



**PATRICK OGAWA**  
ACTING EXECUTIVE OFFICER

## COUNTY OF LOS ANGELES BOARD OF SUPERVISORS

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January 30, 2015

President/CEO Dr. Bill Scroggins  
Mt. San Antonio Community College District  
1100 North Grand Avenue  
Walnut, CA 91789

Dear President/CEO Scroggins:

We are writing in the hope of encouraging you to create a career development internship program for transition-aged foster youth (TAY) in Los Angeles County. As part of our service to the County, it is our responsibility to seek out opportunities on behalf of those who may otherwise struggle to find them. The Career Development Intern Program (CDIP), administered by Los Angeles County's Department of Human Resources (DHR), is one of many efforts within the County designed to connect these young adults to services and opportunities that might not otherwise be available to them. In particular, these youth would greatly benefit from the opportunity to continue their education and find meaningful employment to promote greater success and help them achieve positive outcomes.

We encourage each of you to develop and initiate a foster youth career development internship program similar to our CDIP. We believe that if more government and other entities offered similar programs throughout the County, more of our foster youth would be able to gain the skills needed to transition to full-time employment and achieve permanent housing, as well as social and emotional well-being. In order to ensure that both the young adults hired and the hiring entity get the most from this experience, the DHR is prepared to assist you in this endeavor by:

- Providing orientation to the hiring entities;
- Hosting a job fair to connect youth and hiring entities;
- Providing interview preparation materials to the foster youth; and
- Supplying hiring entities with training modules for the foster youth.

Studies have shown nationwide that approximately 60% of youth who have aged-out of the foster care system are unemployed at age 19, and that, within one-year of leaving the system, nearly 90% are living below the poverty level. Because of their unique circumstances, these youth are particularly vulnerable to challenges in connecting with meaningful career opportunities that lead to achieving economic independence.

The pathway to gainful employment and a family-sustaining career should be available to all youth within Los Angeles County. The CDIP is designed to bridge the gap to this pathway for TAY exiting the County's foster care system by allowing them to gain valuable and marketable workforce experience. Since 2010, 108 TAY are currently enrolled in or have completed the CDIP and have been linked to gainful employment experiences. Of those who have completed the program, 70% (38 out of 54) have been hired as a permanent employee, and program results continue to grow stronger each year. As of the end of Fiscal Year 2013-14, every Los Angeles County department was required to employ at least one Career Development Intern (CDI). It is our sincere hope that you will also make the employment and future success of these young adults a priority.

The DHR maintains an ongoing recruitment and selection process so that County departments have a pool of eligible candidates that may be hired as CDIs. This recruitment and selection process will be shared so that it may be used as a model by you to create a similar pool of qualified interns. In Los Angeles County, foster youth hired as CDIs are monthly temporary training employees for a 12-24 month period. At the end of the internship, they have an opportunity to compete for the permanent position for which they have been trained.

As it is vital to the success and self-sufficiency of this population, we urge each of you to establish a foster youth career development internship program. By committing to help these vulnerable youth find employment and explore opportunities now, you will be joining us in investing in Los Angeles County's future.

If you are interested in duplicating the County's program and taking advantage of DHR's assistance, please contact Carla D. Williams, Senior Human Resources Manager, Department of Human Resources, at (213) 893-7810 or [cawilliams@hr.lacounty.gov](mailto:cawilliams@hr.lacounty.gov).

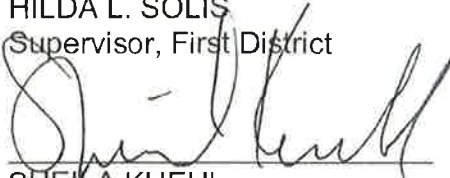
Sincerely,



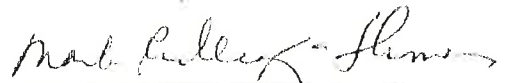
MICHAEL D. ANTONOVICH  
Mayor of the Board  
Supervisor, Fifth District



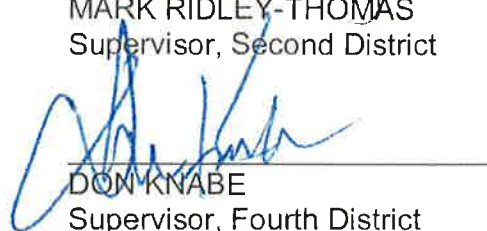
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