

This is to certify that the

thesis entitled

THE PREDICTION OF SUCCESSFUL JOB PLACEMENT FOR UNEMPLOYED OLDER WORKERS RECEIVING ASSISTANCE FROM A SENIOR EMPLOYMENT SERVICE

presented by

JOSEPH M. BORNSTEIN

has been accepted towards fulfillment of the requirements for

M.A. degree in Psychology

Major professor

Date May 24, 1983

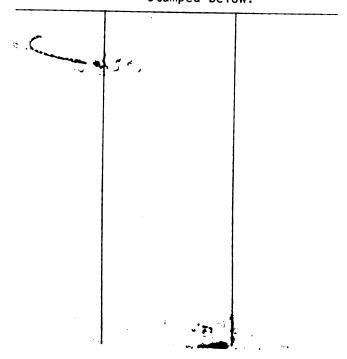
0-7639

MSU is an Affirmative Action/Equal Opportunity Institution





RETURNING MATERIALS:
Place in book drop to
remove this checkout from
your record. FINES will
be charged if book is
returned after the date
stamped below.



THE PREDICTION OF SUCCESSFUL JOB PLACEMENT FOR UNEMPLOYED OLDER WORKERS RECEIVING ASSISTANCE FROM A SENIOR EMPLOYMENT SERVICE

Ву

Joseph M. Bornstein

A THESIS

Submitted to
Michigan State University
in partial fulfillment of the requirements
for the degree of

MASTER OF ARTS

Department of Psychology

1983

ABSTRACT

THE PREDICTION OF SUCCESSFUL JOB PLACEMENT
FOR OLDER WORKERS RECEIVING ASSISTANCE FROM
A SENIOR EMPLOYMENT SERVICE

Ву

Joseph M. Bornstein

This study was designed to investigate the effects of unemployment on the occupational status and earnings of displaced workers 55 and older. Also examined were the variables that predict successful job placement and job search behaviours. A sample of 265 CETA and non-CETA jobseekers was drawn from the clientele of a Senior Employment Service (SES) located in southern Michigan. Archival records and telephone interviews were the principle data collection methods. The findings indicated that occupational status did not vary after the client became reemployed. However there was some doubt regarding the validity of the status measure. When clients were reemployed they experienced a significant decrease in earnings (p<.05). Variables that predicted placement outcomes were either motivational or reflected the Human Capital value of the jobseeker. The results indicate that senior employment services should address client's labour market expectations.

To my Mother and Father, who laid the groundwork of my education

ACKNOWLEDGEMENTS

During the course of this study many people gave freely of their time and energy so that this thesis could reach fruitation. I would like to express my sincere appreciation to all of those people. Although space does not allow me to acknowledge everyone personally, I would like to mention some specific people.

I owe a great deal of thanks to my advisor, Charlie

Johnson. Charlie always made himself available when I needed
advice and always helped me to exceed my own expectations.

His confidence in my abilities to conduct this project aided
me in overcoming my own self-doubt. Special thanks also
goes to my other committee members, Neal Schmitt and Mary
Zalesny. Each has made a significant contribution to this
study and my professional growth.

This study could never have been realized without the constant cooperation of the directors and staff of the Senior Employment Service. Their devotion to helping older workers enabled them to ask questions and look for answers beyond the boundaries of their own agency. I owe a great deal of thanks to them for their assistance, advice and insight. I also owe an unestimatable debt to the older workers who willingly gave their time and experience as participants.

I would like to acknowledge the hard work and persistance of the over twenty undergraduate students who assisted during the course of this study.

On a personal and emotional level, I would like to acknowledge the support I received from Denis Gray, Isidore Flores, and Dave Roitman. Each in his own way helped me through the rough spots.

Finally, this thesis could never have been completed without the constant encouragement, support and love I received from my wife, Linda.

TABLE OF CONTENTS

	Page
LIST OF TABLES	ix
CHAPTER I	
INTRODUCTION	1
Human Capital Theory	3
Labour Market Value	4
Special Factors	5
Motivation	6
Two Factor Model	7
Prior Research	9
Labour Force Status of Older Workers	9
Propensity to Work	10
Labour Market	11
Education	12
Decision to Withdraw	13
Early Retirement Myth	14
Value of Work	15
Health	15
Unemployment	16
Structural Unemployment	16
Work History	17
Long-Term Unemployment	19
Age	21
Job Search	22
Summary	23
The Current Research	24
Research Questions and Hypotheses	26
CHAPTER II	
METHOD	29
PILITIOD	29
Sample	29
Measurement	30
Archival Data	30
Training and Data Collection	36
Reliability	37
Reliability	37
Training and Data Collection	38
Reliability	40
Scale Construction	40
Validity	41
varrarcy	- T

	Page
CHAPTER III	
RESULTS	44
Characteristics of the Older Jobseeker	44
Sex	44
Age	46
Ethnic Status	48
Education	50
Income	52
Work History	55
Occupational Status	56
Stability of Occupational Status	58
Effect of Unemployment on Wages	60
	65
Summary	63
Variables	66
Variables	
Discriminant Analyses	70
Employed or Unemployed	71
Employed or Retired	77
Continued Job Search - Reemployed	81
Continued Job Search - Unemployed	84
Full-Part Time Job Status	88
Regression Analyses	90
Duration of the Job Search	90
Wages on New Job	93
Reemployed Job Satisfaction	96
Job Search Activity During First	
Month at SES	99
Additional Findings	102
CHAPTER IV	
CHAPTER IV	
DISCUSSION	104
Major Findings	105
Methodological Issues	106
Theoretical Implications	109
Economic Value of Workers in Labour	
Market	111
Job Placement	113
Duration of Job Search	115
Job Search Activity	115
Value of Work	116
Work Reasons	117
Prolonged Job Search	119
Summary	120

		P	age
	Futi	Outreach	21 22 23 25 27 27
APPEN	NDICE	ES	
	A.	CETA Income Levels for Determining Eligibility	.31
	В.	DOL Application Form	32
	c.	DOL Intake Form	.33
	D.	Archival Data Codebook	.34
	E.	Worksheet Instructions	.39
	F.	Interview Instructions	42
	G.	Classified Index of Industries and Occupations 1980	45
	н.	Socioeconomic and Prestige Scores for Major Occupational Groups, 1970	
			46
	I.	Interview Schedule	47
	J.	Administrative Agreement	.60
	к.	Intercorrelations of Job Satisfaction Scale Items (Before Unemployment)1	.61
	L.		.62
	М.	Intercorrelations of Extrinsic 'Work Value' Scale Items	.63
	N.	Intercorrelations of Intrinsic 'Work Value' Scale Items	.64
	Ο.	Intercorrelations of Health Scale Items 1	65

		Page
Р.	Percent Agreement - Archival Items	166
Q.	Percent Agreement - Interview Items #1	167
R.	Percent Agreement - Interview Items #2	168
s.	Percent Agreement - Occupation Classification	169
REFERENCE	S	170

