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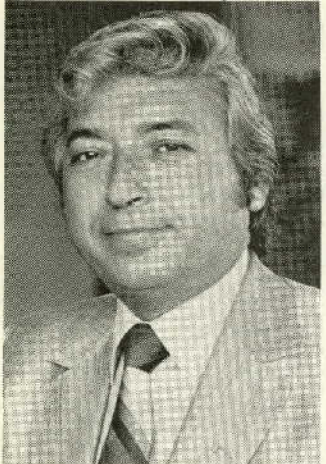
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THE ADVISORY COUNCIL FOR TECHNICAL-VOCATIONAL EDUCATION IN TEXAS

ACTIVE HAS NEW MEMBERS



Alejandro Hinojosa
Harlingen



John W. Holcomb
College Station



Bobbie Kennedy
Lufkin



Richard E. Pulaski
Lufkin



Jan Eisenhower
Dallas

The State Board of Education appointed five new members and returned four to the ACTIVE. The appointments and reappointments were voted on at the SBOE's meeting on July 10.

Newly appointed to three-year terms are Alejandro Hinojosa of Harlingen, John W. Holcomb of College Station, Bobbie Kennedy and Richard E. Pulaski, both of Lufkin. Appointed to fill an unexpired term is Jan Eisenhower of Dallas. Reappointments are Kimberly Gilliam of Killeen, Mike Michel of El Paso, James Martin of Arlington and Milton Schiller of Cameron.

All appointments are subject to confirmation by the State Senate.

Mr. Hinojosa was appointed for the category of "member representing the general public." He is president of the Hino Gas Sales, Inc. in Harlingen and is active in the Chamber of Commerce and several civic organizations. He serves on the board of a savings and loan and a bank in his community and received the Business Person of the Year Award in 1981. He replaces Mario Yzaguirre of Brownsville.

Appointed for the category of "member representing and familiar with the vocational needs and problems of agriculture in the state" is Mr. John Holcomb, professor emeritus of the Department of Agriculture

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Education at Texas A&M University. Mr. Holcomb has worked throughout his career in activities at the local, state, national and international levels in agriculture education. In his present status, he does consulting work in the field of agriculture and coordinates agriculture specialist training programs throughout the state. Mr. Holcomb replaces Mary Mahoney of College Station.

Mrs. Bobbie Kennedy was appointed for the newly-created category of "member who is receiving basic adult education services or who received those services at some time during the three years immediately prior to appointment." Mrs. Kennedy is an education aide in the Lufkin Adult Education Learning Center where she assists under-educated adults acquire basic education skills with which to pursue skill training and advance in their job. She received her GED through the adult education program a few months ago and distinguished herself and was asked to assist in training other adults in her community.

The category of "member familiar with the vocational education needs and the problems of labor in the state" was filled with the appointment of Dr. Richard Pulaski, director of technical-vocational education division at Angelina College in Lufkin. Dr. Pulaski spent 11 years in the plumbing and pipefitting trade as an apprentice and journeyman. He served as an instructor of pipe trade apprentices for two years and as a state specialist in apprenticeship training for seven. He has conducted summer institutes for instructors of apprentices and journeypersons from the United States and Canada. He replaces Dally Willis of Midland.

Jan Eisenhour was appointed for the category of "member representing proprietary vocational-technical schools of the state," and replaces Jessie Lee Sharpley of Lubbock, who resigned last spring. Ms. Eisenhour is owner of the Executive-Secretarial School in Dallas. She is chair of the board of directors of the Association of Independent Colleges and Schools, a member of the National Business Education Association and several other professional and civic organizations.

Low Income Women Targeted for Training

"There are 200,000 families receiving Aid to Families with Dependent Children assistance in Texas. Ninety-six percent of these families are headed by women and 85% of these are young, healthy and talented individuals who can benefit from training and are fully capable of making their way in the job market," ACTIVE member Lupe Anguiano said at a recent Council meeting. Ms. Anguiano was introducing two research projects that were conducted at San Antonio College (SAC) in conjunction with identifying the needs of this target group of low-income women, and the barriers they face in attaining skill training.

