youth education initiatives, assisting with obtaining birth certificates and Social Security cards, guiding the college application processes, and connecting students to resources for senior-year expenses, celebrations, and ILP funding. Currently, AVFYEP and ILP staff are working with school counselors to help seniors complete their Free Application for Federal Student Aid (FAFSA) and Chafee Grant applications before Winter Break. Plans are also underway to organize in-person campus tours at California State University, Northridge and California State University, Bakersfield.

DHR/DEO/DCFS Collaboration with Education Partners to Strengthen Local Talent Pipeline

On September 5, 2024, DHR attended the 15th Annual Job Fair at West Coast Baptist College in Lancaster. County careers, including social work, were shared with approximately 135 event attendees. DHR has also reignited discussions with Antelope Valley College (AVC) regarding social work and human services certificated programs. Additionally, DHR will be meeting later this month with Idania Padron, AVC Vice-President of Student Services, to re-establish shared commitment to student career pathway development.

DEO Led Career Pathways in the AV: Pipeline Development and Workforce Opportunities

DEO and its AV America's Job Center of California (AJCC) are continuing to support DCFS and local human and social services employer talent needs, by developing pipelines for AV residents interested in human and social services careers. DEO is presently supporting these efforts in the following ways:

- A. Workforce Services provided in the region through DEO's AV AJCC
- B. Launch and implementation of an Early Care and Education (ECE) Assistant Teacher Apprenticeship Program
- C. Collaborative efforts to support hiring needs in the AV

Workforce Services Provided by AV AJCC

DEO is currently undergoing an AJCC Modernization, including the procurement of AJCC operators and strategic realignment of its workforce goals. As part of the procurement process, DEO recently executed the agreement to award the AV AJCC to JVS-SoCal,

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allowing the AJCC to continue providing service for the remainder of the program year. Our redesigned AJCC system will incorporate sector and population-focused Centers of Excellence (COEs), including a COE at the AV AJCC focused on foster youth.

From July 2024 through October 2024, the AV AJCC has served over 700 participants in various workforce development programs. This includes 28 enrolled in the Workforce Innovation and Opportunity Act (WIOA) Adult youth programs, 201 through Youth@Work, and 36 participating in the American Rescue Plan Act under Youth@Work Elevate program.

Since the beginning of the program year, 169 participants from across all programs have reported employment and 46 have received training services, including occupational skills training, on-the-job training, transitional jobs, and more. Twenty-one participants were hired within the Community and Social Service Occupation Group with an average wage of \$21.81 per hour, with employers such as JVS-SoCal, Project Joy, Paving the Way, Volunteers of America, and other employers offering human and social service-related jobs. Recent examples of training and career development assistance include:

- The AV AJCC continued to host no-cost Mandated Reporter Workshops that provide an overview of California Child Abuse & Neglect Reporting Act requirements that apply to professionals in the health, education, and social services sectors.
- The AV AJCC conducted Applied Suicide Intervention Skills Training (ASIST) in October and November 2024, for youth that are part of the Youth Peer Support Training cohort supported by the \$30,000 Dwight Stuart Youth Grant JVS-SoCal (our AV AJCC operator) received to provide training for 10 Youth Peer Support Specialists. Following the ASIST training, participants were prepared for interviews for work experience, with plans to start their work experience in November 2024. Additionally, on November 4, 2024, the youth began an eight-week online Peer Support Specialist training program with Loyola Marymount University, which was set to coincide with their work experience and prepares them for future roles in human services.

ECE Assistant Teacher Apprenticeship Program

In April 2024, DEO announced the launch of an ECE Teacher Apprenticeship Program, in partnership with the Department of Public Health's (DPH) Office for the Advancement of ECE, the LACOE and the Child Care Resource Center. DEO is launching a cohort in January 2025, for 25 apprentices at College of the Canyons. This program is part of DEO's American Rescue Plan Act-funded High Road Training Partnerships. DEO and partners are currently recruiting for this program.

