

Personalistic: The personal objectives of the learners are the central focus of the learning design at the workplace. Activities, which are usually planned jointly by the learner, a staff member, and a resource person, are related to the work of the workplace, but not necessarily vital to it. For accomplishing their projects, learners are provided reasonable access to equipment, working space, and resource persons.

#### 8. RELATIONSHIP TO ONGOING WORK AND WORKERS

Normative: Learners assume worker roles early, often working alongside other entry-level workers. Learners are expected to contribute to the productivity of the workplaces.

Personalistic: Learners' experiences, often not crucial to the ongoing work, are seen as peripheral to the productivity of the workplaces. In some cases, learners' activities are useful and complementary contributions to the ongoing work, but they do not necessarily represent lasting or vital productivity because of their short-lived nature. Learners are participant observers, rarely fully assuming a worker role for a sustained period of time.

#### 9. RESOURCE PERSON'S METHOD OF SUPERVISION

Normative: Supervision of learners is similar to that of other workers, including issuing orders and directives and checking to see that they are carried out promptly and adequately. Learners' duties are often routine, delegated by supervisors, and seldom the same as supervisors' duties.

Personalistic: Supervisors spend much time with learners while they are at the work settings. Supervisors communicate on a personal level in a mentoring relationship to help learners complete their activities successfully. Learners often get to do work similar to that of the supervisors, including original projects useful to supervisors in carrying out their own duties.

APPENDIX C  
PROGRAM DESCRIPTIONS

## PROGRAM DESCRIPTIONS

### AUTO MECHANICS (AutoMech)

Hillsborough County Public Schools  
707 East Columbus Drive  
Tampa, Florida 33602

This is an industrial cooperative education program offering training in over a dozen trade and industry skills. It is offered in a centralized vocational-technical high school.

Students are selected for participation, based on maturity and their achievement in junior level skills-training courses. They participate in a paid, monitored work experience throughout the senior year. Participating students are also enrolled in an employability skills class which meets at either 6:30 or 7:30 a.m. daily. Students work from four to eight hours each day, for which they receive vocational credit.

### CETA CAREER EXPLORATION (CETA-CarEx)

Cleveland High School  
3400 S.E. 26th Avenue  
Portland, Oregon 97202

This program serves approximately 1,000 students of whom 300 must be CETA income-eligible. Students from grades eight to twelve are served, with the heaviest concentration in the lower grades. Participants make informed choices of community placements where they spend from three to twenty-five hours per week depending on interest and enthusiasm. Students are encouraged to explore several careers. When a strong interest in a career has emerged, paid employment in that area may be sought for the student, who is encouraged to enroll in a vocational education program, if appropriate. Other curriculum options are also sought including community college courses if they would seem worthwhile. Credit is given if enough hours are spent in one placement.

CETA COMMUNITY-BASED EDUCATION/NEW HORIZONS (CETA-CBENH)

North High School  
501 Holcomb Avenue  
Des Moines, Iowa 50313

Designed to encourage young high school students to remain in a school and complete their secondary education, these programs enable approximately twenty participants to hold part-time, paid jobs as a part of their school program. There is a maximum-income requirement for eligibility. Students learn about entry-level job skills in the workplace while related skills and academic knowledge are taught in the classroom. Students earn one work-study credit.

CETA EMERGENCY HOME REPAIR (CETA-HmRp)

Portland Public Schools  
220 N.E. Beech Street  
Portland, Oregon 97212

This program operates in cooperation with the city of Portland, the prime sponsor. Students work, as they learn the necessary skills, in making repairs in the homes of eligible Portland citizens. The city provides the materials needed to make the repairs. Instructors in skill training are school staff persons who work with the students. Students spend seventeen and one-half hours per week in this program. They are paid the minimum wage and receive high school work-experience credit.

CETA YOUTH EMPLOYMENT (CETA-YEP)

St. Elizabeth High School  
1530 34th Street  
Oakland, California 94601

Approximately 180 high school youth from the city of Oakland are enrolled in this Title II Youth Employment Program. Students have a "bank account" of 400 paid hours of participation. Generally, 300 are for work experience, 30 for counselling, and 70 for career exploration and training activities. Students are primarily placed in public or non-profit agencies, where they are paid the minimum wage.

#### COMMUNITY INTERNSHIP (ComIntrn)

Athenian School  
2100 Mt. Diablo Blvd.  
Danville, California 94526

The Community Internship Program at the Athenian School, a private residential/day school in the foothills east of San Francisco, provides opportunities for career or special interest exploration in service-oriented placements. Approximately twenty-five juniors and seniors participate at sites in the community from twenty-five to thirty hours per week for nine weeks. Students receive three units of elective credit for involvement at the site, maintenance of a journal, readings and completed assignments, and a presentation of an intern project before the secondary-level student body and faculty.

#### COMMUNITY LABORATORY EXPERIENCE (ComLab)

Hillsborough County Schools  
707 East Columbus Drive  
Tampa, Florida 33602

The Community Laboratory Experience is designed to guarantee gifted students interested in pursuing scientific careers the opportunity to participate in a community-based laboratory learning experience. High schools in the county recommend students who meet IQ, grade point, and course work requirements. A science resource teacher interviews qualified applicants and places them in cooperating laboratories. Students and lab directors agree on a program of activities which may include work with computers, PH meters and microscopes. Students work from six to ten hours per week, attend conferences, and keep logs. They receive one-half credit per semester and are graded by the laboratory sponsor in consultation with the teacher. Participants cite work experience and career exploration as primary benefits of the program.

#### COMMUNITY LEADERSHIP AND PARTICIPATION (ComPartic)

Orange County Public Schools  
434 N. Tampa Avenue  
Orlando, Florida 32802

The program places high school seniors in the community to learn and explore careers through volunteering. The program is coordinated by a social studies teacher. The course

meets daily during the first four weeks of the semester and twice a week thereafter for group reflection. Students, who work primarily in day-care centers, nursing homes and hospitals, receive credit and are graded on a point system for their service learning. The program follows a national model developed by The National Information Center on Volunteering.

#### COMMUNITY SERVICE OFF CAMPUS (ComServ)

Scottsdale Public Schools  
Scottsdale, Arizona 85257

One of several field experience programs maintained in this school system, the Community Service Off Campus program, offers students the opportunity to become involved in "hands on" experiential volunteer assignments within the community. To obtain credit, students are required to apply and register through their counsellors rather than through regular course selection registration. Students receive one-half elective credit for a minimum of ninety hours of work. They may enroll in the program at any time during the school year or during the summer months. A total of up to two field service credits may be earned toward graduation through participation in a combination of programs.

#### COOPERATIVE EDUCATION (CoopEd)

Gilbert High School  
656 E. Main Street  
Gilbert, Arizona 85234

This is a diversified Occupations Education Program. Senior students combine part-time work in a career-interest job with a related class on the campus. Thus, instruction in work-related matters such as interviewing interpersonal relations, and management of personal resources is combined with student experiences in the workplace. Work-experience credit is given.

#### COOPERATIVE WORK EXPERIENCE (CoopWkEx)

North Clarkamas School District #12  
14211 S.E. Johnson Road  
Milwaukie, Oregon 97222

Students enrolled in this program participate in a formally defined career cluster of occupations. Work experience

sites are carefully chosen to enhance and extend the knowledge and skills of the students, who earn money as well. Students may enroll for one or two semesters of their junior and/or senior year. Approximately 175-200 students are enrolled. Elective credit is given.

DISTRIBUTIVE EDUCATION CO-OP (DistEd)

Ames High School  
Ames, Iowa 50010

In a high school serving an extensive cross section of youth from an academic community, a business center serving urban and rural needs, and a rich farming area this is a one-year program in which students learn entry-level skills for employment in sales, marketing or merchandizing jobs. In-school instruction teaches students the principles and practices used in these occupations. Part-time employment in the retail establishments in the city (from fifteen to twenty-five hours per week) enables students to apply the principles and practices learned in the classroom. Vocational education credit is given.

DISTRIBUTIVE EDUCATION CO-OP (DistEd)

West High School  
179 S. Powell Avenue  
Columbus, Ohio 43204

This is a two-year vocational education program in which students are prepared for employment in sales, marketing, or merchandizing. In-school instruction in the basic principles and skills in these areas of occupation is combined with on-the-job experience giving students entry-level skills for full-time employment. Students are paid while getting on-the-job experience. Approximately twenty students are enrolled.

DISTRIBUTIVE EDUCATION CO-OP (DistEdNH)

North High School  
501 Holcomb Avenue  
Des Moines, Iowa 50313

This is a two-year vocational education program. Students are prepared for employment in sales, marketing or merchandizing. In-school instruction in the basic principles and skills in these areas of occupation is combined with on-the-

job experience giving students entry-level skills for full-time employment. Students spend from fifteen to twenty-five hours per week in on-the-job training for which they are paid. One-half unit of high school credit is given for the related training class and one-half unit of high school credit is given for the cooperative (OJT) training experience.

#### DISTRIBUTIVE EDUCATION CO-OP (DistEdSH)

Saydel High School  
5601 7th, NE  
Des Moines, Iowa 50313

In a small high school serving a rural/suburban community, this is a two-year program in which students learn entry-level skills for employment in sales, marketing, or merchandising jobs. In-school instruction teaches students the principles and practices of distributive occupations. Part-time employment (from fifteen to twenty-five hours per week) enables students to learn the practical skills related to these jobs and to apply the principles and practices learned in the classroom. Vocational education credit is given.

#### DIVERSIFIED WORK EXPERIENCE (DivWkEx)

Carl Hayden High School  
3333 W. Roosevelt  
Phoenix, Arizona 85009

This is a diversified work experience program in which students participate for one or two semesters of the tenth, eleventh, or twelfth grade. The program is an alternative for those students who can not enroll in a regular co-op program. Students are selected who exhibit characteristics such as dependability, self-control, and responsibility. Participants receive pay on-the-job experience, and are given work-experience credit.

#### EXECUTIVE HIGH SCHOOL INTERNSHIPS (ExHiIntrn)

Orange County Public Schools  
434 N. Tampa Avenue  
Orlando, Florida 32802

Seventy-five college-bound high school seniors from throughout Orange County are selected each semester to serve as executive interns in the public and private sector.



Students apply for the program and are screened by one of the three program coordinators for maturity, self-motivation, and realistic goals. Students participate in a competitive interview process. They spend six hours per day four days per week at their individualized placements. Each Friday they participate in seminars dealing with personal growth, organizational management, and career decision making. Students receive the equivalent of a full semester's work in elective credits. A nine-week summer program is also offered for students entering their senior year.

#### EXECUTIVE HIGH SCHOOL INTERNSHIPS (ExHiIntrn)

Hillsborough County Schools  
707 East Columbus Drive  
Tampa, Florida 33602

The Executive High School Internship program provides approximately thirty students per term the opportunity to observe and participate in creative problem solving in a business-management setting. For one semester students serve as interns to business executives. They are in the business eight hours per day four days per week. On the fifth day they attend support seminars at which they study management and decision making and participate in career and life planning activities. They are treated like adult staff members and are expected to exhibit mature work habits and fluent communication skills. They receive the full semester credit for the internship but are not paid. Graduates cite gains in self-confidence and human relation skills as significant results of participation.

