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CALIFORNIA YOUTH AUTHORITY'S

AFFIRMATIVE ACTION STATISTICS: Report No. 15

AS OF MARCH 31, 1981

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INTRODUCTION

This is the fifteenth semiannual report describing the status of the Youth Authority's Affirmative Action Program, which was formally adopted in the spring of 1974. Two sources of information concerning the employment of ethnic minorities and women were used to prepare this report. The Youth Authority's internal reporting system provided distributions of personnel within parole regions and headquarters offices. In addition, State Personnel Board records supplied information for other employees. The personnel information contained in the current report describes affirmative action trends during the 12-month period ending March 31, 1981.

In addition to the personnel statistics, comparative data are presented which show the ethnic distribution of the Youth Authority ward population for the three quarterly reporting periods ending March 31, 1981. These data were provided by the Information Systems Section of the Division of Research.

Policy Statement (Guidelines)

It is the policy of the Youth Authority to engage in an Affirmative Action Program in order to attain the condition of equal employment opportunity.

Affirmative action is an active effort to correct the effects of past discrimination by recruiting, employing, and promoting qualified members of groups that have been excluded by past personnel practices. Affirmative action is more than passive nondiscrimination; it is an active means toward the end result - equal employment opportunity.

Equal employment opportunity is the right of all persons to be accorded full and equal consideration for employment, retention, and advancement on the basis of merit.

In December 1976, the Law Enforcement Assistance Administration amended its affirmative action guidelines to reflect the "relevant labor market" instead of the "service population." With the adoption of the "relevant labor market" standard by the Law Enforcement Assistance Administration, this Department retained the service population standard and the formula it used to implement the standard from September 1974.

This means the Department of the Youth Authority has a more stringent standard than the "relevant labor market." The transition to parity is a planned and carefully monitored process. In eliminating deficiencies in the composition of our workforce, we must proceed in a way which does not abridge the rights of any individual to equal employment opportunity.

The Department's affirmative action goals for Black, Spanish Surnamed, Asian, Native American, Filipino, and Other Minorities are based on "service population."

The Youth Authority's guidelines state that minority employment should represent seventy percent of the minorities in the service population. Goals for females are based on the Equal Employment Opportunity Commission (EEOC) guidelines.

The EEOC guidelines state that the proportion of women employees should be equal to their proportion in the full-time California labor force.

The Youth Authority is mandated by State law (Government Code Section 19230 through 19237) to provide equal opportunity

in employment for all qualified disabled persons on the basis of merit and to prohibit discrimination based on disability.

The State Personnel Board has established that 6.3 percent of State agency employees should be persons having speech, hearing, visual, physical, or developmental disabilities.

Goals vs. Quotas

In striving to attain a balanced workforce through affirmative action, Youth Authority employs goals rather than quotas. Goals are realistic objectives which we attempt to achieve on a timely basis within the context of the State civil service merit system. Goals and timetables are projections based on departmental turnover rate, growth/decline, labor force data, and population statistics; these are indicators by which we measure the success of affirmative action efforts.

Quotas are absolute numbers or proportions of individuals who must be hired on the basis of membership in a particular group (sex, race, etc.), without regard to merit system principles. Quotas are incompatible with merit system principles because they restrict employment/advancement opportunities to members of particular groups. Quotas are generally imposed by courts only when past discrimination has been found, and quotas are imposed as a means to correct the injustice. This has been thought to be the general state of the law until recently. However, there are some legal opinions which, in effect, state that quotas cannot be imposed to remedy past discrimination if, in fact, they discriminate against persons not responsible for the discrimination.

HIGHLIGHTS

- The proportion of minorities among total Youth Authority personnel showed a gain of 3.7 percent during the 12-month period ending March 31, 1981. There was an increase of 0.6 percentage point for women.
- An analysis shows that the Department's total personnel on March 31, 1981, included 2,000 minorities or 39.7 percent of the total workforce. The Department's Affirmative Action Annual Goal for minority personnel is 37.4 percent of the workforce. The Affirmative Action Annual Goal for women is 36.3 percent.
- Following is an analysis of the Youth Authority staffing by ethnic groups and how this March 31, 1981 staffing compared with Affirmative Action Goals:
 - Black, 20.0 percent of the workforce; 0.4 percentage point below the goal.
 - Spanish Surnamed, 14.4 percent; 0.7 percentage point above the annual goal.
 - Asian, 2.5 percent; 0.7 percentage point above the goal.
 - Native American, 0.3 percent; 0.4 percentage point below the goal.
 - Filipino, 0.5 percent; at the annual goal.
 - Other Minorities, 0.9 percent; 0.6 percentage point above the goal.

- The 3.7 percent gain among all minorities over the year was found in Spanish Surnamed, 1.4 percent; Black, 1.4 percent; Asian, 0.2 percent. Native American, Filipino, and Other Minorities remained unchanged.
- During the six-month period ending March 31, 1981, 253 additional full-time personnel were hired. Of these 253, 132 or 52.2 percent were minorities. The new hires included 26.9 percent Black, 23.3 percent Spanish Surnamed, 0.4 percent Native American, 1.2 percent Filipino, and 0.4 percent for Other Minorities. An analysis by sex showed 148 or 58.4 percent were male and 105 or 41.6 percent were female.
- Full-time minority employees represented 26.3 percent of headquarters personnel, 37.8 percent facility (reception centers, institutions and camps) personnel, and 42.6 percent of the parole workforce. For the Department as a whole, 37.0 percent of full-time personnel were minorities. Full-time female personnel constituted 54.9 percent of headquarters employees, 28.3 percent of facility personnel, 36.6 percent of parole personnel or 34.9 percent of the Department's total staff.
- The proportions of full-time female and minority personnel were further analyzed according to major occupational categories among Client-Serving staff and Support staff. The Department met its Affirmative Action Goal for Black personnel of 20.4

percent in the major Client-Serving categories, (Teacher, Treatment and Security) but fell short of the goal in the Other Client-Serving category.

The Department surpassed its goal for Spanish Surnamed employees of 13.7 percent in two categories (Security and Treatment) and failed to attain the goal in the other two categories (Teacher and Other Client-Serving). Asian employees were slightly below the Department's goal of 1.8 percent in all categories except Treatment. Filipino employees met the Department's goal of 0.5 percent in one category (Teacher) but fell short of the goal in all other categories. Other Minorities met the Department's goal of 0.3 percent in three categories (Teacher, Treatment, and Security) but fell below in the Other Client-Serving category. The Department did not meet its goal for Native Americans of 0.7 percent in any category. Female personnel were below the Department's goal of 36.3 percent in all major Client-Serving categories.

