

# Countywide Youth Bridges Program

## Department of Economic Opportunity

### BACKGROUND

The Countywide Youth Bridges Program (CYBP) is the County's public sector hiring strategy and central resource across all County Departments for achieving Countywide goals of creating career pathways for youth experiencing barriers to employment. CYBP 3-step model pairs personal enrichment training and paid work experience, with a more comprehensive and strategic set of career pathway opportunities geared towards employment, training, and supportive services. CYBP introduces youth to various career pathways in the public sector, preparing them for future success.

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### Program Elements

Working with the Department of Human Resources and America's Job Centers of California (AJCCs), WDACS places youth in each step of the CYBP program. Once an individual is enrolled the AJCCs ensure they are made aware and given the opportunity to apply to each subsequent step. As part of the CYBP operational process, WDACS has developed its internal database system to capture work orders to assist the AJCCs in tracking and updating information. This system allows for reporting and data analysis of the program.

#### Step 1 Paid Work Experience

- Youth receive 20 hours of Personal Enrichment Training and 100 hours of Paid Work Experience at a County Department.
- Youth are introduced to various career pathways in the public sector.

#### Step 2 Youth Worker Internship

- Youth are hired in 12-month salaried paid internship positions within a County Department.
- Youth receive medical and dental benefits, paid vacations and holidays, and technical job training and guidance on workplace behavior, competencies, individual responsibilities, and development of occupational skillsets.

#### Step 3 Permanent County Employment

- Upon successful completion of their internships, Youth Workers will be eligible to compete for permanent County positions, specifically tailored to those that have participated in our program.
- Youth will also be able to utilize the experience gained through Step 1 and Step 2 to be eligible for additional County positions, as they become available.

#### Eligibility Requirements

- LA County Resident
- 16-24 years of age, at risk population
- Right to Work Documents

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