#### EXPERIENCE-BASED CAREER EDUCATION (EBCE)

Ames High School  
Ames, Iowa 50010

This course is designed to enable participating students to explore a wide variety of careers. It is open only to juniors. Students spend eight hours per week in a business or agency for four weeks. There they participate in on-going activities engaging in specific tasks approximate to their interests and abilities. Students attend weekly seminars. Here they are able to reflect on their experiences by comparing reactions and opportunities with fellow students. During these weekly meetings students plan with the learning coordinator a weekly assignment, which each will complete for the succeeding meeting. Elective credit is given.

#### EXPERIENCE-BASED CAREER EDUCATION (EBCE)

Castro Valley High School  
19400 Santa Maria  
Castro Valley, California 94546

This is an adapted Far West Model EBCE program. Juniors and seniors earn elective and academic course credits by completing contracted projects at sites throughout the community. The program is open to all students of whom many are independent, energetic learners. Students may elect either one-semester or full-year enrollment. During this time they spend fifteen hours per week at community sites completing work projects and attending seminars appropriate to their academic and career interests. Students are not paid but receive academic credit based on the nature and scope of learning outlined in their contract which is designed to meet course requirements. All participating students are enrolled in courses at the high school located across the street from their building. Many of those enrolled are also deeply involved in activities on the main campus such as student council.

#### EXPERIENCE-BASED CAREER EDUCATION (EBCE)

Orange County Public Schools  
434 N. Tampa Avenue  
Orlando, Florida 32802

This Far West model EBCE program is open to all juniors and seniors in Orange County. Students spend from twelve to twenty-five hours per week at their community placements depending on the number of EBCE credits (up to three) they have elected to earn. During this one-semester experience they spend an average of five weeks at each of four community sites. Site assignment depends on the participant's career interests. Vocational elective credit is granted. Once a week these students attend a seminar conducted by the coordinator at a rotating community site.

#### EXPERIENCE-BASED CAREER EDUCATION (EBCE)

Tigard High School  
9000 S.W. Durham Road  
Tigard, Oregon 97223

This program is a Northwest Regional Education Laboratory model of Experience-Based Career Education and operates as a full-time alternative high school. Students spend

approximately twelve hours per week in community placements, in the public and private sector, learning about careers. Through a carefully prepared program, students are able to reflect on their experiences and to develop effective career interests. Students may enroll in the program for a maximum of two years, receiving academic credit.

#### GROUP CAREER OBSERVATION (GrpCarObs)

Mesa Unified School District  
549 N. Stapley Drive  
Mesa, Arizona 85203

In this career-observation program students visit large institutions or agencies for the purpose of career exploration. In such a visit students are able to observe many individuals carrying out their specific career roles. Through brief encounters with individual persons in these visits, students inquire about their own specific career interests and clarify perceptions they already have. There is provision through the school's curriculum, usually a specific course, for such encounters. Students receive no credit in this program.

#### INDIVIDUAL CAREER OBSERVATION (IndCarObs)

Mesa Unified School District  
549 N. Stapley Drive  
Mesa, Arizona 85203

This program enables students to examine at close range a specific career by spending a day with someone engaged in that career. Placements are arranged by program staff. Staff also help students reflect on their interaction with adults and the new insights gained about the career field. No school credit is given.

#### MEDICAL CAREERS (MedCar)

Apopka High School  
Orange County Public Schools  
555 W. Martini Street  
Apopka, Florida 32703

Twelve students are involved for one school year in this program designed to prepare students for entry-level medical careers and to expose them to professional careers in the medical field. Students, who are generally high achievers,

rotate through a series of placements learning basic medical skills. Eventually they settle on one site based on their interest. Students are not paid but receive two vocational credits--one for related class experience and one for site experience. An active extracurricular club is an important component of this program.

#### OCCUPATIONAL WORK ADJUSTMENT (OcWkAdj)

Eastmoor Junior High School  
3450 Medway Avenue  
Columbus, Ohio 43212

This state funded program is for junior high students who are at risk as potential dropouts or poor achievers. The program with an enrollment of about twenty-five uses paid work experience as a motivator to help youth improve their attitudes toward themselves and school. The in-school part of the program helps to make content of the curriculum meaningful and career related. Much personal counselling is provided.

#### OCCUPATIONAL WORK EXPERIENCE (OcWkEx)

Hilliard High School  
5600 Scioto-Darby Road  
Hilliard, Ohio 43026

For senior high youth who seem unlikely to complete school or are achieving poorly, this state funded program uses paid work experience to help youth develop greater employability skills. The work experience is also an incentive to complete high school. Instruction seeks to relate directly to the students' work experiences.

#### STUDENT APPRENTICESHIP (StuApprn)

Enterprise for High School Students  
3275 Sacramento Street  
San Francisco, California 94115

The Student Apprenticeship Program places academically talented students from eighteen public and private area high schools in business and professional apprenticeships in forty-one participating firms. Students are at the worksite from six to ten hours per week after school, spring semester, in return for the opportunity to work closely with business leaders or professionals. The learners' objectives

are to learn new skills, to be exposed to the scope and variety of a field, to gain practical work experiences, and to determine whether a particular field suits their interests and capacities. Applicants, recruited through school staff, are interviewed and screened for enthusiasm, interest, well-rounded ability, and willingness to meet the challenges and responsibilities of apprenticeships. Most learners receive academic credit; only a few receive pay. The spring program has placed 235 students in its first four years.

#### TRADE AND INDUSTRIAL CO-OP (T&I-Coop)

Ames High School  
Ames, Iowa 50010

Students spend one-half of each school day (approximately twenty hours per week) in on-the-job training during the twelfth grade. The other half of the day is spent in instruction in a trade and industry-related class and in instruction in other academic classes. Students are prepared for entry-level jobs. Vocational education credit is earned.

#### WORK EXPERIENCE (WorkExp)

Downtown Senior High School  
110 Barlett Street  
San Francisco, California 94601

This is a magnet school for students interested in preparing for employment. Most students are transfers from San Francisco's large high schools. Of approximately 250 students in the school, 172 participate in work experience. Placement is handled by one coordinator. Students, some of whom work forty hours per week, receive pay and credit for participation. Most are also enrolled in skill-training courses at the school, though in many cases the classroom and worksite experiences are not specifically coordinated.

#### WORK EXPERIENCE EDUCATION (WorkExEd)

Irvington High School  
41800 Blacow Road  
Fremont, California 94538

The work Experience Education program at Irvington High School is designed for juniors and seniors who want to learn

about the employment cycle: getting a job, keeping a job, and leaving a job. At the same time students are employed on a paid basis in one of the part-time employment situations obtained by the program coordinators. Students are placed in entry-level jobs in the private and public sector, where they usually earn minimum wages, and provide their own transportation to and from the job. Program seminars help students understand and meet employer expectations and help them solve their work-related problems. Students may remain in the program for the entire two years and earn up to forty hours of work-experience credit which count toward graduation.

*Compiled by Lester Jipp, June 1980.*

**APPENDIX D**  
**DATA TABLES**

TABLE 5

Mean N% of Each Item for  
Normative Programs

	AutoMech Tampa 402	WorkExp San Fran 502	CoopWkEx Milwaukee 703	T&I Coop Ames 302	DistEdSH Des Moines 203	WorkExEd Freemont 501	CETA-BoP Portland 702	DivWkEx Phoenix 603	CETA-YEP Oakland 505	CoopEd Gilbert 601	CETA-CBENH Des Moines 202	DistEdNH Des Moines 201	DistEd Ames 301	OcWkEx Hilliard 102	DistEd Columbus 103	OcWkAdJ Columbus 101	Mean
1. Program goals	67	34	70	68	66	55	67	59	64	62	63	59	55	61	73	53	61
2. Career growth	70	60	45	53	65	58	58	53	50	59	50	67	56	59	51	35	56
3. Self-concepts	65	70	52	61	52	62	59	44	47	51	48	51	40	59	45	37	53
4. Coordinator's role	51	67	53	47	53	70	52	57	49	54	44	46	40	48	31	44	50
5. Interpretation	44	34	52	69	51	56	45	42	53	48	52	43	54	52	54	49	51
6. Nature of work exp.	73	76	76	56	56	53	69	66	82	62	71	62	52	42	71	77	65
7. Diversity	55	53	45	50	62	53	60	65	69	54	57	60	63	59	38	59	56
8. Student's role	73	56	90	79	76	76	60	77	49	69	66	66	81	68	69	54	68
9. Employer's role	65	52	67	65	55	46	52	56	60	54	59	56	68	62	46	50	57
Mean	63	62	61	61	60	59	58	58	58	57	57	57	57	57	53	51	58

TABLE 6

Rank of Each Item by  
Mean N% for Normative Programs

	402	502	703	302	203	501	702	603	505	601	202	201	301	102	103	101	Overall Rank
1. Program goals	4	9	3	3	2	6	2	4	3	3	3	5	5	3	1	4	3
2. Career growth	3	4	9	7	3	4	6	7	6	4	7	1	4	4	5	9	6
3. Self-concepts	5	2	7	5	8	3	5	8	9	8	8	7	8	5	7	8	7
4. Coordinator's role	8	3	5	9	7	2	8	5	7	5	9	8	9	8	9	7	9
5. Interpretation	9	6	6	2	9	5	9	9	5	9	6	9	6	7	4	6	8
6. Nature of work exp.	1	1	2	6	5	7	1	2	1	2	1	3	7	9	2	1	2
7. Diversity	7	7	8	8	4	8	3	3	2	6	5	4	3	6	8	2	5
8. Student's role	2	5	1	1	1	1	4	1	8	1	2	2	1	1	3	3	1
9. Employer's role	6	8	4	4	6	9	7	6	4	7	4	6	2	2	6	5	4

N.B.: Rank determined before rounding off



TABLE 7

Mean P% of Each Item for Personalistic Programs

	Edin Tampa 401	ERCE Ames 303	ERCE Castro Val 504	IndCarExpl Mesa 605	ERCE Orlando 406	ComPartic Orlando 407	ComLab Tampa 604	StuApprn San Fran 405	GrpCarExpl Mesa 403	MedCar Apopka 404	ExHIntra Orlando 503	ERCE-CE2 Tigard 701	CETA-CarEx Portland 704	ComIntra Danville 506	Conserv Scottsdale 602	Mean
1. Program goals	62	67	56	74	67	67	53	61	52	47	55	55	51	36	51	57
2. Career growth	56	81	77	65	77	69	69	69	57	86	68	61	49	73	40	66
3. Self-concepts	72	71	75	67	82	77	72	76	75	81	72	66	73	54	60	72
4. Coordinator's role	76	70	85	52	64	65	83	71	41	82	72	65	56	70	61	68
5. Interpretation	49	53	51	43	48	68	49	47	62	67	39	47	40	58	51	51
6. Nature of work exp.	72	32	39	52	48	54	52	25	40	27	57	34	39	42	61	45
7. Diversity	67	67	38	42	53	49	54	51	44	48	55	52	63	76	40	53
8. Student's role	59	31	70	78	61	44	56	76	82	68	54	64	52	22	46	58
9. Employer's role	58	62	63	76	61	55	57	34	80	59	54	48	69	54	57	59
Mean	64	63	63	62	62	59	61	57	60	60	59	55	55	54	52	59

