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ABSTRACT

Employers (N=1,369) on the Navajo reservation were identified, and a subgroup (N=122) participated in an Employer Account System (EAS) to provide detailed information about types of jobs available at their organizations. In addition, 239 closed client case files from the Navajo Vocational Rehabilitation Program (NVRP) were reviewed to determine placement patterns and employment outcomes on the Navajo Reservation. The 901 jobs existing at the organizations participating in the EAS were compared with the placements of 201 NVRP clients. Results indicated that about half of all jobs that clients desired were in existence on the reservation with EAS employers. Also, about half of the clients were placed in jobs they identified as vocational goals. There was a high rate of placement of clients in job training at sheltered employment sites, with only 55 percent placed in competitive employment situations. Results supported use of an employer account system for identifying sources of employment and integrating this with data on the vocational skills of clients to identify training needs. Appendices provide detailed analysis of number and types of jobs available and client vocational goals and placements. (Contains 23 references.) (DB)

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**AN ANALYSIS OF THE NAVAJO NATION LABOR MARKET:
JOB DEVELOPMENT FOR AMERICAN INDIANS WITH DISABILITIES**

Volume 4

**Development of a Local Labor Market Analysis Model
to Identify Employment Opportunities
for Persons with Disabilities
Living on Reservations**

**Final Report
1994**

**Patricia M. Rose, M.S., C.R.C.
Robert M. Schacht, Ph.D.
Georgia L. Lonetree, M.S.
Judy Schwartz, M.A.**

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Preface

This report represents the culmination of a multiyear project at the AIRRTC involving a number of different investigators and several reports on different components of the project. The project as a whole was conceived by Dr. William Martin (1987) during the preparation of the second five-year competitive application to NIDRR. Previous reports (Schwartz, 1989; Schwartz, Lonetree, & Kee, 1993; Shook, Schacht & Velasquez, 1993) were concerned with the first major component of the project, a survey of employers in the Navajo Nation. Most of the data collection for this first component was done by Schwartz and Lonetree in 1989. The second major component of the project, a Consumer Market Survey, was begun by Schwartz, Lonetree, and Kee and is reported separately (Schacht, Klibaner, & Schwartz, in progress). The third major component of the project is to show how all of the previous components can work together to enhance job development prospects for VR clients. This report is devoted to this third component and also serves as the final report for the project as a whole. A manuscript begun by Lonetree and Schwartz on an analysis of NVRP case files has been revised and incorporated into this report.

Robert M. Schacht

Abstract

Employers on the Navajo reservation were identified through a survey conducted to determine their number and type. From the survey, a subgroup was identified composed of employers whose managers agreed to participate in a survey to determine the attitudes of employers regarding hiring American Indians with disabilities. From this subgroup a smaller subgroup agreed to provide details about their organizations and to participate in an Employer Account System (EAS). This information included the manager or owner's name and job title, tribal agency, address and phone number, the number and type of jobs in existence at their organizations, salary information, type of employment (full-time, part-time, or seasonal), and education or training required. Although the types of employers from which the detailed EAS data were gathered were not representative of the total population of all types of employers on the reservation, the detailed EAS data did offer information about what types of jobs may be found at organizations like those participating in the EAS.

In addition, two hundred and thirty-nine (239) client case files from the Navajo Vocational Rehabilitation Program (NVRP) were reviewed to determine placement patterns and employment outcomes on the Navajo reservation. Analyses included status 26 and 28 closures both on and off the reservation. Major areas of employment are indicated in relation to occupational divisions defined by the *Standard Industrial Classification Manual* (1987). Placements of clients in jobs are compared to the job goals outlined in clients' individual written rehabilitation plans (IWRP) through use of job codes from the *Dictionary of Occupational Titles* (DOT, 1977). Placement information is presented according to tribal agencies.

Then, jobs available through employers who agreed to participate in an Employer Account System on the Navajo reservation were compiled and compared with the jobs in which VR clients were placed. One-hundred-twenty-two employers agreed to participate and reported a total of 901 jobs existing at their organizations. The 901 jobs were compared with the placements of 201 Navajo Vocational Rehabilitation Program (NVRP) clients to determine commonalities between jobs clients desired, jobs clients took, and jobs available through employers on the reservation. Of interest were the percentages of matches between the labor supply and employer needs. The matching analysis was done by means of the *Dictionary of Occupational Titles* (DOT) codes corresponding to jobs reported in existence by employers, jobs that VR clients identified as vocational goals on their Individual Written Rehabilitation Plans, and jobs in which clients were ultimately placed.

Introduction

Placement of vocational rehabilitation (VR) clients has historically been a difficult task for VR counselors, given the inherent difficulty of overcoming common concerns of employers about hiring persons with disabilities. Knowledge of labor markets is an essential tool of vocational rehabilitation (VR) counselors in general but is particularly useful to VR counselors in more rural areas where many American Indian reservations are found. These reservations may have labor markets that are less diverse than those in other areas. Many American Indian persons seeking employment through VR agencies do not wish to relocate to other areas in order to gain employment (Schacht & Minkler, 1991), requiring tribal VR counselors to be knowledgeable of the jobs on their reservations and the types of industries the jobs represent.

As a result of considerations such as these, Lonetree (1990) recommended that:

- (1) steps be taken to develop relationships between American Indian vocational rehabilitation projects and prospective employers.
- (2) project staff initiate contact with fraternal organizations, public service groups, personnel management, and business associations to promote job placement and job development for American Indians with disabilities.
- (3) project staff contact small, medium-sized, and large employers to introduce the prospect of creating or restructuring jobs and explain the advantages of hiring disabled workers.

These considerations have also given birth to new methods by which VR counselors may place clients more efficiently and easily.

The employer account system (EAS) has been one of the methods suggested (Galloway, 1982; Corthell & Boone, 1982). However, its implementation involves a knowledge of local labor markets, the vocational skills of VR clients, and how those two elements relate to each other (Lonetree, 1990). More specifically, the EAS necessitates the knowledge of how VR clients' job skills and job goals match with the jobs in existence in their local areas. Gathering this information can seem laborious and time-consuming at first, but ultimately it can lead to efficient, timely, and appropriate job placements that benefit not only clients but employers. This information allows counselors to efficiently place clients in jobs they desire, to fill vacancies of reservation employers, and to have knowledge of what organizations may offer more jobs than others.

In order for rehabilitation programs to meet the labor supply needs of existing employers, an important component of a local labor market analysis is to identify the labor market supply of persons who can fulfill employment needs. Since persons with a disability can often fulfill those needs as well as anyone else, VR clients in job-ready status form an important part of the labor market. Adequate client data must be available to match with employer data. This information has been used successfully within vocational rehabilitation agencies to build information that assists in current job matching and also enhances future job matching by predicting what skills the employing community will want (Corthell & Boone, 1982).

The following analysis was part of a larger study conducted by the American Indian Rehabilitation Research and Training Center (AIRRTC) with the goal of developing a local labor market analysis model for the identification of employment opportunities for persons with disabilities living on reservations. The purpose of the project as a whole was to test a model of local labor market analysis on a reservation in order to increase the vocational opportunities for American Indians with disabilities living on reservations. The model will have broader benefits, especially in its application to the other tribally administered vocational rehabilitation projects (Section 130), to tribes who may also develop vocational rehabilitation projects in the future, and to state VR counselors who provide VR services to non-American Indian people on reservations. Some state vocational rehabilitation (VR) agencies expanding services to reservation-based American Indians with disabilities also will benefit from the results of the model demonstration.

Problem Statement

During the early '80s, numerous cutbacks in federal spending occurred due to the Economic Recovery Act of 1981, implemented by the Reagan administration (Economic Development Committee of the Navajo Nation Council, 1991). These cutbacks hurt many programs in states across the United States and likewise affected reservation programs, including tribal vocational rehabilitation. Given this, the challenge of rehabilitation personnel was to develop innovative procedures to solve the problem of placement. The Employer Account System (EAS) model (Corthell & Boone, 1982; Galloway, 1982) for placement was proposed as a solution.

Although an explicitly defined EAS has not been implemented on the Navajo reservation, the information reported on here can be an example of how an EAS might be implemented in the future. Data were obtained on employers on the Navajo Nation in 1989 (Schwartz, 1989) and on clients of the Navajo Vocational

Rehabilitation Program (NVRP, now part of Navajo Nation Office of Special Education and Rehabilitative Services, NNOSERS). Case files were analysed to provide baseline data to help determine the effectiveness of the job development model following implementation (Martin, 1987, p. 65). The focus of this report was to determine how these clients' skills and vocational goals matched with the labor needs of the employers on the Navajo reservation in 1989. Additionally, the match between the vocational goals of clients and the jobs in which they were placed is compared. To understand how the matching of available labor to employer needs can be of future use, an explanation of the baSIC concept and characteristics of an Employer Account System follows.

Employer Account Systems

The manager of a rehabilitation program can view the aggregate effect of vocational rehabilitation as developing a special labor pool, i.e., local persons who have disabilities who are ready for job placement. To assist the process of placement, managers may need to help their clients in this special labor pool develop skills that the employers in the area need. While this can be done by counselors on a case by case basis, it will help the counselors do their jobs if they have at hand information about the local labor market that identifies the kinds of skills employers need in order to fill their labor requirements. In order to avoid the unnecessary costs of duplication of effort and "reinventing the wheel," program staff can work together to understand the local labor market and how their clients can compete most effectively in that marketplace. To do this, adequate data on their clients' job skills is needed to compare with current employer data. This type of information has been used successfully within vocational rehabilitation agencies to build data bases that assist in current job matching and which also enhance future job matching by predicting what skills the employing community will want (Corthell & Boone, 1982). These data bases are the heart of what is known as an employer account system.

Employer account systems (EAS) have been used in VR settings to match employers with clients (Corthell & Boone, 1982; Galloway, 1982). The goals of an EAS are to assist VR counselors to match their clients with jobs in their communities, thus avoiding duplication of effort and to enhance future job matching by gathering and disseminating information regarding what jobs will likely be in existence within their communities. In essence, the system objectives are to efficiently match vocational rehabilitation clients with employers to fill vacancies to meet employers' needs while identifying more resources for placement. Although employer account

systems have been used with smaller organizations, to achieve economies of scale they are most useful with organizations employing 100 or more employees. Larger organizations have more frequent position openings, and the cost of providing employer-required services in order to place VR clients may not be worth the investment of time and effort with smaller organizations (Corthell & Boone, 1982; Galloway, 1982).

Corthell and Boone (1982) offered a detailed explanation of the purposes of an EAS. They are:

- 1) provide a systematic approach to job placement to avoid duplication of efforts
- 2) meet employer needs productively and subsequently improve relations between VR and local employers
- 3) keep up-to-date information regarding the local labor market
- 4) gather and disseminate job forecasting data
- 5) provide a larger base of job leads for VR clients
- 6) make job leads more readily available to VR counselors and clients
- 7) increase the number of successful client placements

Corthell and Boone (1982) described the development of an EAS instituted in Des Moines, Iowa. During the planning phase, employer account representatives and a supervisor assessed the needs of local employers and the VR agency, designed forms and other necessary materials needed for implementation of the EAS, and selected employers for the program. Following the planning phase, the selected employers were contacted, accounts established with the employers were maintained, employment information was shared with VR personnel and with VR clients, and other placement procedures were established and organized to support the EAS. The aim of the EAS was to assist VR counselors to place clients in a systematic manner but to do so with a combined effort of all the VR staff. Thus the system was implemented, maintained, and used by the entire VR agency. The goal of this method essentially is for the entire VR staff to be involved in the placement of clients, as opposed to placing the entire responsibility on the counselors. Corthell and Boone suggested that this cooperative approach used along with the above-mentioned procedures of the EAS is ideal, especially since many counselors view placement as the ultimate difficulty inherent in VR counseling.

Likewise, Galloway (1982) defined the various aspects of initiating an EAS, including prospecting for employer accounts, preparation of arguments of why clients with disabilities can be productive employees and assets to organizations,

establishing credibility with employers in counselors' communities, and presentation of arguments describing how an employer may benefit from hiring persons with disabilities. A similar approach is advocated by DiLeo and Langton (1993) and Fabian, Luecking & Tilson (1994).

Bowe and Rochlin (1984) likewise discussed the need to establish credibility with local employers as a reliable source from which employers can hire persons with disabilities. They suggested that VR counselors refer only clients who are fully qualified for the tasks at hand and begin referrals with new business contacts by referring only the most qualified clients initially, which may subsequently lead to employers being more open to hiring persons with more severe disabilities.

Due to the large public sector of the Navajo economy, the federal cutbacks of the Reagan administration (referred to earlier), and the subsequent negative effect of this on maintenance and development of employers on the Navajo reservation, job placement of American Indians with disabilities posed an increased challenge. Implementing an EAS on the Navajo reservation as a proposed solution required identification of the number, type, and size of employers on the reservation.

Therefore, the purpose of this report includes the presentation of data on Navajo Navaho employers who have expressed a willingness to participate in an EAS. These employers will be tabulated by industry, and their employees will be tabulated by occupation. The purpose of these tabulations will be to let VR program managers and counselors know what kinds of jobs existed on the Navajo reservation in 1989 (and probably today) with employers willing to work with an EAS. Although these jobs are not job *openings*, they represent jobs that may become vacant and then be filled by VR clients.

The larger purpose of discussing these data is to illustrate the process of developing and using labor market data as an aid to the development of IWRP goals and, ultimately, placements for VR clients. The same analytical model can be used by other VR programs to assist the placement process with their clients.

Method

Population

To provide labor market information for VR counselors on the Navajo reservation, Schwartz (1989) conducted a survey to identify the number and type of employers on the Navajo reservation. From the survey, 1,369 employers were identified and from them a subgroup of 275 employers was selected who were asked to participate in a survey to determine the attitudes of employers regarding hiring American Indian persons with disabilities. Of the 275 employers who were asked to participate, 142 agreed. Of the 142 employers who agreed to participate, 122 (9% of all reservation employers) agreed to provide additional details about their organizations and to participate in an Employer Account System (EAS). Emphasis here was placed on the largest employers participating in the EAS.

For this analysis, client case files of the Navajo Vocational Rehabilitation Program (NVRP^{*}) were also examined. Data from the case files were gathered to identify a labor supply pool of potential and job-ready workers. For the purposes of this project, data from closed cases were used to simulate this labor pool. Consequently, the analysis included the examination of case files of clients who were placed in jobs in targeted communities on the Navajo reservation between the years 1984 and 1988.

Data Collection

All employers on the Navajo reservation in 1989 (N = 1369) were identified, and from that group specific information was gathered from the employers who agreed to participate in the EAS (n = 122). This included employer name, the manager or owner's name and job title, tribal agency (i.e., region), location, address and phone number, ownership (i.e., Navajo, Anglo, or mixed), the number and type of jobs in existence at their organizations (DOT categories), salary information, type of employment (full-time, part-time, or seasonal), and education or training required. Additionally, the Standard Industrial Classification (SIC, 1987) codes corresponding to each type of employer were recorded along with the tribal agency of the Navajo reservation where each employer was located. Other data gathered were job titles of existing jobs, corresponding *Dictionary of Occupational Titles* codes (DOT, 1977), corresponding Holland job codes, the number of employees normally employed by

* NVRP changed its official title in 1991 and is now called the Navajo Nation Office of Special Education and Rehabilitation Services.

each employer, and the hourly wage accompanying each job. Data regarding the hours per week for each job, job status (i.e. full-time, part-time, seasonal, on-the-job training, or apprenticeship) and education, certification, or experience requirements also were gathered.