LIST OF TABLES

Table		Page
1	Empirical Support for Predictors	. 25
2	Major Predictors and Criteria	. 28
3	Major Variables with Descriptions	. 31
4	Frequencies and Chi-Square - Sex and Marital Status	. 45
5	Frequencies and Chi-Square - Sex and CETA Status	. 47
6	Frequencies and Chi-Square - Ethnic and Age	. 49
7	Frequencies and Chi-Square - Education and Age	. 51
8	Frequencies and Chi-Square - Age and CETA Status	. 53
9	Frequencies and Chi-Square - CETA and Social Security Status	. 54
10	Occupational Group and Status	. 57
11	Correlation Matrix - Major Variables	. 69
12	Discriminant Analysis on Employed- Unemployed Status	. 72
13	Discriminant Analysis on Employed-Retired Status	. 78
14	Discriminant Analysis on Continued Job Search for Employed Group	. 82
15	Discriminant Analysis on Continued Job Search for Unemployed Group	. 85
16	Discriminant Analysis on Full-Time Job Status	. 89

Table			Page
17	Regression Analysis on Job Search	Duration of	91
18	Regression Analysis on Wage	Re-Employed	94
19	Regression Analysis on Job Satisfaction	Re-Employed	97
20	Regression Analysis on During First Month	-	100

CHAPTER I

INTRODUCTION

Unemployment among older workers has been a longstanding problem. Government publications addressing the question of 'what to do with the older workers' date back to the
1920's. More recently Gordon (1959) wrote,

"Throughout the last decade there has been widespread concern over the employment problems of older workers, but at no time has the concern been more evident than in 1958-1959" (p.1198).

Currently the unemployment of older citizens remains a concern.

"The most significant labour market problems of middle-aged and older workers arise from the unemployment experience... Unemployment among senior workers may mean a pronounced reduction in income during the retirement years, especially if the unemployment is prolonged and/or intermittent." (DOL, 1979, p. 13).

While unemployment has profound effects on the older workers there has been scant literature on the factors which influence the re-employment of older job seekers. Much of the industrial gerontology literature which does address these issues is of a general nature, not lending itself to applied purposes. The literature is marked by a noted lack of empirical research.

An exception is the increasing interest and development of employment services specifically for job seekers 55 years

and older. These agencies can be found scattered throughout the United States (Note 1); and locally in Michigan the Department of Labor funds more than eight programs. Gray (1980) using a randomized design showed that a senior employment service (SES) utilizing the Job Club concept (Azrin, 1975) could significantly increase the likelihood of older jobseekers securing employment. Gray's study is important in that it is the only empirical research which has examined the effectiveness of these employment services. Other literature has only presented descriptions of model programs (Brodsky & Robinson, 1981; Greymountain, 1981).

Since Gray's (1980) research the proliferation of SESs noted above has occurred. Little is known about the type of client that uses these services. In addition little attention has been directed at determining what variables are important in predicting the likelihood of an older job seeker finding employment. Despite the success of the Job Club (Gray, 1980) there is still a significant proportion of older jobseekers who remain unemployed (Hadden, 1981).

This research attempted to examine and document the personal characteristics of the clients of the Tri-County Senior Employment Service in order to determine the type and range of clientele that used the service. The impact of unemployment on the older worker's financial and occupational status was also of interest. The major focus of the investigation was the identification of the type of informa-

tion available during the intake process that predicted the probability of a client finding a job. A modified version of Human Capital theory was used to determine the variables likely to be associated with labour market behaviour and placement success.

Human Capital Theory

"Except within the framework of concepts and theories there are no scientific facts but only chaos" (Myrdal, 1954, p.vii). Even research which is directed at primarily applied problems requires the guidance of theoretical systems in order to understand how real world forces impinge on the problem under study.

Human capital theory augmented by job search and motivation theory provided the necessary perspective from which to select variables which should predict the probability of older workers finding employment. The concept of human capital dates as far back as 1691 to Sir William Petty who considered that labour was the father of wealth (Kiker, 1966). The contemporary form of the theory is attributed to Becker (1962). Sobel (1972) presents a modified version of human capital intended to encompass the correlates of aging. It is this latter interpretion of human capital which will be chiefly discussed.

Human capital pertains to the attributes of people

which are quantifiable or measurable as an input to growth. The value of human capital represents a form of investment in human beings (Davis, 1973). This model is an extension of capital theory which explains how objects obtain some value and what forces determine whether that value increases or decreases.

Labour Market Value. Human capital is usually considered to be developed as a function of the acquisition of education, general and specific job skills and other nonspecific life skills. The value of human capital is also affected by forces in the labour market. For instance "increasing levels of education and training mean that the original stock of human capital possessed by each of the older age groupings is substantially below that possessed by each succeeding younger one" (Sobel, 1972, p. 7) In addition changes in the structure of the economy affect the value of human capital. As capital intensive industries give way to newer high technology organizations, the demand for higher level job skills increases and consequently reduces the value of older workers who on average have less education (Collins, 1978).

"Human capital, like its physical counterpart is subject to obsolescence and depreciation — both of which operate cumulatively over time to reduce human capital value ... In short, reduction of human capital value due to obsolescence and depreciation is cumulative with age" (Sobel, 1972, p. 7).

Although it is theoretically possible for older workers

to increase their human capital value by upgrading their education, it is rare for this to actually occur. Sobel (1972) in a study involving 3000 workers over the age of 45 found a general reluctance to use training programs. Only 10 percent of the sample had been involved in any upgrading program.

For the majority of the working life an individual can generate additional human capital through work experiences and informal on-the-job learning. This increase in value is recognized in most organizations by institutional practices such as seniority. However "in most jobs, the human capital acquired through experience is highly specialized to the firm, industry or even the process in which the experience was acquired. This experience is largely non-transferrable to other employers, industries or fields of endeavors" (Sobel, 1972, p. 8). Therefore the value of the human capital obtained from on-the-job experience is maintained only as long as the individual remains with the same firm. Thus the older worker displaced from a long tenure job experiences a substantial loss of human capital. This puts older job seekers at a severe disadvantage.

Special Factors. There are two specialized forms of human capital: 1) job market information and 2) motivation or drive. Job market information involves a knowledge of job search methods and the availability of jobs combined with an awareness of one's own skill levels, and how to sell

one's self to prospective employers. Given that the majority of older job seekers are usually separated from long tenure jobs it is probable that their job market information is depreciated. In order to find employment the job seeker must be able to match his/her own skills with those required in the labour market. An imperfect knowledge of either his/her own job skills or the labour market reduces the likelihood of an older worker finding employment.

Motivation. The value that an individual's human capital has in the labour market depends somewhat on how much they need a job. If the jobseeker possesses the job market information without the motivation to make the best use of it, then the probability of him/her securing employment is reduced. In other words there must be some reason for the older worker to want to stay attached to the labour force.

Maslow's (1954) need theory, which proposes a need hierarchy, supports the inclusion of motivation as a part of human capital theory. Motivation to work can come from either basic financial need or from the higher need to be active and productive.

Job search theory (Lippman and McCall, 1976) also supports the position of financial considerations as affecting an individual's motivation to find work. "The wealth position of the job searcher also may influence his search behavior. As his assets decline the searcher may become more willing to accept employment" (p. 176). In other words as

the need to work increases, the job seeker seeks to maximize the use of his/her job market knowledge.

