

R E P O R T R E S U M E S

ED 010 698

CG 000 006

A STUDY OF CERTAIN FACTORS INVOLVED IN JOB PLACEMENT ACTIVITY
OF HIGH SCHOOL AGE YOUTH.

BY- CAMPBELL, NORRIS C.

AMERICAN PERSONNEL AND GUIDANCE ASSN., WASH., D.C.

PUB DATE 5 APR 66

EDRS PRICE MF-\$0.09 HC-\$0.36 9P.

DESCRIPTORS- *SECONDARY SCHOOL COUNSELORS, STUDENT EMPLOYMENT,
*HIGH SCHOOLS, *EMPLOYMENT SERVICES, *JOB PLACEMENT, HIGH
SCHOOL STUDENTS, COLLEGE STUDENTS, QUESTIONNAIRES, EMPLOYMENT
OPPORTUNITIES, JOB SKILLS, DISTRICT OF COLUMBIA

KNOWLEDGE ABOUT JOB PLACEMENT ACTIVITY AMONG SCHOOL-AGE
YOUTH WAS EXPLORED IN A SURVEY OF (1) SCHOOL COUNSELOR
INVOLVEMENT IN JOB PLACEMENT, (2) ROLE OF OTHER AGENCIES, AND
(3) SELF-EFFORT OF STUDENTS. TWO GROUPS WERE STUDIED--(1) 947
EAST TEXAS STATE UNIVERSITY FRESHMEN AND (2) 745 ABILENE
CHRISTIAN COLLEGE FRESHMEN. SEX DISTRIBUTION WAS ABOUT EQUAL.
NO LOCAL INFLUENCES WERE OBSERVED IN THESE GEOGRAPHICALLY
SEPARATED GROUPS. THE QUESTIONNAIRE REGARDED PART-TIME VERSUS
FULL-TIME EMPLOYMENT, OCCUPATION IN WHICH EMPLOYED, AMOUNT OF
EMPLOYMENT, AND THOSE WHO HELPED IN OBTAINING THE EMPLOYMENT
DURING THE LAST SCHOOL YEAR AND FIRST SUMMER OUT OF SCHOOL.
THE SURVEY SHOWED THAT (1) SCHOOL PERSONNEL DID LITTLE TO
HELP YOUNG PEOPLE FIND JOBS, (2) STATE EMPLOYMENT AGENCIES
DID LITTLE MORE, AND (3) YOUNG PEOPLE WOULD LIKE TO WORK
MORE. LESS THAN 5 PERCENT OBTAINED HELP FROM THE SCHOOLS AND
STATE AGENCIES COMBINED. IMPLICATIONS STATED WERE (1) THERE
IS A NEED FOR AN AGENCY TO MEET THE JOB NEEDS AND INTERESTS
OF YOUNG PEOPLE, AND (2) ALTHOUGH LIMITED TO SOUTHWESTERN
COLLEGE-BOUND STUDENTS, DIVERSITY OF THE AREA MAKES THE
IMPLICATIONS GENERALLY VALUABLE. THIS SPEECH WAS PREPARED FOR
THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION
(WASHINGTON, D.C., SESSION 105, APRIL 5, 1966). (RM)



SPEECH

CG 000 006

FROM A.P.G.A. CONVENTION
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
1605 NEW HAMPSHIRE AVE., N W WASHINGTON 9, D. C.

Session 105

Place - Sheraton-Park Hotel
Madison Room

Date - April 5, 1966
10:00-11:50

Title - A STUDY OF CERTAIN FACTORS INVOLVED IN JOB
PLACEMENT ACTIVITY OF HIGH SCHOOL AGE YOUTH

Author - Norris C. Campbell
Associate Professor of Psychology, Abilene Christian College

Since little more than lip service has been given to the subject of job placement activity among school age youth, there appears to be a definite need for more knowledge regarding this facet of guidance. Are school counselors involved in job placement? What are other people or agencies doing about finding jobs for school age youth? How much self effort is evident? The journals are as silent as the texts.

In a previous study we attempted to determine what school personnel felt they were contributing to job placement. While this gave some answers which we did not have, many unanswered questions remained. Chiefly they were those relating to what the students themselves felt about job placement activity.

