

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: February 05, 2026

To: The Honorable Members of the City Council

From: Lisa T. Salazar, Executive Director, Youth Development Department

Subject: **CITYWIDE YOUTH HIRING PATHWAYS REPORT-BACK ON RELATED COUNCIL FILES 24-1077, 24-0705, AND 23-0600-S102**

RECOMMENDATION

That the City Council note and file this report, as it is for informational purposes only.

BACKGROUND

This consolidated report responds to three interconnected City Council directives to strengthen youth career pathways into City employment: Council File (CF) 23-0600-S102 instructed the Youth Development Department (YDD), with assistance from the Personnel Department (Personnel) and other departments, to report on student and youth worker programs operating throughout the City, including internships; provide a comprehensive inventory of as-needed positions typically filled by students and young people; identify any duplication among City youth worker programs; and recommend strategies to standardize training and expand equitable access so that underrepresented youth have consistent pathways into City jobs. CF 24-0705 further instructed YDD to report on the feasibility of establishing a YDD position dedicated to assisting youth in navigating the City hiring process, including the estimated cost of the role and potential funding sources. Finally, CF 24-1077 directed YDD and Personnel to report on existing youth hiring programs for City employment and opportunities for targeted approaches to improve youth access to civil service positions. These directives align with the Citywide Youth Development Strategic Plan's Economic Well-being priority by focusing on internships and early work experience, navigation of the City hiring process, and pathways into career-track City employment.

Note: In December 2025, the City approved consolidating YDD and other departments into the Community Investment for Families Department to form a new Community Investment Department. Under this reorganization, YDD will become the new Office of Youth Development, which will now oversee the City's youth workforce development portfolio. The analysis and recommendations in this report are intended to remain applicable under this new structure.

DISCUSSION

City Positions Filled by Young Angelenos

This section summarizes the number and type of City positions filled by students and young people, including as-needed and part-time roles (CF 23-0600-S102). YDD reviewed June 2024 Workday data from Personnel for employees ages 15 to 25 to identify where young people work

and what jobs they hold¹. Using available data, the City employs 6,098 youth across 43 departments, bureaus, and offices (excluding the Department of Water and Power) in 163 job classifications. Youth employment is concentrated in a small number of departments, and most young employees are part-time (80%). Recreation and Parks employs the largest share of youth, followed by Police and Fire, and full-time youth employment is concentrated in public safety. Hiring is concentrated in late spring and summer, with monthly hiring highs in June (21%), May (15%), and July (14%). The age profile skews older, but minors remain a meaningful subset. Most under-18 employees are in Recreation and Parks and are concentrated in a small set of classifications, especially Recreation Aide and Locker Room Attendant. Reported gender is approximately 48% female and 52% male. Job classifications also cluster, particularly in recreation and public safety roles. The tables below provide detail from the Workday data file on young Angelenos employed by the City.

Table 1 below shows the top 10 departments with the most youth employees. Youth employment is concentrated, led by Recreation and Parks, which employs 4,292 youth (70%) and is almost entirely part-time (1% full-time). The next-largest employers are Police (547, 9%) and Fire (181, 3%), both predominantly full-time, with 90% and 97% of positions full-time, respectively. Together, the top five departments shown account for about 86% of youth employees, indicating that most youth opportunities remain concentrated in Recreation and Parks and public safety. Average age also varies by department, with Recreation and Parks notably younger (20) than Police and Fire (23 and 24), which is consistent with full-time roles being held more often by older youth. Overall, the data shows substantial part-time entry points through parks and community programs, with fewer full-time pathways concentrated in public safety. This concentration highlights an opportunity to expand youth hiring into a broader range of departments and career tracks.

#	Department	Count	% of total	Full-time	Average age
1	Recreation and Parks	4,292	70%	1%	20
2	Police	547	9%	90%	23
3	Fire	181	3%	97%	24
4	Public Works - Sanitation	131	2%	57%	23
5	Transportation	102	2%	58%	23
6	Harbor	100	2%	19%	22
7	Library	95	2%	6%	23
8	Airports	62	1%	66%	23
9	Public Works - Engineering	50	1%	74%	24
10	City Planning	46	1%	100%	24

¹ Workday data is a snapshot in time (June 2024) of employees ages 15 to 25 who were active in Workday at the time of the extract. Counts and distributions may change over time as hiring, separations, and job assignments change.

