



**CITY OF LOS ANGELES
WORKFORCE DEVELOPMENT DEPARTMENT
YOUTH COUNCIL MEETING**

Thursday, November 6, 2025

10:00 AM - 12:00 PM

Goodwill So CA - Auditorium

342 N. San Fernando Rd. LA 90031

AGENDA

1. Call to Order/Roll Call
2. Declaration of Conflict of Interest Armando Loza
3. Welcome new Youth Council Members Hannah Lee
4. Public Comment on Non-Agenda Items

ACTION ITEMS:

5. Consideration of the Minutes of March 25, 2025 Armando Loza
6. Receive and File the Meeting Notes of May 27, 2025

ADVISORIES/DISCUSSIONS/PRESENTATIONS/REPORT-BACKS/UPDATES

7. Report by the Economic and Workforce Development Department on the Performance Scorecard of Youth Workforce Development Programs in the City's Workforce Development Board Annual Plan for Program Year 2024-25 (Year 25) Elizabeth Macias
8. Report back on the Authorization for the Economic and Workforce Development Department to reprogram County of Los Angeles funds allocated to the Regents of the University of California, former operators of the UCLA Central and UCLA West YouthSource Center sites, and YMCA Metropolitan for the purpose of maximizing Youth Work Experience Opportunities Bryson Gauff
9. YouthSource Center Youth Council presentation Luciela Rojas
10. Report back on HireLA steering committee goals Lisa Salazar

11. Next Meeting

12. Adjourn

Youth Council Committee:

Esther Dabagyan, Jaleesa Hazzard, Lindsey Heisser, Jim Lancaster, Carrie Lemmon, Armando Loza, Victor Reyes, Maria Turrubiarres, Steve Zimmer, Youth Advisors: Kahlil Hayes, Zaynah Robb,

PUBLIC INPUT AT WORKFORCE DEVELOPMENT BOARD MEETINGS

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Phone: 213-744-7164 www.wiblacity.org



2.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Declaration of Conflict of Interest

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

No Attachments Available



3.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Welcome new Youth Council Members

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

No Attachments Available



5.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Consideration of the Minutes of March 25, 2025

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 5 -DRAFT WDB Youth_Council Comm Mtg Minutes 03.25.2025

CITY OF LOS ANGELES
 WORKFORCE DEVELOPMENT BOARD (WDB)
 YOUTH COUNCIL COMMITTEE MEETING
 TUESDAY, MARCH 25, 2025
 10:00 A.M. – 12:00 P.M.
 Friendship Auditorium
 3201 Riverside Drive, Los Angeles, CA 90027

DRAFT MINUTES

MEMBERS PRESENT: David Crippens, Carrie Lemmon, Jaleesa Hazzard, Veronica Corona, Lindsey Heisser, Mary Rose Ortega, Steve Zimmer, Kamaurah Hogan (Youth Advisor)

1. Call to Order – Chair David Crippens called the meeting to order at 10:12 a.m.
2. Conflict of Interest Declarations – Hannah Lee, WDB Executive Director explained the Conflict of Interest Declaration process. No conflicts were identified.
3. Introduction of New WDB Youth Council Members
 The new Youth Council Committee members Lindsey Heisser, Snap Chat, and Steve Zimmer, County of Los Angeles gave brief introductory remarks.
4. Public Comments on Non-Agenda Items
 Mary Keipp, UCLA suggested that contracts be done in multi-year contracts that can be amended.

ACTION ITEMS:

5. Receive and File the Meeting Notes of February 22, 2024, May 21, 2024, June 18, 2024, and August 8, 2024, and January 28, 2025
 Accepted
6. Consideration of the Minutes of Minutes of April 25, 2024
Carrie Lemmon Moved, and Second by Jaleesa Hazzard
Motion carried unanimously.
7. Approval of Recommendations from the Economic & Workforce Development Department, in Partnership with the Youth Development Department, to Accept a Federal Earmark and City General Funds to Implement the Peer Homeless System Navigator Program

Gerardo Ruvalcaba, Assistant General Manager, Economic and Workforce Development Department (EWDD), and Lisa Salazar, General Manager, Youth Development Department (YDD) co-presented on their partnership to accept Federal Earmark and City General Funds to implement the Peer Homeless System Navigator Program. A combination of Federal funding and City General Funds was secured to hire 40 peer navigators. The funding will allow the navigators to work up to 360 hours to conduct outreach in their communities and facilitate appointments to connect young people to resources. YDD will be the program manager over this initiative. The Department request is for authority to accept up to \$565,592 to administer this program, and authorize the General Manager to issue a Request For Interest to the WorkSource and YouthSource Center System. Additionally, to authorize the General Manager to implement necessary Controller instructions to accept these funds.

Carrie Lemmon asked about the career pathway for the peer navigators.

Lisa Salazar said that the plan is to build up their skills, starting with the YouthSource Center Peer mental health counselors toward peer mental health pathways.

Kamaurah Hogan asked what the requirements for this program are besides being a city youth.

Lisa Salazar said that the eligibility requirements will be consistent with the Workforce Innovation and Opportunity Act (WIOA).

David Crippens said that they need to document how these programs work and don't work.

Motion to approve Mary Rose Ortega, Second Veronica Corona.

Vote: Motion carries unanimously.

ADVISORIES/DISCUSSIONS/PRESENTATIONS/REPORT-BACKS/UPDATES

8. Presentation on the 2025-26 Annual Plan

Elizabeth Macias, EWDD Planning Unit presented the outline for the EWDD Annual Plan. The 5 -Year Workforce Development Plan was recently completed. The plan was procured in partnership with Mayor Bass and the Office of Economic Opportunity, and the Workforce Development Board. It will create and expand access to living-wage jobs, and career pathways, remove barriers to employment for priority populations, and implement training programs to prepare residents for work in high growth and in-demand sectors. The goal is to place 50,000 Angelenos into high paying jobs.

Alex Guerrero, Opportunity Youth Collaborative asked what advocacy is needed to promote the LA:RISE program.

Elizabeth Macias said that REDF is advocating to restore funding for the program. REDF recommends that the program partners reach out to the L.A. County Board of Supervisors to advocate.

Gerardo Ruvalcaba said that it is important that partners and service provider all share the message and advocate for the programs that work.

9. Update on the YouthSource Center Redesign

Donny Brooks introduced Bryson Gauff, as the interim Assistant Chief Grants Manager who presented an update on the YouthSource Center Redesign. A YouthSource RFP was release in April 2022. The YouthSource Center Redesign integrated lessons learned from the Covid-19 Pandemic, and sought to serve as a response to the disparate impact felt by the youth of Los Angeles.

In collaboration with the YDD, the ReLAY Institute, and the WDB's Youth Council Committee, six key areas were highlighted which must be addressed through the YouthSource Center Redesign.

1. Increase the focus on career pathway,
2. Promote the Youth Voice in the YouthSource System
3. Strengthen Mental Health Services
4. Increase the Focus on High barrier Populations
5. Address the Digital Divide
6. Promote System Partnerships

EWDD identified the following eight initiatives to meet the goals of the YouthSource Center Redesign Goals and Priorities:

1. Tiered Approach
2. LA County Department of Mental Health Demonstration Pilot
3. Peer to Peer Demonstration Pilot,
4. LAUSD DACE Youth Navigators
5. LACCD Youth Navigators
6. Youth Advisory Council
7. Digital Ambassadors
8. Horizons 32K Strategic Plan

10. Discussion on Relaunching the HireLA's Youth Steering Committee, in Partnership with the Youth Development Department

Gerardo Ruvalcaba EWDD, Assistant General Manager and Lisa Salazar, YDD, General Manager co-presented the HIRELA's Youth Steering Committee Relaunch.

Lisa asked that consideration for resurfacing the Steering Committee be considered with the goal to increase the quality of work experience and to maximize all available resources in the region.

Gerardo added that the Department would transfer up to \$75,000 to support EWDD in the implementation of this committee, to access and support the Citywide youth council, and help with promotion and outreach.

Lisa added that they could procure a consultant however consultants need time to understand the system. The YDD has the knowledge, and experience in leading the youth recruitment effort. These funds would increase the capacity of staff time to focus on this work.

Carrie Lemmon said that she supports this effort, and she is excited to partner with them.

11. Presentation on Youth Disconnection in Los Angeles and Horizon's 32K Update

Carrie Lemmon, UniteLA introduced Alex Guerrero, Opportunity Youth Collaborative, who joined her in providing an update on the Horizons 32K program. The Youth Council Advisory has been kicked off, and three of the youth participating were present and shared their concerns.

