

City of Cambridge

The Human Services and Youth Committee conducted a public hearing on Thursday, June 14, 1990 beginning at 12:15 p. m. in the Ackermann Room, City Hall.

Councillor Jonathan S. Myers, Chair of the above referenced committee, convened the hearing and stated the purpose of the hearing was for the committee to receive an update on such issues as site selection, staffing and general operational aspects as it relates to the city wide centralized Youth Employment Office. Present at this hearing were Councillor Francis H. Duehay, Assistant City Manager for Human Services Jill Herold and Deputy City Clerk John E. Flynn.

At this time Ms. Herold distributed to the committee a fact sheet on the city wide Youth Employment Office outlining its functions, location and its role vis a vis local providers and the business community. The office is slated to begin operating on July 1, 1990 and will be located at Cambridge Community Services (CCS), 99 Bishop Allen Drive. This office will be staffed full-time and on a year-round basis.

The functions of the office will include the following:

- information and program placement for any interested Cambridge youth from fourteen to twenty-one years of age.
- in collaboration with youth employment services, work with employers to expand employment opportunities for youth;
- coordination among and support for existing youth employment services, including expansion of training and job readiness workshops;
- identification of unmet youth employment needs;
- linkage development with agencies which serve youth in areas other than employment; and
- promotion of Cambridge agencies working on youth employment.

Councillor Duehay questioned Ms. Herold on the types of employment that would be offered through this office. In response Ms. Herold stated that employment opportunities would be offered in the areas of full-time, part-time and seasonal.

To operate the office, the City and CCS will work in partnership with CCS providing technical assistance and supportive services. Consensus was reached in the development stages of the planning of the office with various youth employment agencies.

The Cambridge Partnership for Public Education, and private employers in conjunction with the Chamber of Commerce, will play a critical role on the Youth Employment Business Advisory Committee. This committee will offer advice, act as liasion between the office and the business community and will participate in the overall marketing of the Youth Employment Program.

Upon conclusion of Ms. Herold's presentation, Councillor Myers described an initiative by an individual company to develop an in-house training program and once developed would offer to share it with the School System. The initiative by BayBank/Harvard Trust would be readied within the next six months and would provide opportunities to members of the Freshman Class to participate in this program through graduation thus preparing them for the workforce. Councillor Duehay noted the program offered presently by the East Cambridge Savings Bank at Cambridge Rindge and Latin High School.

Councillor Duehay also commented on the need to establish a link between secondary education and training that would lead an individual to continue their studies in higher education. Councillor Myers concurred, stating that one incentive might be a tuition reimbursement plan whereby a person continues both the training and educational process and is exposed to greater career opportunities.

At this time the committee turned its attention towards a draft job description for the position of Citywide Youth Employment Office Coordinator.

In questioning the stated QUALIFICATIONS as presented in the draft, Councillor Duehay suggested that a blend should be incorporated in the line "Minimum of five years experience in human service/youth programs" noting that a number of potential applicants with demonstrated skills and abilities in other fields of endeavor would be excluded from applying. Councillor Myers agreed to the suggestion as offered, stating that he would like the hiring process to be open to a wide circle of candidates.

Questions were also raised by Councillor Duehay in regards to the composition, authority and appointment of the Youth Employment Planning Committee and the Youth Employment Business Advisory Committee as referenced under Duties and Responsibilities in the draft. Councillor Myers, in response, stated that those questions are still being defined in the working sub committees of this City Council Committee. Councillor Duehay offered that once the program became operational, appointments to the various advisory committees by the City Manager would make the office a standardized city operation.

Councillor Myers inquired of Ms. Herold for the time frame to be employed in the hiring of the position. Ms. Herold outlined the following time table:

Advertising Date	June 18 or 24, 1990
Closing Date	July 11, 1990
Initial Interviews	July 16, 1990
Final Interviews	July 23, 1990.

Councillor Duehay urged that the time table not be rushed in order to avoid a mistake.

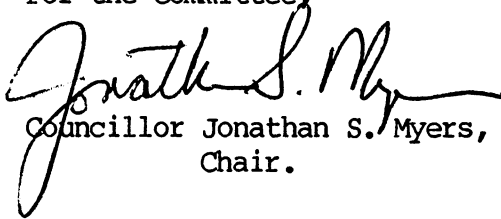
Councillor Myers reiterated his advocacy for a wide-open screening and hiring process, stressing that substance was more important than style because the bottom line is jobs for kids.

Councillor Myers then questioned Ms. Herold on the long term spacing needs of the office. Ms. Herold reviewed one potential site at the War Memorial, but renovation costs would be realized.

Councillor Myers concluded the hearing by commending Ms. Herold for her efforts to date regarding the City Wide Youth Employment Office.

The hearing was adjourned at 1:15 p. m.

For the Committee,



Councillor Jonathan S. Myers,
Chair.

COMMITTEE REPORT

Committee on Human Services and Youth
report for a hearing held on Thursday,
June 14, 1990 to receive an update on
such issues as site selection, staffing
and general operational aspects as it
relates to the city wide centralized youth
employment office.

In City Council,

July 30, 1990

*Report accepted
and placed
on file*