Table 2 below shows the 15 most common job classifications, which together employ 4,779 youth, about 78% of the City's workforce ages 15 to 25. The most common role is Recreation Assistant (1,392; 23%; average age 21), followed by GRYD Worker (676; 11%; average age 20) and Police Officer (411; 7%; 100% full-time; average age 24). Many of the remaining top classifications are part-time and skew younger, including Locker Room Attendant (395; 6%; 0% full-time; average age 18), Pool Lifeguard (365; 6%; 0% full-time; average age 20), Recreation Aide (353; 6%; 0% full-time; average age 17), and Special Program Assistant (299; 5%; 0% full-time; average age 20), indicating these roles function as common entry points. By contrast, fewer youth are in full-time career-track roles such as Police Officer and Firefighter (167; 3%; 100% full-time; average age 24), or in administrative pathways such as Administrative Clerk (97; 2%; 29% full-time; average age 23) and Administrative Intern (92; 2%; 8% full-time; average age 23). Overall, the data show the City relies on a narrow set of job classes for youth employment and suggests an opportunity to broaden youth hiring into additional job classes and longer-term career tracks. [Attachment A](#) provides the full inventory of 163 job classifications filled by young people, along with the number of young employees in each.

#	Job Class	Count	% of total	Full-time	Average Age
1	Recreation Assistant	1,392	23%	0%	21
2	GRYD Worker	676	11%	0%	20
3	Police Officer	411	7%	100%	24
4	Locker Room Attendant	395	6%	0%	18
5	Pool Lifeguard	365	6%	0%	20
6	Recreation Aide	353	6%	0%	17
7	Special Program Assistant	299	5%	0%	20
8	Firefighter	167	3%	100%	24
9	Lifeguard Recruit	134	2%	0%	18
10	Assistant Park Services Attendant	118	2%	0%	22
11	Student Professional Worker	98	2%	0%	22
12	Administrative Clerk	97	2%	29%	23
13	Recreation Instructor	96	2%	0%	22
14	Administrative Intern	92	2%	8%	23
15	Messenger Clerk	86	1%	0%	22

Table 3 below shows the distribution of youth employed by the City by age. Youth ages 19 to 22 account for about 40% of employees, followed closely by ages 23 to 25 at about 39%, and ages 15 to 18 at about 21%. The largest single-age cohorts are ages 23 to 25, each representing 13% of young employees. Full-time work increases steadily with age: the full-time share is 0% for ages 15 to 18, then rises from 2% at age 19 to 50% at age 25. The shift accelerates after age 21, with the full-time share reaching 19% at age 22 and 32% by age 23. This pattern likely reflects that younger employees are more often balancing school schedules, while older youth become eligible for a wider range of full-time classifications with minimum qualifications such as a high school diploma or GED and, for some roles, college coursework or a degree.

Age	Count	% of total	Full-time
15	82	1%	0%
16	216	4%	0%
17	442	7%	0%
18	534	9%	0%
19	603	10%	2%
20	558	9%	4%
21	584	10%	9%
22	678	11%	19%
23	791	13%	32%
24	809	13%	42%
25	801	13%	50%

The incomplete ethnicity data in the Workday file limits equity analysis². Ethnicity data are missing for 2,884 records (47%), and “Other” is listed for 1,462 (24%). Based on the available data, young employees are about 15% Hispanic, 4% White/Caucasian, 4% Black or African American, and 4% Asian, with the remaining categories each under 2%. Ethnicity data are largely missing for the under-18 group (85%), preventing reliable conclusions about whether early entry points are reaching underrepresented youth.

Citywide Youth Employment Survey

Last fiscal year, YDD, in collaboration with Personnel, surveyed City departments, offices, and bureaus on how they recruit, hire, and support employees ages 25 and under to gather additional information to respond to CF 24-1077, CF 24-0705, and CF 23-0600-S102. YDD collected 33 survey responses. The survey included structured questions (for example, where opportunities are posted, whether internships are offered, and whether departments provide youth-focused onboarding) and open-ended prompts on challenges, successes, and support needs. Answers were organized into six categories: (1) outreach and recruitment, (2) training, mentorship, and professional development, (3) retention and promotion, (4) challenges and successes, (5) youth feedback and process improvements, and (6) additional support needed. Taken together, the responses document how youth hiring and support vary across departments, identify common barriers and support needs, and point to opportunities for shared tools and coordination to strengthen equitable access to City jobs for young Angelenos.

