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1-10-82

Commonwealth of Kentucky  
Department of Justice  
Bureau of Corrections



Office of Administrative and Fiscal Affairs  
Division of Management Information Systems  
Research and Evaluation Unit



79732

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A DESCRIPTION OF A CETA-FUNDED  
ON-THE-JOB TRAINING PROGRAM  
FOR EX-OFFENDERS

U.S. Department of Justice  
National Institute of Justice 79732

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## ABSTRACT

The findings of this study are based on data collected on 171 ex-offenders who participated in the CETA-OJT Program from October, 1977 to October, 1979. The subjects comprised 108 ex-prisoners and 63 probationers who had been released to supervision throughout eight different supervisory districts.

Data pertaining to the participants' prior employment activities were collected and used to determine whether the program was actually serving the target group, which included ex-offenders "who were chronically unemployed, sporadically employed, or under-employed". Analyses of the data revealed that the majority of participants had been unemployed for a significant amount of time prior to entering CETA; some had never held a job and most had no prior vocational training. This information indicates the majority of participants did meet the eligibility requirements as stipulated and that the program is serving the correct target group.

Social and demographic information was collected and statistically analyzed in order to discover relationships between the participants' characteristics and positive and non-positive program outcomes. Of these, only two, offender status and family ties, were related to program outcome; probationers had more positive outcomes than ex-prisoners and participants with one or more dependents were more likely to have positive outcomes than those without dependents.

Among the other variables which were compared with program outcomes were the wages received by the CETA participants; those who received higher than the average hourly wage had more positive outcomes than those receiving less than the average.

Also appearing to have some influence on positive outcome was whether or not the client left CETA for a job which was in the same field as the CETA training. This may indicate a need for greater emphasis to be placed on future job opportunities and match job training accordingly wherever possible. Of primary importance, however, was the fact that 83.3% of the clients obtained employment immediately upon leaving CETA, and 98.8% of these expected their jobs would last over five months.

It appears that a wide variety of positions are being offered to ex-offenders by the CETA employers. However, only a few of these employers retain the clients once the training period is over.

Based on the information derived from this study, the following recommendations were suggested:

- Reduce the amount of paperwork required of CETA employers.
- Establish a more direct line of communication between the Bureau of Corrections and the Bureau of Manpower Services.
- Modify the present system of reporting information to the Central Office.
- Seek positions for ex-offenders which provide training for higher skill level jobs.
- Distribute information about the CETA employment opportunities to the institutions, the Probation/Parole Offices, and the Gradual Release Centers.
- Coordinate job contracts with trained offenders who are ready to leave the institutions.

The Comprehensive Employment Training Act (CETA) is a federal program designed to help reduce unemployment among disadvantaged groups of people. The intent of this program is to enable agencies to provide training and vocational education opportunities to selected segments of the population: the unemployed, the under-employed, and hard-to-place people who meet specific income and residential requirements.

The CETA On-the-Job Training (OJT) Program for Ex-Offenders was introduced as a joint effort between the Bureau of Corrections and the Bureau of Manpower Services in October, 1977. The program was designed to provide a means for eligible ex-offenders to receive on-the-job training experience for a maximum of 800 hours in local industry. During this training period, the employer is reimbursed up to fifty percent of the salary paid to the client.

The coordinated efforts of these two agencies are directed toward the achievement of the following goals:

- 1) To reintegrate the ex-offender into the community;
- 2) To provide the ex-offender with a marketable skill;
- 3) To encourage community businessmen to reassess the value of the ex-offender to local industry; and
- 4) To reduce recidivism by enabling ex-offenders to make a reasonable salary in a stable employment setting.

Within the Bureau of Corrections, the CETA-OJT Program was initially implemented by both the Office of Institutions and the Office of Community Services. However, the program operates under the direction of Travis Shirley, Manager of Community OJT and Governmental Services, Office of Career Development. It is the intention of these offices to introduce the program to

inmates who will be coming up for parole within a short time. If they are interested in the program and meet eligibility requirements of income and residence, they are referred for placement. The institutional case manager then notifies the appropriate Parole Officers in the Office of Community Services of an inmate's interest and eligibility for the program. The Community Services staff has the responsibility for assessing the inmate's employment skills, employment preferences, and the availability of job opportunities in the designated area. The Probation and Parole Officer may then negotiate a contract for training on behalf of the ex-offender. Since the Office of Manpower Services is responsible for overseeing the operation of all CETA grants in Kentucky, clients are required to be interviewed by Office of Manpower Services personnel before entering the CETA program, and all contracts negotiated with employers for training must be approved by this agency.<sup>1</sup>

#### Geographic Area Served

The CETA-OJT Program is available to eligible clients within the 89-county "balance-of-state" area (see Figure 1). This area was defined as counties grouped into areas of 100,000 or more population which have assumed responsibility for allocating and dispersing CETA-OJT funds through state agencies rather than through local or county governments.

#### Funding

The initial funding for this program was appropriated through CETA grants of \$121,000 for FY 1978 and 1979 and \$100,000 for FY 1980. Funds from these grants were allocated as contracts for positions (slots) were negotiated with prospective CETA employers. The entire grant may be allocated to reimburse employers for up to fifty percent of the entry wages paid ex-offenders during



the OJT period. In 1978, the total grant was allocated, but due to failure in filling the positions, only \$65,000 was actually expended. Only one of the thirteen districts reported spending all available funds. Of the total \$115,974 made available to the balance-of-state area, only \$60,003 had been expended as of September, 1979 (Appendix A).

The CETA funds are controlled by the Bureau of Manpower Services and grants are written by the Bureau of Corrections' OJT Manager. The contracts are negotiated between employers and Bureau of Corrections personnel (Probation and Parole Officers). Initially, contracts were written for a standard 800 hours of on-the-job training "for each disadvantaged entry level position, and 400 hours for each upgrading and non-disadvantaged position". Herb Sheetinger, Manager of the CETA Program for Ex-Offenders in the Bureau of Manpower Services, noted that the number of hours allowed for training has been changed and is now determined by the Specific Vocational Preparation Guide which estimates skill level codes for occupations listed in the Dictionary of Occupational Titles. The Bureau of Manpower Services uses this chart to determine the number of hours of training allowable for each occupation. The positions require from 400 to 1200 hours of training.<sup>2</sup>

#### The Current Study

In October, 1979, the Research and Evaluation Unit initiated a study of the CETA-OJT Program for Ex-Offenders. This study was designed to:

- 1) Determine if the program is actually reaching the intended target group;
- 2) Provide information about the type of client participating in the program and the type of employment being offered in each area; and
- 3) Monitor the program's overall impact on participating ex-offenders.

Data for the study were derived from four sources: the offender files which are maintained in the Bureau of Corrections' Central Office, CETA Participation and Termination Forms and Monthly Desk Reviews (Appendices B and C) on file in the Office of Manpower Services, and telephone interviews with Probation and Parole Officers (Appendix D). The data were coded, converted to a machine-readable form, and analyzed statistically with the SPSS program.

It was determined that the study would include all ex-offenders who had participated on the CETA-OJT Program. A preliminary inquiry into the CETA records at the Central Offices of Manpower Services resulted in a list of 192 ex-offenders who had completed CETA Participation Forms during the two-year study period. However, 21 names were ultimately deleted from this list because no information could be located. The resulting group consisted of 171 ex-offender participants, including 63 probationers and 108 ex-prisoners. Table 1 shows the distribution of the participants throughout the 8 supervisory districts that were represented in the study.

At the time the data for this report were collected, 152 or 88.9% of the participants had terminated their CETA training. When a person leaves the program, a "Termination Report" is prepared, noting the reason for termination. If the person left OJT due to entering regular employment with CETA employer, finding another job, or becoming self-employed, then the case was defined as having a "positive outcome". Conversely, terminations due to being fired, failing to show up for work, moving from area with no follow-up employment information, and refusing to continue training were considered "non-positive outcomes". The data showed there were 72 (47.4%) positive outcomes, and 72 (47.4%) non-positive outcomes.

TABLE 1  
CETA-OJT PARTICIPANTS BY DISTRICTS

District	No. of Probationers	Percent of Sample	No. of Ex-Prisoners	Percent of Sample	Total
1	19	11.1	30	17.5	49
2	3	1.8	16	9.4	19
4 <sup>1</sup>	3	1.8	7	4.1	10
5	6	3.5	7	4.1	13
6	1	.6	7	4.1	8
7	27	15.8	26	15.2	53
10	2	1.2	11	6.4	13
12	2	1.2	4	2.3	6
Totals	63	37.0	108	63.0	171

<sup>1</sup>It may be noted that even though District 4 (Jefferson County) lies outside the balance-of-state area, it is represented by 10 participants. This apparently occurred because clients were authorized to participate in the program while still incarcerated and prior to being released in the Louisville area.

