

City of Cambridge

MASSACHUSETTS

City Manager's Agenda

In City Council

October 26 1992

9a Approp. of \$100,000

YEA	NAY	ABSENT	PRESENT	
✓				Mr. Ed Cyr
✓				Mr. Francis H. Duehay
✓				Mr. Jonathan S. Myers
✓				Mrs. Sheila T. Russell
✓				Mr. Walter J. Sullivan
✓				Mr. Timothy J. Toomey, Jr.
✓				Mr. William H. Walsh
✓				Ms. Alice K. Wolf
✓				Mayor Kenneth E. Reeves

9

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C. Cyr in susp
✓✓/9-0

Revised ✓✓/9-0 not reconsidered

INTRODUCED BY CITY MANAGER ROBERT W. HEALY

AN ORDER CONCERNING AN APPROPRIATION FOR THE FISCAL YEAR BEGINNING JULY 1, 1992

ORDERED: That in addition to sums previously appropriated by the City Council for the fiscal period 1992-93 the following sum is hereby appropriated in the Public Investment Fund of the City of Cambridge:

FUNCTION	DEPARTMENT OF PROGRAM	SALARIES & WAGES	OTHER ORDINARY MAINTENANCE	TRAVEL & TRAINING	EXTRAORDINARY EXPENDITURES	APPROPRIATION
Community Maintenance & Development	Community Development				\$100,000.00	\$100,000.00

BE IT FURTHER ORDERED: That the above appropriation in the Public Investment Fund to be financed by estimated revenues drawn from the following sources:

FINANCING PLAN	REVENUE
UDAG Loan Repayment	\$100,000.00

In City Council October 26, 1992.

Adopted by a yeas and nays vote:-

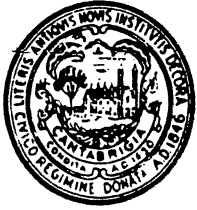
Yeas 9; nays 0; Absent 0.

Attest:- D. Margaret Drury, City Clerk.

A true copy; *D. Margaret Drury*

ATTEST:-

D. Margaret Drury
City Clerk



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL 349-4300
FAX 349-4307

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

October 26, 1992

To The Honorable, The City Council:

Attached is a memorandum received from Michael Rosenberg, Assistant City Manager for Community Development, which was inadvertently left out of the Non-Consent Agenda Item No. 9 for this evenings City Council Meeting.

Please insert for your information.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy", is written over a horizontal line.

Robert W. Healy
City Manager

RWH/mev



CITY OF CAMBRIDGE
COMMUNITY DEVELOPMENT DEPARTMENT

MICHAEL ROSENBERG,
*Assistant City Manager for
Community Development*

MARY FLYNN,
*Deputy Director for
Community Development*

To: Robert Healy, City Manager
From: Michael H. Rosenberg, Assistant City Manager
for Community Development
Subject: Status of Biotechnology Training Program
Date: October 22, 1992

Significant progress has been made in our effort to mount a training program in biotechnology. Educators and program managers have made commitments to a program starting up this fall, and partial funding has been granted, provisionally, by Employment Resources Incorporated (ERI). The following is a summary of steps accomplished and work to be done for establishing a successful program.

Program Proposal

The proposed program would target 25 unemployed and underemployed adults with high school degrees or equivalent, and provide them with both the academic and laboratory skills necessary to succeed in the field. It would also build career development skills and help place trainees in internships and jobs. Under the current proposal, Boston University would provide training in laboratory skills, while Just A Start would be responsible for career and academic training. Recruitment would begin this fall, with career workshops in December and one year of training to begin in February 1993. Trainees would proceed into internships and receive aggressive job placement support in early 1994. If successful, the program would be repeated in subsequent years.