Ashanti Wince, 22 YO would like to see value, skills, and expanding change and prioritize mental health.

Jasper Garcia, 22 YO, would like to see a greater emphasis on skilled base hiring. He has a difficult time finding a job because he has lived experience, but he is not getting hired.

Iziko Calderon, 23 YO, finished her 4th internships with WIOA. She has not found the proper opportunities to be hired. She would like to see a change to that. She does not want to get a guard card, or go from the YouthSource to the Adult Workforce System. She is tired of going from one program to another.

Carrie Lemmon, UniteLA spoke on the "Addressing Youth Disconnection in Los Angeles" report. Addressing disconnection in youth is critical for development, as they face lower lifetime earnings, poor health outcomes, and economic disparities. The data on disconnected youth shows that disparities affecting youth exist in certain regions in both the City and County of Los Angeles, such as: geographic, age, race and ethnicity. During the pandemic the rates went up and now there is a post pandemic number that shows a decrease. They need pathways to employment.

David Crippens commented that this report should serve as incentive for LAUSD, and the community college district since they both have a tremendous enrollment problem. He asked if 19-year-olds could be moved to the WorkSource system if their needs are not being met by the YouthSource System.

Gerardo Ruvalcaba said that they are looking at better aligning this when they procure the YouthSource Center System.

Lisa Salazar asked what does the baseline look like? How well are we serving the 19-year-olds.

Gerardo Ruvalcaba said that they are happy to launch a new program that is coming out of the justice involved youth.

12. Verbal Update on the Crossroads Conference

Danielle Martinez, WDB staff provided an update on the planning and coordination for the upcoming 2025 Crossroads Conference. This is the first time this event is scheduled after 10 years. The forum's target audience is policy makers, practitioners and youth leadership. It will have keynote addresses, and hands-on workshops. They will invite youth to be present and participate. Its intended date is April 28, 2025, at Los Angeles Trade Technical College.

David Crippens said that according to the LAEDC, the Los Angeles region is not kicking off jobs. This is why they need to be thoughtful in their process and programming.

13. Presentation on the Hollywood Entertainment Pathway Program

Doug Bond, President/CEO Amity Foundation, reported on the Hollywood Ranch Project. The Amity Foundation raised a million dollars and received a \$250,000 grant from the City to create this program to support young adults (18 – 24) who have experienced Foster Care, Juvenile Hall, Youth Authority, or other Justice-System involvement and who lack prior work experience, training or employment history in partnership with the Anti-Recidivism Coalition and the Coalition for Responsible Community Development. The program benefits include up to one year of safe and stable housing, and 10 months of union recognized career training in the entertainment industry. This program does work, the data supports it.

Sergio a program success story, shared that he benefited from the program as it taught him a good work ethic, and gave him a positive attitude. He had great mentors who cared about him and helped him find his way.

14. Next Meeting - May 27, 2025

15. Adjourn – Chair David Crippens adjourned the meeting at 12:08 p.m.



6.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Receive and File the Meeting Notes of May 27, 2025

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 6 - WDB Youth Council; Comm Mtg Notes 05.27.2025

City of Los Angeles
 Workforce Development Board
 WDB Youth Council Committee Meeting
 Tuesday, May 27, 2025
 10:00 A.M. -12:00 P.M.
 Friendship Auditorium
 3201 Riverside Dr. Los Angeles, CA 90027

MEETING NOTES

MEMBERS PRESENT: David Crippens, Kenya Croom, Esther Dabagyan, MaryRose Ortega, Jim Lancaster, Carrie Lemmon, John King II

1. Call to Order – Unofficial no quorum was present.
2. Declarations of Conflict of Interest – None
3. Public Comments on Non-Agenda Items

Lisa Salazar announced the third annual Youth Expo on Saturday, May 31 from 9:00 a.m. – 3:00 p.m. at LA Trade Tech. She encouraged folks to invite others to attend.

4. Welcome new Youth Council Members

Youth Council Committee Chair David Crippens announced that today would be his last meeting. He invited the two newly appointed Youth Council members Esther Dabagyan and Jim Lancaster to give brief self-introductory remarks.

ACTION ITEMS:

5. Consideration of the Minutes of March 25, 2025 – Tabled as no quorum was present.
6. Approval of the yearly selection of two Youth Advisor positions in the Workforce Development Board (WDB) Youth Council and provide them with monthly educational stipends to offset their costs of preparing for and attending meetings

Lisa Salazar, General Manager, Youth Development Department (YDD) provided a brief history and background for the inception of the youth advisors. The YDD embarked on a city-wide youth strategic planning process that identified six designated areas as priorities. Cultivating leadership skills was a priority. They have been working to elevate the voices and create opportunities for youth to cultivate their leadership skills. The first youth advisors were kicked off in April 2024. The young people have learned a lot and have taught them how to better serve them. Lisa thanked Mr. Crippens for volunteering to mentor these two youth advisors. Lucy Rojas said that the Youth Advisors were selected from a group of candidates that were already serving youth councils. They receive stipends for their time.

ADVISORIES/DISCUSSIONS/PRESENTATIONS/REPORT-BACKS/UPDATES

7. Presentation on Youth Advisor Experience

Lucy Rojas, Youth Development Department reported on the Youth Advisor Experience. Kamaurah Hogan, a UCLA student from Para Los Ninos, stated that what she accomplished was that she was able to expand their network and talk to other members of the Board to learn about new careers and opportunities. Kamarauh met with Metro to discuss how they could provide transportation for youth. Gabrielle Elvir came from the Boyle Heights Youth Tech Center. Unfortunately due to work and school commitments she was unable to attend today's meeting. Gaby advocated with her YouthSource Center to expand a resource and career center, and to put together a work fair.

David Crippens shared that Kamaurah Hogan and Gabrielle Elvir felt that their experience was not as great of an experience as they would have liked. They would have liked more mentorship, career guidance, to have been heard more, and to be more deeply involved. They felt invisible at meetings. They also would have liked assistance in finding a job. David said that they need to ensure that all youth are part of the process, and that having young folks on this council needs to be taken more seriously. They need to establish a pathway for young people to know what leadership is. He believes that Covid has had an impact on young people more than anyone else. He thanked Lucy Rojas, and Lisa Salazar for their commitment to the youth. He announced that the Board will have new leadership in July.

Carrie Lemmon commented that last week she attended the National Opportunity Conference that The Aspen Institute sponsors. It has a network across the country. She recommended that they engage the LA Youth Collaborative to bring the Youth Advisors to the table. They brought a dozen youth to the conference that were part

of the plenary panels with system leaders. Young people are co-designing agendas, and they are making meaningful recommendations on policies.

Hannah Lee asked if any of the feedback from the youth advisors could be included for the next cohort; structural changes could be included at the quarterly meeting discussion.

David Crippens recommends that they make it more formal, and take comments from Carrie Lemmon.

MaryRose Ortega, a retired LAUSD teacher commented that she was one of the first youth council members, and a community action program youth participant of Teen Post in the late 1960s. It was a program that put money into community programs.

Lisa Salazar added that when they have quorum that language be added to include next steps, and recommendations to improve the experience of the next year cohort.

Hannah Lee is committed to guiding the youth advisors and to make sure that their participation is included, until the Chair is replaced.

Bryson Gauff, EWDD asked if they could get the recommendation memorialized. "With the upcoming launch of the HIRE:LA's Youth", could they have this put in as well.

Public comments regarding the youth advisors included the need to have youth present at the Youth Council Committee meetings, and to teach them, and to provide them mentorship. Additional comments included that YouthSource Centers collaborate with one another and have leaders share events that are happening and encourage others to attend. It was recommended that a presentation on the youth councils should be done at the youth centers.

Hannah Lee said that she appreciates the comments about inclusivity. She intends to discuss virtual meeting participation for the youth advisors with the City Attorney. The new Youth Chair will discuss new meeting hours.

Mary Keipp commented that youth attendance at board meetings is a balancing act because work or school hours affect their availability to attend.

8. Presentation on 2025 Crossroads Youth Policy Forum

David Crippens introduced Dr. Richelle Brooks who gave a briefing and presented a PowerPoint on the 2025 Crossroads Youth Policy Forum.

David provided a brief history of the Crossroads Youth conference which has been done for the last 20+ years to ensure that the needs of youth are met through resource redistribution. One hundred twenty attendees gathered with a focus to help catalyze a shift in youth mental wellness in Los Angeles.

Youth-Proposed Solutions:

- Culturally attuned mental health education and peer-led workshops.
- Public wellness hubs and mentorship tied to career readiness.
- More school counselors, support groups, and mental health “sick” days.
- Use of arts, poster presentations, and storytelling to communicate lived experience.