Summary of good practices: Departments described meaningful entry points for youth, most often through internships and other early-career opportunities. Many departments also reported using multiple outreach methods, including City channels, social media, and in-person events. Departments also described practices aligned with positive youth development principles, including supportive supervision, on-the-job learning, and meaningful work that builds skills while enhancing City operations.

² Ethnicity data is incomplete as this field is self-reported and optional for all employees. The figures presented reflect only those individuals who chose to disclose this information.

Summary of areas for improvement: Summary of areas for improvement: Survey responses show variation across departments in recruitment, onboarding, development supports, and feedback practices, especially after hiring. Departments vary in whether they offer youth-focused onboarding and training, provide structured supports for retention and advancement, and collect youth feedback to improve programs. Developing common standards, clearer pathway information, and shared Citywide tools could make the youth experience more predictable and supportive across departments, from recruitment through advancement.

City Pathway Programming for Students and Youth

This section reports on student and youth worker programs operating across departments (CF 23-0600-S102 and CF 24-1077). Most responding departments described at least one youth program element, such as internships, student worker positions, apprenticeship-style pathways, cadet-style programs, or department-specific initiatives. Of the 33 departments, 27 reported offering internships, the most common early-career opportunity described. Some departments also referenced participating in structured City programs that can support youth access to City jobs, including Targeted Local Hire (TLH) and Bridge to Jobs (BTJ).

Connections to Civil Service Hiring. Departments described multiple entry points for youth, but most noted that moving into regular City employment depends on support to navigate civil service steps, particularly understanding classification requirements and preparing for examinations. This underscores that a true pathway model must guide youth from early roles, often part-time and exempt, into civil service hiring and advancement.

Internships and Cross-department Internship Pipelines. Internships were the most frequently described program type, and many departments reported hosting paid interns at City worksites. Departments also described centralized internship pipelines, most often the Mayor's Office LA City Pathways program, in which departments serve as host worksites while recruitment, screening, and payroll support may be provided centrally and through YouthSource Center partners. These models expand access to City-based work experience, build familiarity with City operations, and strengthen job readiness for future City opportunities.

Student Worker and Student Professional Worker Programs. Many departments reported using City student classifications, including Student Worker and Student Professional Worker roles, often for part-time or as-needed employment. Several departments described these roles as a practical bridge to permanent hiring when paired with mentorship, exposure to classification work, and guidance on the civil service process. Some departments also reported examples of youth moving from early roles into full-time classifications through City hiring processes, including through TLH placements.

Apprenticeships and Sector-Specific "Grow Your Own" Pathways. At least one department reported a formal paid apprenticeship model. The Library Department described its Diversity and Inclusion Apprenticeship program, a paid 10-week summer apprenticeship that introduces high school seniors and college students to librarianship. A smaller set of departments also described sector-specific pathways, though not formal apprenticeships, designed to build skills and diversify pipelines into specialized careers. These models align most closely with a pathway framework because they combine supervised work experience, a defined learning plan, and a clearer connection to longer-term opportunities.

Public Safety and Mission-Driven Youth Pipelines. Some departments described pipeline programs that prepare participants for civil service roles. Fire described internship experiences connected to its Cadet program and reported that some cadets later move through the hiring process and become firefighters. Police described its Associate Community Officer Program (ACOP) program model, which includes orientation, mentoring, station-based training, and encouragement to apply for Police Officer when eligible. These examples show defined pathway elements that combine training, mentoring, and a clear connection to civil service roles.

Departments Without Formal Programs. A small set of departments did not describe formal youth programs and provided minimal information in program fields. In these cases, youth access depends primarily on the City's general hiring processes and the department's standard outreach activities, rather than on a defined youth pathway.

Duplication of City Youth Worker Efforts

This section addresses the extent to which departments are duplicating City youth worker programs and efforts (CF 23-0600-S102). Survey responses suggest that duplication occurs less as identical programs and more as departments independently recreating the same pathway components, such as internship processes, onboarding materials, mentorship supports, and advancement guidance. Internships are common (27 of 33 departments), but implementation varies widely, and many departments appear to build supports on their own. Only 14 of 33 departments reported providing youth-specific onboarding and training, and only 9 of 33 reported a formal youth feedback process, indicating uneven use of shared, youth-centered practices.

