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YOUTH SERVICE
JOB SKILLS TRAINING AND EMPLOYMENT
PROGRAMS

Mr. C. Morton Blackwell

YOUTH SERVICE

JOB SKILLS TRAINING AND EMPLOYMENT PROGRAM

Job Project For Teens Gets Funds

A federal Department of Labor contract was signed yesterday for Memphis-based Youth Service USA to receive funds to establish a jobs training program for teenagers at military bases in eight cities.

The contract for \$1.4 million is with the National Office of Social Responsibility in Washington. Youth Service USA, the major subcontractor for the project, will receive \$285,000.

A pilot program in Miami already underway soon will be providing job training for 50 disadvantaged teenagers, said Rev. Don Mowery, executive director of Youth Service USA.

Mr. Mowery hopes a second program can be started at the Memphis Naval Air Station at Millington, but the seven other cities where programs will be initiated have not yet been selected.

Youth Service USA, founded in 1970, sponsors counseling and recreational programs for teenagers in conjunction with about 100 military bases throughout the country.

The program is a spinoff of the Memphis Youth Service, which, following the 1968 assassination of Dr. Martin Luther King Jr., sponsored a summer camp for "promising young Americans" at the Millington Naval base.

Mr. Mowery said the goal was to find activities for youngsters during the "long, hot summer" following the civil rights leader's death. The camp was started at the request of United Way of Greater Memphis.

Mr. Mowery said the program was so successful that within two years the country's top military officials had requested that the Memphis program be expanded to military facilities elsewhere. The national program now involves about 30,000 youngsters annually, he said.

The jobs training program has similar roots. Last summer, the Liberty City area of Miami was struck with rioting following the acquittal of four white police officers in the beating death of a black insurance executive.

The jobs program is an attempt to help solve the economic and employment ills among Miami's youth which have been cited as factors in the violence.

Mr. Mowery said the jobs program involves cooperation between large businesses and government agencies which offer to hire young people ages 17 to 21 once they have been trained for work.

"The National Guard in Miami has agreed to let us use their facilities to train young people to be diesel mechanics" who would find jobs with airlines, or perhaps the trucking industry, or wherever job openings occur, he said.

John R. Edwards, deputy executive director of Youth Service USA, said, "The unique feature of the whole thing is to identify the jobs that industry has available and then work with the military and federal agencies to determine what training they have available and then attempt to match those two up.

"Then we go and identify youth who have the motivation and abilities to work in these type jobs and then we train them. It is done in conjunction with industry. They are involved with us right from the onset."

Edwards said it appears that the Miami project will concentrate its training efforts on administrative, mechanical and distribution or warehousing-type jobs.

The federal funds are being allocated to the National Office for Social Responsibility, which is subcontracting with Youth Service USA for the jobs training program. The two groups are developing a three-year plan for the project.



EMPLOYMENT AND TRAINING REPORTER

A weekly review of manpower developments by
Ruttenberg, Friedman, Kilgallon, Gutchess & Associates, Inc.

ROUTE TO

January 14, 1981

THE BUREAU OF NATIONAL AFFAIRS, INC.

Volume 12, Number 18

HIGHLIGHTS OF CURRENT REPORT

The Entitlement program has been given a new lease on life. Originally scheduled to end on September 30, 1980, and then extended at reduced levels through January 31, 1981, a modified Entitlement program is now due to run through the close of the current fiscal year, in what an ETA official describes as "a transitional phasedown period." (Page 503)

The first crack at charting future fiscal policy will go to the congressional budget committees. BNA takes a close look at the new budget bosses and their approaches to holding down spending. (Page 505)

ETA recommends procedures for handling CETA non-EO complaints to help regional offices exert more effective control over the complaint resolution process. The suggested procedures and new complaint reporting requirements are the subject of a recent ETA field memo. (Page 507)

Almost 320,000 enrollees in CETA Title II, VI, and VII programs found unsubsidized employment in the first three quarters of fiscal year 1980, the National Association of Counties Research, Inc. says. This represents a placement rate of 41 percent. (Page 515)

Unemployment Insurance coverage for PSE workers may not be provided by some states because they are "worried they'll lose money," a UI Service source tells ETR. However, other employment and training professionals think an increased "experience rating" for employers will present a more serious problem for prime sponsors, and suggestions are made for covering UI costs in FY 1982. (Page 507)

Psychiatrically disabled persons receive support services to help them become more "aggressive" in the workplace, under a CETA Title IID grant. "Rather than treat them like patients, we help them identify their problems so they can

solve them themselves," says the director of Horizon House, Inc., a Philadelphia community based organization. (Page 510)

Using the resources of military bases to train and employ disadvantaged youth is the goal of a three-year demonstration program funded by ETA's office of Youth Programs. The program will test the feasibility of using military facilities to provide career exploration, skill training, and job placement for CETA-eligible youth at eight pilot sites around the country. (Page 511)

The December jobless rate of 7.4 percent marks the eighth month in a row that unemployment has hovered near 7.5 percent. Revised annual data confirm the sharp rise in unemployment early in the year from the six percent jobless rate in December 1979. (Page 515)

A peripatetic Labor Market Information Training Institute will bring LMI expertise to the doorstep of CETA, PIC, and ES planners and DOL federal representatives. More a service than a place, the Institute will provide training and technical assistance in addition to its research activities. (Page 508)

Employing a nephew-in-law need not violate CETA nepotism regulations, says an administrative law judge. In other cases, a CETA participant who refused an offer of reinstatement and backpay is denied a hearing, and a worker who refused to participate in her dismissal hearing is denied the opportunity to appeal her grievance. (Page 512)

Employment Service professionals have published a digest of 1,000 ES activities conducted nationwide. The digest of a soon-to-be-completed seven-volume compendium of ES programs and techniques is designed to help boost flagging productivity levels in Employment Service agencies. (Page 514)

And when a terminated client does need additional services, such as one-on-one counseling, Horizon House, Inc. often goes an extra step and "gives services that aren't a part of the contract," O'Hara said. □

Youth

PILOT YOUTH PROGRAM TESTS NEW USES FOR MILITARY BASES AS TRAINING SITES

The resources of military bases throughout the country will be used to provide career exploration, skill training, and job placement for disadvantaged youth in a new CETA Title IV demonstration project. Built upon a concept developed by Youth Service U.S.A., Inc., the project is designed to demonstrate the feasibility of using the extensive in-kind resources available on military installations to provide employment and training opportunities for young people. The project is also intended to demonstrate the potential for saving taxpayer dollars by making double use of existing government facilities.

