

City of Cambridge

The Economic Development, Training and Employment held a public hearing on April 21, 1994, beginning at 1:13 p.m. in the Ackermann Room.

Present at the hearing were Councillor William H. Walsh, Chair of the Committee, Councillor Kathleen L. Born, Councillor Francis H. Duehay, Councillor Jonathan S. Myers and City Clerk D. Margaret Drury. Also present were Jill Herold, Assistant City Manager for Human Services and Saphira Baker, Director of the City-wide Youth Employment Program.

Councillor Walsh convened the hearing. He explained that the purpose of the hearing was to receive a report from Councillor Myers regarding the workforce development task force which the Economic Development Training and Employment Committee had authorized Councillor Myers to establish. Councillor Walsh then requested that Councillor Myers report to the Committee.

Councillor Myers thanked the Committee for the opportunity to work with a task force on the topic of workforce development. He submitted a "Report on Request for Formation of Employment and Training Task Force" (Attachment A).

Councillor Myers outlined the goals of the task force: to develop and implement workforce development policy, to develop and support linkage with the schools in the area of Career Pathways and to ensure that Cambridge plays an appropriate role in the regional employment picture. He said that he is very enthusiastic about this committee, which combines persons of many skills and talents.

Councillor Myers noted that the task force will maintain close ties with the City Manager and School Superintendent, both of whom are supportive of these efforts. Councillor Myers also thanked Ms. Herold and Ms. Baker for their help.

Councillor Duehay thanked Councillor Myers for his work putting this task force together. He said he would like to see one or two additional appointments from the area of higher education. He suggested trying to find out whether someone from Northeastern University, perhaps a Cambridge resident, would be able to participate in light of Northeastern's position as the premiere work-study university. He also suggested attempting to find someone from MIT.

Councillor Duehay also suggested contacting Richard Reardon, a Cambridge Rindge and Latin School teacher who has worked with the Polaroid program, which

Councillor Duehay said he sees as a good model for the City. He noted that it is a very intensive program.

Councillor Myers thanked Councillor Duehay for the suggestions. He agreed with Councillor Duehay as to the value of the Polaroid program. He noted that Larry Rosenstock has also been involved with the program. Councillor Myers said that the group was formed to encompass 12-14 members to begin with, with the idea that more could be added later to gain experience in key areas such as universities and organized labor.

It was agreed without objection that the report would be reported out to the City Council with a favorable recommendation.

Councillor Born said that she hopes that issues of women in employment will be addressed by the task force.

The meeting was adjourned at 1:30 p.m.

For the Committee

William H. Walsh smj

Councillor William H. Walsh, Chair



CAMBRIDGE CITY COUNCIL

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 349-4280

FAX (617) 349-4287

Jonathan S. Myers
City Councillor

Presentation to the Economic Development and Job Training Committee

From: Jonathan S. Myers, City Councillor

Re: Report on Request for Formation of Employment and Training Task Force

Date: April 21, 1994

In response to an order unanimously passed by the committee on March 24 requesting that I put together the framework and outline for a task force in the area of employment and training, I have conducted numerous discussions and interviews with people in the city. I have met with representatives of business, city, schools, and business organizations. I have met specifically with the City Manager and the Superintendent of Schools on this subject matter. Based on these discussions I have found there is significant interest and commitment to putting together a task force in the area of employment and training to continue and expand city efforts in this area. In response to the Committee's request that I put together a framework for such a group, I make the following recommendation to the Committee.

Membership:

Jonathan Myers(Chair), City Councillor

Frank Duehay, City Councillor

Jill Herold, Assistant City Manager, Department of Human Services

Saphira Baker, Director, Youth Employment Office

Jeanne Strain, Economic Development Director CDD

Jim Hawkins, Director Technical Services, Polaroid Corporation

Tom Barrett, General Manager, Sears Company

Gerry Oldach, Executive Director, Cambridge Chamber of Commerce

Larry Rosenstock, Director, Rindge School of Technical Arts

(Superintendent's Recommendation)

Ruby Pierce, House Master, Cambridge Rindge & Latin School

(Superintendent's Recommendation)

Pat Byrne, Executive Director, Cambridge Partnership

Fred Fantini, School Committee Member, Chair, Occ. Education Committee

Denise Simmons, School Committee Member, Chair, Dropout Prevention Comm.

Nancy Brown, President & Member, ERI and Regional Employment Board

Goals:

1. **Development and Implementation of the Workforce Development Policy.** Through collaborative effort of the City Council and City Administration, and an outside consultant, the city was able to bring together and adopt the Workforce Development policy in November, 1993. The policy established as its main principle: "The City of Cambridge pledges to make a commitment to the preparation of its residents for productive and fulfilling jobs and training opportunities in the local economy."

As stated in the Workforce Development Policy, a key principle of the city's efforts in the area of employment and training is that collaboration between the public schools, the business community, post-secondary training institutions, the city, and community agencies.

The task force will provide the mechanism for representatives of all these different institutions and organizations to come together in a broad and thoughtful way to develop a joined vision for how the city can build upon the many successful efforts that have been brought together by the city, the schools, the city-wide youth employment office, the Cambridge Partnership, and the business community.

2. **Develop and Support linkages with the schools in the area of Career Pathways, Apprenticeships, and School-to-Transitions.** The City-Wide Youth Employment Office has played a lead role in helping to develop programs in collaboration with the high school. New relationships have been formed which have created new efforts for young people, with a career pathways model being developed. An excellent opportunity now exists for the city to develop comprehensive approaches for apprenticeship linking together business, community, and schools in ways that have not been done before. In addition new programs and support from the federal government in the way of school-to-work transition funding supports and affirms the kind of comprehensive approaches that the city of Cambridge has been developing over the past four years. Continued development of programs and policy in this area will put the city in a very good position to receive funding for school-to-work transition efforts. Essential to the criteria for federal school-to-work funding is the need for broad-based collaborations involving city, business, schools, labor organizations, and community colleges. The Task Force will play a key role helping to bring these visions together.

3. **Ensure that Cambridge plays an appropriate role in the regional employment picture.**

Currently, Cambridge is in the midst of a major regional employment network, as outlined by the federal government under the JTPA system. Cambridge is also serviced by the Massachusetts Department of Employment and Training. Through these and other efforts more than \$6 million in employment and training funding

3. Ensure that Cambridge plays an appropriate role in the regional employment picture.

Currently, Cambridge is in the midst of a major regional employment network, as outlined by the federal government under the JTPA system. Cambridge is also serviced by the Massachusetts Department of Employment and Training. Through these and other efforts more than \$6 million in employment and training funding comes into the city. As stated in the Workforce Development Policy, a goal of the city of Cambridge's effort is to work with these larger service providers and develop shared visions of how to best provide services to Cambridge residents.

Work Plan and Reporting Mechanism

The task force will meet on an every two-three week basis, and will regularly check back in with the Economic Development and Job Training Committee. In addition regular contact will be maintained with the City Manager, the Superintendent of Schools, and other organizations on an as needed basis.

Committee Report #1

S-191

A comm was received from D. Margaret Drury
transmitting communicaiton from Councillor Walsh
Chair of the Economic Dev. Training And Employ.
for a public hearing held on April 21, 1994
re: the Development task force.

In City Council May 2, 1994

*Report accepted
Placed on file*