

City of Cambridge

MASSACHUSETTS

In City Council

4/4

1994

*Accepting All
Committee Reports & Lending Claims*

YEA	NAY	ABSENT	PRESENT	
✓				Ms. Kathleen L. Born
✓				Mr. Francis H. Duehay
✓				Mr. Jonathan S. Myers
✓				Mrs. Sheila T. Russell
✓				Mr. Michael A. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
✓				Ms. Katherine Triantafillou
✓				Mr. William H. Walsh
✓				Mayor Kenneth E. Reeves

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City of Cambridge

The Human Services and Youth Committee held a public hearing on Wednesday, March 23, 1994 beginning at 12:00 noon in the Sullivan Chamber for the purpose of considering the summer employment needs of Cambridge youth and how best to meet the needs.

Present at the meeting were Vice Mayor Sheila T. Russell; Councillor Jonathan S. Myers; Mayor Kenneth E. Reeves; Jill Herold, Assistant City Manager for Human Services and D. Margaret Drury, City Clerk. Vice Mayor Russell requested that all of those in attendance introduce themselves and their affiliation. The following persons introduced themselves. Jill Herold, Assistant City Manager for Human Services; Saphira Baker, City Wide Youth Employment (YEP); Geoff Rockett, Employment Resource Institute (ERI); Dick Fall, Just-A-Start; Steve Davis, Cambridge Housing Authority; Bill McLaurin, Assistant Principal, Cambridge Rindge and Latin School; Richard Buery, Mayor's Office; and Crystyl Mo, Cambridge Rindge and Latin School.

Vice Mayor Russell asked Jill Herold to give an overview.

Jill Herold gave a brief summary of the current status of youth employment. She said that things are looking very positive. She believes that Cambridge is seeing an increase in the number of employers willing to extend employment throughout the year.

Ms. Herold introduced Saphira Baker to give an overview of the City Wide Youth Program Office activities and youth opportunities.

Ms. Baker said that through YEP, about 300 youths are employed during the school year and 1,000 during the summer. Public sector placements have increased by 50%. She said that last year programs for youths included the Mayor's Program jobs, 220 private and 800 public jobs for youths, ERI, Cambridge Rindge and Latin work study program and also Project Scrub, Cambridge Rindge and Latin. Ms. Baker said that YEP does a coordinated private sector outreach. She expects to be able to reach a goal of about 300 jobs this summer. The Phone-a-thon last Friday resulted in 64 new jobs in one day. Ms. Baker noted that a cooperative effort involving the Department of Human Services and the Mayor's Office has applied for a grant for community safety activities that would add another 50 jobs. Ms. Baker added that YEP is trying to let kids know that they have to start now to get ready to apply for jobs.

Ms. Baker said that, with regard to gaps in services, immigrant kids have been hard to place. In addition, special needs kids need more opportunities. There are more opportunities for the 14 and 15 year olds. Age 16 and older are more dependent on the private sector. Kids at risk of dropping out need attention. In addition, children of the working poor need some targeting. She also noted that programmatically, the Mayor's Program is twenty hours per week, and many kids want more hours.

Vice Mayor Russell asked if YEP does outreach to the large housing developments/projects, such as Fresh Pond Apartments. Vice Mayor Russell said that there is a big need at this site.

Geoff Rockett, ERI, said that ERI administers a federal youth employment project and last year there was an additional state fund of \$100,000. The last two years have been somewhat chaotic because ERI received the state money and additional federal money very late, after all planning had been based on smaller funding projections. Mr. Rockett said that the federal allocation will be 12-15% less this year than last year. Also this year the allocation will be based on 1990 census figures. There were about 300 kids total served, including 32 private sector placements last year. This year, he expects to have about 235 kids, with the following funding breakdown of the positions: 140 federal; 60-70 state; 30-35 private.

Mr. Rockett added that this year the federal program is emphasizing academic enrichment, with summer school or other enhancements built in. Also, school-to-work transition is a growing priority, and there is talk of tying summer jobs to this goal. He also noted that most of the public programs are for the younger kids. Cambridge got about 38% of the public service jobs.

Jill Herold asked whether the 15% drop is the result of the new jobs programs, like summer safety. Mr. Rockett said that it seemed to be more a drop in Massachusetts share. Nationwide, the program was reduced 2-3%. Cambridge is still third of the 20 cities served by ERI.