The National Office for Social Responsibility (NASR), located in Alexandria, Va., is the prime contractor for the project which will span a period of three and a half years and will involve Youth Service U.S.A. and other youth-serving organizations as subcontractors. The demonstration is expected to cost nearly \$5 million and will be funded on an incremental basis, according to the Employment and Training Administration, Office of Youth Programs.

The first phase of the project — program planning and selection of local sites — has already been funded and will be completed by March 1, 1981. Contract negotiations between the Department of Labor (DOL) and NOSR regarding the next phase of the project are expected to be completed this month. Following completion of the negotiations, operation of eight local pilot programs will be phased in over the next six to seven months.

Tapping Local Sources

In conducting the national demonstration project, NOSR will subcontract with Youth Service U.S.A. (YSUSA), the non-profit youth organization headquartered in Memphis, Tenn. which developed and first implemented the concept behind the demonstration. YSUSA will serve as the liaison and coordinating organization between the project and military officials at the Department of Defense and at the military bases involved. The Youth Service organization will also be responsible for providing technical assistance and for bringing together community leaders and military officials to establish and operate employment and training programs for disadvantaged youth.

NOSR will subcontract with local youth organizations to operate the pilot programs on military bases. For the most part, NOSR expects to subcontract with existing organizations such as CETA youth councils or CETA program operators, but in some instances, new organizations may be created. Working with these subcontractors and with YSUSA, NOSR will set up community advisory councils to help develop and implement local programs.

The advisory councils will represent a cross-section of the local community and will include representatives from education, business, industry, youth organizations, CETA prime sponsors, local government, religious groups, the judicial system, and the military branches involved.

A key feature of the demonstration project will be to develop close ties between industry and local training programs. All training will be geared toward specific employment opportunities so that program participants will be guaranteed jobs when they complete their training. In addition to using military training facilities, the project will utilize other training resources such as CETA on-the-job training programs, vocational education, and community colleges.

As prime contractor for the project, NOSR will be responsible for the management, administration, and general oversight of the local demonstration programs. NOSR will also provide training and technical assistance to the local subcontractors to help them establish and operate the programs. Assistance will be provided in such areas as the development of training curriculum, job development, data collection, and setting up management information systems (MIS). Funds for these administrative and technical assistance costs will be included in NOSR's contract with ETA. However, the local programs established under the demonstration must tap local CETA resources for training costs and stipends for participants.

Youth Service Model

The NOSR demonstration project is patterned after a program developed in the early 1970's by Youth Service U.S.A., an organization founded by Rev. Donald E. Mowery to provide educational and vocational opportunities for youth. According to John R. Edwards, deputy executive director of YSUSA, the Youth Service program was designed to take advantage of the vast resources available on military bases in order to provide recreational and career exploration opportunities for disadvantaged youth without interfering with the primary mission of the military. These resources include technical equipment, educational and training facilities, skilled personnel, recreational land, supportive services, and volunteer efforts from military and civilian personnel with the Department of Defense.

By 1975, the Youth Service program had expanded to over 90 military bases and had entered its second phase — the "stay-in-school" program originated at Wright-Patterson Air Force Base in Dayton, Ohio — which emphasizes skill training and job placement. Operating at bases throughout the country, the program continues to provide training and job opportunities for 17-to-21-year old disadvantaged youth. The jobs are part-time during the school year and full-time during the summer months. Edwards noted that military bases offer excellent opportunities for training in a wide variety of jobs because the bases, in many respects, function like small cities and require the performance of nearly every kind of work.

In a background paper describing the DOL demonstration project, the National Office for Social

Responsibility calls the YSUSA employment model "one of the most promising and potentially far-reaching programs that directly addresses (the) concern to get 'double-duty' for our investment dollars." NOSR President Robert Gemignani told ETR that the Youth Service program will be adapted to meet the needs of youth in the eight pilot sites.

The demonstration project will refine and expand the original Youth Service program concept. In addition to establishing youth programs in the eight pilot sites, project staff will provide technical assistance to other communities and other military bases which request aid in starting similar programs. The goal at the end of the three-and-a-half year demonstration is to produce a fully developed and tested program model which can be easily replicated at military installations throughout the country, Gemignani said.

Cost-Efficiency

In discussing the origins of the demonstration project, the NOSR paper describes the project as an innovative and cost-efficient means to address the problem of high youth unemployment at a time of federal budget cut-backs in social programs. The creators of the demonstration project see great potential in using military and other governmental "in-kind" resources for expanding employment and training opportunities for youth. "This concept of using 'in-kind' resources could become, without a doubt, a most effective and practical response to a community's needs for youth skills training and career development," the paper concludes.

NOSR, in cooperation with the Departments of Labor and Defense, and Youth Service U.S.A., has identified 20 locations as potential sites for the eight local demonstration programs. The 20 areas are:

Memphis, Tenn.	Indianapolis, Ind.
Norfolk/Newport News, Va.	El Paso, Tex.
San Diego, Calif.	Orlando, Fla.
Oakland, Calif.	Pensacola, Fla.
Dayton, Ohio	Oklahoma City, Okla.
Denver, Colo.	Great Lakes, Ill.
San Antonio, Tex.	Boston, Mass.
Warner Robins, Ga.	Tacoma, Wash.
Philadelphia, Pa.	Sacramento, Calif.
Charleston, S.C.	Honolulu, Hawaii

The criteria for selecting the eight demonstration sites include the accessibility of military installations to target youth populations, receptivity of CETA prime sponsors to the program, the quality of relations between the community and the military base, and acceptance by military commanders. Also to be considered are the diversity of military resources, including potential training and work experience opportunities, and the number of local job openings which coincide with work experience and skill development opportunities available on military installations.