The remaining 4.7% were neutral outcomes, which included health/medical reasons, military induction, family care, or transportation problems.

Information on several demographic variables was compared to program outcome to provide information which might be associated with program success.

#### Age

Age did not appear to be a factor associated with program outcome. As an examination of Table 2 shows, the participants were predominantly youthful; the median age was 23 and 71.3% were 25 years old or younger. This table also reveals no significant differences between the two age groups and their positive or non-positive outcome in the program. However, since the overall group (including those with "neutral" outcomes) was predominantly youthful, any effect of age was unlikely to show up.

#### Race and Sex

The study group was over-represented by white males. As illustrated in Table 3, there were only 5% (9) females and 15% (26) blacks. This small proportion of blacks and females in the program precluded any detailed analyses of these characteristics with program outcomes.

#### Family Status

It might be suggested that family status would affect employment success, i.e., persons responsible for a family might have more incentive to maintain gainful employment. To test this, information on whether the participant had dependents was compared with program outcome. Interestingly, this revealed

TABLE 2  
AGE GROUP BY PROGRAM OUTCOME\*

	Positive		Non-Positive	
	%	N	%	N
25 and under	75.0	54	72.2	52
26 and over	25.0	18	27.8	20

\*neutral outcomes excluded from analysis

TABLE 3  
RACE BY OFFENDER STATUS

	Ex-Prisoners		Probationers	
	%	N	%	N
Whites	82.4	89	88.9	56
Blacks	17.6	19	11.1	7

SEX BY OFFENDER STATUS

	Ex-Prisoners		Probationers	
	%	N	%	N
Male	93.5	101	96.8	61
Female	6.5	7	3.2	2

that of the 54 participants with dependents, 58.3% had a positive outcome, whereas only 42.7% of those without dependents had a positive outcome. It could be maintained, then, that family responsibility had some positive influence on program outcome. This finding was supported to some extent by the results of a study of unemployment and crime done by the Vera Institute. This study surveyed inmates at Rikers Island and found that "family ties were often compelling reasons for sticking to a job".<sup>3</sup>

#### Alcohol and Drugs

Since alcohol and drug abuse are frequently noted as employment problems, any notation or reference indicating that the participant had/has a problem with alcohol or drugs was coded as an "alcohol or drug problem". Table 4 shows the relationship between "alcohol problem" and "drug problem" with positive outcomes. The relationship is not statistically significant.

#### Offender Status

Probationers had a slightly higher percentage of positive outcomes than ex-prisoners, significant at the .08 level. As Table 5 shows, 53.6% of the probationers had positive outcomes, as opposed to 43.8% of the ex-prisoners.

Prior felony incarcerations were used as a measure of the participants' criminal background. The overall majority (75.5%) of participants were first offenders; as evidenced in Table 6, over 92% of the probationers were first offenders, as were over 66% of the ex-prisoners.

Although it seemed likely that program outcome might be somewhat influenced by the participants' criminal background, no significant relationship was found, as 46.8% of those with no prior incarcerations achieved positive terminations and 52.8% of those with one or more prior incarcerations reported positive terminations.

TABLE 4  
ALCOHOL PROBLEMS BY POSITIVE OUTCOMES

	%	N
Alcohol Problem	41.4	29
No Alcohol Problem	58.6	41

DRUG PROBLEMS BY POSITIVE OUTCOMES

	%	N
Drug Problem	35.7	25
No Drug Problem	64.3	45

TABLE 5  
PROGRAM OUTCOME BY OFFENDER STATUS\*

	<u>Ex-Prisoners</u>		<u>Probationers</u>	
	<u>%</u>	<u>N</u>	<u>%</u>	<u>N</u>
Positive	43.8	42	53.6	30
Non-Positive	51.0	49	41.1	23

\*neutral outcomes were excluded from analysis

TABLE 6  
PRIOR INCARCERATION OF CETA PARTICIPANTS\*

<u>Number of Prior Incarcerations</u>	<u>Probationers</u>		<u>Ex-Prisoners</u>	
	<u>%</u>	<u>N</u>	<u>%</u>	<u>N</u>
0	92.7	51	66.7	72
1	3.6	2	16.7	18
2	3.6	2	10.2	11
3+	0	0	6.5	7
	99.9	55	100.1	108

\*Information on prior incarceration was missing on 8 probationers.

The offense for which the participants had been convicted before entering CETA was coded by offense and by class of crime (Table 7). The greatest percentage, 52.0%, had been convicted of Class C/D felonies, followed by 24.3% who had Class A/B convictions.

Seriousness of offense, as defined by KRS "class" of crime, had no bearing on program outcome, nor did the type of offense (Table 7). Although drug offenders did appear to have a higher success rate, the figure of 80% is based on ten participants and, therefore, could be misleading. Offenders who were convicted of violent crimes such as murder, assault, rape, and armed robbery, also appear to have slightly higher success rates than offenders committing property crimes, but the difference was small and not statistically significant.

Target Group

The program was designed to serve paroled and/or probated criminal offenders who are chronically unemployed, sporadically employed, or underemployed (those who are employed in inadequate positions). The program is also available to incarcerated offenders who expect to be released within a short time and must obtain suitable employment, which is a basic requirement for parole consideration.

In order to see if the program was actually serving the intended target group, the clients' employment background was examined. Table 8 shows that over half (55.6%) of the participants were unemployed at arrest. Also, over half had been unemployed for over 15 weeks prior to entering CETA. Of those who had worked in the year prior to their last arrest, 51.6% had

TABLE 7  
PROGRAM OUTCOME BY CLASS OF CRIME\*

	A/B		C/D		Misdemeanor	
	%	N	%	N	%	N
Positive	47.2	17	49.4	38	42.9	15
Non-Positive	44.4	16	45.5	35	54.3	19

PROGRAM OUTCOME BY TYPE OF CRIME\*

	Drug		Person		Property		Other	
	%	N	%	N	%	N	%	N
Positive	80.0	8	44.7	17	44.6	29	46.2	18
Non-Positive	20.0	2	47.4	18	49.2	32	51.3	20

\*neutral outcomes excluded from analysis

TABLE 8  
EMPLOYMENT HISTORY

<u>Employed at Arrest</u>	<u>Probationers</u>		<u>Ex-Prisoners</u>		<u>Total</u>	
	<u>%</u>	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>	<u>N</u>
Yes	41.3	26	46.3	50	44.4	76
No	58.7	37	53.7	58	55.6	95
						171
<u>Number of Jobs In Year Prior to Arrest</u>						
0	8.7	4	21.2	22	17.3	26
1	41.3	19	39.4	41	40.0	60
2 or more	50.0	23	39.4	41	42.7	64
						150
<u>Number of Weeks Unemployed Prior to CETA Job</u>						
0 - 15 weeks	40.0	22	46.7	49	44.4	71
over 15 weeks	60.0	33	53.3	56	55.6	89
						160

held 2 or more jobs. These statistics indicate that these CETA participants did meet the eligibility requirements regarding unemployment. However, information about the type of prior employment was not available on the majority of participants, so no determination could be made concerning under-employment statuses.

During the initial planning for the Ex-Offender OJT Program, it was anticipated that the majority of participants would be referred from the Gradual Release Centers located in different geographical regions throughout the state (see Figure 2). However, since Gradual Release was also a newly developed program within the Bureau of Corrections and was not fully implemented until 1979, very few, only 24, prospective clients were actually referred from the Gradual Release Centers.

The original program proposal also stipulated that those participants who had been incarcerated in a correctional institution should have received one or more of the following Bureau of Corrections institutional programs:

- 1) OJT - work experience in areas directly related to the Dictionary of Occupational Titles (DOT);
- 2) Vocational Training - training certified and operated by the Kentucky Area Vocational Schools;
- 3) Academic School - preparation for GED and/or some college work;
- 4) Kentucky Correctional Industries - industrial work experience in such areas as: 1) furniture making; 2) metal fabrication; 3) data processing; 4) sewing factory; and 5) tire recapping;



5) Living Skills Training - this program includes 1) inter-personal relationship skills, 2) family living skills, 3) job readiness skills, 4) presentability training, and 5) personal hygiene.

In summary, participants are expected to have received, during their institutional stay, training to increase their ability to be employed.

The majority of ex-prisoners (81.9%) reported no vocational training. Of the remaining 18.1% who reported having some type of vocational training, 4.4% had training in auto mechanics and 3.1% had welding training. Other institutional vocational training included meat cutting and building trades, with each of these reflecting 3.8% and 2.5% of the group, respectively. Information on institutional Academic School and Kentucky Correctional Industries was reported so inconsistently in the offenders' files that no meaningful interpretation of these statistics could be presented. Only 10, or 11.1%, had participated in the Living Skills Program.