.... Full-time Black and Spanish Surnamed personnel had proportions below the Department's goal (20.4 and 13.7 percent respectively) in each of the support service categories (Administrative, Professional, Technical, Trades, and Clerical). Asian employees surpassed the Department's goal of (1.8 percent) in five of the support service categories (Administrative, Professional, Trades, Technical, and Clerical). Native Americans were below the Department's goal of 0.7 percent in all

support service categories except one (Technical and Related). Filipino personnel exceeded the Department's goal of 0.5 percent in all categories except Administrative. Other Minorities exceeded the Department's goal of 0.3 percent in all categories except Technical and Related. Full-time personnel were below the Department's Affirmative Action Goal (36.3 percent) in the Administrative and Trades categories (15.0 and 24.9 percent respectively) but exceeded the goal in the Clerical (92.3 percent), Technical and Related (91.7 percent), and Professional (49.5 percent) categories.

On the following page is the total State Civil Service Workforce as of March 1980 as compared with Department of the Youth Authority's workforce as of March 31, 1981.

An analysis of Youth Authority's service population as of March 31, 1981 as follows:

Comparison of Total State Civil Service Workforce
For March 1980 as Compared to the Department of Youth Authority's
Workforce as of March 1981

TABLE 1
TOTAL STATE CIVIL SERVICE WORKFORCE

1980	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WORKFORCE	140,272	103,122	12,920	15,024	6,620	770	2,184	1,632
TOTAL %	100.0	73.5	9.2	9.3	4.7	0.5	1.6	1.2
Male %	53.7	54.7	44.16	49.83	59.55	51.77	39.06	58.33
Female %	47.2	45.3	55.84	50.17	50.45	48.83	60.94	41.67

TOTAL YOUTH AUTHORITY WORKFORCE

1981	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WORKFORCE	5,169	3,169	1,035	743	131	17	27	47
TOTAL %	100.0	61.3	20.0	14.4	2.5	0.3	0.5	0.9
Male %	67.0	64.0	65.2	71.7	58.0	41.2	59.3	76.6
Female %	33.0	36.1	34.8	28.3	42.0	58.8	40.7	23.4

ETHNIC GROUP DISTRIBUTION OF YOUTH AUTHORITY SERVICE POPULATION
AS OF SEPTEMBER 1978

1981	TOTAL	WHITE	BLACK	SS/S	ASIAN	NAT/AMER	FILIPINO	OTHER
WARD POPULATION	12,292	4,155	4,323	3,511	77	110	38	78
TOTAL %	100.0	33.8	35.2	28.6	0.6	0.9	0.3	0.6
Male %	95.8	95.0	96.4	96.3	98.7	86.4	4.8	97.5
Female %	4.2	5.0	5.6	3.7	1.3	13.6	5.2	2.5

DEPARTMENT AFFIRMATIVE ACTION TRENDS

Table 1a shows the Affirmative Action Goals for March 1981 as compared with the actual percent distribution of the Youth Authority workforce classified by sex/ethnic group. For the Combined Minority, the actual proportion of departmental employees was 2.3 percentage points above the projected goal (37.4 percent). The proportion of Black personnel was 0.4 percentage point below the projected goal; Spanish Surnamed met the projected goal of 13.7 percent. Native American personnel was 0.4 percentage point below the projected goal, and the Department met the projected annual goal for Filipino personnel. Other Minorities personnel exceeded the projected goal by 0.6 percentage point.

TABLE 1a

Comparison of Affirmative Action Goals for March 1981
with Actual Percent Distributions of Ethnic Groups, Females
and Disabled Personnel in Youth Authority

Ethnic Groups, Female Personnel, and Disabled Representation	Goals	Actual*	Percentages Point Differences	Increase or Decrease Since Sept. 1980
ETHNIC GROUP				
Combined Minority....	37.4	39.7	2.3	2.5
Black.....	20.4	20.0	-0.4	0.7
Spanish Surnamed.....	13.7	14.4	0.7	0.6
Asian.....	1.8	2.5	0.7	Parity
Native American.....	0.7	0.3	-0.4	-
Filipino.....	0.5	0.5	-	Parity
Other Minorities.....	0.3	0.9	0.6	Parity
FEMALE PERSONNEL.....	36.3	34.9	-1.4	0.6
**Disabled Representation	6.3	3.7	-2.6	-0.5

*Shown as percent of total Youth Authority personnel (5,169)
**State Personnel Board report of September 1980

The table shows Female personnel was 1.4 percentage points below the projected goal of 36.3 percent.

To facilitate attainment of Affirmative Action Goals, the Department will continue to review personnel policies and procedures, validate examinations for job relatedness, train qualifications appraisal panels, and monitor closely the composition of the panels.

TABLE 2

Ethnic Group Distribution of Youth Authority Ward Population
March 31, 1980 - March 31, 1981

Ethnic Group	March 1980		Sept. 1980		March 1981	
	#	%	#	%	#	%
TOTAL WARDS.....	11,524	100.0	11,878	100.0	12,292	100.0
White.....	4,104	36.3	4,104	35.6	4,155	33.8
Combined Minority.....	7,250	64.2	7,739	65.7	8,137	66.2
Black.....	3,933	34.1	4,103	34.5	4,323	35.2
Spanish Surnamed.....	3,194	27.7	3,359	28.1	3,511	28.6
Asian.....	67	0.6	71	0.6	77	0.6
Native American.....	126	1.0	115	1.0	110	0.9
Filipino.....	41	0.3	41	0.3	38	0.3
Other Minorities.....	63	0.5	70	0.6	78	0.6

Note: Due to rounding, percentages may not add up to 100.0 percent in the tables of this report.

Table 2 shows a combined 2.0 percentage points increase in the proportion of minority wards over the past three reporting periods. This percentage increase was mainly among Spanish Surnamed wards, 317 (0.9 percentage point), Black, 390 (1.1 percentage points), Asian, 10 (no change in percentage point) and Other Minorities wards, 15 (0.1 percentage point). Decreases were in Native American and Filipino wards.

