

City of Cambridge

The Human Services and Youth Committee conducted a public hearing on Thursday, April 26, 1990 beginning at 12:16 p.m. in the Sullivan Chamber, City Hall.

Councillor Jonathan S. Myers, Chair of the above referenced Committee convened the hearing and stated the purpose of this meeting was to continue discussions on the creation of a centralized City Youth Employment Center; discussions on what summer employment opportunities will be available in 1990; and discussions on an Employer Sensitivity Workshop to be held in June, 1990.

To begin the day's proceedings, Councillor Myers announced the acceptance of a contribution in the amount of fifty thousand dollars (\$50,000) (over a three year time frame) by Boston Properties, a Cambridge based development firm. Councillor Myers then introduced Mr. David Barrett of Boston Properties for his opening remarks.

Mr. Barrett stated that Boston Properties has been actively involved with the City of Cambridge for the past ten years and enthusiastically supports the current initiative in the area of youth employment and training. He further stated that this link between public and private concerns was not a one time commitment but one that will require a long term commitment on both sides to achieve the stated goal.

Councillor Myers commented that the centralized City Youth Employment Center would work closely with existing youth employment and training

programs and not replace services presently being provided. The Center would serve as a facilitator for placement in youth employment opportunities.

At this time the Committee heard from Mr. Geoffrey Rockett, representing the Program Committee, for a presentation of the goals of the Youth Employment Center. Mr. Rockett outlined the following proposed goals:

- (1) Coordination of existing services including application procedures and job readiness workshops;
- (2) Assessment of unmet needs;
- (3) Unified Job Development/Private Sector Approach; and,
- (4) Development of long-term training needs.

He further stated that the Center services should be phased in and allow to grow organically.

Councillor Francis H. Duehay recommended the establishment of an Advisory Committee made up of young people to assist in the planning and implementation phases of the Center. Councillor Myers concurred and stated that the youth were a living pool to best identify the met and unmet needs of this constituency.

Councillor Myers then introduced Ms. Jill Herold, Assistant City Manager for Human Services and Ms. Mary Lou McGrath, Superintendent of Schools for an update on the site selection process.

Ms. Herold stated that visits were made to two sites: (1) Cambridge Rindge and Latin; and, (2) War Memorial. The site space at CRLS was

directly across from Felton Street and is presently utilized by Occupational Education. Councillor Timothy J. Toomey, Jr. disagreed with this space stating the Occupational Education program has lost space in the past and did not want to curtail that program's operations.

Ms. Herold then described the War Memorial site on Cambridge Street citing both advantages and limitations associated with this space. Some of the advantages included existence of DHSP support staff and of its neutrality. Limitations included square footage and extensive rehabilitation. Ms. McGrath stated that since the time of the site visit, School Department Staff working on the Air Quality Project have strongly recommended against this site citing ventilation and heating problems.

Ms. McGrath then suggested the possibility of office space in the Central Square area, noting past successes enjoyed by the School Department in career seminars.

Councillor Duehay and Mr. Barrett disagreed with this suggestion citing the High School as a logical location to ease the transition from education to employment.

Mr. John Shattuck, Co-Chair of the Cambridge Partnership, offered the resources of the partnership towards the success of the Employment Center.

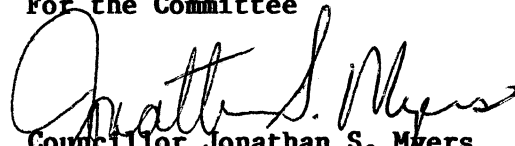
Councillor Myers then announced the scheduling of a Press Conference for Tuesday, May 15, 1990 at 10:30 a.m. to apprise the community of the creation of the centralized Youth Employment Center as well as a description of summer youth employment opportunities to be available in the upcoming months.

At this time the Committee was briefed by Mr. Steven Swanger of the Program Committee on the upcoming Employer Sensitivity Workshop. This Workshop will be held on May 30 or 31, 1990 at the Boston Marriott Cambridge beginning at 9:00 a.m. Slated to participate include Polaroid, Stride-Rite, Boston Properties, the Marriott, Teen Work, Workforce and ERI.

Also discussed at the hearing was an outline of existing youth employment programs. (See attached).

The hearing was adjourned at 1:30 p.m.

For the Committee



Councillor Jonathan S. Myers
Chair

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attachment

EXISTING YOUTH EMPLOYMENT PROGRAMS

<u>PROGRAM</u>	<u>AGENCY</u>	<u>AGES</u>
WORK FORCE	Cambridge Housing Authority	13 - 19

The Work Force is Cambridge Housing Authority's pre-employment training program for public housing youths between the ages of 13 and 19 years. The program offers a sequence of highly-structured classroom and "try-out" employment experiences to low income children of structurally unemployed adults.