Another factor affecting the motivation to work is the value that the jobseeker attributes to work. In other words if work is valued for the money it provides then a jobseeker might not accept a job that paid less than his/her previous employment, but if the jobseeker wanted to work to keep busy or feel useful s/he might be less discerning about the type of jobs s/he would accept. Essentially this is an extension of the Expectancy-Valence model of motivation (Vroom,1964; Porter & Lawler,1968; Campbell & Pritchard,1976). The possible outcomes are full employment, partial employment, unemployment, or retirement. The valence attributed to each of these outcomes, combined with the expectation that a given amount of effort can lead to the desired outcome, should influnce the choices made by the individual.

Two Factor Model. Sobel (1972) does not directly address the relationship between the components of Human Capital, but he implies that labour market outcomes are the result of these multiple forces working in combination. The role of motivation is deemphasized in his paper primarily because the research presented to support the theory was at a macro-economic level of analysis. However without including motivational factors the theory does not provide an adequate model from which to predict the probability of a successful placement. For instance without considering motiva-

tion the theory cannot explain why a worker with high capital value continually refuses offers of employment. By including motivation it is possible to posit that the fit between the jobseeker's 'work value' and the type of jobs offered will influence his/her decision regarding accepting employment. Therefore as a placement model the theory needs to consider both the economic value and the motivation of the jobseeker. The contribution of each of these factors was examined during the course of this research.

The main objective of this study was to determine the variables that influenced and therefore predicted the probability of an older jobseeker securing employment. The two factor-Human Capital theory discussed above posits that those factors which effected the value of an individual's human capital would influence the probability of them finding a job. The theory suggests that although changes in the value of an older person's human capital were possible, the human capital possessed by the older jobseeker was likely to be set by the time s/he sought aid from an employment agency. Therefore it should be possible to estimate the value of human capital when a client first visits an employment agency and to use that estimate as a predictor of the likelihood of a successful job search.

From an economist's point of view, human capital theory is limited in that it does not lend itself to precise estimates of the actual monetary value of specific components of

human capital. However, by using multiple regression it is possible to use the theory to identify predictor variables. The following literature review provides empirical support for human capital theory, documents the need for the study and identifies appropriate predictor variables.

Prior Research

Labor Force Status of Older Workers. The activity of workers 55 and older in the labour force has been steadily declining since at least 1890 (Marshall and Cottam, 1981). The general consensus among population demographers is that only 20 percent of males aged 65 and older were in the labour force in 1979 as compared to 46 percent in 1950. Men 60 to 64 have reduced their participation 25 percent from 1950 to 1979 (Rosenfield and Brown, 1979; Chan and Fowles, 1980; Marshall and Cottam, 1981; OECD, 1979; Gillapsy, 1980, Morse, 1979).

"Change in the labour force depends on population change and on change in the inclination of people to be in the labour force (either by working or actively looking for work)" (Collin, 1978, p. 1). The number of males 55 to 64 in the labour force between 1950 and 1979 actually rose, but not as rapidly as the total number of males in that age category (Chan & Fowles, 1980).

Labor force participation has responded to economic

conditions.

"The decline in labour force rates of men 62 to 64 years generally has slackened during period of low unemployment and has intensified when unemployment rose substantially. For example, between 1966 and 1969, a period of very low unemployment, the labour force participation rate of these men decreased by 2.8 percentage points or 4 percent. On the other hand, between 1973 and 1976, when unemployment rates reached their highest level in three decades, the labour force rate for these men dropped by 6.4 percentage points or 10 percent. Obviously some men may have retired rather than try to compete for scarce jobs with younger, better educated workers" (Rosenfield & Brown, 1979, p. 15).

These findings suggest that older workers during the current economic crisis and rising unemployment will face a difficult task in securing employment.

Older workers can leave the labour force either as the discouraged unemployed, i.e., they still wish to work but have given up any hope of finding a job, or as retirees. As long as they continue to search actively for work they are considered members of the labour force.

"The hypothesis which has been put forth to explain this phenomena [reduction in labour force participation] has been that of the economic man making a rational and voluntary choice between work and leisure, and opting for the latter" (Bould, 1980, p. 123). An alternative hypothesis is that older workers are being forced out of the work force by a variety of factors such as age discrimination and technological obsolescence (Bould, 1980).

Propensity to Work. Sheppard and Rix (1977) point out that older people may choose retirement not because they

literally want to retire completely, but because they do not wish to remain in the same dissatisfying jobs. Retirement may be their best option given the difficulties encountered by older jobseekers (Rones, 1980). The proposal that older workers are reducing their labour force participation as a consequence of external forces rather than as a head long rush to embrace a leisure status is further substantiated by Harris et al (1981). In a survey of the general population, with an oversample of people aged 65 and older, Harris found that 79 percent of 55 to 64 year olds and 63 percent of those 65 and older expressed a desire to work at least part-time after the normal retirement age. Thus it would appear that a significant number of people in the older age brackets leave the labour force because alternatives to traditional retirement are not widely available.

Labour Market. Another explanation of the decline in participation is found by examining the industrial and occupational structures of the labour market. Analysis of these structures shows that older workers are essentially concentrated in capital-intensive industrialized sectors as opposed to those sectors which depend on recent technological developments (OECD, 1979). In other words, older workers are found predominantly in older, less profitable industries. The growing dominance of industries that provide few opportunities for older people is contributing to their decreased participation (Marshall & Cottam, 1981).

Education. The bottom line is that most older workers do not have the requisite education needed to compete for jobs in the new industries. The human capital of these workers has depreciated.

"The decrease in labour force participation of men has been relatively greater for the least educated than for those who attended college. Among men 55 to 64 years, for example, the labour force participation rate from 1962 to 1978 fell by over 20 percentage points for those who had not graduated from high school but only approximately 7 points for those with at least one year of college. Among men 45 to 54 years old too, the largest decrease in rates was also among the least educated" (Rosenfield and Brown, 1979, p. 17).

Chan and Fowles (1980) report that labour force participation rates for 55 to 64 year olds with elementary education was 64 percent, with high school was 77 percent and with 5 or more years of college was 88 percent. ability of an older person being in the work force seems, therefore, to be related to his/her educational level and its associated value in the labour market. Discerning the reasons for labour force withdrawal is a complex task considering that virtually all the research in the area is correlational. Identifying relevant factors is a fairly clear process. Determining causal links between the factors and labour force withdrawal is more difficult. So far we have considered the influence of unemployment levels, lack of alternatives to retirement, job dissatisfaction, industrial and occupational structures, and education on labour force participation. Rosenfield and Brown (1979) identify ill

health, absence of dependents, desire for leisure, increases in monthly social security benefits payments, other pensions increases and job conditions as factors influencing labour force withdrawal. All of these factors either affect the worker's human capital or his/her motivation to work.