Dr. Brooks will prepare a final report back that details the accomplishments, key findings, and themes from the Crossroads Policy Forum including a Recommendation Implementation Guide and Tools.

David Crippens said that they are looking at where there are middle pathways.

9. Discussion of the possible impact of the City’s Budget and suggested consolidation on youth programs

Donny Brooks, EWDD Chief Grants Administrator reported on the City Budget which includes the proposed consolidation of several departments, Department of Disability, Aging, Youth Development Department, and the Economic and Workforce Development Department. The Council committee requested a report back from the four affected departments on July 15th. Regarding youth programs for the current program year, there is no impact at this time. Until the Board approves the Annual Plan, all funding for programming remains intact. In terms of the proposed consolidation more information will be forthcoming.

David Crippens commented on the proposed consolidation and expressed his hopes that the Board weigh in and provide input especially where it concerns impacts to youth. Looking back on his 29 years on the board, there is a new way of doing things; he hopes people’s voices will be heard.

Hannah Lee suggested that the if the Board members wish to participate, they can provide public comment when the City Council has its committee meetings.

Carrie Lemmon asked if EWDD could share more on the potential impacts to programming with regard to the consolidation. She asked if this will be included in the Department's response. What does this look like. Will the Department's be working together on a joint report back.

David Crippens commented that no white paper was produced before the merger was proposed. He is trying to be as neutral as possible. For all of the challenges that were discussed today. The potential of the system of what they are doing, and the people who are involved is exemplary. They need to look at how do they make it better. This is a time of great opportunity.

Lisa Salazar said that when the report is prepared, it will be assigned a City Council File number and this is an easy way to track it as it moves along the process.

Jim Lancaster asked how partners to the City can chime in. As a major partner he wants to know how they can best support the Department.

Lisa Salazar said that if folks have questions they should be submitted to the General Managers of those departments.

David Crippens commented that Hannah has offered to coordinate. We are a community, a family. We have to keep up with all parts of the family, and we must give our input.

10. Verbal Update on the Horizons 32K Strategic Plan

Carrie Lemmon, UniteLA – gave an update on the Horizons 32K Strategic Plan. With everything that is happening, they are trying to keep action driving forward in an increasingly chaotic political environment. Progress has been made in the last few months. The LA Opportunity Youth Collaborative is focused on engaging young people with the goal to participate in the work groups that will be launched. Goals - a series of meetings, then the stewardship board will decide key priorities toward the 32k plan. Four impact initiatives are being proposed to launch. They submitted a few grant proposals. They are putting together a coalition of multiple partners and making sure that all the partners are aware and providing input into the merger.

11. Honoring UCLA YouthSource Centers' contributions to the YouthSource system

David Crippens honored UCLA YouthSource Center, and Mary Keipp for their outstanding contributions, and legacy in serving the community for over 3 decades. Over 700 youth were served annually. David gave Mary accolades for her many contributions throughout the years.

Mary Keipp introduced her staff: Francesa Rodrigues, Carlos Pena, Amanda Gonzalez, and recognized the Beyond the Bell staff as well. She charged them all to speak up.

12. Honoring David Crippens' contributions to the Youth Council

Tammy Ortuno, Mayor's Office staff presented a certificate of recognition to David Crippens for his leadership as the Youth Council Committee Chair.

David Crippens gave words of thanks and appreciation for his time as Chair of the WDB Youth Council Committee. He beseeched them all to take note of the big events coming to Los Angeles.

Lisa Salazar thanked David Crippens and Mary Keipp for their many years of service and leadership.

Anabel Barragan, LAWA – Acknowledged David Crippens for his many years of engagement and dedication.

13. Next Meeting: Tuesday, October 23, 2025

14. Adjourn: 12:03 p.m. unofficial.



7.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Report by the Economic and Workforce Development Department on the Performance Scorecard of Youth Workforce Development Programs in the City's Workforce Development Board Annual Plan for Program Year 2024-25 (Year 25)

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- ▣ WDB Report #7 -PY 2024-25 WDS Scorecard - Youth
- ▣ WDB Report #7 - Attachment - PY 2024-25 WDS Scorecard - Youth (1)



DATE: November 6, 2025

TO: Armando Loza, Chair
Workforce Development Board, Youth Council

FROM: Frederick L. Jackson, Interim General Manager *Frederick L. Jackson*
Economic and Workforce Development Department

**SUBJECT: REPORT BY THE ECONOMIC AND WORKFORCE DEVELOPMENT
DEPARTMENT ON THE PERFORMANCE SCORECARD OF YOUTH
WORKFORCE DEVELOPMENT PROGRAMS IN THE CITY'S WORKFORCE
DEVELOPMENT BOARD ANNUAL PLAN FOR PROGRAM YEAR 2024-25
(YEAR 25)**

WORKFORCE DEVELOPMENT BOARD ACTION

The General Manager of the Economic and Workforce Development Department (EWDD) respectfully requests that the Workforce Development Board (WDB) Youth Council:

1. NOTE and FILE this report, as it is provided for informational purposes only and no action is necessary.

BACKGROUND

The Economic and Workforce Development Department's (EWDD) Annual Plan Program Year (PY) 2024-25 outlines the Workforce Development System (WDS) strategies and programming for youth, including Opportunity Youth and individuals with barriers to employment. The ultimate objective of the funded initiatives and services is to place such individuals into career-oriented positions and provide work experiences in career pathways that lead to wages that support self-sufficiency.

The attached performance scorecard highlights the annual performance of the system's key youth programs during PY 2024-25:

- Workforce Innovation and Opportunity Act (WIOA) Youth Program
- HIRE LA and Youth Service Corps Programs

The scorecard provides performance data on the following metrics:

- Total number of participants served;
- Total number of participants trained; and
- Total number of job placements.

FLJ:DB:EM:cg

Attachment: PY 2024-25 Workforce Development System Scorecard - Youth

This WIOA Title I financially assisted program or activity is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.

Workforce Development System Scorecard - Youth

Reporting Period: July 1, 2024 – June 30, 2025

Youth Services

Metric No.	Metric	Q1 July 1, 24– Sept 30, 24	Q2 Oct 1, 24– Dec 31, 24	Q3 Jan 1, 25– Mar 31, 25	Q4 April 1, 25– June 30, 25	Cumulative Goal for Period (Q1–Q4)	Cumulative Annual Performance (unduplicated, PY 24-25)	Percent of Period Goal
3	Customer Flow/Services							
	Total Enrollments (WIOA Youth + HIRE LA City GF YSC)	1,134	1,719	1,919	2,011	2,653	2,718	102%
3.1	WIOA Youth Participants Served	1,018	1,624	1,867	1,803	2,100	2,247	107%
3.2	HIRE LA (City GF) Enrollments- YouthSource Centers	116	95	52	208	553	471	85%
4	Exit-Based Outcomes (Local and Federal Measures)							
4.1	WIOA Youth Enrolled in Education or Training	136	146	164	154		600	
4.2	WIOA Youth Job Placements	64	136	186	825	1,706	1,211	70.98%
4.3	WIOA Youth- Education and Employment Rate - 2nd Quarter After Exit	65.22%	63.44%	71.92%	70.57%	72%	70.98%	98.58%
4.4	WIOA Youth- Education and Employment Rate - 4th Quarter After Exit	76.10%	66.95%	62.77%	71.66%	72%	69.04%	95.89%
4.5	*WIOA Youth- Median Earnings 2nd Quarter After Exit					\$4,800.00		
4.6	WIOA Youth- Credential Attainment Within 4 Quarters After Exit	64.86%	58.24%	44.44%	40.00%	58%	57.00%	98.28%
4.7	WIOA Youth- Measurable Skills Gain	12.06%	7.93%	17.16%	65.77%	61%	73.11%	119.85%

Notes: * Median Earnings data is not available as the City of Los Angeles does not have access to the State's Base Wage File.