TABLE 8

Rank of Each Item by Mean P% for Personalistic Programs

	401	303	504	605	406	404	407	503	604	405	403	701	704	506	602	Overall Rank
1. Program goals	5	5	6	3	3	4	7	5	6	8	5	5	6	7	6	6
2. Career growth	8	1	2	5	2	2	3	4	5	1	3	4	7	2	9	3
3. Self-concepts	2	2	3	4	1	1	2	2	3	3	2	1	1	6	3	1
4. Coordinator's role	1	3	1	7	4	5	1	3	8	2	1	2	4	3	2	2
5. Interpretation	9	7	7	8	8	3	9	7	4	5	9	8	8	4	5	8
6. Nature of work exp.	3	8	9	6	9	7	8	9	9	9	4	9	9	8	1	9
7. Diversity	4	4	8	9	7	8	6	6	7	7	6	6	3	1	8	7
8. Student's role	6	9	4	1	6	9	5	1	1	4	8	3	5	9	7	5
9. Employer's role	7	6	5	2	5	6	4	8	2	6	7	7	2	5	4	4

N.B.: Rank determined before rounding off

TABLE 9

Range and Frequency of N% Scores in  
Normative Programs

Programs	Mean N%	Range of N% Scores	No. of Students		
			Total	No. Within N Range	No. Within P Range
402 AutoMech Tampa	62.88	74.44 - 38.89	15	13	2
502 WorkExp San Fran	61.60	82.14 - 36.25	21	17	4
703 CoopWkEx Milwaukee	61.22	80.28 - 42.22	10	9	1
302 T&I-Coop Ames	60.69	82.35 - 43.02	33	28	5
203 DistEdSH Des Moines	59.83	74.32 - 45.56	13	11	2
501 WorkExEd Freemont	58.99	85.71 - 42.17	9	6	3
702 CETA-EMRP Portland	57.92	69.32 - 43.33	10	8	2
603 DivWkEx Phoenix	57.68	70.00 - 37.78	23	17	6
505 CETA-YEF Oakland	57.60	73.81 - 33.33	15	12	3
601 CoopEd Gilbert	57.24	82.14 - 38.89	28	21	7
202 CETA-CBENH Des Moines	57.06	82.35 - 37.29	16	9	7
201 DistEdNH Des Moines	57.00	87.36 - 46.67	21	11	10
301 DistEd Ames	56.73	78.57 - 32.22	38	31	7
102 OcWkEx Billiard	56.54	82.55 - 40.00	19	15	4
103 DistEd Columbus	53.20	74.44 - 35.56	16	11	5
101 OcWkAdj Columbus	51.00	80.28 - 37.78	14	7	7

TABLE 10

Range of Frequency of P% Scores in  
Personalistic Programs

Programs	Mean P%	Range of P% Scores	No. of Students		
			Total	No. Within P Range	No. Within N Range
401 ExHiIntrn Tampa	63.88	98.61 - 31.81	22	18	4
303 EBCE Ames	63.66	82.22 - 37.78	9	7	2
504 EBCE Castro Val	63.00	91.11 - 43.75	21	19	2
605 IndCarExpl Mesa	62.21	79.31 - 46.67	16	14	2
406 EBCE Orlando	62.19	81.81 - 40.00	25	22	3
404 ComPartic Orlando	60.82	82.22 - 37.78	15	11	4
407 ComLab Tampa	60.60	82.76 - 37.04	11	9	2
503 StuApprn San Fran	60.55	76.31 - 51.19	14	14	0
604 GrpCarExpl Mesa	59.82	91.89 - 38.89	7	6	1
405 MedCar Apopka	59.61	72.29 - 41.38	12	11	1
403 ExHiIntrn Orlando	58.71	88.89 - 24.29	49	35	14
701 EBCE-CE2 Tigard	55.09	71.11 - 42.70	29	21	8
704 CEIA-CarEx Portland	54.62	75.90 - 40.00	7	4	3
506 ComIntrn Danville	54.14	93.24 - 37.78	5	2	3
602 ComServ Scottsdale	52.00	70.93 - 24.44	15	8	7

TABLE 13

Difference in Mean N% by Sex in Normative Programs

FREQUENCY % OF ALL STUDENTS % OF PROG STUDENTS DIFF. BET. PROG MEAN N%	Program	Mean N%	Distribution		Total
			Male	Female	
	402 AutoMech		15		15
	Tampa		5.12		5.12
		62.88	100.00		
	502 WorkExp		10	11	21
	San Fran		3.41	3.75	7.17
		61.60	47.62	52.38	
				+1.4	
	703 CoopWkEx		5	4	9
	Milwaukee		1.71	1.37	3.07
		61.60	55.56	44.44	
				+6.38	
	302 T&I-Coop		32	1	33
	Ames		10.92	0.34	11.26
		60.69	96.97	3.03	
				+2.72	
	203 DistEdSH			13	13
	Des Moines			4.44	4.44
		59.83		100.00	
	501 WorkExEd		4	4	8
	Freemont		1.37	1.37	2.73
		58.99	50.00	50.00	
				+5.00	
	702 CETA-Work		3	3	6
	Portland		1.02	1.02	2.05
		57.92	50.00	50.00	
				+3.29	
	603 DivWkEx		11	12	23
	Phoenix		3.75	4.10	7.85
		57.68	47.83	52.17	
				+3.53	
	505 CETA-YEP		8	7	15
	Oakland		2.73	2.39	5.12
		57.60	53.33	46.67	
				+4.19	
	601 CoopEd		9	19	28
	Gilbert		3.07	6.48	9.56
		57.24	32.14	67.86	
				+2.52	
	202 CETA-CBENH		3	13	16
	Des Moines		1.02	4.44	5.46
		57.06	18.75	81.25	
				+8.47	
	201 DistEdNH		4	17	21
	Des Moines		1.37	5.80	7.17
		57.00	19.05	80.95	
				+3.20	
	301 DistEd		17	20	37
	Ames		5.80	6.83	12.63
		56.73	45.95	54.05	
				+3.16	
	102 OcWkEx		16	3	19
	Hilliard		5.46	1.02	6.48
		56.54	84.21	15.79	
				+2.29	
	103 DistEd		8	7	15
	Columbus		2.73	2.39	5.12
		53.20	53.33	46.67	
				+9.04	
	101 OcWkAdj		10	4	14
	Columbus		3.41	1.37	4.78
		51.00	71.43	28.57	
				+4.83	
Total			135	138	293*
			52.90	47.10	100.00
				+2.44	

\* Data unavailable from 8 students

TABLE 14

Difference in Mean P% by Sex in  
Personalistic Programs

	Program	Mean P%	Distribution		Total
			Male	Female	
FREQUENCY	401		4	18	22
% OF ALL STUDENTS	ExHIntrn		1.59	7.14	8.73
% OF PROG STUDENTS	Tampa		18.18	81.82	
DIFF. BET. PROC MEAN P%		63.88	+4.3	-	
	303		1	8	9
	EDCE		.40	3.17	3.57
	Ames		11.11	88.89	
		63.66	+11.34	-	
	504		9	12	21
	EDCE		3.57	4.76	8.33
	CastroVal		42.86	57.14	
		63.00	-	+7.2	
	605		5	10	15
	IndCarExpl		1.98	3.97	5.95
	Mesa		33.33	66.67	
		62.21	-	+4.2	
	406		6	19	25
	EDCE		2.38	7.54	9.92
	Orlando		24.00	76.00	
		62.19	-	+5.9	
	404		6	9	15
	ComPartic		2.38	3.57	5.95
	Orlando		40.00	60.00	
		60.82	-	+9.3	
	407		8	3	11
	ComLab		3.17	1.19	4.37
	Tampa		72.73	27.27	
		60.60	+3.8	-	
	503		6	8	14
	StuApprn		2.38	3.17	5.56
	San Fran		42.86	57.14	
		60.55	-	+2.8	
	604		3	3	6
	GrpCarExpl		1.19	1.19	2.38
	Mesa		50.00	50.00	
		59.82	+7.3	-	
	405		6	6	12
	MedCar		2.38	2.38	4.76
	Apopka		50.00	50.00	
		59.61	+3.5	-	
	403		21	28	49
	ExHIntrn		8.33	11.11	19.44
	Orlando		42.86	57.14	
		58.71	+3.5	-	
	701		6	22	28
	EDCE-CE2		2.38	8.73	11.11
	Tigard		21.43	78.57	
		55.09	-	+5.2	
	704		1	5	6
	CEYA-CarEx		.40	1.98	2.38
	Portland		16.67	83.33	
		54.62	+10.4	-	
	506			5	5
	ComIntrn			1.98	1.98
	Danville			100.00	
		54.14	-	-	
	602			14	14
	ComServ			5.56	5.56
	Scottsdale			100.00	
		52.00	-	-	
Total			82	170	252*
			32.54	67.46	100.00
			+1.0	-	

\* Data unavailable from 5 students

TABLE 15

Differences in Mean N% by Age in Normative Programs

Program	Frequency	% of All Students	% of Prog Students	Mean N%	Age				Total			
					14	15	16	17		18	19	20
402 AutoMach Tampa				62.88				8 2.74 53.33	7 2.40 46.67	15 5.14		
502 WorkExp San Fran				61.60		4 1.37	9 3.08	6 2.05	1 .34	1 .34	21 7.19	
703 CoopWkEx Milwaukee				61.22		4 1.37	3 1.03	3 1.03	2 .68	1 .34	9 3.08	
302 T&I Coop Ames				60.69				9 3.08 27.27	19 6.51 57.58	5 1.71 15.15	33 11.30	
203 DistEdNH Des Moines				59.83			1 .34	6 2.05	6 2.05		13 4.45	
501 WorkEd Fremont				58.99			1 .34	3 1.03	4 1.37		8 2.74	
702 CEA-HoSp Portland				57.92				2 .68 28.57	3 1.03 42.86	2 .68 28.57	7 2.40	
603 DivWkEx Phoenix				57.62		3 1.03	13 4.45	5 1.71	1 .34	1 .34	23 7.88	
505 CEA-YEP Oakland				57.60		4 1.37	5 1.71	5 1.71	1 .34	1 .34	15 5.14	
601 CoopEd Gilbert				57.24		2 .68	13 4.45	11 3.77	1 .34	1 .34	27 9.25	
202 CEA-CBENH Des Moines				57.06		2 .68	9 3.08	5 1.71			16 5.48	
201 DistEdNH Des Moines				57.00			2 .68	8 2.74	7 2.40	4 1.37	21 7.19	
301 DistEd Ames				56.73			9 3.08	7 2.40	4 1.37		20 6.85	
102 OcWkEx Hilliard				56.54			2 .68	9 3.08	6 2.05	1 .34	18 6.16	
103 DistEd Columbus				53.20			6 2.05	7 2.40	1 .34		14 4.79	
101 OcWkAdj Columbus				51.00		4 1.37	9 3.08	1 .34			14 4.79	
Total					4 1.37	15 5.14	35 11.99	95 32.53	118 40.41	23 7.88	2 .68	292*
					+2.3	+1.7	-.8	+4	-.3	-1.3	+11.3	