Related Employment

In an attempt to see if CETA clients were likely to stay with jobs that were in the same field as their prior employment or vocational training, DOT codes\* for CETA jobs were compared to DOT codes for pre- and post-CETA jobs. These comparisons revealed that the CETA jobs were not related to prior or post-employment or vocational experience for the overall majority of the participants. However, there was a relationship between clients with positive outcomes and related post-CETA employment. As Table 9 illustrates, 43.1% with positive outcomes obtained post-CETA employment in a field related to their CETA training. This might indicate a greater chance for program success for individuals who can anticipate opportunities for future employment and match their job training accordingly.

\*DOT - Dictionary of Occupational Titles

TABLE 9  
RELATED JOB EXPERIENCE BY PROGRAM OUTCOME\*

	Positive Terminations		Non-Positive Terminations	
	%	N	%	N
<u>Pre-CETA</u>				
Related	9.7	7	8.3	6
Not Related	90.3	65	91.7	66
<u>Post-CETA</u>				
Related	43.1	31	8.3	6
Not Related	56.9	41	91.7	66
<u>Prior Vocational Training</u>				
Related	0.0	0	6.9	5
No Training or Training Not Related	100.0	72	93.1	67

\*neutral outcomes excluded from analysis

Follow-up information was reported on 107 of the participants for which a Termination Report was filed. This indicated the greatest number, 85, or 79.4%, had obtained employment and 22, or 20.6%, were unemployed. Of those who obtained employment immediately upon leaving CETA, 88.2% anticipated their jobs would last over 150 days, and 42.4% reported their jobs were related to their CETA training.

Salary

The wage earned by CETA participants ranged from \$2.50 to \$6.00 per hour, with a mean of \$3.28. Wage was not found to be strongly associated with program outcomes. The average hourly wage for those with positive outcomes was \$3.24, compared to \$3.14 for non-positive outcomes (Table 10).

Time in CETA

Generally, about 800 hours, or approximately 20 work weeks, of CETA-OJT are authorized in the CETA contract. However, the average time in the program was 12.8 weeks for ex-prisoners and 14.6 weeks for probationers. "Time in" was calculated from the day the participant was scheduled to report for work to the date training was terminated. It would seem, then, that the majority of this study group were actually in the program for a substantial amount of time, although not to the extent authorized by CETA.

Recidivism

At the time these data were collected, 87.1% of the participants remained in the community. However, this included all participants--both ex-prisoners and probationers--and did not control for length of time since release. When

TABLE 10  
SALARY LEVEL BY PROGRAM OUTCOME\*

	Positive		Non-Positive	
	%	N	%	N
Above Mean	38.9	28	23.6	17
Below Mean	61.1	44	76.4	55

\*neutral outcomes excluded from analysis

time was used as a control, 93 (54.4%) participants had been in the community at least one year prior to entering CETA, and of these, 81.7% had not been reincarcerated; 18.3% had either committed parole/probation violations or had been convicted of new charges. The remainder, 45.6%, had been released less than one year prior to the study. Of these, only five had recidivated, with four having new charges and one technical violation.

#### Operation of the Program

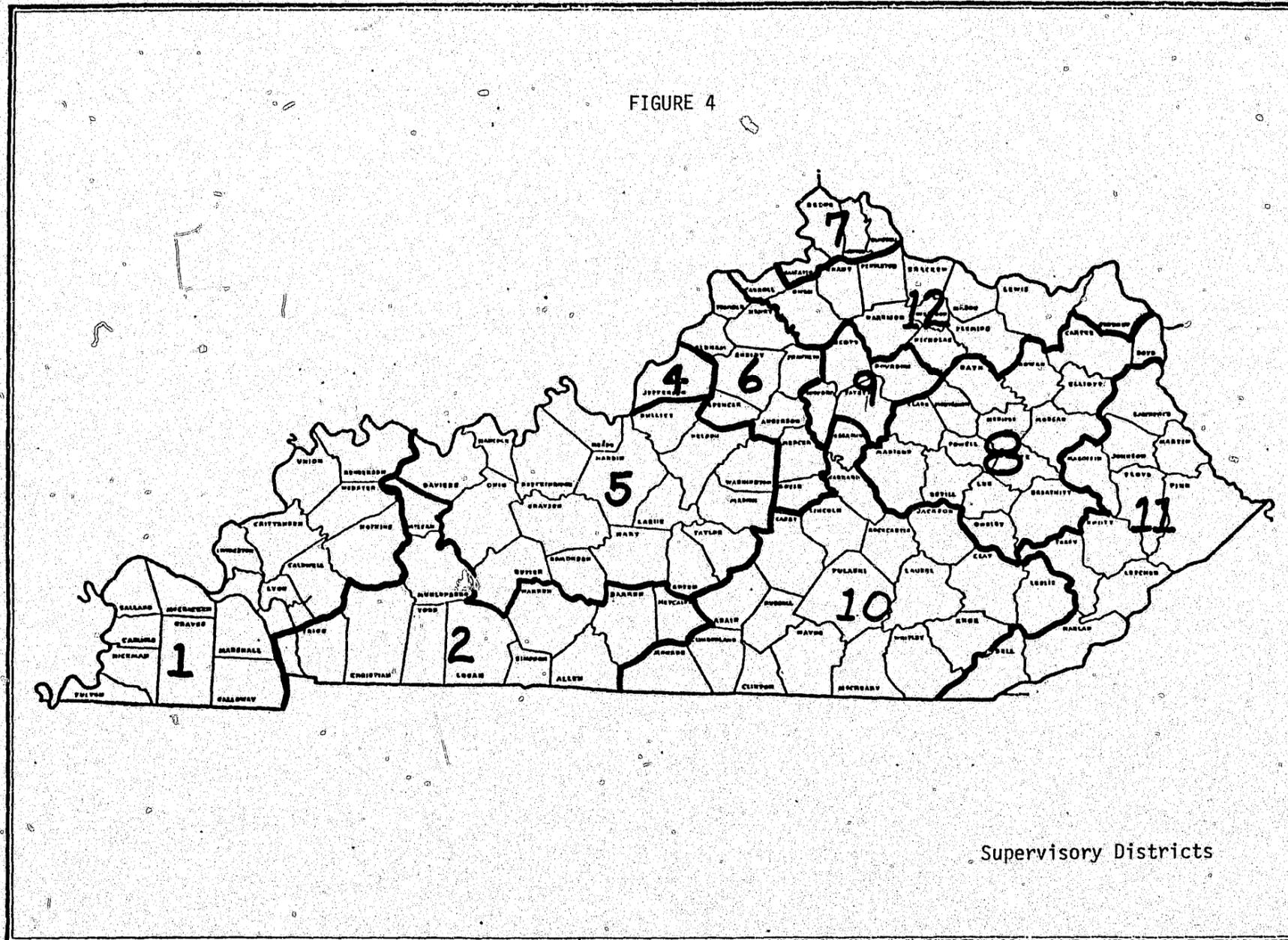
In addition to looking at the participants, it is also important to look at the operational aspects of the program. However, this was somewhat difficult because the Bureau of Manpower Services reports information by Area Development Districts (ADD's) (Figure 3); whereas it was considered to be more meaningful to the Bureau of Corrections' personnel to report information by Supervisory Districts (Figure 4).

#### Program Activities Within Districts

The first ex-offender contract was written in December, 1977 in District 7, located in Northern Kentucky. During FY 1978 and 1979, approximately 150 contracts were negotiated with 120 different CETA contractors (Appendix E). It should be noted that in some cases more than one contract was negotiated with a contractor and that some contracts authorized several positions (slots) which may or may not have been filled. These contracts merely demonstrated the contractor's willingness to hire ex-offenders to fill the specified number of positions.



FIGURE 4



Appendix F contains a list of the contractors and types of positions for which contracts were negotiated. This list was derived from a Manpower Services Report<sup>4</sup> for FY 1978 and 1979 and shows the greatest number of contracts, 42, were written in District 7 with 25 different contractors. A review of the list reveals no discernible difference in the types of positions between districts although there appears to be a diversity of positions within each district.

The types of positions and the number of participants who held each position are listed in Appendix G. Although a diversity of positions is evident, 33% of the participants in District 1, located in Western Kentucky, were employed as Material Handlers, representing the highest percentage of participants employed in a single position.

#### Differences in Local Administration of CETA

One point of interest in this study was whether employers retained the services of CETA participants after the training period (and therefore government funds) expired. When it was discovered that only 28 or 19% of those who had terminated were hired as regular employees by their CETA employers, information on these individuals was examined separately.

