

Community Mentoring Team—Fact Sheet

OVERVIEW

Ambition, family, respect, and trust are the cornerstones of CMT, and the values shared by Mentors and Mentees. Mentors provide Mentees with career guidance and support through services that include:

- Continuous personal engagement
- Industry test preparation
- Financial literacy
- Life skills

SHORT- AND LONG-TERM PROGRAM OBJECTIVES

2023: Prepare upwards of 20 Mentees for acceptance into expanded apprenticeship programs with sheet metal, plumber, pile driver, sprinkler fitters and electrical unions.

2023 and Beyond

- Secure support from area developers and other corporations for financial investment and sponsorships, broader apprenticeships, training, and job placement.
- Generate a repeatable model for mentorship success that scales beyond the Greater Boston area.
- Establish a mentorship training facility equipped with the required educational resources, services, and tools for classrooms and workshops.

HISTORICAL MILESTONES

- 2023:** CMT celebrated our first graduating class of 14 Mentees from Local 103 Electrical Trade. This was a milestone and the first time it has happened in Massachusetts.
- CMT and Local 103 Electrical Trade distributed a documentary that tells the story of the amazing partnership. Watch here: <https://ibewhourpower.com/>
- Salem Five Bank, Keches Law Group and MT Bank invest in CMT.
- 2022:** Rockland Trust Bank, Eastern Bank, Boston Foundation, Work Inc., HYM, Loomis Sayles, Fairfield Company support apprenticeship program.
- 2021:** Apprentices employed at 13 worksites, earning hourly wages of \$20-\$24.
- CMT expands discussions with other construction trades including carpenter, ironworker, pipefitters, sheet metal and sprinkler fitter unions.
- 2020:** CMT continued mentoring and recruiting despite COVID restrictions, using Zoom and Teams as vehicles for communications and meetings.
- 2019:** 18 of our original recruits successfully completed their first year, resulting in a 72% retention rate.
- Our second cohort of 22 young Black women and men recruited for electrical apprenticeships with **IBEW Local 103/JATC**.
- 2018:** CMT was founded with support from **Millennium Partners Boston**; 18 young Black women and men were recruited, mentored and prepared for electrical apprenticeships with **IBEW Local 103/JATC**.

MISSION

Rooted in faith and a passion for giving back, the Community Mentoring Team (CMT) works to empower careers in the specialty trades that drive economic security for young people of color in Boston.

INDUSTRY PARTNERSHIPS

- IBEW Local 103
- Sheet Metal Local 17
- Sprinkler Fitters Local 550
- Pile Drivers Local 56
- National Electrical Contractors Association
- Plumbers Local 12

CONTACT

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