\* Data unavailable from 9 students

TABLE 16

Differences in Mean P% by Age in Personalistic Programs

Frequency % of all Students % of Prog Students Diff by Prog Mean P%	Mean P%	Age								Total
		12	13	14	15	16	17	18	19	
401 ExHiIntrn Tampa	63.88						11 4.44 52.38 +2.2	10 4.03 47.62 -3.4		21 8.47
303 EBCE Ames	63.66					3 1.21 33.33 +7	5 2.02 55.56 -8	1 .40 11.11 +1.7		9 3.63
504 EBCE Castro Val	63.00					7 2.87 33.33 +7.2	11 4.44 52.38 -4.5	2 .81 9.52 -4.7	1 .40 4.76 +6.3	21 8.47
605 IndCarExpl Mass	62.21	2 .81 13.33 -5.2	3 1.21 20.00 -.3	9 3.63 60.00 +5.0	1 .40 6.67 -14.1					15 6.05
406 EBCE Orlando	62.19					3 1.21 12.00 -2.3	13 5.24 52.00 +3	9 3.63 36.00 +3		25 10.08
404 ComPartic Orlando	60.82					1 .40 6.67 +3	6 2.42 40.00 -1	7 2.82 46.67 +4.1	1 .40 6.67 -23.0	15 6.05
407 ComLab Tampa	60.60					5 2.02 45.45 +1.2	5 2.02 45.45 -4	1 .40 9.09 -3.9		11 4.44
503 StuApprn San Fran	60.55					2 .81 14.29 +4.2	6 2.42 42.86 -1.3	6 2.42 42.86 -.3		14 5.65
604 GrpCarExpl Mass	59.82					1 .40 16.67 -3.0	2 .81 33.33 -12.7	2 .81 33.33 +21.3	1 .40 16.67 -5.4	6 2.42
405 MedCar Apopka	59.61						8 3.23 66.67 +2.8	4 1.61 33.33 -5.4		12 4.84
403 ExHiIntrn Orlando	58.71					1 .40 2.04 -24.3	28 11.29 57.14 -3	17 6.85 34.69 +7.9	3 1.21 6.12 +7.9	49 19.76
701 EBCE-CE2 Tigard	55.09					5 2.02 18.52 +4.9	10 4.03 37.04 +2.8	11 4.44 40.74 -3.3	1 .40 3.70 -7.3	27 10.89
704 CEIA-CarEx Portland	54.62			1 .40 20.00 -14.6	2 .81 40.00 +5.5	2 .81 40.00 -3				5 2.02
506 ComIntrn Danville	54.14					1 .40 20.00 -14.1	4 1.61 80.00 +3.9			5 2.02
602 ComServ Scottsdale	52.00					2 .81 15.38 -9.0	3 1.21 23.08 +11.1	5 2.02 38.46 -10.6	3 1.21 23.08 +7.6	13 5.24
Total		2 .81 -5.2	3 1.21 -.3	10 4.03 +3.0	5 2.02 -4.22	34 13.71 +2.3	114 45.97 -5	73 29.44 +0.05	7 2.82 -.8	248*

\* Data unavailable from 9 students.

TABLE 17

## Differences in Mean N% by Grade Point Average in Normative Programs

Frequency % of all Students % of Prog Students Diff by Prog Mean N%	Mean N%	Grade Point Average					No Resp	Total
		A	B	C	D			
402 AutoMech Tampa	62.88	1 .33 6.67 -6.25	10 3.32 66.67 +4.25	3 1.00 20.00 -7.69			1 .33 6.67	15 4.98
502 WorkExp San Fran	61.60	1 .33 4.76 -25.35	13 4.32 61.90 -.50	4 1.33 19.05 +4.65		3 1.00 14.28	21 6.98	
703 CoopWkEx Milwaukee	61.22		3 1.00 30.00 +9.30	3 1.00 30.00 +1.18	1 .33 10.00 -11.22	3 1.00 30.00	10 3.32	
302 T&I-Coop Ames	60.69	1 .33 3.03 -.70	23 7.64 69.70 -.75	6 1.99 18.18 -.09		3 1.00 9.09	33 10.96	
203 DistEdGH Des Moines	59.83	4 1.33 30.77 -1.94	4 1.33 30.77 -1.39	5 1.66 38.46 +2.73			13 4.32	
501 WorkExEd Fresmont	58.99	4 1.33 44.44 -7.98	3 1.00 33.33 +10.12	1 .33 11.11 -17.88		1 .33 11.11	9 2.99	
702 CETA-Hmrp Portland	57.92	1 .33 10.00 -9.03	1 .33 10.00 +9.97	1 .33 10.00 -3.37	1 .33 10.00 +7.64	6 1.99 60.00	10 3.32	
603 DivWkEx Phoenix	57.68	1 .33 4.35 -8.24	8 2.66 34.78 -.82	10 3.32 43.48 -.24	2 .66 8.70 +8.99	2 .66 8.70	23 7.64	
505 CETA-YEP Oakland	57.60	7 2.33 46.67 -.69	4 1.33 26.67 -.67	3 1.00 20.00 -.89		1 .33 6.67	15 4.98	
601 CoopEd Gilbert	57.24	1 .33 3.57 +11.90	10 3.32 35.71 -1.13	10 3.32 35.71 -6.68	4 1.33 14.29 +6.65	3 1.00 10.71	28 9.30	
202 CETA-CBENH Des Moines	57.06	2 .66 12.50 -15.58	1 .33 6.25 +25.29	9 2.99 56.25 0	3 1.00 18.75 -1.20	1 .33 6.25	16 5.32	
201 DistEdNH Des Moines	57.00		7 2.33 33.33 +1.68	8 2.66 38.10 +8.81	3 1.00 14.29 -11.72	3 1.00 14.29	21 6.98	
301 DistEd Ames	56.73	6 1.99 15.79 -5.95	23 7.64 60.53 -.13	9 2.99 23.68 +4.43			38 12.62	
102 OcwKEx Hilliard	56.54	7 2.33 36.84 +4.44	7 2.33 36.84 -.43	4 1.33 21.05 +4.47	1 .33 5.26 -2.10		19 6.31	
103 DistEd Columbus	53.20	1 .33 6.25 +4.58	6 1.99 37.50 -.03	7 2.33 43.75 +6.1		2 .66 12.50	16 5.32	
101 OcwKAdj Columbus	51.00		8 2.66 57.14 -4.59	5 1.66 35.71 +2.63	1 .33 7.14 +25.54		14 4.65	
Total		37 12.29 -4.67	131 43.52 +3.35	88 29.24 +.5	16 5.32 +.11	29 9.63	301 100.00	



TABLE 18

Differences in Mean P% by Grade Point Average in  
Personalistic Programs

Frequency % of all Students % of Prog Students Diff by Prog Mean P%	Mean P%	Grade Point Average					No Resp	Total
		A	B	C	D			
401 ExHIntrn Tampa	63.88	8 3.11 36.36 -1.79	10 3.89 45.45 -3.57	2 .78 9.09 +6.81			2 .78 9.09	22 8.56
303 EBCE Ames	63.66		3 1.17 33.33 +3.75	5 1.95 55.56 -1.93	1 .39 11.11 +3.01		9 3.50	
504 EBCE Castro Val	63.00	10 3.89 47.62 +3.64	9 3.50 42.86 -3.65	1 .39 4.76 -1.41		1 .39 4.76	21 8.17	
605 IndCarExpl Mesa	62.21		3 1.17 18.75 -1.48	7 2.72 43.75 -.99	4 1.56 25.00 +8.48	2 .78 12.50	16 6.23	
406 EBCE Orlando	62.19	7 2.72 28.00 -1.12	7 2.72 28.00 -.13	10 3.89 40.00 +3.15		1 .39 4.00	25 9.73	
404 ComPartic Orlando	60.82		10 3.89 66.67 +4.39	5 1.95 33.33 -7.13			15 5.84	
407 ComLab Tampa	60.60	9 3.50 81.82 -2.64	2 .78 18.18 +11.72				11 4.28	
503 StuApprn San Fran	60.55	11 4.28 78.57 -.75	3 1.17 21.43 +3.08				14 5.45	
604 GrpCarExpl Mesa	59.82	2 .78 28.57 -12.45	2 .78 28.57 +21.28	2 .78 28.57 -3.77		1 .39 14.29	7 2.72	
405 MedCar Apopka	59.61	6 2.33 50.00 +2.92	6 2.33 50.00 -2.80				12 4.67	
403 ExHIntrn Orlando	58.71	20 7.78 40.82 -1.80	21 8.17 42.86 +1.01	5 1.95 10.20 +6.46	1 .39 2.04 -9.36	2 .78 4.08	49 19.07	
701 EBCE-CE2 Tigard	55.09	1 .39 3.45 -1.76	11 4.28 37.93 +4.77	14 5.45 48.28 -2.69		3 1.17 10.34	29 11.28	
704 CETA-CarEx Portland	54.62	1 .39 14.29 +21.3	5 1.95 71.43 -5.55			1 .39 14.29	7 2.72	
506 ComIntrn Danville	54.14		3 1.17 60.00 +5.55	1 .39 20.00 +7.93		1 .39 20.00	5 1.95	
602 ComServ Scottsdale	52	2 .78 13.33 -8.98	5 1.95 33.33 +4.95	6 2.33 40.00 -2.29	1 .39 6.67 +5.47	1 .39 6.67	15 5.84	
Total		77 29.96 -.77	100 38.91 +1.93	58 22.57 -.51	7 2.72 +4.72	15 5.84	257 100.00	

TABLE 19

## Distribution of Students by Father's Occupation in Normative Programs

Program	Father's Occupation								Total
	Mean NI	Blue Collar	White Collar Service	Self- Employed	Management Professional	Not Living	Unemployed	Not Given	
402 AutoMech Tampa	62.88	8 2.66 53.33 7.77	1 .33 6.67 1.72			2 .66 13.33 15.38	1 .33 6.67 25.00	3 1.00 20.00	15 4.98
502 WorkExp San Fran	61.60	10 3.32 47.62 9.71			5 1.66 23.81 11.90	3 1.00 14.29 23.08	1 .33 4.76 25.00	2 .66 9.52	21 6.98
703 CoopWkEx Milwaukee	61.22	2 .66 20.00 1.94	3 1.00 30.00 5.17	2 .66 20.00 9.52	2 .66 20.00 4.76			1 .33 10.00	10 3.32
302 T&I-Coop Ames	60.69	4 1.33 12.12 3.88	16 5.32 48.48 27.59	2 .66 6.06 9.52	7 2.33 21.21 16.67	1 .33 3.03 7.69		3 1.00 9.09	33 10.96
203 DistEdSH Des Moines	59.83	4 1.33 30.77 3.88	1 .33 7.69 1.72	3 1.00 23.08 14.29	1 .33 7.69 2.38	1 .33 7.69		3 1.00 23.08	13 4.32
501 WorkExEd Freemont	58.99	5 1.66 55.56 4.85		1 .33 11.11 4.76	2 .66 22.22 4.76			1 .33 11.11	9 2.99
702 CETA-HaRp Portland	57.92	3 1.00 30.00 2.91	2 .66 20.00 3.45	1 .33 10.00 4.76	1 .33 10.00 2.38			3 1.00 30.00	10 3.32
603 DivWkEx Phoenix	57.68	10 3.32 43.48 9.71	3 1.00 13.04 5.17			1 .33 4.35 7.69	1 .33 4.35 25.00	8 2.66 34.78	23 7.64
505 CETA-YEP Oakland	57.60	9 2.99 60.00 8.74				1 .33 6.67 7.69		5 1.66 33.33	15 4.98
601 CoopEd Gilbert	57.24	10 3.32 35.71 9.71	6 1.99 21.43 10.34	3 1.00 10.71 14.29	3 1.00 10.71 7.14	1 .33 3.57 7.69		5 1.66 17.86	28 9.30
202 CETA-CBENH Des Moines	57.06	6 1.99 37.50 5.83	2 .66 12.50 3.45	1 .33 6.25 4.76		1 .33 6.25 7.69		6 1.99 37.50	16 5.32
201 DistEdNH Des Moines	57.00	8 2.66 38.10 7.77	5 1.66 23.81 8.62	2 .66 9.52 9.52	1 .33 4.76 2.38		1 .33 4.76 25.00	4 1.33 19.05	21 6.98
301 DistEd Ames	56.73	4 1.33 10.53 3.88	6 1.99 15.79 10.34	5 1.66 13.16 23.81	19 6.31 50.00 45.24	1 .33 2.63 7.69		3 1.00 7.89	38 12.62
102 OcWkEx Hilliard	56.54	13 4.32 68.42 12.62	2 .66 10.53 3.45		1 .33 5.26 2.38	1 .33 5.26 7.69		2 .66 10.52	19 6.31
103 DistEd Columbus	53.20	5 1.66 31.25 4.85	6 1.99 37.50 10.34					5 1.66 31.25	18 5.32
101 OcWkAdj Columbus	51.00	2 .66 14.29 1.94	5 1.66 35.71 8.62	1 .33 7.14 4.76				6 1.99 42.85	14 4.65
Total		103 34.22	58 19.27	21 6.98	42 13.95	13 4.32	4 1.33	60 19.93	301 100.00