Last Updated: 9/23/2025

Goals Achieved
81% and above
60-80%
59% and below
Not Available or N/A

Workforce Development System Scorecard - Youth

Reporting Period: July 1, 2024 – June 30, 2025

Hire LA/Youth Service Corps (formerly CFA)

Metric No.	Metric	Q1	Q2	Q3	Q4	Cumulative Goal for Period (Q1-Q4)	Cumulative Annual Performance (unduplicated, PY 24-25)	Percent of Period Goal
		July 1, 24– Sept 30, 24	Oct 1, 24– Dec 31, 24	Jan 1, 25– Mar 31, 25	April 1, 25– June 30, 25			
5	Customer Flow/Services							
	Total HIRE LA + County Y@W + Youth Service Corps Enrollments	2,638	1,287	1,068	1,029	4,995	6,022	121%
5.1	HIRE LA (City GF) Enrollments - Non-Youth Source Centers	5	8	43	38	93	94	101%
5.2	County Youth at Work (Y@W) Enrollments	557	398	752	455	2,204	2,162	98%
5.3	Angeleno Corps Enrollments - CFA	308	0	0	0	350	308	88%
5.4	Student 2 Student Enrollments	0	466	42	179	400	687	172%
5.5	*LA RISE Youth Academy CFA Enrollments	617	32	29	71	501	749	150%
5.6	*LA RISE Youth Academy CFA Enrollments in Transitional Employment	531	0	29	71	501	631	126%
5.7	*LA RISE Youth Academy CFA Co-Enrollments with WIOA	225	18	24	39	251	306	122%
5.8	LA Community College - City Pathways Enrollments	30	24	14	8	50	76	152%
5.9	City Pathways for Youth - Recreation and Parks (RAP) Enrollments	68	37	0	0	75	105	140%
5.10	Summer Night Lights - Recreation and Parks (RAP) Enrollments	123	26	0	0	80	149	186%
5.11	Early Childhood Education - Student Advancement Project Enrollments	29	0	53	9	100	91	91%
5.12	EVOLVE Enrollments (City GF)	0	0	0	13	50	13	26%
5.13	Clean LA - Bureau of Public Works Enrollments	33	123	3	72	50	231	462%
5.14	LA River Rangers - Bureau of Public Works Enrollments	5	11	10	0	43	26	60%
5.15	LA Community Composting & Food Recovery- Bureau of Public Works Enrollments	5	5	0	0	15	10	67%
5.16	Youth and Community Harvest Internship Project Enrollments	0	28	7	24	42	59	140%
5.17	Teen Parent Prosper Project Enrollments	3	1	7	1	25	12	48%
5.18	Digital Ambassadors Enrollments	0	10	7	16	37	33	89%
5.19	Certified Peer Specialist Demonstration Project Enrollments	18	21	17	1	50	57	114%
5.20	SEEDS Enrollments	0	7	0	0	28	7	25%
5.21	Wildland Firefighting Training Academy Enrollments	81	72	31	32	50	216	432%

Notes: (All Items listed are CFA Round 2 programs)

* LA:RISE Youth Academy contract cycle runs (dates)

Last Updated: 7/22/2025

Goals Achieved
81% and above
60-80%
59% and below
Not Available or N/A



8.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Report back on the Authorization for the Economic and Workforce Development Department to reprogram County of Los Angeles funds allocated to the Regents of the University of California, former operators of the UCLA Central and UCLA West YouthSource Center sites, and YMCA Metropolitan for the purpose of maximizing Youth Work Experience Opportunities

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- ▣ WDB Report #8- EWDD Report Back - County Blanket Authority

CITY OF LOS ANGELES

CALIFORNIA

FREDERICK L. JACKSON
INTERIM GENERAL MANAGER



KAREN BASS
MAYOR

8

ECONOMIC AND WORKFORCE
DEVELOPMENT DEPARTMENT

444 S. FLOWER STREET
LOS ANGELES, CA 90071

DATE: November 6, 2025

TO: Armando Loza, Chair
Workforce Development Board, Youth Council

FROM: Frederick L. Jackson, Interim General Manager *Frederick L. Jackson*
Economic and Workforce Development Department

SUBJECT: REPORT BACK ON THE AUTHORIZATION FOR THE ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT TO REPROGRAM COUNTY OF LOS ANGELES FUNDS ALLOCATED TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA, FORMER OPERATORS OF THE UCLA CENTRAL AND UCLA WEST YOUTHSOURCE CENTER SITES, AND YMCA METROPOLITAN FOR THE PURPOSE OF MAXIMIZING YOUTH WORK EXPERIENCE OPPORTUNITIES

WORKFORCE DEVELOPMENT BOARD ACTION

The General Manager of the Economic and Workforce Development Department (EWDD) respectfully requests that the Workforce Development Board (WDB) Youth Council:

1. NOTE and FILE this report, as it is provided for informational purposes only and no action is necessary.

BACKGROUND

The Hire LA's Youth (HLAY) program is the City of Los Angeles' (City) flagship youth paid work experience program. The HLAY provides work readiness and internship opportunities for Opportunity Youth ages 14-24. Funded through the City General Fund (GF) and County of Los Angeles (County) dollars (under the Youth@Work (Y@W) umbrella), the HLAY provides up to 160 hours of paid training and work experience with public, private, and non-profit community organization partners throughout the City.

In April 2025, the Regents of the University of California (UCLA), operators of the UCLA Central and UCLA West YouthSource Center (YSC) sites, informed EWDD that the university was undergoing a hiring freeze and would be unable to enroll new program participants. This hiring freeze resulted in a significant balance of unspent County Y@W funds at the end of the Program Year (PY) 2024-25, which ended June 30, 2025. Additionally, UCLA informed EWDD that they would not be renewing YSC contracts for PY 2025-26.

Since these funds cannot be carried over into future program years, EWDD instructed other Workforce Development System (WDS) providers to over-enroll to ensure that dollars are directed to program participants at different program sites. The requested authority granted EWDD the flexibility to reprogram these funds as needed to fully utilize the remaining balance and prevent the forfeiture of critical program dollars.

To support existing over-enrollments, the WDS leveraged youth recruitment events, such as the Youth Development Department's (YDD) Youth Expo, which hosted 2,000 young Angelenos seeking work experience opportunities. These eligible youth attendees were provided opportunities to enroll in programs to utilize the remaining unspent dollars.

DISCUSSION

To fully utilize the HLAY County Y@W funds that cannot be reprogrammed after June 30, 2025, the EWDD requested approval of the transfer/allocation/redistribution recommendations detailed in Table 1. These requests allowed the EWDD to amend existing contracts, fully fund contracted providers, and add additional youth work experience opportunities.

After reviewing service provider performance and gauging their capacity to expand services, the EWDD recommended the reallocation of \$460,776 in County Y@W funds from UCLA and YMCA Metropolitan that was approved by the WDB action on May 22, 2025, to the service providers listed in Table 1.

Table 1: County Y@W–Funded Programs/Activities and Reprogrammed Funding Totals

PROGRAM/ACTIVITY NAME	ORIGINAL FUNDING	REPROGRAMMED FUNDING	CONTRACT TOTAL
CalWORKS	\$149,933	\$26,238	\$176,171
1. Boyle Heights Tech Center	\$149,933	\$26,238	\$176,171
WBL (OUY, Foster, SIY)	\$3,577,449	\$434,538	\$4,011,987
1. Boyle Heights Tech Center	\$400,825	\$26,224	\$427,049
2. Coalition for Responsible Community Development (C-146602)	\$397,078	\$112,380	\$509,458
3. El Proyecto del Barrio, Inc. - San Fernando (C-146722)	\$393,332	\$52,444	\$445,776
4. El Proyecto del Barrio, Inc. - Sun Valley (C-146594)	\$460,761	\$26,222	\$486,983
5. Goodwill Industries of Southern California (C-146678)	\$400,824	\$67,428	\$468,252
6. Catholic Charities of Los Angeles (C-146625)	\$63,682	\$29,968	\$93,650
7. Managed Career Solutions – Harbor (C-146613)	\$337,142	\$29,968	\$367,110

8. Para Los Niños – Central (C-146665)	\$325,904	\$29,968	\$355,872
9. Para Los Niños – East (C-146614)	\$382,094	\$29,968	\$412,062
10. Southeast LA Watts	\$415,807	\$29,968	\$445,775
TOTAL	\$3,727,382	\$460,776	\$4,188,158

The reprogramming of County funds summarized in Table 1 allowed the City to continue and expand work experience opportunities to additional youth while also correcting any underfunding in earlier allocations.

