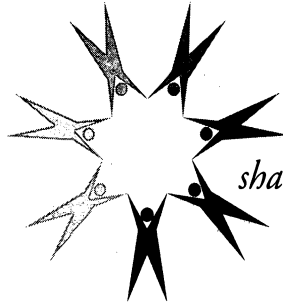


Department of Human Service Programs



sharing resources...building community

Jill Herold
Assistant City Manager

TO:

Robert W. Healy
City Manager

Ellen Semonoff
Deputy Director

FROM:

Jill Herold 
Assistant City Manager for Human Services

RE:

Council Order #12, dated November 6, 2000

Childcare

DATE:

November 21, 2000

Commission for
Persons with Disabilities

Community and Youth

Community
Learning Center

Coordinating Council for
Children, Youth and Families
(Kids' Council)

Council on Aging;
Elderly Services

Low Income
Fuel Assistance

Multi-Service Center;
Homeless Services

Office of Workforce
Development

Planning & Development

Recreation

The Office of Workforce Development works closely with a number of community-based employment and training agencies to support coordination of services and improve access for Cambridge residents. The attached report, produced in the late summer, provides an overview of the number and types of residents served by these local programs. The office also works with Bunker Hill Community College to support the satellite campus at Cambridge Rindge and Latin School.

The Office of Workforce Development staff use a number of avenues to publicize available services. Each year, a directory of employment, training and education programs is produced by the office and distributed to community programs, the libraries, the Family Resource Center, etc. During intense program recruitment cycles, staff have used these distribution points and worked with the Personnel Department to include information in its bi-weekly mailing to community organizations and job seekers. In many cases, the Office of Workforce Development organizes mailings directly to residents served by the Community Learning Center, Just A Start, the Housing Authority and the Cambridge Employment Program to advertise different program opportunities. The office has also advertised services via the local cable station and has, on occasion, taken out paid advertisements in the Chronicle to inform residents about specific events, such as career nights sponsored by Bunker Hill.

There are a limited number of programs in Cambridge that assist residents seeking long-term employment. The office oversees the Cambridge Employment Program, which offers residents assistance with preparing a resume, developing interview skills and learning how to conduct a successful job search. Through its partnership with the Cambridge Housing Authority, the Cambridge Employment Program has had an outreach worker visiting family developments throughout the city to provide information about the Cambridge Employment Program and the Community Learning Center. The Cambridge Employment



Program has two career counselors on staff, each serving a maximum caseload of approximately 100 residents.

Career Source, the one stop career center at Alewife Brook Parkway, provides a variety of services to jobseekers. The career center is seen as the hub for employment and training services in the area and receives federal and state dollars to serve individuals of all skill and educational levels. The Office of Workforce Development has worked with Career Source on a number of projects; a Cambridge Employment Program career counselor is outstationed there one day a week and a part time job developer, funded through the Housing Authority, is located there for twenty hours per week. The link with Career Source helps staff bring career center services to Cambridge Employment Program clients.

The Office of Workforce Development is in the process of working with Career Source to explore additional ways to make Career Source's services more accessible to all city residents. The next meeting of the City Council Economic Development, Training and Employment Committee is being held at Career Source to give the Committee an opportunity to see what resources are available for residents and employers.

An Analysis of Cambridge Residents Served by Local Workforce Development Programs

In an attempt to determine who is receiving employment and training services in Cambridge, the Office of Workforce Development contacted eight local agencies running eleven different training programs. Most of the agencies serve people who have barriers to employment, but some of the agencies serve a narrowly defined clientele (such as individuals with psychiatric disabilities) while other organizations serve the general population.

We asked these agencies to provide us with the following information about individuals they served over the preceding year: number of Cambridge residents, age, gender, income level, education level, and race. Since each agency collects data differently, not every program was able to provide us with the information we were looking for. Although the data is incomplete and it is difficult to compare figures from different agencies, the numbers suggest that the majority of people being served by these programs are low income and people of color. With the exception of three programs, two of which include an education component, most programs serve people with at least a GED or High School diploma.

The data from each agency is attached, and the agencies are described below:

Career Source (185 Alewife Book Parkway) is a one-stop career center that provides training, counseling and other resources for job seekers within the MetroNorth Region. In FY00, Career Source, supported by several different sources of public and private funding, served 817 Cambridge residents. Career Source was unable to separate out income levels for Cambridge residents, but aggregate data for the career center shows us that 83% of Career Source clients are unemployed and 9% are receiving public assistance at the time of intake.