TABLE 3

Ethnic Group Distribution of Youth Authority Personnel
March 31, 1980 - March 31, 1981

Ethnic Group	March 1980		Sept. 1980		March 1981	
	#	%	#	%	#	%
TOTAL*.....	4,981	100.0	5,094	100.0	5,169	100.0
White.....	3,187	64.0	3,198	62.8	3,169	61.3
Combined Minority.....	1,794	36.0	1,896	37.2	2,000	38.6
Black.....	927	18.6	982	19.3	1,035	20.0
Spanish Surnamed.....	663	13.3	704	13.8	743	14.4
Asian.....	117	2.3	125	2.5	131	2.5
Native American.....	14	0.3	13	0.3	17	0.3
Filipino.....	29	0.6	26	0.5	27	0.5
Other Minorities.....	44	0.9	46	0.9	47	0.9

Table 3 indicates that the percentage of Combined Minority personnel increased 2.6 percentage points during the year ending March 1981. Black personnel increased by 1.4; Spanish Surnamed by 1.1; Asian by 0.2; Filipino decreased by 0.1; Native American and Other Minorities personnel remained unchanged.

TABLE 4

Ethnic Group Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
March 31, 1980 - March 31, 1981

Ethnic Group	Full-Time Only						Other Than Full-Time					
	March 1980		Sept. 1980		March 1981		March 1980		Sept. 1980		March 1981	
	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL	3,885	100.0	3,912	100.0	3,967	100.0	1,096	100.0	1,182	100.0	1,202	100.0
White.....	2,528	65.1	2,510	64.2	2,500	63.0	659	60.1	688	58.2	669	55.7
Combined Minority.....	1,357	34.9	1,402	35.8	1,467	37.0	437	39.9	494	41.8	533	44.3
Black.....	686	17.7	711	18.2	750	18.9	241	22.0	271	22.9	285	23.7
Spanish Surnamed...	515	13.3	531	13.6	552	13.9	148	13.5	173	16.6	191	15.9
Asian.....	93	2.4	98	2.5	99	2.5	24	2.2	27	2.3	32	2.7
Native American....	10	0.3	10	0.3	13	0.3	4	0.4	3	0.3	4	0.3
Filipino.....	22	0.6	20	0.5	22	0.6	7	0.6	6	0.5	5	0.4
Other Minorities...	31	0.8	32	0.8	31	0.8	13	1.2	14	1.2	16	1.3

Table 4 shows the number and percent of the Youth Authority workforce according to Full-Time and Other Than Full-Time status, as well as by ethnic composition, for the last three reporting periods. Among the Combined Minority personnel, there was an overall increase for both Full-Time employees and Other Than Full-Time employees of 2.1 percent and 4.4 percent respectively. The increase in Full-Time minority personnel occurred among the Black (1.2 percent), and Spanish Surnamed (0.6 percent). The increase in Other Than Full-Time minority personnel occurred among the Black (1.7 percent), and Spanish Surnamed (2.4 percent).

TABLE 5
Sex Distribution of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
March 31, 1980 - March 1981

Employment Status by Sex	March 1980		Sept. 1980		March 1981	
	#	%	#	%	#	%
TOTAL.....	4,981	100.0	5,094	100.0	5,169	100.0
Male.....	3,270	65.7	3,315	65.1	3,369	65.1
Female.....	1,710	34.3	1,779	34.9	1,802	34.9
<hr/>						
FULL-TIME EMPLOYMENT.....	3,885	100.0	3,912	100.0	3,967	100.0
Male.....	2,669	68.7	2,675	68.4	2,697	68.0
Female.....	1,216	31.3	1,237	31.6	1,270	32.0
OTHER THAN FULL-TIME EMPLOYMENT.....	1,096	100.0	1,182	100.0	1,202	100.0
Male.....	601	54.9	640	54.1	670	55.7
Female.....	495	45.1	542	45.9	532	44.3

Table 5 shows Youth Authority personnel by sex and Full-Time as compared to Other Than Full-Time status for the last three reporting periods. During the 12-month period, the proportion of females employed Full-Time increased by 0.7 percentage point or 54. A decrease was reflected among the Other Than Full-Time female personnel of 0.8 percentage point.

TABLE 6
Sex and Ethnic Group of Youth Authority Personnel
by Full-Time and Other Than Full-Time Status
As Of March 31, 1981

Sex and Ethnic Group	Full-Time Only		Other Than Full-Time	
	#	%	#	%
TOTAL	3,967		1,202	
MALE.....	2,697	100.0	670	100.0
White.....	1,644	61.0	380	56.7
Combined Minority.....	1,053	39.0	290	44.3
Black.....	538	19.9	137	20.4
Spanish Surnamed.....	413	15.3	120	17.9
Asian.....	59	2.2	17	2.5
Native American.....	5	0.2	2	0.3
Filipino.....	12	0.4	4	0.6
Other Minorities.....	26	1.0	10	1.5
FEMALE.....	1,270	100.0	532	100.0
White.....	856	67.4	289	54.3
Combined Minority.....	414	32.6	243	45.7
Black.....	212	16.7	148	27.8
Spanish Surnamed.....	139	10.9	71	13.3
Asian.....	40	3.1	15	2.8
Native American.....	8	0.6	2	0.4
Filipino.....	10	0.8	1	0.2
Other Minorities.....	5	0.4	6	1.1

Shown in Table 6 is a more detailed comparison between Full-Time and Other Than Full-Time Youth Authority personnel by sex and ethnicity. Among both males and females there were smaller proportions of minorities employed Full-Time as compared to Other Than Full-Time.

From another perspective, Full-Time minority employment was more likely to be held by males than females (39.0 percent males as compared to 32.6 percent females). This difference was apparent for both Black personnel (19.9 percent males as compared to 16.7 percent females) and Spanish Surnamed personnel (15.3 percent males as compared to 10.9 percent females). By contrast, the proportion of Full-Time Asian employees was larger among females (3.1 percent) than males (2.2 percent).

TABLE 7
Ethnic and Sex Distribution for Full-Time Personnel
by New Hires and Rehires, Promotions, and Separations
September 30, 1980 - March 31, 1981

Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	258	100.0	189	100.0	182	100.0
White.....	121	47.8	89	47.0	126	69.2
Combined Minority.....	132	52.2	100	53.0	56	30.8
Black.....	68	26.9	56	28.6	37	20.3
Spanish Surnamed...	59	23.3	35	18.5	13	7.2
Asian.....	-	-	7	3.8	6	3.3
Native American....	1	0.4	-	-	-	-
Filipino.....	3	1.2	1	0.5	-	-
Other Minorities...	1	0.4	1	0.5	-	-
Female.....	105	41.6	66	34.9	75	41.2
Male.....	148	58.4	123	65.1	107	58.8

Featured in Table 7 are the numbers and percentages of Full-Time personnel by ethnic group and sex composition for New Hires and Rehires, Promotions, and Separations during the six-month period ending March 31, 1981. These statistics are detailed in Table 8 as to male and female personnel. The following factors stand out in these two tables.