In the first year of the project, NOSR estimates that approximately 150 youth will participate in each of the eight local programs, and that the number will expand significantly each year as the project develops. □

Litigation

CASES INVOLVE NEPOTISM, PROCEDURAL ERRORS AND INELIGIBILITY CHALLENGES

An administrative law judge has ruled that employing a nephew-in-law does not automatically constitute nepotism, and overturned a grant officer's order that wages paid in such a case be disallowed.

Michael J. Campi was employed under a CETA grant from April 1978 to February 1979, and assigned to work in the office of Dominic Cortese, a Santa Clara County (Calif.) Supervisor. Campi is Cortese's nephew-in-law, the son of Cortese's wife's sister. According to Judge Thomas Schneider, the CETA regulation against nepotism in effect when Campi was hired (29 CFR 98.22, amended in 1980 to 20 CFR 676.66) was ambiguous on the subject of nephews-in-law.

The judge argued that the regulation specifically forbade the employment of in-laws such as mother, father, sister, brother, son, and daughter, but did not proscribe against nieces-in-law and nephews-in-law, although it did mention nieces and nephews. The Judge also pointed out that while dictionary definitions of "nephew" are hazy on the point, the legal definition excludes nephews-in-law.

Department of Labor officers are apparently aware of the ambiguity that persists under current regulations, the Judge stated, adding: "when a regulation is ambiguous it is unenforceable." Since DOL statements failed to clarify the issue of whether regulations citing "nephews" include nephews-in-law, Judge Schneider ruled that Campi's employment did not violate CETA regulations, and reversed the grant officer's order requiring the Santa Clara County Employment and Training Board to refund the amount of Campi's wages.

Michael J. Campi v. County of Santa Clara, Case No. 80-CETA-28, September 30, 1980.

Plaintiff's Refusal to Participate

In another administrative law case, a judge dismissed a claim that a CETA participant had been terminated from her job without due process. The decision revolved around the plaintiff's failure to participate in a post-dismissal hearing.

Reviewing the facts of the case, Judge John Earman found that Margaret Dukes was hired in February 1977 as a public service employee and assigned to the Office of the Clerk of the Circuit Court in Union County, Fla. In April, 1977 she was reassigned to a similar clerk position in the Building Department, with the same job title, pay, and benefits. When Dukes refused the transfer, stating that she "liked her work," she was informed that her employment would be terminated, but was not advised about the grievance procedure. After her termination, Dukes subsequently applied for the position in the Building Department, but it had already been filled.

Dukes later attended a meeting where the grievance process was discussed and in the spring of 1978 she requested a hearing by the State of Florida Department of Community Affairs, the prime sponsor. Dukes and legal counsel appeared at the hearing in June, but refused to participate. She was advised of her appeal rights, and



MEMPHIS *Defense* NEWS

Volume 12, No. 6, December 15, 1981

Memphis, Tennessee



Red Cross Blood Drive — January 13 and 14

A Red Cross Blood Drive will be conducted on January 13 and 14 in Building 690, Section 3.

One of the critical threads of life is blood. It is found in only one place — the human body. Sharing of this life-preserving fluid is one of the greatest gifts a person can give another.

Anyone between 17 and 65 years, who weighs at least 110 pounds, is in good health and has no history of serious medical problems, may donate.

January 13 or 14 is the time to join your co-workers who gave 446 units last July 21 and 22 and the hundreds who have given of their time and precious gift throughout the years.

Employees on the 2nd shift will be scheduled on the afternoon of January 13 while employees on the 1st shift will be scheduled from 8 a.m. to 2 p.m. on January 14.

Further information and bus schedules will be listed in the DLA Memphis Bulletin.

Youth training at DDMT

The first of six youth groups, under the Job Skills and Training Employment Program, reported to the Depot on November 16. The group consisted of 25 to be trained in warehouse work and forklift operation, three in CRT operation, one in auto mechanics, and one in photography/press operation.

The three-year program, sponsored by Youth Service in Memphis Inc., is to provide opportunity to learn and perform job skills consistent with aspirations. Not only a training experience, it is a chance for the individual to develop good work habits prior to entering the job market.

The program is for young men and women 18 years or older who have already completed high school or passed a GED test and are unemployed. Paid by the Comprehensive Educational Training Act, the trainees earn minimum wage.

First-line supervisors will evaluate the trainees' progress in completing the skill tasks. When competency is achieved, the individuals will be classified as ready to enter the job market. The maximum training at the Depot is six months.

Helen Walk of the Civilian Personnel Office is DDMT coordinator and Keith Robinson of Youth Service is the counselor.



Youth earn while learning

From the left are Pamela Martin, Clarence Douglas, Derek Little and Fate Davis, youth were recently employed under the Job Skills and Training Employment Program. Martin, Douglas and Little are being trained in warehouse work and forklift operation while Davis is learning auto mechanics.



Scuba diving for Linda Fay

by Betty Shanley

Linda Faye, an employee in DIPEC's Directorate of Maintenance and Technical Operations, went to the Cayman Islands last year to do some "snorkling." She said, "The exotic fish and their world fascinated me. I have always been interested in the sea." So she decided to take scuba diving lessons to enable her to go deeper under water and study the surroundings.

Miss Fay recently completed a six-week course in underwater safety and life saving procedures and received an international open water diving certification. After gaining some more experience, she hopes to take an underwater photography course and then go on a deep sea diving expedition.

In memoriam

Matthew L. Blair III, 68, died on Nov. 29, 1981. His 27 years of federal employment started with the 445th Troop Carrier Wing before he transferred to the Defense Industrial Plant Equipment Center in 1965 as an administrative editor. Serving in both the Army and Navy, he had a total of 39 years of combined active and reserve service. He had been active with the Boy Scouts of America for more than 50 years, having served as scoutmaster and leadership training chairman as well as District vice chairman. At the time of his death, he was a mail and file clerk in DIPEC's Mail, Files and Control Branch.

