The City of Los Angeles seeks to connect all Angelenos to employment opportunities, particularly those who may face significant barriers to employment.

The Targeted Local Hire Program is an effort to help under-served and under-employed populations find an alternative pathway to rewarding Civil Service careers with the City of Los Angeles.

This program creates a unique opportunity for individuals to enter into Civil Service via an alternative pathway. Individuals hired through the Program will receive on-the-job training and must successfully complete an assessment period before transitioning to regular civil service employment.

**Initial hire is to a Vocational Worker or Office Trainee position, which offers:**

- Full-time employment
- At least $15.00 an hour
- Benefits (health, retirement, and commute options)
- On the job training & development

**Applicants will need:**

- Interest in one of the City career pathways (see next page)
- Legal right to work
- Additional requirements may apply

**NOTE:** All approved applications are placed in the Program’s Application Pool. In order to be hired through the Program, applicants in the pool must be referred to a City department and selected for hire.

There is no guarantee that applicants in the pool will receive a job referral as applications are RANDOMLY pulled to be provided to departments for hiring consideration (for more information on the randomized selection process, please refer to the Program Document).

When departments wish to fill vacancies, applications will be randomly pulled from the pool to be referred to the department for hiring consideration. All applicants will participate in a competitive selection process.
For individuals hired through the Program, there are several career pathways available, which all begin with Vocational Worker or Office Trainee:

**VOCATIONAL WORKER - Civil Service Pathway**

- **6 months**
  - On the job training

  - Vocational Worker

- **6 months**
  - Probation Period for Civil Service

  - Assistant Gardener
  - Assistant Tree Surgeon
  - Custodial Services Assistant
  - Garage Assistant
  - Maintenance Assistant
  - Animal Care Assistant
  - Street Services Assistant
  - Warehouse & Toolroom Assistant
  - Animal License Canvasser Assistant

- **Full Civil Service**

  - Gardener Caretaker
  - Tree Surgeon Assistant
  - Custodian
  - Garage Attendant
  - Maintenance Laborer
  - Animal Care Technician
  - Street Services Worker
  - Warehouse & Toolroom Worker
  - Animal License Canvasser

Vocational Worker offers an on-the-job training opportunity for ten different career paths. For more information on these classes, please review their tasks and competencies (available online).

**OFFICE TRAINEE - Civil Service Pathway**

- **6 months**
  - On the job training

  - Office Trainee

- **6 months**
  - Probation Period for Civil Service

  - Office Services Assistant
  - Delivery Driver Assistant

- **Full Civil Service**

  - Administrative Clerk
  - Delivery Driver

Office Trainee offers an on-the-job training opportunity for a career pathway in the Administrative Clerk series. For more information on this class, please review the tasks and competencies (available online).

For more information, please visit lalocalhire.lacity.org or contact us at lalocalhire.lacity.org.