

some of those jobs required a graduate education and her clientele did not identify with that need.

At this time Duane Brown of E.R.I. stated that they were very successful in filling hotel jobs with their clients and although some entry level positions were paying slightly above minimum wage, the experience gained by their clients was worth it.

Councillor Wolf questioned whether or not any courses were offered in computer literacy. Mr. Brown stated that the United States Trust Company was offering such a training program.

Councillor Duehay questioned why there was not more public notice given by E.R.I. regarding the positions which were available. Ms. Dermody responded by stating that there are at least 600 job listings at any given time and it would require a full time person just to post all the notices.

At this time Joseph Sateriale, Assistant Superintendent of Schools, stated that in last year's clerical skills class, twenty-five people were graduated and approximately twenty-three people were placed in jobs. He further stated that some consideration was being given to changing the time of class in these programs from 3:00 PM to 5 or 6:00 PM in an effort to improve attendance.

Mr. Brown stated that both basic math and English has been added to the courses being offered.

Ms. Dermody stated in response to a question by Councillor Wolf that computer literacy and basic math have been combined in an effort to make these courses more interesting.

Councillor Duehay suggested that E.R.I. should consider the possibility of establishing a "Training Counsel" from the various colleges and universities in the area. He further stated that this kind of expertise should not be overlooked.

Councillor Wolf questioned whether or not the training was adequate. Ms. Dermody responded in the affirmative.

Councillor Graham questioned whether or not any emergency training was available to mothers who receive Aid For Dependent Children. Ms. Dermody stated that the program does not allow for stipends to be paid for child care and therefore not many AFDC cases come to E.R.I.

At this time Councillor David Sullivan stated he wishes to discuss the implementation of Ordinance No. 1015 as well as its' constitutionality. Mr. Thomas Weed stated he had drafted the ordinance for Councillor Vellucci and in so doing had researched the basic content of the ordinance and had discussed it with various unions, especially Local 40, the Carpenter's Union, which he said was a very progressive union.

Councillor David Sullivan questioned whether or not there was a significant number of Cambridge people with construction skills who were not employed? Mr. Weed stated he believed there were. He further stated that a lot of Cambridge people had to go outside of the city and the state in order to obtain jobs.

At this time Birge Albright of the City Solicitor's Office, stated that a 1984 Supreme Judicial Court opinion held that an ordinance such as #1015 was subject to the privilege and immunity law. He further stated that although it was unclear as to the degree, the city did have a problem with the ordinance.

Ms. Haskell stated she was uncertain as to just how it could be implemented given fluidity of the construction trades.

Councillor David Sullivan requested that Ms. Haskell and Mr. Gordon Gottsche make recommendations to the committee for a future meeting as to the implementation of Ordinance 1015.

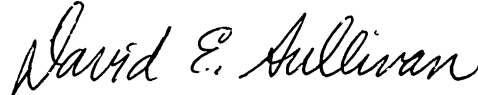
At this time Councillor Duehay stated that he was concerned with the lack of overall analysis of the programs and components of E.R.I. and thought the committee should be given a comprehensive memorandum. Councillor Graham stated she thought it would be helpful if the committee received a full profile of the unemployment data of Cambridge people.

At this time Gordon Gottsche, Executive Director of Just-A-Start Program, outlined the job placement of his program and submitted a written report (enclosure 2 and 3). He further stated that his program conducts training, career counseling and GED programs for participants.

Councillor Graham stated that Mr. Gottsche had made a very important point and the city and state should be thinking of transferring training money to education money and programs, particularly in state and federal budgets since that will be where the real dollars will be in the future.

The meeting adjourned at 7:42 PM.

For the Committee,

A handwritten signature in cursive script that reads "David E. Sullivan".

Councillor David E. Sullivan
Chairman

October 1, 1984

Cambridge, Massachusetts 02141

STATUS REPORT ON JOB AND OTHER PLACEMENTS BY JUST A START
July 1, 1983 - June 30, 1984

Annual Program Trainees : 103 Still in Training as of June 30, 1984 : 29

Enrolled in Just A Start's	Received GED or ADP Diploma :	20
Basic Education and High	Upgraded Education Competencies:	59
School Equivalency (GED)		
Program, ADP or ESL		
79		

Trainees in Just A Start's Six Month Training Cycle: 74

Positive Completions and Placements:	Negative/Did Not Complete
62 (84%)	Cycle and/or Did Not Get a Job :
	12 (16%)

Positive Completions : 62

Return to School,
Post Secondary, or
Military Service : 4

	<u>Total</u>	<u>Wage Range</u>		<u>Total</u>	<u>Wage Range</u>
Construction, Rehab- ilitation, Laborer	20	\$3.75 - 7.50	Food/Restaurants, Hotel, Deli, Fast Food	4	\$3.35 - 5.00
Building Maintenance	11	3.35 - 7.50	Manufacturing, Auto Repair, Machine Shop	5	4.00 - 6.50
Energy Conservation	3	4.00 - 5.00	Warehousing & Drivers	5	4.00 - 4.75
Retail Business	7	3.35 - 4.50	Security	2	3.75 - 4.00
			Human Services	1	4.25