Program Rationale

The training initiative is prompted by two concerns. Cambridge residents need good paying jobs offering career paths, and Cambridge employers need skilled technicians to grow and expand here. These are especially pressing needs today, as unemployment, job loss and a weakened development climate persist locally and throughout the Boston region. Jobless rates have nearly tripled in the past five years in Cambridge, rising from a low of two to over six percent of the work force. Minority unemployment may be two to three times that figure. Good-paying jobs accessible to candidates with less than a college degree have been severely diminished by the loss of traditional manufacturing and the slow-down in construction. Meanwhile, a number of biotechnology firms are poised to expand into production; trained, non-degreed staff are more and more critical to their success.

The City has moved forward on economic assistance to help home-grown firms and attract new ones to Cambridge. Recent authorization of the Section 108 loan program, as well as the revival of the Industrial Development Finance Authority (IDFA) represent significant milestones. We have also sought state and federal grants to improve infrastructure and develop strategies for Alewife, potentially a fertile ground for emerging industries such as biotechnology. None of these industries can prosper, however, without a skilled work force. Nor can residents fully benefit from their growth without adequate training and job placement assistance.

To respond to these needs, Community Development with the assistance of the Mayor's Office, have begun developing a training program in biotechnology and related fields. Accomplishments to date include:

- **Initial Assessment** (June 1991) CDD surveyed 91 Cambridge employers, determining that medical/biotechnical sector offers the greatest employment opportunities. (Results published as *Jobs, Training and the Evolving Cambridge Economy*.)
- **Feasibility Study** (July 1992) CDD analysis of biotechnology labor demand and capability of existing training program verified the need for training targeted to Cambridge residents. (Results published as *Under the Microscope*.)
- **Program Development** (September 1991 - August 1992) Advice sought from Mass. Biotechnology Council, Bay State Skills Corporation, MIT, Boston University, area community colleges and non-profit training organizations on how to create a successful training program.
- **Enlisting Private Sector Support** (July 1992) Cambridge City Council meets with local biotechnology representatives for roundtable discussion. (August 1992 and ongoing) Mayor's Office begins to organize biotechnology advisory group, in cooperation with Mass. Biotechnology Council.
- **Fund-raising** (August 1992 and ongoing) CDD, JAS and Boston University apply to Employment Resources Inc. (ERI) to fund a "Cambridge Biomedical Careers Initiative." CDD approaches Bay State Skills Corporation and other sources for additional funds.

Funding represents the most critical milestone for continued progress. ERI has informed us that they will fund fifteen slots, worth approximately \$75,000. To create a successful program, we will need to obtain additional funds. These are needed to serve more students, but also to provide the program with greater flexibility than allowed by ERI, whose funds are provided by the federal Job Training Partnership Act (JTPA). The latter program sets strict income limits for eligibility; it also serves the 19 cities and towns in ERI's region, and forbids explicit targeting of slots for Cambridge residents only. JTPA also requires reimbursement for any students not completing the program or successfully gaining jobs. To supplement the ERI grant and provide greater flexibility for recruiting Cambridge residents of moderate as well as lower income levels, we are pursuing other funding sources. The Bay State Skills Corporation has shown strong interest in assisting us, and the state's Industrial Services Program (for workers displaced by layoffs or closings) has offered to match Bay State's grant. These sources are still under discussion.

To move forward with a full program we would like to access \$100,000 in City funds from the UDAG loan for the East Cambridge Parking Facility. These funds are now available, but have not been appropriated. Appropriation of the \$100,000 will enable more Cambridge residents to be served by the program. City funds could also be used more flexibly than the ERI grant, which has strict requirements for income eligibility. Any unused funds could be dedicated to funding student slots in future years of the program.

Other components of the program are moving ahead as we pursue various avenues of funding.