The client placement information was derived from the case files of Navajo VR clients who had been placed in jobs on and off the reservation (N = 201) and closed in status 26, or had been closed Status 28 (N = 38), which is closure prior to completion of the IWRP. Collection of case-file data began in September 1989. NVRP had one central and five field offices, one in each of the five agencies of the Navajo reservation. These agencies and their principal chapters were Chinle Agency, Chinle, Arizona; Eastern Navajo Agency, Crown Point, New Mexico; Fort Defiance Agency, Window Rock, Arizona; Shiprock Agency, Shiprock, New Mexico; and Western Navajo Agency, Tuba City, Arizona. Case files from all NVRP field offices were located at the NVRP central office in Window Rock, Arizona. Case files dating from 1984 to 1988 with closure statuses of 26 (closed, rehabilitated) and 28 (closed, not rehabilitated) were examined. Information for the case file review came from the clients' individual written rehabilitation plans (IWRP). The information included names of employers, addresses, phone numbers, types of job placements, client closure codes (26 or 28), clients' vocational goals, disabling conditions, job codes provided by the *Dictionary of Occupational Titles (DOT)*, and the *Standard Industrial Classification (SIC)* codes corresponding to the types of employees of the employers. The DOT codes used for the comparison of client and employer job matching were those corresponding to the IWRP goals of clients and those corresponding to the jobs reported by reservation employers. Additionally, the DOT codes of the IWRP goals of clients were compared with the DOTs corresponding to the actual jobs in which clients were placed.

Procedure

All employers on the Navajo reservation were classified according to the *Standard Industrial Classification Manual (SIC, 1987)*. This classification included the subgroup of employers who agreed to participate in the EAS. However, the SIC classifications were determined separately for each group to allow for comparison. The EAS employers were then subclassified by DOT (*Dictionary of Occupational Titles, 1977*) occupational categories. This made a cross-reference between SIC industrial classifications and DOT occupational categories possible. This was done by collapsing the DOT codes to one-digit categories and comparing them with the SIC

divisions comprising the EAS employers. This cross-reference was then further divided by tribal agency. All the EAS employers identified by their industrial classifications were listed by employer name and *SIC* division. The *DOT* categories representing each position reported by each employer were determined to identify what types of positions existed at each particular business. The largest employers, those reporting at least 50 employees, and who agreed to participate in the EAS were likewise identified by *SIC* code and analyzed by *DOT* occupational categories of which their positions were comprised.

The industrial groupings as defined by the *SIC* manual (1987) are agriculture, forestry, and fishing; mining; construction; manufacturing; transportation, communications, electric, gas, and sanitary services; wholesale trade; retail trade; finance, insurance, and real estate; services; and public administration. The occupational categories identified by the *DOT* (1977) are professional, technical, and managerial; clerical and sales; service; agriculture, fishing, and forestry; processing; machine trades; benchwork; structural work; and miscellaneous work.

The two employer groups, being all reservation employers and the EAS subgroup, were compared to determine if the industries represented in the small group (EAS group) were representative of the reservation labor market as a whole (the large group). A chi square analysis was calculated on the industrial divisions classifying each of the employers, pooling employer types with low frequencies.

RESULTS

The Employer Survey

The classification of all employers on the reservation by SIC division revealed the largest number of employers were of the services industry, followed by retail trade, construction, transportation, public administration, mining, wholesale trade, finance, manufacturing, and agriculture, respectively (Schwartz, 1989). The most frequently represented industry among the EAS employers subsample was also the services industry, followed in descending order by retail trade, public administration, transportation, wholesale trade, finance, mining, construction, agriculture, and manufacturing, respectively.

The representativeness of the employers participating in the EAS of the entire population of employers on the Navajo reservation was calculated using a chi square computing the actual and statistically expected frequencies of employers in each SIC division. Only five of the ten SIC divisions revealed expected cell frequencies greater than five. Consequently, the chi square analysis was calculated on six divisions, five of them being divisions with expected cell frequencies greater than five and the sixth division encompassing the other five groups combined. The six divisions used in the analysis were construction, transportation, retail trade, services, public administration, and others (comprised of agriculture, mining, manufacturing, wholesale trade, and finance). The subset of reservation employers who participated in the employer account system was not representative of all Navajo reservation employers ($\chi^2 (5, N = 1369) = 120, p < .000001$.) An examination of the frequencies and percentages of employers categorized in each SIC division for the EAS employers and for all reservation employers further clarifies this disparity. These are presented in Table 1.

Table 1

*Frequency and Percent of Employers Participating in Employer Account System
and Total of All Reservation Employers by SIC Industrial Division*

SIC Division with Range of Division Codes	EAS		Non-EAS		Total of All Reservation Employers	
	n	(%)	n	(%)	n	(%)
Construction (1521-1799)	1*	.8	183	14.7	184	13.4
Transportation (4011-4791)	13	10.7	88	7.1	101	7.4
Retail Trade (5211-5999)	33	27.0	219	17.6	252	18.4
Services (7011-8999)	42	34.4	614	49.2	656	47.9
Public Administration (9111-9721)	22	18.0	22	1.8	44	3.2
All Others						
Agriculture (0111-0971)	0	0.0	6	0.5	6	0.4
Mining (1011-1499)	3	2.5	41	3.3	44	3.2
Manufacturing (2011-3999)	0	0.0	18	1.4	18	1.3
Wholesale Trade (5012-5199)	5	4.1	28	2.2	33	2.4
Finance (6011-6799)	3	2.5	28	2.2	31	2.3
Subtotal, All Others	11	9.1	121	9.6	132	9.6
Column Totals	122	100%	1247	100%	1369	100%

* Expected Value = 15

The 122 employers who participated in the EAS reported 901 employment positions, which were classified into nine different occupational categories defined by the DOT. These are professional, technical, and managerial; clerical and sales; service; agriculture, fishing, and forestry; processing; machine trade; benchwork; structural work; and miscellaneous. The jobs were not necessarily vacant and available at the time of reporting but were jobs in existence on the reservation. The classification of the 901 jobs reported by the sample group of 122 employers in each of the *SIC* industrial divisions is presented in Table 2.

The divisions represented are construction, finance, wholesale trade, public administration, mining, retail trade, transportation, and services. No jobs reported were in the remaining *SIC* divisions of agriculture and manufacturing. Additionally, the *DOT* classification of the EAS jobs within each of these *SIC* divisions is represented by agency in Appendix A, Tables A-1 through A-5.

The greatest number of positions were reported to be in the *DOT* occupational categories of professional, technical, and managerial; clerical and sales; and service, more so than any of the other categories. The EAS employers with 50 or more employment positions were likewise delineated by *DOT* occupational category. These four employers listed with their *SIC* codes are presented in descending order in Table 3.

All other employers participating in the EAS reported less than 50 employment positions. These employers, along with their corresponding *SIC* codes are classified by *DOT* occupational categories and presented according to tribal agency. These results are presented in Appendix B, Tables B-1 through B-5. In a subsequent section, the purpose of these tabulations and how they might be used by VR program managers and counselors will be discussed.

Table 2
Frequencies and Percentages of DOT Occupational Categories Within the SIC Divisions
Representing EAS Businesses on the Navajo Reservation

SIC Code Category	DOT Occupational Category										Total jobs
	Prof., Tech., and Managerial	Clerical & Sales	Service	Agric., Fish, Forestry	Processing	Machine trades	Benchwork	Structural work	Misc. work	Total jobs	
	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)	n (%)
Construction	0	1 33.3	0	0	0	0	0	2 66.7	0	0	3
Finance	5	4 28.6	5 35.7	0	0	0	0	0	0	0	14
Wholesale trade	8	6 37.5	1 6.3	0	0	1 6.3	0	0	0	0	16
Public admin	35	25 26.6	23 24.5	0	1 1.1	0	0	10 10.6	0	0	94
Mining	32	11 9.9	1	0	2 1.8	7 6.3	1	24 21.6	33 29.7	111	
Retail trade	30	53 42.7	27 21.8	0	2 1.6	1	2 1.6	0	9 7.3	124	
Transportation	56	30 22.2	5 3.7	0	1	7 5.2	3 2.2	5 3.7	28 20.7	135	
Services	200	74 18.3	94 23.3	2 0.5	3 0.7	7 1.7	0	7 1.7	17 4.2	404	
Total	366	204 22.6	156 17.3	2 0.2	9 1.0	23 2.6	6 0.7	48 5.3	87 9.7	901	

Table 3

Numbers and Types of Jobs Reported by EAS Employers with More than Fifty Employment Positions Identified by SIC Code, Business Name, Manager or Owner Name, Address, and Phone Number

Business name, SIC code, contact person, address, & phone number	DOT Occupational Category										Total jobs (n)
	Prof., Tech., & Managerial (n)	Clerical & Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Pro- cessing (n)	Machine Trades (n)	Bench- work (n)	Struc- tural work (n)	Misc. work (n)	Total jobs (n)	
P & M Coal (1221) Wally Bowman, Hum. Resrc. Supvr. P.O. Box M, Tse Bonito, NM 87305 (505)-371-5511	30	10	1		7	1	21	31	101		
Four Corners Power Plant (4911) Beverly Deswood, Placement Supvr. P.O. Box 355, Fruitland, NM 87416 (505)-598-8200	38	16	4	1	7	3	5	23	97		
USPHS Indian Hospital (8062) Paula Damon, Health Serv. Admin. P.O. Box 649, Ft. Defiance, AZ 86504 (602)-729-3223	35	15	6		5		4	2	67		
Rough Rock Community School (8211) Ronald White, Dir. Educ./Pers. P.O. Box 217 Chinle, AZ 86503 (602)-728-3311	28	10	7	1			1	3	50		

The Client Case File Review

A total of 239 case files dated from 1984 to 1988 were reviewed. Of the total number of clients in both status 26 and 28 (N=239), 201 were closed status 26. The data were prepared for analysis by separating them into three categories:

1. Total number of status 26 clients placed on the Navajo reservation (n=125),
2. Total number of status 26 clients placed off the Navajo reservation (n=76),
3. Total number of status 28 clients (n=38).

Status 26 Closures On Reservation

One hundred and twenty-five (62%) clients were placed in employment on the reservation. These results are presented in Table 4. More than two thirds of the placements (89, 71%) were in the services division, and most of those (69) were in job training and vocational rehabilitation.

A delineation of placements on the reservation by *Standard Industrial Classification Manual (SIC)* division codes and by tribal agencies is also presented. The results are shown in Table 5. The percentages indicate the percentage of clients placed in each particular industrial division within each agency. These results show that most (65) of the placements were in the Fort Defiance Agency in the Services Division.

Table 4
*Placement of Clients on the Navajo Reservation by
 Standard Industrial Classification Division*

SIC Division	Division Total	Subdivision Total	%
Construction	3		2.4
Carpentry Work		1	
General Contracting		1	
Special Trade Contracting		1	
Manufacturing	4		3.2
Commercial Printing		1	
Electronics Components		1	
Jewelry		1	
Machine Tools		1	
Mining	1		0.8
Construction Sand and Gravel		1	
Public Administration	13		10.4
Administration Economic Prog.		1	
Administration of Housing		3	
General Government		1	
Land, Mineral, Wildlife		1	
Navajo Tribe		7	
Retail Trade	15		12.0
Auto and Home Supply		1	
Direct Selling Establishments		11	
Eating Places		2	
Grocery Stores		1	
Services	89		71.2
Elementary and Secondary		9	
General Auto Repair		1	
Individual & Family Services		5	
Job Training and Voc. Rehab.		61	
Junior College and Vocational		1	
Legal Services		1	
Private Households		11	
Totals	125		100%

Table 5

Placement of Clients on the Navajo Reservation by Agency and Standard Industrial Classification Division

SIC Division	No Agency Designation n (%)	Chinle n (%)	Eastern n (%)	Fort Defiance n (%)	Shiprock n (%)	Western n (%)	Row Total n (%)
Construction	0	0	0	2 (2.7)	0	1 (7.7)	3 (2.4)
Manufacturing	0	0	0	2 (2.7)	1 (10.0)	1 (7.7)	4 (3.2)
Mining	1 (11.1)	0	0	0	0	0	1 (0.8)
Public Administration	2 (22.2)	0	1 (16.7)	3 (4.1)	2 (20.0)	5 (38.5)	13 (10.4)
Retail Trade	3 (33.3)	3 (21.4)	3 (50.0)	1 (1.4)	3 (30.0)	2 (15.4)	15 (12.0)
Services	3 (33.3)	11 (78.6)	2 (33.3)	65 (89.0)	4 (40.0)	4 (30.8)	89 (71.2)
Total n(%)	9 (99.9)	14 (100)	6 (100)	73 (99.9)	10 (100)	13 (100.1)	125 (100)

Note. Some totals do not add to 100% because of rounding of cell percentages.

Chinle agency. Within the Chinle agency, three (20%) clients were placed in jobs in retail trade, and 11 (78.6%) were placed in employment in the services industry. The majority of placements in the Chinle agency were with the Chinle Valley School, a sheltered workshop. Clients' job titles at the workshop were in the area of silkscreen processing. The vocational goals of clients not placed within the Chinle Valley school were met overall. One client did not attain employment defined by their IWRP goal and took a job as a babysitter. Disabling conditions of clients placed outside of the workshop included alcoholism, visual impairment, hearing impairment, learning disabled, and rheumatoid arthritis.

Eastern agency. Clients placed in the Eastern Navajo agency included one (16.7%) in a public administration position, three (50%) in retail trade, and two (33.3%) positions in the services division. Job titles included homemaker, carpenter, cook's aide, nutrition worker, sandpainter, silversmith, and file clerk. Most jobs that clients took were the same as the jobs they listed as IWRP goals. Disabling conditions of clients in the Eastern agency included alcoholism, arthritis, cerebral palsy, hemi-paralysis, paraplegia, and seizure disorder.

Fort Defiance agency. Within the Fort Defiance agency, two (2.7%) clients were placed in construction jobs, two (2.7%) in manufacturing positions, three (4.1%) in public administration positions, and one (1.4%) in retail trade. Sixty-five (89%), comprising the majority of placements within the Fort Defiance agency, were placed in services positions. Fifty-seven of the 65 were under the subheading of Job Training and Vocational Rehabilitation Services, which includes sheltered workshops, skill training centers, and job training. These facilities included under the heading of Job Training and Vocational Rehabilitation Services included the Horticulture Independent Living Project, Toyei Industries, and the Coyote Canyon Rehabilitation Center. Job titles included horticulture workers, sweeping-compound blenders, custodial workers, canteen workers, furniture finishers, production assembler, payroll accountant, teacher aid, bus driver, alcoholism counselor, handrug braider, painter, homecare attendant, homemaker, community worker, gift shop manager, concession worker, and kitchen workers. Of the clients in the Fort Defiance agency who were not placed at any of the three sheltered sites, most attained employment concurrent with jobs desired in their IWRP goals. Disabling conditions of clients not placed at the sheltered sites included alcoholism, visual impairment, chronic lung disease, congenital cataracts, hearing impairment, learning disabled, mild mental retardation, paraplegia, and seizure disorder.