The MEMPHIS DEFENSE NEWS is an official newspaper of the Defense Logistics Agency's field activities in Memphis, published for the information and use of DDMT, DIPEC and DPDR employees and not for distribution to the general public or industry.

The publication is prepared by the Public Affairs Office, Defense Depot Memphis, Airways Blvd., Memphis, Tenn. 38114. Telephone 744-5753. All photos are DLA staff photos, unless otherwise credited.

Sture B. Pierson, editor

Margaret Killebrew, assistant editor

News of employee contributions to the DLA mission is solicited through reporters.



Mose Davis, Don Burks and Ruth Arnold work together to accomplish the tasks at hand at the Memphis Defense Depot.

Even though Ms. Arnold admitted to being scared when she came to the Depot for orientation, a friend, Pam Summitt, an interpreter from the Memphis Skills Center, calmed her fears by translating the spoken word into sign language.

When Ms. Arnold reported for work, she was delighted to find two other deaf workers in her area. They have assisted each other whenever needed.

Having this group under his supervision, Davis has a dual role of teacher and student as he teaches his employees their duties, they are teaching him how to "sign." This is a learning experience for all concerned.

Deaf Trainee Learns Valuable Trade at Defense Depot

At the Memphis Defense Depot, Ruth Arnold is busy learning about warehouse receiving. Ms. Arnold, deaf since birth, is a participant in the Youth Service in Memphis Job Skills Training and Employment Program (JSTEP). Her supervisor, Mose Davis, will tell you she is "an exceptional worker" and "very dependable."

Growing up in Mississippi, Ms. Arnold attended the School for the Deaf in Jackson. She worked as a seamstress for a while, but the work was subject to long periods of inactivity. She and her husband, who is also deaf, moved to Memphis so that she might be able to get skills training that would allow her to assist with the financial burden of raising two children.

Memphis Press-Scimitar

THURSDAY, MARCH 11, 1982

Section C

Youth Job Training Program To Graduate Its First 'Class'

Young people working to earn a job through Youth Services Inc. in Memphis have found themselves a tough taskmaster.

Youth Services of Memphis' JSTEP (job skills training and employment program) is part a nationwide experiment to see if young people can be trained on military installations for jobs in civilian life. At the Millington Naval Air Station there are 22 young people for whom jobs are virtually guaranteed in the civilian sector, if they succeed in JSTEP.

The group currently being trained in such tasks as food service, warehousing and electronics will graduate next month. They will be the first graduates of the Millington program.

Capt. Benjamin B. Woodworth, Millington base commander, believes the youths ought to learn more than a job.

"I think young people respond positively to firm direction and being held accountable for their actions," he said today.

Capt. Woodworth's remarks were aimed at representatives of First Tennessee Bank, Federal Express, McDonald's Corp. and other Memphis businesses that have shown interest in hiring young people who graduate from the program.

Woodworth said that in addition to teaching job skills, the program also will teach the young people respect for

supervisors and job responsibility.

Lilla Mason, Youth Services counselor, said those accepted for the program must be 18, must have completed high school or equivalency tests and must be unemployed.

Youth Services USA, founded in 1970, sponsors counseling and recreational programs for teenagers in conjunction with about 100 military bases throughout the country.

The program is a spinoff of the Memphis Youth Services, which began sponsoring a summer camp for "promising young Americans" at the Millington Naval Air Station.

The Rev. Don Mowery, executive director of Youth Services Inc., said the initial goal was to find activities for youngsters during the summer. He said the program was so successful that within two years the country's top military officials had requested that the Memphis program be expanded to military facilities elsewhere. The national program last year involved about 30,000 youths.

The jobs training program began about the same way, and is an attempt to help solve the economic and employment ills of young people. It is part of a national demonstration project funded with \$1.4 million from the Department of Labor through the National Office of Social Responsibility in Washington. Youth Services USA is receiving about \$285,000.

Nearly 30 other youths are enrolled in a JSTEP at the Defense Depot in Memphis.



MEMPHIS *Defense* NEWS

Vol. 12, No. 10, April 15, 1982

Memphis, Tennessee

Youth train for industry

According to the local press, unemployment in the Memphis area has hit a new high. Recent news articles point to individual search for jobs and the depressing effect on morale in the community. Many of the unemployed lack the marketable skills necessary to find work, any kind of work. This is especially true of the young first entering the job market at age 18-20. Unemployment of this age group has hit 22 percent.

At the Defense Depot Memphis, the Depot is co-operating in a program with Youth Service in Memphis Inc. to train 29 previously unemployable youth. The program is funded by CETA, and Youth Service provides counseling and monitors the program while DDMT provides classroom and on-the-job skill training.

Skills include forklift operator, warehouse worker and CRT operator at the Depot. Other entry level skill training conducted at the Memphis Naval Air Station includes clerical work, electronics and data processing.

Business firms have difficulty finding young people willing to take entry level jobs and able to do the job right. They look for experience and credentials to assume that new hires will be a help and not a hindrance. Young adults have difficulty getting the experience and skills needed to take and hold a good job. This program is designed to select these unemployables and train them to earn a decent living so they do not become a social burden.

In the three months the program has been at the Depot, classroom training is over and the new skills are being developed with job training.

Recently, seven prospective employers from the Memphis area were on hand to observe training procedures and talk with trainees and their supervisors.

Col William E. Freeman Jr., Depot commander, in describing the program said, "We, too, are concerned about youth unemployment in Memphis and we are participating in this program by providing classroom training and job experience. Our supervisors say these youth are coming along well and we are pleased with the program. We have benefited because we add these youths to our work force temporarily before releasing them to Memphis industry."

At the end of the training program, the youths will enter employment with Memphis firms already contracted for through the program. The youths, paid the minimum wage in the CETA program by agreement, will go to work for Memphis firms using the skills learned at the Depot.

Firms touring the Depot and visiting with the youth include Levi Strauss, Malone and Hyde, Coca-Cola, Mid-South Beverage, Mid-South Compress and Storage, Humko, Standard Welders Supply and Richmond, Crosby and Hayes.

Job Program Is A Boon For Grateful Students

For Karen Lloyd, 20, of 846 Josephine, the path to a steady job seemed as narrow as the eye of the needle.