These retained individuals did not appear to be different from the sample as a whole on any of the demographic or personal variables already examined nor was a particular pattern in type of employer evident. What was apparent was that 12 of those retained were from the Covington area, whereas the other single largest local office, Paducah, was markedly under-represented with 2 retentions. This led the researchers to look for differences in the way these two local offices administered the CETA Program. The rest of the districts are grouped together as a third category for comparison

purposes, since taken as a group they seemed to fall between Covington and Paducah on several variables.

Since salary was found to be associated with positive terminations, the average wage earned by CETA trainees was examined (Table 11). In Paducah, the relationship between pay and outcome seems to be reversed. Covington averaged significantly higher wages than the other two categories. Obviously, this could be a function of being located in an urban area with a stronger job market to draw from, or it may also be a function of the particular types of jobs being contracted.

Table 12 compares unemployment rates of the general labor force to the unemployment rates for ex-offenders under supervision in each supervisory district during a three-month period in 1979. Generally, employment rates are viewed as an index of an area's employment opportunities, and high unemployment rates indicate fewer available jobs for those seeking them. However, while an area's overall employment opportunities would be reflected by unemployment rates of the entire labor force, it is obvious that ex-offenders generally have greater difficulty in acquiring and maintaining employment than the general labor force. When unemployment rates were compared for the entire labor force and for ex-offenders, very little difference was noted in Paducah, District 1; whereas the ex-offender unemployment rates in Covington, District 7, are more than double that of the general labor force.

A cursory summary of the information about local CETA offices reveals that more clients are being retained by CETA employers in the Covington area where, it was also noted, the average hourly wage was significantly higher than in the other areas. Interestingly, the ex-offender unemployment rates in this area were also quite a bit higher, when compared to the general labor force.

TABLE 11  
OUTCOME BY WAGE BY LOCAL OFFICE

	<u>Covington</u>	<u>Paducah</u>	<u>Others</u>
Positive	\$3.65	\$2.85	\$3.16
Non-Positive	\$3.30	\$2.97	\$2.84

TABLE 12  
UNEMPLOYMENT RATES

<u>District</u>	<u>Ex-Offender Three-Month Unemployment Rate*</u>	<u>General Labor Force</u>	<u>Number In CETA</u>
1 - Paducah	5.0	5.5	49
2 - Bowling Green	7.3	5.0	19
4 - Louisville	9.4	5.0	10
5 - Owensboro	8.2	6.0	13
6 - Frankfort	4.4	4.6	8
7 - Covington	8.6	4.2	53
10 - Somerset	9.2	6.6	13
12 - Maysville	9.6	5.0	6

Sources: Kentucky Labor Force Estimates, Kentucky Bureau of Manpower Services  
Employment Emphasis Study, Kentucky Bureau of Corrections,  
Office of Community Services

\*average rate for March, April, and May, 1979

In the process of collecting data from Probation and Parole Officers, several concerns were expressed. The more frequently heard comments pertained to the "mountains" of paperwork required of participating employers; the competition from other CETA-sponsored programs such as HIRE or others which offer full reimbursement to employers who hire ex-offenders; little or no contact between the Bureau of Corrections' personnel and the Bureau of Manpower Services; and a greater need to seek higher skilled training jobs for the ex-offenders.

#### RECOMMENDATIONS

Based on the findings of this study and the information provided by those working with the CETA Program, the following recommendations are suggested:

- . Reduce the amount of paperwork required of CETA employers. Perhaps this could be accomplished if more Probation/Parole Officers would assume responsibility for preparing the necessary forms for their clients.
- . Establish a more direct line of communication between the Bureau of Corrections and the Bureau of Manpower Services. One obvious way to do this would be to schedule periodic meetings at convenient locations throughout the Balance-of-State area and encourage those working with the program to attend. These meetings would provide an opportunity for CETA personnel to keep in touch with the overall goals of the program as well as affording them a chance for individual input into future program planning.
- . Modify the present system of reporting information to the Central Office. All program information should be compiled at each District Office and routinely shared with the managers responsible for the program.
- . Seek positions for ex-offenders which provide training for higher skill level jobs. Logically, this should be seen as an additional incentive to the client to stay in the program and should reduce the number of premature terminations. Ultimately, this may also have the effect of reducing recidivism by providing ex-offenders a legitimate way of earning a living.

- Distribute information about the CETA employment opportunities to the institutions, the Probation/Parole Offices, and the Gradual Release Centers. This might include information about the types of available jobs in each area, wages, and the anticipated length of the training period.
- Coordinate job contracts with trained offenders who are ready to leave the institutions. This would require a reciprocal effort involving both institutional vocational training personnel and the caseworkers who are seeking clients for CETA jobs. The institutional personnel would keep caseworkers informed about the clients' job skills and the caseworkers would, in turn, let the clients know the specific job skills that are in demand by CETA employers.

## NOTES

- <sup>1</sup>Garry Lou Upton, A Critical Analysis of the Relationship Between Communications Networks in a Formal Bureaucracy and New Program Implementation, Unpublished, a research paper presented to the School of Public Affairs, Kentucky State University, May 1979.
- <sup>2</sup>David E. Parker, Jr., Deputy Commissioner, Department for Human Resources, Memorandum, March 23, 1978.
- <sup>3</sup>"Linking Unemployment and Crime: A Case-by-Case Study", Justice Assistance News, U.S. Department of Justice, Vol. 1, No. 2, March, 1980.
- <sup>4</sup>Ex-Offender Update, January 1980, Office of Manpower Services.

SUMMARY SHEET  
CETA-OJT MONTHLY DESK REVIEW

Coordinator SP  
JRS

BALANCE OF STATE

as of September 79

EX-OFFENDER

On-the Job Training

\* We do not have the October figures as of yet.

\* Denotes Modification

ADD	ADD NO.	SLOTS AUTHORIZED	NO. ON BOARD	TOTAL SERVED	EMPLOYMENT	OTHER POSITIVE TERMINATIONS	NON-POSITIVE TERMINATIONS	MANPOWER SERVICES	TOTAL FUNDS AVAILABLE	FUNDS ALLOCATED	TOTAL FUNDS EXPENDED	% OF ALLOCATED FUNDS OBLIGATED
BASE	1	59	3	43	14	0	23	3	21,602		13,175	
RILE	2	3	1	3	1	0	1	0	2,629		1,082	
RIVER	3	5	0	3	1	0	2	0	2,634		1,114	
N RIVER	4	0	0	0	0	0	0	0	0		0	
LN TRAIL	5	18	2	10	3	0	4	1	5,568		2,963	
CKIANA	6	8	0	6	5	0	1	0	7,038		3,281	
ERN KENTUCKY	7	67	7	51	22	1	14	7	59,448		28,949	
LO TRACE	8	1	0	1	1	0	0	0	1,056		1,056	
AY	9	2	0	0	0	0	0	0	0		0	
O	10	0	0	0	0	0	0	0	0		0	
RLAND VALLEY	13	2	1	1	0	0	0	0	580		74	
CUMBERLAND	14	20	0	5	1	0	4	0	3,211		1,688	
RASS	15	12	3	12	2	0	7	0	12,208		6,621	
											60,003	

BUREAU FOR MANPOWER SERVICES

CETA PARTICIPANT RECORD APPENDIX B

I. PERSONAL IDENTIFYING AND ELIGIBILITY INFORMATION

1. Local Office No. 11456 2. Type of Program  
 01  Title I 02  Title II 03  Title III, SYP 07  Title III, YIEPP 09  Title III, YCCIP  
 05  Special Gov. 06  Title VI 04  Title III, STIP 08  Title III, YETP 10  Other

3. NAME (Last, First, Middle Initial) EANES JOSEPH 4. Social Security No. 405-62-4738 5. Sex  Male  Female

6. Home Address LOT 52 ROWING HILLS 7. Age 32 Mo. 08 Day 12 Yr. 45

8. City LA GRANGE 9. County Code 186 10. State KY 11. Zip Code 40031 12. Home Phone 222-1853 13. Head of Household  Yes  No  Unrelated Individual

14. Number in Family 04 15. Number of Dependents 03 16. AFDC  yes  no 17. Other  yes  no 18. Estimated Annual Family Income \$ 200 19. Economically Disadvantaged  yes  no 20. Income Earned From  farm  non-farm

21. Ethnic Group  White  Black  American Ind.  Other 22. Spanish American  yes  no 23. Limited English Speaking Ability  yes  no 24. Full-Time Student  yes  no 25. Highest School Grade Completed 13

26. Migrant or Seasonal Farmworker Family Member (Check one only)  Migrant  Seasonal  No 27. Veteran (Check each applicable box)  Vietnam Era  Disabled  Other  Special  4  5  No 28. Handicapped  yes  no 29. Offender  yes  no 30. U.S. Citizen  A. Yes  B. Registered Alien  B. Yes  B. No

31. Labor Force Status  Employed  Unemployed  Underempl  Other 32. Number of Weeks Unemployed  Under 4  4 to 15  Over 15 33. Receiving Unemployment Insurance  yes  no 34. Exhausted  yes  no

35. Current or Most Recent Occupation  Current  Most Recent 36. Name & Address Henry Hamble Crestwood, Ky. 37. Last Job Title: Painter 38. Period of Employment: 5/1/78 5/5/78 39. Hourly Wage \$ 3.00 40. PSE Only Rehire  yes  no

CERTIFICATION OF APPLICANT  
 I do hereby certify under penalty of law that the information contained herein is correct to the best of my knowledge. I further certify that I am not a member of the immediate family of a CETA administrator or supervisor, as outlined in the CETA Guidelines. I am aware that should investigation at any time disclose any such misrepresentation or falsification, I may be dismissed or disqualified from future examinations. I authorize the CETA office to make all necessary and appropriate investigations to verify the information contained herein.