Shiprock agency. Within the Shiprock agency, one (10%) client was placed in a manufacturing position, two (20%) attained public administration positions, three (30%) were placed in retail trades jobs, and four (40%) entered employment in the services industry. Job areas included self-employment in ceramics, sandpainting, or silverwork. Other job titles included carpenter, clerk, teacher's aid, and custodial worker. Some were homemakers or unpaid family members. Clients job titles matched closely with their IWRP goals. Disabling conditions of clients in the Shiprock agency included amputation of arm, back problems, visual impairment, diabetes mellitus, Down syndrome, and manic depression.

Western agency. In the Western Navajo agency, one (7.7%) client was placed in a construction job, one in a manufacturing position, five clients (38.5%) took positions in public administration, two (15.4%) attained employment in retail trade positions, and four (30.8%) clients were placed in services positions. Job areas included janitorial services, clerical, carpentry, machine work, counseling, technical work, residence counseling, and concessions. Nine other clients were placed in positions

with which no agency designation was reported. These included one (11.1%) client placed in a mining position, two (22.2%) in public administration jobs, three (33.3%) clients in retail trade positions, and three (33.3%) in services positions. Job areas included carpentry, clerical, computer programming, homemaking, and night security. Most Western agency clients' job titles matched with their IWRP vocational goals. Disabling conditions included alcoholism, visual impairment, hearing impairment, learning disabled, schizophrenia, and seizure disorders.

Status 26 Closures Off Reservation

Seventy-six (38%) clients were placed in employment off the reservation. Of the 76 clients, 57 were placed in counties of the state of Arizona. These included 29 clients placed in Coconino County, 23 placed in Maricopa County, two each in Pima and Navajo Counties, and one in Apache County. The remaining clients who were placed in off-reservation positions were placed in adjoining states. Three clients were placed in Colorado, one each in the counties of La Plata, El Paso, and Montezuma. Eleven clients were placed in positions in New Mexico. Four of the eleven clients were placed in San Juan County, three in McKinley County, two in Bernalillo County, and one each in Sandoval and Santa Fe Counties. Four clients were placed in Utah, with two in San Juan County, and one each in Weber and Sevier counties. Lastly, one client was placed in Lincoln County in the state of Wyoming. Clients' positions were distributed into nine SIC divisions. These results are presented in Table 6. Most (63%) of the off-reservation placements were in the Services Division.

Table 6
*Placement of Clients Off the Navajo Reservation
 by Standard Industrial Classification Division*

SIC Division	n	%
Agriculture, forestry, and fishing	1	1.3
Construction	6	7.9
Finance, insurance, and real estate	2	2.6
Manufacturing	2	2.6
Public administration	2	2.6
Retail trade	11	14.5
Services	49	63.2
Transportation, communications, electric, gas, and sanitary services	1	1.3
Transportation and public utilities	1	1.3
Unidentified	2	2.6
Total	76	99.9%

Note. Some totals do not add to 100% because of rounding of cell percentages.

Status 28 Closures

Thirty-eight client cases from among the total 239 client case files were closed in status 28. The reasons given for not placing a majority of the cases (21, 55%) were lack of interest on the part of the clients, or other reasons such as lack of cooperation or failure to appear for appointments. Eleven (29%) of the total 38 clients did not finish their training. Ten (13%) clients were ready for placement but discontinued participation in their vocational plans. For these ten clients, the most common reason given for failure to close status 26 was lack of interest on the clients' part or failure to appear for scheduled appointments with their counselors. The vocational goals on the IWRPs (individual written rehabilitation plans) of the thirty-eight clients closed in status 28 varied (Table 7). Thirty-four (89.5%) clients in status 28 had occupational goals prior to their cases being closed. Four clients' cases were closed in extended evaluation or without a recorded IWRP goal.

Table 7
IWRP Goals of Status 28 Closures

Occupation category in each category	Number of clients in each category (n)	Percentage of clients (%)
<i>Occupational Goals:</i>		
Architecture	2	5.3
Automotive Parts	2	5.3
Clerical and Computer	5	13.2
Commercial Art	2	5.3
Counselor	1	2.6
Dental Lab Technician	1	2.6
Electrical	4	10.6
Food Service	4	10.6
Furniture Upholstery	1	2.6
Groundskeeping	1	2.6
Homemaking	1	2.6
Janitorial	1	2.6
Manufacturing	1	2.6
Medical Technician	1	2.6
Meter Reading	1	2.6
Radio	1	2.6
Rehabilitation Instruction	1	2.6
Sheltered Employment	4	10.6
<i>Other:</i>		
Extended Evaluation	2	5.3
IWRP Goal Unknown	2	5.3
Total	38	100.1%

Note. Some totals do not add to 100% because of rounding of cell percentages.

Comparison of Job Positions and IWRP Goals

From the 901 jobs reported by employers who agreed to participate in an EAS, 326 separate job titles were identified and were compared with codes of the jobs desired by VR clients. Of the 326 job titles, 54 job categories emerged that corresponded with job goals of NVRP clients in 1989.

Of the 239 client case files reviewed for the analysis, nine did not have accompanying IWRP goals and thus were without corresponding DOT codes. Therefore, 230 client case files were compared with the employer information. Of these, 201 clients were closed in status 26 (rehabilitated).

From these 201 clients, 84 different job categories were identified, thus revealing that many clients desired the same job types. Forty-three of the client DOT codes matched with jobs employers reported in existence on the reservation or with jobs that were in the same DOT three digit category (i.e. 045.107-042 vs. 045.107-038). These types of matches were valid due to the nature of DOT codes. That is, DOT codes consist of nine digit numbers with the first three digits representing categories of employment, which break into 82 occupationally specific divisions. The divisions then are subdivided into smaller, more homogeneous groups. The next three digits represent to what extent workers function in their jobs in terms of data, people, and things. The last three digits represent the alphabetical ordering of the jobs identified by the first six digits (DOT, 1977). Thus, comparing DOT codes that match with only the first three digits or the first six digits maintains comparisons within relatively homogeneous job categories.

A comparison of the DOT codes corresponding with the job titles of employers with the DOT codes corresponding with the job titles of clients' vocational goals revealed a 54% match. This indicates that for all of the identified vocational goals of the IWRPs of NVRP clients, over half of them were in the same DOT categories as the jobs listed by employers, if not perfectly matched job titles by all nine digits (see Appendix C). Additionally, clients' job titles identified in their IWRPs are presented alphabetically along with their corresponding DOT codes in Appendix D.

From the employers' perspective, however, given that 326 separate job categories were identified and only 54 clients' job categories matched with these, only 17% of the jobs in existence on the reservation matched with the available job skills of NVRP clients. Thus only about one-sixth of the labor demand of reservation employers could have been met by VR clients, given that their vocational goals were realistic and the clients were able to meet the demands of the jobs in which they

desired placement. Given that almost five-sixths of the jobs reported by employers did not match with clients' IWRP goals, it is apparent that many jobs existed on the reservation in which VR clients were either not interested or for which they were not trained or qualified.

Furthermore, only 122 reservation employers agreed to participate in the EAS. Thus it is likely that other jobs were in existence on the reservation that would have met the IWRP goals of NVRP clients but were jobs with employers who did not participate in the EAS. That is, the 54% match found between jobs in existence and clients' vocational goals is the *minimum* match between the two. More likely, the match was greater; but without the participation of all reservation employers in the EAS, this cannot be definitely concluded. The participation of employers in an EAS likely leads to more successful placements of VR clients with reservation employers due to the employers' having identified themselves as interested in actively cooperating with vocational rehabilitation personnel. Employers not participating in an EAS may offer successful placements for VR clients as well; however, the willingness to do so may not be apparent to VR personnel if the employers are not part of the EAS.

Although a minimum 54% match was found between clients' vocational goals and jobs in existence on the Navajo reservation, this also reveals that at least 46% of the vocational goals of clients did not match with existing jobs. Viewed from the employers' perspective, 17% of the jobs they reported matched clients' VR goals while 83% did not. This 83% represents 284 job categories of which no VR clients identified as vocational goals. If opportunities exist for VR clients to be trained or educated for the jobs of the reservation labor market, it is likely that a much greater percentage of the vocational goals of clients could be met without their leaving the reservation. This finding suggests that clients may need to be prepared for jobs that will meet the labor supply demands of their reservations and communities. Thus VR personnel might encourage their clients to consider areas of work in which they might be trained or educated in order to gain employment without leaving their communities and families. The jobs on the Navajo reservation of which no VR clients identified as vocational goals are found in Appendix E.

Among the status 28 clients, IWRP vocational goals were identified but not completed due to the goal of placement not occurring, for various reasons. Given the definition of status 26 (closed, rehabilitated), all status 26 clients were placed in vocational positions. However, not all of the jobs in which clients were placed were the same jobs that they identified as their vocational goals in the IWRPs.

Additionally, the IWRP goals of three status 26 clients were unknown to us, and the *DOT* codes corresponding to the jobs in which eight other status 26 clients were placed were not known to us. Thus a comparison of the match between the jobs clients wanted and the jobs they eventually took, revealed that of the 190 clients with both IWRP goals and accompanying reported job placement *DOTs*, 103 (54.2%) matched exactly (See Appendix F).

Two (1%) other clients took jobs in the same *DOT* categories, although their job *DOT* codes did not match exactly with their IWRP *DOT* codes. Of the remaining 85 (44.8%) clients, 21 took jobs with titles that were intuitively similar to the jobs identified as their IWRP goals. These jobs were not in the same *DOT* job categories as those corresponding to their IWRP goals but were similar in title. Thus it is likely that these jobs were similar to those they desired, although in different vocational categories. For example, a client's IWRP goal of ranger manager, 040.061-046 in the job category of agricultural sciences was met by placement as a forester aide, 452.364-010 from the job category of forest conservation.

DISCUSSION

Tribal VR counselors, given the knowledge of the labor market, can identify areas of training that they might suggest to their clients, so that the clients can remain on the reservation to work. This type of intervention can help clients get jobs, help employers fill vacancies with qualified people, and increase the number of client placements on the reservation as opposed to placements away from the reservation and clients' homes and families.

The Employer Survey

In the results section, data was presented on employers who have expressed willingness to participate in an employer account system, i.e., a program to help match client employment goals with employment opportunities. Data was also presented on the employee positions with these employers, tabulated by occupation. While these are not job *openings*, they do represent jobs on the reservation that may become vacant and could then be filled by VR clients. The purpose of these tabulations was to present information on potential job opportunities on the Navajo reservation, to assist VR counselors when discussing IWRP goals and training opportunities with their clients.

In the sample of 901 jobs available for analysis, 41% were in professional, technical and managerial positions; 23% were in clerical and sales; and 17% were in services. However, these jobs are probably not a representative sample, because some industries, such as construction, are underrepresented in the sample, and others, like public administration, are overrepresented.

Two other sources of related information add to this impression: Employment by occupations from the 1990 census for the Navajo Nation, and *DOT* classifications for RSA 26 closures for American Indians across the country in 1980, 1981, and 1982 (Martin and Frank, 1987, pp. 132-134). The census information was organized by standard occupational classification (SOC) rather than by *DOT*, so it is not exactly comparable. One difference was that technicians and related support occupations were classified with sales and administrative (clerical) support rather than with managerial and professional specialties. However, these technicians number 720 on the Navajo Nation. Adding these to the managerial and professional specialties to approximate the *DOT* category results in 25% of employees in the Navajo Nation, according to the 1990 census. Since 41% of the employees in the study sample of 901

jobs fall into this classification, this category was overrepresented by about 16%. The categories clerical and sales, and services, were close to expectations.

However, the remaining categories of jobs (processing, machine trades, benchwork, structural work, miscellaneous work) were *under*represented by 14% or more. What this means is that *the present Navajo labor force has many more jobs in these occupations than are apparent in this analysis of employers.*

Large Employers

Another report in this series (Schwartz, Lonetree & Kee, 1993) presented evidence that many employers on the Navajo reservation do not know about the advantages of hiring qualified VR clients and have no experience with employees who have a disability. By working with a large employer, a VR agency can optimize an employer's readiness to hire VR clients.

As previously noted, Galloway (1982) and Corthell & Boone (1982) recommend developing special working relationships ("employer accounts") with employers who have at least 100 employees. In the results section, we have summarized data on employers on the Navajo reservation who expressed a willingness to participate in such an employer account system (EAS), and only one of these, Pittsburg & Midway Coal Co., reported more than 100 employees (Table 3). However, Shook, Schacht & Velasquez (1993, Table 1 and Appendix F) have shown that there are 47 employers in the Navajo Nation who have more than 150 employees, and 63 who have more than 100 employees.

This comparison reveals a substantial disparity between the data collected for this report in 1989, and data on the total number of employees reported elsewhere at about the same time, within a few years (Table 8). From this comparison, it seems quite possible that:

- 1) The employers listed in Table 3 actually have many more employees than indicated in that table.
- 2) Other employers, listed in Appendix B, may have had many more employees than those reported to us during the 1989 survey, and may have enough employees to merit consideration for an EAS.

In particular, the BIA Boarding School in Many Farms, Window Rock U.S.D. #8 Elementary School, and Basha's Market in Chinle might be added to the employers listed in Table 3 as meriting consideration for job development.

Table 8

Number of Employees Reported by Selected Navajo Employers

Employer	Agency	Location	SIC Code	Number of Employees			Year
				EAS Survey (1989)	Other Sources		
P & M Coal	FD	Tse Bonito	1221	101	469	1991	
Four Corners Power Plant	SR	Fruitland	4911	97	744	1991	
USPHS Indian Hospital	FD	Ft. Defiance	8062	67	260	1986	
Rough Rock Community School	CH	Chinle	8211	50	133	1988	
RJG & Gouldings	WN	Monument Valley	7033	27	15	1991	
BIA Boarding School	CH	Many Farms	8211	20	143	1986	
Shiprock Dormitory	SR	Shiprock	8211	19	40	1991	
Pueblo Pintado Community School	EN		8211	18			
Navajo Nation Inn	FD	Window Rock	7011	18	17	1991	
Black Mesa Community School	CH	Chinle	8211	18	35	1991	
Window Rock District Elementary School	FD	Window Rock	8211	16	497*	1989	
KTNN Radio Station	FD	Window Rock	4832	14	10	1991	
Basha's Market	CH	Chinle	5411	13	92	1991	
Shiprock Community Health Center	SR	Shiprock	8011	11			
Navajo Wool & Mohair	SR	Shiprock	5399	11	20	1991	
Cottonwood Day School	CH	Chinle	8211	10			

Sources:

EAS Survey (1989): This report, Table 3 & Appendix B

Other: Shook, Schacht, & Velasquez, 1993

*This total is probably for the Window Rock Unified School District #8 as a whole.

The Case File Review

The examination of case files revealed that of all the placements on the reservation, the majority (89, 71%) were placed in occupations within the SIC division of services, followed by retail trade (15, 12%) and public administration (13, 10%). This compares with results from a national survey of Section 130 Tribal VR Projects, indicating that the SIC divisions providing the most employment on the reservations were public administration, and services. Placements on the Navajo reservation differ primarily in that jobs in retail trade outnumbered those in public administration (cf. Table 4 and Lonetree, 1990, 14).

Although the majority of all clients took jobs in Services, this was not the case in some agencies. In the Eastern agency, Retail trade placements constituted half of the placements, with the other half being from the services and public administration categories combined. In the Shiprock agency, the largest number of placements in any one category was in the Services classification; however, this did not constitute a majority in this agency. In the Western agency, the largest number of placements was in the area of public administration; however, this number, too, did not constitute a majority in this agency.