Nellie Thorogood, dean of Occupational and Technical Education at SAC explained that her college has a commitment to serving all citizens of the district and "sometimes we have to look for more effective ways and also for ways to identify and remove barriers. Even though this research was conducted locally, we certainly hope it has implications for other institutions and state agencies to help resolve the problems of this special target group. These efforts will help shape the policy at our college. Our philosophy is that all individuals should have the opportunity to realize the full potential of their ability. This is an interesting philosophy when we are dealing with women re-entering the work force, single heads of households and persons who are on welfare who would like not to be. We like to believe that all individuals have the right to pursue educational and employment opportunities of their choice."

Ms. Thorogood mentioned that under the CETA program, individuals placed in a training program are considered to be a "non-positive" placement, which is a negative motivation for community-based organizations to place clients in skill training programs. So, SAC personnel felt it their responsibility to do their own recruiting and outreach. "The traditional recruiting and outreach many times does not reach some of the special targeted populations we need to serve, so it is necessary to have some support services to do meaningful outreach. We were aware that women who were leaving welfare for jobs and many of those who were pursuing technical programs were not staying in

the jobs and training programs. We needed to find out why and what our responsibility was as an institution to change this situation," Ms. Thorogood said.

"This target population wants to work. They do not want to be on welfare...they would like to be productive citizens. They also do not want to be the first group laid off when the economy has a downturn. This means then they must have skills at a higher level than the initial job entry," Ms. Thorogood concluded.

Ms. Susan Nelson, research coordinator for the project on assessment and intake, said her research grant was to "provide an analysis of characteristics which might enable low-income heads of households to complete technical training programs. We did this through a comprehensive study to both assess the needs of women as they came into the program and then provide the support services that they need as identified in the assessment," Ms. Nelson said. The technical training referred to are the high technology areas of computer operations, computer programming, drafting and electronics.

Ms. Nelson said there were five specific procedures used in the study. She reported they had "found that women are receiving biased vocational counseling at the high school level. In the academic assistance area, we are finding that students must not only develop skills, but also internal locus of control. That means a person will do something, come hell or high water...they do not let outside obstacles or external factors deter them from their objective. Generally, we have found with regard to financial assistance that education related costs are prohibited for the disadvantaged. This includes art and lab materials and similar extra costs related to the course. Also, there are transportation and child care expenses. Another barrier with regard to financial aid is that students on a part-time basis are not eligible for full financial aid benefits and the extra costs of education are not funded."

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Lindsey Named Associate Commissioner



Dr. Paul Lindsey

Vocational education has one of its most sparkling success stories in its New Associate Commissioner. Dr. Paul Lindsey became acquainted with vocational education as an agricultural student and FFA member at Huntsville, where he spent a great deal of time in his father's auto mechanics garage. He earned bachelor and master of business administration degrees from Sam Houston State University, and began his teaching career in the auto mechanics program at Stephen F. Austin High in Bryan. He received the doctor of philosophy degree in education from Texas A&M, where he was a guest instructor and later a teacher educator for the vocational industrial teacher education program of the Engineering Extension Service.

Dr. Lindsey then moved to Southwest Texas State University, where he worked his way up to director of vocational industrial teacher education.

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In interviewing employers about their hiring criteria, interview skills came out on top in most every instance. The second most important factor was an accurate job application, the third a good college transcript, the fourth was work samples and the last was good test scores. The promotion criteria within these companies was attendance, production and the supervisor's personal knowledge. The employer recommendations were to increase career awareness and job information and to improve oral and written communication skills. "The main problem they are facing with employees at the present time is poor oral and written communication skills," Ms. Nelson said.

The technical instructors interviewed regarding their perceptions of their low-income heads of household students, said the main difference between successful and unsuccessful women was their motivation or goal orientation. Some inhibiting factors were a lack of time and academic background, responsibility to children, and expense of child care.

