

Survey Shows Job Corps Improves Youth

Enrollment in Job Corps can improve the employment potential of a youth and the value of the program is appreciated even by those who left before completing their training.

This is a finding by Louis Harris and Associates which conducted a survey of young men and women who left Job Corps before completing training. An 11 percent sampling of 10,858 young men and women who resigned or were discharged was made in the study.

"The increase in median hourly rates for every group suggests that any contact with the Job Corps can improve employment potential," the Harris report stated. "The comparatively greater increase for those groups where the contact was most effective (in Job Corps over six months, using Job Corps training) clearly illustrates the value of the Job Corps experience. . . .

"Over half (55%) feel they have a pretty good chance for advancement compared with 21 percent of this group who felt, before going into Job Corps, that they had a good chance for eventually getting a good paying job . . . The most optimistic group in terms of improvement in pay and expectation of advancement is the group using Job Corps training on their present job."

Prior to entering Job Corps, the sample showed 12 percent were in school, 56 percent were working and 30 percent were unemployed.

Of those in school, 46 percent had a

part-time job, working a median of 19.7 hours at \$1.04 an hour, mostly in service occupations. Those employed were working a median of 36.4 hours, earning \$1.15 an hour.

Seven percent had finished high school before entering Job Corps and the median years of education was 8.8 (compared with a median of 10.3 years for those who completed training).

Most of the sampled young people joined Job Corps to learn a trade or get an education. About half of them felt that they did not get a true picture of the program from screeners.

Most (42 percent) of those who felt they did not get a true picture from screeners indicated they did not get the training promised. "Whether this is the result of what the screeners said or of the magnified expectations of the young people is difficult to determine, but there is certainly evidence of a believed communication breakdown," the Harris report pointed out.

Other answers from those who felt they did not get a true picture were: they didn't get the money promised, living accommodations not as good as told, they couldn't leave camp at night, or weren't told about flights.

Four in ten would have preferred going to a center closer to home. However, those who completed training were less concerned about the distance.

Those in the sample stayed a median of 2.4 months, with 44 percent less than two months, 41 percent three to

six months and 15 percent more than six months. "Negroes stayed somewhat longer than white, women longer than men, and those in urban centers longer than those in conservation centers," the report stated.

Fifty-seven percent of the sample felt the training at Job Corps centers was helpful (with four of ten feeling they were learning a lot) and 33 percent found the training not helpful because they weren't being trained for a specific job, didn't stay long enough or didn't like the training.

The report showed the reactions of these young people who left the program before completion:

Seventy-one percent found the orientation program at the centers good.

Living conditions were found to be good by 78 percent, while 77 percent found the food good.

The instructors were described as good by 77 percent and 75 percent thought the subjects taught were good.

More than half felt they had good chances to meet people in adjoining communities.

Fifty-two percent thought the pay was good.

More than half felt that the other young people at centers were good. "The 18 percentage point difference between those in the Job Corps for less than three months and those in for more than six months indicate that this dislike is an important factor in early drop outs. Even more significant is the 24 point difference between whites and Negroes. (Negroes found 61% of colleagues good; whites found 37% good.) Some of this feeling among the whites must be attributed to racial hostility."

Although the reason cited by many for leaving Job Corps was a fear of fights and the desire to avoid trouble, more than 60% stated they would like to come back to Job Corps. Another major reason given is the failure to get

the desired training. Among youth from the North and large metropolitan areas, poor job training is relatively more important; among whites, women, those who were asked to leave, and those from smaller cities and towns, the fights were significantly the more important reason.

On leaving the program, 94 percent of the youth returned to the address from which they entered Job Corps and 81 percent are still at that address. Right after leaving, 62 percent obtained jobs, 8 percent went to school, 2 percent are both working and going to school, 26 percent are unemployed.

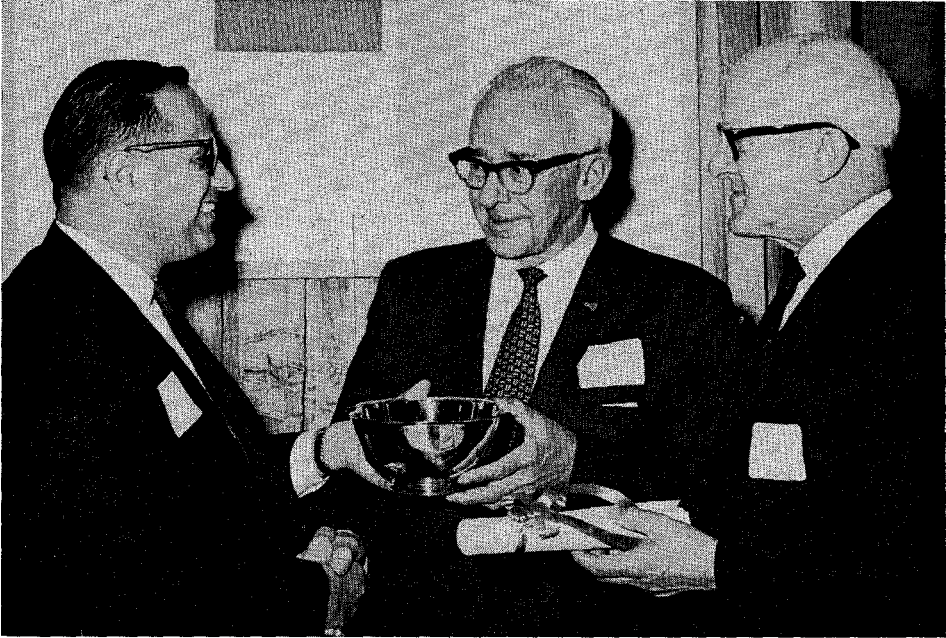
Of those working, 10 percent found jobs through Job Corps, 11 percent through state employment services, 33 percent through newspapers and the median hourly rate is \$1.23—8 cents higher than pre-Job Corps earnings. More now are working in better jobs than before their Job Corps training.

