

City of Cambridge Summer Job Opportunity Statistics, 1991 - 1992

	<u>1991</u>	<u>1992</u>
CYEO private sector summer jobs campaign	110 ¹	88 - 100 ²
Cambridge youth employment programs' year-round jobs, extending thru summer	24	66
Mayor's Summer Youth Program (public sector jobs)	185	375
ERI Summer Youth Employment Program (public sector/non-prof jobs)	130	260 (est.)
CRLS Work-Study Program (hospital/school jobs)	16	17
City of Cambridge/CYEO (municipal/non-prof jobs)	57 ³	126
Cambridge Rindge and Latin School (school jobs)	14	n/a
Cambridge Access Jobs	2	0
TOTAL:	1991: 538	1992: @ 932 - 944
 GENERAL WAITLIST:	 1991: @ 300	 1992: @ 250⁴

1. total jobs as of **September 10, 1991** (some came through in July and August)

2. total jobs pledged as of **June 24, 1992** (final total still pending)

3. not a complete accounting

4. estimated number of youth who have made some contact with one of the city's youth employment programs. Approximately 200 of these youth have filled out applications, approximately 50 have not completed the application process.

PLEDGES FOR SUMMER 1992 AND YEAR-ROUND JOBS INCLUDING SUMMER 1992:

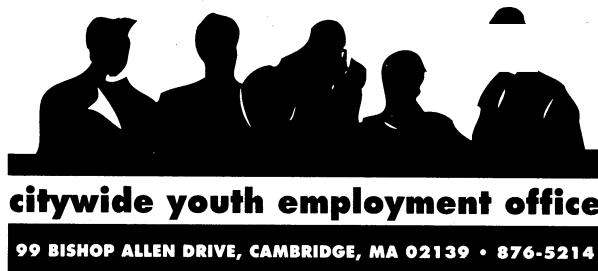
Organization	Pledged Jobs Summer '92	Year-round Jobs Extending Into Summer '92
Abt Associates, Inc.	2	1
Arthur D. Little	6	7
Associated Day Care Services	2	
Badger Engineering, Inc.	1	
BayBank Harvard Trust	1	1
Biogen, Inc.	1-2	
Bitstream Inc.	1	
Boston Biomedical Research Institute	1	
Boston Pet Center	1	
Boston Properties	1	
Bread & Circus	2	
Cambridge Hospital	1	5
Cambridge Racquet and Fitness	1	
Cambridge Savings Bank		2
Cambridge Trust Company	1	1
Cambridgeport Savings Bank	1	
Central Artery Project	2	
Charles Stark Draper Laboratory	1	1
Child Care Resource Center		1
Citizens Conservation Corporation	1	
COM/Energy Service Company	3	
Computer Corporation of America	1	
Continental Cablevision		1

PLEDGES FOR SUMMER 1992 AND YEAR-ROUND JOBS INCLUDING SUMMER 1992:

Organization	Pledged Jobs Summer '92	Year-round Jobs Extending Into Summer '92
D'Angelo Inc.	1	
East Cambridge Savings Bank	1	6
ELI Systems		2
Flynn & Clark	1	
Genetics Institute	1	
Genzyme Corporation	1	
Harvard Community Health Plan	1	
Harvard University	15-18	6
Health Alliance		1
Howard Johnson's Hotel	2	
Immullogic		1
Lechmere, Inc.		1
Mass. Inst. of Technology	10-15	11
Mount Auburn Hospital		1
North Cambridge Cooperative Bank		1
Open Software Foundation	1	
Opinion Dynamics	1	
Out-of-Town Newspapers, Inc.	2-3	
Paper and Provisions	1	
Peacock Restaurant	1	
Phelan & Company Insurance		1
Polaroid Corporation	1	4
Repligen	1-2	
Sears, Roebuck and Company	2	

PLEDGES FOR SUMMER 1992 AND YEAR-ROUND JOBS INCLUDING SUMMER 1992:

Organization	Pledged Jobs Summer '92	Year-round Jobs Extending Into Summer '92
Somerville Hospital	2	1
Spademan Pottery Studio	1	
Spirer-Somes Jewelers		1
Stride Rite Corporation		1
The Woodworkers' Store	1	
TRW Fasteners	1	
U.S. Dept. of Transportation	4	3
W.R. Grace and Company	1	
Whitehead Institute		1
Wordsworth Books	1	1
Youville Hospital	4	3
=====	=====	=====
Total: Count: 58	89-100	66



DRAFT

NEXT STEPS, JUNE 1992 -

The Citywide Youth Employment Office (CYEO), established in October 1990, has as its mission to expand career and training opportunities for Cambridge young people. To accomplish this goal, CYEO works in four areas: (1) development and expansion of employment and training opportunities; (2) coordination of local youth employment services; (3) research of local needs and development of collaborative responses; (4) delivery of program information and referral services to Cambridge youth. During the next several years, CYEO plans to continue working in these four areas. All future plans will be developed in close collaboration with the city of Cambridge's efforts to enhance employment and training opportunities, and may be revised and adapted accordingly.