The findings of this case file review revealed a high rate of placement of individuals in job training at sheltered employment sites: Horticulture Independent Living Project (HILP, which is no longer in existence), Toyei Industries, Chinle Valley School, and Coyote Canyon Rehabilitation Center (CCRC). Furthermore, the job training was limited in that clients were trained in four basic areas: horticultural work, janitorial work, furniture finishing, and kitchen work. Also, it is important to note that job training in sheltered employment settings such as these is limited in comparison to job training in other settings such as transitional or supported employment. Job training in separate service delivery settings such as sheltered employment sites may be less generalizable to settings outside of the sheltered environment (Rehab Brief, 1987). This is contrasted with transitional or supported employment, which more commonly includes job training at sites that may offer permanent placement for its trainees or at which skills are taught that may generalize more easily to other work settings (Arden, 1988; Bond, 1987). However, sheltered employment facilities on the reservation offer training no other known facilities on the reservation can offer, whether limited to horticultural, janitorial, and kitchen work or other skills. These facilities also teach clients social skills and beneficial work habits. Although narrow in scope, the skills gained are applicable to jobs in their communities.

Site visits to the sheltered employment locations by J. Schwartz and G. Lonetree revealed a disproportionate number of client placements when compared to actual available space for placements. For example, HILP had a placement of twenty-two clients between 1984 and 1988. Upon the site visit to HILP, it was found that there was room for only eight clients at any given time. Information was not available regarding the length of time involved training clients who remained at HILP for training or if they were placed elsewhere. The same situation occurred at the Toyee and Coyote Canyon sheltered work sites.

National and Reservation Comparisons. The results of these data were compared with information from the Rehabilitation Services Administration, U.S. Department of Education, Office of Special Education and Rehabilitative Services (L. Mars, personal communication, May 4, 1993). All placements in this study, both on and off the reservation, were compared with data regarding the placements of American Indian and Alaskan Native vocational rehabilitation clients across the United States in 1991. The results of this study compared with national figures are presented in Table 9. The greatest difference was in sheltered employment. The national data illustrates a trend away from sheltered employment in favor of other options, which is also reflected in current caseloads at NVRP (Navajo Nation OSERS) (T. Roanhorse, personal communication, April 1993). There was also a large difference in rates of competitive employment. This may be due to a lack of opportunities for competitive employment in the Navajo reservation when compared with other areas.

Table 9

Comparison of Placement of American Indian Clients On and Off the Navajo Reservation with American Indian and Alaska Native VR Clients in the United States

Type of Placement	1989		1991	
	NVRP		United States *	
	n	(%)	n	(%)
Competitive employment	111	(55.3)	1076	(82.1)
Homemakers	11	(5.5)	125	(9.5)
Self-employed	10	(5.0)	30	(2.3)
Sheitered employment	67	(33.3)	68	(5.2)
State Agency BEP	0	(0.0)	1	(0.1)
Unpaid family workers	2	(1.0)	11	(0.8)
Total	201	(100.1%)	1311	(100%)

Note. Some totals do not add to 100% because of rounding of cell percentages.

* See text for source.

Comparison of Employment Positions and Client Skills

The comparison between the Navajo reservation labor market and the vocational goals of NVRP clients revealed that approximately one-half of all the jobs clients desired were in existence on the reservation with employers who were willing to collaborate in an EAS. Likewise, the comparison of the vocational goals of NVRP clients and the jobs in which they were ultimately placed indicated that approximately one-half of the VR clients were placed in jobs they identified as vocational goals. These findings may suggest that desired job placement may be successful at about the same rate as the skills of VR clients is congruent with the labor market, even though this cannot be conclusively determined. It may be subsequently suggested that the greater the match between the reservation labor market and the skills of VR clients, the more likely it is that successful placement will occur. This argues, therefore, for the knowledge of labor markets by counselors serving VR clients. If VR program managers and counselors are aware of the labor markets on their reservations, clients whose job skills may not match the labor needs of the market might be encouraged to train or gain education in areas in which employment exists on their reservation or in the surrounding area. This attempt to match the labor markets of reservations with the available job skills of tribal VR clients can assist VR clients to attain employment without leaving the reservation,

their homes, and their families. As Schacht and Minkler (1991) reported, relocation of American Indian persons for the attainment of employment is often undesirable to tribal VR clients and creates hardships on them and their families.

Simulating an EAS

The employer account system is a viable method for identifying sources of employment on reservations, compiling data regarding the vocational skills of VR clients, and integrating the two to employ VR clients and to determine areas of education and training that might benefit VR clients. Additionally, it offers a more efficient and time-saving method for tribal VR counselors to place clients, thus meeting their vocational goals and objectives. Likewise, the data collected for an EAS will reveal areas of training and education for which VR clients might be prepared. This knowledge could lead to VR working cooperatively with community and reservation leaders to provide resources from which VR clients can obtain the necessary training and education. Additionally, off-reservation institutions such as community colleges, vocational training centers, and universities near the reservation could be identified as resources for preparing VR clients to fill jobs in their communities.

An EAS would be constructed from labor resources and skills resources, as outlined above. These groups of data could be entered into separate data bases, using, for example, the program "Microsoft Works" (Microsoft Corporation, 1991-92). This data base could be used to list and organize data about the labor market. This would likely include business names, addresses, phone numbers, industrial classification, number of employment positions, type of employment positions, and the corresponding *DOT* codes for the positions. Likewise, the names of the managers or owners of the employers could be gathered and any other pertinent information that would clarify the business/VR relationship built with each employer. For example, VR personnel might benefit from knowing what employers were particularly cooperative and interested in working with VR, or those who were marginally involved in the EAS.

The client-skills data base would consist of the clients' names, case numbers, addresses, phone numbers, ages, vocational goals, corresponding *DOT* codes, and disabling conditions. Additionally, it might be helpful if the client data base included information about the willingness or appropriateness of clients seeking additional training or education.

VR personnel would then be able to link employers with clients by use of the DOT codes. In the data base program mentioned here, this is done by using the "find" command. Thus counselors might determine the DOT codes corresponding to the goals of their clients by simply locating their clients in the data base alphabetically, then having the computer "find" the same DOT code in the employer data base. Once the codes have been found, the computer will continue the search for all employers reporting jobs with the desired DOT codes.

With the EAS data on data bases, this information can be readily updated. For example, if an employer were to go out of business, this business could be eliminated from the employer data base. Likewise, once clients are placed in employment, this can be noted in the data base to avoid duplication of efforts on the part of various VR personnel. Additionally, successful placement of clients with employers can be noted in the employer data base as well. Data bases virtually allow VR personnel to include or exclude any information determined to be pertinent and helpful in the placement of clients. The flexibility of the application of data bases may be the most useful to VR personnel.

Example

To illustrate this process, suppose that a counselor had a client interested in janitorial work (DOT Code 382.664-010). Consulting the employer data base (Appendix C, indexed by DOT Code), the counselor could pull up a list of all the employers who hire janitors (Appendix C, pp. 69-72). Then employers near the client's home could be called to ask about vacancies.

Another tool for VR managers is to look through the EAS for common jobs underutilized as IWRP goals (Appendix E). For example, Appendix E identifies 14 positions for cashier I (DOT 211.362-010) and 14 positions for bus drivers (DOT Code 913.463-010) on the Navajo reservation in 1989, and apparently no VR clients had these as IWRP goals. Managers might set up the screening programs to identify clients willing and able or trainable for this kind of work, and alert counselors to this possibility.

As the employers are identified, they can be recorded by the counselors to be contacted regarding placing their clients with them. Although it is not reasonable to conclude that this process will guarantee placement for VR clients, its merits of efficiency should, at minimum, reduce the time involved in the job placement process considerably.

It should be noted that almost any data base program, be it Macintosh (Apple Computer, Inc., 1986) compatible or IBM PC compatible (i.e., personal computers of other brands), will perform similarly as described above and can be used as is suggested here. Many tribal VR programs are most likely using computers already but may not be using them to their fullest potential. If a data base EAS program were implemented, software compatible with existing computer hardware could be used. That is, if computer systems are already in place in tribal VR agencies, purchasing new computer systems to accommodate an EAS would probably not be necessary. Thus an EAS might be implemented in an agency without prohibitive expenditures.

Conclusions

The main purpose of this study was to provide baseline data to help determine the effectiveness of job development models implemented as a result of a local labor market analysis. Placement is a dynamic process, influenced by changes in federal legislation and the Rehabilitation Services Administration, as well as by changes in the local economic situation and tribal politics.

One challenge is made clear by the comparison of placement data from this study with national statistics (Table 9). This challenge is to increase the placement of clients into competitive employment from the 55% found by this study toward the 82% in the national statistics. Of course, the difference is to some degree dependent on factors beyond the control of Navajo Nation OSERS, such as higher unemployment levels on the reservation. Nevertheless, it is the goal of the local labor-market analysis, of which this study is a part, to enhance placements in competitive employment.

There may be special and unavoidable reasons for the gap between the rates of placement in competitive employment in the Navajo Nation and the United States as a whole. For example, competitive employment may not be a realistic goal in reservations that are commercially undeveloped. In those reservations, or parts of reservations, IWRP goals in self-employment, homemaking, or unpaid family worker may be more practical and realistic.

Furthermore, the lack of IWRP goals involving State Agency Business Enterprise Program needs to be addressed. We recommend that Navajo Nation OSERS develop collaborative relationships with IHS and/or BIA to establish more BEPs like the one at Tuba City Medical Center.

Recommendations

1. VR program personnel, including managers, counselors, and clerical staff, working with the Navajo Nation Technical Support Department in the Division of Economic Development (DED/TS), could jointly gather information about the reservation labor market, gathering information about the number, type, and size of reservation employers and compiling these to form a computer data base. DED/TS is already collecting much of this information.
2. The job skills of VR clients could be identified and organized to form a computer data base for referencing with the jobs identified in the labor market.
3. The jobs available on the reservation and the skills of VR clients could be compared to determine areas in which these are congruent and areas in which clients could be trained or educated in order to meet the needs of the labor market.
4. Both the labor-market data and the client-skills data could be updated on an ongoing basis in cooperation with Navajo Nation DED/TS to provide current information from which to develop jobs and possibly develop job opportunities on the reservation.
5. The large employers listed in Table 3 and 4 agreed to participate in an employer account system. It is therefore recommended that the Navajo Nation vocational rehabilitation program (now a part of NNOSERS) begin developing a working relationship with these employers according to the procedures suggested by Corthell & Boone (1982) and Galloway (1982), so that as job openings develop with these employers, qualified VR clients will have an opportunity to apply for these positions. This could open communication with employers and develop understanding about the benefits of hiring persons with disabilities while developing labor relations.
6. Many of the large employers are local offices of multi-local agencies such as the Navajo Nation government, the BIA, and the states of New Mexico and Arizona. With these multilocal agencies, if a policy of regional collaboration on an EAS could be negotiated with the regional management, one agreement could be translated into multiple employer accounts.
7. Major employers with a large workforce involved with processing, machine trades, structural work, etc., should be recruited to participate in an EAS.

One example of such an employer is Peabody Coal Co. (For others, see Shook, Schacht & Velasquez, 1993.)

8. Finally, we recommend that NNOSERS develop an EAS with IHS, which has already expressed an eagerness to improve employment situations and placements for American Indians with disabilities (Marshall, Miller, Cervený, Monongye, & Longie, in progress). IHS has major facilities, and is a major employer, in each agency, and is planning new hospitals and health centers that will add 992 new full-time jobs (Economic Development Committee of the Navajo Nation Council, 1991, p. 28).

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APPENDIX A

Frequencies and Percentages of *DOT* Occupational Categories Within
the *SIC* Divisions Representing EAS Employers on the Navajo
Reservation

Table A-1
 Chinle Agency: Frequencies and Percentages of DOT Occupational Categories Within the
 SIC Divisions Representing EAS Employers on the Navajo Reservation

SIC Code Category	Prof., Tech., and Managerial		Clerical & Sales		Service		Agric., Fish, Forestry		Proces- sing		Machine trades		Bench- work		Structural work		Misc. work		Total Jobs	
	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)	n	(%)
Construction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Finance	0	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	.7
Wholesale trade	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public admin.	2	20	4	40	2	20	0	0	1	10	0	0	0	0	1	10	0	0	10	7.1
Mining	1	25	0	0	0	0	0	0	0	0	0	0	0	0	2	50	1	25	4	2.8
Retail trade	5	20	14	56	4	16	0	0	0	0	0	0	0	0	0	0	2	8	25	17.7
Transportation	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	.7
Services	60	60	14	14	17	17	1	1	0	0	0	0	0	0	1	1	7	7	100	70.9
All Categories	69	48.9	33	23.4	23	16.3	1	.7	1	.7	0	0	0	0	4	2.8	10	7.1	141	100

Table A-2

Eastern Agency: Frequencies and Percentages of DOT Occupational Categories Within the SIC Divisions Representing EAS Employers on the Navajo Reservation

SIC Code Category	DOT Occupational Category												Total Jobs n (%)					
	Prof., Tech., and Managerial n (%)	Clerical & Sales n (%)	Service n (%)	Agric., Fish, Forestry n (%)	Proces- sing n (%)	Machine trades n (%)	Bench- work n (%)	Structural work n (%)	Misc. work n (%)									
Construction	0	0	0	0	0	0	0	0	0	0	0	0	0					
Finance	2	3	37.5	3	37.5	0	0	0	0	0	0	0	8	4.5				
Wholesale trade	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Public Admin.	10	43.5	5	21.7	5	21.7	0	0	0	0	3	13.	0	23	13.			
Mining	30	29.7	10	9.9	1	1.	0	0	7	6.9	1	1.0	21	20.8	31	30.7	101	57.1
Retail trade	3	50.	2	33.3	0	0	0	0	0	0	0	0	0	1	16.7	6	3.4	
Transportation	2	66.7	1	33.3	0	0	0	0	0	0	0	0	0	0	0	3	1.7	
Services	24	66.7	4	11.1	6	16.7	0	0	0	0	0	0	0	2	5.6	36	20.3	
All Categories	71	40.1	25	14.1	15	8.5	0	0	7	4.0	1	.6	24	13.6	34	19.2	177	100



Table A-3

Ft. Defiance Agency: Frequencies and Percentages of DOT Occupational Categories Within the SIC Divisions Representing EAS Employers on the Navajo Reservation

SIC Code Category	DOT Occupational Category													Total Jobs				
	Prof., Tech., and Managerial	Clerical and Sales	Service	Agric., Fish, Forestry	Processing	Machine trades	Bench-work	Structural work	Misc. work	n	(%)	n	(%)	n	(%)			
Construction	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Finance	3	60.	0	2	40	0	0	0	0	0	0	0	0	0	5	2.2		
Wholesale trade	2	28.6	3	42.9	1	14.3	0	0	1	14.3	0	0	0	0	7	3.1		
Public admin.	13	48.1	5	18.5	7	25.9	0	0	0	0	0	2	7.4	0	27	11.8		
Mining	1	16.7	1	16.7	0	0	0	2	33.3	0	0	1	16.7	1	6	2.6		
Retail trade	7	33.3	13	61.9	1	4.8	0	0	0	0	0	0	0	0	21	9.2		
Transportation	13	48.1	10	37.	1	3.7	0	0	0	0	0	0	0	3	11.1	27	11.8	
Services	63	46.3	27	19.9	30	22.1	0	2	1.5	5	3.7	0	4	2.9	5	3.7	136	59.4
All Categories	102	44.5	59	25.8	42	18.3	0	4	1.7	6	2.6	0	7	3.1	9	3.9	229	100