"I felt I just couldn't find anything. I just didn't know what to do."

But that was before she joined 50 other young jobless Memphians in the Jobs Skill Training and Employment Program at the Memphis Defense Depot.

The program, coordinated by Youth Service in Memphis, Inc., was funded by a \$97,000 grant from the local Comprehensive Employment Training Act (CETA) office. Ms. Lloyd said the four-month program gave her the skills she needed to get her first full-time job.

Ms. Lloyd, now a clerk/typist for Plough, Inc., yesterday received her diploma from the training program — symbolic of her baptism into the world of work — in ceremonies at Calvary Episcopal Church.

Fannie Belle Burnett, program coordinator, said half of the graduates already have been placed in jobs. She said the rest should be placed in jobs that have been provided by 25 area companies in the next two or three weeks.

The 51 graduates, most between 18 and 25, began training Nov. 23 and earned the minimum wage during their 35-hour work week, Mrs. Burnett said.

The 40 women and 11 men who learned such skills as clerical/typing, warehousing, data processing and electronics, were chosen for the program by the local CETA office. To be eligible, applicants had to be unemployed and have a high school diploma or its equivalent.

Each applicant was screened by CETA to determine aptitude to learn the jobs to be taught, Mrs. Burnett said. More than half the trainees are parents and 17 of them had never had a regular paying job, she said.

A curriculum for each job was devel-

oped in conjunction with the companies, Randy Brown, a spokesman for the program said. The trainees, he said, are certified in their skills before they take jobs with the companies.

Mrs. Burnett described the value of

the program in the words of a recent graduate. "He said, 'It's cold out there if you don't have a friend. Most of the people who get jobs get them because they know somebody. I haven't known anybody — but now I know the Youth Services.'"

Memphis, Tenn., Monday, April 26, 1982

B

With unemployment at an all-time high,
DDMT is—

Training the skill seekers

According to the local press, unemployment in the Memphis area has hit a new high. Recent news articles point to individual search for jobs and the depressing effect on morale in the community. Many of the unemployed lack the marketable skills necessary to find work, any kind of work. This is especially true of young people first entering the job market in the 18 to 20 age group. Unemployment of this age group has hit 22 percent.

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*Sture B. Pierson
Defense Depot Memphis*



Memphis businessman W. S. Nettleton of Automotive Electric Corp. questions DDMT Youth Service trainee Michelle Harris on depot procedures.

Community Relations

THE TENNESSEE
Churchman
THE EPISCOPAL DIOCESE OF TENNESSEE

MAY/JUNE 1982
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Memphis agency trains job seekers

Gleno Carr (r.) trainee graduate receives certificate and a cross from C. Michel Haas and Father Mowery.

Graduation ceremonies were held recently at Calvary Church for fifty-one young people who have completed participation in the Job Skills Training and Employment Program (JSTEP), sponsored by Youth Service in Memphis, Inc. — an Episcopal agency which operates one of the area's most active social service programs.

The fifty-one graduates were the first to complete the program, which helps young people by subsidizing their training to develop employable skills. Forty additional participants started in the program in mid-May.

According to Fr. Don Mowery, Youth Service Executive Director, the young people receive on-the-job training at Defense Depot, Memphis, and the Memphis Naval Air Station. After training, participants are placed in the unsubsidized jobs provided by local busi-

nesses through Youth Service.

The Job Skills program has received hearty endorsement from Gov. Lamar Alexander, from Tennessee's Bishops, and National Guard and U.S. Army Corps of Engineers officers. The Rt. Rev. John Allin, Presiding Bishop, has asked for a briefing on the program.

Taking part in the graduation ceremonies were Ron Walter, Assistant to the President of Memphis Light, Gas & Water; Shelby County Commissioner Minerva Johnican; Mike Cody, former U.S. Attorney; Walker Williams, Jr., Equal Employment Opportunity Officer for Wright-Patterson Air Force Base, Dayton, Ohio; and Col. William Freeman, USAF, Commander of the Defense Depot, Memphis. Graduates received certificates and crosses from C. Michel Haas, Youth Services Board President, and Father Mowery.

Sincere 'Thank You' Goes To Youth Skills Program

"We say thank you from the bottom of our hearts," said Jacqueline Booth, chosen by her classmates to speak at graduation ceremonies for Youth Service in Memphis Job Skills Training and Employment Program.

Ms. Booth was among 75 graduates of the program, who spent May through September getting job skills training from Memphis Naval Air Station at Millington, the U.S. Engineers, the Defense Depot and the Tennessee Air National Guard.

The program was designed to give participants entry level skills in areas

such as warehousing, data processing, communications, electronics and auto mechanics.

Ms. Booth told the group she had worked as a clerk typist in the housing referral office at the air station.

In addition, each morning before going to their job sites, program members participated in a counseling session, which emphasized the importance of punctuality.

During the ceremony, participants in a summer camp program also were recognized.

YOUTH SERVICE
U. S. CORPS OF ENGINEERS
SUMMER PROGRAMS - 1982



Contest winners

Golf scorecard winner, page C1
CASH-O grand prize winner, page B10

C	A	S	H	O
33	7	27	39	16
11	75	9	13	66
15	25	42	22	
5	24	30	14	57
21	8	10	48	19

Houston

Where sights are
out of this world
Travel, page B1



Memphis Press-Scimitar

June 15, 1982
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Tuesday



Bud Murphy, right, marine machinery mechanic foreman with the U.S. Army Corps of Engineers, goes over the nuts and bolts of his job with Derrick A. Whiting, an 18-year-old participant in the Corps' summertime crash course in employability.