I. Expand employment and training opportunities

- ♦ continuation and expansion of private sector summer jobs campaign
- ♦ extension of job development efforts to year-round effort
- ♦ expansion of educational services provided by CYEO corporate representatives to youth
- ♦ further development of year-round apprenticeship, career exploration, and job-readiness training opportunities in conjunction with CRLS and youth programs
- ♦ enhancement of role of CYEO Business Advisory Committee to include participation in industry-based training efforts

II. Foster coordination among service providers

- ♦ enhancement of referral and training services at the CRLS youth employment center
- ♦ continuation of citywide planning meetings of leaders in youth employment community
- ♦ expansion of planning group membership to incorporate post-secondary concerns
- ♦ continued coordination of application/outreach process for youth seeking employment programs

III. Respond to unmet needs

- ♦ continued development and oversight of "City Links", a training and mentorship project aimed at increasing access to public sector careers for linguistic minority youth
- ♦ development of a training project to "mainstream" drop-out youth
- ♦ dissemination of guidebook and accompanying workshops for employers of teens
- ♦ continued research on gaps in local services
- ♦ continued efforts to leverage funding for enhanced youth services
- ♦ development of a library of successful training strategies, model youth employment programs, and promising funding opportunities

IV. Serve as a program information and referral center

- ♦ expansion of the numbers of youth served by CYEO's Youth Employment Center
- ♦ continued dissemination of updated, multi-lingual information on local employment services
- ♦ continued response to telephone and walk-in requests for program information
- ♦ tracking of demographics of youth served by CYEO and collaborators





citywide youth employment office

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February 1992

City of Cambridge

The Human Services and Youth Committee conducted a public hearing on Thursday, June 25, 1992 beginning at 2:01 p.m. in the Ackermann Room, City Hall.

Councillor Jonathan S. Myers, Chair of the above referenced Committee, convened the hearing and stated that the purpose of this date's proceedings was for the Committee to receive an update on the statistics of summer employment opportunities and to continue discussions on the further development of the Citywide Youth Employment Center. Present at the hearing were: Councillor Francis H. Duehay and Deputy City Clerk John E. Flynn.

To begin the discussions, Ms. Saphira Baker, Director of the Citywide Youth Employment Office, presented to the Committee two reports: 1) City of Cambridge Summer Job Opportunity Statistics, 1991-1992; and 2) Pledges for Summer 1992 and Year-Round Jobs Including Summer 1992 (copies of the reports are attached).

Councillor Myers inquired of Ms. Baker if the total number of Pledged Jobs - Summer 1992 (89-100) was inclusive of Employment Resources, Inc. (ERI), Teenworks and the Citywide Youth Employment Office (CYEO). Ms. Baker responded in the affirmative and also noted that the total number of year-round jobs extending into Summer 1992 significantly rose from 25 to 66 positions.

In regards to private sector placement, the Chair inquired if the vehicle employed by the three agencies was a collaborative one or an individual one. Mr. Warren McEachern, Program Director, Teenworks, in response stated that it was a collaborative one. Ms. Jill Herold, Assistant City Manager for Human Services, stated that the approach taken was an effective one and that employers were appreciative of the approach.

Councillor Myers lauded the efforts of the people involved in reaching out to area businesses regarding employment opportunities but stated his displeasure with the participation rate exhibited by the private sector. He further stated that in the City of Boston some 3000 private sector jobs are generated for that city's youth and that Cambridge is not 1/30th of Boston.

Ms. Baker in response said that many of the businesses are retaining the youth worker past the summer months and presently the three agencies are on par with last year's statistics regarding job generation and far ahead in job retention.

Councillor Duehay, in reviewing the hand-out regarding job opportunity statistics, inquired if the increase in the aggregate number of applicants from 1991 to 1992 was as a result of multiple applications.

Mr. McEachern in response stated that it was hard to tell but that more outreach has been done and that CYEO had been operating a full year.

At this time Ms. Van Spanos of Just-A-Start outlined the statistics for summer employment opportunities offered by her agency. For the Summer of 1992, between 103-105 applicants have been placed or on a waiting list. This represents an increase of between 20-22 from last year's statistics. She stated that there seems to be a greater degree of awareness being exhibited by the private sector but more publicity must be undertaken. She also noted that one constant problem existed in the placement of limited English speaking teens with private sector businesses. Although the teens are qualified, businesses are reluctant to hire and more time is spent in trying to convince these businesses to participate.

Councillor Myers inquired if the obstacles of placing these teens was confined to having an accent or limited English speaking.

Ms. Spanos in response stated that the teens in question were those in the upper English as a Second Language (ESL) percentile ready to be mainstreamed. The problems encountered are : 1) Lack of proficiency in interview skills; and 2) Nervousness.

At this time Mr. McEachern provided the Committee with an outline of the job generation undertaken by Teenworks. He stated that his agency strives to get competent jobs, generally clerical (data entry), landscaping, warehouse and retail. He also noted that his agency has been successful in finding some Tech positions in labs and Biotech firms. Ms. Baker also noted that Teenworks serves basically as an apprentice program where companies come to them with stated needs.

