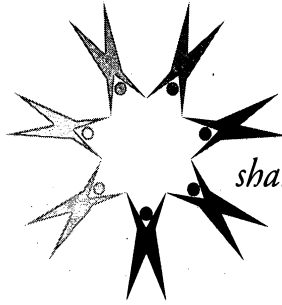


Department of Human Service Programs



sharing resources...building community

Jill Herold
Assistant City Manager

Ellen Semonoff
Deputy Director

April 1, 1998

To: Robert W. Healy

From: Jill Herold

Childcare

Re: Addenda to response to Council Order #032 dated March 2, 1998 regarding strategy to increase and improve access through City's Youth Centers for the labor training unions local apprentice program.

Commission for
Persons with Disabilities

Community and Youth

Community
Learning Center

Coordinating Council for
Children, Youth and Families
(Kids' Council)

Council on Aging;
Elderly Services

Low Income
Fuel Assistance

Multi-Service Center;
Homeless Services

Office of Workforce
Development

Planning & Development

Recreation

The Office of Workforce Development (OWD) has taken on the responsibility for informing community groups and residents about opportunities in the unions and building trades. OWD regularly receives notices of apprenticeship opportunities in various trades and distributes these notices to community-based organizations working with both youth and adults in the City. To date, most of our efforts have been focussed on individuals who are already 18 years or older.

In addition, OWD works collaboratively with Employment Resources, Inc. and the East End House to recruit residents into the Apprenticeship Preparedness Program (APP) funded through the Central Artery/Tunnel Project. The APP offers an intensive, ten week orientation to the various trades, including Saturday morning visits to job sites. (See attachments.) APP recruitment is geared toward specific target groups including: African American men between the ages of 18 and 24 and over 40, all Puerto Ricans, single women heads of households, Asian Americans, Latinos, Native Americans, women, and handicapped individuals. All applicants must meet HUD low income guidelines. According to Business Agents of the unions with whom OWD has contact, the APP is one of the best ways to successfully enter a union apprenticeship. It is expected that Central Artery/Tunnel Project funds will be available next year to continue the APP program and the recruitment efforts. As in past years, these will include a mailing to all members of the last two graduating classes of Cambridge Rindge and Latin School.

In addition to these efforts to publicize apprenticeship



opportunities, there are a number of other initiatives which are being discussed by OWD and Community and Youth staff to encourage younger residents to explore the trades as a career option. These include:

- * Presentations to youth at the Youth Centers by Training Directors and Business Agents from the various unions to talk to them about the work of particular trades and the skills required to enter each trade.
- * Presentations for young girls at the Youth Centers and potentially at CRLS by members of Women and the Building Trades to promote the trades as a viable career option for women. This effort would be planned jointly with the Sex Equity Coordinator funded through the Department of Education to work with Cambridge and surrounding towns. These presentations might include a component which teaches girls how to work with tools. Women in the Building Trades has such a component for women entering the Apprenticeship Preparedness Program which helps them feel comfortable with the hands on piece of the program. Cambridge women who have participated in the APP and Women in the Building Trades Program could also be involved with the program to provide role models for the teens.

UNIONIZED BUILDING TRADES APPRENTICESHIP PROGRAMS

Apprenticeship is a system for teaching highly technical manual skills through a combination of on-the-job training and related classroom instruction. The apprentice programs listed below prepare individuals to work in the associated unionized building trade. Once a year, these trades accept applications for their apprentice programs, and select a limited number of individuals as apprentices. Each trade has different selection criteria, application procedures, and eligibility requirements. In general you must: be at least 18 years old at the time of applying, have a high school diploma or GED, receive an acceptable score on the state administered test, be physically able to perform the work, and be approved by the interview committee. Use the information below as a guideline, and call the particular local union you are interested in for specific information.