Corps of Engineers takes new challenge: changing young lives

Harry Bailey
Press-Scimitar Staff Writer

After a century-long record of toppling mountains and changing the course of rivers, the U.S. Army Corps of Engineers is embarking on a far more delicate public service project — changing the course of young lives. The Corps is offering summer jobs to 200 Memphis youths in a recreation-employability program. It's a pilot program which, if successful, may be repeated at many of the 450 Corps-managed facilities across the country. It is set up as a day-camp for some and an overnight camp for others at Arkansas Lake in Mississippi. Camp counselors provided by Memphis Youth Service and a U.S. Army Ranger unit from Fort Benning, Ga., will see that things don't slow down. The program also includes full-time, budgeted summer Corps jobs for at least 30 youths who otherwise might

not complete their education. The work is real, not "Mickey Mouse assignments," says Col. John Hatch, commander of the Corps' Memphis District. The program was developed jointly by the Rev. Don Mowery, director of Memphis Youth Service, and by Corps officials in Memphis and Washington. But the focus on young people and how they respond to a summertime crash course is what Mowery calls "employability."

Several young people already are assigned to Corps work in Memphis. The Arkansas camp 40 miles south of Memphis will not be ready until the first week of July.

Terry Taylor, 18, a graduate of Booker T. Washington High, works in the public affairs office, where he will prepare press releases and research Corps projects — such as the camping program — later this summer.

turn to page A8 — Engineers

Surrender ends Argentine dream

The Associated Press

Argentina's armed forces throughout the Falklands surrendered after British troops shattered the defenses of the Argentine garrison at Stanley, the capital, the British government announced today.

Argentina announced shortly afterwards that the military commanders of the two forces had drawn up a document "establishing the conditions for a ceasefire and the withdrawal of the (Argentine) troops."

The junta's communique made no mention of surrender, but said the document would be made public when the text is available. The collapse brought an end to Argentina's dream of capturing the islands it claimed Britain took by force 149 years ago. "Great Britain is great again," Prime Minister Margaret Thatcher said outside



Engineers

continued from page A1

"I like it real well. I think it's going to help me do more in journalism," said Taylor, who will study public relations at Memphis State University this fall on a Federal Express Corp. scholarship.

Sam Swopshire, also 18, works in the hydraulics department as an engineer's aide. His work includes organizing and analyzing charts and assisting the engineers who study water quality and river conditions.

He said he plans to study civil engineering at MSU after he graduates next year from Southaven High.

"If I wasn't doing this, I'd probably be fixing potholes in the streets," he said. "That's what I was doing before I came here."

Mowery said the Corps made the first move in establishing the project. "We didn't go to them, they came to us, asking what they could do to help kids in the community. They said they knew the federal government was cutting back its aid and wanted to know what they could do."

They didn't have to ask again. "The youth in this community need all the help we can give. They (the Corps) have some good dreamers and some good innovators down there, and that's what we need," Mowery said.

Generally the plan will enlist Youth Service as the counseling agency while the Corps provides jobs and recreational facilities.

"A lot of young people don't know what's available to them in life, and secondly, they don't know what a real job is like," Mowery said. "This program tries to put the two together."

Students assigned to the Corps'

offices at the downtown Federal Building will work in the areas of computers, accounting, photography and data processing. At Endley Yard on the river, students will work on maintenance of Corps vessels and riverment equipment.

"They'll get hands-on experience in cabinetetry, metal work, everything that goes into this big, ongoing job," Hatch said. "They won't be emptying wastebaskets."

The camp program will run from July 9 to Aug. 23, with all but the last two weeks organized as day camps for visiting youths.

The agenda for the campers includes making cane poles for fishing and finding natural baits, observing and identifying plants and animals, building blue bird boxes, making brush piles for rabbits and learning survival skills and first aid.

The Arkansas site has three camping areas and a swimming area in the lake. It is administered by the Vicksburg District of the Corps, which agreed to host the Memphis program.

In addition to the Rangers, the Tennessee National Guard, the Mississippi Guard, plus reservists and Corps personnel intend to donate time to the camp.

"If the service does have a conscience, it extends from here to my home at the Corps and back again to the man in the White House," Hatch said. "This is a super cause, and if we have to spend a little money to help the disadvantaged, it's money well spent."

This year marks the 100th anniversary of Corps activities in the Memphis area, and Hatch said he can't think of a better icing on the birthday cake than this program.

Teenagers rob couple 3 times in 10 minutes

ST. LOUIS (AP) — A downtown carnival turned sour for an off-duty night watchman and his wife when a melee broke out and they were robbed three times in 10 minutes.

"I'm just disgusted that people would act like that," said Daniel Kalishman. "I was robbed three times within 75 feet."

Authorities said about 400 youths, angered that the carnival was closing, hurled rocks, bricks and bottles at police and carnival workers Sunday night.

About 25 policemen dispersed the crowd within an hour without any serious incidents. Meanwhile, Kalishman and his wife were fending off youthful attackers.

The first incident occurred as he and his wife, Kathy, left the carnival to walk to their car. He said two teenagers made two passes at Mrs. Kalishman's purse and

managed to run away with it the second time.

Then, Kalishman told police, two other teenagers, one armed with a knife, walked up and demanded money. He said they fled after he gave them his checkbook.

"Before I could even take a step," Kalishman said, "I was confronted by a teenager with a gun, and he wanted whatever was left."

Kalishman turned over a pocket calculator, an automatic banking card and a pocketful of change to the third robber, he reported. All in all, the robbers netted about \$10 in cash.

Kalishman said there were officers in the area, but they had their hands full. One man was arrested and there were no serious injuries, authorities said. Three police cars and a motorcycle were reported damaged in the incident.

inside *

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weather

A 50 percent chance of rain and thunderstorms tonight, low in the mid-70s, wind southwesterly at 10-15 mph. A 70 percent chance of rain and thunderstorms tomorrow, high in the low 80s, wind northwesterly at 15 mph. Details on page A2.

Memphis Press-Scimitar

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"Give light and the people will find their own way."

Engineers lend a hand

The U.S. Army Corps of Engineers, Memphis District, gets a gold star for its summer project to aid Memphis youngsters.

For 30 youths, the pay and experience they will get on jobs provided by the Corps will help in a practical way to push ahead with their educations toward career goals. They will work at offices in the Federal Building, learning about computers, data processing, accounting and photography; and helping with maintenance of Corps vessels on the river and revetment equipment.