We needed to know if they work, what kinds of jobs they hold, who helps them find jobs and if they work as much as they wish. This study was centered numerically around two basic groups. One attending Abilene Christian College was used and the other attending East Texas State University. The schools are about 230 miles apart. The groups were chiefly freshmen. A sub-group of A.C.C. students consisting of non-freshmen was also used. Responses were obtained from 947 E.T.S.U. freshmen, 745 A.C.C. freshmen and 217 A.C.C. non-freshmen, giving a total of 1909. The groups were used to check differences which it was thought might occur. They were, however, so nearly alike in their responses that no attempt has been made in this paper to deal with the slight differences observed.

A questionnaire was designed with questions arranged in a sequentially logical and spatial relationship with the hope of obtaining "best answers" from the students regarding themselves and work activity during their last school year and first summer out of school. Responses were punched into I.B.M. cards and tabulations were made through use of an I.B.M. Card Sorter. (At the back of the paper handed you is a copy of the questionnaire and following it are a group of tables showing the results.)

The total group was about equally divided between men and women as is shown in Table I. Since they were mainly freshmen, most of them graduated, as shown in Table II, in 1965. Table III shows that there was a generally

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education

This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated do not necessarily represent official Office of Education

ED 010 698

Session 105
Campbell

- 2 -

even distribution of community sizes represented as was also true of graduating class size shown in Table IV. Over 80 per cent of them were from Texas and 88.45 per cent were from the five states of Texas, Oklahoma, California, New Mexico and Colorado. This is shown in Table X. Among the "workers", men led, while among "non-workers", females were far out in front as shown in Table V. Respondents indicated that while 76.92 per cent of them had worked, 23.06 per cent had not worked during their last high school year and first summer out of school. A rather even distribution was also obtained for the three categories of "part-time", "full-time", and "both" as shown in Table VI. Table VII gives a rank order of occupations in which respondents said they engaged. "Office work" headed the list with a sizeable percentage. The lack of "salable skills" seemed to show up for many as the unskilled jobs were noticeable prominent. Table VIII indicated that students may be rather self-reliant in obtaining employment and it also gives a hierarchy of those whom respondents felt were of aid to them in obtaining employment. That many students do not get to work as much as they desire is evident from Table IX.

There are several conclusions and implications that are apparent from this study. One is that school personnel do not do much about helping young people find jobs. A second is that State Employment Agencies do very little more than schools are given credit for doing. A third, and perhaps most meaningful implication is that many young people would like to work more than they do. It would appear that there is a very high and definite need for some agency to provide for their needs and interests regarding jobs. Although this study is limited mainly to Southwestern college bound students, it is felt that diversity of the area tends to make the implications generally valuable. It is hoped that with more adequate funds a subsequent study can be made of non-college students.

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE
PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS
STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION
POSITION OR POLICY.

Session 105
Campbell

- 3 -

This survey is part of a research project and is designed to determine certain factors involved in JOB PLACEMENT ACTIVITY as related to high school age youth. Your reply is STRICTLY CONFIDENTIAL. Please do not sign your name.

1. Male _____ Female _____

2. YEAR you graduated from HIGH SCHOOL

____ 1961 ____ 1964
____ 1962 ____ 1965
____ 1963 ____ Other: When? 19__

3. Location of your HIGH SCHOOL. (USE CODE NUMBERS shown at RIGHT of this sheet.)

____ STATE)-----
____ POPULATION OF COMMUNITY)

COMMUNITY
POPULATION
CODE

1. Rural to 500
2. 501 to 2,500
3. 2,501 to 7,500
4. 7,501 to 25,000
5. 25,001 to 50,000
6. 50,001 to 100,000
7. 100,001 to 400,000
8. 400,001 to 1,000,000
9. more than 1,000,000

STATE
CODE

- | | |
|---------|----|
| Ala. | 01 |
| Alaska | 02 |
| Ariz. | 03 |
| Ark. | 04 |
| Calif. | 05 |
| Colo. | 06 |
| Conn. | 07 |
| Del. | 08 |
| D.C. | 09 |
| Fla. | 10 |
| Ga. | 11 |
| Hawaii | 12 |
| Idaho | 13 |
| Ill. | 14 |
| Ind. | 15 |
| Iowa | 16 |
| Kans. | 17 |
| Ky. | 18 |
| La. | 19 |
| Maine | 20 |
| Mi. | 21 |
| Mass. | 22 |
| Mich. | 23 |
| Minn. | 24 |
| Miss. | 25 |
| Mo. | 26 |
| Mont. | 27 |
| Nebr. | 28 |
| Nev. | 29 |
| N.H. | 30 |
| N.J. | 31 |
| N.Mex. | 32 |
| N. Y. | 33 |
| N. Car. | 34 |
| N. Dak. | 35 |

4. APPROXIMATE SIZE of your Graduating Class
(Use CLASS SIZE CODE NUMBERS at RIGHT)-----

CLASS SIZE CODE

1. 25 or fewer
2. 26-50
3. 51-100
4. 101-150
5. 151-250
6. 251-400
7. 401-700
8. 701-1,000
9. more than 1,000

5. During your LAST HIGH SCHOOL YEAR and FIRST SUMMER out of school, did you work at ANY KIND of non-school JOB? (Not D.E., D.O., I.C.T., etc.)