This siloed approach also contributes to fragmentation in how youth learn about and access opportunities. Departments reported using multiple outreach channels that are not coordinated through a consistent Citywide approach, calendar, or shared tools. For example, 27 of 33 departments use Personnel's website to promote openings, while many also rely on department websites, social media, job fairs, and campus relationships. Nineteen departments reported conducting targeted youth outreach, and 18 reported partnering directly with schools. As a result, youth access can depend on which department they happen to encounter rather than a predictable pathway, reinforcing the need for Citywide coordination to reduce duplication of effort and make entry and supports more consistent.

Personnel Tools and Resources to Help Youth Navigate City Hiring

In its survey response and a supplemental request for information, Personnel reports that it supports youth navigation by increasing visibility of opportunities, conducting outreach through schools and community events, and providing guidance related to exams and advancement. Personnel also described Citywide programs and activities that can strengthen youth awareness and access to City jobs. These activities reflect Personnel's FY 2024-25 operations at the time of the survey and supplemental request for information. Personnel reports that several of these outreach and engagement activities have since been significantly reduced due to staff capacity constraints resulting from current fiscal year budget reductions.

Youth hiring navigation support through workshops and webinars. Personnel described a youth-focused Recruiter Connect webinar, Building Your Future with the City of Los Angeles, co-hosted with YDD. The webinar covered where to find job postings, requirements, test dates,

how to subscribe to job alerts, and the differences among civil service, internship, and exempt opportunities.

Core hiring information channels. Personnel reported using its website and intranet as primary channels for job and hiring information. Personnel also reported using public-facing channels, including social media, a departmental newsletter, and radio outreach to raise awareness of openings.

Citywide youth career awareness and recruitment outreach. Personnel reported ongoing outreach that includes sharing openings with local colleges and high schools, attending job fairs, and participating in community events. Personnel also described Citywide recruitment activities, including career awareness outreach and college recruitment events, to explain City career options and the hiring process.

Internships and campus-based recruiting. Personnel reported a paid Administrative Intern program and described connecting interns to civil service pathways. Personnel also referenced college-based recruiting for certain classifications, including on-campus engagement and interviews.

Alternative pathway programs that support access to civil service careers. Personnel described alternative pathway programs such as TLH, BTJ, and Part-Time to Full-Time, which are intended to expand access to civil service careers for Angelenos facing barriers to employment. Personnel also reported partnering with community-based organizations to support recruitment and candidate pools.

Exam and promotion supports that help youth and others navigate advancement. Personnel reported providing information on upcoming exams and offering supports such as mock oral interviews, mentoring, and training resources. Personnel also reported regularly sharing information about internal promotional opportunities.

Standardizing Access and Training for Underrepresented Youth

This section provides recommendations to standardize access and supports so that underrepresented youth have stronger pathways to City employment (CF 23-0600-S102). Current practices vary widely across departments, creating an uneven experience for youth seeking City jobs. Survey responses illustrate this variation: only 19 of 33 departments report conducting targeted youth outreach, and 18 report partnering directly with schools.

Recommendation 1: Create a Citywide “front door” for youth opportunities. Establish a single youth-friendly entry point that consolidates City internships and youth-eligible roles and provides plain-language guidance on how to apply, what to expect, and how benefits work. Survey results support this approach, as 22 departments agree that a dedicated youth-focused webpage could strengthen recruitment. A practical option is to host the hub on the Personnel website and cross-link it from YDD’s Earn Learn Play site (earnlearnplay.lacity.gov) to make it easy for young people to find.

Recommendation 2: Set minimum outreach and partnership expectations. Establish baseline outreach expectations so youth can reliably learn about opportunities across departments. This

can include recurring youth-facing outreach touchpoints, a youth-friendly posting template, and consistent referral pathways through education and youth-serving partners.

Recommendation 3: Standardize youth onboarding and early development supports. Implement a shared youth onboarding and early development package for all departments, with optional job-specific add-ons. Include a youth-friendly orientation to workplace expectations, timekeeping and payroll, safety and harassment prevention, how to access supervisors and support, and a simple 30-60-90 day check-in plan for goals and feedback. This aligns with survey results showing 19 departments do not provide custom youth onboarding and training, while 14 do.