Collaborative Efforts to Support Hiring Needs in the AV

- DEO has initiated a Youth@Work outreach campaign to strengthen awareness and program participation, with efforts so far that include:

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- DEO launched its dedicated [Youth@Work webpage](#) on the department website in October 2024.
- DEO created customized youth-focused social media toolkits with user-generated content in platforms where youth are active like TikTok, Instagram, and Snapchat: [Youth@Work Graphics.](#)

To date, the AV AJCC has enrolled 201 youth into the Youth@Work program, with a goal of providing 559 youth with paid experience by June 2025. DEO expects a sharp growth in enrollments into Youth@Work as the AV AJCC expands its service area to encompass the Santa Clarita Valley because of the ongoing AJCC modernization implementation.

- DEO is strategically engaging foster youth serving organizations and partners, including:
 - Providing a Youth@Work presentation on September 24, 2024, to DCFS staff and CSWs on available workforce development services offered through the AJCCs, including Youth@Work, WIOA Adult, Dislocated Worker, and Youth programming. This has resulted in eight youth entering the Youth@Work program as a direct result of this presentation and an additional two youth have since obtained employment. The referrals were made directly by social workers who attended the presentation.
 - Coordinating with DCFS to conduct onsite Youth@Work recruitment at Lancaster's DCFS Transitional Aged Youth Holiday Event, scheduled on December 10, 2024. This event is expected to have over 150 foster youth from the area in attendance.
- DEO signed on to the Good Jobs Challenge application submitted in partnership with Southern California Workforce Innovation Networks and UNITE-LA in September 2024. Through these, we seek to expand and enhance strategies aimed at aligning workforce development measures with regional economic initiatives to maximize the impact of training programs for opportunity youth and WIOA adult populations, 16 to 30 years of age, including those in the AV.

Identified/Implemented Strategies and Progress

DHR

Streamlining Examination Process

The CSW Trainee, Exam T9070L, was reopened in December 2023, and closed on April 25, 2024. The most recent batch of testing for CSW Trainee was processed on May 30, 2024. The CSW II, Exam T9072M, was reopened in December 2023, and remains open and continuous to application acceptance. The most recent batch of testing for CSW II was processed on August 13, 2024. Since this exam is open and continuous,

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testing is processed in batches once DCFS screens incoming applications. The CSW Trainee register currently has 1,062 active names and the CSW II register has 474 active names, with 125 CSW Trainee and 51 CSW II candidates also reflected on the AV sub lists.

Stay and Exit Interviews

- Implementing Stay Interviews – DHR has continued to be available to provide additional guidance and support for future DCFS Stay Interview implementations.
- Implementing Exit Interviews – DHR has continued to provide DCFS HR staff with weekly Exit Interview data extracts to assist DCFS HR with the Exit Interview implementation.

Identified Measurable Outcomes

DCFS

DCFS continues to measure the impact of its efforts to improve staffing in the AV and monitoring the number of staff in various positions, net staffing changes, vacancies, SCSW span of control, caseloads, and the number of Emergency Response (ER) referrals open beyond the statutory 30-day State timeframe.

The chart below reflects the calendar year attrition rates for CSWs in the AV as of November 20, 2024. CSW attrition consists of terminations (resignation, deceased, and retirement), out of series (promotions, demotions), and transfers (out of the department).