41. DATE 5/5/78 SIGNATURE Joseph Eanes (applicant, sign your name - do not type or print)

42. Interviewer Name Mary D. Kirkwood 43. Station Desk No. 1602 Title S. E.T.S.R.

II. CLIENT PARTICIPATION INFORMATION

Type of Action Taken:	Code	Activity	Code	Activity
Inter Component Transfer A	10	Intake Registration	40	Public Service Employment
Intertitle Transfer B	20	Classroom Training	41	PSE/Manpower Services
	21	CT/Manpower Services	50	Work Experience
	30	On-Job-Training	51	WE/Manpower Services
	31	OJT/Manpower Services	60	WE/In-School
			61	WE/In-Sch./Manpower Services

Type of Action	Line	Code	ACTIVITY Name	Type of Program***	PROJECT Number	Date (Mo-Day-Yr)	Activity Satisfactorily Completed
Leaving	1	10	Intake	--		05/15/78	<input checked="" type="checkbox"/> 1 yes <input type="checkbox"/> 2 no
Entering	2	30	O.J.T.	--	8-2047	05/15/78	

\*\*\*For Intertitle Transfer Only

CETA-16 (Rev. 9-77)

COMMONWEALTH OF KENTUCKY DEPARTMENT FOR HUMAN RESOURCES BUREAU FOR MANPOWER SERVICES

CETA PARTICIPANT TERMINATION

Local Office Number 1456

Type of Program  
 01  Title I 02  Title II 03  Title III, SYP 07  Title III, YIEPP 09  Title III, YCCIP  
 05  Special Gov. 06  Title IV 04  Title III, STIP 08  Title III, YETP 10  Other

1. NAME (Last, First, Middle Initial) Eanes, Joseph 2. SOCIAL SECURITY NUMBER 405-62-4738

3. Reason for Termination (Select Appropriate Reason Code and Enter in Space Provided) 02

CODE	REASON	CODE	REASON	CODE	REASON
01	Direct Placement	06	Entered Military	11	Refused to Continue
02	Indirect Placement	07	Health/Pregnancy	12	Administrative Separat
03	Found Own Job	08	Family Care	13	Cannot Locate
04	Entered Self-Employment	09	Transportation	14	In N/C Manpower Proj
05	Entered School	10	Moved from Area	15	Other

4. Date of Termination Mo. 07 Day 25 Yr. 78 5. Labor Force Status  1. Employed  2. Underemployed  3. Unemployed  4. Other  5. Status Unknown

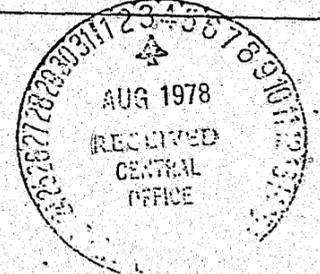
6. Employer's Name and Address Kintec Wood Truss mfg. Pewee Valley 7. Phone Number  
 8. Supervisor's Name

9. Starting Date Mo. 07 Day 25 Yr. 78 10. Starting Wage 3.50 11. Occupation Truss Assembler 12. DOT Code 762

13. Training Related  1. Yes  2. No 14. Anticipated Duration of Employment  1. Three Days or Less  2. Four - 150 Days  3. Over 150 Days

15. Leaving Activity Component PS Contract No. X-8-2047 Project No. 0 County 0 COMMENTS:

16. Interviewer Name Ball 17. Station Desk Number 1602 18. Title



CETA-19  
(10-76)

COMMONWEALTH OF KENTUCKY  
DEPARTMENT FOR HUMAN RESOURCES  
BUREAU FOR MANPOWER SERVICES

CETA FOLLOW-UP INFORMATION

1. Local Office No. <b>1456</b>	2. Type of Program			
	01 <input checked="" type="checkbox"/> Title I	02 <input type="checkbox"/> Title II	03 <input type="checkbox"/> Title III, SYP	04 <input type="checkbox"/> Title III, Sec. 303
	05 <input type="checkbox"/> Special Gov.	06 <input type="checkbox"/> Title VI	07 <input type="checkbox"/> Other	

3. NAME (Last, first, middle initial) <b>Eanes, Joseph</b>	4. Social Security No. <b>405-62-4738</b>
---	--

5. County <b>oldham.</b>	6. Contract Number <b>X-8-2047-56</b>	7. Project Number
-----------------------------	--	-------------------

FOLLOW-UP NUMBER 1) **11-1-78** 2) \_\_\_\_\_ Date \_\_\_\_\_

EMPLOYED  
 UNEMPLOYED  
 UNKNOWN

INFORMATION OBTAINED FROM:  
 CLIENT RESPONSE  
 OFFICE RECORDS

8. Interviewer Name <b>Willis B. Ewing, Jr.</b>	9. Station Desk Number <b>1612</b>	10. Title <b>Sr. E.T.S.R.</b>
--	---------------------------------------	----------------------------------

11. COMMENTS **client is back in the reformatory.**



BUREAU FOR MANPOWER SERVICES

CETA FOLLOW-UP INFORMATION

1. Local Office No. <b>1456</b>	2. Type of Program			
	01 <input checked="" type="checkbox"/> Title I	02 <input type="checkbox"/> Title II	03 <input type="checkbox"/> Title III, SYP	04 <input type="checkbox"/> Title III, Sec. 303
	05 <input type="checkbox"/> Special Gov.	06 <input type="checkbox"/> Title VI	07 <input type="checkbox"/> Other	

3. NAME (Last, first, middle initial) <b>Eanes, Joseph</b>	4. Social Security No. <b>405-62-4738</b>
---	--

5. County	6. Contract Number	7. Project Number
-----------	--------------------	-------------------

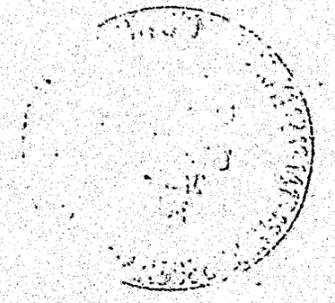
FOLLOW-UP NUMBER 1) \_\_\_\_\_ 2) **2-5-79** Date \_\_\_\_\_

EMPLOYED  
 UNEMPLOYED  
 UNKNOWN

INFORMATION OBTAINED FROM:  
 CLIENT RESPONSE  
 OFFICE RECORDS

8. Interviewer Name <b>Willis B. Ewing, Jr.</b>	9. Station Desk Number <b>1612</b>	10. Title <b>Sr. E.T.S.R.</b>
--	---------------------------------------	----------------------------------

11. COMMENTS **status received from county office.**



EX-OFFENDER

APPENDIX C

CETA-OJT MONTHLY DESK REVIEW

ADD District Balance of State  
 For Month Ending August 1978  
 Local Office \_\_\_\_\_

Page No. \_\_\_\_\_  
On-the-Job Training

\*DENOTES MODIFICATION

CONTRACTOR	CONTRACT NUMBER	Slots Authorized	No. on Board	Total Served	Entering Employment	Other Positive Terminations	Non-Positive Terminations	Manpower Services	TOTAL FUNDS ALLOCATED	CARRY OVER	TOTAL FUNDS EXPENDED (Training) (FY'78)	CONTR PERIO
PURCHASE ADD # 1		26	11	17	2	0	2	2	15,012		3,188	---
PENNYRILE ADD # 2		9	3	5	1	0	0	1	5,637		1,756	---
GREEN RIVER ADD # 3		9	2	4	0	0	2	0	6,350		1,242	---
BARREN RIVER ADD # 4		17	1	16	7	0	2	6	4,870		3,376	---
LINCOLN TRAIL ADD # 5		9	1	3	0	0	1	1	3,705		692	---
KENTUCKIANA ADD # 6		5	2	7	0	0	5	0	7,176		2,685	---
NORTHERN KENTUCKY ADD 7		27	13	26	4	0	9	0	32,099		11,720	---
BUFFALO TRACE ADD # 8		6	6	6	0	0	0	0	6,360		3,591	---
CUMBERLAND VALLEY ADD 13		1	1	1	0	0	0	0	1,400		760	---
LAKE CUMBERLAND ADD 14		16	1	12	2	0	9	0	7,574		5,990	---
BLUEGRASS ADD # 15		3	1	2	0	0	1	0	1,390		1,072	---
GRAND TOTALS		128	42	99	16	0	31	10	91,573		36,072	---

