

BLAZER COUNCIL WORK PROGRAM - COMPONENT 7-4

A. PURPOSE AND OBJECTIVES

1. Purpose

The purpose of this program is to show that 345 people who would not be eligible for existing training Programs can become employable. The sponsoring organization, The Blazer Council, embodies the true spirit of community action in that it is an organization which is truly representative of the local community which is going to be served. ~~xxx~~ *will* — *hope fully*
NOT.
all
All of the instructors will be unemployed and under-employed members of the community who possess specific skills in the six training areas. They will help their neighbors acquire skills which are necessary to secure employment. In this way the program will have a significant effect on the community as well as on the trainees.

The program is based on the concept that impoverished communities possess individuals with certain skills which can be utilized to alleviate its unemployment problems. This component will supply the capital which is necessary to begin a constructive employment program. It is expected that the cost of the program will be reduced considerably in subsequent years and that eventually this can become an independent community operation.

The program is based on the assumption that the need of these unemployed people can be met only by an integrated program which is conducted within the community. Too many times the poor have been disappointed by the complex nature of our society and its institutions. They have been referred from one helping hand to another with few results. This program will provide the opportunity for the community to directly train its members through a structure the community has created.

LOMAT. MIN. Wage possible.
imprisoned. Employment req.

2. Objectives:

A. To train 345 individuals predominately adults over the age of twenty-one, in selected areas of skill development which will provide the foundation for employment opportunities at the termination of training.

B. To have this training program, which will last one year, administered by the Blazer Coordinating Council of Youth

Development. The Blazer Council is a "grass roots" community organization that has recruited individuals from the community with highly developed skills in the six areas of training: Food Preparation-Catering, Upholstery, Automotive Skills, Floor Polishing and Scraping, and Dressmaking, and Renovation and Repair

C. To dramatically and effectively demonstrate to the impoverished communities that their skilled neighbors can design, develop and administer programs that will

reverse the poverty cycle and give them a sense of dignity and accomplishment.

D. To stimulate individuals to develop the capacity to utilize their training and their advanced skills as a basis for developing small business, on a collective basis, under Title IV, Section 402, Employment and Investment Incentives, of the Economic Opportunity Act.

E. To further a United Community Corporation objective to encourage and support the creation and development of new, creative institutions in the impoverished communities, so that the poor can develop the skills of administration supervision and policy making.

*Credit 45.
\$
SBA.
Int.*

B. GROUP TO BE SERVED

The program will serve 345 individuals who are over the age of 21 and unemployed or under-employed. They will all be residents of the Area Boards Target areas and have incomes which are below the level of poverty. They will be handicapped by some of the following characteristics: lack of marketable skills, inability to qualify for existing MDTA or ARA training programs, police or probation records, members of minority groups, or Welfare dependency.

200 of these people will be part of a Title V Work Experience Program. These people will be selected from the public assistance roles by the City Division of Welfare and

will be in need of constructive training. All will be unemployed heads of families which have been on assistance for a significant period of time.

C. SCOPE AND CONTENT

The Blazer Council under the auspices of the United Community Corporation will conduct a comprehensive program of recruiting, evaluation, counselling, training and placement for 345 unemployed or under-employed people. The most important part of the program will be the job training which will be conducted in a work simulated environment rather than in the traditional manner. The Staff of the project will be trained in all aspects of the program and the "instructor" will have the total responsibility for every person under his supervision. This is the method of achieving the comprehensive approach which is desirable.

1. Duration of the project

The contract will last one year. The first 4 weeks will be used for staffing, and staff training and recruitment. The training will last for 48 weeks. Those individuals who are ready to enter the labor market sooner will be placed in jobs and additional trainees will be recruited.

2. RECRUITING

The Local Area Boards, the State Employment Service and the Division of Welfare will have the joint responsibility for the recruiting. The Division of Welfare will recruit 200 people from the Title V project for this project. The most important recruiting element will be the area boards that have been established in the target areas. These boards are made up of residents of the community and they know best those people who are in need of this assistance. Their active role in recruiting will assure total community involvement in the program.