Table A-4
*Shiprock Agency: Frequencies and Percentages of DOT Occupational Categories Within the
 SIC Divisions Representing EAS Employers on the Navajo Reservation*

SIC Code Category	DOT Occupational Category											Total Jobs n (%)							
	Prof., Tech., and Managerial n (%)	Clerical and Sales n (%)	Service n (%)	Agric., Fish, Forestry n (%)	Proces- sing n (%)	Machine trades n (%)	Bench- work n (%)	Structural work n (%)	Misc. work n (%)										
Construction	0	1	33.3	0	0	0	0	2	66.7	0	3	1.5							
Finance	0	0	0	0	0	0	0	0	0	0	0	0							
Wholesale trade	0	0	0	0	0	0	0	0	0	0	0	0							
Public admin.	3	33.3	2	22.2	3	33.3	0	0	1	11.1	0	9	4.4						
Mining	0	0	0	0	0	0	0	0	0	0	0	0							
Retail trade	7	21.9	15	46.9	5	15.6	0	2	6.3	0	0	3	9.4						
Transportation	39	39.	18	18.	4	4.	0	1	1.	7	7.	3	3.						
Services	30	49.2	15	24.6	12	19.7	0	0	0	0	2	3.3	2	3.3					
All Categories	79	38.5	51	24.9	24	11.7	0	3	1.5	7	3.4	3	1.5	10	4.9	28	13.7	205	100

Table A-5
 Western Agency: Frequencies and Percentages of DOT Occupational Categories Within the
 SIC Divisions Representing EAS Employers on the Navajo Reservation

SIC Code Category	DOT Occupational Category											Total Jobs						
	Prof., Tech., and Managerial n (%)	Clerical and Sales n (%)	Service n (%)	Agric., Fish, Forestry n (%)	Proces- sing n (%)	Machine trades n (%)	Bench- work n (%)	Structural work n (%)	Misc. work n (%)	Total Jobs								
Construction	0	0	0	0	0	0	0	0	0	0	0							
Finance	0	0	0	0	0	0	0	0	0	0	0							
Wholesale trade	6	33.3	0	0	0	0	0	0	0	9	6.1							
Public admin.	7	36.	6	24.	0	0	0	3	12.	25	16.9							
Mining	0	0	0	0	0	0	0	0	0	0	0							
Retail trade	8	20.	9	22.5	17	42.5	0	0	1	2.5	2	5.	3	7.5	40	27.0		
Transportation	1	25.	1	25.	0	0	0	0	0	0	0	0	2	50.	4	2.7		
Services	23	32.4	14	19.7	29	40.8	0	0	0	0	0	3	12.	1	1.4	70	47.3	
All Categories	45	30.2	36	24.2	52	34.9	0	0	3	2.	2	1.3	6	2.	6	4.	148	100

APPENDIX B

Number and Types of Jobs Reported by Employers in the Employer Account System, Identified by Employer Name and SIC Code

Table B-1

Chinle Agency:

Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and SIC Code

Employer name and SIC code	DOT Occupational Category										Total jobs	
	Prof. and Managerial (n)	Tech., Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)	(n)			
BIA Boarding School (8211)	11	3	4								2	20
Black Mesa Comm School (8211)	13		4								1	18
Bashas Market (5411)	1	7	3								2	13
Cottonwood Day School (8211)	6	1	2								1	10
Arrow Materials (1411)	1								2		1	4
Southwest Store (5411)	1	3										4
Imperial Mart (5411)		3			1							4
Rough Rock Chapter (9011)	1	1	1						1			4
Baldwin's Mini-Market (5411)	1	1	1									3
Thriftway (5399)	1	2										3
Blue Gap Trading (5399)	1	1										2
Lady of Fatima Catholic Church (8661)	2											2
Many Farms Chapter (9011)	1		1									2
Lukachukai P.O. (4311)	1											1

Table B-2
Eastern Agency:
Number and Types of Jobs Reported by Employers in the Employer Account System
Identified by Employer Name and SIC Code

Employer name and SIC code	DOT Occupational Category										Total jobs
	Prof., Tech., Clerical and Managerial Sales (n)	and (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)	(n)	
Pueblo Pintado Comm School (8211)	10	3	3	4						1	18
Navajo Housing Authority (6514)	2	3	3	3							8
Acoma, Canoncito Laguna Hospital (8011)	7										7
Bread Springs Day School (8211)	4			2					1		7
Chaco Culture Historic Park (9512)	3	2	2	1				1			7
Crownpoint Chapter (9011)	2	1	1	2							5
Red Rock Chapter (9011)	2							2			4
Mariano Lake Chapter (9011)	2	1	1	1							4
Pinedale Chapter (9011)	1	1	1	1							3
Bible Baptist School (8661)	2	1	1								3
Arviso Finá Station (5541)	1								1		2
Canoncito P.O. (5399)	1	1	1								2

(table continues)



DOT Occupational Category

Employer name and SIC code	Prof., Tech., and Managerial (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)	Total jobs (n)
Circle K (5399)	1	1							2
Thriftway 246 (5399)	1	1							2
Church Christian (8661)	1								1
Smith Lake P.O. (4311)	1								1

Table B-3

*Ft. Defiance Agency:
Number and Types of Jobs Reported by Employers in the Employer Account System
Identified by Employer Name and SIC Code in Descending Order*

Employer name and SIC code	DOT Occupational Category										Total jobs
	Prof., Tech., and Managerial (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing (n)	Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)	(n)	
Navajo Nation Inn (7011)	4	3	9		2						18
Window Rock Dist. Elem. School (8211)	11	2	3								16
KTNN Radio (4832)	6	6							2		14
Naschitti Elem. School (8211)	4	1	3						1		9
Seba Dakai Boarding School (8211)	4	1	3						1		9
Broadcast Services (4899)	4	2							1		7
Dept. Econ Security (9441)	4	2									6
Navajo Elem. School (8211)	2	1	2						1		6
Thriftway Market (5399)	1	4	1								6
AZ Silica Sand (1442)	1	1			2			1	1		6
Rio Puerco Housing Dept. (6514)	3		2								5
Sawmill Chapter (9011)	3		2								5
Cornfields Chapter (9011)	2		1					2			5
Indian Wells Chapter (9011)	1	2	1								4

65

(table continues)

DOT Occupational Category

Employer name and SIC code	Prof., Tech., and Managerial (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing (n)	Machine trades (n)	Benchwork (n)	Structural work (n)	Misc. Work (n)	Total jobs (n)
Jaydees Farm and Ranch (5191)	2	2								4
Naschitti Chapter (9011)	1	1	2							4
St. Michael's Parish (8661)	1	1	2							4
Naschitti Trading (5399)	2	1								3
Navajo Commercial and Refrigeration (5087)	1	1			1					3
Oak Springs Chapter (9011)	2		1							3
Window Rock P.O. (4311)	1	1	1							3
Thriftway Market (5399)	1	2								3
Thriftway Market(5399)	1	2								3
Ganado Presb. Church (8661)	1	1	1							3
Chees Indian Store (5399)		2								2
Elite Laundry (7215)		1	1							2
Greasewood Trading (5399)		2								2
Law Office of John Chapela (8111)	1	1								2
Navajo Chevron (5541)	1	1								2
U.S. Postal Ser. (4311)	1	1								2
Lupton P. O. (4311)	1									1



Table B-4

Shiprock Agency:

Number and Types of Jobs Reported by Employers in the Employer Account System Identified by Employer Name and SIC Code

Employer name and SIC code	DOT Occupational Category										Total jobs
	Prof., Tech., and Managerial (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)			
Shiprock Dorm. (8211)	12	2	2				2	1			19
Navajo Wool (5399)	2	5	2					2			11
Shiprock Comm. Health Center (8011)	6	5									11
San Juan Inn (7011)		1	5								6
Newcomb Trading (5399)	1	2	1		1						5
Nizhoni Elem. School (8211)	3	1	1								5
Sanostee Chapter (9011)	2	1	1				1				5
Tees Nos Pos Clinic (8011)	3	1							1		5
Immanuel Mission (8211)	1		3								4
Nenahnezad Chapter (9011)	1	1	2								4
Thriftway Trade (5399)	1	2	1								4
Chief Grocery (5411)	1	1							1		3
Citizen Legal Services (8111)	1	2									3
Dahlberg Clinic (8041)	1	2									3
Mesa View Assembly (8661)	2		1								3
7 to 11 Store (5411)	1	2									3

DOT Occupational Category

Employer name and SIC code	Prof., Tech., and Manageria	Clerical and Sales	Service	Agric., Fish, & Forestry	Processing	Machine trades	Bench-work	Structural work	Misc. Work	Total jobs
	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)
Red Rock Trading (5399)	1	1			1					3
P & D Electric (1731)		1						2		3
Chieftain Super Video (7841)	1	1								2
U.S. Postal Serv. (4311)	1	1								2
Two Greyhills Trading (5399)		1	1							2
Beclahbito Trading (5399)		1								1
Sanostee P.O.(4311)		1								1

Table B-5

Western Agency:
 Number and Types of Jobs Reported by Employers in the Employer Account System
 Identified by Employer Name and SIC Code

Employer name and SIC code	DOI Occupational Category										Total jobs
	Prof., Tech., and Managerial (n)	Clerical and Sales (n)	Service (n)	Agric., Fish, & Forestry (n)	Processing (n)	Machine trades (n)	Bench-work (n)	Structural work (n)	Misc. Work (n)	(n)	
RJG & Gouldings (7033)	5	8	11		1	1				1	27
Rocky Ridge Boarding School (8211)	8	1	6	1		1					17
Kerley's Trading (5399)	2	3	3			1			2		11
Kayenta Burger King (5812)	3	1	4								8
Canyon Inn (7011)		1	6								7
Dept. of Employment (9011)	3	4									7
Navajo Westerner (5072)	3	3									6
Golden Sands Cafe (5812)			5								5
Black Mesa Shopping Center(5399)	1	3	1								5
El Capitan Cafe (5812)			4								4
Leupp Chapter (9011)	1	1	1	1							4
Navajo Tribal Pk. (9512)	1	1	2								4
Silver Screens (7832)		1	2								3
Wetherill Inn (7011)	1	1	1								3
Tonalea Chapter (9211)		1	2								3

(table continues)



DOT Occupational Category

Employer name and SIC code	DOT Occupational Category										Total jobs	
	Prof., Tech., and Manageria	Clerical and Sales	Service	Agric., Fish, & Forestry	Processing Machine trades	Bench-work	Structural work	Misc. Work				
	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)	(n)
AZ Dept. of Transportation (9621)										3		3
Bobbitt Dentistry (8021)	2		1									3
Chabin, Fernandez Corp. (7389)	2	1										3
Coalmine Mesa Chapter (9011)	1	1	1									3
Ferrell Gas (4924)		1							2			3
7th Day Adventist (8211)	2											2
Cedar Ridge Trading (5399)	1	1										2
Kayenta Presb. Church (8661)	2											2
Focal Point Eyewear (5999)									2			2
Hair Designer (7231)						2						2
Oljeto Trading (5399)	1	1										2
Nazarene Church (8661)	1											1
Monument Valley P.O. (4311)	1											1
Kayenta Church (8661)											1	1
Dennehotso Post Office (9011)												1
Service Station El Capitan (5541)												1
Fabric Plus (5131)	1											1

Appendix C

Match of the *DOT* Codes Representing Clients' Vocational Goals with Job Positions in Existence with EAS Employers

Appendix C

Match of the DOT Codes Representing Clients' Vocational Goals with Job Positions in Existence with EAS Employers

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
001.261-010	Drafter, Architectural	2	001.061-018	Landscape Architect	2	P & M Coal
001.261-010	Drafter, Architectural	2	001.061-018	Landscape Architect	1	Leupp Chapter
003.161-010	Electrical Technician	1	003.167-018	Electrical Engineer	2	Four Corners Power Plant
007.167-018	Tool Programmer	1	007.161-018	Engineering Assistant	1	USPHS Indian Hospital
007.181-010	Heat Transfer Technician	4	007.161-018	Engineering Assistant	1	USPHS Indian Hospital
020.187-010	Programmer, Info. Syst.	1	020.167-018	Programmer, Business	1	Rio Puerco Housing Dept.
040.061-046	Ranger Manager	1	none			
041.061-038	Botanist	1	none			
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	3	Pueblo Pintado Community School
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	2	Rough Rock Community School
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	1	Black Mesa Community School
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	1	Four Corners Power Plant
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	1	Naschitti Elementary School
045.107-010	Counselor, Vocational	2	045.107-010	Counselor, Vocational	1	Window Rock Dist. Elementary
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	4	Rough Rock Community School
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	4	Shiprock Dormitory
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	3	BIA Boarding School
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	3	Rocky Ridge Boarding School
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	1	Pueblo Pintado Community School
045.107-042	Voc. Rehab. Counselor	1	045.107-038	Residence Counselor	1	Seba Dakai Boarding School

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
077.127-010	Community Dietitian	1	none			
077.167-010	Dietetic Intern	1	none			
078.381-014	Medical Lab. Tech.	1	078.381-014	Medical Lab. Tech.	2	USPHS Indian Hospital
079.167-010	Community Services	1	079.117-014	Public Health Educator	1	Shiprock Community Health Center
079.167-010	Community Services	1	079.117-014	Public Health Educator	1	USPHS Indian Hospital
090.227-010	Instructor, Coll. or Univ.	1	090.117-018	Dean of Students	2	Rough Rock Community School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	3	Window Rock Dist. Elem. School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	2	Shiprock Dormitory
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	2	Rocky Ridge Boarding School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	2	Rough Rock Community School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	BIA Boarding School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Black Mesa Community School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Bread Springs Day School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Cottonwood Day School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Naschitti Elementary School
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Nizhoni Elementary
099.327-010	Teacher Aide I	2	099.327-010	Teacher Aide	1	Seba Dakai Boarding School
120.007-010	Clergy Member	1	120.007-010	Clergy Member	2	Kayenta Presbyterian Church
120.007-010	Clergy Member	1	120.007-010	Clergy Member	2	Mesa View Assembly of God
120.007-010	Clergy Member	1	120.007-010	Clergy Member	2	Our Lady of Fatima Catholic Church
120.007-010	Clergy Member	1	120.007-010	Clergy Member	1	Church Christian Reformed
120.007-010	Clergy Member	1	120.007-010	Clergy Member	1	Ganado Presbyterian Church
120.007-010	Clergy Member	1	120.007-010	Clergy Member	1	Nazarene Church

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
120.007-010	Clergy Member	1	120.007-010	Clergy Member	1	St. Michael's Parish
141.061-018	Graphic Designer	1	none			
141.081-014	Commercial Designer	2	none			
160.167-010	Accountant	1	160.167-010	Accountant	2	P & M Coal
160.167-010	Accountant	1	160.167-010	Accountant	1	Navajo Wool and Mohair Industries
160.167-010	Accountant	1	160.167-010	Accountant	1	Shiprock Dormitory
163.167-018	Manager, Sales	1	none			
169.167-014	Administrative Secretary	1	169.167-014	Administrative Secretary	1	Four Corners Power Plant
187.117-014	Director, Comm. Organiz.	1	187.117 010	Administrator, Hospital	1	USPHS Indian Hospital
187.167-018	Management Trainee	1	189.167-034	Security Officer	1	Cornfields Chapter House
189.167-018	Management Trainee	1	189.167-034	Security Officer	1	Rough Rock Commun. School
193.262-014	Dispatcher, Radio	1	none			
201.362-030	Secretary	3	201.362-030	Secretary	2	Dahlberg Clinic
201.362-030	Secretary	3	201.362-030	Secretary	2	Shiprock Community Health Center
201.362-030	Secretary	3	201.362-030	Secretary	1	Arizona Silica Sand Co.
201.362-030	Secretary	3	201.362-030	Secretary	1	Bible Baptist Church
201.362-030	Secretary	3	201.362-030	Secretary	1	Broadcast Service
201.362-030	Secretary	3	201.362-030	Secretary	1	Citizen Legal Services
201.362-030	Secretary	3	201.362-030	Secretary	1	Four Corners Power Plant
201.362-030	Secretary	3	201.362-030	Secretary	1	KTNB Radio
201.362-030	Secretary	3	201.362-030	Secretary	1	Navajo Nation Inn
201.362-030	Secretary	3	201.362-030	Secretary	1	Navajo Wool and Mohair Indust.
201.362-030	Secretary	3	201.362-030	Secretary	1	Nizhoni Elementary

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
201.362-030	Secretary	3	201.362-030	Secretary	1	Pinedale Chapter House
201.362-030	Secretary	3	201.362-030	Secretary	1	Pueblo Pintado Commun. School
201.362-030	Secretary	3	201.362-030	Secretary	1	Tees Nos Pos Clinic
201.362-030	Secretary	3	201.362-030	Secretary	1	Leupp Chapter
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	2	Chaco Culture Historic Park
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	2	Navajo Housing Authority
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	2	Newcomb Trading Post
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	BIA Boarding School
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Broadcast Service
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Chabin, Fernandez Corp.
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Chieftain Super Video
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Coalmine Mesa Chapter
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Crownpoint Chapter House
203.362-010	Clerk-Typist	3	203.362 010	Clerk-Typist	1	Four Corners Power Plant
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Indian Wells Chapter House
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Kerley's Trading Post
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Mariano Lake Chapter
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Naschitti Chapter House
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Navajo Tribal Park
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Nenahnezad Chapter
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	P & M Coal
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Pueblo Pintado Community School
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	RJG & Gouldings, Inc.