Dick Fall, Just-a-Start, described the Just-a-Start youth program. He noted that in addition, Just-a-Start has 10-15 slots they hire directly through collaboration with the Peace Commission. Just-a-start also has a proposal in collaboration with the Haitian American Cultural Center, and Just-a-Start may also have collaboration with Workforce.

Steve Davis, Cambridge Housing Authority Workforce Program, said that the program serves 120 kids during school. He also described the summer plans. This year they will work on a lifestyle and academics program. They hope to have 30 kids involved in it, one half day hands-on and one half day academics. They will also place

Workforce.

Steve Davis, Cambridge Housing Authority Workforce Program, said that the program serves 120 kids during school. He also described the summer plans. This year they will work on a lifestyle and academics program. They hope to have 30 kids involved in it, one half day hands-on and one half day academics. They will also place 15-20 kids in Cambridge Housing Authority management offices and maintenance staff. The program has also been working with Ms. Baker on private sector outreach. They hope for 10-15 slots from the private sector. In addition, 25 or 30 kids will apply to the Mayor's Program. Mr. Davis said that in total, there will be about 75-80 kids, and about 6 Workforce alums who will be coming back from college.

William McLaurin, Assistant Principal, Cambridge Rindge and Latin School, described Project Scrub, and distributed a memorandum which details the project's worksites and tasks (Attachment 1). In addition, some funds went to Nightstop which provided activities during school vacations. They have been able to hire some returning college students with Nightstop funds.

Dr. McLaurin said that he has some problems with kids continuing their jobs all year. It can interfere with academics.

Mayor Reeves suggested a requirement that if they don't keep their grades up, they cannot keep their job.

Councillor Myers said the goal is to integrate the work experience and the curriculum so that one is not detracting from the other.

Dr. McLaurin said there are some jobs during the school year, including 10 custodial jobs. All together, there are 97 students served by Project Scrub.

Vice Mayor Russell asked if there was a proposal for this summer. Dr. McLaurin said that he has not written it yet, but he does plan to present one to the City for funding.

Mayor Reeves said that the Mayor's Program has historically been the City's citywide summer youth employment program. Last year it hired 502 young people. Students were placed in a variety of locations. The program has tried to create some large group employment opportunities, such as the performance group. Two years ago he got some additional funding from the MBTA. He tried to make it more interesting than just cleaning by having the kids be "garbologists" to study the problem of trash and litter in Central Square. They learned a lot. When you get money you must be creative about the job opportunities. He does not want to see kids just doing cleaning jobs. Last year a new program put together seniors and teens for performances.

Mayor Reeves said that they also tried to involve the kids in seminars, and youth town meetings. The kids said that they do want term-time programs. He attended some sessions of Onesimus, of Project Scrub (see Attachment) and they were brilliant.

He would like to expand the seminar opportunities and improve the worksite locations. This is the first work experience for many of these kids, and it is imperative to make sure that it is well managed. Mayor Reeves added that the counselors have been excellent.

Vice Mayor Russell asked about coordination with Project Scrub.

Councillor Myers said in the City there are two entities involved in the summer jobs program and asked how the YEP and Mayor's Summer Jobs Program are coordinated. Mayor Reeves said that when the summer jobs director is hired, there is coordination, but there could be more. He is deeply disappointed in the small number of jobs that the business community comes up with. The Mayor's Office Program does more of the public sector outreach for job creation.

Saphira Baker said that the reason YEP has taken on the private sector campaign is because that is where more work is needed. She said she shares the Mayor's frustration at the level of private involvement. She would like to see some link of the proposals and plans from the youth employment program to be available to the Mayor's Program when that program is developing its jobs for the summer.

Councillor Myers spoke in favor of a coordinated systematic approach. The City has to know what it is saying in its approach to private businesses.

Dr. McLaurin said that one of his concerns about the business area is that, for a big corporation like Polaroid, it is often better to approach the corporation department by department, rather than going to the Human Resources Department and making one approach to the organization. For example, Saphira Baker gets 20 jobs from Harvard; with the resources to do approaches to individuals, she might be able to get 100.

Mayor Reeves said the objective is not the control of the program, it is maximizing jobs. If we could have 500 private sector jobs, along with our public sector jobs, then just about all the kids that want jobs can have them.

