



Community Mentoring Team

Expanding Opportunities for Economic Growth





Our Mission

Rooted in faith and a passion for giving back, the Community Mentoring Team empowers careers that drive economic security for young people of color in Boston.

Our Roots

The household median net worth for White Bostonians is \$247,500. Black Bostonians have a median net worth of \$8.* Black Bostonians are consistently shut out from Boston's prosperity. In 2016, 15 Black men from Boston, led by long-time educator and community activist Bill Moran, set out to disrupt the status quo with the Community Mentoring Team (CMT). CMT provides workforce development services in the specialty trades to young Black Bostonians.

Our People

Born and raised in Greater Boston, the men of CMT come from a number of respected professions, and their leadership experience and business expertise fuel CMT mentorships. Moreover, their passion for giving back to the community from which they came is the heart and soul of CMT. CMT uses strategic and innovative partnerships with developers, contractors, labor unions, government officials, and community leaders to create career opportunities, tools, and linkages -- all aimed at creating a stable, thriving and self-sustaining Black community in Boston.

*Boston Federal Reserve Study



"Helping young people establish career paths with good-paying Union jobs will help close the wealth gap in Boston."

Bill Moran, CMT Founder/CEO

Mentorship

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 such as:

- continuous personal engagement
- career exploration
- industry test preparation
- wellness classes

CMT also provides participants with financial assistance for industry exam prep classes, exam fees, course books, and occupational tools, supplies, and resources.

Milestones

- 2018: With support from Millennial Partners Boston, CMT recruited, prepared, and mentored 25 young Black women and men for electrical apprenticeships with IBEW Local 103/JATC.
- 2019: 30 young black women and men recruited for electrical apprenticeships with IBEW Local 103/JATC.
- 2019: 18 of original recruits successfully completed their first year, resulting in a 72% retention rate.
- 2020: Suffolk Construction supports apprenticeship program.
- 2021: Apprentices, employed at 13 worksites, earning hourly wages of \$20 to \$27.
- 2021: CMT engaging with other construction trades including sprinkler fitter, carpenter, ironworker, plumber, sheet-metal, and elevator unions.
- 2023: Class of 2018 CMT electrical apprentices will earn licensing from 5-year IBEW Local 103 training programs.

Make a Difference

You can help create financial equity in Boston's Black community by becoming a mentor, providing workforce opportunities, or helping fund apprenticeship supplies, tools, and resources.

If you're ready to make a difference - let's talk.

Contact us at: 617-840-6928.

Here's what Community Mentoring Team Apprentices have to say.

"CMT is life changing - it offers a lot of opportunities that will help me build a business in the future."

Michael

"With the support of CMT and my own hard work, I'm confident that this new career will be successful. I'm so grateful."

Latanya

"CMT is a precious resource that is helping me to acquire the skills for financial success while showing me how to give back."

Corey

"I'm a trailblazer and CMT is helping me to execute my dreams."

Sophia



Community
Mentoring Team™

info@communitymentoringteam.org
www.communitymentoringteam.org