Councillor Duehay inquired of Mr. McEachern of the tracking system his agency employs to determine the number of Teenworks' graduates that have been permanently placed upon completion of their training. In response Mr. McEachern stated that his agency does not have a formal tracking system but could come up with a ballpark figure.

At this time, Mr. Joseph Grassi, Director of the Mayor's Summer Youth Program, provided the Committee with the following statistics:

560 applicants for 400 positions
Eligibility Age: 14-18 years old
310 slots - 14-15 years old
95 slots - 16-18 years old

Those applicants presently on the waiting list have been referred to Employment Resources, Inc. and a targeted 30% placement rate is anticipated. Also a proposal has been submitted to the MBTA regarding a maintenance program around "T" facilities as well as the Mayor who is working with representatives of the hotel/motel industry to further reduce the waiting list.

Mr. Grassi, in explaining the placement of youth workers in municipal and non-profit agencies, stated that for many of the youth workers it is their first experience in the work force and it is the stated goal of the program to build on the experience of the summer into the Fall. He further stated that workshops would be held during the program.

Councillor Duehay inquired of Mr. Grassi for the number of applicants 15 years and older out of the total applicants. Mr. Grassi provided an estimate of 200 applicants.

Ms. Herold also noted the collaborative Human Service/School Department effort at the Graham and Parks Elementary School hosting a Haitian Summer Program where students in the City's bilingual programs will be employed in staff positions.

Councillor Duehay suggested to those in attendance to produce a final report outlining to the City Council the successes and limitations of their program.

Councillor Myers inquired of the number of teens presently placed on waiting lists.

Ms. Baker estimated 250 teens awaiting placement.

Councillor Myers, noting the efforts that have been undertaken, suggested that further efforts be made to press the private sector.

Councillor Duehay inquired if a common approach is taken in meeting with the private sector.

Ms. Herold in response stated that is being done and steps are in place and it is working.

Councillor Myers stated that the efforts of the Business Advisory Committee have been very successful in attracting other firms to participate in the employment program.

Mr. McEachern also noted the fact that sometimes firms provide financial resources instead of employment opportunities and that these resources are allocated to non-profit organizations where employment opportunities are provided.

At this time Councillor Myers steered the discussion to the second order of business regarding the development and expansion of the CYEO.

Ms. Herold provided and outlined to the Committee a DRAFT entitled Next Steps, June 1992 memorandum. (A copy is attached)

Mr. Spanos stated her expressed concern that the CYEO not become another administrative hurdle in the scope of things.

Councillor Myers stated in response that he wanted to ensure that the office meets the needs of the constituency it was intended to serve and did not want to get immersed in jurisdictional issues.

Mr. Spanos recommended to the Committee that it looks at all existing programs as an infrastructure of the City, that it look at all of the resources and that all entities should not be competing among themselves for city dollars.

Councillor Myers in response stated that he wanted to look at any and all ways to better serve the needs of the targeted age group.

Ms. Baker stated that the office works because of its formation as a collaborative and that CYEO could be an extension of existing programs.

Councillor Duehay stated that the fact that the City has a role in all existing programs and that as CYEO grows, conflicts may arise between existing programs due to limited financial resources. He stated the need to look at the whole picture given that CYEO is only one component.

Ms. Herold stated her belief that the present model enjoys the best of both worlds - collaboration with coordination.

Councillor Myers in response stated that the primary mission of the CYEO is the generation of jobs for Cambridge youth and that after two successful years, that the time has come to expand its role.

Ms. Baker in response stated that CYEO tries to fill the gaps by brainstorming what agency is best suited to address the need.

Councillor Myers requested a draft plan from Ms. Herold in two to three months time regarding this expansion.

Ms. Herold requested a clarification of the request from the Chair on whether he wanted a plan to put 1000 teens to work or a plan to expand the office.

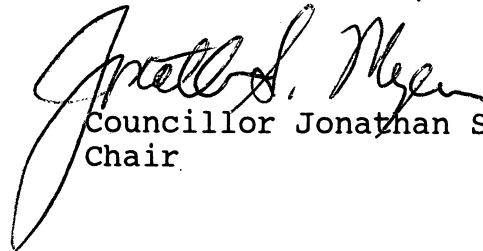
Councillor Myers in response stated that CYEO should play a major role from the minute a teen walks into the office to explore the options available to them for employment. He further stressed the need for ongoing job development to meet the stated needs.

Councillor Duehay congratulated all those involved in this area and said that good things are happening.

Councillor Myers also thanked those involved and repeated his request of Ms. Herold for a draft plan for the development and expansion of the City's Youth Employment Office scheduled to be completed by October of this year.

The hearing was adjourned at 3:35 p.m.

For the Committee,

A handwritten signature in dark ink, appearing to read "Jonathan S. Myers". The signature is written in a cursive style with a large, looping initial "J".

Councillor Jonathan S. Myers
Chair

Committee Report # 3 *sub 21*

Human Services and Youth Committee
Report for a hearing held on Thursday,
June 25, 1992 relative to an update
on the statistics of summer employment
opportunities and to discuss the further
development of the Citywide Youth
Employment Center.

In City Council,

Aug. 3, 1992

*Report Accepted.
Placed on file.*