<i>Apprentice Trade</i>	<i>Application Period</i>	<i>Length of Apprentice</i>	<i>Local Union Address and Contact Person</i>
Asbestos Workers	April of each year	4 years	Asbestos Workers Local #6 303 Freeport Street Boston, MA 02122 (617) 436-4666 James McCourt
Bricklayers and Allied Craftsmen	two weeks each year usually in March	6000 hours	Bricklayers Local #3 550 Medford Street Charlestown, MA 02129 (617) 242-5507 Richard Forcione
Carpenters	first Monday of every month	4 years	Carpenters Local #40 385 Market Street Brighton, MA 02135 (617) 782-4314 William Irwin
Cement Masons, Plasterers, Asphalt Layers	October and November of each year	3 years	Cement Masons, Plasterers and Asphalt Layers Local #534 7 Frederika Street Boston, MA 02124 (617) 825-7472 David McCabe
Electrical Contracting	Fall of each year	5 years	Electricians Local #103 194 Freeport Street Dorchester, MA 02122 (617) 436-0980 Phillip Mason
Floorlayers	Call to make an appointment	4 years	Resilient and Carpet Local #2168 803 Summer Street South Boston, MA 02127 (617) 268-5060 Frank Canniff
Glaziers and Glassworkers	April of each year	3 years	Glaziers Local #1044 25 Colgate Road Roslindale, MA 02131 (617) 524-2365 James Farmer

<i>Apprentice Trade</i>	<i>Application Period</i>	<i>Length of Apprenticeship</i>	<i>Local Union Address and Contact Person</i>
Hoisting and Portable Engineers	November of each year	8000 hours	Operating Engineers Local #4 One Engineers Way Canton, MA 02021 (617) 821-0306, William Mooney
Ironworkers	first two weeks in January of each year	2000 hours/3 years	Ironworkers Local #7 35 Travers Street Allston, MA 02134 (617) 254-7686, Robert Banks
Painters	first two weeks in January of each year	3 years	Painters Local #35 25 Colgate Road Roslindale, MA 02131 (617) 524-0248, Joe Calci
Pile Drivers	May of each year	4 year	Pile Drivers Local Union #56 803 Summer Street - 4th floor South Boston, MA 02127 (617) 464-2324, Dave Woodman
Pipefitters and Refrigeration Mechanics	January of each year	5 years	Pipe Fitters Local Union #537 40 Enterprise Street Dorchester, MA 02125 (617) 825-3777, Bill Gallagher
Plasterers	Call for an appointment	3 years	Plasterers Local Union #10 7 Frederika Street Dorchester, MA 02124 (617) 825-6200, Robert DiCrocì
Plumbers	January of each year	5 years	Plumbers Local Union #12 1240 Mass. Avenue Dorchester, MA (617) 288-1010, Joseph Conley
Roofers	April and May of each year	5 years	Roofers Local Union #3 51 Neponset Avenue Dorchester, MA 02124 (617) 288-7451, Jim Hayden
Sheetmetal Workers	January of each year	5 years	Sheetmetal Local Union #17 1181 Adams Street Dorchester, MA 02124 (617) 298-0850, Edward Marks
Sprinklefitters	Every two years, call for information	5 years	Sprinklefitter Local Union #550 46 Rockland Street Roxbury, MA 02119 (617) 323-6714, George McCarthy

*compiled by the Office of Workforce Development 51 Inman Street Cambridge MA 02139
February 1996, to be used as a general reference tool only*