Recommendation 4: Equip supervisors to support youth success. Provide a “youth-ready supervisor” toolkit that departments can use to standardize onboarding, check-ins, feedback routines, and growth planning for young employees.

Recommendation 5: Offer Citywide training that strengthens retention and promotion. Provide youth-centered training modules that departments can adopt, covering workplace basics and guidance on City systems, including classifications, exams, and career steps. Survey results support this approach, as 20 departments agree that City-developed custom training could strengthen youth retention and promotion.

Recommendation 6: Build youth voice into continuous improvement. Standardize a youth feedback process across youth placements that supplements the City’s existing employee evaluation process. Integrate youth-tailored check-ins and brief surveys into the standard mid-cycle evaluation schedule, and use results to strengthen the youth experience and identify improvements in access and equity. This aligns with survey results showing that 24 departments lack a formal youth feedback process, while 9 have one.

Opportunities to Develop a Targeted Civil Service Approach for Youth

This section outlines opportunities to improve youth access to civil service positions (CF 24-1077). It builds on the Citywide standardization recommendations above and focuses on the additional supports needed to connect youth into civil service hiring and advancement, including exam readiness and clearer on-ramps.

Recommendation 1: Add a civil service module to the Citywide youth front door. Build a civil service section within the youth opportunity hub described above, including plain-language guidance on classifications, examinations, lists, timelines, benefits, and application steps.

Recommendation 2: Create clear civil service on-ramps from early roles. Connect internships, student worker roles, and part-time hires to defined civil service job classes and job families with clear minimum qualifications and next steps, presented as a simple checklist that departments can use during onboarding and check-ins.

Recommendation 3: Provide exam-readiness and application support designed for youth. Offer youth-focused supports that departments can refer youth to, including application guidance, study supports, mock oral interviews, and coaching on civil service timelines and next steps.

Recommendation 4: Conduct targeted outreach for priority entry civil service jobs. Coordinate outreach campaigns for a small set of high-opportunity entry classifications using channels that

reach youth, including schools, job fairs, community events, and youth-serving partners. This should complement, not replace, the baseline Citywide outreach expectations described above.

Recommendation 5: Expand mentorship and near-peer navigation in the civil service. Create a cross-department mentorship model that pairs youth with trained mentors and near-peers who recently navigated City hiring and examinations, with a focus on exam readiness and advancement.

Recommendation 6: Set conversion targets and track progress into civil service. Track movement from internships and as-needed roles into civil service applications, examinations, lists, and appointments, disaggregated by age, ethnicity, and gender groups, where feasible.

Recommendation 7: Create a youth development classification series to support pathways. Explore creating City civil service classifications focused on youth development and youth pathway coordination, similar to LA County's youth-development-specific classifications. A City series could establish consistent duties, minimum qualifications, and career ladders for staff who coordinate youth outreach, navigation, mentorship, and program quality across departments.

Recommendation 8: Brief the Civil Service Commission on youth pathway findings. Share this report and key survey findings with the Civil Service Commission and other relevant bodies for consideration in future discussions on examinations, classifications, and hiring policies, so decisions reflect youth experience and access barriers.

City Youth Hiring Navigator

This section reports on the feasibility of establishing a position dedicated to helping youth navigate the City hiring process, including anticipated costs and potential funding sources (CF 24-0705). The role would support implementation of the recommendations above by coordinating Citywide youth pathway supports, strengthening youth navigation of civil service steps, and reducing fragmentation across departments. Housing the position within the Office of Youth Development (currently YDD) aligns with its Citywide coordination role and its work convening partners and standardizing youth pathway approaches across departments, in close coordination with Personnel.

Scope of Work of the Position

This position would be housed in the Office of Youth Development and serve as a Citywide coordinator for City youth employment pathways, working closely with Personnel and hiring departments. Potential core duties could include:

- *Youth Hiring Navigation:* Provide youth-facing navigation supports, such as workshops, office hours, and referrals, that explain how to find openings, apply, and prepare for civil service steps such as examinations.
- *Citywide Youth "Front Door" and Civil Service Module:* Maintain and update the Citywide youth opportunity hub described above, including a youth-friendly civil service module with plain-language guidance on classifications, exams, timelines, and next steps.

