

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to assisting youth in navigating the City hiring process.

Recommendations for Council action, pursuant to Motion (Rodriguez – McOsker):

1. INSTRUCT the Personnel Department to report on how it currently assists youth with navigating the City hiring process, including what tools they provide and outreach they perform to make youth aware of these opportunities.
2. INSTRUCT the Youth Development Department (YDD), with the assistance of the Personnel Department and City Administrative Officer (CAO), to report on the feasibility of having a position at the YDD dedicated to assisting youth navigate the City hiring process including the cost and potential funding sources.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On June 18, 2024, your Committee considered a Motion (Rodriguez – McOsker) relative to assisting youth in navigating the City hiring process. According to the Motion, the Citywide Youth Development Strategic Plan, released by the YDD in 2023, indicates that the City is home to 1.2 million youth under the age of 25 who want to contribute to their City, yet many face immense challenges as they pursue their goals and transition into adulthood. Over 1,500 Angeleno youth completed a youth survey and/or attended a youth-led listening session that asked questions about the programs they wanted to see be provided by the City. The surveyed youth ranked more paid jobs and college preparation support as the top two programs they want more of in their communities. However, per the youth and nonprofit providers interviewed during the development of the strategic plan, they believe youth services are not centralized and are difficult to find and navigate. This includes a lack of a centralized, streamlined recruitment and application process to connect youth interns and employees to City jobs which currently requires youth to apply multiple times for positions within the City. In order to address this concern, the City should look into what is currently being done to assist youth with navigating the City hiring process and what can be done to improve the process. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER	VOTE
McOSKER:	YES
SOTO-MARTINEZ:	YES
PRICE:	YES

ARL

6/18/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-