Decision to Withdraw. The main controversy in this literature, referred to earlier in this paper, is whether the decision to withdraw from the labour force is rational and voluntary or whether withdrawal is involuntary as a result of external forces. The notion that the majority of older persons withdraw or retire voluntarily is associated with societal expectations that reinforce the idea that individuals are entitled to, and therefore should enjoy a period of leisure when they are old. This is derived from the typical linear life plan, adhered to by most of society, which begins with a prolonged period of education followed by a period of work, then leisure (McConnell, 1980). This life plan however is a relatively recent phenomena created by the introduction of retirement during the late 1800's. In order to ensure that young workers had jobs, older workers were encouraged through social security and private pension plans to withdraw from the labour force. Within a short period of less than one hundred years, retirement became the expected behavior of older workers (Sheppard and Rix, 1977). Prior to the creation of retirement, older individuals normally worked until their health restricted them (Sheppard & Rix, 1977).

Early Retirement Myth. There is a belief prevalent in society that, given the opportunity, most people would choose to retire early. This belief has been applied to the interpretation of the increasing decline in labour force participation, particularly among the age cohorts 55 to 62; the early retirees. Kingson (1981) shows that this belief is actually a myth; that early retirees usually withdraw from the labour force involuntarily. The decision to voluntarily choose between labour and leisure is an option available only to individuals who are in good health and well educated with access to a secure pension. The majority of early retirees have a long history of chronic unemployment, health limitations, and limited retirement incomes. Kingson's (1981) study, based on data collected over a nine year period as part of the National Longitudinal Study of Men Aged 45-59 in 1966, found that 80 percent of the black and 66 percent of the white very early retirees retired involuntarily. Also men in blue collar occupations were more likely to withdraw involuntarily than men in white collar jobs. These findings strengthen the position that labour force participation is not simply a voluntary choice, but rather in most cases the result of a complex interaction of The factors mentioned above can influence whether an individual remains or leaves the labour force. Several of these factors, as will be shown later, should also be predictors of job search success or failure.

The retirement literature addresses the role of several factors discussed above as well as a few additional ones. Walker and Price (1976) in a review of the literature found that the following affected the retirement decision: economic necessity, fear of inflation, work ethic, job satisfaction, fear of death and the belief that retirement signals death, and perception that retirement reduces overall life satisfaction.

Value of Work. Rones (1980) proposes that the desire to work stems from either economic necessity or a need to feel useful and productive. Morrison (1979) states that the "propensity to leave the labour force is also affected by the availability of early retirement benefits" (p. 224). Affluence or poverty affects the person's attachment to the labour force. An individual with an adequate income who valued work for financial reasons would have less motivation to accept a low paying job than the jobseeker who has no money for the next mortgage payment.

Health. Health status is also a major predictor of labour force status in most of the literature (Kingson 1981, OECD, 1979, Arden & Johnson, 1980). The poorer an individual's health, the less likely they will remain employed. An exception to the general trend of the literature is a study by Schmitt and McCune (1981). In a group of civil service employees, job attitudes and financial variables were found

to be significant predictors of retirement status, but health was not found to be a statistically significant factor. Since the sample were civil servants who were assured of above average pension benefits, the decision to retire early may have been overly influenced by financial incentives, thus minimizing the effect of health.

Unemployment. Another variable which may be pushing older workers out of the labour force is unemployment (Bould, 1980). "Regression analysis using the National Longitudinal Survey shows that weeks of previous unemployment is significantly related to early retirement for both black and white males. This relationship holds when controlling for social security pension eligibility, assets, health, family responsibilities, occupation, changes in unemployment rate and urban residence" (Bould, 1980 p. 123). The choice between chronic unemployment and retirement is mediated by the legitimizing effect that retirement can have for the indi-The role of a retiree is more socially acceptable than that of being unemployed. The early retiree is often an individual with a history of chronic unemployment and low occupational status (Kingson, 1981). Occupational status and tenure on longest job held differentiates between voluntary and involuntary withdrawal (Kingson, 1981).

Structural Unemployment. Kingson (1981) has constructed a path model which supports the idea that events occurring early in the lifecycle affect later labour force status.

"The model does suggest that events occurring early in the life of a very early withdrawee (VEW) are influential in terms of the control experienced over withdrawal. The background variables of race, occupational status of household head, and education of household head operate through the education of the VEW to influence the variables representative of health, occupational status and second pension coverage" (p. 85). The findings support the notion that inequalities experienced early in the life cycle establish a lifetime pattern of employment disruption. Further, the early experiences and education of most persons now in the 55 and older cohort dictated that they would stay in what are now declining industries (Nelson, 1980). The net effect is that many older individuals experience structural unemployment (Marshall and Cottam, 1981; Sobel, 1972).

Work History. The experience of unemployment for the older worker is likely to be difficult. The duration of unemployment increases rapidly with age (DOL, 1979; Rosenfield & Brown, 1979; Collins, 1978). Unemployed males over 55 in 1979 experienced an average of 19 weeks without work while males 16 to 19 were only unemployed for an average of 8 weeks (Chan & Fowles, 1980). While the older worker is less likely to be unemployed, once they lose a job they have more difficulty finding another (Pampel, 1979).

Several explanations for this phenomena have been offered. The length of tenure at the most recent job held is associated with the probability of being unemployed for a longer period (Hill, 1977). Vandergroot et al (1979) notes that specific training and experience obtained from one job is often of no value to another employer. Employers are reluctant to provide general training which would increase the mobility of employees. Older workers who have been with one firm for an extended period become a devalued commodity in the labour market (Sobel, 1972).

Displaced workers are often unaware of their devalued status. "The older job seeker may prolong the job search in hopes of finding a position that matches the previous one in terms of skill requirements, salary, status, and perquisites" (DOL, 1979, p. 13). As discussed earlier the average educational level of workers over 55 years is lower than those in younger cohorts (Chan & Fowles, 1980) making it more difficult for them to compete in the labour market. Although this gap may be closing present generations still encounter this problem.

The very organizational structures which are meant to protect the employed older worker disadvantage him/her when s/he is seeking employment (Dunn, 1981). Seniority, pension and promotional plans within organizations dictate that most jobs, with the exception of entry level positions, are filled from within (Morse, 1979). The consequence is that the older job seeker must move downward to less attractive, lower paying jobs and while lowering their status must also

compete with younger, better educated workers (Sobel, 1972). In a study involving 3000 workers over age 45 registered with six state employment services Sobel (1972) found that 66 percent of the sample that had previously been employed in long tenured jobs were forced downward in occupational status and pay scales. Some older workers may refuse to accept downward mobility and choose instead to remain unemployed or if the option is available, retire (OECD, 1966). This decision will be mediated by the extent to which the jobseeker's human capital has been devalued and by his/her motivation to work.

Long-Term Unemployment. The general picture which is emerging is that the unemployed older worker fits into the category of the long-term unemployed.

"In April 1979, 64 percent of the unemployed out of work for less than one year were under 35, while 65 percent of the long-term unemployed were aged 35 or older" (Colledge & Bartholomew, 1980,p.9).

In fact with the exception of the teaching professions, at least half of unemployed men in all occupation groups were 55 and older (Colledge & Bartholomew, 1980). While these statistics represent British labour trends, a recent publication (OECD, 1979) shows that European and North American labour force participation rates are very similar. In order to understand the problems of unemployed older workers it is necessary to consider the effects of long term unemployment.

