

# City of Boston Jobs Bank

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# The Role of The Jobs Bank

The jobs Bank was created to allow Boston residents, people of color and women an avenue to the middle class. The avenue is access to well paying jobs that provide housing security, benefits such as health care, educational opportunities, retirement options, pensions, etc.



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# Boston Residents Jobs Policy

- The Jobs Bank came out of the Boston Residents Jobs Policy that was established in 1983 to address Affirmative Action concerns.
- The ordinance addressed construction projects that were funded by the Federal, state and local taxes but that did not reflect the communities in which those projects were being built.
- The original ordinance established that the workforce for targeted projects must reflect 50% BR, 25% people of color and 10% women. The updated figures for the ordinance reflects 51%, 40% and 12% respectively.



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# How the Jobs Bank works

- Candidates are recruited largely from our stakeholders, community partners, career centers, special events and social media, i.e. twitter, instagram, and the City of Boston website.
- All candidates to the Jobs Bank are contacted w/i 24 hours of registering.
- Candidates are vetted by the Jobs Bank first and then forwarded to the contractor. This allows me to 1). eliminate the frustration on the part of the contractor of trying to reach people that may no longer be available, 2). keep a more current and active list of viable candidates. Candidates that don't respond after 3 or more attempts at contact are removed from the active list to moved to a list used for information purposes only. So they will continue to receive training and educational information.



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# CITY OF BOSTON VIRTUAL CONSTRUCTION CAREER FAIR

*This Construction Career Fair will  
focus on employment opportunities  
for non-union laborers.*

**APRIL 22, 2021 | 4 PM - 6:30 PM  
REGISTER TODAY:**



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**EXCELLENT TRAINING  
FAIR WAGES  
HEALTH AND RETIREMENT  
BENEFITS**

*Join us to hear more!  
No experience needed.*

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**City Hall Construction  
Virtual Career Fair**

**December 15th, 2020  
4:00 PM**

Registration required.  
[constructioncareerfair.eventbrite.com](https://www.constructioncareerfair.eventbrite.com)

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**BUILDING  
TRADES  
UNIONS**

**SHAWMUT**



**BUILDING PATHWAYS**  
Building Trades Pre-Apprenticeship Program

**YB YOUTH BUILD**

**CHIEF MIDORI MORIKAWA**

**MAYOR KIM JANEY**



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# Some Statistics from the Jobs Bank

- Since 8/2020 there are 230 new contacts to the Jobs Bank.
- There are 60 people presently listed on the Jobs Bank available for work.
- To date over 30 people have been referred to 8 contractors



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# Career and Opportunity Fairs

- The Jobs Bank held 2 Opportunity Fairs in the past 5 months; December 2020 and April 2021
- The goal is to hold 3 to 4 Career and Opportunity Fairs annually each with a specific focus. December OF had a union and apprenticeship focus. April OF had a non-union (laborer) focus concentrating on open shop contractors. Fall OF will focus on training and educational opportunities i.e. BFIT, Building Pathways & MT2T.
- My plan is for the Jobs Bank to become a repository of information on the construction industry. Information i.e. jobs, training and educational opportunities, which unions are accepting applications and when, the required documentation and contact information with name, email address, phone # and mailing addresses.



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# Career and Opportunity Fairs

- Our Career and Opportunity Fairs have been virtual using the REMO platform and have been very successful.
- At our December COF 18 contractors and subs attended along with our resource partners and over 60 participant registered to attend.

In April, 29 contractors and subs attended (nearly 2x) along with our resource partners and 83 participants registered to attend.



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# Comments from COF attendees and participants

- I just wanted to let you know that Scolaro just hired a Boston resident as a result of the job fair last Thursday. He will be starting on Monday, May 3, 2021. His name is John Smith, and we are really happy to have him. Just another example of how great the job fairs are and Scolaro appreciates everything that you do to help us achieve our BRJP goal. Take good care.
- “This is an excellent opportunity for contractors not only to meet with other contractors but to connect with the training providers as well. This has been invaluable.”
- A contractor to a participant, “If you can get your resume to X@ X.com within the next few days and complete your application. You could start working by next Wednesday! We (also) love to mentor and promote from within”.
- “The REMO Platform was amazing. Very user friendly. I can see this being a part of business going forward.”



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# Please consider the Jobs Bank as a resource.

- The City of Boston Jobs Bank is a resource for acquiring talented and qualified candidates that may allow your business to meet the BRJP goals as well as demonstrate your company's good faith efforts to comply with the ordinance.

The Jobs Bank is committed to helping all interested parties reach these goals through continued outreach and working closely with our stakeholders and community partners.

Please send any questions, comments, and interested candidates to [janine.melaren@boston.gov](mailto:janine.melaren@boston.gov) or the directly to the Jobs Bank [boston.gov/jobs-bank](https://boston.gov/jobs-bank)



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**THANK YOU**