In the sample, there is no appreciable difference of those now working as against those working before Job Corps. However, among the youth completing training, 29 percent more were working.

The report showed that four in ten of the early-leavers who are employed are working in service occupations; 58 percent have had more than one job since leaving Job Corps; most have been on their present job less than three months, and more than one-fourth say they have received a pay raise.

"While only 15 percent of the total group working were able to say they were currently using Job Corps training on their job," the report stated, "this figure rose to 37 percent of those in the Job Corps more than six months. The over six month group compares favorably with the graduates where 43 percent of those working said they were using Job Corps training."

Schrage Receives Annual ITC-ASTD Award



Mr. Schrage, center, receiving the award from Mr. S. Sam Fratoni, left, with Mr. Warren S. Stephens, ITC Award Committee Chairman presenting citation scroll.

Charles T. Schrage of 32 Boulevard, Glen Rock, New Jersey is the recipient of a citation for outstanding contribution to industrial training in New York State. The award is made by the Industrial Training Council of New York composed of training directors in business and industry throughout New York State. The Council is a Chapter of the ASTD.

Mr. Schrage was honored at the ITC Spring Conference meeting held in Syracuse. This conference was jointly sponsored by the Manufacturers

Association of Syracuse and the Personnel Management Council.

The award was presented by S. Sam Fratoni, Council President who is Manager of Manufacturing Education for IBM Systems Manufacturing in Kingston. Mr. Schrage is presently retired from the New York Telephone Co. The citation read as follows:

“Charles Thayer Schrage has made a great impact on organizations and people throughout his 40 years of pioneer work in the emerging field of

industrial training. Starting his career in the early 1920's with AT&T in Chicago, he pioneered in foreman training with a series of foreman training conferences. Later transferring to New York Telephone, he continued with a wide range of employment and training assignments, always experimenting, testing, and developing new programs for new needs.

During World War II, Lt. Commander Schrage, on leave from the U. S. Navy, organized a series of area and regional training councils for the War Manpower Commission. These New York State councils soon were copied throughout the nation and finally became the inspiration for ITC. He also found time, during his leisure to initiate and promote a nationwide

program of instructor training for the United States Power Squadrons. Known to his close friends as 'Chuck,' and to training specialists as the 'old pro,' he stands high among the industrial training pioneers of his time—a respected teacher, counselor, and leader."

Previous recipients of the Industrial Training Council's outstanding awards have been Mr. Allen B. Gates, Eastman Kodak; Dr. Lynn A. Emerson, Cornell University; Mr. Louis W. Lerda, Standard Oil of New Jersey and Mr. Emil A. Mescia, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

New Packaging Machinery School

Educators and private industry have teamed up to launch the nation's first packaging machinery school, in Elizabeth, N. J., to provide practical training for packaging line mechanics.

The school, a new annex of the Thomas A. Edison Vocational and Technical High School, is expected to set a trend for similar facilities in other parts of the country, especially in metropolitan areas where there are concentrations of industries whose products are packaged.

Initially the brain-child of Stephen Poniatowski and Anthony Nittoli, principal and apprenticeship coordinator, respectively of the Edison school, the idea of a packaging line school was actively promoted by an industry advisory committee and the Packaging Machinery Manufacturers Institute (PMMI), a Washington,

D. C.-Headquartered industry association. Institute members in Massachusetts, Rhode Island, New York, Pennsylvania, Illinois, California and New Jersey donated packaging machines to help get the program underway.

The Edison school offers day and evening courses to students who, in addition to classroom instruction, receive practical experience under simulated on-the-job conditions by working on fully operational machines.

The three-year course includes basic shop and maintenance subjects, general instruction in packaging machinery components, use of tools, lubrication and safety, and special training on machines that package liquid, powdered and viscous products and tablets. Also covered are shrink-film and blister packaging, cartoning, coding and aerosols.