- *Standardized Tools for Departments:* Develop and support the adoption of shared tools, including the youth onboarding and early development package and the “youth-ready supervisor” toolkit, with optional job-specific add-ons.
- *Training and Early Career Supports:* Coordinate youth-centered training modules and partner with Personnel and other departments to expand consistent onboarding, professional development, and exam-readiness support.
- *Youth Voice and Continuous Improvement:* Implement a youth-tailored feedback process that supplements the City’s existing employee evaluation process, synthesize results, and support departments in acting on feedback to improve access, equity, and youth experience.
- *Data, Monitoring, and Reporting:* Track key pathway metrics, such as movement from internships and as-needed roles into civil service applications, examinations, lists, and appointments where feasible, and provide periodic updates to support Council reporting and continuous improvement.

Anticipated Cost of Position

The Personnel Analyst (1731-0) and Management Analyst (9184-0) classifications are appropriate for the scope of work of the City Youth Hiring Navigator role. The classes have overlap in their duties and have the same direct and indirect cost implications. Table 4 below provides the total cost estimates for either classification. Should the City Council allocate and fund this position in fiscal year 2026-27, the estimated nine-month cost is \$129,669, including \$82,999 in direct salary costs and \$46,670 in indirect salary costs.

Table 4: Nine-Month Total Cost of the City Youth Hiring Navigator Role				
Classification	Count	9-Month Direct Salary Cost	9-Month Indirect Salary Cost	9-Month Total Salary Costs
Personnel Analyst or Management Analyst	1	\$82,999	\$46,670	\$129,669

FISCAL IMPACT STATEMENT

The recommendation to note and file this item will have no fiscal impact. Should the City Youth Hiring Navigator position or other recommendations in this report be funded, offsetting General Fund revenues or reductions to appropriations need to be identified. The estimated cost of either the Personnel Analyst or Management Analyst position for nine months is \$129,669, consisting of \$82,999 in direct salary costs and \$46,670 in indirect salary costs. The estimated General Fund impact of the position, inclusive of direct and indirect costs, would be \$129,669.

LTS:RC

Attachment A: List of Job Classifications Filled by Youth

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Citywide Youth Hiring Pathways Report-back on CF 24-1077, CF 24-0705, and CF 23-0600-S102

#	Job Classification	Count	% of Total	% Full-time	Average Age
1	Recreation Assistant 2498	1392	23%	0%	21
2	GRYD Worker 0178	676	11%	0%	20
3	Police Officer 2214	411	7%	100%	24
4	Locker Room Attendant 0844	395	6%	0%	18
5	Pool Lifeguard 2413	365	6%	0%	20
6	Recreation Aide 2435	353	6%	0%	17
7	Special Program Assistant 2414-2415	299	5%	0%	20
8	Firefighter 2112	167	3%	100%	24
9	Lifeguard Recruit 2476	134	2%	0%	18
10	Assistant Park Services Attendant 2418	118	2%	0%	22
11	Student Professional Worker 1502	98	2%	0%	22
12	Administrative Clerk 1358	97	2%	29%	23
13	Recreation Instructor 2499	96	2%	0%	22
14	Administrative Intern 1535	92	2%	8%	23
15	Messenger Clerk 1111	86	1%	0%	22
16	Seasonal Pool Manager 2408-2409	84	1%	0%	23
17	Residential Camp Counselor 2421	69	1%	0%	21
18	Open Water Lifeguard 2420	67	1%	0%	22
19	Student Engineer 7203	65	1%	0%	22
20	Swimming Pool Clerk 1131	62	1%	0%	23
21	Museum Guide 2401	48	1%	0%	23
22	Community and Administrative Support Worker 1113-1114	45	1%	0%	22
23	Civil Engineering Associate 7246	41	1%	100%	24
24	Management Assistant 1539	41	1%	100%	24
25	Transportation Engineering Associate 7280	40	1%	100%	24
26	Planning Assistant 7939	38	1%	100%	24
27	Student Worker 1501	37	1%	0%	21
28	Police Service Representative 2207	35	1%	100%	23
29	Security Officer 3181	35	1%	9%	23
30	Associate Community Officer 2210	31	1%	0%	20
31	Crossing Guard 3180	27	0%	0%	21
32	Project Assistant 1542	22	0%	14%	23
33	Environmental Engineering Associate 7871	21	0%	100%	24
34	Office Services Assistant 1360	21	0%	100%	23
35	Maintenance Laborer 3112	17	0%	100%	23
36	Office Trainee Administrative Clerk 1101	16	0%	100%	23
37	Council Aide 0180-0183	14	0%	0%	21