JUST-A-START XVII - XVIII
NEIGHBORHOOD STABILIZATION PROGRAM
CAMBRIDGE, MASSACHUSETTS

ENCLOSURE I

OCTOBER 1, 1984

Just-A-Start
Stabilization
Components

+ Housing Rehab
& Finance/Services
& Resource
Development

440 Housing
Units

Youth & Jobs

Youth: 100 Annual
100-115 Summer
Units Assisted:
Housing: 280-290
Energy: 120-130

+ Energy Conservation

170 Housing
Units

+ Home Ownership
Stabilization &
Ownership for
Renters

Households: 70-100

+ Citizen Participation
& Community Volunteers

Eight Volunteer
Community-based
Citizen Organizations

Youth & Jobs
Operating
Model

Full-time
Employment &
Job Readiness
Training

* Vocational
Counselling
& Job Search
Training

* Job Development
& Placement

** Service in the
Community

* Basic Education
& High School
Equivalency

* Manual Skills
Training (On--
site & Workshops)

Advanced Train-
ing &
Economic Develop-
ment

Housing Mgmt
Restaurant
Housing Rehab-
ilitation

Peer Support
& Life Skills
Counselling

*Private, charitable support needed to match
Employment Resources, Inc. (ERI) and State
Department of Education resources for these
four key activities.

+Community Development Block Grant and housing
and energy resources and volunteer citizen
involvement.



CAMBRIDGE EMPLOYMENT PROGRAM
Progress Report - January 22, 1985

I. Participant Profile

Total # of Registrations	613
Entered employment	344
Other positive terminations	23
Inactive	60
Active participants	186

Currently enrolled in training	12
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Demographic Breakdown of Participants:

Male	50%
Female	50%

Under 22 years of age	20%
22 - 39 years of age	60%
40 - 54 years of age	18%
55 and over	2%

White, not Hispanic	45%
Black, not Hispanic	40%
Hispanic	10%
Asian	5%

Less than High School	15%
High School graduates	45%
Post High School	40%

II. Placements

Entered Employment	344
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Positions Filled:

Clerks

Secretaries

Data Entry Clerks

Cashiers

Tellers

Warehouse and Stock Persons

Laborers

Hotel and Housekeeping Persons

Waiters and Restaurant Personnel

Assemblers

Technicians

Health Care and Hospital Personnel

Human Services Professionals

Teachers

Average Placement Wage: \$ 5.68/hr.

III. Job Development

First Source agreements with 22 Cambridge companies.

Regular job listings from approx. 40 large employers (Cambridge and outside of Cambridge).

Approx. 600 individual job orders.

City of Cambridge

In City Council.....January 28, 1985.....

The Committee on Economic Development, Manpower, and Employment conducted a public meeting on Tuesday, January 22, 1985 beginning at 5:30 PM in the Ackermann Room, City Hall. Councillor David E. Sullivan, Chairman of the Committee, opened the meeting by welcoming everyone and stating the purpose of the meeting would be as follows:

1. To receive status reports from Employment Resources, Inc., (ERI) relative to the Job Training Partnership Act and the Cambridge Employment Plan.
2. To discuss with ERI and the Cambridge School Department the Clerical Skills Training course, including possible expansion into other subjects.
3. To discuss the new city ordinance No. 1015, concerning construction jobs.

At this time Hanna Dermody of E.R.I. submitted a written status report (enclosure 1) outlining the progress of the agency's hiring/placement programs. E.R.I. President, Betsy Haskell, stated that the agency is currently making an all out effort to establish a marketing program throughout the twenty cities and towns they serve. She stated it was her opinion that this will be an important step in their public awareness campaign. Furthermore, she stated that they are currently working on their budget and planning process for the second year of full operation. In response to a question from Councillor David Sullivan, Ms. Haskell stated that the unemployment in Cambridge is currently at 3.9%.

Councillor David Sullivan questioned whether or not any "undocumented aliens" were being served by E.R.I. Ms. Dermody answered in the affirmative.

Councillor Duehay questioned whether or not there existed any description of the training programs and the curriculum related thereto. Ms. Haskell responded by stating these were available in all training centers.

Councillor Graham questioned whether or not people at E.R.I. were experiencing literacy problems with potential applicants. Ms. Dermody responded in the affirmative stating that some clients who come from foreign countries experience reading or speaking problems and those individuals sometimes may go through two or three temporary assignments.

Councillor David Sullivan questioned if there were any income restrictions on prospective applicants. Ms. Dermody responded by stating the agency does inquire as to salary of household members, which is a requirement of the program. She further stated that approximately 25% of those interviewed are eligible for JTPA.

Councillor David Sullivan further questioned if there was a good mix of skills which matched the positions listed by E.R.I. Ms. Dermody stated that currently there were more "hi-tech" jobs available than they had clients. She further stated that

REPORT

Committee on Economic Development,
Manpower & Employment Re: status reports
from Employment Resources, Inc., School
Dept. Training Skills Course expansion
& Ordinance 1015 concerning construction
jobs.

In City Council,

January 28, 1985

1/28/85
Placed
on
File