TABLE 20

## Distribution of Students by Father's Occupation in Personalistic Programs

Program	Father's Occupation								Total	
	Frequency Percent Row Pct Col Pct	Mean Pz	Blue Collar	White Collar Service	Self- Employed	Management Professional	Not Living	Unemployed		Not Given
401 ExHiIntrn Tampa	63.88		5 1.95 22.73 7.25	2 .78 9.09 5.26	2 .78 9.09 7.41	11 4.28 50.00 12.79	2 .78 9.09 25.00		22 8.56	
303 EBCE Ames	63.66		3 1.17 33.33 4.35	2 .78 22.22 5.26		2 .78 22.22 2.33	2 .78 22.22 25.00		9 3.50	
504 EBCE Castro Val	63.00		7 2.72 33.33 10.14		1 .39 4.76 3.70	11 4.28 52.38 12.79		2 .78 9.52	21 8.17	
605 IndCarExpl Mesa	62.21		4 1.56 25.00 5.80	7 2.72 43.75 18.42	1 .39 6.25 3.70			4 1.56 25.00	16 6.23	
406 EBCE Orlando	62.19		8 3.11 32.00 11.59	3 1.17 12.00 7.89	2 .78 8.00 7.41	5 1.95 20.00 5.81	1 .39 4.00 12.50	6 2.33 24.00 35.29	25 9.73	
404 ComPartic Orlando	60.82		5 1.95 33.33 7.25		1 .39 6.67 3.70	5 1.95 33.33 5.81		1 .39 6.67 100.00	3 3.11 53.33	15 5.84
407 ComLab Tampa	60.60		3 1.17 27.27 4.35		2 .78 18.18 7.41	6 2.33 54.55 6.98			11 4.28	
503 StuApprn San Fran	60.55		5 1.95 35.71 7.25			8 3.11 57.14 9.30	1 .39 7.14 12.50		14 5.45	
604 GrpCarExpl Mesa	59.82			1 .39 14.29 2.63	1 .39 14.29 3.70	1 .39 14.29 1.16	1 .39 14.29 12.50	3 1.17 20.00	7 2.72	
405 MedCar Apopka	59.61		6 2.33 50.00 8.70	1 .39 8.33 2.63	1 .39 8.33 3.70	4 1.56 33.33 4.65			12 4.67	
403 ExHiIntrn Orlando	58.71		14 5.45 28.57 20.29	2 .78 4.08 5.26	7 2.72 14.29 25.93	22 8.56 44.90 25.58	1 .39 2.04 12.50	3 1.17 6.12	49 19.07	
701 EBCE-CE2 Tigard	55.09		7 2.72 24.14 10.14	13 5.06 44.83 34.21	4 1.56 13.79 14.81	2 .78 6.90 2.33		3 1.17 10.34	29 11.28	
704 CETA-CarEx Portland	54.62		2 .78 28.57 2.90	1 .39 14.29 2.63		3 1.17 42.86 3.49		1 .39 14.29	7 2.72	
506 ComIntrn Danville	54.14				1 .39 20.00 3.70	4 1.56 80.00 4.65			5 1.95	
602 ComServ Scottsdale	52.00			6 2.33 40.00 15.79	4 1.56 26.67 14.81	2 .78 13.33 2.33		3 1.17 20.00	15 5.84	
Total			69 26.82	38 14.79	27 10.51	86 33.46	8 3.11	1 .39	28 10.89	257 100.00

TABLE 21

Occupational Classification of  
Normative Program Experiences

Program	Frequency Percent Row Pct Col Pct	Mean Nz	Not Given	Professional and Technical	Managers and Administrators	Sales Workers	Clerical and Kindred Workers	Secretaries	Crafts and Kindred Workers	Operatives (Except Transport)	Transport Equipment Operatives	Non-farm Laborers	Service Workers	Farm Workers	Total
402 AutoMech Tampa		62.88	1 .33 6.67 6.25						13 4.32 86.67 28.89	1 .33 6.67 3.33					15 4.98
502 WorkExp San Fran		61.60	3 1.00 14.29 18.75			4 1.33 19.05 5.33	5 1.66 23.81 11.90	2 .66 9.52 20.00	2 .66 9.52 4.44	2 .66 9.52 6.67			3 1.00 14.29 5.77		21 6.98
703 CoopWkEx Milwaukee		61.22	1 .33 10.00 5.88				2 .66 20.00 4.76	2 .66 20.00 2.22	1 .33 10.00 2.22	1 .33 10.00 3.33			3 1.00 30.00 5.77		10 3.32
302 T&I-Coop Ames		60.69	1 .33 3.03 6.25		1 .33 3.03 33.33	3 1.00 9.09 4.00			11 3.65 33.33 24.44	9 2.99 27.27 30.00		2 .66 6.06 25.00	5 1.66 15.15 6.62	1 .33 3.03 100.00	33 10.96
203 DistEdSH Des Moines		59.83	1 .33 7.69 6.25	1 .33 7.69 5.88		5 1.66 38.46 6.67		1 .33 7.69 10.00	1 .33 7.69 2.22	1 .33 7.69 3.33		2 .66 15.38 25.00	1 .33 7.69 1.92		13 4.32
501 WorkExEd Freemont		58.99			1 .33 11.11 33.33	1 .33 11.11 1.33	2 .66 22.22 4.76			3 1.00 33.33 10.00			2 .66 22.22 3.85		9 2.99
702 CETA-HmRp Portland		57.92							10 3.32 100.00 22.22						10 3.32
603 DivWkEx Phoenix		57.68	2 .66 8.70 12.50	1 .33 4.35 5.88		6 1.99 26.09 8.00	9 2.99 39.13 21.43		1 .33 4.35 2.22	1 .33 4.35 3.33			3 1.00 13.04 5.77		23 7.64
505 CETA-YEP Oakland		57.60	2 .66 13.33 12.50	5 1.66 33.33 29.41			7 2.33 46.67 16.67						1 .33 6.67 1.92		15 4.98
601 CoopEd Gilbert		57.24	1 .33 3.57 5.88			6 1.99 21.43 8.00	7 2.33 25.00 16.67	2 .66 7.14 20.00	3 1.00 10.71 6.67	2 .66 7.14 6.67			7 2.33 25.00 13.46		28 9.30
202 CETA-CBENH Des Moines		57.06	2 .66 12.50 12.50	4 1.33 25.00 23.53		1 .33 6.25 1.33	2 .66 12.50 4.76	1 .33 6.25 10.00				1 .33 6.25 12.50	5 1.66 31.25 9.62		16 5.32
201 DistEdNH Des Moines		57.00			1 .33 4.76 33.33	9 2.99 42.86 12.00	2 .66 9.52 4.76	2 .66 9.52 20.00		4 1.33 19.05 13.33	1 .33 4.76 50.00		2 .66 9.52 3.85		21 6.98
301 DistEd Ames		56.73				32 10.63 84.21 42.67	5 1.66 13.16 11.90			1 .33 2.63 3.33					38 12.62
102 OcWkEx Hilliard		56.54	3 1.00 15.79 18.75				1 .33 5.26 2.38		1 .33 5.26 2.22	5 1.66 26.32 16.67	1 .33 5.26 50.00	2 .66 10.53 25.00	6 1.99 31.58 11.54		19 6.31
103 DistEd Columbus		53.20				8 2.66 50.00 10.67			1 .33 6.25 2.22			1 .33 6.25 12.50	6 1.99 37.50 11.54		16 5.32
101 OcWkAdj Columbus		51.00	1 .33 7.14 6.25	4 1.33 28.57 23.53					1 .33 7.14 2.22				8 2.66 57.14 15.38		14 4.65
Total			16 5.32	17 5.65	3 1.00	75 24.92	42 13.95	10 3.32	45 14.95	30 9.97	2 .66	8 2.66	52 17.28	1 .33	301 100.00

TABLE 22

Occupational Classification of  
Personalistic Program Experiences

Program	Frequency Percent	Row Pct	Col Pct	Mean Pz	Not Given	Professional and Technical	Managers and Administrators	Sales Workers	Clerical and Kindred Workers	Secretaries	Craft and Kindred Workers	Operatives (Except Transport)	Transport Equipment Operatives	Non-farm Laborers	Service Workers	Total
401 ExHiIntrn Tampa				63.88		14 5.45 63.64 10.00	7 2.72 11.82 24.14	1 .39 4.55 12.50								22 8.56
303 EBCE Ames				63.66		3 1.17 33.33 2.14	3 1.17 33.33 10.34	1 .39 11.11 12.50			1 .39 11.11 9.09				1 .39 11.11 4.00	9 3.50
504 EBCE Castro Val				63.00	6 2.33 28.57 42.86	7 2.72 33.33 5.00		3 1.17 14.29 37.50	3 1.17 14.29 27.27		2 .78 9.52 18.18					21 8.17
605 IndCarExpl Mesa				62.21		3 1.17 18.75 2.14	1 .39 6.25 3.45				5 1.95 31.25 45.45	3 1.17 18.75 100.00			4 1.56 25.00 16.00	16 6.23
406 EBCE Orlando				62.19	1 .39 4.00 7.14	5 1.95 20.00 3.57	1 .39 4.00 3.45		1 .39 4.00 9.09	6 2.33 24.00 66.67		2 .78 8.00 40.00		1 .39 4.00 50.00	8 3.11 32.00 32.00	25 9.73
404 ComPartic Orlando				60.82		9 3.50 60.00 6.43			2 .78 13.33 18.18						4 1.56 26.67 16.00	15 5.84
407 ComLab Tampa				60.60		11 4.28 100.00 7.85										11 4.28
503 StuApprn San Fran				60.55		9 3.50 64.29 6.43	3 1.17 21.43 10.34		2 .78 14.29 18.18							14 5.45
604 GrpCarExpl Mesa				59.82	7 2.72 100.00 50.00											7 2.72
405 MedCar Apopka				59.61		12 4.67 100.00 8.57										12 4.67
403 ExHiIntrn Orlando				58.71		31 12.06 63.27 22.14	14 5.45 28.57 48.28		3 1.17 6.12 27.27						1 .39 2.04 4.00	49 19.07
701 EBCE-CE2 Tigard				55.09		19 7.39 65.52 13.57				1 .39 3.45 11.31	2 .78 6.90 18.18	3 1.17 10.34 60.00		1 .39 3.45 50.00	3 1.17 10.34 12.00	29 11.28
704 CETA-CarEx Portland				54.62		4 1.56 57.14 2.86	3 1.17 42.86 37.50									7 2.72
506 ComIntrn Danville				54.14		5 1.95 100.00 3.57										5 1.95
602 ComServ Scottsdale				52.00		8 3.11 53.33 5.71				2 .78 13.33 22.22	1 .39 6.67 9.09				4 1.56 26.67 16.00	15 5.84
Total					14 5.45	140 54.47	29 11.28	8 3.11	11 4.28	9 3.50	11 4.28	5 1.95	3 1.17	2 .78	25 9.73	257 100.00

