# Los Padrinos Depopulation Strategy Update

Guillermo Viera-Rosa, Chief Probation Officer September 16, 2025



## Chief Viera-Rosa

Introductory Remarks and Overview



Los Padrinos Depopulation Strategy:

## Summary of Completed Youth Movement

- Camp Paige closure (May 28, 2025)
- Campus Kilpatrick closure and establishing Barry J Nidorf SYTF Step-Down (July 1, 2025)
- Barry J Nidorf SYTF Recommended Track (August 27, 2025)



Los Padrinos Depopulation Strategy:

### Latest Youth Movement

## Barry J Nidorf SYTF Recommended Track

- Completed August 27, 2025
- 38 youth were transfer from LPJH to BJN-SYTF pre-disposition housing
- Safe, secure, and incident-free small group transfers occurred between August 14 through August 27
- Going forward, youth identified as SYTF Recommended will be transferred to BJN-SYTF



Los Padrinos Depopulation Strategy:

## Youth Engagement

- Prior to movement, facility management engage youth in their respective housing units by providing them with a comprehensive overview of ongoing activities and addressing their inquiries.
- Various organizations, including DMH, DYD, LACOE, and community-based organizations, collaborate to offer necessary support to affected youth.



Los Padrinos Depopulation Strategy:

Family Engagement

Family engagement continues through in-person and virtual family townhalls, updates via website, social media, text alerts, and dedicated email support.

## Probation Monthly Update: Focus on Hiring and Recruitment

Department of Human Resources & Probation



### Changes to Recruitment Practices

#### Outreach

- Social Media Ads Facebook, Instagram, YouTube, Google Ads, Nextdoor, Reddit, TikTok (soon)
- New Campaigns with new initiatives to introduce a refreshed iconography, messaging, and Officers' photos
- Indeed and Handshake Posting/Funding and Smart Sourcing
- Dodgers/Rams/Lakers Yearbook
- Radio Ads
- Billboards (physical and digital)
- Bus and Bus Shelter Ads
- Revamping landing pages for Open and Lateral positions
- Virtual Career Fairs (quarterly)
- In-person Application Sessions



## Human Resource Update: Recruitment

Created three different dedicated recruitment landing pages to enhance candidate engagement by providing targeted messaging, a streamlined application process, a clear call-to-action, and a mechanism to collect candidate leads.

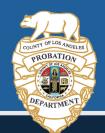
- The www.joinlacountyprobation.com landing page is the 2nd highest NEOGOV reported source of applications, coming in from paid advertised sources.
- The www.joinlacountyprobation.com/lateral landing page targets other county probation officers who are looking to transfer to our department.
- The https://military.joinlacountyprobation.com landing page allows veterans who are interested to transition to Deputy Probation Officers to apply with the department.



## Human Resources Update: Recruitment

#### Increase Volume of Diverse and Qualified Applicants

- From October 2023 to present, the Department has attended 238 events (covering community colleges and 4-year universities, community events, virtual career fairs (VCF), application workshops, and Veteran events).
- Three (3) VCFs were held on February 11, 2025, March 25, 2025, and June 10, 2025, generating 1,869 registrations, 572 participants, and so far, 261 accepted applications. This is one of the most successful and cost-effective efforts, with about 50% of those attending ending up as accepted applications.



## Human Resources Update: Recruitment

#### <u>Application Process Enhancements</u>

- We implemented enhanced communication protocols, including personalized emails and text messages. Messages provide clear next steps, specific timelines, and reminders to complete each phase of the process.
- This proactive and personal approach has significantly improved the candidate's experience: fostering enthusiasm, increasing participation in assessments, and maintaining applicant engagement throughout the process.



## Recruitment Examples

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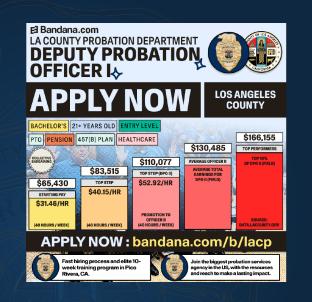
We're looking for individuals with life experience, leadership skills, and a passion for being an agent of positive change in someone's life.

APPLY NOW!

EARN UP TO \$110.077 PER YEAR PLUS FULL

BENEFITS AND CAREER GROWTH OPPORTUNITIES







#### Sylvia Plath's path on post-grad struggles

"The Bell Jar" takes on the dark reality of

Inside the mind of a col-lege student, striving for that dream career after gradua-tion can lead to both excite-ment and stress. However, figuring out your career shouldn't be your number one priority — your mental health should. "The Bell Jar" by Syl-

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tries to perform, which only strengthens its impact, it makes one feel like they are with Esther and want to help her as much as possible on her journey to recovery.







## Recruitment Examples













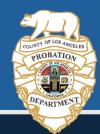




### Human Resources Update: Recruitment

#### Recruiting for Entry-Level DPO I

- Probation has focused, over the last year, on increasing recruitment and hiring of applicants for the entry level DPO I position.
- These hires will be assigned to the juvenile institutions. Typically, entry-level positions had been a Detention Services Officer ("DSO") position and/or group supervisor nights. Probation is switching entry-level positions to DPO I to draw in more qualified candidates. Since a Bachelor's degree is required and there is an increase in salary compared to the DSO position, this is expected to attract a broader range of applicants.
- As of September 10, 2025, Probation had received 5,266 applicants (5,005 external candidates and 261 internal candidates). Of those, 3,857 applications have been accepted. 89 have been hired (74 internal and 15 external).



## Recruitment Options Moving Forward

- Evolving Strategies
  - Deputy Probation Officer I Residential Treatment/Detention Services
    - Open Competitive Job Posting
    - Recruitment started in November 2024
  - Deputy Probation Officer I Residential Treatment/Detention Services
    - Lateral Job Posting with a \$24K hiring bonus over two years
    - Recruitment started in January 2025
  - New Deputy Probation Officer II Field
    - Lateral Job Posting with a \$24K hiring bonus over two years
    - Recruitment started in June 2025



#### Sworn Recruitment

#### **Staffing Updates**

#### DPO II, Field to RTSB

 52 staff have transferred from Field to RTSB. 25 additional staff who requested transfer are under review with 7 females requesting Campus Kilpatrick.

#### DPO II, T&C (9/5/24-9/10/25):

 765 applications received of which 208 have been accepted; 27% acceptance rate. Two DPO II, T&C have been hired.

#### Safety and Security Specialist (SSS):

• 1,800 applications received of which 335 have been accepted; 19% acceptance rate. 62 SSS have been hired.



#### Increase Retention Rates of Staff

#### **DPO Field/Institution Training Officer (FTO/ITO) Program**

- The ITO program is a crucial period where newly graduated recruits transition from the academy to on-the-job application of their newly learned knowledge and skills.
- It involves practical training under the supervision of an experienced officer, the ITO, who provides guidance, evaluation and mentorship.
- This process helps recruits develop the necessary skills and confidence to perform their duties effectively and safely.
- Launched three-week pilot ITO program in July 2025.



?? QUESTIONS ??