"There comes a point when people can no longer sustain their motivation in the face of continued rejec-

tion, heightened awareness of their own shortcomings, disillusionment with job finding services, belief that all available options have been covered, and a knowledge that jobs are scarce anyway" (Colledge & Bartholomew, 1980, p.10.).

The long-term unemployed become discouraged workers who for all practical purposes have given up hope of finding a job. The consequences of long-term unemployment are not only psychological, but are also, of course, financial. The older unemployed person is in a more severe position than the younger worker in that his/her period of unemployment is likely to have long-term effects on his/her retirement income, as well as immediate consequences for his/her mortgage payments, and the expenses associated with having dependents (Dunn, 1981).

Research reported by Colledge and Bartholomew (1980) indicates that there are multiple variables which interact to explain why some unemployed workers are more likely than others to be unemployed for long periods. Some of these variables are: 1) age, 2) level of qualifications and skills, 3) type of occupation and industry, 4) health, 5) regional location, and 6) employment history. These factors were identified by Colledge and Bartholomew in a survey of 1,698 long-term unemployed people randomly selected from British manpower offices and from 50 indepth interviews with long-term unemployed people. The application of these results is limited in that only frequency data was generated. A multiple regression analysis which attempted to identify

which factor best predicted success at finding employment would better help the development of specific manpower programs for the long-term unemployed.

Age. Another study by the U.S. Department of Labor (1956) also found support for age as a variable associated with the probability of obtaining work. In a review of the characteristics of 7,361 applicants aged 45 and older who had been successful in securing employment they found that of those in the 45 to 59 age cohort, 56 percent found jobs, as opposed to 23.5 percent of those 65 and older. The significance of this finding is that age may be a predictor of job search success even within the relatively narrow range that constitutes the older age brackets.

So far we have addressed the external forces which work to keep older workers unemployed. The structures of the labour market, the devaluation of the workers experience, and the occupational status of both the worker and his/her father. We have also discussed the implications that age, education, psycho-social stress of unemployment and work history have for the probability of an unemployed older worker finding a job. All of these variables are similar in that the older person has little or no impact on how they will affect him/her. For instance it is not possible at age 60 to change your father's occupational status. The older jobseeker can, however, have an active role in how job search variables effect him/her.

Job Search. Reid (1972) describes two categories of job search methods: Informal and formal methods. The informal methods include asking friends and relatives about possible job opportunities, unsolicited applications and checking notices at factories and offices. The formal methods are using state services, advertisements, trade unions and private employment agencies. Reid found that informal methods were as effective as formal methods. Examining the job search and job finding behaviors of 876 redundant workers in England he found that the higher an individual's job skill, the more likely s/he was to begin the job search before being laid off.

When age of a worker was considered with job skills it was the lower skilled and older workers who waited until they were laid off before looking for new work. In order to determine whether imperfect knowledge of the labour market explained this finding, workers were asked if they expected that it would be easy or difficult to find new work. Reid found that the lower skilled older workers accurately perceived themselves as having a more difficult task ahead of them as compared with the perceptions of the high skilled younger workers who expected to have an easier time of it. Since considerable differences exist between the groups, the imperfect knowledge hypothesis was not supported. Further, when those who expected a difficult time finding work were compared to those who thought their job search would be rel-

atively easy, the distributions of length of time out of work were virtually identical. "60 percent of those expecting that it would be easy to find a job had found one within 8 weeks" (p.483). 61 percent of the other group found work within the same period. The significance of these findings is that expectations regarding the degree of difficulty of the job search are not valid predictors of job search success.

A noticeable omission in Reid's (1972) study was that the effect of motivation on the strength of the job search was not measured. It seems logical that the more a person wants or needs a job the harder they will search. The effectiveness of the job search should also be a factor.

Summary. To this point, labour force participation, early retirement and unemployment among older workers has been examined. One purpose of this discussion has been to document that older workers, particularly those who are unemployed, are a population at risk. The literature indicates that indeed unemployed older workers are unemployed longer than younger workers (Rosenfield and Brown, 1979) and when re-employed usually drift toward lower paying, lower status jobs (Sobel, 1972).

Other reasons for reviewing this literature were to document those variables which have been shown to influence the labour force participation of older workers, and to provide empirical support for Human Capital Theory. The re-

search indicated that factors such as age, education, tenure on last job, occupational status, health, length of time unemployed, and financial status all influence the probability that a worker will find a job. They do this by determining the labour market value of the jobseeker's human capital and by effecting his/her motivation. For instance as the duration of unemployment increases the market value of the worker decreases, while the risk of him/her becoming dicouraged rises. In other words the jobseeker encounters difficulty in finding employment because the skills and experience that s/he has to offer to a prospective employer are obsolete. A summary of the variables that were identified are listed in Table 1.

The Current Research

The research presented in the following section attempted to empirically determine what type of people use a senior employment service and to what extent it is feasible to predict the probability of them finding employment using information available during the intake process. The effects of unemployment on the occupational and financial status of the older worker were also examined.

Most traditional research is directed toward answering theoretical questions. Ecological or community psychology, a relatively new field within psychology, promotes an active

Table 1

Empirical Support for Predictors

Predictor Variables	Source
Occupation	OECD (1979), Marshall and Cottam (1981), Kingson (1981), Nelson (1980), Colledge and Bartholomew (1980)
Education	Rosenfield and Brown (1979), Chan and Fowles (1980), Kingson (1981), Colledge and Bartholomew (1980)
Health	Rosenfield and Brown (1979), Kingson (1981), OECD (1966, 1979), Arden and Johnson (1980), Colledge and Bartholomew (1980)
Financial obligations and need	Rosenfield and Brown (1979), Kingson (1981), Walker and Price (1976), Rones (1980), Morrison (1979), Dunn (1981)
Chronic or long term unemployment	Kingson (1981), Bould (1980), Marshall and Cattam (1981), Sobel (1972), Dol (1979), Colledge and Bartholomew (1980), Chan and Fowles (1980), Rosenfield and Brown (1979), Collins (1978), Pampel (1979)
Tenure on last job held	Vandergroot (1979), Sobel (1972), Kingson (1981), Hill (1977)
Motivation	Colledge and Bartholomew (1980)
Age	Colledge and Bartholomew (1980), Dol (1956)
Employment history (number of jobs/type)	Colledge and Bartholomew (1980), Reid (1972)

problem-solving role for social scientists (Fairweather and Tornatzky, 1977). The implication is that research should not only address academic questions, but should also have an application. The variables identified by the two-factor Human Capital theory as contributing to successful job placement should make it possible to modify the services so that they deal directly with specific problem areas. The findings of the research should also enable the agency to identify difficult to place jobseekers during the intake process and consequently deliver more individualized services.

Research Questions & Hypotheses

The literature on the labour market behaviour of the older worker has relied primarily on surveys of the general population as its source of information. The data produced by these methods has been of limited utility for understanding how services can best be delivered to the unemployed older workers who want assistance from a senior employment agency. The characteristics of the latter population are not yet known. Therefore the first objective of this study is to describe the characteristics of a sample of older jobseekers drawn from a senior employment service.