TABLE 23

Students' Ratings of Most Important Characteristics of Employers in Normative Programs (each student indicated the two most important characteristics)

Program	Frequency Percent Row Pct Col Pct	Mean Nt	No Response	Provides Challenging Responsibilities	Has the Workplace Under Control	Answers Questions Well	Is Clear in Giving Directions	Takes Time to Give Me Advice	Total
402 AutoMech Tampa	62.88			7 1.16 23.33 4.24	4 .66 13.33 4.04	2 .33 6.67 5.26	8 1.33 26.67 5.30	9 1.50 30.00 6.98	30 4.98
502 WorkExp San Fran	61.60		4 .66 9.52 20.00	6 1.00 14.29 3.64	7 1.16 16.67 7.07	3 .50 7.14 7.89	12 1.99 28.57 7.95	10 1.66 23.81 7.75	42 6.98
703 CoopWkEx Milwaukee	61.22		2 .33 10.00 10.00	6 1.00 30.00 3.64	2 .33 10.00 2.02	1 .17 5.00 2.63	5 .83 25.00 3.31	4 .66 20.00 3.10	20 3.32
302 T&I-Coop Ames	60.69		1 .17 1.52 5.00	21 3.49 31.82 12.73	10 1.66 15.15 10.10	4 .66 6.06 10.53	19 3.16 28.79 12.58	11 1.83 16.67 8.53	66 10.96
203 DistEdSH Des Moines	59.83			8 1.33 30.77 4.85	5 .83 19.23 5.05	3 .50 11.54 7.89	5 .83 19.23 3.31	5 .83 19.23 3.88	26 4.32
501 WorkExEd Freemont	58.99		2 .33 11.11 10.00	1 .17 5.56 .61	5 .83 27.78 5.05		5 .83 27.78 3.31	5 .83 27.78 3.88	18 2.99
702 CETA-HaRp Portland	57.92		4 .66 20.00 20.00	5 .83 25.00 3.03	1 .17 5.00 1.01	2 .33 10.00 5.26	4 .66 20.00 2.65	4 .66 20.00 3.10	20 3.32
603 DivWkEx Phoenix	57.68			18 2.99 39.13 10.91	8 1.33 7.39 8.08		11 1.83 23.91 7.28	9 1.50 19.57 6.98	46 7.64
505 CETA-YEP Oakland	57.60		4 .66 13.33 20.00	4 .66 13.33 2.42	2 .33 6.67 2.02	5 .83 16.67 13.16	8 1.33 26.67 5.30	7 1.16 23.33 5.43	30 4.98
601 CoopEd Gilbert	57.24		1 .17 1.79 5.00	15 2.49 26.79 9.09	7 1.16 12.50 7.07	2 .33 3.57 5.26	19 3.16 33.93 12.58	12 1.99 21.43 9.30	56 9.30
202 CETA-CBENH Des Moines	57.06			10 1.66 31.25 6.06	8 1.33 25.00 8.08	3 .50 9.38 7.89	7 1.16 21.88 4.64	4 .66 12.50 3.10	32 5.32
201 DistEdNH Des Moines	57.00			13 2.16 30.95 7.88	5 .83 11.90 5.05	2 .33 4.76 5.26	12 1.99 28.57 7.95	10 1.66 23.81 7.75	42 6.98
301 DistEd Ames	56.73			24 3.99 31.58 14.55	7 1.16 9.21 7.07	5 .83 6.58 13.16	17 2.82 22.37 11.26	23 3.82 30.26 17.83	76 12.62
102 OcWkEx Hilliard	56.54		2 .33 5.26 10.00	10 1.66 26.32 6.06	12 1.99 31.58 12.12	3 .50 7.89 7.89	6 1.00 15.79 3.97	5 .83 13.16 3.88	38 6.31
103 DistEd Columbus	53.20			10 1.66 31.25 6.06	8 1.33 25.00 8.08	1 .17 3.13 2.63	7 1.16 21.88 4.64	6 1.00 18.75 4.65	32 5.32
101 OcWkAdj Columbus	51.00			7 1.16 25.00 4.24	8 1.33 28.57 8.08	2 .33 7.14 5.26	6 1.00 21.43 3.97	5 .83 17.86 3.88	28 4.65
Total			26 3.32	165 27.41	99 16.45	38 6.31	151 25.08	129 21.43	602 100.00

TABLE 24

Students' Ratings of Most Important Characteristics of Employers in Personalistic Programs (each student indicated the two most important characteristics)

Program	Frequency	Percent	Row Pct	Col Pct	Mean Pz	No Response	Provides Challenging Responsibilities	Has the Workplace Under Control	Answers Questions Well	Is Clear in Giving Directions	Takes Time to Give Me Advice	Total
401							17	6	3	5	13	44
ExHIntrn							3.31	1.17	.58	.97	2.53	8.56
Tampa					63.88		38.64	13.64	6.82	11.36	29.55	
							9.88	14.29	6.00	4.76	9.92	
303							5	1	3	5	4	18
EBCE							.97	.19	.58	.97	.78	3.50
Ames					63.66		27.78	5.56	16.67	27.78	22.22	
							2.91	2.38	6.00	4.76	3.05	
504							10	5	9	8	10	42
EBCE							1.95	.97	1.75	1.56	1.95	8.17
Castro Val					63.00		23.81	11.90	21.43	19.05	23.81	
							5.81	11.90	18.00	7.62	7.63	
605							2	8	4	4	7	32
IndCarExpl							.39	1.56	.78	.78	1.36	6.23
Mesa					62.21		6.25	25.00	12.50	12.50	21.88	
							14.29	4.65	9.52	8.00	6.67	
406							4	17	5	3	8	50
EBCE							.78	3.31	.97	.58	1.56	2.53
Orlando					62.19		8.00	34.00	10.00	6.00	16.00	9.73
							28.57	9.88	11.90	6.00	7.62	
404							11	2	3	5	9	30
ComPartic							2.14	.39	.58	.97	1.75	5.84
Orlando					60.82		36.67	6.67	10.00	16.67	30.00	
							6.40	4.76	6.00	4.76	6.87	
407							10	1	5	1	5	22
ComLab							1.95	.19	.97	.19	.97	4.28
Tampa					60.60		45.45	4.55	22.73	4.55	22.73	
							5.81	2.38	10.00	.95	3.82	
503							10	3	2	6	7	28
StuApprn							1.95	.58	.39	1.17	1.36	5.45
San Fran							35.71	10.71	7.14	21.43	25.00	
							5.81	7.14	4.00	5.71	5.34	
604							2	4	2	1	2	14
GrpCarExpl							.39	.78	.39	.19	.58	2.72
Mesa					59.82		14.29	28.57	14.29	7.14	14.29	
							14.29	2.33	4.76	2.00	1.90	
405							2	8	5	6	3	24
MedCar							.39	1.56	.97	1.17	.58	4.67
Apopka					59.61		8.33	33.33	20.83	25.00	12.50	
							14.29	4.65	10.00	5.71	2.29	
403							39	3	5	20	31	98
ExHIntrn							7.59	.58	.97	3.89	6.03	19.07
Orlando					58.71		39.80	3.06	5.10	20.41	31.63	
							22.67	7.14	10.00	19.05	23.66	
701							18	4	6	19	11	58
EBCE-CE2							3.50	.78	1.17	3.70	2.14	11.28
Tigard					55.09		31.03	6.90	10.34	32.76	18.97	
							10.47	9.52	12.00	18.10	8.40	
704							2	4	1	4	2	14
CEFA-CarEx							.39	.78	.19	.78	.39	2.72
Portland					54.62		14.29	28.57	7.14	7.14	28.57	
							14.29	2.33	2.38	2.00	3.81	
506							4			2	4	10
ComIntrn							.78			.39	.78	1.95
Danville					54.14		40.00			20.00	40.00	
							2.33			1.90	3.05	
602							2	7	5	7	9	30
ComServ							.39	1.36	.97	1.36	1.75	5.84
Scottsdale					52.00		6.67	23.33	16.67	23.33	30.00	
							14.29	4.07	11.90	6.67	6.87	
Total							14	172	42	50	105	514
							2.72	33.46	8.17	9.73	20.43	100.00

TABLE 25

Students' Ratings of Quality of  
Learning at the Worksite in Normative Programs

Program	Frequency Percent Row Pct Col Pct	Mean PX	No Response	Most Valuable	Worth- while	O.K.	Frustrating or Waste of Time	Total
402 Auto Mech Tampa	62.88			5 1.66 33.33 5.10	7 2.33 46.67 5.30	3 1.00 20.00 5.45		15 4.98
502 WkEx San Fran	61.60			7 2.33 33.33 7.14	5 1.66 23.81 3.79	7 2.33 33.33 12.73	2 0.66 9.52 25.00	21 6.98
703 CoopWkEx Milwaukee	61.22		1 .33 10.00 12.50	3 1.00 30.00 3.06	4 1.33 40.00 3.03	2 .66 20.00 3.64		10 3.32
302 T&I-Coop Ames	60.69			14 4.65 42.42 14.29	15 4.98 45.45 11.36	4 1.33 12.12 7.27		33 10.96
203 DistEdSH Des Moines	59.83			5 1.66 38.46 5.10	7 2.33 53.85 5.30	1 .33 7.69 1.82		13 4.32
501 WkExEd Freemont	58.99		1 .33 11.11 12.50	4 1.33 44.44 4.08	3 1.00 33.33 2.27	1 .33 11.11 1.82		9 2.99
702 CETA-B&Rp Portland	57.92		2 .66 20.00 25.00	2 .66 20.00 2.04	5 1.66 50.00 3.79	1 .33 10.00 1.82		10 3.32
603 DivWkEx Phoenix	57.68			9 2.99 39.13 9.18	7 2.33 30.43 5.30	7 2.33 30.43 12.73		23 7.64
505 CETA-YEP Oakland	57.60		1 .33 6.67 12.50	3 1.00 20.00 3.06	9 2.99 60.00 6.82	2 .66 13.33 3.64		15 4.98
601 CoopEd Gilbert	57.24		1 .33 3.57 12.50	11 3.65 39.29 11.22	11 3.65 39.29 8.33	3 1.00 10.71 5.45	2 .66 7.14 25.00	28 9.30
202 CETA-CBENH Des Moines	57.06			4 1.33 25.00 4.08	7 2.33 43.75 5.30	5 1.66 31.25 9.09		16 5.32
201 DistEdSH Des Moines	57.00			6 1.99 28.57 6.12	10 3.32 47.62 7.58	5 1.66 23.81 9.09		21 6.98
301 DistEd Ames	56.73			12 3.99 31.58 12.24	18 5.98 47.37 13.64	8 2.66 21.05 14.55		38 12.62
102 OcWkEx Williard	56.54			4 1.33 21.05 4.08	11 3.65 57.89 8.33	2 .66 10.53 3.64	2 .66 10.53 25.00	19 6.31
103 DistEd Columbus	53.20		1 .33 6.25 12.50	8 2.66 50.00 8.16	7 2.33 43.75 5.30			16 5.32
101 OcWkAdj Columbus	51.00		1 .33 7.14 12.50	1 .33 7.14 1.02	6 1.99 42.86 4.55	4 1.33 28.57 7.27	2 .66 14.29 22.00	14 4.65
Total			8 2.66	98 32.56	132 43.85	55 18.27	8 2.66	301 100.00