For about 200 more youths, the

Corps offers an interesting program involving a camp at Arkabutla Lake, about 40 miles south of Memphis. The agenda at the camp — which will run from July 9 to Aug. 23 — will include instruction in making cane fishing poles, identifying plants and animals, building boxes for bluebirds, making brush piles for rabbits and learning survival skills and first aid. The swimming areas will provide ample means for recreation.

Deserving equal credit in the project is the Rev. Don Mowery, director of Memphis Youth Service and known nationally for his longtime work with young people. He said the Corps made the first move, "... they came to us, asking what they could do to help kids in the community ... they wanted to know what they could do."

While the Corps furnishes jobs and recreational facilities, Youth Service will provide counseling.

This is a great team effort to keep youngsters occupied with constructive work and play during the long summer days. We hope it succeeds as a pilot program and spreads to hundreds of other Corps facilities across the country.

Corps trains Memphis youth

MEMPHIS, Tenn.—The Corps of Engineers' Memphis District is providing meaningful jobs and outdoor camping experiences to approximately 250 Memphis youth this summer.

The young people are sponsored by the Memphis-based Youth Service USA Inc. Started in the sixties by an Episcopalian priest in Memphis, Father Don Mowery, the program provides recreational and vocational opportunities for youth.

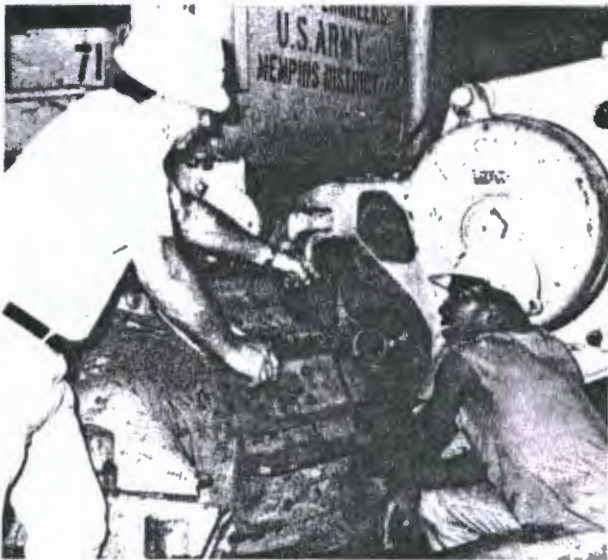
"Over the past years, the Air Force and the Navy have offered their military installations and facilities throughout the country on a space available, non-interference basis to Youth Service with amazing results," said Father Mowery. "Besides learning new skills, having fun and developing friendships, the young people have developed an awareness of citizenship and have become concerned with

their future careers."

Thirty students began summer employment in June in the district's Federal Building offices and the Ensley Engineer Yard. Jobs for the students include engineering and computer aides, pressroom, electronic and pipefitter helpers, library and accounting assistants and warehouse workers.

Memphis District is working with Vicksburg District to provide camping experiences at Lake Arkabutla in northwest Mississippi for 220 Youth Service sponsored teenagers.

"The Memphis District Youth Service program is a model program for the Corps," said Col. John F. Hatch Jr., Memphis District Engineer. "Youth Service and the Corps worked together to place the students into meaningful positions that will enhance their career skills."



Memphis District's Bud Murphy, left, shows Derrick Whiting how to rebuild a caterpillar winch.



Harrel Martin learns to print aerial photographs.

Teenagers learn how to survive

Henry Bailey

Press-Scimitar Staff Writer

Charging up cliffs, taking night hikes through the woods and being yelled at by Army sergeants — is this anyone's idea of a summer vacation?

Well, it may not be a vacation, but it is an adventure for several dozen youths participating in a week-long "survival camp" sponsored by Youth Service of Memphis and the U.S. Army Corps of Engineers at the corps' sprawling Arkabutla Lake park near Hernando, Miss.

Some 24 teenage boys, most of them high school seniors, are encamped at Arkabutla this week, following the first effort by more than 20 youths last week.

Though the numbers are small, the promise is big. The planners, Col. John Hatch, commander of the corps' Memphis district, and the Rev. Don Mowery, Youth Service director, hope the pilot project will spark U.S. Defense Department approval of similar programs for disadvantaged youths at the 300 lake recreational areas the corps maintains.

The youths are housed in tents and fed as much as they can eat. They work and play under the inspiration of two studiously tough Army sergeants, Scott Oswald and Les Zickefoose, from the elite Rangers mountain training school near Fort Benning, Ga.

Typical of the equipment the boys are using are rubber assault boats for a beach landing, ropes for climbs up and down sheer cliffs, bandages for learning first aid, and the usual assortment of basketballs and other sports items.

The program, which is tied in with a day-camp activity for younger boys as well as girls, is more than climbing, playing and swimming. Hatch and Mowery say the program is geared to promote confidence, teamwork and career planning among the participants. Guest speakers have included military representatives, businessmen and civic leaders.

The program also has provided em-



Getting up a cliff, by foot or by rope, is one part of "survival camp" at Arkabutla Lake park near Hernando.

ployment for several young adults as camp assistant counselors, and for more than two dozen other teens in various corps duties in Memphis. Hatch has high praise for the summer workers: "In some ways, they've even outshone some of our regular interns."

When the campers end their stay today, they'll leave an apple tree behind in a special grove commemorating the program. This week's tree will be add-

ed to at least five others already planted by day-camp and extended-camp groups.

Dub Patton, a veteran park resource manager, is fond of saying at the planting ceremonies: "These trees will be productive someday, just as we hope you will be, too. We'll nurture them along and help them grow, and years from now, you can come back and sample the fruit of your labors here."

YOUTH SERVICE
TENNESSEE AIR NATIONAL GUARD
SUMMER 1982

Misfortune becomes vehicle for appreciation

Michael Love, 17, has just completed a summer-long Youth Services job at the Air National Guard base at Memphis International Airport, and few youngsters have shown more dedication than this Northside High School senior.

Each morning since June 7, Love has been leaving his North Memphis home at 1652 Eldridge at 5 a.m. and pedaling his brother's 10-speed bicycle to his supply and warehouse job at the airport. The bike ride took an hour each way, but he never complained. After all, he was working, and he was making money to buy much-needed school clothing and supplies. When his ANG employers reported for work about 7:15 a.m. each day, they always found Love waiting at the door.