FLJ:GR:DB:MV:BG:FG:cg



9.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: YouthSource Center Youth Council presentation

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- ▣ Item 9 - YDD Memo_Youth Advisory Council Report
- ▣ Item 9 - YAC Impact_2023-2025 Presentation2sl

LISA SALAZAR
EXECUTIVE DIRECTOR &
GENERAL MANAGER

**CITY OF LOS ANGELES
CALIFORNIA**

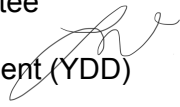


**KAREN BASS
MAYOR**

9
**YOUTH DEVELOPMENT
DEPARTMENT**
444 FLOWER ST, FLOOR 14
LOS ANGELES, CA 90017
YDD.LACITY.GOV

DATE: October 30, 2025

TO: Workforce Development Board (WDB), Youth Council Committee

FROM: Lisa Salazar, Executive Director, Youth Development Department (YDD) 

SUBJECT: YOUTHSOURCE CENTER YOUTH ADVISORY COUNCIL

SUMMARY

This report provides a status update on the YouthSource Advisory Council (YAC) initiative. In 2021, the City's Workforce Development System (WDS) reviewed the YouthSource Center (YSC) model and identified the need to elevate the voice of youth. In response, the Economic and Workforce Development Department (EWDD) and YDD partnered with the Conrad N. Hilton Foundation to launch center-based YACs at all 14 YSCs in November 2023. The initiative has strengthened program delivery and youth leadership through curriculum, consistent staff support, intentional youth development, and public showcases. A key improvement area is deepening youth roles in decision-making; only about half of participants reported meaningful involvement in center governance and program design. YAC activities to date include a citywide young leader convening, a regional Youth Civic Leadership Summit, outreach at the annual Youth Expo, Boyle Heights' "Know Your Vote" event with the City Clerk, and an annual Summer Showcase. These efforts provide a roadmap to sustain and scale YACs, ensuring that young people remain central to shaping equitable and responsive services across the WDS.

BACKGROUND

In 2021, EWDD, in partnership with YDD and WDB, conducted an extensive review of the YSC program. Through public forums with service providers, community stakeholders, and youth participants, a consistent theme emerged: the need to elevate and incorporate youth voice in program development and implementation. To address this need, EWDD and YDD added a YouthSource service element requiring center-based YACs. With support from the Hilton Foundation, the pilot launched at all 14 YSCs in November 2023.

Impact to Date

The YAC initiative has become a strong model for cultivating youth leadership and amplifying youth voice. By integrating curriculum, providing consistent staff support, emphasizing intentional youth development, and hosting public showcases, the initiative established a durable foundation across Los Angeles. According to findings from prior program-year findings, youth reported increased engagement with their centers and a progression from inspiration to

grounded leadership, as well as a shift from having a platform to influencing decisions. A large majority (83%) reported support from adults and peers, as well as gains in communication, teamwork, planning, and problem-solving.

Opportunities for Improvement

The most immediate opportunity is to expand youth roles in decision-making. Only about half of the participants reported engaging in decision-making. Embedding YAC influence more consistently in center governance and program design through defined decision rights, co-design sessions, and structured feedback loops will strengthen outcomes.

Evaluation and Learning: Improved YAC Baseline Surveys

In October 2025, YDD launched two new baseline surveys to inform the next phase of evaluation for the YAC initiative: one for YAC provider staff and one for YAC youth participants. The staff survey assesses center capacity and needs, including awareness of EWDD/YDD supports, current youth decision-making opportunities, recruitment practices, confidence in utilizing youth feedback, and priority training and resource needs. The youth survey gathers demographics and motivations, experiences at YSCs, inclusion in decision-making, leadership skill-building, comfort with public speaking and meeting practices, and the supports youth feel they need to succeed. Together, these instruments will guide curriculum alignment, center practices, and evaluation. YDD looks forward to presenting the survey results at a subsequent update to the Board and Committee.

Outcome and Path Forward

The initiative has strengthened program delivery, empowered staff, and equipped youth to assume leadership roles. The model provides a roadmap to sustain and scale YACs citywide. Next steps include formalizing YAC participation in annual planning, further aligning activities with Workforce Innovation and Opportunity Act (WIOA) objectives, and standardizing evaluation tools to capture skill gains and program impacts. EWDD and YDD can reinforce consistency through staff training, peer learning across centers, and targeted funder partnerships to support facilitation and youth stipends. An annual public report summarizing recommendations, actions taken, and outcomes will promote transparency and continuous improvement.

INITIATIVE ACTIVITIES (PY 2023–24 AND 2024–25)

The YACs advanced leadership development, civic engagement, and program visibility through the following activities. Each item reflects hands-on learning and direct contributions to YouthSource Center planning and outreach.

- Young Leaders Convening: Onboarding and leadership development for all YACs, including networking across centers.
- Youth Civic Leadership Summit: Collaborative summit of YDD’s Olivia E. Mitchell LA Youth Council, YACs, LA County Commissioners, Long Beach Youth Advisory Council, Metro Youth Council, and LA Zoo Youth Council to discuss regional issues and solutions.

- Youth Expo: Youth volunteers represent their centers at a public event highlighting resources and job opportunities.
- “Know Your Vote” (Boyle Heights): Annual voter-engagement event with the Office of the City Clerk, offering a registration guide and simulated voting experience.
- Summer Showcase: Annual presentation of council activities and results to peers and departments, highlighting leadership opportunities and center improvements implemented during the term.

NEXT STEPS

Over the coming months and through the remainder of the program year, YDD, in coordination with EWDD, will: (1) analyze the baseline staff and youth surveys and present results, key findings, and recommended adjustments to the WDB; (2) formalize YAC roles in center governance by establishing clear decision rights, co-design sessions tied to program planning and scheduling, and required staff feedback loops; (3) standardize evaluation tools to track participation, skill gains, and implementation of youth recommendations, with periodic dashboards to support oversight; (4) deliver staff training and peer learning sessions across YSCs to strengthen consistent practice; and (5) pursue targeted funder partnerships to support facilitation and youth stipends. These actions position the YACs to deepen youth decision-making, inform center operations, and report measurable progress in future updates.

LS:rc:lr



MAYOR'S FUND
FOR LOS ANGELES

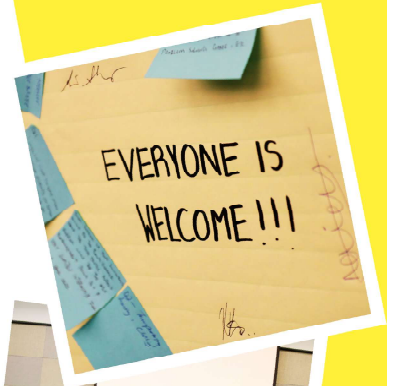


YOUTHSOURCE YOUTH ADVISORY COUNCILS

Centering Youth Leadership

WHAT WE SET OUT TO DO

The YouthSource Advisory Council Initiative, led by the Youth Development Department and supported by the Mayor's Fund for Los Angeles, aims to develop leadership curricula, staff training, and technical assistance to build strong youth councils across all YouthSource Centers. The goal is to leverage these councils' input to enhance service delivery, peer engagement, and overall outcomes for the YouthSource System.



YOUTHSOURCE CENTER YOUTH ADVISORY COUNCIL PARTNERS



**MAYOR'S FUND
FOR LOS ANGELES**

OUR CITYWIDE YOUTH DEVELOPMENT PRIORITIES

Service Navigation*

Youth know how to and can easily access youth services.*

Cultivate Youth Leaders*

Youth understand the political process and have decision-making power.*

Housing & Public Safety

Youth have access to affordable housing and safe communities.

Youth Spaces

Youth have access to safe spaces across the City where they can build community doing the activities they desire.

Mental Health

Youth have access to culturally appropriate mental health services to support their overall well-being.

Economic Well-being

Youth have the knowledge and means to be economically independent.

* Shared responsibly between City and YDD

Follow us @lacityyouth

ydd.lacity.gov

GOALS:

- Cultivate Leadership Skills and Confidence
- Deepen Awareness of YouthSource Center Services
- Increase In Connection and Retention
- Engage Youth in Program Evaluation and Continuous Design Improvement
- Strengthen Civic Engagement and Community Connection
- Participate in Workforce Development Board Decision-Making
- Contribute Insights and Recommendations to YouthSource Centers



TRAINING & CAPACITY

Staff

- Shifting from tokenism to meaningful youth engagement.
- Collaboratively designing and refining the curriculum.
- Monthly check-ins to reflect and improve practice.
- Cross-site collaboration among YouthSource staff.