The Cambridge Employment Program (51 Inman Street), overseen by the Office of Workforce Development with City of Cambridge funding, offers job-matching services for job-ready Cambridge residents. Out of 548 Cambridge people served during FY00, the staff estimates that about 75% were low-income, although more than half had attended college and 30% had earned a degree. (Through a partnership with the Cambridge Housing Authority, CHA residents are also eligible to take computer classes.)



The CASCAP Consumer Provider Program (678 Massachusetts Avenue) is a small educational and job-training program which helps individuals with psychiatric disabilities secure employment in human services. Most of the participants are white and have attended college and all are low-income

Just-A-Start operates a number of different training programs:

YouthBuild (432 Columbia Street) provides classes, counseling, career planning, training, life skills and community service work experience for out-of-school youth. Of the thirteen Cambridge participants in FY00, ten were between 19 and 24 years old. Most were male and all were low-income.

The Biomedical Careers Program (142 Cambridge Street, Charlestown) prepares adults for entry-level jobs in the biomedical field. Of the sixteen Cambridge participants in FY00, most were people of color and all had at least a high school diploma or some college. Several were educated in other countries.

The Job Connection Program (142 Cambridge Street, Charlestown) is a Supported Work Program, funded by the Department of Transitional Assistance to assist TAFDC recipients in gaining full-time employment. Ten Cambridge residents, all of whom were low-income women, participated in FY00.

BASICS (142 Cambridge Street, Charlestown), a training program that prepares TAFDC recipients for clerical, customer service and retail jobs, served just two Cambridge residents in FY00.

The Adult Career Pathways Program (19 Brookline Street), operated by the Community Learning Center, offers job preparation, academics and computer instruction. Many of the 23 Cambridge residents participating during the last school year were low-income, immigrant women, but a recent change in funding will mean that this year's participants will not have to meet any income guidelines.

North Charles Community Career Links Program (260 Beacon Street, Somerville) provides training, counseling, referrals and other services for Cambridge and Somerville residents with a major mental illness. About 84 low-income Cambridge residents received services during FY00; 75% of these individuals were white and had a high school diploma or some college.

The Massachusetts Rehabilitation Commission (5 Middlesex Avenue, Somerville) offers an employment-focused program for people with disabilities. State funding provides individualized job training and employment-oriented services. Although MRC was unable to provide annual data, they offered a snapshot of people receiving services. As of August 1, 2000, there were about 469 Cambridge residents with open cases who had an average age of 33 and an average of 11.7 years of education.

Career Source
FY00

Cambridge Residents	817	100%
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Age Range

under 18	9	1%
18-24	137	17%
25-34	223	27%
35-44	207	25%
45-54	155	19%
55 & up	76	9%
No record	10	1%

Gender

Female	471	58%
Male	338	41%
No record	8	1%

Income Level

Low		
Moderate		
No record		

Education Level

Less than HS	205	25%
HS or GED	244	30%
Some college/AA	138	17%
BA/BS	143	18%
Some grad or MA	87	11%

Race

Asian	60	7%
Black	291	36%
Hispanic	100	12%
White	299	37%
Native American	3	0%
Other/No Record	64	8%

**CEP
FY00**

Cambridge Residents 548 100%

Age Range

17-19	19	3%
20-29	123	22%
30-39	147	27%
40-49	146	27%
50-59	87	16%
60+	17	3%
unknown	9	2%

Gender

Female	340	62%
Male	208	38%

Income Level

Low
Moderate
No record

Education Level

No HS, No GED	31	6%
HS non-completer	37	7%
GED	37	7%
HS Diploma	108	20%
Some College	122	22%
AA	36	7%
BA/BS	88	16%
Grad Degree	45	8%
No record	44	8%

Race

Asian	38	7%
Black	252	46%
Hispanic	65	12%
White	145	26%
Other	41	7%
No record	7	1%

CASCAP Consumer Provider Program

Cambridge Residents	8	100%
Age Range		
18-24	1	13%
25-34	1	13%
35-44	2	25%
45 & up	4	50%
Gender		
Female	5	63%
Male	3	38%
Income Level		
Low	8	100%
Moderate		
No record		
Education Level		
HS non-completer		
GED	1	13%
HS Diploma		
Some College	5	63%
AA		
BA/BS	2	25%
No record		
Race		
Asian		
Black	1	13%
Hispanic		
White	7	88%
Multiracial		
Other		
No record		