Table 1. *CSW Attrition Rates by Office and Calendar Year*

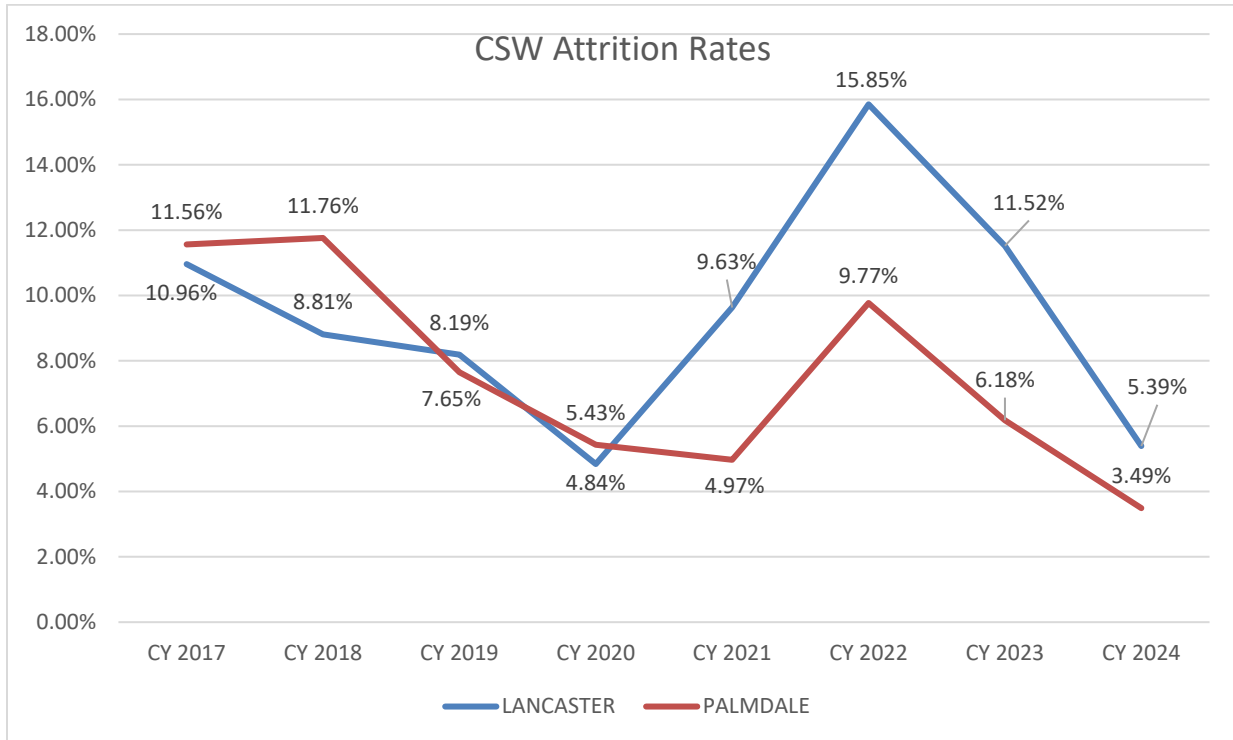
Division	CSW Attrition Rate							
	CY 2017	CY 2018	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	CY 2024
Lancaster	10.96%	8.81%	8.19%	4.84%	9.63%	15.85%	11.52%	5.39%
Palmdale	11.56%	11.76%	7.65%	5.43%	4.97%	9.77%	6.18%	3.49%

Data Source: eHR Position Control Database. Data as of November 20, 2024.

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Chart 1. CSW Attrition Rates by Office and Calendar Year



Data Source: eHR Position Control Database. Data as of November 20, 2024

The chart below reflects the ER and CSW average caseloads for the month of October 2024:

Table 2. ER Caseloads by Office

		Lancaster	Palmdale
October 2024	ER Referrals	305	284
	ER CSWs	37	33
	Referral Average	8.2	8.6

Note: The current yardstick for ER referrals is 16 referrals. A yardstick refers to a number used by DCFS Management to budget employee months each fiscal year.

Table 3. CS Caseloads by Office

		Lancaster	Palmdale
October 2024	CS Cases	1546	910
	CS CSWs	121	98
	CS Caseload Average	12.8	9.3

Note: The current yardstick for CS caseloads is 22 cases. A yardstick refers to a number used by DCFS Management to budget employee months each fiscal year.

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Caseloads have remained stable and the information provided in prior updates addressed caseload trends over time.

The staffing levels by CSW function as of October 2024, are as follows:

Table 4. *Staffing Levels by Office and Function*

Office	CS CSWs	ER CSWs	DI* CSWs
Lancaster	121	37	20
Palmdale	98	33	16

*Dependency Investigator

The chart below reflects the SCSW spans of control as of October 2024:

Table 5. *Span of Control by Office and Title*

Office	SCSWs	CSWs	SCSW Average Span of Control	SCSWs who Have More Than Six CSWs
Lancaster	38	178	4.7	1
Palmdale	33	147	4.5	0

Note: The current span of control goal for SCSWs is one SCSW per five (or fewer) CSWs.