- **Discuss Proposal with Schools** (October 1992 and ongoing) City staff and Cambridge Public School officials discuss appropriate roles for the City schools in biotechnology education, including use of the computer laboratory, development of career awareness in the high school and in lower grades, and for the longer term, creation of high school courses which lead into adult technical training in biotechnology.
- **Outreach and Recruitment** (October-December 1992) JAS and City staff publicize program and seek Cambridge participants aggressively through a variety of channels, including newspapers, community organizations, unemployment offices, Public Welfare and Cambridge Housing Authority offices, churches and flyer distribution. Program kick-off is held in early November.
- **Staff Recruitment and Hiring** (October-December 1992) JAS and BU recruit and interview teachers for academic and computer coursework.
- **Orientation Seminars** (November-December 1992) JAS, assisted by BU, uses slides and discussions to give prospective students an overview of the program and of biomedical careers.
- **Assessment and Testing** (November-December 1992) JAS interviews and tests prospective candidates for basic abilities and commitment to completing a year-long program.
- **Course Instruction** The following dates are subject to change, as final details on curriculum and scheduling are worked out with Boston University and JAS. (Breaks not included)

<u>Dates</u>	<u>Activity</u>
February 1 - June 25, 1993	Academic Classes (Math, Chemistry, Biology, Medical Terminology)
July 6 - August 26, 1993	Computer Laboratory
September 6 - December 16, 1993	Laboratory Skills Training
January 3 - February 3, 1994	Internship
• Student Tutoring, Counseling, Assessment (ongoing) JAS, Boston University. Career development and work readiness training will occur in tandem with academic course work. • Industry Outreach/Job Development (ongoing) Mayor's Office and city staff, industry advisors, and JAS develop and maintain industry contacts to facilitate job site visits for career awareness workshops, enlist teachers as needed, and develop and place students in internships and permanent jobs. • Program Monitoring (ongoing) CDD staff monitor program progress to ensure that training goals and program milestones are being met. • Evaluation and Revision (periodically and at end of program cycle) CDD, JAS, BU.	

City of Cambridge

MASSACHUSETTS

Agenda # 9A - \$100,000 UDAG loan

In City Council October 26 199 2

YEA	NAY	ABSENT	PRESENT	
				Mr. Ed Cyr
				Mr. Francis H. Duehay
				Mr. Jonathan S. Myers
				Mrs. Sheila T. Russell
				Mr. Walter J. Sullivan
				Mr. Timothy J. Toomey, Jr.
				Mr. William H. Walsh
				Ms. Alice K. Wolf
				Mayor Kenneth E. Reeves



The Cambridge Hospital



1493 Cambridge Street, Cambridge, Massachusetts 02139 (617) 498-1000

October 20, 1992

Mr. Michael Rosenberg
Assistant City Manager for
Community Development
57 Inman Street
Cambridge, MA 02139

Dear Mr. Rosenberg:

I am writing to express strong support for the Cambridge Biomedical Careers Initiative. As a major health care provider and employer, the Cambridge Hospital is highly conscious of the need for trained staff with strong laboratory and science skills. The biomedical area, both in biotechnology and in allied health care fields, is growing rapidly. Your proposed training program meets real needs of both local employers and of resident job candidates.

The Cambridge Hospital is proud to be a partner in this venture. We have worked closely with the City on past initiatives, including the City's growth policy workshops. We look forward to close involvement in this training program. Carol DiMeo, the hospital's laboratory director, will serve as a member of the newly formed advisory board.

Best of luck with the program. Please let me know how we can be of further help.

Sincerely,

John G. O'Brien
Hospital Administrator

JGO/kw

MBC

Massachusetts Biotechnology Council, Inc.

One Kendall Square
Building 1400
Cambridge, MA 02139
(617) 577-8198
FAX 577-8985

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Genetics Institute, Inc.

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MBRI

Ramkish L. Ratan
Repligen Corp.

James P. Sherblom
TSI Corp.

Alan W. Tuck
T Cell Sciences, Inc.

Mr. Michael Rosenberg
Director
Community Development Department
City of Cambridge
City Hall Annex]
57 Inman Street
Cambridge, Mass. 02139

August 12, 1992

Dear Michael,

The purpose of this letter is to express the support of the Massachusetts Biotechnology Council (MBC) for the training activities you are pursuing on behalf of the City of Cambridge.