Just-A-Start YouthBuild
FY00

Cambridge Residents	13	100%
Age Range		
17-18	3	23%
19-21	6	46%
22-24	4	31%
25-35		
36-45		
46-55		
56-65		
No record		
Gender		
Female	3	23%
Male	10	77%
Income Level		
Low	13	100%
Moderate		
No record		
Education Level		
HS non-completer	13	100%
HS Diploma		
Some college		
Foreign College Grad		
Comm College Grad		
4 Yr College Grad		
No record		
Race		
Asian		
Black	10	77%
Hispanic	1	8%
Native American		
White	1	8%
Multiracial	1	8%
Other/No Record		

**Just-A-Start BioMedical
FY00**

Cambridge Residents	16	100%
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Age Range

17-18	1	6%
19-21	2	13%
22-24	2	13%
25-35	6	38%
36-45	3	19%
46-55	2	13%
56-65		
No record		

Gender

Female	8	50%
Male	8	50%

Income Level

Low	15	94%
Moderate	1	6%
No record		

Education Level

HS non-completer		
HS Diploma	7	44%
Some college	4	25%
Foreign College Grad	5	31%
Comm College Grad		
4 Yr College Grad		
No record		

Race

Asian	5	31%
Black	9	56%
Hispanic		
Native American		
White	1	6%
Multiracial	1	6%
Other/No Record		

Just-A-Start Job Connection
FY00

Cambridge Residents	10	100%
Age Range		
17-18		
19-21		
22-24		
25-35		
36-45		
46-55		
56-65		
No record	10	100%
Gender		
Female	10	100%
Male	0	
Income Level		
Low	10	100%
Moderate		
No record		
Education Level		
HS non-completer	3	30%
HS Diploma	4	40%
Some college	2	20%
Foreign College Grad		
Comm College Grad		
4 Yr College Grad		
No record	1	10%
Race		
Asian		
Black	6	60%
Hispanic	3	30%
Native American		
White	1	10%
Multiracial		
Other/No Record		

Just-A-Start BASICS
FY00

Cambridge Residents	2	100%
Age Range		
17-18		
19-21	1	50%
22-24		
25-35		
36-45	1	50%
46-55		
56-65		
No record		
Gender		
Female	2	100%
Male		
Income Level		
Low	2	100%
Moderate		
No record		
Education Level		
HS non-completer		
HS Diploma	1	50%
Some college	1	50%
Foreign College Grad		
Comm College Grad		
4 Yr College Grad		
No record		
Race		
Asian		
Black	1	50%
Hispanic		
Native American		
White	1	50%
Multiracial		
Other/No Record		

Adult Career Pathways Program

Year = '99-'00 School Year

Cambridge Residents	23	100%
Age Range		
18-24	6	26%
25-34	8	35%
35-44	7	30%
45 & up	2	9%
Gender		
Female	17	74%
Male	6	26%
Income Level		
Low	20	87%
Moderate		
No record	3	13%
Education Level		
HS non-completer	14	61%
GED		
HS Diploma	2	(not sure about my interpretation of CLC's numbers)
Some College	6	
AA		
BA/BS	1	4%
No record		
Race		
Asian	6	26%
Black	13	57%
Hispanic	1	4%
White	2	9%
Multiracial	1	4%
Other		
No record		

North Charles Community Career Links Program

FY00

(all numbers are estimates)

Cambridge Residents	84	100%
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Age Range

18-24
25-34
35-44
45 & up

Gender

Female	35	42%
Male	49	58%

Income Level

Low	84	100%
Moderate		
No record		

Education Level

HS non-completer		
GED		
HS Diploma	50	60%
Some College	17	20%
AA		
BA/BS	17	20%
No record		

Race

Asian	1	1%
Black	11	13%
Hispanic	1	1%
White	63	75%
Multiracial	7	8%
Other		
No record		



18.

CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager

Richard C. Rossi, Deputy City Manager

December 4, 2000

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 00-114, regarding a report on what actions are being taken to maximize the employment opportunities for Cambridge residents, received from Assistant City Manager for Human Services Jill Herold.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy", written over a horizontal line.

Robert W. Healy
City Manager

RWH/mec
Attachment



2000 Things 2 Do in 2000

Communication from Robert W. Healy, City Manager, relative to Awaiting Report Item Number 00-114 regarding a report on what actions are being taken to maximize the employment opportunities for Cambridge residents.

S-425

In City Council December 4, 2000

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