Youth

- Centering youth voice, confidence, and skill-building.
- Trainings on:
 - Robert's Rules of Order
 - Public speaking & media engagement
 - Civics 101 & Advocacy
 - Co-facilitation and leadership practice



ANNUAL GOALS BY THE NUMBERS



70 total members

5 youth per center
Active YouthSource
Centers participants

16 - 24 Ages

Selected councils meet
4X a year

ACTUALS



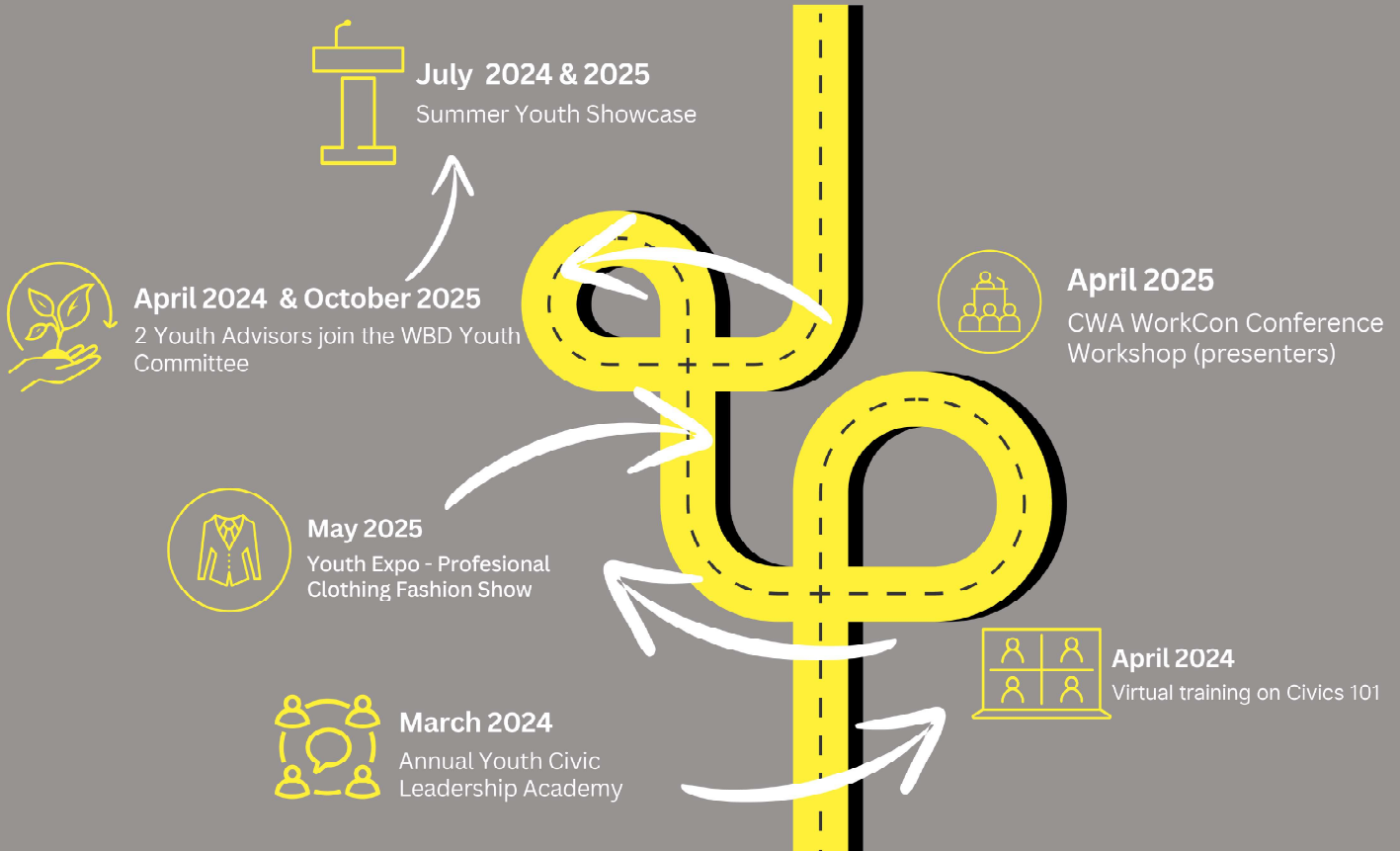
171
total members over the last 2yrs

6-12
youth participants per center

Selected councils on average
meet

2X a MONTH

CREATING OPPORTUNITIES FOR LEADERSHIP



SHOWCASED STRATEGIES

1. Hosting job and mental health fairs.
2. Organizing care package drives for vulnerable families.
3. Creating youth-friendly lounge spaces in centers.
4. Conducting community needs assessments.
5. Leading environmental and workforce development workshops.
6. Establishing professional wardrobe closets.
7. Supporting parenting classes for youth.
8. Created an asset map that identified community resources



IMPACT ON YOUTH DEVELOPMENT

From Year 1 to Year 2, youth reported notable shifts in how they viewed themselves as leaders

YEAR 1

"It has made me a better leader."

"I feel like I am part of a movement that could potentially make an impact... It makes me want to be more involved and enhance my skills as a leader."

"As I was seeing others share... my confidence strengthened and also my communication skills."

YEAR 2

"Being a leader is a sacrifice!!"

"Leadership skills is more than a speaker and advocator; it is an undefinable and selfless person."

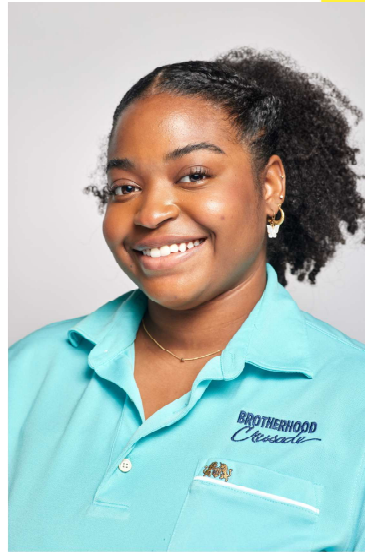
"I can see my leadership grow by taking an active role in a community that I am interested in and passionate about."



YOUTH ADVISORS 2025-2026



Kahlil Hayes
Brotherhood Crusade



Zaynah Robb
Brotherhood Crusade

BROTHERHOOD CRUSADE YOUTH ADVISORY COUNCIL



- 1. What's the issue?**
- 2. Methology**
- 3. Findings**
- 4. Future Involvement**
- 5. Call to Action**

BROTHERHOOD CRUSADE YOUTH ADVISORY COUNCIL

Sowing Seeds and Growing a Strong Community

Meet the Team!



Khalil Hayes
Chair



Zaynah Robb
Vice Chair



Makala Travis
Secretary



Kendall Antione
YAC Member



Sigli Amadu
YAC Member



Kaaria Lopez-Spears
YAC Member/ Vice Chair & CD8
Representative of OMYC



Deontay Everett
YAC Member/
Representative of Bold
Visions YC



Alanis Devezin
YAC Member/ CD8
Representative of OMYC



Raiz Lopez-Spears
YAC Member / Representative of LA City Zoo
Youth Council

What's the issue?

We cannot
always build
the future for
our youth, but
we can build
our youth for
the future.”-
President
Franklin D.
Roosevelt

While we have many examples of leadership that take charge of the youth, there needs to be a place where we as the youth need to be leaders.

Youth voices are sometimes overlooked in decision making spaces, and youth have such unique lived experiences and the exclusion of that leaves a gap in perspective

Without youth leaders, policies and events can miss the mark, creating the need for there to be an intentional space for youth to have an influence

Methodology

The Brotherhood Youth Advisory Council has utilized various means to further its reach and ability to provide meaningful resources to the youth they serve.

This Council attends the annual Los Angeles Youth Summit and is a participating faction in the Youth Expo.

The Council developed subcommittees amongst its members to divide resources and energy efficiently.

The committees are as follows:

Peer-to-Peer Male & Female

Community Outreach

Parent Engagement



Methodology



Our Council actively participates in the Brotherhood Crusade programming

- Leads the monthly Career Cafe.
- Act as intermediaries between the youth and the Crusade staff.
- Have engaged in conversation and established a relationship with Los Angeles' Sheriff's Department.
- Serve in leadership roles during the annual retreats for both men/boys and women/girls.
- Assist facilitate youth engagement nights held at the Brotherhood Crusade's Youth Source Center.

Youth expressed how much value they find Brotherhood Crusade and its resources

The men's and women's retreats gave members a safe space to be vulnerable, reflect, and support each other through personal growth.

We noticed that youth who stayed involved developed stronger communication skills, more confidence, and a clearer sense of purpose.

Being trusted with leadership roles made members feel empowered, responsible, and proud to represent their peers.

Findings

Career Cafe events taught youth how to build resumes, prepare for interviews, and explore career paths with confidence.

Future Involvement

Youth Involvement

- Develop initiatives aimed at engaging future generations of youth.
- Expand participation to include youth and community members outside of Brotherhood Crusade.

Event Ideas

- Host backpack giveaways to support students in need.
- Organize fundraisers to support local causes and youth programs.
- Plan community events that encourage youth and family involvement.

Volunteer Opportunities

- Create volunteer programs to help youth get involved in their community.
- Offer opportunities for community service hours, especially for high school students.
- Collaborate with after-school programs to offer volunteer work and mentorship

Additional Ideas

- Explore whether high schools still require community service hours for graduation and build partnerships based on that need.
- Provide leadership development and training workshops for youth volunteers.

