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OFFICE OF THE CITY MANAGER

July 15, 1996

Dear Bob:

Congratulations! You and the city of Cambridge have been selected by the ICMA Annual Awards Evaluation Panel as winner of the 1996 ICMA Program Excellence Award for Collaborative Children and Youth Initiatives. It is a pleasure to congratulate professionals like yourself for your efforts and successes in providing exemplary leadership and service to your community.

You and your winning designation will be celebrated at the ICMA Annual Awards Luncheon, to be held in conjunction with the ICMA Annual Conference in Washington, DC. The luncheon is scheduled for Tuesday, October 8, from 12:15 -1:45 p.m.. ICMA's Public Relations Coordinator, Monica Bowman, will contact you with details regarding the registration process for this special event. Should you have any questions, please feel free to contact her at 202/962-3574.

ICMA is proud to recognize you as among its best and brightest. You have captured the essence of good local government, and the talent and innovation needed to tackle the difficult service delivery issues facing the profession today. Again, congratulations, and I look forward to seeing you here in Washington.

Sincerely,

William Hansell
ICMA Executive Director



ABSTRACT OF THE CAREER PATHWAYS INITIATIVE AWARD APPLICATION:

1996 INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION (ICMA)
PROGRAM EXCELLENCE AWARD FOR COLLABORATIVE CHILDREN AND YOUTH INITIATIVES

Many youth in Cambridge work -- due to economic need, quest for experience, or desire for pocket change. However, in the early 1990's the worlds of business and school were two separate spheres, with the student acting as the sole link. This separation resulted in confusion for students in several ways: they were unaware of a multitude of options, learned about opportunities too late, and saw no connection between the skills they learned in school and those they learned on the job. Simultaneously, through surveys and focus groups conducted by the City, Cambridge businesses expressed interest in becoming more involved, not just in employing youth, but in training them.

The Citywide Youth Employment Office of the Office of Workforce Development, a municipal agency devoted to the development and coordination of employment opportunities for Cambridge residents, saw a trend emerging: the youth employment professionals, educators, and businesses in the community believed there was great value in strengthening the links between a student's work and school experiences; and students themselves sought clarity and guidance as to how to access their options. With the innovative leadership of the Rindge School of Technical Arts, a commitment of the Superintendent and School Department to make school-to-career a priority, several business champions on board, and the participation of community-based youth development agencies such as Cambridge Community Services, the Office of Workforce Development was positioned to encourage much-needed dialogue and help bridge the worlds of the high school and youth service provider community.

As the Office of Workforce Development brought educators, community-based organizations, and businesses to the same table, the Cambridge Public Schools brought their expertise and vision, and the Cambridge Career Pathways Initiative was born. The Career Pathways Initiative began as a strategy to bring the resources of city government, higher education, businesses and community organizations into the K-12 educational process, and to unify educational and workforce development planning to create a common vision of career pathways exploration.

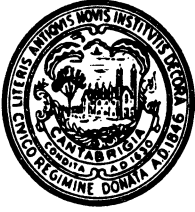
The resulting Career Pathways Initiative is a sequenced set of school, community and work-based learning experiences designed to promote the academic development and career preparation of Cambridge's young people. The goal is to provide students with an organized way to access hands-on learning programs and to provide businesses with a menu of opportunities for involvement. While many policy-makers and educators have focused on developing school-to-career programs for the non-college bound, the Cambridge Career Pathways Initiative has placed educational reform at the center of its school-to-career system to expose all youth to career options while preparing them to pursue post-secondary education opportunities or employment.

As part of the Career Pathways Initiative, the Office of Workforce Development has led planning efforts, leveraged resources and operationalized three school-to-career internship program models for high school students, in collaboration with the Cambridge Public Schools and local agencies. City Links -- begun in 1992 and operated as a joint venture with Cambridge Community Services -- introduces twenty recent immigrant youth to the public sector through internships and a public policy curriculum. The Health Careers Pathways Program -- developed in 1993 with the Office of Workforce Development, Cambridge Community Services, Cambridge Public Schools, and area

hospitals -- exposes seventeen students to careers in the health fields through hands-on work in applied sciences. The newest program, the Financial Services Internship Program, run in conjunction with the Rindge School of Technical Arts, places twelve students in supervised positions at six area financial institutions where they are immersed in the world of banking and finance.

By creating a coherent system of school-to-career transition with the goal of offering all Cambridge students a "Life-long Learning Guarantee", the Career Pathways Initiative works to inform the way students work and learn, increase access to higher education, and transform the face of the workforce to include diverse and well-trained employees who are able to adapt to meet the changing demands of the workplace. Spearheaded by local government through the Office of Workforce Development and operationalized by a broad-based alliance of schools, businesses, and community partners, the Career Pathways Initiative is part of an ongoing economic, educational and community development strategy. The Career Pathways Initiative involves all sectors of the community, and partners view it as a mechanism for investing in the youth and future of Cambridge.

7/24/96



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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

July 29, 1996

To the Honorable, the City Council:

I am pleased to inform you that the City of Cambridge has been selected winner of the 1996 International City/County Management Association (ICMA) Program Excellence Award for Collaborative Children and Youth Initiatives in the "greater than 20,000" population category, for our Career Pathways Initiative. The City will be recognized for this achievement at the ICMA annual awards luncheon on October 8, 1996 in Washington DC.

Attached please find the award announcement and the abstract of the Career Pathways Initiative award application.

Very truly yours,

Robert W. Healy
City Manager

Attachments

Consent Agenda #41

5-440

Relative to the City of Cambridge being
selected winner of the 1996 Inter-
national City/County Management
Association (ICMA) Program.

In City Council July 29, 1996

*Charter right was
exercised by
Councillor Doomey*

9-9-96

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