The research by Sobel (1972), Bould (1980), DOL (1979), and OECD (1966), indicated that when unemployed

older workers became re-employed they experienced a drop in the occupational status of their jobs. In order to determine whether this was also true for this sample the following hypothesis was tested: The occupational status of the workers's job held before s/he became unemployed will be higher than the status of the job obtained at reemployment.

The research cited above also found that wages decreased when an unemployed older worker became re-employed. The following hypothesis was also tested: The wage/hr received at the job obtained when the worker becomes re-employed will be less than the wage/hr received on the job held immediately before the last period of unemployment.

The main objective of this study was to determine what information available to a service provider at intake can help differentiate between several success related criteria. The identification of these variables will further clarify the knowledge base regarding what factors are most important in determining specific labour market behaviours of older workers. In order to address this objective the variables listed in Table 2 will be entered into multivariate discriminant and regression analyses. The type of possible predictors include demographics, work histories, and motivational factors. The criteria include employment status, job search activity, job characteristics and duration of the job search. A complete list of criteria is presented in Table 2.

Table 2

Major Predictors and Criteria

Predictor Variables	Criteria
Occupation	Employed-unemployed
Education	Employed-retired
Health	Continued job search (re-employed)
Financial obligations and need	Continued job search (unemployed)
Chronic or long term unemployment	Full-part time status
Tenure on last job held	Duration of job search
Motivation	Wage/hour (re-employed)
Age	Job satisfaction (re-employed)
Employment history (number of jobs/type)	Job search activity (first month)

CHAPTER III

METHOD

Sample

The participants in this study were selected from the client files of the Tri-County Senior Employment Service located in Lansing, Michigan. This was the site of the first senior employment service in Michigan and was unique in that the agency had been allowed to serve non-CETA clients in addition to the regular CETA eligible clients. This provided an opportunity to compare the affect of unemployment on a wide range of older workers.

The original sample consisted of 483 registered clients who had used the service between October 1980 and March 1982. The agency's follow-up interviews were conducted every four months; clients registered after March 15th, 1981 were not included in the sample because information on their employment status was still incomplete. After the telephone interviews the final sample was reduced to 265 participants.

The sample was evenly divided into males and females. Approximately 43% of the clients were CETA eligible. This meant that those individuals had incomes below the poverty level (see Appendix A). Clients were required to be 55 years or older and and residing in the Tri-County area.

Measurement

In order to assess the variables listed in Table 1, two types of data collection were employed: archival data obtained from the existing client files and telephone interview data. The archival data set consisted of information already collected during the agency's routine intake and follow-up interviews. The telephone interviews were conducted during the summer of 1982 in order to obtain additional information not available in the agency's files. The two data collection procedures are discussed separately below. Information on the coding of the variables is presented in Table 3.

Archival data. The client files consisted of information obtained during intake and follow-up interviews. The intake clerks conducted a personal interview with each prospective client in order to obtain the information required for the DOL application (Appendix 2). The client read the completed intake form and signed and verified that the information was accurate. The follow-up interviews were conducted over the telephone and were intended to determine the employment status of the clients. Active clients were followed up every four months. The follow-up interviews were conducted by SES staff and should not be confused with the research interviews that were conducted for this study.

The data collected during intake and follow-up was

Table 3

Major Variables with Descriptions

Variable Name (ABRV)	Description	Coding	Variable Type
Status	Employment status	l = employed 2 = unemployed	Criterion
Findwork	Number of days elapsed between intake and starting date of new job	Continuous	Criterion
Satisfaction 2	Satisfaction with new job. Scale consists of 5 items: pay, work, promotion, co- workers, supervisors	<pre>5 point scale 5 = strongly agree 1 = strongly disagree</pre>	Criterion
Wage 2	Wage per hour received on new job	Continuous	Criterion
Employed Search	Employed clients still looking for other work	l = looking 2 = not looking	Criterion
Unemployed Search	Unemployed clients still looking for work	l = looking 2 = not looking	Criterion
Part-Full	Job is either part or full time	<pre>1 = full 2 = part</pre>	Criterion
Permanent- Temporary	Job is either permanent or temporary	<pre>1 = permanent 2 = temporary</pre>	Criterion
Education	Years of schooling completed	Continuous	Predictor

Table 3 (cont.)

Intake	Julian date for the day client entered program	Continuous	Predictor
Orientation	Attendance of pre-job club orientation session	1 = yes 2 = no	Predictor
Member	Attended at least one regular job club meeting	1 = yes 2 = no	Predictor
Satisfaction l	Satisfaction with previous job. Scale consists of 5 items: pay, work, promotion, co-workers, supervisors.	<pre>5 point scale 5 = strongly agree 1 = strongly disagree</pre>	Predictor
Intrinsic Work	Work valued for itself rather than for money	<pre>5 point scale 5 = strongly agree 1 = strongly disagree</pre>	Predictor
Extrinsic Work	Money is most important reason for working	<pre>5 point scale 5 = strongly agree 1 = strongly disagree</pre>	Predictor
Неаlth	10 item scale - self report of health	<pre>5 point scale 5 = strongly agree 1 = strongly disagree</pre>	Predictor
Reason l (Rl)	Reason for leaving previous employment - laid off	0 = no 1 = yes	Predictor
Reason 2 (R2)	Reason for leaving previous employment - quit	0 = no 1 = yes	Predictor
Reason 3 (R3)	Reason for leaving previous employment - retired	0 = no 1 = yes	Predictor

Table 3 (cont.)

Reason 4 (R4)	Reason for leaving previous employment – temporary job was finished	0 = no 1 = yes	Predictor
Reason 5 (R5)	Reason for leaving previous employment - health	0 = no 1 = yes	Predictor
Look 1 (L1)	Reason for original job search	<pre>l = financial 2 = keep busy/feel useful</pre>	Predictor
Wage l	Wage per hour on previous job	Continuous	Predictor
Activity	Number of job search activities reported during first month in program	Continuous	Predictor/ Criterion
CETA	Whether clinet was/or was non-CETA eligible	1 = CETA 2 = Non-CETA	Predictor
Howlong	Number of months spent jobseeking before intake: self report	Continuous (months)	Predictor
Unemployed Span	Number of days elapsed between finishing date of last job and intake date	Continuous (days)	Predictor
Spouse	Living with spouse who has additional income	0 = no 1 = yes	Predictor
Age	Age at intake	Continuous	Predictor

Table 3 (cont.)

Se x	Sex	l = male 2 = female	Predictor
Ethnic	Ethnic group	<pre>1 = white 2 = minority</pre>	Predictor
Social	Receiving social security	1 = yes 2 = no	Predictor
Income	Annual income computed using income received in the 3 months prior to intake	Continuous	Predictor
Preference	Status of stated job pre- ference at time of intake	Continuous (Featherman, 1981)	Predictor
Occupation	Status of major occupation	Continuous (Featherman, 1981)	Predictor
Tenure	Number of days at last job	Continuous	Predictor
Total 20	Total number of jobs held during 20 years prior to intake	Continuous	Predictor

fairly objective, requiring little subjective assessment on the part of the intake or follow-up clerk. Primarily demographic, economic and employment related information was obtained. The information which was collected from the agency's files is described below. This data was used in the analyses on the characteristics of this sample and in the discriminant and regression analyses. The reader should refer to the intake form (Appendix 3) and the codebook (Appendix 4) to determine the specific source of each item.