Call to Action

This isn't the end, it's just the beginning.

Now, we're focused on amplifying youth voices, empowering our peers, and shaping policy that reflects our lived experiences.

Join Us. Lead With Us:

- **Create Safe Spaces for Others**
-Leadership means lifting others.
- **Collaborate, Don't Compete**
-Partner with others doing good work.
- **Ask Questions**
-Don't fake it, Ask. Smart leaders stay curious

Lead. Empower. Repeat. 

STAY CONNECTED

YDD Newsletter



Social Media

INSTAGRAM.COM/LACITYYOUTH

TWITTER.COM/LACITYYOUTH

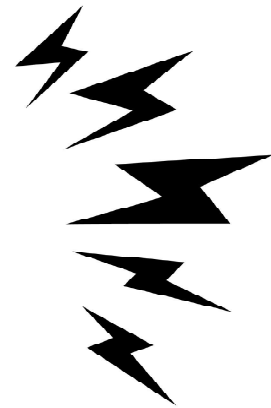
FACEBOOK.COM/LACITYYOUTH



Lisa Salazar - lisa.salazar@lacity.org

Luciela Rojas - luciela.rojas@lacity.org

YDD Website





10.

DATE: November 6, 2025

TO: Workforce Development Board (WDB)

FROM:

SUBJECT: Report back on HireLA steering committee goals

REQUESTED ACTION:

BACKGROUND:

ADDITIONAL BACKGROUND:

ATTACHMENTS:

Description

- Item 10 - WDB Report_HLAYSC Update_YDD_10.30.25

LISA SALAZAR
EXECUTIVE DIRECTOR &
GENERAL MANAGER

**CITY OF LOS ANGELES
CALIFORNIA**



**KAREN BASS
MAYOR**

10
**YOUTH DEVELOPMENT
DEPARTMENT**
444 FLOWER ST, FLOOR 14
LOS ANGELES, CA 90017
YDD.LACITY.GOV

DATE: October 30, 2025
TO: Workforce Development Board (WDB), Youth Council Committee
FROM: Lisa Salazar, Executive Director, Youth Development Department
SUBJECT: **HIRE LA'S YOUTH STEERING COMMITTEE UPDATE**

SUMMARY

This report provides an update on the relaunched Hire LA's Youth Steering Committee (HLAYSC or committee), co-chaired by the Youth Development Department (YDD) and the Economic and Workforce Development Department (EWDD). Since the Workforce Development Board (WDB) approved the relaunch in April 2025, the following key activities have occurred: (1) Conducted member recruitment and a kick-off meeting was held on August 7, 2025, to relaunch the committee, introduce members, and review the committee's goals; (2) based on committee feedback from the kick-off meeting, YDD and EWDD drafted an internal Memorandum of Understanding (MOU) to formally define the roles, responsibilities, and partnership structure for co-leading the committee; and (3) while departmental staff have been recently prioritized on critical consolidation and budget work, the committee is now moving forward and making notable progress.

BACKGROUND

The Hire LA's Youth Program (HLAYP), launched in 2005, is the City's flagship youth employment initiative. It serves Angelenos ages 14-24, providing employment, work skills training, financial literacy, and career exposure. From 2010 to 2021, a steering committee oversaw the program's strategic direction, but it had been dormant since the COVID-19 pandemic. The relaunch of the HLAYSC is imperative to align the City's youth employment efforts with new, comprehensive strategic plans, including:

- The Five-Year Workforce Development Strategic Plan
- The Horizons 32K Strategic Plan
- The Citywide Youth Development Strategic Plan

YDD and EWDD have partnered to co-chair the relaunched committee, aiming to increase both the quantity and quality of job opportunities and career pathways for Los Angeles' youth.

COMMITTEE GOALS

As adopted by the WDB in April 2025, the goals of the HLAYP are to:

1. Increase the number of youths served by the City's Workforce Development System.
2. Maximize City, County, State, and other resources allocated for Hire LA's Youth.
3. Improve the quality and availability of work experience and internship opportunities, with a focus on career pathways, registered apprenticeships, and government jobs.
4. Create and implement a Hire LA's Youth calendar that includes an annual launch, secures year-round job placement commitments from City Departments, and engages the private sector and philanthropic partners.
5. Develop structured training that equips youth with essential workplace skills, builds the capacity of line staff, and empowers supervisors to be effective mentors.
6. Develop strategies to increase referrals from the YouthSource Center system to the adult Workforce Development System for youth interested in full-time employment.
7. Support the implementation of youth strategies within the Five-Year Workforce, Horizons 32K, and Citywide Youth Development Strategic Plans.
8. Leverage the City Youth Council and the YouthSource Center advisory councils to conduct near-peer outreach to increase Hire LA's Youth enrollment and brand awareness.
9. Evaluate Hire LA's Youth on an annual basis, including an assessment of the initiative's overall effectiveness and participant experience.

PROGRESS AND ACTIONS TO DATE

The August 7, 2025, kick-off meeting focused on aligning these goals with the committee's work. Key discussion points included:

- The need to create seamless transitions for youth between K-12, work, and college, and to improve regional coordination for employer engagement.
- The need for better data collection to demonstrate program impact beyond just work experience hours.
- A focus on moving beyond short-term work experiences to provide stepping stones into long-term careers, including public sector jobs.
- Integrating youth advisory councils (such as the City Youth Council) into the committee's work.

Currently, there are nine committee members, and the number is expected to expand over the year to incorporate additional guidance from relevant stakeholders. Attendees at the August 7 kick-off meeting included: from the Los Angeles Community College District (LACCD), James Lancaster, Vice Chancellor of Workforce and Economic Development; from the Los Angeles Unified School District (LAUSD), Esther Dabagyan, Administrator of Career Technical Education and Linked Learning; from the LA Opportunity Youth Collaborative (OYC), Melanie

Ferrer-Vaughn, Director; from UNITE-LA, Alysia Bell, President; and the City of LA YDD and EWDD staff.

A key outcome of the August 7th kick-off meeting was the agreement to develop an MOU between YDD and EWDD (Attachment A). This was a direct response to committee feedback calling for a clear, intentional, and productive structure for the relaunched committee. The MOU operationalizes the co-chair partnership by formally clarifying the intent, roles, and responsibilities of each department, ensuring the committee's work moves forward in an equitable and effective manner.

This structure is designed to ensure historical knowledge is preserved while driving new work. EWDD is responsible for leveraging its workforce system expertise, which critically includes providing comprehensive historical programmatic and financial data on the HLAYP. YDD will serve as the lead coordinating and fiscal agent, responsible for presiding over meetings, managing all committee logistics and follow-up, and overseeing the allocated budget. EWDD will also lead efforts to develop structured training and create pathways for youth to transition into the adult Workforce Development System and quality jobs. This clear division of labor prevents duplication and ensures departmental accountability.

FUNDING AND EXPENDITURES

On April 10, 2025, WDB authorized the allocation of funds to the YDD to support the relaunch and management of the HLAYSC. As formalized in the MOU, the YDD is serving as the fiscal agent for this budget, which totals \$275,000 for fiscal year 2025-2026. This allocation comprises \$75,000 in Workforce Innovation and Opportunity Act (WIOA) funds and \$200,000 from the General Fund, intended to support the coordination of the committee and the implementation of the fiscal year 2025-26 work plan. It is important to note that this initial budget does not include costs for the full, formal annual evaluation of the HLAYP, for which additional funding will be required. A key deliverable for the current fiscal year is the development of Hire LA's Youth program evaluation scope of work.

RECOMMENDED NEXT STEPS

- The committee's immediate priorities for the coming months will focus on establishing a strategic framework, gathering critical data, and finalizing the committee implementation work plan. To build the strategic framework, the YDD and EWDD co-chairs will lead two primary planning efforts:
 - The development of a comprehensive 2025-2026 Work Plan, which will outline specific deliverables for the committee's review and input.
 - The creation of a master calendar that maps all current youth workforce funding initiatives will be used to identify programmatic gaps and strategic opportunities for alignment.
- Concurrently, a significant data-gathering effort will be undertaken to establish performance baselines and assess the current landscape. This initiative will include:
 - A deep analysis of the "Hire LA Scorecard."
 - A formal request for data on youth hiring trends within City departments.
 - A review of enrollment in related state programs, such as "California for All" and "Youth Job Corps."
 - Mapping all existing youth job commitments within the City to identify opportunities for expansion.
 - Gathering data from service providers and youth centers to understand critical training needs.