There were 253 full-time New Hires and Rehires during the six-month reporting period (Table 7). The greater proportions of New Hires and Rehires in the Combined Minority group were among Black (26.9 percent) and Spanish Surnamed (23.3 percent) personnel. Female personnel constituted 41.6 percent of the New Hires and Rehires, a decrease of 0.1 percent since the last reporting period.

Table 7 also shows there were 189 Promotions during the six-month period. The greater proportions of Promotions in the Combined Minority group were among Black (28.6 percent) and Spanish Surnamed (18.5 percent) personnel. Female personnel constituted 34.9 percent or 66 Promotions.

According to Table 7, the larger proportions of the total Separations in the Combined Minority group were among Black (20.3 percent) and Spanish Surnamed (7.2 percent) personnel. Female personnel constituted 41.2 percent of Separations.

As seen in Table 8, New Hires and Rehires were proportionately higher among Males (58.5 percent) than Females (41.5 percent). These figures represent an increase of 0.2 percent for males and a decrease of 0.2 percent for females.

In Table 8, Combined Minority males constitute (30.0 percent) of the total Promotions while Combined Minority females constituted (22.9 percent) of the total Promotions.

Among minority females, Black and Spanish Surnamed received the greater percentages of Promotions (9.5 and 6.3 percent respectively). Among minority males, Black and Spanish Surnamed received the greater percentages of Promotions (20.1 and 12.2 percent respectively).

TABLE 8
New Hires and Rehires, Promotions, and Separations for Full-Time Employees
by Ethnic Group and Sex
September 30, 1980 - March 31, 1981

Sex by Ethnic Group	New Hires and Rehires		Promotions		Separations	
	#	%	#	%	#	%
TOTAL.....	253	100.0	189	100.0	182	100.0
FEMALE.....	105	41.5	66	34.9	75	41.2
White.....	49	19.4	35	18.5	47	25.8
Combined Minority.....	56	22.1	31	16.4	28	15.4
Black.....	31	12.3	18	9.5	20	11.0
Spanish Surnamed...	23	9.1	12	6.3	4	2.2
Asian.....	-	-	-	-	4	2.2
Native American....	1	0.4	-	-	-	-
Filipino.....	1	0.4	-	-	-	-
Other Minorities...	-	-	1	0.5	-	-
MALE.....	148	58.5	123	65.1	107	58.8
White.....	72	28.5	54	28.6	79	43.4
Combined Minority.....	76	30.0	69	36.5	28	15.4
Black.....	37	14.6	38	20.1	17	9.3
Spanish Surnamed...	36	14.2	23	12.2	9	9.3
Asian.....	-	-	7	3.7	2	1.1
Native American....	-	-	-	-	-	-
Filipino.....	2	0.8	1	0.5	-	-
Other Minorities...	1	0.4	-	-	-	-

As seen in Table 8, the proportions of the total Separations were equal for Combined Minority Females (15.4 percent) and for Combined Minority Males (15.4 percent).

DISTRIBUTION OF FACILITY PERSONNEL

Tables 9 and 10 display the proportions of named minorities and female personnel employed at Youth Authority facilities as of March 31, 1981.

TABLE 9

Ethnic Group Distribution by Facility
for Full-Time Youth Authority Personnel
(in Percent*)

As Of March 31, 1981

Facility	Total Number	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
Total Facilities.....	3,131	62.2	37.8	19.2	15.0	2.0	0.3	0.5	0.8
NRCC.....	210	63.8	36.2	20.5	9.0	3.8	-	1.0	1.9
SRCC.....	245	53.1	46.9	21.2	19.6	2.4	-	2.4	1.2
SCYC.....	5	40.0	60.0	-	60.0	-	-	-	-
NCYC.....	202	70.3	29.7	12.9	9.9	5.4	0.5	-	1.0
O. H. Close.....	159	54.1	45.9	26.4	13.8	3.1	1.9	0.6	-
Karl Holton.....	149	64.4	35.6	19.5	12.1	3.4	-	-	0.7
DeWitt Nelson.....	137	61.3	38.7	16.8	16.8	4.4	-	-	0.7
Preston.....	350	81.4	18.6	12.0	4.9	0.9	-	0.3	0.6
El Paso de Robles.....	284	76.1	23.9	8.5	14.1	1.1	-	-	0.4
Fred C. Nelles.....	307	41.0	59.0	30.6	24.4	2.0	0.7	1.3	-
YTS.....	596	52.2	47.8	27.2	18.3	0.7	0.2	-	1.5
Ventura.....	335	67.5	32.5	15.2	14.3	1.5	0.3	0.3	0.9
Camps.....	152	73.0	27.0	7.9	17.8	1.3	-	-	-

* Percentages shown for each facility are based on the total number indicated in the first column.

The facilities which included relatively large percentages (approximately 9 to 21 percentage points greater than for the total facilities) of minority employees were YTS, SRCC and Fred C. Nelles. Similarly, a relatively large percentage of female personnel was reported for Ventura.

TABLE 10

Sex Distribution by Facility for Full-Time Youth Authority Personnel

As Of March 31, 1981

Facility	Total	Male		Female	
		#	%	#	%
Total Facilities.....	3,131	2,246	71.7	885	28.3
NRCC.....	210	127	60.5	83	39.5
SRCC.....	245	160	65.3	85	34.7
SCYC.....	5	2	40.0	3	60.0
NCYC.....	202	121	59.9	81	40.1
O. H. Close.....	159	135	84.9	24	15.1
Karl Holton.....	149	115	77.2	34	22.8
DeWitt Nelson.....	137	115	83.9	22	16.1
Preston.....	350	274	78.3	76	21.7
El Paso de Robles.....	284	215	75.7	69	24.3
Fred C. Nelles.....	307	211	68.7	95	31.3
YTS.....	596	470	78.9	126	21.1
Ventura.....	335	176	52.5	159	47.5
Camps.....	152	125	82.2	27	17.8

* Percentages shown for each facility are based on the total number indicated in the first column.

DISTRIBUTION OF PAROLE REGION PERSONNEL

Table 11 shows ethnic and sex distribution of full-time parole personnel in each of the four parole regions. Parole personnel included a substantially larger proportion of minorities than the total Youth Authority workforce (42.6 percent as compared to 39.7 percent respectively).