Dr. McLaurin suggested getting 5-10 people who could try to write to these companies to generate jobs.

Vice Mayor Russell asked Ms. Baker to describe who will work on this. Ms. Baker described the job developers. Councillor Myers said that there is also a

Business Advisory Committee that should be involved.

Gerry Bergman, Elm Street, asked whether money already spent in the business community, for example, on tourism, could be linked to job requirements so that the City asks for a more direct tie-in to summer jobs with money it spends for the business community.

Ms. Baker said that we should think about a special strategy for large businesses, because they have the major opportunities to hire more kids.

Vice Mayor Russell asked about state possibilities. Dr. McLaurin said that Alvin Thompson has been helpful with employment opportunities at the Mass Turnpike. Vice Mayor Russell suggested involving all of the state legislators.

Jill Herold agreed with Ms. Baker about a special strategy for large businesses, and said that it would be very useful to involve the Mayor's Office in such a strategy.

Councillor Myers spoke of new legislature coming out in the school-to-work area.

Geoff Rockett said that coordination has improved, and the new year-round programs will ultimately help the summer programs.

Vice Mayor Russell noted that all efforts are contingent on the economy.

Mayor Reeves offered to meet with Ms. Baker and the job developers to try to make a special effort toward the business community. Regarding school-to-work transition, the school end needs to get itself ready to participate.

Councillor Myers said that the Rindge Technical Arts program has done a good job in this area, and there is also a career pathways program. Cambridge may not be ready, but it is certainly poised to get ready.

Dr. McLaurin asked if he could get preliminary data to Vice Mayor Russell for presentation for a proposal for summer program funding.

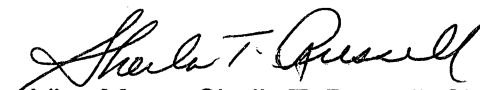
Vice Mayor Russell asked about opportunities for physically handicapped people. Ms. Baker said that more work is needed. Mayor Reeves said that the Mayor's Office has found jobs for disabled kids. Jill Herold said that there has been a program through the Mayor's Office that ties into the camp for disabled kids. Steve Davis noted that many of the Cambridge Housing Authority Workforce Project population falls into the population for which Ms. Baker has noted gaps in services. He added that the best emissaries for the programs are the kids themselves.

Vice Mayor Russell emphasized the need for outreach in Rindge Towers. Dr. McLaurin spoke of the need to get East Cambridge kids jobs out of East Cambridge.

Mayor Reeves noted for future Committee meetings the necessity of considering the needs of 18-26 year olds. Councillor Myers pointed out that the Workforce Development Policy does identify this as one of the hard-to-service populations which are a priority.

The meeting was adjourned at 1:35 p.m.

For the Committee


Vice Mayor Sheila T. Russell, Chair



CAMBRIDGE PUBLIC SCHOOLS

CAMBRIDGE RINDGE AND LATIN SCHOOL

459 BROADWAY, CAMBRIDGE, MASSACHUSETTS 02138
349-6706EDWARD R. SARASIN
PRINCIPALDR. WILLIAM MCLAURIN
ASSISTANT PRINCIPAL
POLICY AND STUDENTS

TO: Bob Healy

FROM: Bill McLaurin

DATE: October 29, 1993

RE: Project Scrub Final Report

Bob, I'm sorry for the delay in finishing this report, but the push of school opening etc. put me a bit behind schedule. I want to first take this opportunity to profusely thank you for the great support you have provided the Cambridge community in general, and Cambridge Public School students in particular, the past two summers. I'm especially grateful for your support this past summer since you were the sole financial resource for this program. I know that I speak for Rep. Alvin Thompson when I say that you have always been receptive and responsive to the neediest of our students, and you deserve great credit because of it. I say that not just because of your work with Project Scrub, but also because of your work establishing Positive Edge and maintaining support of it. I've subdivided this report into four areas: I. Worksites and Tasks, II. Student Representation at Worksites, III. Project Scrub Financial Data, and IV. Summary.

I. Worksites and Tasks

Project Scrub participants worked at more than 8 different worksites, and performed a wide variety of tasks, of which working to actually clean school buildings was only one small task.

A. Onesimus

Students worked on writing multicultural curriculum for 1 week during this summer. These students worked at summarizing and "wrapping up" the work their colleagues accomplished the previous 4 weeks. Beyond writing, some actual clean-up activities were also accomplished.