APPENDIX D

Subject's Name \_\_\_\_\_

CETA-OJT TELEPHONE QUESTIONNAIRE (PROBATION/PAROLE OFFICERS)

1. Date placed on probation (month/day/year) \_\_\_\_\_
2. Date released from supervision (month/day/year) \_\_\_\_\_
3. Number prior incarcerations (not including jail) \_\_\_\_\_
4. Length of probation \_\_\_\_\_
5. Attending school at arrest? No  Yes
6. Employed at arrest? No  Yes
7. Number of different jobs held in year prior to arrest \_\_\_\_\_
8. Alcohol problem? No  Yes
9. Drug problem? No  Yes
10. If subject has been arrested since entering CETA, code date: \_\_\_/\_\_\_/\_\_\_
11. Reason (re)incarcerated: Not reincarcerated  P.V.  New charges
12. Most serious crime (new crime) \_\_\_\_\_
13. Current status--still in CETA? No  Yes   
If not, give reason: \_\_\_\_\_
14. New job, salary: \_\_\_\_\_

\*\*\*Check if other information is needed on subject, write down before placing call. (Use back of form if necessary)

APPENDIX E

CONTRACTORS AND POSITIONS BY DISTRICT

District

Contractor

Position

1  
Paducah,  
Mayfield,  
Henderson,  
Madisonville

McNulty Volkswagon  
Mitchell Machine Shop  
Midwestern Solar, Inc.  
Mayfield Septic Tank & Concrete  
Allen Rhodes Ford-Honda  
Wilson Chevrolet-Cadillac, Inc.  
Paducah Rigging Co.  
American Lamp  
Molloy Marine Service  
H. S. Wimberly Saw Mill  
Mac's Printing & Office Supplies  
Central States Veneer  
Osborne Lumberteria  
Hannin Roofing & Sheet Metal  
Cardinal Care, Inc.  
Hamilton Tile & Masonry  
Moors Marina  
C & W Boat Co.  
Gilliam Candy Co.  
Longhorn Leather Shop  
Stembridge Truck Sales  
Quality Business Forms  
Overby Honda  
The Auto Ken-Oak Resort  
Action Motor Co.  
Bastian Wire Co., Inc.  
Kirtley Village Co.  
Ralph Smith Farms  
Smith Meat Processing

used car renov.  
welder, combination  
insulation installer  
truck driver,  
parts clerk  
auto mechanic  
rigger  
lamp shade assembler  
barge hand  
sawmill worker  
job printer  
material handler  
lumber handler  
roofing helper  
nurse aide  
bricklayer/tile setter  
outboard motor mechanic  
sales help  
candy maker helper  
leather worker  
mechanic  
job printer  
motorcycle repairer  
maintenance repairer  
auto mechanic apprentice,  
sawmill worker  
paper hanger  
farm worker  
butcher

contractors - 29

contracts - 36

2  
Hopkinsville,  
Bowling Green,  
Glasgow

Southwest Fence Co.  
Bailey Lumber Co.  
Caveland, Inc.  
Loving Stone Co.  
Nellums Dist. Co.  
Richard Lee Tractor Co.  
Bonanza Mobile Homes  
Gun for Hire  
Crouch & Barton  
Ceramicrome, Inc.  
Gainesville Personal Care Home  
Rockfield Antique  
M & S Refinishing  
Goodyear Tire & Rubber Co.  
Celovos-Smith Foundation Co.

fence erector  
sawmill worker  
cook  
cement mason helper  
driver, sales route  
equipment mechanic  
utility worker  
auto body repairer  
bricklayer apprentice  
production coordinator  
nurse aide  
furniture finisher  
furniture finisher  
tire changer  
concrete block mason

contractors - 15

contracts - 15

District	Contractor	Position
4 Louisville	Ky. Restaurant Equipment Joe Clark Quarry Prospect Boat Works City of Taylorsville Lee Dog Food Co. Colonial Halls Prop., Inc.	electrical appliance srvi quarry worker joiner highway maintenance supv meat-boner nurse aide
	contractors - 6	contracts - 7
5 Owensboro, Elizabethtown	Stephens Early & Late Food & Gas Tri-State Industrial Services, Inc.	carpenter apprentice thermal cutter, electro magnet crane operator, construction equipment operator sawmill worker mechanic sawmill worker concrete worker painter cabinet maker apprentice electrical appliance servicer barrel assembly attendant attendant attendant maintenance repairer produce clerk cook, counter attendant maintenance
	Dunaway Timber Inc. Big O Tire Co. Thomson Heading & Stave Mill Cobble Concrete Pro Painting Contractors J.B.'s Cabinet Shop Grants Appliance Repair Service	
	Bourbon Cooperage Lewis Standard Service Station Campbell's Exxon Glendale Texaco National Linen Service Owen Produce Co. Famous Recipe Fried Chicken	
	Ohio Co. Lanes	
	contractors - 17	contracts - 19
6 Frankfort, Lexington	Parsons Beef Co. Frankfort Glass Co. Becom, Inc. Dailey's Upholstery Belcher's Machine Shop	meat-boner glazier helper maintenance mechanic upholster helper construction equipment mechanic
	contractors - 5	contracts - 6
7 Covington	Weingartner Lumber & Supply Dunkin Donuts Duffy's Car Wash Airtron Inc. Hensley's Poured Foundation Made Rite Co. Inc. Nu Way Drywall John L. Fry Co. Poston Bros. Mechanical Center North Star Drywall, Inc.	millwright donut maker manager trainer furnace installer construction worker punch press operator drywall finisher plumber helper plumber helper carpenter helper

District	Contractor	Position
7 (continued)	Long Construction Co. Reliance Universal Carrol Co. Fiscal Court	construction worker concrete laborer highway maintenance worker
	Ideal Paint Co.	auto body repair, sheet metal worker
	Ace Seat Cover Co. G. I. Manufacturing Co.	auto upholsterer metal fabricating machine operator welder apprentice production coordinator, mechanic drafter
	Summit Welding Crawley Book Machinery	hod carrier
	McIntosh Masonry Melbourne Garage & Auto Sales	auto body repairer, auto mechanic kitchen help landscape labor carpenter assembler kitchen helper
	contractors - 25	contracts - 42
10 Somerset, Corbin	Cumberland Nursery	landscaping and gardener trainee
	William Boyd Builders Lovins Construction Co. Eller Masonry J. P. Hamer Lumber Co. Bustle Brothers Cement Co. Monticello Block Gleason D. Squires D. E. Dunmeyer Construction Co. Stewart's Construction Co. Wesley Radford	carpenter helper carpenter helper cement mason assembler cement mason laborer farm worker carpenter helper operating engineer carpenter labor supervisor aluminum siding installer cook construction worker sawmill worker farm worker sawmill worker cook housecleaning
	Bray's Aluminum Burger Queen Stargel Masonry Co. Watson Lumber Co. James E. Watson Gibson Lumber Co. Famous Recipe Fried Chicken Davis B. Enterprize, Inc.	
	contractors - 19	contracts - 21
12 Maysville	Everman Lumber Co. Maysville Utility Commission	chipper maintainer - water and sewer system machinist apprentice maintenance
	Bryant's Machine Shop Haywood Hospital	
	contractors - 4	contracts - 4

APPENDIX F  
FISCAL YEAR 1978

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2000-57	Weingartner Lumber & Supply	Millwright - 11
X8-2001-57	Dunkin Donuts	Doughnut Maker - 20
X8-2002-50	McNulty Volkswagon	Used Car Renovator - 20
X8-2003-57	Duffy's Car Wash	Manager Trainee - 15
X8-2004-57	Airtron Incorporated	Furnace Installer & Repairman - 11
X8-2005-55	Goodyear Tire & Rubber	Tire Changer - 20
X8-2006-50	Mitchell Machine Shop	Welder, Combination - 20
X8-2007-50	Mid-Western Solar, Inc.	Insulation Installer - 20
X8-2008-55	Celovos-Smith Foundation Company	Concrete Block Mason - 11
X8-2009-61	Cumberland Nursery	Landscaping & Gardner Trainee - 8
X8-2010-62	Everman Lumber Company	Chipper - 21
X8-2011-64	Bustle Brothers Cement Company	Cement Mason - 13
X8-2012-61	William B. Boyd Builders	Carpenter Helper - 11
X8-2013-61	Lovins Construction Company	Carpenter Helper - 11
X8-2014-61	Eller Masonry	Cement Mason - 13
X8-2015-61	J. P. Hamer Lumber Company	Assembler-Production - 21
X8-2016-51	Mayfield Septic Tank & Concrete	Concrete Mixing Truck Driver - 17
X8-2017-57	Hensley Poured Foundation, Inc.	Construction Worker - 20
X8-2018-52	Southwestern Fence Company	Fence Erector - 18
X8-2019-75	J. B.'s Cabinet Shop	Cabinet Maker Apprentice - 1
X8-2020-54	Stephens Early & Late Food & Gas Market	Carpenter Apprentice - 11
X8-2021-52	Bailey Lumber Company	Sawmill Worker - 20