Ms. Jo Knox shared with the Council her experiences in interviewing low-income heads of household women. She said one reason this research is critical is because of a phenomenon that is occurring in this country called the "feminization of poverty. In 1970, one out of every 10 women were in an impoverished condition. Today, one out of three are in this condition."

Ms. Knox identified and interviewed disadvantaged women in the San Antonio community, asking them what problems they ran into when they applied for employment and what things helped them obtain employment and remain employed or in school. "When these women approach colleges like San Antonio Community College and St. Phillips, they are looking for skills and training that will help them obtain permanent employment to support their families. This is their number one objective. The barriers that were most frequently identified that led to their dropping out of school or from keeping their jobs were child care, financial difficulty, transportation problems and ignorance about educational opportunities.

"Another problem is that often women are shuffled into employment and education programs that do not result in their achieving economic independence...so, the skills they acquire must be needed in the job market. Employment assistance programs are critical to these women. Oftentimes, they do not know how to compete, how to dress or how to behave during an interview, and they need programs to help them correct these deficiencies. There is also a need for follow-up programs to assist the women in transition from their education and training programs into employment. Oftentimes, they will run into problems they don't know quite how to handle, and these often lead to their termination.

"The encouragement of teachers and staff cannot be emphasized enough. Oftentimes, the AFDC students feel they are different from other students and in some cases they are. So, teacher and staff acceptance and willingness to help them is very important. The attitude of determination and persistence is found in those who are most successful.

"One of the consistent problems was that when they get a basic educational opportunity grant and the grant is above tuition and special fees, that amount is deducted from their food stamps. This means that part of what they depended on for survival for a year or two disappeared and they had to find some means to bring that back to meet the needs of their family," Ms. Knox explained.

"There is a need for the development of one- and two-year programs for disadvantaged women, particularly in technical areas because that is where the future lies. The child care assistance, financial aid and support services to part-time students is critical. At the present time, there are employment assistance programs that could and would refer women to college, except they don't get credit for these types of referrals. All elements of the system must support the effort if it is going to be successful.

"We have not detected much encouragement on the part of the Department of Human Resources to encourage

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women to consider the community college as a resource and a way off welfare. They tend to promote work versus skills and training."

"It will be necessary to have cooperation between the women's programs throughout the community and the community college to provide a network of support services in order that low income women might utilize the educational resources of the community and get jobs that allow them to break the poverty cycle," Ms. Knox concluded.

Recommendations drawn from the two studies were made specifically to San Antonio College, but have applications for all other Texas community colleges. It is recommended that SAC develop an outreach program targeting disadvantaged women, particularly those on AFDC, to facilitate their interest in the community college. Also, community colleges need to expand their child care provisions, increase access to financial aid and provide institutionalized counseling and support services.

For more information on these studies, contact Ms. Nellie Thorogood, Dean of Occupational and Technical Education, San Antonio College, 1300 San Pedro Avenue, San Antonio, Texas 78284, (512)733-2000.

High Technology Conference Slated

A Statewide Conference on High Technology will be held in Austin on October 7-8 at the Quality Inn South.

**The Advisory Council for Technical-
Vocational Education in Texas**
P.O. Box 1886
Austin, Texas 78767

The Advisory Council and the Texas Education Agency will jointly sponsor the conference. Its theme will be "High Technology: Its Impact on Education, Work and the Economy."

The conference will focus on the impact of electronics, computers, word processors, robotics, CAD/CAM, energy, aerospace, genetics and other aspects of high technology on the demand for jobs, the performance of jobs, the ways people are to be educated, and the types of programs to be offered and the skills to be taught.

Invitations will be extended in late August to secondary and post-secondary level technical-vocational education administrators, general administrators, board members, vocational advisory committees, lawmakers, associations, business, industry and labor.

Exhibits, depicting the latest hardware and software in high technology, will be on display.

The conference capacity is 400 people. Registration will be on a first come basis. A \$30 registration fee will be charged, which will cover the banquet and luncheon. If you want to make sure that you receive an invitation, drop a line or call the ACTVE office.

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