<u>Demographics</u>. This included age, sex, race, citizenship, migrant worker, veteran, residence, offender, and displaced homemaker status.

Job Preferences. Included the type of occupations sought and whether part-time or full time work was desired.

Mobility. The ability to use public transportation and/or a car.

Health. Whether the client had any health problems that would have limited their job search; whether they were handicapped.

Job Club Status. Divided into those who just attended a job club orientation and those who were full members of the job club. This division was important because clients who attended an orientation also obtained some job search information.

Family Status. Included the number of people in the family; marital status, and whether the client was the primary wage earner.

Educational Status. Included the highest grade completed, whether the clients had completed high school or dropped out, whether they were currently enrolled in school, and whether their english language skills were limited.

Economic Status. Included the individual client's annual income, the annual combined family income, the degree of poverty as determined by Department of Labor guidelines, and the intake worker's assessment of whether the client was

economically disadvantaged.

Non-Work Related Sources of Income. Public Assistance, AFDC, SSI and Social Security.

CETA Status. Eligibility for enrollment as CETA or non-CETA client, and whether s/he had ever been enrolled in another CETA program (see Appendix 1).

Training & Data Collection. Traditionally archival data is subject to unreliability and missing data. The data in SES's files appeared to be fairly complete, however the organization of the information in the files was somewhat confusing. Several changes in the Department of Labour procedures during the previous two years had affected the location of where specific items were recorded. These changes only affected the form the information was recorded on, not the method in which the information was obtained. Therefore the reliabilty of the data remained unaffected by the modifications made to the procedures. However considerable file searching was required to obtain the data.

Nine undergraduates were used to code the archival data. Five of them took independent study credit. Of these, three were also used as interviewers during the next stage of the research. The other four undergraduates were from a senior level methods course and helped verify the transfer of information from the worksheets to the opscan coding sheets.

Data collection was conducted at the offices of SES.

Training was completed in one evening, during which an ex-

planation of SES's filing system and the coding procedures used in this research were presented (Appendix 5). The group was then given sample cases to complete. Coders were required to complete the coding of at least two sample files without any errors before they were allowed to code the actual data.

The data was first recorded on precoded worksheets and from there it was transferred to opscan sheets. Verification procedures are described below. The Classified Index Of Industries and Occupations (U.S. Census, 1980) was used to code occupation data (Appendix 7).

Reliability. Inter-rater reliabilities were obtained between all coders. This was accomplished by having each coder re-code files that were coded by each of the other coders. All paired comparisons were examined. There was 86% agreement. Opscan sheets were verified by a person other than the coder who completed them. (see Appendices)

Interview Data. A telephone interview was conducted to obtain more extensive information on previous and current employment status, perceived 'work value' and reasons for seeking employment. The interviewers were able to contact 265 of the 468 clients. All of the analyses conducted in this study were done on this final sample of 265. The variables that were collected during the telephone interviews are described below. Refer to the interview schedule (Appendix 9) for the actual wording of the questions.

Work History. This was for the last twenty years of the respondent's work life. It included the number of jobs held during the last twenty years, the occupation and tenure of each position, tenure, the length of the most recent period of unemployment, the occupation held during the majority of the respondent's life, the hourly wage of the last job, and the reason the worker left the last job.

Primary Reasons for Working. This assessed the individual's reason for working.

Employment Status. This was the primary dependent measure. Respondents reported whether they were employed, unemployed or retired. Those that were employed or unemployed were asked if they were still actively searching for work. If the client was employed the occupation, starting date and part-time, full-time status of the job were reported as well as the hourly wage of the job.

Education. The number of years of formal schooling.

Health. This was assessed by self report on 10 health items. The items were intended to assess the respondent's health as it would effect his/her ability to look for, or perform work. The scaling procedures are described below.

Job Search Activity. This was assessed retrospectively using items that required the respondents to report the number of job search activities that they participated in during their first month as clients at SES.

Extrinsic & Intrinsic 'Work Value'. These scales consisted of items that assessed the respondents' perceptions of the value of work. The items and scaling procedures are described below.

Training and Data Collection. Ten undergraduate students conducted and coded the interviews. Training included a discussion of each of the following topics followed by extensive role playing.

- 1) Overview of the research
- 2) Establishing rapport and obtaining informed consent
- 3) Using the questionnaire
- 4) Using probes
- 5) Keeping the respondent on topic
- 6) Closing the interview

7) Recording responses

The role playing was structured so that first a demonstration of the appropriate interview methods was presented, after which the interviewers were broken up into groups of three to role play interviews. Two of the students role played the interview while the third observed and noted how the interviewer performed.

The final training step involved each student conducting at least two interviews with SES clients that were not included in the sample. These were conducted under the supervision of the researcher who assessed whether or not the interviewers were ready to conduct actual research interviews. Inter-rater reliability, as described below, was also assessed before actual interviewing began.

After the initial training was completed the students conducted the interviews from their own homes during afternoons and evenings. In order to ensure that consistency was maintained weekly supervision meetings were held, during which the interviewers' performance was monitored by the researcher. These meetings included discussion of the research interviews and additional role playing. Data collection was completed within a seven week period.

The actual interviews took an average of 20 minutes to conduct. For the most part the respondents were cooperative and did not demonstrate any difficulty understanding the questions. Attrition from the original sample of 468 was

chiefly the result of disconnected telephones, wrong numbers and changed addresses. Approximately 5% of the clients that were contacted refused to participate. All respondents were read a brief explanation of the research and given the opportunity to decline.

Reliability. Inter-rater reliability was assessed before actual research interviews were conducted. Interviewers listened to and coded a taped interview. This was conducted before the interviews began and again at the mid way point in the data collection. The respective inter-rater percent agreements were 93.2% and 98%. (see Appendices)

Inter-rater reliability for the occupational classifications was computed separately. The interviewers coded a sheet containing ten occupations. There was 93% aggreement.

Scale Construction. Several scales were constructed in order to measure job satisfaction, 'work value', and health. The scale construction procedures were as follows: A rational process generated the items that were included in the interview. Next, factor analysis with varimax rotation (Hunter, 1980) was used to examine the factor structure within each sub-scale. The item total correlations and the internal consistency were also examined. The conceptual meaning of the scales and items was weighed strongly when final decisions were made on which items to include.

The inter-item correlation matrices for each scale can be found in Appendices K through O. Descriptions of the

scales are included. The alpha for each scale and the inter-scale correlations are presented in Table 11. The construct validity of the scales is discussed below.

Validity. The issue of validity is concerned with the veracity of measurement. In this study there were two major types of data: The objective items such as the wage or starting date of a job; and the scales measuring constructs such as 'work value'. There was no practical method to verify the accuracy of the objective information provided by the client. However very few clients demonstrated any difficulty remembering their work histories. Any errors resulting from memory lapses were probably randomly distributed.