TABLE 26

Students' Ratings of Quality of  
Learning at the Worksite Personalistic Programs

Program	Frequency Percent	Mean Pct	No Response	Most Valuable	Worth- while	O.K.	Frustrating or Waste of Time	Total
401 ExHiIntrn Tampa		63.88		11 4.28 50.00 8.94	6 2.33 27.27 6.32	4 1.56 18.18 12.90	1 .39 4.55 25.00	22 8.56
303 EBCE Ames		63.66		5 1.95 55.56 4.07	4 1.56 44.44 4.21			9 3.50
504 EBCE CastroVal		63.00		9 3.50 42.86 7.32	10 3.89 47.62 10.53	2 .78 9.52 6.45		21 8.17
605 IndCarExpl Mesa		62.21	1 .39 6.25 25.00	4 1.56 25.00 3.25	7 2.72 43.75 7.37	3 1.17 18.75 9.68	1 .39 6.25 25.00	16 6.23
406 EBCE Orlando		62.19		13 5.06 52.00 10.57	10 3.89 40.00 10.53	2 .78 8.00 6.45		25 9.73
404 ComPartic Orlando		60.82		2 78 13.33 1.63	7 2.72 46.67 7.37	5 1.95 33.33 16.13	1 .39 6.67 25.00	15 5.84
407 ComLab Tampa		60.60		4 1.56 36.36 3.25	6 2.33 54.55 6.32	1 .39 9.09 3.23		11 4.28
503 StuApprn San Fran		60.55		6 2.33 42.86 4.88	5 1.95 35.71 5.26	3 1.17 21.43 9.68		14 5.45
604 GrpCarExpl Mesa		59.82	1 .39 14.29 25.00	1 .39 14.29 .81	2 .78 28.57 2.11	2 .78 28.57 6.45	1 .39 14.29 25.00	7 2.72
405 MedCar Apopka		59.61		11 4.28 91.67 8.94	1 .39 8.33 1.05			12 4.67
403 ExHiIntrn Orlando		58.71		30 11.67 61.22 24.39	16 6.23 32.65 16.84	3 1.17 6.12 9.68		49 19.07
701 EBCE-CE2 Tigard		55.09		17 6.61 58.62 13.82	9 3.50 31.03 9.47	3 1.17 10.34 9.68		29 11.28
704 CETA-CarEx Portland		54.62	1 .39 14.29 25.00	5 1.95 71.43 4.07	1 .39 14.29 1.05			7 2.72
506 ComIntrn Danville		54.14		1 .39 20.00 .81	2 .78 40.00 2.11	2 .78 40.00 6.45		5 1.95
602 ComServ Scottsdale		52.00	1 .39 6.67 25.00	4 1.56 26.67 3.25	9 3.50 60.00 9.47	1 .39 6.67 3.23		15 5.84
Total			4 1.56	123 47.86	95 36.96	31 12.06	4 1.56	257 100.00

TABLE 27

Students' Ratings of Satisfaction with  
Worksite Experiences in Normative Programs

Program	Frequency Percent Row Pct Col Pct	Mean NI	No Response	Satisfied		Dissatisfied		Other	Total
				Planned Unambiguous Experience	Flexible Democratic Experience	Unplanned Ambiguous Experience	Inflexible Authoritarian Experience		
402 Auto Mech Tampa		62.88		7 2.33 46.67 5.60	6 1.99 40.00 4.80	1 .33 6.67 10.00	1 .33 6.67 33.33		15 4.98
502 WorkExp San Fran		61.60	1 .33 4.76 12.50	8 2.66 38.10 6.40	6 1.99 28.57 4.80	2 .66 9.52 20.00	1 .33 4.76 33.33	3 1.00 14.29 10.00	21 6.98
703 CoopWkEx Milwaukee		61.22	1 .33 10.00 12.50	3 1.00 30.00 2.40	4 1.33 40.00 3.20			2 .66 20.00 6.67	10 3.32
302 T&I-Coop Ames		60.69		18 5.98 54.55 14.40	12 3.99 36.36 9.60	1 .33 3.03 10.00		2 .66 6.06 6.67	33 10.96
203 DistEdSH Des Moines		59.83		4 1.33 30.77 3.20	6 1.99 46.15 4.80	1 .33 7.69 10.00		2 .66 15.38 6.67	13 4.32
501 WorkExEd Freemont		58.99	1 .33 11.11 12.50	4 1.33 44.44 3.20	4 1.33 44.44 3.20				9 2.99
702 CETA-HmRp Portland		57.92	2 .66 20.00 25.00	3 1.00 30.00 2.40	5 1.66 50.00 4.00				10 3.32
603 DivWkEx Phoenix		57.68		13 4.32 56.52 10.40	7 2.33 30.43 5.60			3 1.00 13.04 10.00	23 7.64
505 CETA-YEP Oakland		57.60	1 .33 6.67 12.50	9 2.99 60.00 7.20	4 1.33 26.67 3.20			1 .33 6.67 3.33	15 4.98
601 CoopEd Gilbert		57.24		9 2.99 32.14 7.20	15 4.98 53.57 12.00			4 1.33 14.29 13.33	28 9.30
202 CETA-CBENH Des Moines		57.06		8 2.66 50.00 6.40	5 1.66 31.25 4.00			3 1.00 18.75 10.00	16 5.32
201 DistEdNH Des Moines		57.00		3 1.00 14.29 2.40	13 4.32 61.90 10.40	3 1.00 14.29 30.00	1 .33 4.76 33.33	1 .33 4.76 3.33	21 6.98
301 DistEd Ames		56.73		12 3.99 31.58 9.60	21 6.98 55.26 16.80			5 1.66 13.16 16.67	38 12.62
102 OcWkEx Willard		56.54	1 .33 5.26 12.50	7 2.33 36.84 5.60	7 2.33 36.84 5.60			4 1.33 21.05 13.33	19 6.31
103 DistEd Columbus		53.20		10 3.32 62.50 8.00	5 1.66 31.25 4.00	1 .33 6.25 10.00			16 5.32
101 OcWkAdj Columbus		51.00	1 .33 7.14 12.50	7 2.33 50.00 5.60	5 1.66 35.71 4.00	1 .33 7.14 10.00			14 4.65
Total			8 2.66	125 41.53	125 41.53	10 3.32	3 1.00	30 9.97	301 100.00

TABLE 28

Students' Ratings of Satisfaction with  
Worksite Experiences in Personalistic Programs

Program Frequency Percent Row Pct Col Pct	Mean Pz	No Response	Satisfied		Dissatisfied		Other	Total
			Planned Unambiguous Experience	Flexible Democratic Experience	Unplanned Ambiguous Experience	Inflexible Authoritarian Experience		
401 ExHiIntrn Tampa	63.88		2 .78 9.09 2.63	14 5.45 63.64 11.29	2 .78 9.09 12.50	1 .39 4.55 14.29	3 1.17 13.64 10.71	22 8.56
303 EBCE Ames	63.66		6 2.33 66.67 7.89	2 .78 22.22 1.61			1 .39 11.11 3.57	9 3.50
504 EBCE Castro Val	63.00	1 .39 4.76 16.67	3 1.17 14.29 3.95	12 4.67 57.14 9.68	1 .39 4.76 6.25		4 1.56 19.05 14.29	21 8.17
605 IndCarExpl Mesa	62.21	1 .39 6.25 16.67	6 2.33 37.50 7.89	4 1.56 25.00 3.23	1 .39 6.25 6.25	1 .39 6.25 14.29	3 1.17 18.75 10.71	16 6.23
406 EBCE Orlando	62.19		11 4.28 44.00 14.47	11 4.28 44.00 8.87	3 1.17 12.00 18.75			23 9.73
404 ComPartic Orlando	60.82		1 .39 6.67 1.32	8 3.11 53.33 6.45	2 .78 13.33 12.50	1 .39 6.67 14.29	3 1.17 20.00 10.71	15 5.84
407 ComLab Tampa	60.60		3 1.17 27.27 3.95	6 2.33 54.55 4.84	1 .39 9.09 6.25	1 .39 9.09 14.29		11 4.28
503 StuApprn San Fran	60.55		6 2.33 42.86 7.89	5 1.95 35.71 4.03	1 .39 7.14 6.25		2 .78 14.29 7.14	14 5.45
604 GrpCarExpl Mesa	59.82	1 .39 14.29 16.67	2 .78 28.57 2.63	2 .78 28.57 1.61	1 .39 14.29 6.25	1 .39 14.29 14.29		7 2.72
405 MedCar Apopka	59.61		8 3.11 66.67 10.53	2 .78 16.67 1.61			2 .78 16.67 7.14	12 4.67
403 ExHiIntrn Orlando	58.71	1 .39 2.04 16.67	11 4.28 22.45 14.47	28 10.89 57.14 22.58	2 .78 4.08 12.50	1 .39 2.04 14.29	6 2.33 12.24 21.43	49 19.07
701 EBCE-CE2 Tigard	55.09		10 3.89 34.48 13.16	17 6.61 58.62 13.71	1 .39 3.45 6.25		1 .39 3.45 3.57	29 11.28
704 CETA-CarEx Portland	54.62	1 .39 14.29 16.67	6 2.33 85.71 7.89					7 2.72
506 ComIntrn Danville	54.14			2 .78 40.00 1.61		1 .39 20.00 14.29	2 .78 40.00 7.14	5 1.95
602 ComServ Scottsdale	52.00	1 .39 6.67 16.67	1 .39 6.67 1.32	11 4.28 73.33 8.87	1 .39 6.67 6.25		1 .39 6.67 3.57	15 5.84
Total		6 2.33	76 29.57	124 48.25	16 6.23	7 2.72	28 10.89	257 100.00

TABLE 29

Students' Ratings of Learner Outcomes in Normative Programs (each student indicated the two most valuable outcomes)