The program runs on an academic year schedule from September to June. All program activities are run on weekdays after school, although some job placements involve weekend work schedules for participants. The program runs in two long cycles of twelve weeks. The fall cycle begins in late September, after students are settled into school and runs until Christmas. The spring cycle begins in the first week of February and runs through the beginning of May. Youth are all referred to one of several summer youth employment programs at the end of the spring cycle. The Work Force also runs a special summer landscaping project under the auspices of the local JTPA program, which provides a worksite for six Work Force youth.

The program is structured around three progressive components, each offering participants an opportunity to gain a clearer understanding of the skills, values and training necessary for obtaining and maintaining successful employment:

1) Introductory Level - (13-14 year olds) consists of two 1 1/2 hour Life Skills classes each week, for which youth are paid a stipend of \$3.10 per hour. The classes focus on self-image and self-esteem, values clarification, conflict resolution, decision-making and an introduction to job search skills.

2) Intermediate Level - (14-15 year olds) consists of one 1 hour class per week and an actual work site placement for 4-10 hours per week. Classes focus on many of the same issues as the Introductory level classes, but utilize examples encountered in work settings.

3) Advance Level - (15-19 year olds) is focused exclusively on job search and job readiness. Serves approximately 100 youths per year.

Around The Corner	Just-A-Start	14 - 15
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A racial/cultural enrichment program for 14-15 year olds that combines work experience with a variety of multicultural, team building, values clarification and leadership development activities. Operated in collaboration with ERI and the Mayor's Employment Program. Serves 20-30 14-15 year olds.

Mayor's Employment Program City of Cambridge 14 - 15

The Mayor's Employment Program for Cambridge Youth aged 14-15 years old. In addition to job assignments, the young people now receive job skills training and counseling. Serves approximately 200 youths.

**Summer Youth Employment Employment Resources, Inc. 14 - 21
& Training Program (SYETP)**

The SYETP is the largest individual program run by ERI, serving over 700 economically disadvantaged and "at-risk" youth ages 14-21 within a carefully developed structure. (This figure is the overall number for the 22 towns ERI serves). The program runs for eight weeks, with each youth client participating between 25 and 35 hours per week. Each enrollee is assigned to a counselor for support and guidance throughout the eight weeks in order to provide a meaningful summer experience. Serves approximately 195 Cambridge youths.

Summer Youth Program Just-A-Start 14 - 21

A summer job program for youth, ages 14-21, that provides, in addition to work experience, opportunities for learning and skills development, team-building among youth of different cultural and neighborhood backgrounds, remedial education and service to the community.

The work experience takes place on supervised crews that provide painting, carpentry and weatherization work on public and private housing throughout Cambridge. Serves approximately 150 youths.

**Pregnant & Parenting Employment Resources, Inc. 15 - 19
Youth**

The ERI Pregnant & Parenting Youth Initiative programs will assist young parents to achieve economic self sufficiency by addressing their academic, vocational and social needs. Each program will be operated by a local service provider and be guided by an advisory board made up of representatives from youth serving agencies. Services in Cambridge/Somerville include in-school programs, the Cambridge/Somerville Adolescent Task Force and the Somerville/Cambridge Teen Pregnancy Prevention Coalition. Serves approximately 8.

Teen Work Program**Just-A-Start****16 - 18**

Summer and after-school, private sector job program for in-school youth, ages 16-18. Provides employment readiness training to Cambridge High School students and matches them with challenging, career-related jobs that are developed in local corporations, businesses and institutions. Serves approximately 120 high school students per year.

One Stop Youth Program**Just-A-Start****16 - 21**

Year-round employment, education and training program for young men and women, ages 16-21, who are out-of-school and unemployed. Provides a comprehensive, interrelated program of paid work experience, skills training, educational skills development leading to the GED, life skills counseling and support and job placement.

The work experience takes place on supervised crews that provide painting, carpentry and weatherization work in low/moderate income public and private housing throughout Cambridge. Serves approximately 50 youth per year predominantly high school dropouts.

**Futures For Youth
Parents Program****Just-A-Start****16 - 21**

A vocational exploration, education, counseling program for pregnant and parenting teens, ages 16-21, who are out of school. Provides GED preparation, life skills, parenting skills, employment readiness training and career and life goals counseling. Serves 20-30 young parents and their infants per year.

Cambridge Peace Camp**Just-A-Start****16 - 21**

Cambridge youth work alongside volunteers from Eastern and Western Europe on Just A Start crews and participate in workshops on conflict

1. 8-552
COMMITTEE REPORTS

Report from Human Services & Youth Committee
to continue discussion on the creation of a
centralized City Youth Employment Center,
summer employment and an Employer Sensitivity
Workshop.

In City Council,

May 21, 1990

*Report accepted
and placed on file*