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The community looks upon Careers for Youth program as something to give unmotivated kids a dream. "If a youngster thinks he can become a doctor or an engineer or whatever, as long as he holds on to that dream, he has a chance. This is still an open society." Without emphasizing anti-discrimination, this youth project has helped lessen discrimination by bringing businessmen and other members of the comunity out to speak before the various Career Clubs and by taking the participants in the program to visit a variety of places of employment. All this means direct contact between employers and young Negroes or Spanish-Americans.

Robert B. Choate, Jr., a civil engineer in his middle thirties, became interested in the Urban League program for young people, Tomorrow's Scientists and Technicians, and talked to 150 people about starting a Phoenix vocational guidance project. Interested volunteers included a hospital pharmacist and his wife, educators, city employees, and several wealthy members of the community. But Careers for Youth, as Choate soon learned, could never be just a vocational project. "The kids that needed the program lived in the depressed parts of the town and needed inspiration. They needed to think there was a chance for them to be something better, but in order to hope you must know what exists. Many of these youngsters had never eaten off a plate, used knives and forks, ridden a bicycle, or had a quiet place to study. And 85 percent of them did not finish high school." Principals of the high schools told the Careers program planners that most of the youth had never met a lawyer, doctor, or engineer, and had no notion as to how professional members of the community earned a living.

Securing enough contributions to hire a full-time secretary and office space, the people interested in the program approached the schools, especially those in and close to the depressed sections of town. Both elementary and high school personnel lent their support and helped to organize Career Clubs. Membership was open to any youngster and the immediate object was to encourage the student to finish school--to stick it out, and maybe even try to go to college. People from every occupation in the area volunteered to visit the clubs and told the kids about their work. Then came tours, with the program managers renting busses, and taking eager youngsters to factories, hospitals, the courthouse, and civic offices. The professional men, skilled technicians, public officials, business and industrial executives stopped whatever they were doing long enough to speak with the young people and answer their questions.

In order not to lose contact with the youngsters during the summer months, Careers for Youth hires a high school counselor and pays him a salary to talk with the groups. Sometimes the counselor has to go to the homes of the youngsters and get them to participate, but contact is maintained.

Along with the vocational aspect of the program, systematic exposure to middle-class living is carried out. Visits to model homes, bookstores, good restaurants, theatre, ballet, concerts, and other community activities are initiated by the adult volunteers. Financial help is offered to the youngsters with high school and college scholarships given to the deserving.

WORKREATION
Berkely, California

Early in June each year, hundreds of boys and girls start asking employers and employment offices for summer jobs. A city-wide committee was formed in Berkely to plan a program for 14 to 17-year-old boys and girls who because of their youth and inexperience were not likely to get a vacation job. At the first committee meeting, ten years ago, the president of a large industry was asked to serve as chairman. Representation was sought from the employment service, YMCA, the city council and Board of Education, juvenile department of the police, director of city parks, PTA, labor, and other interested persons and organizations.

A budget was drawn up and work projects were planned; problems of workmen's compensation, public liability, union regulations, income tax deductions, work permits, safety regulations, and payment at the end of the program were worked out. By the time school was out in 1952, the program was waiting for the teenagers--financing had been obtained from the city and the Board of Educaton. Later the Public Library offered funds. Newspaper publicity, as well as radio and television, had made the entire community "workreation" conscious. The employment service and the school counselors had agreed to refer youth to the program.

A selection committee personally interviews each applicant and on the basis of these talks the workers are selected. In addition, alternates are chosen to replace those who drop out or are discharged. The participants are selected from all socio-economic levels, including all races and religious groups. The youth report for work under the supervision of regular park department employees or public library foremen. Orientation meetings are held each year for the supervisors to prepare them to work with the teenagers. Members of the Workreation Committee visit work projects during the hours to see the youngsters and discuss any problems with the supervisors.

The youth carry their own lunches, and after working four hours meet for recreation activities. These include lessons in bowling and golf, gymnastics, basketball, a series of field trips, boating excursions, track meet, tennis and other sports. Among the jobs the young people have accomplished: renovation of yacht harvor in city park, path and sea wall repairs, removal of old shrubs and replanting, building of barbecue pits, and retaining walls, clearing park land of old trees, brushing out seven miles of new trails, building a model ranchhouse from wood salvaged from demolition of an old army barracks, building a stone shelter for the use of hikers, watering, staking, tieing, trimming trees. The girls spend the summers working as playground assistants or doing clerical work in the schools or libraries.

The pay for work done in the program is $1.00 an hour. The wages are given at the end of the project. The consensus of employers, participants, and program supporters is that the teenagers learn useful work, become familiar with tools, learn responsibility and working under direction, do a good 4 hours' work for 4 hours' pay. One of the Workreation Committee states that every community can have a program like the successful Berkely one, but four ingredients are necessary: the money to finance it (a selling job); enthusiastic, average teenagers; good project ideas; and (most important) good supervision.