____ Yes
____ No

6. If you worked, was your EMPLOYMENT: (Check one)

____ PART-TIME (Less than 40 hrs. per week OR
Less than 1 MONTH at 40 hrs. per week)
____ FULL-TIME (40 hrs. per week and employed
for 1 MONTH OR MORE)
____ BOTH (Worked some part-time and some full-time)

7. During your LAST HIGH SCHOOL YEAR and FIRST SUMMER out of school, in WHICH of the following OCCUPATIONS were you EMPLOYED? Indicate your answer by writing in 1 for Part-time, 2 for Full-time, and 3 for Both.

Session 105
Campbell

- 4 -

<input type="checkbox"/> Food Service	Ohio 36
<input type="checkbox"/> Grocery Work	Okla. 37
<input type="checkbox"/> Service Station Work	Ore. 38
<input type="checkbox"/> Mechanic	Pa. 39
<input type="checkbox"/> Heavy Machinery Operator	R.I. 40
<input type="checkbox"/> Commercial Fishing	S.Car. 41
<input type="checkbox"/> Misc. Common Labor	S.Dak 42
<input type="checkbox"/> Oil Production	Tenn. 43
<input type="checkbox"/> Transportation (Trucking, etc.)	Texas 44
<input type="checkbox"/> Farm/Ranch/Dairy Work	Utah 45
<input type="checkbox"/> Office Work (Clerk, Bookkeeper, Secretary, etc.)	Vt. 46
<input type="checkbox"/> Entertainment/Recreation (Movie Theatre, Bowling, Life Guard, etc.)	Va. 47
<input type="checkbox"/> Factory Work (Any kind including food processing and packing)	Wash. 48
<input type="checkbox"/> Misc. Yard Work	W.Va. 49
<input type="checkbox"/> House Work (Any kind)	Wisc. 50
<input type="checkbox"/> Baby Sitting	Wyo. 51
<input type="checkbox"/> Building Trades (Carpentry, plumbing, masonry, etc.)	
<input type="checkbox"/> Heavy Industrial Construction (Any kind)	Canada 53
<input type="checkbox"/> Store Clerk (retail or wholesale)	Others 55
<input type="checkbox"/> Other: Please name _____	

8. Who helped you in obtaining your employment? (Check all that apply)

<input type="checkbox"/> No one (I got it on my own)	<input type="checkbox"/> Private Employment Agency	
<input type="checkbox"/> Father	<input type="checkbox"/> State Employment Agency	
<input type="checkbox"/> Mother	<input type="checkbox"/> School Personnel	
<input type="checkbox"/> Others of my family	<input type="checkbox"/> Supt.	<input type="checkbox"/> Ath. Coach
<input type="checkbox"/> Personal friend	<input type="checkbox"/> Principal	<input type="checkbox"/> Teacher
<input type="checkbox"/> Family friend	<input type="checkbox"/> Counselor	<input type="checkbox"/> Other
<input type="checkbox"/> Other: Who? _____		

9. How do you feel about work DURING YOUR LAST YEAR AND FIRST SUMMER OUT?

I worked MORE than I really desired.

I worked ABOUT AS MUCH as I wished.

I DID NOT get to work as MUCH as I would have liked.

NCC/ACC/65

THANK YOU FOR YOUR COOPERATION

TABLE I

SEX RATIO OF RESPONDENTS		
	N	%
Males	937	49.08
Females	972	50.92

TABLE II

DATES RESPONDENTS GRADUATED FROM HIGH SCHOOL					
DATE	N	%	DATE	N	%
1961	21	1.10	1964	204	10.69
1962	57	2.99	1965	1521	79.66
1963	68	3.56	Other	33	1.73
			Blank	5	.26