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Rough Rock Chapter House
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Rough Rock Community School
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Sanostee Chapter
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Sanostee Post Office
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Southwest Store
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Thriftway /Trading Post
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	USPHS Indian Hospital
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Wetherill Inn Motel, Inc.
203.362-010	Clerk-Typist	3	203.362-010	Clerk-Typist	1	Window Rock Elementary School
203.582-058	Transcribing Mach. Oper.	2	203.582-066	Typist	2	P & M Coal
209.562-010	General Office Clerk	1	none			
209.567-010	Meter Reader	1	209.562-010	Clerk, General	1	Dept. Econ. Sec. Family Support
209.567-018	Routing Clerk	1	209.562-010	Clerk, General	1	Dept. Econ. Sec. Family Support
209.567-018	Routing Clerk	1	209.562-010	Clerk, General	1	Tonalea Chapter House
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	3	Thriftway Market #252
211.462-014	Cashier-Checker	3	211.462-014	Clerk Cashier	2	Navajo Wool and Mohair, Inc.
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	2	RJG & Gouldings, Inc.
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	2	Thriftway Market
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	7 to 11 Store
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Basha's Market
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Beclahbito Trading Post
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Chee's Indian Store
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Chief Grocery

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	E/S Employer
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Circle K
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Elite Laundry
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Greasewood Trading Post
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Imperial Mart
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Jaydee's Farm & Ranch Supplies
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Kerley's Trading Post
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Naschitti Trading Post
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Navajo Chevron
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Navajo Westerners/True Value
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Red Rock Trading Post
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Southwest Store
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Thriftway #246
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Thriftway Market #238
211.462-014	Cashier-Checker	3	211.462-014	Clerk-Cashier	1	Two Greyhills Trading Post
213.362-010	Computer Operator	2	213.362-010	Computer Operator	2	Four Corners Power Plant
213.362-010	Computer Operator	2	213.362-010	Computer Operator	1	P & M Coal
213.362-010	Computer Operator	2	213.362-010	Computer Operator	1	USPHS Indian Hospital
213.685-010	Aux. Equip. Operator	1	213.362-010	Computer Operator	2	Four Corners Power Plant
213.685-010	Aux. Equip. Operator	1	213.362-010	Computer Operator	1	P & M Coal
213.685-010	Aux. Equip. Operator	1	213.362-010	Computer Operator	1	USPHS Indian Hospital
222.387-058	Stock Clerk (Clerical)	1	222.387-034	Material Clerk	1	P & M Coal
237.367-038	Receptionist	1	237.367-038	Receptionist	1	Bobbitt Dentistry
237.367-038	Receptionist	1	237.367-038	Receptionist	1	Four Corners Power Plant

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
237.367-038	Receptionist	1	237.367-038	Receptionist	1	Indian Wells Chapter House
237.367-038	Receptionist	1	237.367-038	Receptionist	1	KTNN Radio
237.367-038	Receptionist	1	237.367-038	Receptionist	1	P & M Coal
237.367-038	Receptionist	1	237.367-038	Receptionist	1	Shiprock Comm. Health Center
249.367-058	Parts Order & Stock Clerk	1	249.367-066	Procurement Clerk	1	P & M Coal
249.367-074	Teacher Aide II	1	249.367-066	Procurement Clerk	1	P & M Coal
273.357-030	Salesperson, Auto Access.	1	none			
279.357-062	Salesperson, Parts	1	279.357-054	Salesperson, Gen. Merch.	1	Chee's Indian Store
290.477-018	Sales Clerk, Food	1	none			
291.457-022	Vendor	1	none			
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	2	RJG & Gouldings, Inc.
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	7 to 11 Store
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Bashas Market
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Black Mesa Shopping Center
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Imperial Mart
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Kerley's Trading Post
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Navajo Westerners/True Value
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Thriftway
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Thriftway Market #252
299.367-014	Stock Clerk(Self Serv.)	2	299.367-014	Stock Clerk (Self Serv.)	1	Thriftway/Trading Post
311.477-030	Waiter/Waitress	1	311.477-030	Waiter/Waitress	2	RJG & Gouldings, Inc.
311.477-030	Waiter/Waitress	1	311.477-030	Waiter/Waitress	1	El Capitan Cafe
311.477-030	Waiter/Waitress	1	311.477-030	Waiter/Waitress	1	Navajo Nation Inn

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
311.477-030	Waiter/Waitress	1	311.477-030	Waiter/Waitress	1	San Juan Inn
311.477-030	Waiter/Waitress	1	311.477-030	Waiter/Waitress	1	Canyon Inn
313.361-010	Baker, Second	1	313.361-014	Cook	2	El Capitan Cafe
313.361-010	Baker, Second	1	313.361-014	Cook	2	Rocky Ridge Boarding School
313.361-010	Baker, Second	1	313.361-014	Cook	1	Canyon Inn
313.361-010	Baker, Second	1	313.361-014	Cook	1	Golden Sands Cafe
313.361-010	Baker, Second	1	313.361-014	Cook	1	Naschitti Chapter House
313.361-010	Baker, Second	1	313.361-014	Cook	1	Navajo Nation Inn
313.361-010	Baker, Second	1	313.361-014	Cook	1	RJG & Gouldings Inc.
313.361-010	Baker, Second	1	313.361-014	Cook	1	Sawmill Chapter House
313.361-010	Baker, Second	1	313.361-014	Cook	1	St. Michael's Parish
313.361-010	Baker, Second	1	313.361-014	Cook	1	Thriftway Market #252
313.361-014	Cook	7	313.361-014	Cook	2	El Capitan Cafe
313.361-014	Cook	7	313.361-014	Cook	2	Rocky Ridge Boarding School
313.361-014	Cook	7	313.361-014	Cook	1	Canyon Inn
313.361-014	Cook	7	313.361-014	Cook	1	Golden Sands Cafe
313.361-014	Cook	7	313.361-014	Cook	1	Naschitti Chapter House
313.361-014	Cook	7	313.361-014	Cook	1	Navajo Nation Inn
313.361-014	Cook	7	313.361-014	Cook	1	RJG & Gouldings Inc.
313.361-014	Cook	7	313.361-014	Cook	1	Sawmill Chapter House
313.361-014	Cook	7	313.361-014	Cook	1	St. Michael's Parish
313.361-014	Cook	7	313.361-014	Cook	1	Thriftway Market #252
313.361-022	Cook, Short Order	1	313.361-022	Cook, Short Order	1	Canyon Inn

IWRP DOT Code	Job Title	Number of Clients	Closest Match in F.A.S	Job Title	Number of Jobs	EAS Employer
313.361-022	Cook, Short Order	1	313.361-022	Cook, Short Order	1	Golden Sands Cafe
315.361-010	Cook, (Any Industry)	1	315.131-010	Cook, Chief	1	USPHS Indian Hospital
318.687-010	Kitchen Helper	6	318.687-010	Kitchen Helper	1	El Capitan Cafe
318.687-010	Kitchen Helper	6	318.687-010	Kitchen Helper	1	Golden Sands Cafe
318.687-010	Kitchen Helper	6	318.687-010	Kitchen Helper	1	Navajo Nation Inn
318.687-010	Kitchen Helper	6	318.687-010	Kitchen Helper	1	RJG & Gouldings Inc.
319.484-010	Food Assembler, Kitchen	1	319.484-010	Food Assembler, Kitchen	1	Bread Springs Day School
319.484-010	Food Assembler, Kitchen	1	319.484-010	Food Assembler, Kitchen	1	Nenahnezad Chapter
319.484-010	Food Assembler, Kitchen	1	319.484-010	Food Assembler, Kitchen	1	Pueblo Pintado Community School
319.484-010	Food Assembler, Kitchen	1	319.484-010	Food Assembler, Kitchen	1	Rocky Ridge Boarding School
319.484-010	Food Assembler, Kitchen	1	319.484-010	Food Assembler, Kitchen	1	Rough Rock Community School
323.687-014	Cleaner, Housekeeping	1	323.137-010	Supervisor, Housecleaner	2	Navajo Nation Inn
332.271-014	Cosmetologist Apprentice	1	332.271-010	Cosmetologist	2	Hair Designer
354.374-010	Nurse, Practical	1	none			
359.677-018	Nursery School Attendant	1	none			
361.684-014	Laundry Worker I	1	none			
369.387-010	Laundry Worker III	1	369.677-010	Laundry Attendant	1	Kerley's Trading Post
369.387-010	Laundry Worker III	1	369.677-010	Laundry Attendant	1	Thriftway/Trading Post
373.364-010	Fire Fighter	1	none			
381.687-010	Central Supply, Worker	1	381.687-014	Cleaner, Comm./Institut.	3	Four Corners Power Plant
381.687-014	Cleaner, Comm./Institut.	3	381.687-014	Cleaner, Comm./Institut.	3	Four Corners Power Plant
382.664-010	Janitor	9	382.664-010	Janitor	2	Black Mesa Community School
382.664-010	Janitor	9	382.664-010	Janitor	2	Crownpoint Chapter House

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
382.664-010	Janitor	9	382.664-010	Janitor	2	Navajo Tribal Park
382.664-010	Janitor	9	382.664-010	Janitor	2	Navajo Wool & Mohair Industries
382.664-010	Janitor	9	382.664-010	Janitor	2	Rio Puerco Housing Department
382.664-010	Janitor	9	382.664-010	Janitor	2	RJG & Gouldings Inc.
382.664-010	Janitor	9	382.664-010	Janitor	2	Rough Rock Community School
382.664-010	Janitor	9	382.664-010	Janitor	2	Seba Dakai Boarding School
382.664-010	Janitor	9	382.664-010	Janitor	2	Tonalea Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	2	Window Rock Dist. Elem. School
382.664-010	Janitor	9	382.664-010	Janitor	1	Baldwin's Mini-Mart
382.664-010	Janitor	9	382.664-010	Janitor	1	Bashas Market
382.664-010	Janitor	9	382.664-010	Janitor	1	BIA Boarding School
382.664-010	Janitor	9	382.664-010	Janitor	1	Bread Springs Day School
382.664-010	Janitor	9	382.664-010	Janitor	1	Canyon Inn
382.664-010	Janitor	9	382.664-010	Janitor	1	Chaco Culture Historic Park
382.664-010	Janitor	9	382.664-010	Janitor	1	Coalmine Mesa Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	Cornfields Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Cottonwood Day School
382.664-010	Janitor	9	382.664-010	Janitor	1	Elite Laundry
382.664-010	Janitor	9	382.664-010	Janitor	1	Ganado Presbyterian Church
382.664-010	Janitor	9	382.664-010	Janitor	1	Golden Sands Cafe
382.664-010	Janitor	9	382.664-010	Janitor	1	Immanual Mission School
382.664-010	Janitor	9	382.664-010	Janitor	1	Indian Wells Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Kayenta Burger King

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
382.664-010	Janitor	9	382.664-010	Janitor	1	Kayenta Church of Christ
382.664-010	Janitor	9	382.664-010	Janitor	1	Kerley's Trading Post
382.664-010	Janitor	9	382.664-010	Janitor	1	Leupp Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	Many Farms Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Mariano Lake Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	Mesa View Assembly of God
382.664-010	Janitor	9	382.664-010	Janitor	1	Naschitti Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Naschitti Elementary School
382.664-010	Janitor	9	382.664-010	Janitor	1	Navajo Commercial & Refrigeration
382.664-010	Janitor	9	382.664-010	Janitor	1	Navajo Elementary School
382.664-010	Janitor	9	382.664-010	Janitor	1	Navajo Nation Inn
382.664-010	Janitor	9	382.664-010	Janitor	1	Nenahnezad Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	Newcomb Trading Post
382.664-010	Janitor	9	382.664-010	Janitor	1	Nizhoni Elementary
382.664-010	Janitor	9	382.664-010	Janitor	1	Oak Springs Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	P & M Coal
382.664-010	Janitor	9	382.664-010	Janitor	1	Pinedale Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Pueblo Pintado Community School
382.664-010	Janitor	9	382.664-010	Janitor	1	Rough Rock Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Sanostee Chapter
382.664-010	Janitor	9	382.664-010	Janitor	1	Sawmill Chapter House
382.664-010	Janitor	9	382.664-010	Janitor	1	Shiprock Dormitory
382.664-010	Janitor	9	382.664-010	Janitor	1	Silver Screens

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
382.664-010	Janitor	9	382.664-010	Janitor	1	St. Michael's Parish
382.664-010	Janitor	9	382.664-010	Janitor	1	Two Greyhills Trading Post
382.664-010	Janitor	9	382.664-010	Janitor	1	USPHS Indian Hospital
382.664-010	Janitor	9	382.664-010	Janitor	1	Window Rock Post Office
405.684-014	Horticultural Worker I	5	none			
405.687-014	Horticultural Worker II	12	none			
406.684-014	Groundskeeper, Indust.	1	406.687-010	Groundskeeper, Parks	1	Rough Rock Community School
408.161-010	Landscape Gardner	2	none			
550.685-110	Sweeping Comp. Blender	8	none			
599.999-999	Homemaker	9	none			
600.280-022	Machinist	1	600.280-022	Machinist	1	P & M Coal
620.261-010	Automobile Mechanic	2	620.261-010	Automobile Mechanic	1	Kerley's Trading Post
620.261-010	Automobile Mechanic	2	620.261-010	Automobile Mechanic	1	RJG & Gouldings Inc.
620.684-014	Auto Mechanic Helper	2	620.281-050	Mechanic, Indust. Truck	1	P & M Coal
625.281-034	Small Engine Mechanic	1	none			
699.999-999	Sheltered Employ. Worker	19	none			
700.281-010	Jeweler	2	none			
712.381-018	Dental Lab. Technician	2	none			
723.381-010	Electric Appliance Repr.	2	none			
723.584-010	Appliance Repairer	2	none			
723.687-010	Patcher, Electrical Equip	1	none			
726.261-010	Electr. Assemb. (devel.)	1	none			
726.384-010	Electr. Assemb. (inst. & app.)	3	none			