FY '78 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2044-55	Richard Lee Tractor Company	Farm Equipment Mechanic - 12
X8-2045-55	Bonanza Mobile Homes	Mobile Home Lot Utility Worker - 16
X8-2046-56	Joe Clark Quarry	Quarry Worker - 19
X8-2047-56	Prospect Boat Works	Joiner - 12
X8-2048-57	John L. Fry Company	Plumber Helper - 16 Truck Mechanic Helper - 18
X8-2049-57	Poston Brothers Mechanical Center	Plumber Helper - 16
X8-2050-57	North Star Drywall, Inc.	Carpenter Helper - 16 Drywall Applicator - 15
X8-2051-57	Long Construction Company	Construction Worker - 16
X8-2052-62	Bryant's Machine Shop	Machanist Apprentice - 10
X8-2053-54	Ohio County Lanes	Maintenance-Bowling Alley - 1
X8-2054-50	Wilson Chevrolet-Cadillac, Inc.	Auto Mechanist Apprentice - 10 Auto Body Repairer - 12
X8-2055-61	Bray's Aluminum	Aluminum Siding Installer - 1
X8-2056-56	City of Taylorsville	Highway Maintenance Supervisor - 18
X8-2057-54	Pro Painting Contractors	Painter - 18
X8-2058-57	Reliance Universal, Inc.	Concrete Mixing Plant Laborer - 17
X8-2059-55	Gun for Hire	Auto Body Repairer - 12
X8-2060-55	Crouch & Barton	Bricklayer Apprentice - 12
X8-2061-57	Carroll County Fiscal Court	Highway Maintenance Worker - 18
X8-2062-57	Ideal Paint Company	Auto Body Repairman - 12 Sheet Metal Worker - 12
X8-2063-59	Frankfort Glass Company	Glazier, Helper - 16
X8-2064-72	Action Motor Company	Auto Mechanic Apprentice - 9
X8-2065-50	Paducah Rigging Company	Rigger - 9

FY '78 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2022-61	Monticello Block	Laborer, Concrete Plant - 20
X8-2023-73	Caveland, Inc.	Cook, Fish & Chips - 11
X8-2024-63	Compact Car Sales	Auto Body Repairer - 12
X8-2025-57	Made Rite Company, Inc.	Punch Press Operator - 14 Shear Operator - 14
X8-2026-61	Gleason D. Squires	Farmworker, General - 18
X8-2027-55	Loving Stone Company	Cement Mason Helper - 21
X8-2028-57	Nu-Way Drywall	Drywall Finisher - 16 Drywall Applicator - 15
X8-2029-50	Allen Rhodes Ford - Honda	Parts Clerk - 18
X8-2030-55	Nellums Distributing Company	Driver, Sales Route - 11
X8-2031-75	Thompson Heading & Stave Mill	Sawmill Worker - 20
X8-2032-75	Cobble Concrete	Concrete Sculpter - 11
X8-2033-56	Ky. Restaurant Equipment	Electrical Appliance Service - 9
X8-2034-61	D. E. Dunmeyer Construction	Carpenter Helper - 12
X8-2035-61	Stewart's Construction	Operating Engineer - 17
X8-2036-61	Monticello Block	Laborer-Concrete Plant - 20
X8-2037-75	Big O Tire Company	Front End Mechanic - 11
X8-2038-61	Wesley Radford	Carpenter Labor Supervisor - 11
X8-2039-72	Bastian Wire Company, Inc.	Sawmill Worker - 20
X8-2040-62	Maysville Utility Commission	Maintainer-Water & Sewer Systems - 12
X8-2041-54	Tri-State Industrial Services, Inc.	Thermal Cutter - 18 Electro Magnet Crane Operato - 15 Construction Equipment Mech- anic - 9
X8-2042-54	Dunaway Timber Inc.	Sawmill Worker - 20
X8-2043-65	Parsons Beef Company	Boiler, Meat - 18

FY '78 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2066-72	Kirtley Village Company	Paper Hanger - 12
X8-2067-72	Ralph Smith Farms	General Farmworker - 21
X8-2068-72	Smith's Meat Processing Co., Inc.	Butcher, All-round - 12
X8-2069-75	Grants Appliance Repair Service	Electrical Appliance Service - 9
X8-2070-51	American Lamp Company	Lamp Shade Assembler - 18
X8-2071-62	Hayswood Hospital	Cleaner, Hospital - 21
X8-2072-50	Molloy Marine Service	Barge Hand - 21
X8-2073-50	H. S. Wimberly Saw Mill	Sawmill Worker - 20
X8-2074-50	Mac's Printing and Office Supplies	Job Printer - 12
X8-2075-50	Central States Veneer	Material Handler - 21
X8-2076-65	Becom, Inc.	Maintenance Mechanic, Telephone - 12
X8-2077-57	Carroll County Fiscal Court	Highway Maintenance Worker - 18
X8-2078-50	Osborne Lumberteria	Lumber Handler - 21
X8-2079-50	Hannin Roofing & Sheet Metal	Roofing Helper - 12

FISCAL YEAR 1979

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2080-75	Bourbon Cooperage	Barrel Assembly - 16
X8-2081-50	Molloy Marine Service, Inc.	Barge Hand - 21
X8-2082-57	Crawley Book Machinery Company	Machanist Apprentice - 10
X8-2083-65	Parson's Beef Company	Boner, Meat Packing - 18
X8-2084-57	Reliance Universal Inc.	Concrete Mixing Plant Laborer - 17
X8-2085-57	North Star Drywall	Carpenter Helper - 16 Drywall Applicator - 15
X8-2086-50	Central States Veneer	Material Handler - 21
X8-2087-57	Ace Seat Cover Company	Automotive Upholsterer - 12
X8-2088-57	Ideal Paint Contractors	Auto Body Repairman - 12
X8-2089-57	Nu-way Drywall, Inc.	Drywall Finisher - 16 Drywall Applicator - 15
X8-2090-57	G. I. Manufacturing Company	Metal Fabricating Trainee - Machine Operator - 9
X8-2091-57	Summit Welding & Fabricating Company	Welder Apprentice - 15 Laborer - 20
X8-2092-75	Thompson's Heading & Stave Mill	Sawmill Worker - 20
X8-2093-50	Central States Veneer	Laborers - 21
X8-2094-50	Molloy Marine Service	Barge Hand - 21
X8-2095-57	Crawley Book Machinery Company, Inc.	Production Coordinator - 14 Mechanical Drafter - 11
X8-2096-55	Ceramichrome, Inc.	Production Coordinator - 14
X8-2097-57	Ideal Paint Contractors	Auto Body Repairer - 21
X8-2098-59	Dailey's Upholstery	Upholster Helper - 21
X8-2099-61	Burger Queen of Kentucky	Cook, Short Order - 10
X8-2100-57	Carroll County Fiscal Court	Highway Maintenance Worker - 18
X8-2101-51	Cardinal Care, Inc.	Nurse Aide - 17
X8-2102-52	Gainesville Personal Care Home	Nurse Aide - 17

FY '79 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2103-57	McIntosh Masonry	Hod Carrier - 21
X8-2104-75	Lewis Standard Service Station	Automobile Service Station Attendant - 17
X8-2105-55	Rockfield Antique	Furniture Finisher - 12
X8-2106-61	Stargel Masonry Company	Construction Worker I - 16
X8-2107-75	Campbell's Exxon	Automobile Service Station Attendant - 17
X8-2108-61	Lovins Construction Company	Carpenter Helper - 16
X8-2109-56	Lee Dog Food Company	Boner-Meat - 18
X8-2110-57	Melbourne Garage & Auto Sales	Auto Body Repairman - 21 Auto Mechanic - No code level
X8-2111-55	M & S Refinishing	Furniture Finisher - 12
X8-2112-67	Camargo Transmission Repair	Auto Wrecker - 18
X8-2113-57	G. I. Manufacturing	Machine Operator - 9
X8-2114-61	Watson Lumber Company, Inc.	Sawmill Worker - 20
X8-2115-61	James G. Watson	Farmworker, General - 17
X8-2116-61	Gibson Lumber Company	Sawmill Worker - 20
X8-2117-57	Burger Chef Restaurant	Kitchen Helper - No code level
X8-2118-51	Hamilton Tile & Masonry	Bricklayer - 21 Tile Setter Helper - 21
X8-2119-50	Molloy Marine Service	Barge Hand - 21
X8-2120-50	Central States Veneer	Laborer - 21
X8-2121-57	Grounds Maintenance Company	Landscape Laborer - 21
X8-2122-67	Cave Run Comprehensive Care	Manager, Kitchen - 11
X8-2123-57	Reliance Universal	Concrete Mixing Plant Laborer - 17
X8-2124-50	Moors Marina	Outboard Motor Mechanic - SVP 3