BUILDING AND CONSTRUCTION TRADES COUNCIL
OF THE METROPOLITAN DISTRICT

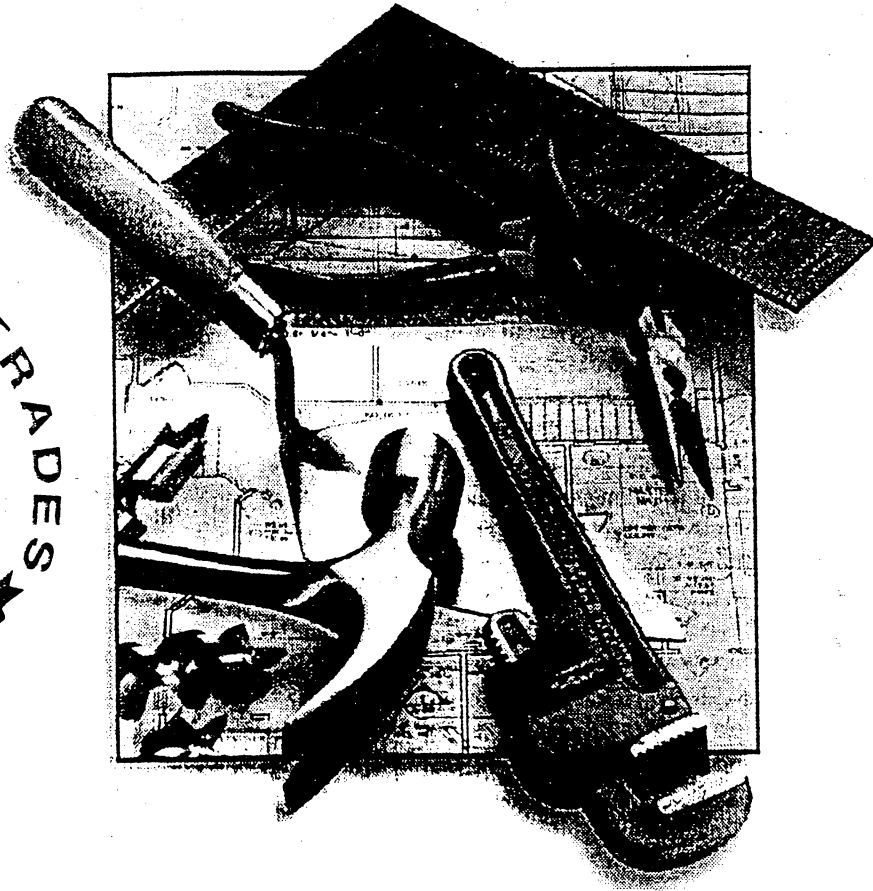
APPRENTICESHIP PREPAREDNESS PROGRAM

THE CHALLENGE IS YOURS

Here's An Opportunity
With

SUCCESS

Written All
Over It...



THE BOSTON BUILDING AND CONSTRUCTION TRADES COUNCIL
AND
THE BOSTON BUILDING TRADES TRAINING DIRECTORS ASSOCIATION

OFFERS YOU A TEN WEEK PREPARATORY PROGRAM THAT WILL EXPLAIN THE CONSTRUCTION INDUSTRY TO THOSE MATURE ADULTS WHO ARE COMMITTED AND FOCUSED IN SEEKING A CAREER IN ONE OF THE 17 UNION BUILDING TRADES AND THEIR REGISTERED APPRENTICESHIP TRAINING PROGRAMS'S. WE WILL TEST PREPARE YOU FOR THE APTITUDE TEST THAT ARE GIVEN BY SOME APPRENTICESHIP PROGRAMS, PROVIDE REMEDIAL MATH CLASSES, ELECTRICAL AND TOOL SAFETY, SCAFFOLDING, BASIC BLUE PRINT READING, FIELD TRIPS TO FIVE TRAINING FACILITIES FOR ON HANDS EXPERIENCE, VISITS BY VARIOUS TRAINING DIRECTORS WHO WILL PROVIDE YOU WITH THEIR APPLICATION INFORMATION, REQUIREMENTS, FEE'S, APTITUDE TESTING AND ORAL INTERVIEW DATES WITH THEIR JOINT APPRENTICESHIP TRAINING COMMITTEE. THE APPRENTICESHIP PREPAREDNESS PROGRAM WILL PREPARE YOU FOR THIS INTERVIEW. UPON GRADUATION FROM THE TEN WEEK PROGRAM, MONTHLY MEETINGS ARE PROVIDED FOR GUIDANCE AND COUNSELLING TO ENSURE THAT YOU COMPLETE THE APPLICATION PROCESS AND ENABLE YOU TO RECEIVE OTHER TRADE APPLICATIONS TO APPRENTICESHIP PROGRAMS.