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
726.684-018	Elect.Assemb.(electronics)	2	none			
735.381-010	Bench Hand (jewelry)	1	none			
735.684-010	Bead Stringer (jewelry)	1	none			
763.381-010	Furniture Finisher	15	none			
780.381-018	Furniture Upholsterer	2	none			
780.684-046	Cushion Builder (Uphols)	1	none			
782.687-042	Rug Braider	2	none			
787.682-022	Embroid.Machine Oper.	1	none			
799.999-999	Unpaid Family Member	1	none			
807.381-010	Auto Body Repairer	1	none			
807.687-010	Auto Body Rep. Helper	1	none			
819.384-008	Welder, Apprentice	1	819.384-010	Welder	1	Four Corners Power Plant
828.281-010	Electronics Mechanic	1	none			
828.281-014	Elect Mechanic, Apprent	1	none			
829.684-022	Electrician Helper	3	829.131-022	Supervisor, Elec. Repair	1	P & M Coal
859.683-010	Operating Engineer	1	859.683-010	Operating Engineer	2	Arrow Materials Corp.
860.381-022	Carpenter	3	860.381-022	Carpenter	1	Rough Rock Chapter House
861.381-018	Bricklayer	2	none			
869.664-014	Construction Worker	3	869.664-014	Construction Worker	1	USPHS Indian Hospital
899.381-010	Maintenance Repairer	6	899.381-010	Maintenance Repairer	2	Shiprock Dormitory
899.381-010	Maintenance Repairer	6	899.381-010	Maintenance Repairer	1	Rough Rock Community School
905.687-010	Truck Driver Helper	1	905.663-014	Truck Driver, Heavy	2	P & M Coal
905.687-010	Truck Driver Helper	1	905.663-014	Truck Driver, Heavy	1	Arizona Silica Sand Co.

IWRP DOT Code	Job Title	Number of Clients	Closest Match in EAS	Job Title	Number of Jobs	EAS Employer
905.687-010	Truck Driver Helper	1	905.663-014	Truck Driver, Heavy	1	Four Corners Power Plant
970.381-022	Painter, Hand	2	none			
971.381-042	Silk Screen Processor	7	none			

Appendix D

Clients' IWRP Job Titles of Vocational Goals
with Corresponding *DOT* Codes

Appendix D

Clients' IWRP Job Titles of Vocational Goals with Corresponding DOT Codes

<u>Job Title</u>	<u>DOT Code Number</u>
Accountant	160.167-010
Administrative Secretary	169.167-014
Appliance Repairer	723.584-010
Auto Body Rep. Helper	807.687-010
Auto Body Repairer	807.381-010
Auto Mechanic Helper	620.684-014
Automobile Mechanic	620.261-010
Aux. Equip. Operator	213.685-010
Baker, Second	313.361-010
Bead Stringer (jewelry)	735.684-010
Bench Hand (jewelry)	735.381-010
Botanist	041.061-038
Bricklayer	861.381-018
Carpenter	860.381-022
Cashier-Checker	211.462-014
Central Supply Worker	381.687-010
Cleaner, Comm. or Institut.	381.687-014
Cleaner, Housekeeping	323.687-014
Clergy Member	120.007-010
Clerk-Typist	203.362-010
Commercial Designer	141.081-014
Community Dietitian	077.127-010
Community Services	079.167-010
Computer Operator	213.362-010
Construction Worker	869.664-014
Cook	313.361-014
Cook, (Any Industry)	315.361-010
Cook, Short Order	313.361-022
Cosmetologist Apprentice	332.271-014
Counselor, Vocational	045.107-010

Cushion Builder (Uphols.)	780.684-046
Dental Lab. Technician	712.381-018
Dietetic Intern	077.167-010
Director, Comm Organiz.	187.117-014
Dispatcher, Radio	193.262-014
Drafter, Architechtural	001.261-010
Electronics, Mechanic, Apprent.	828.281-014
Electronics Assembler (electronics)	726.684-018
Electronics Assembler (devel.)	726.261-010
Electronics Assembler (inst.&app.)	726.384-010
Electric Appliance Repairer	723.381-010
Electrical Technician	003.161-010
Electrician Helper	829.684-022
Electronics Mechanic	828.281-010
Embroid.Machine Oper.	787.682-022
Fire Fighter	373.364-010
Food Assembler, Kitchen	319.484-010
Furniture Finisher	763.381-010
Furniture Upholsterer	780.381-018
General Office Clerk	209.562-010
Graphic Designer	141.061-018
Groundskeeper, Indust.	406.684-014
Heat Transfer Technician	007.181-010
Homemaker	599.999-999
Horticultural Worker I	405.684-014
Horticultural Worker II	405.687-014
Instructor, Coll. or Univ.	090.227-010
Janitor	382.664-010
Jeweler	700.281-010
Kitchen Helper	318.687-010
Landscape Gardner	408.161-010
Laundry Worker I	361.684-014
Laundry Worker III	369.387-010
Machinist	600.280-022
Maintenance Repairer	899.381-010
Management Trainee	189.167-018

Manager, Sales	163.167-018
Medical Lab. Tech.	078.381-014
Meter Reader	209.567-010
Nurse, Practical	354.374-010
Nursery School Attendant	359.677-018
Operating Engineer	859.683-010
Painter, Hand	970.381-022
Parts Order & Stock Clerk	249.367-058
Patcher, Electrical Equip	723.687-010
Programmer, Info. Syst.	020.187-010
Ranger Manager	040.061-046
Receptionist	237.367-038
Routing Clerk	209.567-018
Rug Braider	782.687-042
Sales Clerk, Food	290.477-018
Salesperson, Auto Accessr	273.357-030
Salesperson, Parts	279.357-062
Secretary	201.362-030
Sheltered Employ.Worker	699.999-999
Silk Screen Processor	971.381-042
Small Engine Mechanic	625.281-034
Stock Clerk (Clerical)	222.387-058
Stock Clerk(Self-Serv)	299.367-014
Sweeping Comp. Blender	550.685-110
Teacher Aide I	099.327-010
Teacher Aide II	249.367-074
Tool Programmer	007.167-018
Transcribing Mach. Oper.	203.582-058
Truck Driver Helper	905.687-010
Unpaid Family Member	799.999-999
Vendor	291.457-022
Voc. Rehab. Counselor	045.107-042
Waiter/Waitress	311.477-030
Welder, Apprentice	819.384-008

Appendix E

Jobs Reported by EAS Employers Which Did Not Match Clients' Vocational Goals

Appendix E
Jobs Reported by EAS Employers Which Did Not Match
Clients' Vocational Goals

Job Title	DOT Code	Number of Jobs
Manager, Retail Store	185.167-046	33
Teacher, Elementary School	092.227-010	16
Community Organization Worker	195.167-010	16
Principal (Education)	099.117-018	14
Cashier I	211.362-010	14
Bus Driver	913.463-010	14
Bookkeeper	210.382-014	10
Postmaster	188.167-066	9
School Secretary	201.362-022	9
Teacher, Handicapped Students	094.227-018	8
Supervisor, Education	099.117-026	8
Cook, School Cafeteria	313.381-030	8
Accounting Clerk	216.482-010	6
Mining Engineer	010.061-014	5
Production Superintendent	183.117-014	5
Manager, Industrial Organization	189.117-022	5
Post Office Clerk	243.367-014	5
Housekeeper	321.137-010	5
Supervisor, Maintenance	382.137-010	5
Pollution Control Technician	029.261-014	4
Dental Assistant	079.371-010	4
Director, Educational Program	099.117-010	4

Librarian	100.127-014	4
Manager, Labor Relations	166.167-034	4
Administrative Assistant	169.167-010	4
Manager, Hotel or Motel	187.117-038	4
Cook, Head, School Cafeteria	313.131-018	4
Bus Attendant	352.577-010	4
Butcher, All-Around	525.381-014	4
Stripping Shovel Oiler	850.684-018	4
Automobile Service Station Atten.	915.467-010	4
Stationary-Engineer Supervisor	950.131-014	4
Power Plant Operator	952.382-018	4
Environmental Analyst	029.081-010	3
Nurse, Licensed Practical	079.374-014	3
Public Relations Representative	165.067-010	3
Director of Placement	166.167-014	3
Safety Inspector	168.264-014	3
Manager, Fast Food Services	185.137-010	3
Manager, Housing Project	186.167-030	3
Community Relations Officer	195.167-014	3
Recreation Leader	195.227-014	3
Hospital Admitting Clerk	205.362-018	3
Registrar (Gov. Service)	205.367-038	3
Motel Clerk	238.362-010	3
Kitchen Steward/Stewardess	318.137-010	3
Mechanical Maintenance Supervisor	638.131-026	3
Maintenance Mechanic	638.281-014	3
Electrician	824.261-010	3

Dragline Operator	850.683-018	3
Utilities and Maintenance Supervisor	899.131-018	3
Highway-Maintenance Worker	899.684-014	3
Material Handling Supervisor	921.133-018	3
Material Handler	929.687-030	3
Driller, Machine	930.382-010	3
Blaster (Mining and Quarrying)	931.261-010	3
Section Supervisor (Mining, Quarry)	939.137-018	3
Program Assistant (Radio & TV)	962.167-014	3
Production Planner	012.167-050	2
Facilities Planner	019.261--018	2
Medical Officer	070.101-046	2
Staff Psychiatrist	070.107-014	2
Dentist	072.101-010	2
Nurse, Staff Community Health	075.124-014	2
Nurse Practitioner	075.264-010	2
Physician Assistant	079.364-018	2
Medical Record Technician	079.367-014	2
Director, Preschool	092.137-010	2
Lawyer	110.107-010	2
Teacher, Music	152.021-010	2
Contract Administrator	162.117-014	2
Manager, Personnel	166.117-018	2
Supervisor, Special Services	169.267-026	2
Manager, Station	184.117-062	2
Maintenance Supervisor	184.167-050	2
Business Manager, College/Univ.	186.117-010	2

Executive Housekeeper	187.167-046	2
Manager, Food Service	187.167-106	2
Park Superintendent	188.167-062	2
Association Executive	189.117-010	2
Superintendent, Maintenance	189.167-046	2
Audio Operator	194.262-010	2
Casework Supervisor (Soc. Serv.)	195.137-010	2
Eligibility Worker (Gov. Serv.)	195.267-010	2
Personnel Clerk	209.362-026	2
Checker	209.687-010	2
Payroll Clerk	215.482-010	2
Budget Clerk	216.382-022	2
Stock Control Clerk	219.367-034	2
Checker I	222.687-010	2
Telephone Operator	235.662-022	2
Medical Record Clerk	245.362-010	2
Sales Representative (TV & Radio)	259.357-018	2
Host/Hostess, Restaurant	310.137-010	2
Meat Cutter	316.684-018	2
Supply Clerk	339.687-010	2
Recreation Facility Attendant	341.367-010	2
Supervisor, Cook House	559.132-074	2
Stripping Shovel Operator	850.663-026	2
Maintenance Supervisor (Building)	891.137-010	2
Ambulance Driver	913.683-010	2
Teamster, Freighter	919.664-010	2
Packager, Hand	920.587-018	2

Dump Operator	921.685-038	2
Laborer, Stores	922.687-058	2
Warehouse Supervisor	929.137-022	2
Laborer, Salvage	929.687-022	2
Drilling Machine Operator	930.482-010	2
Pit Supervisor	939.137-014	2
Company Laborer	939.687-014	2
Load Dispatcher	952.167-014	2
Electrical Test Engineer	003.061-014	1
Electronics Engineer	003.061-030	1
Engineer, Studio Operations	003.167-030	1
Civil Engineer	005.061-014	1
Mechanical Engineer	007.061-014	1
Tool Designer Apprentice	007.061-030	1
Chemical Engineer	008.061-018	1
Design Drafter, Electromechanisms	017.261-014	1
Drafter Apprentice	017.281-014	1
Surveyor, Mine	018.167-050	1
Maintainability Engineer	019.081-010	1
Project Engineer	019.167-014	1
Chemical Lab. Technician	022.261-010	1
Geologist	024.061-018	1
Tester, Petroleum Refinery	029.261-022	1
Sociologist	054.067-014	1
Archaeologist	055.067-018	1
Physician, Head	070.101-074	1
Pharmacist	074.161-010	1

Executive Director, Nurses' Assoc.	075.117-034	1
Nurse, School	075.124-010	1
Nurse, Head	075.127-018	1
Nurse-Midwife	075.264-014	1
Nurse Anesthetist	075.371-010	1
Nurse, General Duty	075.374-010	1
Nurse, Staff Occupational Health	075.374-022	1
Physical Therapist Assistant	076.224-010	1
Dietitian, Chief	077.117-010	1
Medical Technologist	078.361-014	1
Radiological Technologist	078.362-026	1
Medical Lab Technician	078.381-014	1
Chiropractor	079.101-010	1
Orthoptist	079.371-014	1
Teacher, Secondary School	091.227-010	1
Teacher, Kindergarten	092.227-014	1
Superintendent, Schools	099.117-022	1
Teacher, Adult Education	099.227-030	1
Tutor	099.227-034	1
Museum Technician	102.381-010	1
Contract Clerk	119.267-018	1
Clergy Member	120.007-010	1
Audiovisual Production Specialist	149.061-010	1
Director, Music	152.047-018	1
Disk Jockey	159.147-014	1
Accountant, Systems	160.167-026	1
Buyer (broker)	162.157-018	1

Training Representative	166.227-010	1
Manager, Office	169.167-034	1
Park Ranger	169.167-042	1
Supervisor, Mine	181.167-018	1
Superintendent, Construction	182.167-026	1
Director, News	184.167-014	1
Manager, Traffic	184.167-090	1
Manager, Warehouse	184.167-114	1
Water Control Supervisor	184.167-270	1
Manager, Market	186.167-042	1
Public Health Service Officer	187.117-050	1
Recreation Supervisor	187.137-010	1
Manager, Front Office (Hotel)	187.167-110	1
Director, Agricultural Services	188.117-038	1
Director, Employment Services	188.117-078	1
Director, Medical Facilities Section	188.117-082	1
Director, State-Assessed Properties	188.167-042	1
Lease Buyer	191.117-030	1
Social Worker, Medical	195.107-030	1
Social Worker, School	195.107-038	1
Drug and Alcohol Counselor	195.267-014	1
Legal Secretary	201.362-010	1
Script Supervisor (Radio & TV)	201.362-026	1
Employment Clerk	205.362-014	1
Record Clerk	206.387-022	1
Photocopying Machine Operator	207.685-014	1
Supervisor, Personnel Clerks	209.132-010	1