3. INTAKE

Two professionally trained workers will conduct intake interviews,. A careful review is to be made of the individual's work, education, family, and social background. The trainee will also be orientated as to what the program is trying to accomplish.

The intake worker determines if the person is emotionally stable and has enough intellectual capacity to begin to consider a type of vocational program. Those who are severely physically handicapped, mentally retarded(with IQ below 65) or who fall into such clinical categories as psychosis or severe character disorder will be referred to other agencies. The intake Worker will also determine an individual's readiness

to work.

The intake procedure will also provide for an interview with instructors from each of the skill areas. These instructors will describe the work to each potential trainee and also make an assessment of the individuals interest and ability in each occupational area. Some of the applicants will be referred to the Employment Service for additional testing and evaluation.

A conference between the intake staff and the instructors will determine the occupational area which is best for each individual. This program will be flexible enough so that if a person reveals an interest or ability in another skill area, the shift from one area to another will be possible.

At the completion of the intake phase of the program the intake personnel will be utilized to evaluate the progress of the trainees. This will involve review of the class records, conversations with the instructors and observation of the trainees in the training environment. In those cases where it is apparent that the trainee is in the wrong occupational area, the intake personnel will arrange for transfer to another area. In those cases where it is obvious that the trainees could benefit from more advanced institutional training or job placement, arrangements will be made for these services through the employment service and OJT Programs being developed in Newark.

The intake personnel will also be available for general trouble shooting during the course of the training. They will be able to assist the counselor with more difficult cases and will be available to assist those trainees with serious financial or legal problems. This type of general staff assistance is necessary if this program is to have a significant effect on the employability of the trainees.

4 COUNSELLING

The Counselling phase of the program will be consistent with the basic tenets of the program. This is basically a work orientated program and it is not the purpose to psychoanalyze each trainee. However, it is recognized that the trainees will have many personal problems which have a direct affect on their ability to be trained and placed in employment. The Counselor will be responsible for training the supervisors, instructors and assistant instructors as sub-professional counselors. The nature of the instructor makes this type of arrangement ideal. He will be of the same background as the trainee and they will be able to relate to each other. The barriers which exist in the formal counselling session will not exist in the job situation.

The nature of the counselling is not the type that requires a trained professional. Complex psychological and social counselling will not be essential. The instructor will be able to assist the trainee in adjusting to the training and

later to work situation. He will also be able to assist the trainee with minor personal problems. Most important he will be able to uncover serious problems and refer them to the counselor for solutions. As previously indicated, the intake personnel will be available to assist the counselor in this phase of the program. Those trainees who cannot be assisted by the counselor will be referred to other agencies for treatment.

This type of counselling is consistent with the self-help theme of the Economic Opportunity Act. It is planned that in the subsequent years of this component that an alumni counselling structure will be set up. This would allow the recent trainees to assist those people who are subsequently enrolled in the program and this would also reduce the burden on the instructors.

5. TRAINING

This is the essential part of the program. The program emphasizes that this is a total community effort. The training will be conducted in a work environment under the supervision of skilled workers. It could be said that this is simulated on-the-job training, that is, the training will be occurring while the trainees are working in a particular occupational area rather than in a classroom situation. It should be emphasized that no work performed in this training

situation will enter the market place, but that some of the work will have a direct, though not cash, benefit to the community.

(a). Remedial Education

Those trainees who are being referred by the Division of Welfare will be placed in special remedial education programs which have been requested in the Title V program application. At this time there is no way of determining the educational deficiencies of the trainees. This is not one of the requirements for selection, but it is definitely one of the handicaps of the poor. Generally poor education and incidence of poverty have a direct correlation.

The intake procedure will assess the educational level of the trainees. At this time appropriate existing programs will be sought to supply this service. If none of these are available or appropriate, an additional component for remedial education will be prepared.