WANT TO WORK IN A UNION? LEARN HOW TO APPLY FOR A UNION APPRENTICESHIP

Employment Resources Inc., East End House and the City of Cambridge are offering the following training programs:

APPRENTICESHIP PREPAREDNESS PROGRAM

Prepare to apply for a trade union apprenticeship.

Program includes:

- Overview of the construction industry and trade unions
- Math preparation
- Field trips to construction sites
- Mock interviews
- For Women - an additional preparation class

**CLASSES BEGIN SEPTEMBER 9, 1997 (10 WEEKS), TUESDAY & THURSDAY
6:00 - 9:00 P.M., and Saturday Field Trips 7:00 AM to 4:00 PM
at MASS HIGHWAY DEPARTMENT, 185 Kneeland Street, Boston**

REQUIREMENTS: Be 18 years old or over

Have a GED or High School Diploma

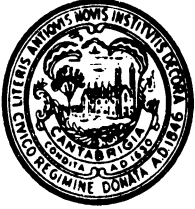
Meet HUD low-moderate income guidelines

Live in Metro North Service Area (Cambridge and surrounding towns other than Boston)

No previous Union affiliation

**MINORITIES AND WOMEN ARE ENCOURAGED TO APPLY
FOR MORE INFORMATION CALL:
HENA-SUSHA at the EAST END HOUSE
876-4444**

FUNDED BY THE CENTRAL ARTERY /TUNNEL PROJECT



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL 349-4300
FAX 349-4307



8.

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

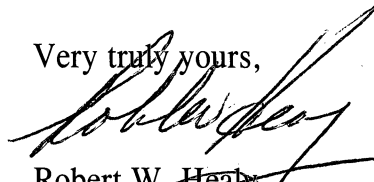
RICHARD C. ROSSI
Deputy City Manager

April 6, 1998

To The Honorable, The City Council:

Please find attached an Addenda to Calendar Item No. 1, regarding strategy to increase and improve access through City's youth centers for the labor training unions local apprentice program, received from Assistant City Manager for Human Services Jill Herold.

Very truly yours,



Robert W. Healy
City Manager

RWH/mec
Attachment

Consent Agenda #8

**Relative to the strategy to
increase and improve access
through the City's youth centers
for the labor training unions
local apprentice program.**

In City Council April 6, 1998

Referred to

Calendar Item #1



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

March 30, 1998

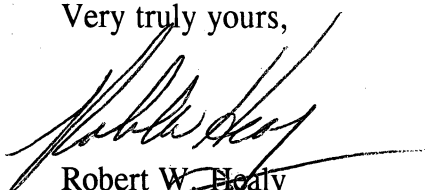
To The Honorable, The City Council:

In response to Awaiting Report Item No. 13, regarding a report on increasing and improving access through the City's Youth Centers for the labor training unions local apprentice program, Assistant City Manager for Human Services Jill Herold reports the following:

The Office of Workforce Development regularly receives notices of apprenticeship opportunities in various trades and also assists in publicizing pre-apprenticeship programs which ready participants for apprenticeship programs. The Office of Workforce Development will provide this information to the Youth Centers.

The Youth Centers will post information on apprenticeship and pre-apprenticeship opportunities, and will mail this information to Youth Center members who are in relevant age groups.

Very truly yours,



Robert W. Healy
City Manager

RWH/mec

Consent Agenda #1

Cal. 1
5243
A report on increasing and improving
access through the City's Youth
Centers for the labor training unions
local apprentice program.

In City Council March 30, 1998

CHARTER RIGHT

BY

Vice Mayor Galluccio

4/6/98

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