TABLE III

DISTRIBUTION ACCORDING TO SIZE OF RESPONDENT'S HOME COMMUNITY					
SIZE	N	%	SIZE	N	%
1. Rural to 500	115	6.05	5. 50,001 to 100,000	150	7.89
2. 501 to 2,500	203	10.68	7. 100,001 to 400,000	185	9.74
3. 2,501 to 7,500	286	15.05	8. 400,001 to 1,000,000	235	12.37
4. 7,501 to 25,000	346	18.21	9. more than 1,000,000	175	9.21
5. 25,001 to 50,000	205	10.78	10. Blank	9	.47
			Total	1909	

TABLE IV

DISTRIBUTION ACCORDING TO SIZE OF RESPONDENT'S GRADUATING CLASS					
SIZE	N	%	SIZE	N	%
1. 25 or fewer	158	8.32	6. 251 - 400	274	14.43
2. 26 - 50	194	10.22	7. 401 - 700	370	19.49
3. 51 - 100	269	14.17	8. 701 - 1000	221	11.64
4. 101 - 150	170	8.96	9. more than 1000	26	1.37
5. 151 - 250	216	11.38	10. Blank	11	.58
			Total	1909	

TABLE V

NUMBER AND PER CENT OF RESPONDENTS INDICATING THEY DID OR DID NOT WORK					
WORKED			DID NOT WORK		
	N	%		N	%
Male	859	45.32	Male	73	3.86
Female	599	31.60	Female	364	19.20
Total	1458	76.92	Total	437	23.06
			Total	1895	99.98%

TABLE VI

TYPE OF EMPLOYMENT INDICATED BY RESPONDENTS		
	N	%
Part-time	461	24.15
Full-time	491	25.72
Both	526	27.55
Blank (those not working)	430	22.57
Total	1909	99.99

TABLE VII

RANK ORDER OF OCCUPATIONS IN WHICH RESPONDENTS WORKED			
1. Office work	21.12%	11. Bldg. Trades	5.35
2. Store clerk	15.16	11. Heavy Ind. Const.	5.35
3. Baby sitting	14.61	12. Serv. Sta. work	5.29
4. Farm/Ranch	11.25	13. Entertain.-Rec. work	5.28
5. Grocery Wk.	10.70	14. Transportation	4.46
6. Food Service	8.85	15. Mechanic	3.43
7. Misc. Common Labor	8.57	16. Heavy Mach. Op.	3.36
8. Factory work	6.79	17. Oil Production	1.30
9. House work	5.70	18. Commercial Fishing	.27
10. Misc. Yard work	5.60	19. Other (misc.)	25.30

TABLE VIII

RANK ORDER OF THOSE ASSISTING RESPONDENTS IN OBTAINING EMPLOYMENT			
1. No one (self)	47.53%	9. Teacher (school)	1.99
2. Father	24.14	10. Private Empl. Agency	1.78
3. Personal Friend	19.82	11. Principal	1.03
4. Family Friend	12.96	11. Counselor	1.03
5. Mother	8.71	12. Others (school)	.82
6. Others of family	7.27	13. Athletic Coach	.62
7. State Empl. Agency	3.15	14. Superintendent	.34
8. Others (non-school)	2.81		

TABLE IX

RESPONDENT'S INDICATIONS OF FEELING ABOUT AMOUNT THAT THEY WORKED		
	N	%
1. Worked NONE than desired	98	6.38
2. Worked ABOUT AS MUCH as desired	877	56.91
3. DID NOT work as much as desired	566	36.73
Total	1541	

TABLE X

A DISTRIBUTION OF RESPONDENTS BY STATES

STATE	N
Ala.	5
Alaska	3
Ariz.	7
Ark.	17
Calif.	43
Colo.	24
Conn.	1
Del.	2
D.C.	1
Fla.	16
Ga.	8
Hawaii	1
Idaho	2
Ill.	9
Ind.	3
Iowa	2
Kans.	15
Ky.	1
La.	5
Maine	0
Md.	5
Mass.	4
Mich.	9
Minn.	0
Miss.	3
Mo.	6
Mont.	1
Nebr.	1
Nev.	1
N.H.	0
N.J.	6
N.Mex.	33
N.Y.	10
N.Car.	2
N.Dak.	2
Ohio	6
Okla.	49
Ore.	9
Pa.	5
R.I.	0
S.Car.	2
S.Dak.	1
Tenn.	12
Texas	1540
Utah	2
Vt.	0
Va.	6
Wash.	2
W.Va.	5
Wisc.	2
Wyo.	1
Canada	6
Other	7

TOP FIVE STATES		
1. Texas		1548
2. Okla.		49
3. Calif.		43
4. N. Mex.		33
5. Colo.		24
Total		1689 (88.48%)