All went well until one morning earlier this month.

Love was pedaling the bike on Airways, south of Memphis Defense Depot, in the pre-dawn darkness. Two toughs roared past him in a car and pulled sharply to



Bill E. Burk

Good Evening

the curb in front of him.

"One of the guys jumped out and grabbed me," said Love. "I shoved him and he fell down. When he came up, he pulled a pistol. I thought he was going to shoot me. He told me to hand over my money and I gave him the \$20 I had. I looked back and the other guy was putting the bike in the back of the car. They drove off in a black and gray car."

Love called police and made a report. Police drove him to the airport. He arrived in total depression.

"I felt pretty bad," he said. "My

grandmother had bought that bicycle for my brother last Christmas. Up until that moment, I had been enjoying the ride every day to and from the airport and enjoying what I was learning at the ANG. But that one experience pretty well shattered the whole summer for me."

Love's bad experience soon came up roses.

Lt. Col. Leland Stanton, ANG supply chief, heard of Love's misfortune. At the daily staff meeting, he suggested a collection be made on base to have the bike replaced. The suggestion spread like wildfire. Before noon, Stanton was telling the youngster he would have a new bike before 2:30 p.m.

Just after lunch, Love was taken shopping. He selected a new 10-speed for \$100. There was \$45 left over. The Air Guardsmen gave it to him for the \$20 that had been taken.

"Michael all summer long was an outstanding young man," said Sr. M/Sgt. John Parker. "He always had a can-do, will-do attitude that impressed everyone. He always did more than was expected of him. When we heard what had happened to him, we felt that (the collection) was the least we could do for him. It made everyone feel better for having helped him."

The flashing smile on Love's face every day served as his reminder to the Air Guardsmen that he was extremely thankful for their gesture.



Staff photo: Bill E. Burk

Sr. M/Sgt. John Parker (left) and Michael Love.

Youth Service Program Merits Praise

Ten young people spent most of their summer this year working at the 164th Tactical Airlift Group base as participants in a Youth Service work program.

This program was for students who met the qualifications of the Youth Service organization. It allowed them to have a job for the summer, learn some skills and earn enough money to help them buy clothes and other necessities for going back to school.

Michael Love, a seventeen-year-old senior from Northside High School, reflects the kind of dedication that all of these young people gave to their jobs.

He rode his bicycle twenty miles a day going ten miles to his job in RMS and ten back home to north Memphis. He was always on time except one day.

On that day as he rode down Airways in the early morning a car stopped him.

Two men robbed him not only of his money, but also of his bicycle.

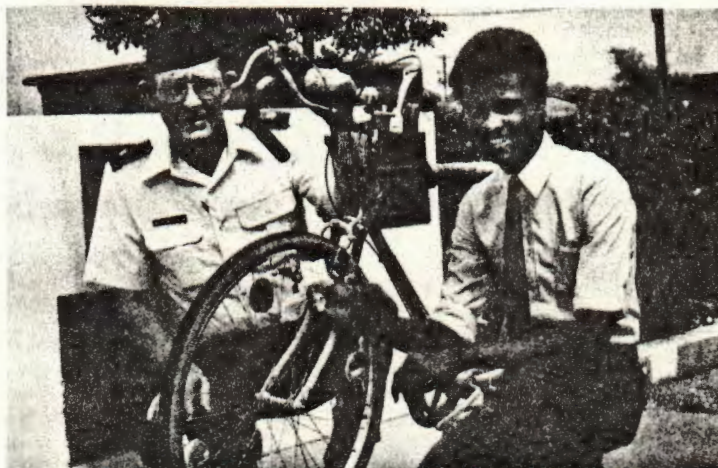
When the unit members heard what had happened to him, they all chipped in and bought him a new bicycle that same day. There was even some money left over so they replaced his stolen money.

Love's supervisor, SMSGT John Parker, commented that Love's attitude and efforts in his work were excellent and that replacing his bicycle was the least they could do.

The Youth Service program is only one of several similar programs carried out each year. Youth Service, which is headquartered in Memphis, also oversees programs on a national level.

According to John Edwards, Deputy Director of Youth Service, the programs they operate do much more than simply provide jobs to young people.

The programs are geared to include the public and



SMSGT John Parker (left) and Michael Love.
Photo by Bill Burk

private sectors of the community as well as the government and others.

An example of this total concept is the program at the 164th TAG. The unit supplied the jobs and the training. The Ralston Purina Co. provided the grant for the stipends of the students and Youth Service provided the management of the program and screening and coun-

selling of the students.

Other students in this year's program were: Sandra Farmer--switchboard, Lee Arnold--CEF, Julius Davis--Carpenter Shop, Leonard Bullard--Motor Pool, Annie Jackson--Clinic, Reginald Wade--CEF, Jimmy Turner--Motor Pool, Andrea Taylor--Secretary, Reginald Harris--Accounting.

Uniform Changes Need Attention

If you think it's no big deal to wear an out-of-date uniform item, TSGT Marsha Nelson, COMFLT, has some advice for you.

"Don't get caught wearing it on an active duty base!"

Nelson went to Keesler AFB, Mississippi for two weeks of annual training recently and learned the hard way that it is important to keep up on AFR 35-10.

"I was in the chow hall going through the chow line when this buck sergeant said my shirt was obsolete," she said.

Her shirt was the women's light blue, short sleeve shirt without epaulets. It was phased out as of October 1981.

"I told her I would take care of it right away, but she must have gone

straight to the commander or someone. I got called in on it."

"I bought the new shirt while I was down there, but that didn't matter. I received a letter of reprimand," said Nelson.

The letter was eventually torn up because it was not entirely her fault. She just never got word of the change. She said it was a very embarrassing incident and she advises everyone to keep up with uniform changes. They are listed in AFR 35-10.

In addition to the women's uniform, the men's light blue, long sleeve shirt without epaulets became obsolete on 1 July 1982. The men's light blue, short sleeve shirt without epaulets will become obsolete on 1 January 1983.

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