B. High School and Elementary School Sites

Students performed tasks mainly related to custodial work. In one case we were coaxed into keeping a graduated senior beyond our summer term. This student had great needs, was an excellent worker, and came highly recommended by the CRLS custodial staff.

C. C.R.L.S. Student Service Center

During the summer, the C.R.L.S. Student Service Center does not close down. Grant writing, administration of Project Scrub, production of the new C.R.L.S. documents, the parent handbook, preparations for school opening, general administration of the Student Service Center, are a few tasks performed.

D. Boston Museum of Science

Through a personal contact with Lucy Kirshner who operates the Human Biology Lab at the museum, we were able to place two students in this lab to work setting up exhibits, instructing younger students, working to administer all aspects of the Human Biology Lab.

E. C.R.L.S. Science Dept.

These students worked to clean up and put in order the science labs. They also worked doing office work to stamp textbooks, unload and store laboratory equipment, clerical filings, and general office work.

F. C.R.L.S. Main Office

These students were involved in all aspects of office work from answering phones, to sorting mail, to filing reports, to typing memos, to any and all work performed in the main office.

G. Project Hip Hop/Onesimus

These two young ladies participated in Project Hip Hop and visited famous civil rights sites throughout the south and learned about the U. S. Civil Rights History. After their historical trip, these students spent time documenting their experiences for the Onesimus Project so that this material might be incorporated into the curriculum.

H. Lotus

In a new association begun to explore other worksites, we placed a young man at Lotus. Working under the tutelage of another CRLS student with a job there, this student became an apprentice. In return, Lotus donated a lot of software and related computer materials to CRLS. I think this worked out well both for parties. Special thanks to Mike Durney at Lotus.

II. Student Representation at the Worksites

A total of 35 students were employed at our worksites. The numbers of students at the various worksites are listed below:

- a. Onesimus - 13 students
- b. Schools - 9 students
- c. Student Service Center - 4 students
- d. Boston Museum of Science - 2 students
- e. CRLS Science Dept. - 2 students
- f. CRLS Main Office - 2 students
- g. Project Hip Hop/Onesimus - 2 students
- h. Lotus Development Corp. - 1 student

Over 90% (32) of the Project Scrub participants worked in the Cambridge Public Schools: seventy-one percent of the students were minority and 29% non-minority, 60% of the students were male and 40% were female, 74% (26) worked in jobs specifically at the high school. The ages of the working students ranged from 14 to 18+ including a few college students. There were three 14 year olds, eleven 15 year olds, five 16 year olds, four 17 year olds, six 18 year olds, and five over 18.

III. Project Scrub Financial Data

Enclosed please find a copy of the financial data on each student participating in Project Scrub. This data was graciously provided by the School Department. Of the \$25,000.00 allocated, \$20,721.99 was expended leaving a balance of \$4,278.01 which you directed towards Night Stop. Thanks again. The total participant hours worked was 2638 with an average hourly pay of \$7.86, and an average of 75.3 hours worked. The average participant pay was approximately \$592.00.

IV. Summary

Once again I think we were able to service a small group of our neediest students. Unfortunately, these are the students who quite often are among the last to seek summer employment, most often because they don't know whether they have to attend summer school. In addition, when they do discover that they must attend summer school, there are no jobs available for just 1/2 day in the morning or afternoon after summer school. We were able to work closely with the Mayor's Summer Program, E.R.I., and other agencies to place a few other students. As usual, our kids were the last of the last, and therefore in a few cases we tried to keep them working right up until school started because of their late start. The association with Boston Museum of Science and Lotus worked out very well. I hope that we can be creative enough to continue to develop job placements that can benefit our kids and maybe, the city also.

I would like to see a few temporary 90 day jobs set aside for some of the graduating seniors who need a short boost to get them started. Bob, your office has been quite helpful in this regard in the past; I would like to formalize the process. I've already had conversations with Saphira Baker and we'll better coordinate our efforts this upcoming summer.

Committee Report #3

S-136

A comm. was received from D. Margaret Drury
transmitting report from Vice Mayor Russell
Chair of Human Service and Youth Committee
for public hearing held 3/23/94.

In City Council April 4, 1994

*Report accepted
on roll call
vote 9-0-0
Placed on file*