Program	Frequency Percent Row Pct Col Pct	Mean Pz	No Response	Getting Work Experience	Being Treated Like an Adult	Learning a Skill	Learning Responsibility	Getting Career Direction	Organizing My Own Learning Experiences	Making Money	Total												
402 AutoMech Tampa	62.88		7	1.16	.17	5	.83	7	1.16	.33	1	.17	7	1.16	23.33	3.33	16.67	23.33	6.67	3.33	23.33	4.98	
502 WorkExp San Franc	61.60		4	8.66	1.66	7	1.16	4	.66	1.16	6	1.00	2	.33	2	.33	9.52	23.81	16.67	9.52	14.29	4.76	4.76
703 CoopWkEx Milwaukee	61.22		2	.33	.66	4	.33	2	.33	.66	3	.66	2	.33	3	.50	10.00	20.00	10.00	20.00	10.00	15.00	5.77
302 Tel-Coop Ames	60.69		21	3.49	.83	5	2.33	14	2.66	.66	16	6.06	4	1.00	6	9.09	31.82	7.58	21.21	24.24	6.06	11.54	11.54
203 DistEdSH Des Moines	59.83		8	1.33	.33	2	.50	3	1.16	.50	7	1.16	3	.17	2	.33	30.77	7.69	11.54	26.92	11.54	3.85	7.69
501 WorkExEd Fremont	58.99		2	.33	.17	1	.17	9	1.50	.83	5	50.00	27.78	7.04	2	6.43	11.11	5.56	5.56	50.00	27.78	7.04	2.99
702 CETA-Harp Portland	57.92		4	.66	1.00	6	.17	2	.33	.17	1	.33	1	.17	20.00	30.00	5.00	30.00	10.00	5.00	5.00	3.32	
603 DivWkEx Phoenix	57.68		14	2.33	1.16	7	.83	5	2.33	.66	14	8.70	4	.33	2	4.35	30.43	15.22	10.87	30.43	8.70	4.35	3.85
505 CETA-YEP Oakland	57.60		4	.66	1.99	12	.83	5	.83	.33	2	16.67	16.67	6.67	2	6.67	13.33	40.00	16.67	16.67	6.67	6.67	4.98
601 CoopEd Gilbert	57.24		14	2.33	.50	3	1.66	10	1.83	1.66	11	17.86	17.86	1.79	7	12.50	25.00	5.36	17.86	19.64	17.86	1.79	12.50
202 CETA-CBEMH Des Moines	57.06		11	1.83	.66	4	1.16	7	.33	1.00	2	6.25	18.75	6.25	2	6.25	34.38	12.50	21.88	6.25	18.75	6.25	6.25
201 DistEdNH Des Moines	57.00		1	.17	2.33	14	1.00	6	.83	1.00	6	14.29	9.52	2.38	1	2.38	2.38	33.33	14.29	11.90	14.29	9.52	2.38
301 DistEd Ames	56.73		21	3.49	1.16	7	.83	5	4.65	1.83	28	36.84	14.47	5.26	4	5.26	27.63	9.21	6.58	36.84	14.47	5.26	5.26
102 OcWkEx Hilliard	56.54		2	.33	1.66	10	1.00	6	.66	.66	4	10.53	10.53	2.63	6	15.79	5.26	26.32	15.79	13.16	10.53	2.63	15.79
103 DistEd Columbus	53.20		6	1.00	.17	1	.33	2	1.99	1.16	7	37.50	21.88	9.38	3	3.13	18.75	3.13	6.25	37.50	21.88	9.38	3.13
101 OcWkAdj Columbus	51.00		2	.33	1.33	8	.83	5	.33	1.00	6	7.14	7.14	1.50	3	5.00	7.14	28.57	17.86	7.14	21.43	7.14	10.71
Total			21	3.49	1.67	57	8.77	3.44	4.29	140	71	11.79	1.99	8.64	602	100.00							

TABLE 30

Students' Ratings of Learner Outcomes in  
Personalistic Programs  
(each student indicated the  
two most valuable outcomes)

Program	Frequency Percent Row Pct Col Pct	Mean PI	No Response	Getting Work Experience	Being Treated Like an Adult	Learning a Skill	Learning Responsi- bility	Getting Career Direction	Organizing My Own Learning Experiences	Making Money	Total	
401 ExHlIntrn Tampa	63.88			4 .78 9.09 5.13	9 1.75 20.45 12.16	2 .39 4.55 5.00	18 3.50 40.91 15.79	5 .97 11.36 3.50	6 1.17 13.64 13.95		44 8.56	
303 EBCE Ames	63.66			5 .97 27.78 6.41	1 .19 5.56 1.35	3 .58 16.67 7.50	4 .78 22.22 3.51	5 .97 27.78 3.50			18 3.50	
504 EBCE CastroVal	63.00			1 .19 2.38 5.56	5 .97 11.90 6.41	6 1.17 14.29 8.11	4 .78 9.52 10.00	7 1.36 16.67 6.14	10 1.95 23.81 6.99	9 1.75 21.43 20.93	42 8.17	
605 IndCarExpl Mesa	62.21			2 .39 6.25 11.11	7 1.36 21.88 8.97	3 .58 9.38 4.05	2 .39 6.25 5.00	6 1.17 18.75 5.26	7 1.36 21.88 4.90	3 .58 9.38 6.98	32 6.23	
406 EBCE Orlando	62.19			4 .78 8.00 22.22	8 1.56 16.00 10.26	5 .97 10.00 6.76	2 .39 4.00 5.00	8 1.56 16.00 7.02	17 3.31 34.00 11.89	5 .97 10.00 11.63	50 9.73	
404 ComPartic Orlando	60.82			1 .19 3.33 1.28	6 1.17 20.00 8.11	4 .78 13.33 10.00	10 1.95 33.33 8.77	4 .78 13.33 2.80	5 .97 16.67 11.63		30 5.84	
407 ComLab Tampa	60.60			3 .58 13.64 3.85	1 .19 4.55 1.35	4 .78 18.18 10.00	3 .58 13.64 2.63	10 1.95 45.45 6.99	1 .19 4.55 2.33		22 4.28	
503 StuApprn San Fran	60.55			5 .97 17.86 6.41	2 .39 7.14 2.70	2 .39 7.14 5.00	7 1.26 25.00 6.14	10 1.95 35.71 6.99	1 .19 3.57 2.33	1 .19 3.57 25.00	28 5.45	
604 GrpCarExpl Mesa	59.82			4 .78 28.57 22.22	1 .19 7.14 1.28	3 .58 21.43 4.05	4 .78 28.57 3.51	2 .39 14.29 1.40			14 2.72	
405 MedCar Apopka	59.61			2 .39 8.33 11.11	3 .59 12.50 3.85	1 .19 4.17 1.35	1 .19 4.17 2.50	7 1.36 29.17 6.14	8 1.56 33.33 5.59	2 .39 8.33 6.65	24 4.67	
403 ExHlIntrn Orlando	58.71			16 3.11 16.33 20.31	23 4.47 23.47 31.08	4 .78 4.08 10.00	14 2.72 14.29 12.28	38 7.39 38.78 26.57	3 .58 3.06 6.98		98 19.07	
701 EBCE-CE2 Tigard	55.09			1 .19 1.72 5.56	12 2.33 20.69 15.38	6 1.17 10.34 8.11	7 1.36 12.07 17.50	12 2.33 20.69 10.53	16 3.11 27.59 11.19	4 .78 6.90 9.30	58 11.23	
704 CEFA-CarEx Portland	54.62			2 .39 14.29 11.11	2 .39 14.29 2.36	2 .39 14.29 2.70	3 .58 21.43 2.63	5 .97 35.71 3.50			14 2.72	
506 ComIntrn Danville	54.14			1 .19 10.00 1.28	2 .39 20.00 2.70	2 .39 20.00 5.00	1 .19 10.00 8.88	3 .58 30.00 2.10	1 .19 10.00 2.33		10 1.95	
602 ComServ Scottsdale	52.00			2 .39 6.67 11.11	5 .97 16.67 6.41	4 .78 13.33 5.41	3 .58 10.00 7.50	10 1.95 33.33 8.77	3 .58 10.00 2.10	3 .58 10.00 6.98	30 5.84	
Total				18 3.50	78 15.18	74 14.40	40 7.78	114 22.18	143 27.82	43 8.37	4 .78	514 100.00



**APPENDIX E**  
**REVISED INSTRUMENT**

APPENDIX E

Revised Instrument  
(Student Form)

**REMEMBER:** Read both sides of the item before you put your 10 points in the boxes. Give more points to the statement that describes your experiences better.

	Item #	
The main purpose of the program is training that helps me to develop job skills and work habits.	(1)	The main purpose of the program is personal development that helps me to better understand myself and my educational goals.
The major career outcome of this program is exploring possible career choices.	(2)	The major career outcome of this program is getting work experience so I can enter the job market.
This program helps me establish myself as a regular worker.	(3)	This program helps me learn more about myself and the different personal and educational goals I can achieve.
The main responsibility of the program coordinator is to help me plan and carry out experiences to meet my learning needs and interests.	(4)	The main responsibility of the program coordinator is to help me learn job requirements and meet employer's expectations.
I rely mostly on the opinions of experienced workers for an understanding of what I am getting out of my worksite experiences.	(5)	I talk a lot with peers, teachers, and others to help me get a better understanding of what my worksite experiences mean for my future plans.
When I am at the worksite, I get to choose a lot of the activities I do.	(6)	When I am at the worksite, almost all my work is what the supervisor tells me to do.
When I am at the worksite, I spend most of the time observing and trying out a variety of jobs and occupations.	(7)	When I am at the worksite, I am working at one specific job or occupation.
My role at the worksite is that of an employee-- people expect me to be there to do my job.	(8)	My role at the worksite is that of a learner-- I learn by observing and assisting others with their work.
My worksite supervisor relates to me as an employer, telling me what to do and checking to make sure I do it right.	(9)	My worksite supervisor relates to me more as a friend than an employer, helping me with learning activities and career planning.

**CHECK:** The points in each set of boxes should add up to 10 or less. (Revised 11/30/80, R.J. Miquel)

**NOTE TO READER:** Statements on the left are normative for items 1, 3, 5, 8, 9 and personalistic for 2, 4, 6, 7. Statements on the right are the opposite. For example: normative (1) personalistic personalistic (2) normative

Revised Instrument (Student Form)--continued

Please answer the following questions about yourself. Check the answers that apply to you or fill in the blanks. Make sure your answers are as complete and accurate as possible.

1. What is your age?

12  13  14  15  16  17  18  19  20

2. What is your sex?

Male  Female

3. What is your overall grade point average for this school year?

A  B  C  D  F

If you use a different grading system, what is your average for the year?

My overall average for grades is \_\_\_\_\_ on a scale of \_\_\_\_\_.

4. On the average how many hours a week do you spend at the worksite?

\_\_\_\_\_ hours a week

5. How many weeks have you been in this program?

\_\_\_\_\_ weeks

6. Are you paid for the work-related experiences of your program?

Yes  No  No, but I do get paid for working extra hours.

7. Does your school give credits for your program experiences?

Yes  No

8. What is your father's occupation?

---



Revised Instrument (Student Form)--continued

Please answer the following questions about your program experiences at the worksite.

1. A good employer/sponsor should . . . check two

- give me interesting and challenging responsibilities       be clear in telling me what to do and how to do it
- have the workplace under control       take time to give me helpful advice
- answer questions well

2. Please rate the value of your workplace-based experience. check one

- one of the most valuable learning experiences I have had       a very worthwhile experience       it has been OK       frustrating or a waste of time

3. Which statement best describes your satisfaction with your worksite experience? check one

- I am satisfied because it is well organized--people explain clearly what I am supposed to do       I am dissatisfied because nothing is planned for me. I'm often on my own and not sure what I am supposed to do
- I am satisfied because it is flexible and I have some freedom to plan my activities       I am dissatisfied because it is too strict and structured. I have little freedom or flexibility
- Other (Please explain) I am \_\_\_\_\_

4. The two best things I get from this community work experience are . . . . check two

- getting work experience       getting some career direction
- being treated as an adult       organizing my own learning projects
- learning a skill       the salary
- learning to be reliable and responsible

Source: The items on this page were designed by Louise E. Wasson of the National Center for Research in Vocational Education for another study. The author wishes to express appreciation to her for their inclusion in this study.

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