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Citywide Youth Hiring Pathways Report-back on CF 24-1077, CF 24-0705, and CF 23-0600-S102

38	Program Aide 1550	14	0%	0%	23
39	Gardener Caretaker 3141	13	0%	100%	23
40	Structural Engineering Associate 7957	12	0%	100%	24
41	Tax Renewal Assistant 1356	12	0%	0%	23
42	Detention Officer 3211	11	0%	100%	24
43	Management Analyst 9184	11	0%	100%	25
44	Senior Residential Camp Counselor 2427	11	0%	0%	22
45	Systems Analyst 1596	11	0%	100%	24
46	Vocational Worker Animal Care Technician 3113	11	0%	100%	22
47	Airport Police Officer 3225	9	0%	100%	24
48	Park Activity Monitor 0834	9	0%	0%	23
49	Gallery Attendant (Part Time) 2440	8	0%	0%	23
50	IT Specialist 1429	8	0%	100%	24
51	Accounting Clerk Trainee 1225	7	0%	100%	24
52	Environmental Compliance Inspector 4292	7	0%	100%	24
53	Environmental Specialist 7310	7	0%	100%	24
54	Maintenance Assistant 3108	7	0%	100%	23
55	Vocational Worker 3113	7	0%	86%	22
56	Accountant 1513	6	0%	100%	24
57	Aquatic Facility Manager 2423	6	0%	100%	24
58	Assistant Gardener 3142	6	0%	100%	21
59	City Craft Assistant 0858	6	0%	0%	24
60	Clerk 1141	6	0%	0%	24
61	Electrical Craft Helper Trainee 3848	6	0%	100%	23
62	Laboratory Technician 7854	6	0%	100%	24
63	Legal Clerk 0585-0586	6	0%	100%	24
64	Proctor 0704	6	0%	0%	22
65	Tree Surgeon 3114	6	0%	100%	24
66	Vocational Worker Garage Attendant 3113	6	0%	100%	21
67	Art Instructor 2433	5	0%	0%	23
68	Event Attendant 0717-3172	5	0%	0%	22
69	Port Police Officer 3221	5	0%	100%	23
70	Vocational Worker Maintenance Laborer 3113	5	0%	100%	22
71	Arts Associate 2454	4	0%	25%	24
72	Assistant Inspector 4208	4	0%	100%	22
73	Communications Information Representative Trainee 1478	4	0%	100%	23
74	Custodian 3156	4	0%	100%	24
75	Electrical Craft Helper Assistant 3849	4	0%	100%	22

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76	Electrical Engineering Associate 7525	4	0%	100%	25
77	Legal Secretary 0580	4	0%	100%	24
78	Mechanical Engineering Associate 7554	4	0%	100%	24
79	Mechanical Helper 3771	4	0%	100%	23
80	Senior Administrative Clerk 1368	4	0%	100%	23
81	Temporary Paramedic 0007	4	0%	100%	24
82	Theater Technician 0710	4	0%	0%	23
83	Accounting Clerk 1223	3	0%	67%	24
84	Carpenter 0858	3	0%	0%	23
85	Criminalist 2234	3	0%	100%	25
86	Custodial Services Assistant 3149	3	0%	100%	24
87	Geographic Information Specialist 7213	3	0%	100%	24
88	Inspector Trainee 4212	3	0%	100%	24
89	Materials Testing Technician 7968	3	0%	100%	24
90	Personnel Research Analyst 1739	3	0%	100%	25
91	Plant Equipment Trainee 1107	3	0%	100%	23
92	Project Coordinator 1537	3	0%	67%	25
93	Recreation Coordinator 2469	3	0%	100%	25
94	Relief Retirement Worker 1133	3	0%	0%	22
95	Senior Election Clerk 0725	3	0%	0%	22
96	Street Services Worker 4150	3	0%	100%	24
97	Telescope Demonstrator 0849	3	0%	0%	25
98	Transportation Planning Associate 2480	3	0%	100%	23
99	Animal Care Technician 4310	2	0%	100%	24
100	Benefits Specialist 1203	2	0%	100%	25
101	Cement Finisher Worker 3351	2	0%	100%	22
102	Crime & Intelligence Analyst 2236	2	0%	100%	25
103	Electrical Craft Helper 3799	2	0%	100%	23
104	Field Engineering Aide 7228	2	0%	100%	24
105	Maintenance and Construction Helper Trainee 3105	2	0%	100%	19
106	Office Engineering Technician 7212	2	0%	100%	25
107	Plumber 0874	2	0%	0%	25
108	Principal Election Clerk 0727	2	0%	0%	24
109	Program Aide Aging 1534	2	0%	0%	24
110	Property Officer 3207	2	0%	100%	24
111	Refuse Collection Truck Operator 3580	2	0%	100%	25
112	Relief Nurse 2321	2	0%	0%	24
113	Senior Project Assistant 1546	2	0%	100%	25