Specifically, we would like to extend our strong support for your pending proposal to ERI in which you are requesting their financial support to mount an entry level manufacturing training program for the residents of the City of Cambridge in the field of biotechnology.

You and I have worked together some for time now to make training opportunities available to Cambridge residents. Your current effort with the Just A Start program is the right start. I have every confidence that your work will produce successful results and the MBC would like to be as helpful as possible.

Please feel free to contact me if there is anything more that I can do.

Sincerely,

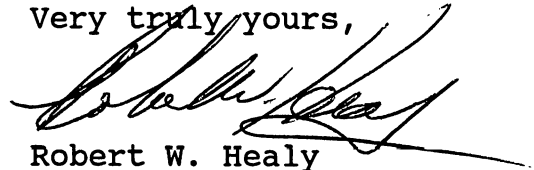
Susan K. Moulton

Susan K. Moulton
Director, Education and Training

there are some particular reasons which make the use of funds for training appropriate. The City has been targeting its economic development activities towards biotechnology and related industries which often have their start in Cambridge. These business, as they expand, have the need for trained technicians. By helping Cambridge residents to obtain the necessary skills, the City can both assist the businesses, encouraging them to stay here, and assist Cambridge residents in obtaining good jobs. Accordingly, I would ask the Council to appropriate the \$100,000.

There will remain \$580,000 from the repayment of UDAG economic development loans. I am asking the Council to refer the issue of recommending possible priorities for the expenditure of these funds to the Committee on Economic Development, Training and Employment. In a climate where federal funds for urban economic development initiatives have dried up, the one time availability of these funds provides the City with the opportunity to use them for some important economic development programs. The Community Development Department will provide the Committee with information both about restrictions on the uses of the funds under the CDGB program and about possible innovative uses of the funds.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Robert W. Healy', with a long horizontal flourish extending to the right.

Robert W. Healy



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139

TEL 349-4300

FAX 349-4307

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

October 26, 1992

To The Honorable, The City Council:

Attached is an order requesting the appropriation of \$100,000 from the repayment of the East Cambridge Garage UDAG loan to the Community Development Extraordinary Expenditure Account to provide some of the funds for a training program to prepare Cambridge residents for careers in biotechnology and related fields.

The Community Development Department, together with the Mayor's office, has been working to develop a training program to prepare Cambridge residents for careers in biotechnology and related fields in cooperation with Just a Start and Boston University's Biomedical Laboratory and Clinical Sciences Program. The proposed program would target 25 unemployed and underemployed adults with high school degrees or the equivalent and provide them with both the academic and laboratory skills necessary to succeed in the field. It would also offer career development skills and help place trainees in internships and jobs.

Employment Resources Inc. (ERI) has provisionally granted the city funding for 15 training slots in the program, valued at approximately \$75,000. Because the funding is under the federal Job Training Partnership Act, those slots can only be used by trainees who meet the federal income eligibility requirements. The federal restrictions also prevent the program from being restricted solely to Cambridge residents although we expect that most of the participants will be Cambridge residents. The additional \$100,000 in funding for the program that is requested here would allow the City to add 10 slots that would be exclusively for Cambridge residents. It would also be used to augment the program since the level of funding available from ERI is not sufficient to provide the services necessary to prepare individuals for careers in the biotechnology field. A fuller description of the program is attached.

As the numbers demonstrate -- perhaps as much as \$175,000 to train 25 individuals -- training programs which target individuals with educational deficiencies for well paying technical jobs are very expensive. In general, the City must look to the federal and state government to fund the actual training. But in this case,

Agenda # 9

F-471

9A - \$100,000 East Cambridge
Garage UDAG loan.

9B Further monies to be referred
for a training program to
prepare Cambridge residents for
careers in biotechnology and
related fields.

In City Council,

October 26, 1992

9A - Order adopted
9-0-0.

9B - Referred to
Economic Development
Training & Employment
Committee

Copy sent to Economic Develop-
ment Training & Employment
Committee 10/28/92