Among the four parole regions, the greater proportions of Black employees were in Regions I and III (33.8 and 41.4 percent respectively), while the smallest (3.5 percent) was in Region IV. Spanish Surnamed personnel had the larger proportions (16.6 and 14.5 percent respectively) in Regions III and II and the smallest (6.3 percent) in Region I. Asian proportions ranged from 2.4 to 4.3 percent in the four regions. The number of Native American, Filipino, and Other Minorities personnel were too small to make meaningful comparisons.

Parole personnel included a similar number of females when compared to the full-time departmental workforce (36.6 percent as compared to 34.9 percent). Relatively large percentages of female personnel were employed in Regions III and II (38.6 and 36.2 percent respectively), while the proportion was the lowest in Region I (33.7 percent).

TABLE 11
Ethnic Group and Sex Distributions by Parole Region for Full-Time
Youth Authority Personnel*
March 31, 1981

Ethnic Group and Sex	Total Parole		Region I		Region II		Region III		Region IV	
	#	%	#	%	#	%	#	%	#	%
TOTAL.....	380	100.0	80	100.0	69	100.0	145	100.0	86	100.0
White.....	218	57.4	44	55.0	49	71.0	56	38.6	69	80.2
Combined Minority.....	162	42.6	36	45.0	20	29.0	89	61.4	17	19.8
Black.....	96	25.3	27	33.8	6	8.7	60	41.4	3	3.5
Spanish Surnamed...	51	13.4	5	6.3	10	14.5	24	16.6	12	14.0
Asian.....	9	2.4	2	2.5	3	4.3	4	2.8	-	-
Native American....	1	0.3	1	1.3	-	-	-	-	-	-
Filipino.....	2	0.5	1	1.3	-	-	-	-	1	1.2
Other Minorities...	3	0.8	-	-	1	1.4	1	0.7	1	1.2
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Male.....	241	63.4	53	66.3	44	63.8	89	61.4	55	64.0
Female.....	139	36.6	27	33.7	25	36.2	56	38.6	31	36.0

DISTRIBUTION OF HEADQUARTERS PERSONNEL

Table 12 focuses on the ethnic group composition and sex of full-time headquarters personnel, Executive Office, and the departmental branches. Overall, minority personnel represented 26.3 percent, while female personnel constituted 54.9 percent of the full-time workforce in the headquarters.

The largest proportion of minority personnel was reported for the Executive Office (41.4 percent) and the smallest proportion for the Parole Services Branch headquarters (19.0 percent). Black personnel was proportionately largest (24.1 percent) in the Executive Office and smallest in the Parole Services Branch headquarters (0.0 percent). Spanish Surnamed employees were proportionately largest in the Parole Services (14.3 percent) and smallest (2.0) in the Planning, Research, Evaluation, and Development Branch headquarters. The largest proportion of Asian employees (10.3 percent) was in the Executive Office. The largest proportion of Filipino employees was in the Parole Services Branch headquarters. The number of Native American and Other Minorities personnel were too small to make meaningful comparisons.

Relatively large proportions of female personnel were employed in the Management Services Branch, Planning, Research, Evaluation, and Development Branch, Executive Office, and Parole Services Branch headquarters (63.8, 54.0, 55.2, and 52.4 percent respectively), and the smallest proportion was in Institutions & Camps Branch headquarters (43.7 percent).

TABLE 12
Ethnic Group and Sex Distributions of Full-Time Personnel
In Youth Authority Headquarters
As of March 31, 1981

Ethnic Group and Sex	Total		Executive Office		Management Services Branch		PRED Branch		P&CC Branch		Parole Branch Headquarters		I & C Branch Headquarters	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL.....	410	100.0	29	100.0	163	100.0	50	100.0	62	100.0	21	100.0	85	100.0
White.....	302	73.7	17	58.6	122	74.8	40	80.0	42	67.7	17	81.0	64	75.3
Combined Minority.....	108	26.3	12	41.4	41	25.2	10	20.0	20	32.3	4	19.0	21	24.7
Black.....	44	10.7	7	24.1	12	7.4	5	10.0	8	12.9	-	-	12	14.1
Spanish Surnamed.....	28	6.8	2	6.9	12	7.4	1	2.0	6	9.7	3	14.3	4	4.7
Asian.....	25	6.1	3	10.3	12	7.4	3	6.0	3	4.8	-	-	4	4.7
Native American.....	4	1.0	-	-	2	1.2	-	-	1	1.6	-	-	1	1.2
Filipino.....	5	1.2	-	-	2	1.2	1	2.0	1	1.6	1	4.8	-	-
Other Minorities.....	2	0.5	-	-	1	0.6	-	-	1	1.6	-	-	-	-
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Male.....	185	45.1	13	44.8	59	36.2	23	46.0	32	51.6	10	47.6	48	56.5
Female.....	225	54.9	16	55.2	104	63.8	27	54.0	30	48.4	11	52.4	37	43.5

DISTRIBUTION BY OCCUPATIONAL CATEGORIES

The remaining portion of this report deals with Youth Authority personnel classified by minority group and sex and categorized according to "Client-Serving" and "Support Staff" functions. Client-Serving refers to employees who provide direct services to wards in Youth Authority facilities and parole regions as the basic part of their job functions. Support staff are those who furnish indirect services, such as administrative, logistical, evaluative, and related functions required by Client-Serving employees. See Appendix I for identification of classes used in Table 13 through 16.

Table 13 shows the ethnicity of full-time Client-Serving staff by occupational categories. Of the 2,493 Client-Serving staff, 42.4 percent were minorities, of which 23.5 percent were Black, 15.8 percent were Spanish Surnamed, 1.7 percent Asian, 0.3 percent were Native American, 0.2 percent were Filipino, and 0.8 percent were Other Minorities.

The Department exceeded the Affirmative Action Goal of 20.4 percent for Black personnel in the Teacher, Treatment and Security categories, and was below in the Other Client-Serving category. The proportions of Spanish Surnamed personnel were considerably below the Department's goal of 13.7 percent in the Teacher category, exceeded the goal in the Treatment and Security and were below in the Other Client-Serving category. Asian employees achieved the Department's goal of 1.8 percent in the Teacher and Treatment categories. Native American and Filipino employees were too few to permit meaningful statistical comparisons in occupational categories. Other Minorities exceeded the Departmental's goal of 0.3 percent in all categories except Other Client-Serving.