- To maintain accountability and ensure the Board is properly informed, the YDD and EWDD will deliver formal progress reports on a quarterly basis. Additionally, the department will provide as-needed briefings upon request by the Board or in response to significant developments.

ATTACHMENT: Draft MOU Between YDD and EWDD for the Hire LA's Youth Steering Committee

**MEMORANDUM OF UNDERSTANDING BETWEEN THE YOUTH DEVELOPMENT
DEPARTMENT AND THE ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT
FOR THE HIRE LA'S YOUTH STEERING COMMITTEE**

WHEREAS, the Hire LA's Youth Program (HLAYP), launched in 2005, is the City of Los Angeles' flagship youth employment initiative, providing young people ages 14-24 with employment, work skills training, financial literacy, and career exposure;

WHEREAS, from 2010 to 2021, the strategic direction of the HLAYP was overseen by a Hire LA's Youth Steering Committee (HLAYSC), which has been dormant since the COVID-19 pandemic;

WHEREAS, the City has since adopted comprehensive new strategic plans, including the Five-Year Workforce Development Strategic Plan, the Horizons 32K Strategic Plan, and the Citywide Youth Development Strategic Plan, creating a need to relaunch the HLAYSC to align youth employment efforts with these new goals;

WHEREAS, the Youth Development Department (YDD) and the Economic and Workforce Development Department (EWDD) have agreed to partner to relaunch and co-chair the HLAYSC to increase the quantity and quality of job opportunities and career pathways for the youth of Los Angeles;

WHEREAS, the Workforce Development Board (WDB) has authorized the EWDD to allocate up to \$75,000 in Workforce Innovation and Opportunity Act (WIOA) funds and \$200,000 from the general fund to the YDD to support the relaunch and ongoing management of the HLAYSC;

WHEREAS, this Memorandum of Understanding (MOU) is intended to define the roles and responsibilities of the YDD and EWDD in their partnership to co-lead the HLAYSC and ensure its success.

NOW, THEREFORE, the parties agree as follows:

PARTIES TO THE MOU

The parties to this memorandum of understanding (MOU) are the YDD and the EWDD. The representatives to this MOU listed herein, or their designees, shall serve as the primary points of contact:

Lisa T. Salazar
Executive Director
Youth Development Department

Fredrick Jackson
Acting General Manager
Economic and Workforce Development Department

These contacts have the authority to implement the scope of the MOU, and upon mutual agreement, renegotiate specific items and/or terminate the MOU before the end of the term. The parties agree to convene as needed to discuss the implementation of the MOU and may appoint a representative from their respective departments to attend these meetings and/or authorize a designee to act and approve on their behalf.

TERM OF THE MOU

The term of this MOU shall be for one (1) year, commencing on July 1, 2025, and terminating on June 30, 2026. The terms and conditions may be reviewed annually and extended by mutual written agreement of both parties. In anticipation of a potential consolidation of YDD, EWDD, and other departments, the term of the MOU for services shall be revised when necessary.

COMMITTEE GOALS

As approved by the WDB on April 10, 2025, the HLAYSC has the following goals:

- Increase the number of youths served by the City's Workforce Development System (WDS).
- Maximize City, County, State, and other resources allocated for the HLAYP.
- Improve the quality and availability of work experience and internship opportunities, with a focus on career pathways, registered apprenticeships, and government jobs.
- Create and implement an HLAYP calendar that includes an annual launch, secures year-round job placement commitments from City Departments, and engages the private sector and philanthropic partners in support of career pathways for youth.
- Develop structured training that equips youth with essential workplace skills, builds the capacity of line staff, and empowers supervisors to be effective mentors for youth workers.
- Develop strategies to increase referrals from the YouthSource Center (YSC) system to the adult WDS for youth interested in full-time employment.
- Support the implementation of youth strategies within the Five-Year Plan, the Horizons Plan for Opportunity Youth, and the CYDS Plan.
- Leverage the City Youth Council and the YSC advisory councils to conduct near-peer outreach to increase the HLAYP enrollment and brand awareness.
- Evaluate HLAYP on an annual basis, including an assessment of the initiative's overall effectiveness and participant experience.

SCOPE OF THE MOU

This section outlines the roles and responsibilities of each party in co-chairing and supporting the HLAYSC. All parties agree to coordinate with each other to carry out the activities described below in a prompt, accurate, and complete manner.

Joint Responsibilities of YDD and EWDD as Co-Chairs

As co-chairs of the HLAYSC, YDD, and EWDD shall work in full partnership to:

1. Jointly provide strategic direction for the HLAYSC, ensuring its activities align with the City's Five-Year Workforce Development Strategic Plan, the Horizons Plan for Opportunity Youth, and the Citywide Youth Development Strategic Plan.
2. Jointly lead the recruitment, onboarding, and engagement of committee members, including representatives from the Los Angeles Unified School District (LAUSD), Los Angeles Community College District (LACCD), UNITE-LA, County partners, and other key public and private sector stakeholders.

3. Collaboratively create and implement an annual HLAYP calendar and a comprehensive work plan for the committee.
4. Report to the WDB Youth Council with recommendations for evaluating the HLAYP and provide regular updates on the committee's progress to all relevant stakeholders.

Youth Development Department (YDD) Responsibilities

The YDD shall have primary responsibility for the administrative and programmatic management of the HLAYSC:

1. Develop agendas, preside over all HLAYSC meetings, and guide discussions toward actionable outcomes.
2. Serve as the lead administrative agent for the HLAYSC, managing all meeting logistics, including scheduling, notifications, venue booking, and the recording and distribution of meeting minutes.
3. Act as the fiscal agent for the HLAYSC, managing up to \$75,000 in WIOA funds and \$200,000 in General Fund money allocated for the committee's activities. This includes ensuring all expenditures are allowable, properly documented, and aligned with the committee's goals.
4. Manage the day-to-day operations of all work funded by the initial budget of up to \$275,000 allocated for HLAYSC activities, ensuring all expenditures are allowable, properly documented, and aligned with the committee's goals.
5. Manage all work funded by the initial budget of up to \$275,000. This responsibility includes but is not limited to, leading all procurement, developing and managing any necessary contracts, and overseeing all activities associated with this funding, ensuring expenditures are allowable, documented, and aligned with the committee's goals.
6. Take the lead in coordinating an annual evaluation of the HLAYP, including assessing the initiative's overall program impact and participant experience. Additional funding will be required to implement the evaluation. The YDD and EWDD will jointly present evaluation recommendations to the WDB, including cost estimates, per a board report dated April 10, 2025.
7. Lead strategies to leverage the Olivia E. Mitchell L.A. Youth Council and the YouthSource Center (YSC) advisory councils to conduct peer outreach to increase HLAYP enrollment and brand awareness.

Economic and Workforce Development Department (EWDD) Responsibilities

The EWDD shall be primarily responsible for leveraging its workforce system expertise:

1. Provide comprehensive historical and ongoing programmatic and financial data on the Hire LA's Youth Program to the YDD to facilitate a thorough review and evaluation. This includes, but is not limited to, participant demographics, enrollment and placement data, employer information, and outcome data for the program since its inception or the most relevant date range, as requested.

2. Should the HLAYSC identify additional work or initiatives that are not covered by the initial \$275,000 budget managed by YDD, EWDD shall be responsible for leading all aspects of the procurement and contract administration process for such activities, unless funding is transferred to the YDD for management and reporting.
3. Lead efforts to develop strategies that increase referrals from the YSC system to the adult Workforce Development System for youth seeking full-time employment and long-term career pathways.
4. Leverage its expertise to guide the committee in developing structured training that equips youth with essential workplace skills and empowers worksite supervisors to be effective mentors.
5. Support the committee's efforts to engage private sector and philanthropic partners to secure year-round job placement commitments and expand career pathway opportunities for youth.

SUPERVISORY AUTHORITY

The EWDD, in the entirety of its role and collaboration with YDD, will not have direct or indirect supervisory authority over any staff member of the YDD. Vice versa, the YDD, in the entirety of its role and collaboration with EWDD, will not have direct or indirect supervisory authority over any staff member of the EWDD. Both departments shall come to a consensus on final decision-making responsibilities related to the administrative and programmatic management of the HLAYSC as outlined in this agreement.

NUMBER OF PAGES AND ATTACHMENTS

This MOU includes four (4) pages, which constitute the entire understanding and agreement of the parties.

SIGNATURE PAGE

For: YOUTH DEVELOPMENT DEPARTMENT

By:
Lisa Salazar, Executive Director
Date:

For: ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT

By:
Frederick Jackson, Acting General Manager
Date: