



CITY OF CAMBRIDGE
INTEROFFICE CORRESPONDENCE

To Robert W. Healy, City Manager

Date December 21, 1983

From Paul E. Healy, City Clerk

Reference

Subject Committee on Economic Development, Manpower and
Employment report regarding the Cambridge Citizen's
Employment Plan

Enclosed you will find a copy of a committee report received from the Committee on Economic Development, Manpower and Employment, which appeared as Communication #1 on the City Council Communication List of Monday, December 19, 1983.

The City Council accepted the report at the aforementioned meeting. Councillor David Sullivan at that time noted that the report provided for an eleven week training course by the School Department for unemployed and under-employed residents of Cambridge and also noted that a strong referral mechanism from the various centers providing job skills would be required.

He stated that the report contained a proposed comprehensive employment plan which should be referred to the City Solicitor for review and drafting of an amendment to the General Ordinances in order to implement this goal, with a review by all concerned departments, prior to submission to the City Council.

He further stated that the Committee had accepted the School Department proposal in principle, and, recommended that it be forwarded to the City Manager for appropriate action for implementation.

Your very kind attention in this matter will be greatly appreciated by the City Council.

PEH/mh

Enclosure

cc: Russell B. Higley, City Solicitor

City of Cambridge

In City Council December 19, 1983

The Committee on Economic Development, Manpower and Employment conducted a public meeting on Tuesday, December 13, 1983 in the Ackermann Room, City Hall, beginning at 5:30 PM. The purpose of the meeting was to discuss 1) proposed changes in the Cambridge Citizens Employment Plan; and 2) to receive status reports from all parties concerned relative to the implementation of said plan.

Councillor David Sullivan opened the meeting by thanking all those in attendance, outlined the evening's agenda and asking Ms. Kathy Spiegelman, Assistant City Manager for Community Development, to provide an update on the proposed ordinance which would provide a comprehensive strategy to promote the hiring of Cambridge citizens by private industry.

Ms. Spiegelman stated that back in 1980 the City Council adopted a zoning ordinance for the development of the Alewife area in which was incorporated an employment plan to be implemented by developers of this area to enhance the employment of unemployed Cambridge residents. However, she continued, that it was soon discovered that a need existed for such a plan throughout the city and her department with the cooperation of Employment Resources, Inc., has now prepared a new plan with clearly defined boundaries, goals and objectives and responsibilities. Ms. Spiegelman further stated that all technical issues have been corrected and consequently sent to the City Manager. Finally, she stated it was her belief that the most logical conclusions to this plan of action would be that the proposed plan be incorporated as an amendment to the General Ordinances.

Councillor Duehay questioned the city's ability to maintain a data base on the actual number of Cambridge jobs held by Cambridge people. He further questioned the capacity of city and public agency personnel to deal with the proposed high number of new jobs to be created.

At this time Ms. Marlene Seltzer, Director of Employment Resources, Inc. responded by stating that although currently no hard data base exists for the determination of such numbers nor is there the capacity to deal with an expanded market for job placement, she is working on both of these issues.

At this time Councillor David Sullivan stated that he believes no such hard data exists and that more job placements are being made solely due to the lack of capacity in terms of personnel. He further stated that he believes the present staff of Employment Resources, Inc., is doing all they can given their current resources.

December 19, 1983

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At this time City Manager Robert Healy stated that he was in receipt of a small component of the entire program needed to develop training skills for Cambridge's unemployed. He further stated that although he had initially believed that the School Department had enough funds to provide seed money for such a training program, the Superintendent had informed him to the contrary. Consequently, he stated that it was the general consensus of all concerned with this program that this component was probably the most important one at this time and therefore he would somehow find the \$4,846 needed.

At this time Councillor Duehay questioned if any one contact had been made with Harvard and M.I.T. relative to their availability to provide job training skills programs to Cambridge residents. Ms. Seltzer responded by stating she believed Harvard provided a refresher course on certain secretarial skills but not a beginner's course geared specifically to unemployed or under-employed people.

At this time Mr. Joseph Sateriale, Assistant Superintendent of Schools, outlined the School Department's proposal which would essentially provide for an eleven-week program for the training of Cambridge residents for employment as clerks, secretaries, or word processors. Councillor Duehay questioned whether or not this type of program would be available to Cambridge residents who are both unemployed and under-employed. Ms. Seltzer responded by stating that ostensibly the program would only be available to un-employed people, unless a person is truly under-employed in his or her present job.

At this time Ms. Spiegleman stated that a strong referral mechanism, once in place, in terms of various centers providing job training skills in addition to the Cambridge School Department is extremely important. She further stated that in terms of construction jobs in Cambridge, specifically at the East Cambridge Garage project, a specified number of jobs are going to Cambridge residents currently unemployed. She further stated that two significant problems in the construction industry still remain, specifically trade unions and access to them by Cambridge people. The question is, she stated, how do Cambridge people learn the necessary skills required to be accepted into the unions?

At this time City Manager Healy stated that although it is truly unfortunate, built in restrictions in terms of hiring and "boiler plate" requirements ultimately increase the cost of a project.

At this time both Councillors David Sullivan and Francis Duehay and Vice Mayor Leonard Russell recommended that the proposed comprehensive employment plan be referred to the City Solicitor for review and drafting for incorporation at a future date into the General Ordinances. Councillor Duehay further stated that in compliance with a previous Council order that prior to submission of the formally drafted ordinance, said ordinance be reviewed by all appropriate departments.

The Committee further recommended that the School Department proposal be accepted in principle and forwarded to the City Manager for appropriate action for implementation.

The meeting was adjourned at 6:59 PM.

For the Committee,

David E. Sullivan

Councillor David E. Sullivan
Chairman

Enclosures: Cambridge Employment Plan
Cambridge School Department
Training Program Proposal

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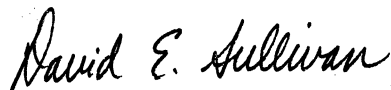
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For the Committee,

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

Councillor David E. Sullivan
Chairman

Enclosures: Cambridge Employment Plan
Cambridge School Department
Training Program Proposal

City of Cambridge

In City Council..... December 19, 1983

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S-696

REPORT

Committee on Economic Development,
Manpower & Employment Re: proposed changes
in the Cambridge Citizens Employment Plan &
status reports received from all parties
concerned on the implementation of said
plan.

J.P. Sullivan

Moved acceptance

*Report accepted on
voice vote*

*QPS moved School Dept
Trans Program and City
Director's direction - Leader*

In City Council

and program redware -

December 19, 1983

*to City 105 - Report
12/19/83*

Placed on File

Copy to the

City Manager

*Letter sent to City Manager, copy to
Solicitor pursuant to Council action in this
report 12/21/83 mh*