TABLE 13

Ethnic Group by Occupational Category for Full-Time Youth Authority Client-Serving Staff
(In Percent*)
As Of March 31, 1981

Occupational Category	Total	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....									
TOTAL CLIENT-SERVING STAFF	2,493	57.6	42.4	23.5	15.8	1.7	0.3	0.2	0.8
TEACHER	404	64.9	35.1	22.3	8.4	1.7	0.5	0.7	1.5
Supervisory.....	31	71.0	29.0	22.6	6.5	-	-	-	-
Academic.....	210	68.1	31.9	21.0	5.7	2.4	-	1.0	1.9
Recreation/P.E.....	35	57.1	42.9	22.9	14.3	-	-	2.9	2.9
Vocational.....	83	67.5	32.5	19.3	9.6	2.4	1.2	-	-
Paraprofessional.....	45	46.7	53.3	33.3	15.6	-	2.2	-	2.2
TREATMENT	1,527	57.1	42.9	23.2	16.6	2.0	0.2	0.1	0.8
Supervisor Treatment.....	-	-	-	-	-	-	-	-	-
PA III and Related.....	78	75.6	24.4	15.4	7.7	1.3	-	-	-
PA II.....	96	65.6	34.4	15.6	13.5	2.1	-	1.0	2.1
PA I.....	292	64.4	35.6	18.8	13.0	2.1	0.7	-	0.1
Treatment Team Supervisor.....	69	60.9	39.1	21.7	14.5	2.9	-	-	-
Social Worker and Related.....	16	62.5	37.5	12.5	6.3	12.5	-	6.3	-
Psychologist.....	48	77.1	22.9	8.3	2.1	8.3	-	-	4.2
Senior Youth Counselor.....	121	59.5	40.5	18.2	19.8	2.5	-	-	-
Youth Counselor.....	803	49.9	50.1	28.1	19.8	1.4	0.1	-	0.6
Paraprofessional.....	4	-	100.0	75.0	25.0	-	-	-	-
SECURITY	543	52.3	47.7	26.2	19.9	0.7	0.4	-	0.6
Head Group Supervisor and Related...	79	68.4	31.6	16.5	13.9	-	1.3	-	-
Sr. Group Supervisor and Related....	69	59.4	40.6	21.7	14.5	2.9	1.4	-	-
Group Supervisor and Related.....	395	47.8	52.2	28.9	22.0	0.5	-	-	0.8
OTHER CLIENT-SERVING	19	94.7	5.3	5.3	-	-	-	-	-
Chaplain.....	19	94.7	5.3	5.3	-	-	-	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

Table 14 shows the ethnicity of full-time personnel in support service categories. Of the 1,474 support staff, 27.8 percent were minorities. There were 11.1 percent Black, 10.7 percent Spanish Surnamed, 3.9 percent Asian, 0.4 percent Native American, 1.2 percent Filipino, and 0.7 percent Other Minorities.

Combined Minority staff was found to be below the Department's Affirmative Action Goal of 37.4 percent in all of the major support categories. The lower percentages were in Professional and Technical and Related categories (23.4 percent and 24.0 percent) and larger percentages were in the Trades (30.9 percent) and Clerical (27.8 percent) categories.

Consistent with the foregoing, Black, Spanish Surnamed, and Native American personnel had proportions below the Department's Affirmative Action Goals (20.4, 13.7, and 0.7 percent respectively) in each of the support service categories, except Clerical for Native American 0.8 percent. The lowest percentages of Black and Spanish Surnamed were in the Technical and Related categories and Professional respectively. By contrast, Filipino, and Other Minorities employees exceeded the goals of 0.5 and 0.3 percent respectively in all major occupational categories, except Clerical for Other Minorities 0.2 percent. Asians exceeded the goal in all categories.

TABLE 14
Ethnic Group by Occupational Category for Full-Time Youth Authority Support Staff
(In Percent*)
As Of March 31, 1981

Occupational Category	Total	White	Combined Minority	Black	Spanish Surnamed	Asian	Native American	Filipino	Other
AFFIRMATIVE ACTION GOALS.....									
TOTAL SUPPORT STAFF	1,474	72.2	27.8	11.1	10.7	3.9	0.4	1.2	0.7
<u>ADMINISTRATIVE</u>	120	70.0	30.0	18.3	9.2	2.5	-	-	-
Adm. II - IV and Related....	35	60.0	40.0	22.9	11.4	5.7	-	-	-
Adm. I and Related.....	52	78.8	21.2	13.5	5.8	1.9	-	-	-
Program Administrator.....	21	61.9	38.1	23.8	14.3	-	-	-	-
Other Administrative.....	12	75.0	25.0	16.7	8.3	-	-	-	-
<u>PROFESSIONAL</u>	291	76.6	23.4	7.6	6.2	5.5	0.3	2.1	1.7
Research.....	16	93.8	6.2	-	-	-	-	-	-
Fis./Acct./Budget/Mgmt.....	43	86.0	14.0	-	7.0	7.0	-	-	-
Business Services.....	11	81.8	18.2	-	-	9.1	-	-	9.1
Medical.....	134	77.6	22.4	6.0	7.5	3.7	0.7	2.2	2.2
EDP.....	20	75.0	25.0	10.0	-	15.0	-	-	-
Other Professional.....	67	64.2	35.8	17.9	7.5	6.0	-	3.0	1.5
<u>STUDENT INTERNS AND ASST.</u>	-	-	-	-	-	-	-	-	-
<u>TECHNICAL AND RELATED</u>	96	76.0	24.0	7.3	9.4	4.2	1.0	2.1	-
Supervisory.....	17	70.6	29.4	5.9	5.9	11.8	5.9	-	-
Intermediate.....	57	84.2	15.8	5.3	7.0	1.8	-	1.8	-
Entry.....	22	59.1	40.9	13.6	18.2	4.5	-	4.5	-
<u>TRADES</u>	470	69.1	30.9	13.4	13.2	2.3	-	1.1	0.9
Journey person.....	143	84.6	15.4	3.5	7.7	0.7	-	2.8	0.7
Maintenance.....	58	63.8	36.2	8.6	19.0	8.6	-	-	-
Food Services.....	184	60.3	39.7	20.1	15.2	2.2	-	0.5	1.6
Janitor.....	34	41.2	58.8	38.2	17.6	2.9	-	-	-
Other Trade Classes.....	51	82.4	17.6	5.9	11.8	-	-	-	-
<u>CLERICAL</u>	497	72.2	27.8	9.9	11.5	4.6	0.8	0.8	0.2
Supervisory.....	125	72.8	27.2	10.4	8.0	6.4	0.8	1.6	-
Intermediate.....	370	71.9	28.1	9.7	12.7	4.1	0.8	0.5	0.3
Entry.....	2	100.0	-	-	-	-	-	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