Supervisor, Cashiers	211.137-010	1
Cashier II	211.462-010	1
Ticket Seller	211.467-030	
Insurance Clerk	214.362-022	1
Billing Control Clerk	214.387-010	1
Flight Crew Time Clerk	215.362-018	1
Personnel Scheduler	215.367-014	1
Supervisor, Accounting Clerks	216.132-010	1
Cost and Sales Record Supervisor	216.137-010	1
Collection Clerk	216.362-014	1
Statistical Clerk	216.382-062	1
Posting Clerk	216.587-014	1
Insurance Clerk I	219.387-014	1
Material Expediter	221.367-042	1
Kitchen Clerk	222.587-022	1
Customer Service Representative	239.367-010	1
Office Helper	239.567-010	1
Claims Clerk I	241.362-010	1
Library Assistant	249.367-046	1
Kitchen Supervisor	310.137-014	1
Counter Attendant, Lunchroom	311.477-014	1
Canteen Operator	311.674-0101	1
Bartender	312.474-010	1
Baker, Head	313.131-010	1
Food Service Supervisor	319.127-010	1
Manager, Boarding House	320.137-010	1
Manager, Lodging Facilities	320.137-014	1

Waiter/Waitress	350.677-030	1
Nurse, Practical	354.374-010	1
Nurse Aide	355.674-014	1
Food Service Worker, Hospital	355.677-010	1
Protective Signal Operator	379.362-014	1
Supervisor, Chemical	558.132-010	1
Plant Operator	570.682-014	1
Laborer, Concrete Plant	579.606-010	1
Instrument Maker, Mechanical	600.280-010	1
Machinist Apprentice	600.280-026	1
Laborer, General	609.684-014	1
Multi-Oper. Form. Mach. Operator I	616.360-026	1
Automobile Mechanic Apprentice	620.261-012	1
Air Conditioning Mechanic	620.281-010	1
Bus Inspector	620.281-030	1
Service Mechanic, Comp. Gas Equip.	630.281-034	1
Powerhouse Mechanic	631.261-014	1
Refrigeration Mechanic	637.261-026	1
Fuel System Maintenance Supervisor	638.131-010	1
Fuel System Maintenance Worker	638.381-010	1
Grader (Woodworking)	669.587-010	1
Laboratory Supervisor	706.131-010	1
Instrument Technician Apprentice	710.281-008	1
Optician, Dispensing I	713.361-014	1
Supervisor (Optical Goods)	716.130-010	1
Coil Winder (Electrical Equip.)	724.684-026	1
Storage Battery Inspector and Tester	727.381-022	1

Welder, Apprentice	810.384-010	1
Welder, Gas	811.684-014	1
Electrician Apprentice, Powerhouse	820.261-010	1
Electrician, Powerhouse	820.261-014	1
Service Supervisor II (Light, Power)	821.131-018	1
Safety Inspector (Light, Power)	821.367-014	1
Electrician, Chief (Motion Pictures)	824.137-010	1
Electrician Apprentice	824.261-014	1
Electrical Supervisor	326.131-010	1
Scraper Operator	850.683-038	1
Supervisor, Carpenters	860.131-018	1
Carpenter, Maintenance	860.281-010	1
Carpenter, Apprentice	860.381-.026	1
Pipe Fitter Apprentice	862.381-034	1
Laborer, Construction(Light, Power)	862.684-014	1
Mechanical Test Technician	869.261-014	1
Assist. Construction Superintendent	869.367-010	1
Concrete Building Assembler	869.664-010	1
Maintenance Repairer, Factory	899.281-014	1
Tractor Trailer Truck Driver	904.383-010	1
Truck Driver, Light	906.683-022	1
Safety Coordinator	909.127-010	1
Lubrication Servicer	915.687-018	1
Bagger, Grocery Packer	920.687-014	1
Coal Yard Supervisor	921.137-010	1
Front-End Loader Operator	921.683-042	1
Driller Helper	930.666-010	1

Loading Machine Operator	932.683-014	1
Quarry Supervisor	939.131-010	1
Gas-Compressor Operator	950.382-014	1
Substation Inspector (Light, Power)	952.261-010	1
Auxiliary Equipment Operator	952.362-010	1
Hydroelectric Plant Maintainer	952.687-010	1
Gas Pumping Station Supervisor	953.137-010	1

Appendix F

Comparison of 190 NVRP Clients' IWRP Vocational Goals with Actual Job Placements

Appendix F
Comparison of 190 NVRP Clients' IWRP Vocational Goals with Actual Job Placements

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
007.167-018	Tool Programmer	Yes		
007.167-018	Tool Programmer	No	601.280-046	Tool and Die Maker
007.181-010	Heat Transfer Technician	Yes		
007.181-010	Heat Transfer Technician	Yes		
007.181-010	Heat Transfer Technician	No	601.280-046	Tool and Die Maker
007.181-010	Heat Transfer Technician	No	869.664-014	Construction Worker
040.061-046	Ranger Manager	No	452.364-010	Forester Aide
041.061-038	Botanist	No	700.281-010	Jeweler
045.107-010	Counselor, Vocational	Yes		
045.107-042	Voc. Rehab. Counselor	Yes		
079.167-010	Community Services Officer	Yes		
099.327-010	Teacher Aid I	No	354.377-014	Home Attendant
099.327-010	Teacher Aid I	Yes		
120.007-010	Clergy Member	Yes		
141.061-018	Graphic Designer	No	144.061-010	Painter
141.081-014	Commercial Designer	No	919.687-014	Cleaner II, Auto
160.167-010	Accountant	No	210.382-014	Bookkeeper I
163.167-018	Manager, Sales	Yes		
187.117-014	Director, Comm. Organiz.	No	195.167-010	Comm. Organiz. Worker
189.167-018	Management Trainee	No	215.137-014	Payroll Clerk, Chief

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
201.362-030	Secretary	No	216.482-010	Accounting Clerk
201.362-030	Secretary	No	599.999-999	Homemaker
203.362-010	Clerk-Typist	Yes		
203.362-010	Clerk-Typist	Yes		
203.582-058	Transcribing Mach. Operator	Yes		
203.582-058	Transcribing Mach. Operator	No	203.362-010	Clerk-Typist
209.567-018	Routing Clerk	No	913.663-010	Chauffeur
211.462-014	Cashier-Checker	No	045.107-038	Residence Counselor
213.362-010	Computer Operator	No	353.363-010	Guide, Sightseeing
213.362-010	Computer Operator	No	203.582-054	Terminal Operator, Clerical
213.685-010	Aux. Equip. Operator	No	209.562-010	Clerk, General
222.387-058	Stock Clerk (Clerical)	No	301.677-010	Child Monitor
237.367-038	Receptionist	No	239.567-010	Office Helper
249.367-074	Teacher Aid II	Yes		
279.357-062	Salesperson, Parts	Yes		
291.457-022	Vendor	Yes		
299.367-014	Stock Clerk (Self Serv.)	Yes		
299.367-014	Stock Clerk (Self Serv.)	No	382.664-010	Janitor
311.477-030	Waiter/Waitress	Yes		
313.361-010	Baker, Second	No	313.361-014	Cook, Restaurant
313.361-014	Cook, Restaurant	Yes		
313.361-014	Cook, Restaurant	No	206.362-010	File Clerk I

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
313.361-014	Cook, Restaurant	No	699.999-999	Sheltered Employment Worker
313.361-014	Cook, Restaurant	No	318.687-010	Kitchen Helper
313.361-022	Cook, Short Order	No	317.687-010	Cook Helper
315.361-010	Cook, Any Industry	No	317.687-010	Cook Helper
318.687-010	Kitchen Helper	No	309.354-010	Homemaker, Social Services
318.687-010	Kitchen Helper	No	699.999-999	Sheltered Employment Worker
318.687-010	Kitchen Helper	No	319.484-010	Food Assembler, Kitchen
318.687-010	Kitchen Helper	Yes		
318.687-010	Kitchen Helper	Yes		
318.687-010	Kitchen Helper	Yes		
318.687-010	Kitchen Helper	Yes		
319.484-010	Food Assembler, Kitchen	No	381.687-018	Cleaner, Industrial
323.687-014	Cleaner, Housekeeping	No	699.999-999	Sheltered Employment Worker
332.271-014	Cosmetologist Apprentice	Yes		
354.374-010	Nurse, Practical	No	355.674-014	Nurse Aide
359.677-018	Nursery School Attendant	No	321.137-010	Housekeeper
361.684-014	Laundry Worker I	Yes		
369.387-010	Laundry Worker II	Yes		
373.364-010	Fire Fighter	No	381.687-018	Cleaner, Industrial
381.687-014	Cleaner, Comm. or Institut.	No	699.999-999	Sheltered Employment Worker
381.687-014	Cleaner, Comm. or Institut.	No	361.687-018	Laundry Laborer
382.664-010	Janitor	Yes		

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
382.664-010	Janitor	Yes		
382.664-010	Janitor	Yes		
382.664-010	Janitor	Yes		
382.664-010	Janitor	Yes		
382.664-010	Janitor	Yes		
382.664-010	Janitor	No	799.999-999	Unpaid Family Member
382.664-010	Janitor	No	318.687-010	Kitchen Helper
405.684-014	Horticultural Worker I	Yes		
405.684-014	Horticultural Worker I	Yes		
405.684-014	Horticultural Worker I	Yes		
405.684-014	Horticultural Worker I	Yes		
405.684-014	Horticultural Worker I	No	408.161-010	Landscape Gardener
405.687-014	Horticultural Worker II	No	699.999-999	Sheltered Employment Worker
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		
405.687-014	Horticultural Worker II	Yes		

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
405.687-014	Horticultural Worker II	Yes		
408.161-010	Landscape Gardener	Yes		
408.161-010	Landscape Gardener	Yes		
550.685-110	Sweeping Compound Blender	Yes		
550.685-110	Sweeping Compound Blender	Yes		
550.685-110	Sweeping Compound Blender	Yes		
550.685-110	Sweeping Compound Blender	Yes		
550.685-110	Sweeping Compound Blender	Yes		
550.685-110	Sweeping Compound Blender	No	899.381-010	Maintenance Repairer, Bldg.
550.685-110	Sweeping Compound Blender	No	381.687-014	Cleaner, Comm. or Institut.
550.685-110	Sweeping Compound Blender	No	318.687-010	Kitchen Helper
550.685-110	Sweeping Compound Blender	No	699.999-999	Sheltered Employment Worker
599.999-999	Homemaker	Yes		
599.999-999	Homemaker	Yes		
599.999-999	Homemaker	Yes		
599.999-999	Homemaker	Yes		
599.999-999	Homemaker	No	309.354-010	Homemaker, Social Services
599.999-999	Homemaker	No	309.354-010	Homemaker, Social Services
599.999-999	Homemaker	No	309.354-010	Homemaker, Social Services
599.999-999	Homemaker	No	309.354-010	Homemaker, Social Services
600.280-022	Machinist	Yes		
620.261-010	Automobile Mechanic	Yes		
620.261-010	Automobile Mechanic	No	599.999-999	Homemaker



IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
620.684-014	Auto Mechanic Helper	Yes		
620.684-014	Auto Mechanic Helper	No	899.381-010	Maintenance Repairer, Bldg.
625.281-034	Small Engine Mechanic	No	209.687-010	Checker
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	Yes		
699.999-999	Sheltered Employment Worker	No	780.684-122	Upholstery Repairer
699.999-999	Sheltered Employment Worker	No	408.161-010	Landscape Gardener
699.999-999	Sheltered Employment Worker	No	382.664-010	Janitor
699.999-999	Sheltered Employment Worker	No	381.687-014	Cleaner, Comm. or Institut.
699.999-999	Sheltered Employment Worker	No	313.361-014	Cook, Restaurant
699.999-999	Sheltered Employment Worker	No	381.687-014	Cleaner, Comm. or Institut.
699.999-999	Sheltered Employment Worker	No	382.664-010	Janitor
699.999-999	Sheltered Employment Worker	No	381.687-014	Cleaner, Comm. or Institut.
699.999-999	Sheltered Employment Worker	No	318.687-010	Kitchen Helper
699.999-999	Sheltered Employment Worker	No	382.664-010	Janitor
700.281-010	Jeweler	Yes		
700.281-010	Jeweler	No	144.061-010	Painter

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
712.381-018	Dental Lab. Technician	Yes		
723.381-010	Electric Appliance Repairer	No	299.367-014	Stock Clerk, (Self Serv. Store)
723.381-010	Electric Appliance Repairer	No	372.667-034	Guard, Security
723.584-010	Appliance Repairer	No	369.387-010	Laundry Worker III
723.584-010	Appliance Repairer	No	323.687-014	Cleaner, Housekeeping
726.261-010	Electr. Assembl. (devel.)	No	389.667-010	Sexton, Church
726.384-010	Electr. Assembl. (inst.&app.)	Yes		
726.384-010	Electr. Assembl. (inst.&app.)	Yes		
726.684-018	Electr. Assem. (electronics)	No	860.381-022	Carpenter
726.684-018	Electr. Assem. (electronics)	No	381.687-014	Cleaner, Comm. or Institut.
735.381-010	Bench Hand (jewelry)	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	Yes		
763.381-010	Furniture Finisher	No	311.674-010	Canteen Operator
763.381-010	Furniture Finisher	No	311.674-010	Canteen Operator
780.381-018	Furniture Upholsterer	No	317.687-010	Cook Helper
780.684-046	Cushion Builder	Yes		
782.687-042	Rug Braider	Yes		
782.687-042	Rug Braider	Yes		
787.682-022	Embroid. Mach. Operator	No	311.674-010	Canteen Operator
799.999-999	Unpaid Family Member	Yes		
807.381-010	Auto Body Repairer	No	311.677-018	Dining Room Attendant
807.687-010	Auto Body Rep. Helper	Yes		
819.384-008	Welder, Apprentice	Yes		
828.281-014	Elect Mechanic, Apprentice	Yes		
829.684-022	Electrician Helper	No	821.667-010	Helper, Electrical
829.684-022	Electrician Helper	Yes		
860.381-022	Carpenter	Yes		
860.381-022	Carpenter	Yes		
860.381-022	Carpenter	No	913.463-010	Bus Driver
861.381-018	Bricklayer	Yes		
861.381-018	Bricklayer	No	869.664-014	Construction Worker I
869.664-014	Construction Worker I	Yes		

IWRP DOT Code of Client	Job Title	Match Yes/No	DOT Code of Actual Job Placement If No Match	Job Title of Actual Job Placement
869.664-014	Construction Worker I	Yes		
869.664-014	Construction Worker I	No	189.167-034	Security Officer
899.381-010	Maintenance Repairer	No	620.261-022	Construction Equip. Mech.
899.381-010	Maintenance Repairer	No	381.687-014	Cleaner, Comm. or Institut.
899.381-010	Maintenance Repairer	Yes		
899.381-010	Maintenance Repairer	Yes		
899.381-010	Maintenance Repairer	Yes		
899.381-010	Maintenance Repairer	No	869.664-014	Construction Worker
905.687-010	Truck Driver Helper	No	318.687-010	Kitchen Helper
970.381-022	Painter, Hand	Yes		
971.381-042	Silk Screen Processor	Yes		
971.381-042	Silk Screen Processor	Yes		
971.381-042	Silk Screen Processor	Yes		
971.381-042	Silk Screen Processor	Yes		
971.381-042	Silk Screen Processor	Yes		
971.381-042	Silk Screen Processor	Yes		