The number of ER referrals for each of the AV Regional Offices (includes those over 30 days):

Table 6. *Lancaster ER Referrals by Number of Days Open, at Four-Week Intervals*

	No. of Days				Total # Referrals	Total # Referrals > 30	Total % Referrals > 30
	0-30	31-45	46-60	61-90			
7/28/19	207	27	9	2	245	38	15.5%
8/25/19	222	41	18	2	283	61	21.6%
9/22/19	224	34	21	11	290	66	22.8%
10/20/19	231	40	22	7	300	69	23.0%
11/17/19	221	33	12	4	270	49	18.1%
12/15/19	183	3			186	3	1.6%
1/12/20	121	5			126	5	4.0%
2/9/20	185	1			186	1	0.5%
3/8/20	198				198	0	0.0%
4/5/20	154				154	0	0.0%
5/3/20	126				126	0	0.0%
5/31/20	115	1			116	1	0.9%
6/28/20	115				115	0	0.0%
7/26/20	130	1			131	1	0.8%
8/23/20	130				130	0	0.0%
9/20/20	166	1			167	1	0.6%

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10/18/20	159				159	0	0.0%
11/15/20	159				159	0	0.0%
12/13/20	131				131	0	0.0%
1/10/21	121				121	0	0.0%
2/7/21	170				170	0	0.0%
3/7/21	162				162	0	0.0%
4/4/21	196				196	0	0.0%
5/2/21	169	1			170	1	0.6%
5/30/21	172	3			175	3	1.7%
6/27/21	150				150	0	0.0%
7/25/21	140				140	0	0.0%
8/22/21	164				164	0	0.0%
9/19/21	148				148	0	0.0%
10/15/21	160				160	0	0.0%
11/15/21	204	1			205	1	0.5%
12/14/21	170				170	0	0.0%
1/14/22	129	1			130	1	0.8%
2/16/22	185				185	0	0.0%
3/17/22	171				171	0	0.0%
4/15/22	202				202	0	0.0%
5/17/22	190				190	0	0.0%
6/14/22	162				162	0	0.0%
7/14/22	150				150	0	0.0%
8/16/22	169				169	0	0.0%
9/15/22	213				213	0	0.0%
10/17/22	231	3			231	3	1.3%
11/15/22	195	2			195	2	1.0%
12/15/22	148	1			148	1	0.7%
1/17/23	114				114	0	0.0%
2/17/23	171				171	0	0.0%
3/17/23	200				200	0	0.0%
4/17/23	182				182	0	0.0%
5/16/23	202				202	0	0.0%
6/15/23	157				157	0	0.0%
7/15/23	127	1			128	1	0.8%
8/15/23	146	1			147	0	0.0%
9/15/23	183				183	0	0.0%
10/13/23	176	1			177	1	0.6%
11/19/23	148	3			151	3	2.0%
12/15/23	156	1	1		158	2	1.3%
1/18/24	141	3			141	3	2.1%
2/15/24	151				151	0	0.0%
3/15/24	132	1			132	1	0.8%
4/19/24	136				136	0	0.0%
5/17/24	171				171	0	0.0%
6/14/24	126	1			172	1	0.8%

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7/12/24	94				94	0	0.0%
8/23/24	97				97	0	0.0%
9/13/24	139				139	0	0.0%
10/18/24	136				136	0	0.0%
11/14/24	156				156	0	0.0%

Data Source: CWS/CMS Datamart. Data extracted on November 15, 2024.

Note: Total % Referrals > 30 = (Total # Referrals - Total # Referrals 0–30 Days) / Total # Referrals