TABLE 15
Sex by Occupational Category
for Full-Time Client-Serving Staff in Youth Authority
(In Percent*)
As Of March 31, 1981

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....		1,589	63.7	904	36.3
TOTAL CLIENT-SERVING STAFF.....	2,493	2,053	82.4	440	17.6
<u>TEACHER</u>	404	308	76.2	96	23.8
Supervisors.....	31	26	83.9	5	16.1
Academic.....	210	164	78.1	46	21.9
Recreation/P.E.....	35	33	94.3	2	5.7
Vocational.....	83	79	95.2	4	4.8
Paraprofessional.....	45	6	13.3	39	86.7
<u>TREATMENT</u>	1,527	1,261	82.6	266	17.4
Supervisor Treatment.....	78	70	89.7	8	10.3
PA III and Related.....	96	75	78.1	21	21.9
PA II.....	292	241	82.5	51	17.5
PA I.....	69	60	87.0	9	13.0
Treatment Team Supervisor.....	16	6	37.5	10	62.5
Social Worker.....	48	33	68.8	15	31.2
Psychologist.....	121	113	93.4	8	6.6
Senior Youth Counselor.....	803	659	82.1	144	17.9
Youth Counselor.....	4	4	100.0	-	-
Paraprofessional.....					
<u>SECURITY</u>	543	465	85.6	78	14.4
Head Group Supervisor and Related....	79	75	94.9	4	5.1
Sr. Group Supervisor and Related.....	69	63	91.3	6	8.7
Group Supervisor and Related.....	395	327	82.8	68	17.2
<u>OTHER CLIENT-SERVING</u>	19	19	100.0	-	-
Chaplain.....	19	19	100.0	-	-

* Percentages add across for each occupational category and are based on the total number in the first column.

According to Table 15, Full-Time female personnel comprised only 17.6 percent of the Department's Client-Serving staff, as compared to the Affirmative Action Goal of 36.3 percent.

TABLE 16
Sex by Occupational Category
for Full-Time Support Staff in Youth Authority
As Of March 31, 1981

Occupational Category	Total	Male		Female	
		#	%	#	%
AFFIRMATIVE ACTION GOAL.....		939	63.7	535	36.3
TOTAL SUPPORT STAFF.....	1,474	644	43.7	830	56.3
<u>ADMINISTRATIVE</u>	120	102	85.0	18	15.0
Adm. II - IV and Related.....	35	31	88.6	4	11.4
Adm. I and Related.....	52	41	78.8	11	21.2
Program Administrator.....	21	19	90.5	2	9.5
Other Administrative.....	12	11	91.7	1	8.3
<u>PROFESSIONAL</u>	291	147	50.5	144	49.5
Research.....	16	11	68.8	5	31.2
Fis./Acct./Budget/Mgmt.....	43	18	41.9	25	58.1
Business Services.....	11	4	36.4	7	63.6
Medical.....	134	59	44.0	75	56.0
EDP.....	20	12	60.0	8	40.0
Other Professional.....	67	43	64.2	24	35.8
<u>STUDENT INTERNS AND ASST.</u>	-	-	-	-	-
<u>TECHNICAL AND RELATED</u>	96	8	8.3	88	91.7
Supervisory.....	17	-	-	17	100.0
Intermediate.....	57	4	7.0	53	93.0
Entry.....	22	4	18.2	18	81.8
<u>TRADES</u>	470	353	75.1	117	24.9
Journey person.....	143	143	100.0	-	-
Maintenance.....	58	58	100.0	-	-
Food Service.....	184	96	52.2	88	47.8
Janitor.....	34	18	52.9	16	47.1
Other Trade Classes.....	51	38	74.5	13	25.5
<u>CLERICAL</u>	497	34	6.8	463	93.2
Supervisory.....	125	25	20.0	100	80.0
Intermediate.....	370	9	2.4	361	97.6
Entry.....	2	-	-	2	100.0

As seen in Table 16, female employees exceeded the Affirmative Action Goal of 36.3 percent in Technical and Related (91.7 percent) and Professional (49.5 percent) but were below in two categories - Administrative (15.0 percent) and Trades (24.9).

APPENDIX I
Youth Authority Classes

ADMINISTRATIVE

Administrators

Chief Medical Services, Correctional Program;
Education Program Supervisor, Youth Authority;
C.E.A. II; C.E.A. III; C.E.A. IV.

Administrator I and Related:

Youth Authority Administrator I, Rehabilitation;
Youth Authority Administrator I, Community Services;
Chief of Facilities Planning; Supervisor of
Compensatory Education; Research Manager III (Social
Behavior); Staff Services Manager III; Staff Services
Manager II; Staff Services Manager I; Business
Manager II; Business Manager, Correctional;
Departmental Consultant and Maintenance Supervisor.

Assistant Administrators & Related:

Program Administrator, Correctional School

Other Administrative:

Special Assistant to the Director; Criminal Justice
Specialist III; Criminal Justice Specialist II;
Reading Specialist, Remedial & Development, Education
Programs, Youth Authority; Compensatory Education
Research Evaluation Specialist, Youth Authority

PROFESSIONAL

Research:

Research Program Specialist I (Social/Behavior);
Research Specialist I; Research Manager II (Social/
Behavior); Research Manager I (Social/Behavior);
Research Manager I (General); Research Analyst II

(Social/Behavior); Research Analyst II (General);
Research Analyst I (General); Research Assistant
IV; Research Assistant III.

Fiscal/Accounting/Personnel/Budget/Management:

State Financial Examiner III; Associate Budget
Analyst; Associate Governmental Program Analyst;
Associate Personnel Analyst; Associate Management
Analyst; Fiscal Officer I; Accounting Officer III;
Accounting Officer II; Accountant I; Accountant
Trainee; Institutional Accounting Officer.

Business Services:

Associate Business Management Analyst; Business
Service Officer II; Business Service Officer I;
Business Service Assistant; Procurement & Services
Officer II; Procurement and Services Officer I;
Prison Canteen Manager II.

Medical:

Chief, Medical Officer, Correctional Institution;
Chief Dentist; Dentist; Dental Assistant; Physician
and Surgeon; Physician and Surgeon (Intermittent);
Supervising Nurse II; Registered Nurse III; Registered
Nurse II; Senior Clinical Laboratory Technologist;
Senior Medical Technical Assistant; Medical Technical
Assistant; Senior X-Ray Technician; X-Ray Technician;
Surgical Nurse I; Recreation Therapist; Hospital Aid

EDP (Electronic Data Processing):

Data Processing Manager II; Data Processing Manager I;
Associate Data Processing Analyst; Associate Programmer
Analyst; Staff Program Analyst I; Programmer; Senior
Data Processing Technician; Key Data Supervisor I;
Key Data Operation.