JOB TRAINING

Training will be conducted in the following areas:

Dressmaking	120 trainees
Upholstering	60 trainees
Food Preparation	40 trainees
Automotive Skills	60 trainees
Floor Polishing	40 trainees
Building Renovation	<u>25 trainees</u>
TOTAL	345 trainees

*Remind
young here*

These occupations have been certified as demand occupations by the New Jersey Employment Service and Newark Area Redevelopment Corporation. They feel that there is reasonable expectation of employment for any person who is trained in these occupations.

The Blazer Council had previously conducted some training in these areas, but lack of funds made systematic training impossible. They have located people within the community who are capable and willing to teach their neighbors. The community support for this training cannot be overemphasized.

The learning situation will be a cross between institutional and on-the-job training. The trainees will be located in rented space which will be set up as a plant. The instructors and assistant instructors will be more like foremen than classroom instructors. The philosophy will be learning by doing. However, the supervision will be close and the quality demands will be great.

The trainees will be in training for 35 hours a week. Those selected under Title V will be reimbursed by the Welfare Department in the form of a Welfare grant. Those selected through the employment Service and the Area Boards will receive a training allowance equal to \$1.50 per hour for every hour worked.

Scraping, puttying, caulking, priming.

E. Work Estimations

Of material

Of Equipment

Of Time

F. Business Procedures

Forms and contracts

Salesmanship

Insurance, Salaries, trade opportunities.

6. JOB DEVELOPMENT

Job Development funds are not being requested at this time. The need for this type of staff will not be necessary until after the sixth month of the contract. The teaching and counselling staff will be used to fulfill this need for the first 6 months. This is practical at this time because it will be necessary for these people to have frequent contact with employers so that they can develop realistic curriculum.

In addition, there is a need for centralization of this type of service in Newark. At present the Employment Service, the Urban League, the Housing Authority and the Business and Industrial Coordinating Committee are all engaged in Job Development. At a later date it is expected that a comprehensive job development program will be developed for the entire labor market. This would serve graduates of NYC, Welfare, MDTA and ARA training programs.

D. Evaluation

Evaluation will be conducted on three levels. The primary evaluation tool will be monthly reports submitted by the Project Staff to the United Community Council. These reports will give the relevant statistics-number of trainees, pertinent demographic data, progress in training, relationship with the trainees and the community. The basic or crude device for measuring performance will be the number of dropouts and the attendance figures. These will certainly be the first indications of problems. Since the trainees will be in production, some measure of their rate of production will serve as an indication of their progress in learning the skill.

The second level of evaluation will be done by consultant secured under this grant. They will be utilized to make periodic subjective evaluations of the progress of the project. They will be looking for changes in the attitudes of the trainees, changes in work habits, substantial signs of improved skills and general appraisal of the training.

The final stage of evaluation will be part of a subsequent research and evaluation component. This will involve a comprehensive statistical and analytical appraisal of the project. The primary indication of success will be placement of the trainees on jobs. This will not be accomplished for another year so there is time for the development of the overall evaluation scheme.

E. Administration

The UCC will administer the fiscal operations of the Blazer Council for the first year and have a co-ordinating, evaluation and review responsibility. Accounting and Personnel Staff will be recruited to work on the UCC Staff under UCC's Comptroller and Personnel Director to handle those aspects of the Blazer Council operation. In the second year of the program UCC will sub-contract with the Blazer Council and the Accounting and Personnel Staff working on the Blazer Council program will become Blazer Council Staff Members.

As indicated earlier, the Blazer Council has a governing Board inclusive of representatives of the Area Boards and places allocated for representatives of its Student Body.

F. Resident Participation

The involvement of the Blazers Council and the Area Boards assures resident participation. In fact this program will be administered by the residents. They have been responsible for the planning of this program and the role of the UCC and the public agencies has been restricted to an advisory relationship. In addition, residents have pledged and contributed equipment toward the non-federal share of the project.