Table 7. *Palmdale ER Referrals by Number of Days Open, at Four-Week Intervals*

	No. of Days		Total # Referrals	Total # Referrals > 30	Total % Referrals > 30
	0-30	31-45			
7/28/19	167	2	169	2	1.2%
8/25/19	197	2	199	2	1.0%
9/22/19	218	17	235	17	7.2%
10/20/19	226	3	229	3	1.3%
11/17/19	207	3	210	3	1.4%
12/15/19	210	1	211	1	0.5%
1/12/20	171	1	172	1	0.6%
2/9/20	209	1	210	1	0.5%
3/8/20	228	2	230	2	0.9%
4/5/20	169		169	0	0.0%
5/3/20	118		118	0	0.0%
5/31/20	125		125	0	0.0%
6/28/20	146		146	0	0.0%
7/26/20	149	1	150	1	0.7%
8/23/20	145		145	0	0.0%
9/20/20	186		186	0	0.0%
10/18/20	169		169	0	0.0%
11/15/20	144	4	148	4	2.7%
12/13/20	153		153	0	0.0%
1/10/21	113	1	114	1	0.1%
2/7/21	115		115	0	0.0%
3/7/21	141		141	0	0.0%
4/4/21	117		117	0	0.0%
5/2/21	138	1	139	1	0.7%
5/30/21	160		160	0	0.0%
6/27/21	150		150	0	0.0%
7/25/21	132		132	0	0.0%
8/22/21	146		146	0	0.0%
9/19/21	160		160	0	0.0%
10/15/21	160		160	0	0.0%
11/15/21	192		192	0	0.0%
12/14/21	157		157	0	0.0%
1/14/22	119		119	0	0.0%
2/16/22	134		134	0	0.0%

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3/17/22	177		177	0	0.0%
4/15/22	167		167	0	0.0%
5/17/22	178		178	0	0.0%
6/15/22	151		151	1	0.7%
7/14/22	130		130	0	0.0%
8/16/22	162		162	0	0.0%
9/15/22	215		215	0	0.0%
10/17/22	160		160	0	0.0%
11/15/22	165		165	0	0.0%
12/15/22	148		148	0	0.0%
1/17/23	111		111	1	0.9%
2/17/23	171		171	0	0.0%
3/17/23	151		151	0	0.0%
4/17/23	163		163	0	0.0%
5/16/23	156		156	0	0.0%
6/15/23	141		141	0	0.0%
7/15/23	131		131	0	0.0%
8/15/23	123		123	0	0.0%
9/15/23	147	1	148	1	0.7%
10/13/23	178		178	0	0.0%
11/19/23	133		133	0	0.0%
12/15/23	131	1	132	1	0.8%
1/18/24	93	1	93	1	1.1%
2/15/24	112		112	0	0.0%
3/15/24	114		114	0	0.0%
4/19/24	106	1	107	1	0.9%
5/17/24	112		112	0	0.0%
6/14/24	117		117	0	0.0%
7/12/24	96		96	0	0.0%
8/23/24	87		87	0	0.0%
9/13/24	114		114	0	0.0%
10/18/24	155		155	0	0.0%
11/14/24	126	1	127	1	0.8%

Data Source: CWS/CMS Datamart. Data extracted on November 15, 2024.

Note: Total % Referrals > 30 = (Total # Referrals - Total # Referrals 0–30 Days) / Total # Referrals

The number of ER referrals for each of the two AV Regional Offices is reflected in the charts above. The Palmdale and Lancaster offices continue to be successful at sustaining low percentages of referrals older than 30 days. Due to the complexities of some investigations, some referrals may remain open beyond the 30-day timeframe to adequately ensure the safety of the children.



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Next Steps

DCFS

DCFS remains committed to building on the progress made over the past four years in fulfilling the Board's directives for the AV region. Guided by the AV Operational Sustainability Plan (OSP), DCFS, in collaboration with its partners, will:

- Continue to hold regular meetings between AV staff and leadership to ensure open communication between staff and management;
- Maintain ongoing reviews by the Continuous Quality Improvement Division of referrals and cases, providing staff with information and training on lessons learned;
- Monitor and address issues related to AV caseloads, staffing, span of control, technology, and other operational needs;
- Continue offering internships for Master of Social Work (MSW) students and strengthening partnerships with local universities. Currently, there are four MSW interns from California State University, Northridge; three assigned to the Lancaster office, and one assigned to the Palmdale office;
- Collaborate with educational partners in the AV to support pathways to DCFS social work positions;
- Offer career development opportunities and training for AV staff, with access to virtual or web-based developmental training. AV CSWs are required to complete a minimum of 20 hours of developmental training per calendar year;
- Continue the efforts outlined in the AV OSP, making adjustments as needed to address the evolving needs of the AV offices;
- Work with DHR to expand in-person testing in the AV to improve recruitment for hard-to-fill positions in the region;
- Strengthen the relationship between DEO and AVFYEP schools to identify employment opportunities for youth and young adults in the AV.