Attachment A - List of Job Classifications Filled by Youth

Citywide Youth Hiring Pathways Report-back on CF 24-1077, CF 24-0705, and CF 23-0600-S102

114	Street Lighting Engineering Associate 7527	2	0%	100%	24
115	Traffic Officer 3214	2	0%	100%	25
116	Vocational Worker Custodian 3113	2	0%	100%	21
117	Wastewater Conveyance Operator 4110	2	0%	100%	23
118	Welder 3796	2	0%	100%	24
119	Witness Service Coordinator 0531	2	0%	100%	23
120	Accounting Clerk Assistant 1227	1	0%	100%	23
121	Administrative Analyst 1590	1	0%	100%	25
122	Airport Guide 0845	1	0%	100%	22
123	Airport Superintendent of Operations 7268	1	0%	100%	25
124	Animal Care Assistant 4323	1	0%	100%	25
125	Animal Control Officer 4311	1	0%	100%	25
126	Animal Keeper 4304	1	0%	100%	24
127	Aquarist 2400	1	0%	0%	25
128	Architectural Associate 7926	1	0%	100%	23
129	Audio Visual Technician 6147	1	0%	100%	23
130	Background Investigator 1764	1	0%	100%	25
131	Benefits Analyst 9108	1	0%	100%	25
132	Building Mechanical Inspector 4251	1	0%	100%	25
133	Child Care Associate 2490	1	0%	100%	23
134	City Attorney Accounting Clerk 0559	1	0%	100%	25
135	City Attorney Administrative Coordinator 0569	1	0%	100%	24
136	City Planner 7944	1	0%	100%	25
137	Communications Electrician 0861	1	0%	0%	22
138	Communications Engineering Associate 7607	1	0%	100%	24
139	Communications Information Representative Assistant 1479	1	0%	100%	19
140	Community Services Representative Trainee 9055	1	0%	100%	25
141	Cook 3364	1	0%	0%	22
142	Correctional Nurse 2317	1	0%	100%	25
143	Customer Service Specialist Trainee 1231	1	0%	100%	25
144	Deputy City Attorney 0594	1	0%	100%	25
145	Elevator Mechanic Helper 3860	1	0%	100%	24
146	Equipment Mechanic 3711	1	0%	100%	25
147	Examining Assistant Civil Service 0132	1	0%	0%	22
148	Exhibit Preparator 2444	1	0%	0%	23
149	Fingerprint Identification Expert 1157	1	0%	100%	23
150	Hazardous Materials Specialist 7324	1	0%	100%	25
151	Housing Investigator 8516	1	0%	100%	24

Attachment A - List of Job Classifications Filled by Youth

Citywide Youth Hiring Pathways Report-back on CF 24-1077, CF 24-0705, and CF 23-0600-S102

152	Materials Testing Engineering Associate 7967	1	0%	100%	25
153	Park Ranger 1966	1	0%	100%	25
154	Programmer/Analyst 1431	1	0%	100%	24
155	Real Estate Officer 1960	1	0%	100%	23
156	Roofer 0875	1	0%	0%	22
157	Student Architect 7921	1	0%	0%	21
158	Tax Auditor 1514	1	0%	100%	25
159	Tree Surgeon Supervisor 3117	1	0%	100%	25
160	Truck Operator 3583	1	0%	100%	22
161	Vocational Worker Street Services Worker 3113	1	0%	100%	25
162	Warehouse and Toolroom Assistant 1831	1	0%	100%	23
163	Wastewater Treatment Operator 4123	1	0%	100%	23