U.S. DEPARTMENT OF LABOR
Bureau of Labor Standards

YOUTH FOR SERVICE
San Francisco, California

A young man of Quaker faith founded Youth for Service with the idea of helping teenage boys of every race, color, and creed from the city of San Francisco. He approached other Quakers for financial aid and in November 1957, the San Francisco Friends Meeting decided to sponsor Saturday volunteer work projects on a trial basis. The participation of the boys, recruited from clubs in neighboring community centers, was so enthusiastic and their pride in accomplishment so evident that the Quakers provided enough money to get the project started.*

This project, originally sponsored by the American Friends Service Committee, was also helped out by a grant from the Rosenberg Foundation. Since 1960, it has been financed by a grant from the Ford Foundation. The present operating budget is $5,000 a month, including the salaries of a ful-time staff of six. Now totally dependent on voluntary contributions, YFS hopes to be able to add two more neighborhood workers. A Board of Directors has been established and YFS is a totally independent project.

Starting with a handful of boys and the experimental work projects, Youth for Service gradually changed gang rumbles into club projects. This was mainly achieved through a weekly "Council Meeting." Representatives of the various jackets clubs of the city of San Francisco, many of whom have fought one another in rumbles, sit down together and discuss their common interests and problems. With the help of a YFS staff member they settle disputes or air gripes that may provoke trouble between clubs or individuals. Teenage tensions in all areas of the city have been eased through the weekly council.

This city-wide youth project also includes neighborhood workers that privode on-the-spot counseling. The workers assigned to neighborhood duty (named Operation Lamppost) have managed to reach many boys who would never come into an office for help. The boys, aged 16 to 21, have been helped with personal and school problems, their families have been visited, and many other services made available through this direct contact. Important too is the employment counselor and the services he gives the programs participants. This element of the program grew out of the work projects and the boys' increased awareness of their need for jobs and a place in the community. This staff member assists and encourages the boys to prepare for their entrance into the highly competitive job market. Youth for Service works with business, industry, and both state education and employment agencies on a program that combines part-time employment with the completion of education requirements.

A stay-in-school campaign is promoted through the council since the dropout rate among the boys is extremely high. "Knocking On the Big Door" began with blue-collar workers being asked to tell about their experiences. Movies were shown to the boys and pictures of high-school graduates were displayed in places that the club members frequented. The girl friends of the boys were encouraged to take part in the campaign and as a suitable climax Miss Golden Year was selected by popular vote of all Youth for Service Members.

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*"Ask Me, Don't Tell Me" is a 22-minute black-and-white film telling the story of the project. It is available from the American Friends Service Committee for a charge of $1 per showing, plus return postage and insurance.

U.S. DEPARTMENT OF LABOR
Bureau of Labor Standards
Youth Programs - 1963

NEIGHBORHOOD HOUSE
North Richmond, California

North Richmond, a community of 5,000 on the shores of San Francisco Bay, is almost entirely Negro. It has almost no contact with the white cities that surround it. The cultural level is low; prostitution and narcotics pushing are common along the main street. While youth of the community shre the virtues and the faults of young people everywhere, a very large number of these would find it very strange to have a job.

The upgrading project of Neighborhood House was started in 1960 in an effort to make more of the young men employable. None of the participants had ever held a job nor were they readily able to get one. The program is centered around group and individual counseling. As young men register, they are assigned to a group with which they meet once or twice a week. The groups spend much of their time studying problems associated with status, practicing employment interviews, filling out sample applications, and using audio-visual aids in conducting discussions which allow the expression of feelings --often deep-seated ones of hostility, bitterness, and despair.

At the very beginning of this project, an Advisory Committee was selected from representatives of the schools, the employment service, employer groups, and unions. The members of this group help to keep the upgrading project realistically oriented and to achieve whole-hearted community support through publicity.

The participants in this program are recruited in their homes, on the streeets, in poolrooms, or other places. If a boy does not have the emotional energy to meet with the group at 8:30 a.m., a staff member of the House goes to his home, awakens him, and brings him to the meeting. Gradually the boy is brought to perceive a structure of stability, responsibility, and success. Minor assignments are attempted, such as getting a social security card, or registering at the employment office. For many, these are the start of self-confidence; these tasks are the first at which they have ever succeeded.

As the program began to take hold, the boys got haircuts, kept fingernails and clothes cleaner and tidier. Coaching classes were organized in remedial reading and arithmetic. A special room was set aside in Neighborhood House which the boys could consider their own. Civil service examination material was used to test the boys repeatedly. In order to gain work experience, supervised jobs were offered to participants, and Neighborhood House reimbursed employes up to $15 a week for the part-time positions. The employer was asked to provide firm, yet understanding, guidance, and to submit a written evaluation that could be used in counseling sessions. Not all of the employers accepted repayment from the House. Some accepted it at first and later refused, putting the boys on their own payroll.

After the first year other unemployed youth were invited to join a new group. The same upgrading techniques of learning to fill out applications, having interviews, talking with employers, individual counseling, and supervised work experience were started. A new

new tactic was tried--working with the families of the boys, with their wives, or with girl friends. The relationship of the boy to the program was strengthened as the people they lived with gained understanding of the difficulties the boys had both in finding themselves and in getting a job.