

“City Jobs for All”
October 11, 2019

Dear Friend,

A few months ago while knocking on doors in Fields Corner I had a conversation with a long time resident who lamented that, as she put it, “young people from our communities [people of color] can’t get jobs with the city.” Her complaint echoed a sentiment that I have heard for years, that city jobs – particularly in certain agencies – do not reflect the diversity of Boston. This is why I am proposing a municipal workforce co-op training program for Boston’s high schools. Boston’s municipal workforce does its best work when it is as reflective of our city’s population as possible.

I believe that Boston should institute a new program modeled on Northeastern University’s and scaled for high school students. This program would partner city departments directly with high schools and allow students to gain a skills development based understanding of these departments, their work, and what they would need to do in order to be successful as potential future employees. This would be an opt-in program for students and would operate parallel to their traditional academic coursework.

The ultimate goal of this program would be to generate a robust, diverse, and direct pipeline of talent that is ready to begin work on day one. In addition to creating the next generation of early career municipal workers, this proposal plants the seeds for more diversity in department management and leadership – which is critical to sustaining the institutional change and gains achieved by this plan. The skills developed through this program will also allow students to be competitive applicants for similar positions with government agencies outside of Boston, further expanding their options for career making jobs.

Once this program is successfully implemented it can be further adapted to incorporate private sector and non-profit employers. This will provide multiple pathways for students to develop as professionals, and increase the impact and value of their high school experience – improving Boston’s future by investing in Boston’s youth.

I look forward to hearing your feedback on this important issue. Reach out to us on social media using “@VoteHalbert” and at info@davidhalbert.com.

Many Thanks,

David