DCFS will remain fully engaged in collaborative efforts with DHR, DEO, and other partners and will continue to keep the Board informed of progress as appropriate and necessary.

DHR

Strengthening Local Talent Pipeline through Academic Partnerships

DHR and other County partners have continued to work with AVC and additional North LA County Key Stakeholders in the development and exploration of varied County career pathways in their communities.



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Streamlining Examination Process

- DHR remains accessible and ready to assist DCFS exams in various capacities.

DHR will work closely with DCFS to continue the availability of the mobile testing program at the DCFS Palmdale office, as requested, to help facilitate assessment and support hiring in the North County/AV area.

Implementing Stay & Exit Interviews

- Implementing Stay Interviews – DHR will continue to be available to provide additional guidance and support for the potential implementation of Stay Interview training for supervisors. In addition, DHR will be ready to consult with DCFS on their potential Stay Interview implementations at Metro North and any other locations.

Implementing Exit Interviews – DHR will continue to monitor Exit Interview participation and provide the automated data update on a weekly basis. DHR will also continue to provide implementation support to DCFS HR staff, as needed.

DEO

The updates provided by DEO in this report build on the longstanding departmental investments in this space, including human services apprenticeship programs, as highlighted in prior quarterly updates. DEO's next steps include:

- In addition, DEO launched an LA:RISE program webpage in November 2024, on the department website to promote the program and ensure that persons experiencing homelessness in the AV are aware of this opportunity and benefits.
- DEO will implement and continue building out the sector and population-focused COEs, as well as a redesign process to strengthen our Youth@Work program in Quarter 1 of 2025. DEO will include DCFS and DHR AV partnerships in our Youth@Work redesigns and in the implementation of the AJCC COE in the AV, which will be focused on foster youth.
- DEO will also work with DCFS Lancaster and Palmdale offices directly as an emphasis is placed on County employment throughout the program year, creating pathways for social service careers in the County.
- DEO, in collaboration with DHR and DCFS, continue to explore potential DCFS office locations and craftwork plans for Countywide Youth Bridges Program (CYBP)/Youth@Work recruitment. We are targeting to begin recruitment during Q1 2025, to identify youth for placements at DCFS worksites, including those in the AV.



**TWENTY-NINTH PROGRESS REPORT
ANTELOPE VALLEY SOCIAL WORKER NEEDS
BY DCFS, DHR, AND DEO**

November 30, 2024

- AV AJCC is in the process of hiring a Training & Apprenticeship Coordinator to manage new and existing collaborations with local stakeholders related to social work needs. Once hired, this individual will work with Community Based Organizations, training providers and employers to meet the needs of customers related to high-growth sectors.

Long-term Next Steps

- DEO will continue to collaborate with DHR to expand the number of County departments participating in CYBP across the AV:
 - The next cohort of the Reading Stars program will launch January 2025, in collaboration with the Public Library, to place Youth@Work participants at public libraries in support of tutoring grade school students and assisting with daily operations. This cohort will include placing one youth at the Lake Los Angeles Library and an additional youth at the Lancaster Library, with priority given to current or former foster youth.
- DEO will continue to engage County departments to explore potential work experience opportunities relevant to social services, including the Aging and Disabilities Department to seek placements in their Community and Senior Centers, and the Department of Mental Health's Mental Health Centers.
- In its ongoing work in support of populations with high barriers to enter into the workforce, such as justice involved and unhoused community members, DEO and its AV AJCC will work with partners to prioritize the need for opportunities in social services and related fields for participants in our specialized programming that serves persons experiencing homelessness and/or are justice-system impacted individuals, including LA:RISE, INVEST, RENEW, and Prison2Employment programs. Participation in social services related trainings is increasing in these programs and will grow further with the development of intentional training cohorts. Additionally, the AV AJCC will work on the identification of positions that value lived experience and incorporate a culturally relevant and competent approach to social services.