FY '79 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2126-75	Glendale Texaco	Auto Service Station Attendant - SVP 3
X8-2127-50	C & W Boat Company, Inc.	Sales Help - SVP 3
X8-2128-57	David Mason Construction	Carpenter, Rough - SVP 7
X8-2129-57	Crawley Book Machinery	Machinist - SVP 7
X8-2130-50	Gilliam Candy Company	Candy Makers Helper - SVP 4
X8-2131-54	National Linen Service	Maintenance Repairer - SVP 5
X8-2132-57	American Sign & Marketing Services, Inc.	Assembler - SVP 2
X8-2133-57	Nu-Way Drywall	Drywall Applicator - SVP 6
X8-2134-57	Ideal Paint Contractors	Auto Body Repairman - SVP 7
X8-2135-50	Longhorn Leather Shop	Leather Worker - SVP 5
X8-2136-57	Frisch's Restaurant	Kitchen Helper - SVP 2
X8-2137-57	McIntosh Masonery	Hod Carrier - No code level
X8-2138-57	Reliance Universal Inc.	Concrete Mixing Plant Laborer - SVP 2
X8-2139-75	Owen Produce Company	Produce Clerk II - SVP 2
X8-2140-65	Belcher's Machine Shop, Inc.	Construction Equipment Mechanic - SVP 7
X8-2141-51	Stembridge Truck Sales-Equipment Company	Mechanic - SVP 7
X8-2142-57	Crawley Book Machinery	Machinist - SVP 7
X8-2143-50	Quality Business Forms	Job Printer - SVP 8
X8-2144-51	Overby Honda	Motorcycle Repairer - SVP 6
X8-2146-50	Molloy Marine Service	Laborer, Shipyard - SVP 2
X8-2148-57	McIntosh Masonery	Bricklayer - SVP 8
X8-2149-61	Division of Famous Recipe Fried Chicken	Cook - SVP 7 Counter Attendant - SVP 2

FY '79 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X8-2150-75	Division of Famous Recipe Fried Chicken	Cook, Short Order - SVP 4 Counter Attendant - SVP 2
X8-2152-50	The Aurora Ken-Oak Resort	Maintenance Repairer - SVP 7
X8-2155-56	Colonial Halls Prop. Inc.	Nurse Aide - SVP 4 Janitor - SVP 3
X8-2156-64	Davis B. Enterprize, Inc.	Cleaner, Housekeeping - SVP 2
X8-2157-56	Lee's Dog Food	Boner, Meat - SVP 4
X8-2160-75	Owen Produce Company	Produce Clerk II - SVP 2

FISCAL YEAR 1980

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X0-2000-50	Paducah Catering	Pantry Goods Maker - SVP 3
X8-2145-50	Hannin Roofing & Sheet Metal Co.	Rofer - SVP 7
X8-2147-50	Central States Veneer	Laborers - SVP 3
X8-2151-65	SMC Pipeline Contractors, Inc.	Construction Worker I - SVP
X8-2125-57	Shipman Industries, Inc.	Sheet Metal Worker - SVP 7
X8-2153-50	D. Lampkins & Sons	Farm Worker, General - SVP 5
X8-2154-75	Glendale Texaco	Automobile Service Station Attendant - SVP 3
X8-2158-52	Mother Goose Nursery	Carpenter, Maintenance - SVP
X8-2159-53	Western Kentucky Rubber Company	Press Tender - SVP 2
X8-2161-61	David Kinser	Manager, Retail - SVP 7
X8-2162-57	Ceramic Coating Company, Inc.	Grinder - SVP 7 Sand Blaster - SVP 6
X0-2001-57	K & K Plumbing	Carpenter, Maintenance - SVP 7
X0-2002-53	Williams Truck & Trailer, Inc.	General Truck Maintenance - SVP 7
X0-2003-52	Home Rug Cleaners	Carpet Layer - SVP 7
X0-2004-51	Overby Honda	Motorcycle Repairer - SVP 6
X0-2005-75	Atlas Pallet, Inc.	Machanist Apprentice - SVP 7
X0-2006-61	Division of Famous Recipe Fried Chicken	Cook - SVP 7
X0-2007-60	Son-Wray Consulting, Inc.	Surveyor Assistant - SVP 7
X0-2008-50	Molloy Marien Service	Laborer, Shipyard - SVP 2
X0-2009-75	Glendale Texaco	Automobile Service Station Attendant - SVP 3
X0-2010-61	Burger Queen of Somerset East, Inc.	Cook, Short Order - SVP 4
X0-2011-65	Ace Printing Company	Printer - SVP 7
X0-2013-54	City of Owensboro	Wastewater, Treatment Plant Operator - SVP 6

FY ' 80 (Con't)

<u>Contract Number</u>	<u>Contractor</u>	<u>Position &amp; Skill Code</u>
X0-2014-75	Hub City Moving & Storage	Van Driver Helper - SVP 3
X0-2015-75	de's Shell	Automobile Service Station Attendant - SVP 3
X0-2016-60	Danco Insulation Company	Blower Insulator - SVP 5
X0-2017-75	Hub City Moving & Storage	Van Driver Helper - SVP 3
X0-2018-60	C & C Teletronics, Inc.	PBX Installer - SVP 6
X0-2019-75	Lee's Dog Food Company	Skinner - SVP 2

APPENDIX G

District

Position

1  
Paducah,  
Mayfield,  
Henderson,  
Madisonville

Sales Clerks (2)  
Hospital Attendants (1)  
Baker (2)  
Animal Slaughterer (1)  
Mechanic (1)  
Marine Mechanic (1)  
Sawmill Worker (3)  
Furniture & Leather Worker (1)  
Auto Body Shop Worker (1)  
Paper Hanger (1)  
Brick Mason (1)  
Plumber (1)  
Roofer (2)  
Truck Driver (1)  
Dock Worker (12)  
Material Handler (16)  
Typesetter (2)

2  
Hopkinsville,  
Bowling Green,  
Glasgow

Sales & Delivery (1)  
Hospital Attendant (1)  
Mechanic (1)  
Farm Equipment Mechanic (1)  
Furniture Finisher (1)  
Brick Mason (4)  
Misc. Construction Worker (9)  
Dock Worker (1)

4  
Louisville

Animal Slaughterer (4)  
Small Appliance Repairer (1)  
Carpenter Apprentice (4)  
Dock Worker (1)

5  
Owensboro,  
Elizabethtown

Misc. Manager (1)  
Cabinet Maker (2)  
Sawmill Workers (3)  
Thermal Cutter (2)  
Dock Worker (2)  
Gas Station Attendant (3)

6  
Frankfort,  
Lexington,  
Winchester

Misc. Manager (1)  
Production Clerk (1)  
Animal Slaughterer (4)  
Textile Worker (1)  
Welder (1)

District

Position

7  
Covington

Misc. Manager (3)  
Chefs and Cooks (1)  
Kitchen Helper (1)  
Landscape Laborer (1)  
Metal Processor (1)  
Glazier (1)  
Stone, Clay, Glass Processors (8)  
Machine Shop Worker (3)  
Die Punch Metal (3)  
Metal Fabricator (1)  
Air Conditioner/Furnace Repairer (1)  
Sheet Metal Workers (5)  
Auto Body Shop (2)  
Thermal Welder (1)  
Plasterers/Drywallers (6)  
Plumber (1)  
Misc. Construction (10)  
Dock Workers (4)

10  
Somerset,  
Corbin

Misc. Manager (1)  
Chefs and Cooks (2)  
Glass, Stone, Clay Processor (1)  
Sawmill Worker (1)  
Bench Metal Worker (1)  
Cement & Concrete Finisher (1)  
Equip. Operator (Bulldozer) (1)  
Carpenter Apprentice (1)  
Insulation Installer (1)  
Misc. Construction (2)  
Small Truck Driver (1)

12  
Maysville

Sawmill/Lumber Worker (1)  
Plumber Helper (3)  
Misc. Manager (2)

**END**