Other Professional Classes:

Labor Relations Specialist II; Labor Relations Analyst; Staff Services Analyst; Special Consultant; Staff Counsel III; Staff Counsel I; Law Enforcement Consultant; Community Services Consultant I; Information Officer II; Training Officer II; Training Officer I; Architectural Associate.

Student Classes:

Graduate Student Assistant; Student Assistant.

TECHNICAL AND RELATED

Supervisory:

Senior Word Processing Technician; Supervising Account Clerk I; Senior Graphic Artist; Personnel Assistant III; Personnel Assistant II.

Intermediate:

Audio Visual Specialist; Statistical Clerk; Word Processing Technician; Bookkeeping Machine Operator II; Accounting Technician; Personnel Assistant I; Graphic Artist.

Entry:

Account Clerk II; Bookkeeping Machine Operator I; Machine Operator I (General); Telephone Operator; Personnel Assistant Trainee.

TRADES

Journey persons:

Plumber Supervisor; Plumber II; Plumber I; Plumber (Casual Employment); Associate Electrical Engineer; Stationary Engineer Supervisor; Stationary Engineer II; Stationary Engineer I; Electrician Supervisor; Electrician II; Electrician I; Electronics Technician;

Refrigeration Engineer; Carpenter Supervisor; Carpenter I; Carpenter (Casual Employment); Apprentice (Casual Employment-Painter); Lead Automobile Mechanic; Associate Mechanical Engineer; Heavy Equipment Mechanic; Heavy Truck Driver; Automotive Pool Manager I; Automobile Mechanic; Automotive Equipment Operator II; Automobile Equipment Operator I; Supervisor of Building Trades; Utility Shops Supervisor; Fusion Welder; Boiler Room Tender; Locksmith.

Maintenance:

Maintenance Mechanic; Supervising Groundskeeper II; Supervising Groundskeeper I; Building Maintenance Worker; Lead Groundskeeper; Groundskeeper.

Food Services:

Food Manager; Food Administrator II; Food Administrator I; Child Nutrition Consultant; Supervising Cook II; Supervising Cook I; Butcher Meat Cutter II; Baker I; Cook II; Cook I; Food Service Worker I.

Janitor:

Janitor Supervisor III; Janitor Supervisor II; Janitor Supervisor I; Janitor; Housekeeper.

Other Trade Classes:

Chief of Plant Operation III; Chief of Plant Operation II; Chief of Plant Operation I; Chief Engineer I; Water and Sewage Plant Supervisor; Warehouse Manager I; Fire Chief; Institution Firefighter (Part Time); Barbershop Manager; Barber; Shoemaker; Warehouse Worker; Seamer; Laundry Worker; Laundry Supervisor II; Laundry Finisher; Motion Picture Operator; Pianist; Chapel Musician.

CLERICAL

Supervisory:

Senior Medical Stenographer; Senior Medical Transcriber; Executive Secretary II; Materials and Stores Supervisor II; Materials And Stores Supervisor I; Office Services Supervisor II (General); Office Services Supervisor I (General); Office Services Supervisor I (Typing); Property Clerk II; Property Clerk I; Senior Stenographer; Supervising Program Technician I; Program Technician III.

Intermediate:

Program Technician II; Program Technician I; Executive Secretary I; Medical Stenographer; Medical Transcriber; Stenographer; Secretary; Office Assistant II (Typing); Office Assistant II (General); Office Technician (Typing); Office Technician (General); Stock Clerk.

Entry:

Office Assistant I (Typing); Office Assistant I (General).

TEACHER

Supervisory:

Supervisor of Correctional Education; Supervisor of Academic Instruction; Supervisor of Vocational Instruction; Supervising Librarian; Diagnostic Education Supervisor; Education Administrator for Special Programs.

Academic:

Language, Speech & Hearing Specialist; Youth Authority Teacher; Teacher (Arts & Crafts); Teacher

(Business Education); Teacher (Elementary Education); Teacher (Emotionally Handicapped); Teacher (High School Education); Teacher (Home Economics); Teacher (Music); Teacher (Librarian); Principal Librarian; Librarian.

Recreation/P.E.

Teacher (Recreation and Physical).

Vocational:

Vocational Instructor (Auto Body); Vocational Instructor (Auto Mechanics); Vocational Instructor (Baking); Vocational Instructor (Carpentry); Vocational Instructor (Cosmetology); Vocational Instructor (Culinary Arts); Vocational Instructor (Dog Grooming); Vocational Instructor (Electrical); Vocational Instructor (Garment Making); Vocational Instructor (Household Appliance Repair); Vocational Instructor (Industrial Arts); Vocational Instructor (Janitorial); Vocational Instructor (Landscape); Vocational Instructor (Masonry); Vocational Instructor (Mill and Cabinet); Vocational Instructor (Offset Printing); Vocational Instructor (Painting); Vocational Instructor (Plastering); Vocational Instructor (Plumbing); Vocational Instructor (Printing); Vocational Instructor (Refrigeration); Vocational Instructor (Sheet Metal); Vocational Instructor (Stockkeeper); Vocational Instructor (Upholstering); Vocational Instructor (Vocational Nursing); Vocational Instructor (Welding).

Paraprofessional:

Library Technical Assistant I; Teaching Assistant; Substitute Teacher (Intermittent); Parole Aid; Foster Grandparent; Youth Aid; Group Supervisor; Correctional Program Assistant.

TREATMENT

Parole Agent III, Youth Authority; Parole Agent II, Youth Authority; Parole Agent I, Youth Authority; Treatment Team Supervisor; Casework Specialist, Youth Authority; Senior Youth Counselor; Youth Counselor.

Psychiatrist and Psychologist

Senior Pshychologist; School Psychologist; Staff Psychologist (Clinical); Staff Psychiatrist; Psychology Associata.

SECURITY

Head Group Supervisor; Assistant Head Group Supervisor; Supervising Transportation Officer; Lead Transportation Officer.

Senior Group Supervisor and Related;

Senior Group Supervisor; Transportation Officer; Group Supervisor, Youth Authority

OTHER CLIENT-SERVING

Chaplain:

Catholic Chaplain; Catholic Chaplain (Intermittent); Protestant Cahplain; Protestant Chaplain (Intermittent).

END