The retrospective nature of this study did not provide optimal conditions for assessing the construct validity of the scales. In order to accurately determine construct validity it will be necessary to replicate this study so that responses are obtained within appropriate time frames. Also different data collection procedures should be used to enable assessment of method variance.

The job satisfaction and health scales were adapted from existing measures that have already been validated (Smith et al, 1968; Kane & Kane, 1980) The extrinsic and intrinsic 'work value' scales were contructed for this study. The 'work value' construct represents the value that the jobseeker attributes to working. For instance one person might value work because it provides an income while

another might place a higher value on the challenges associated with a job. It was hypothesized that 'work value' should influence job placement. Generally the correlations between the scales and other variables were consistent with the construct.

The extrinsic scale was negatively correlated with the wage earned before unemployment (r=-.22) and with the reemployed wage (r=-.18). The primary value attributed to work by a person earning low wages was the the income provided by the job. A similar association was found with occupation (r=-.22). As the status of the respondents' occupation increased their extrinsic 'work value' score decreased. Examination of the correlation matrix showed that all financally based variables exhibited the same relationship with this scale.

The intrinsic 'work value' scale was constructed to assess the importance of intrinsically motivating factors. This scale was correlated with unemployed clients that were still looking for work (r=-.43). A negative correlation was found between retiring from the last job and this scale (r=-.13). An individual that chose retirement was demonstrating low intrinsic work motivation. Similarly the relationships between the scale and job search activity (r=.22) and part/full-time job preference (r=.18) were consistent with the construct. A high score was associated with high job search activity and with a preference for full-time

employment.

These relationships suggest that the extrinsic and intrinsic scales did measure 'work value'. However given the problems discussed above the construct validity was not sufficiently demonstrated. Future research should address these issues.

CHAPTER III

RESULTS

In this section, results relevant to the research questions and hypotheses will be examined. The characteristics of the client population at SES will be presented using descriptive statistics. The stability of wages and occupational status will then be examined using T-tests. The final portion of this section will focus on the major research questions, regarding the prediction of employment status, continued job search, full or part-time job status, duration of the original job search, reemployed wage, job satisfaction and job search activity. Stepwise discriminant and regression procedures were used to conduct these analyses (Nie et al,1975).

Characteristics of the Older Jobseeker

Sex. The client population was evenly split; with 50.2% male and 49.8% female. The chi-square for sex by marital status was statistically significant (X=44.44,DF=2,p<.001), (see Table 4). Considering the males; 81.1% were married, 4.9% were single, and 13.9% were widowed, divorced, or separated. This is in contrast to the females of which 40.6% were married,

Table 4
Frequencies and Chi-Square - Sex and Marital Status

	Male	Female	-	
Married	99	52	151	60.4%
Single	6	10	16	6.4%
Widowed, Divorced or Separated	17	66	83	33.2%
	122	128		
	48.8%	51.2%		
$x^2 = 44.44$	p < .001			

7.8% were single and 51.6% were widowed, divorced, or separated.

The male clients also differed significantly from the females in regard to their average wages and incomes. The mean wage per hour for males on their last job was \$7.37 (SD=\$3.53), while the mean for the females was only \$4.47 (SD=\$2.31), (T=7.42,df=208.79,p<.001). The mean income for the males in the year preceding their intake into the program was \$5430 (SD=\$5775, range=\$0-\$32,000) while the mean income for the females was \$3856 (SD=\$5021, range=\$0-\$33,600), (T=2.26,df=239,p<.03).

Since CETA eligibility is dependent on income, it is not surprising, given the above wage differential, to find that significantly more women (50.4%) than men (36.7%) in the program were registered as CETA clients. These results suggest that the female clients, as a group, were in less desirable life situations. Their financial need was greater, and at least to the extent that a spouse can provide vital support to an unemployed person, the women appeared to have fewer family supports. These results are consistent with the general employment literature (Sobel, 1972) that shows women of all age categories receiving less pay then men.

Age. The mean age was 61 years with a standard deviation of 5.8 years. The sample broke down into the following divisions, which were predetermined by social security eligiblity criteria: 66% of the clients were between the ages

Table 5
Frequencies and Chi-Square - Sex and CETA Status

	CETA	Non-CETA	4	
Male	47	81	128	50.2%
Female	64	63	127	49.8%
	111	144	•	
	45.5%	56.5%		

 $x^2 = 4.31$ p < .04

of 55 and 61; 8.7% were between 62 and 64 years old; and 25.3% were between 65 and 92 years old. The 55 to 61 year olds were too young to receive social security, which means that the majority of the clients did not have a choice between working and retiring. Since social security cannot be collected until the minimum age of 62 this 'younger' group of jobseekers must rely on resources other than social security benefits to moderate their periods of unemployment. This in contrast to the 77.3% of those between 62 and 64, and the 88.9% of the clients 65 and older who were receiving payments from social security. These 'older' clients had additional income, thus reducing the urgency for them of finding a job. Minority clients belonged to the latter category.

Ethnic Status. Minorities accounted for only a small portion of the sample (10.9%), but they were significantly older than the rest of the clients. Over 64% of the minorities were 62 and older as compared to less than 29% of the whites (x=14.72,df=2,p<.001). This means that they belong to the 'older' group of jobseekers who were collecting social security. It is unclear why so few minorities are using the services of this agency. Blacks and Hispanics comprise 20% of the area's population (U.S. Census,1980). The literature indicates that older members of minority groups have a higher risk of experiencing sustained unemployment (Bould,1980). Therefore, one would expect to find

Table 6
Frequencies and Chi-Square - Ethnic and Age

		Age			
Ethnic	55-61	62-64	65+	1	
White	164	18	48	230	89.1%
Minority	10	4	14	28	10.9%
	174	22	62		
	67.4%	8.5%	24%		

 $x^2 = 14.72$ p < .0006

a larger percentage of minorities using the services than was found here. The implication of this finding is that in some way the services provided by SES are not known to the minority population or do not meet the needs of this group. (see Table 6)

Education. The mean education level was 11.86 years of schooling (SD=2.77 years) with 28.9% completing high school or higher. At the low end only 3.8% reported having completed less than 7 years, while at the upper end only 3.8% had graduate degrees. 18.6% of the clients had completed some college with 6.5% having received undergraduate degrees. 42.6% of the sample had completed high school. The level of education does not differ significantly with the age of the jobseeker (X=6.84,df=4,p>.10).

Sobel(1972) found that older workers were less educated than their younger counterparts. He posited that this difference would put the older worker at a disadvantage when competing in the job market. The average educational level of this sample is relatively high when compared to the median reported for this age cohort (12.0 years) in the 1980 Census. This group also fares well when compared to the average education of the population younger than 55. The 1980 Census reports that the median years of schooling for the 25-54 cohort ranges from 12.5 to 12.9. The older workers in this sample do not appear to be at a disadvantage because of their education. In fact the results of this study and the

Table 7
Frequencies and Chi-Square - Education and Age

		Age			
Education	55-61	62-64	65+	_	
Less than high school	41	9	25	75	28.5%
High school graduate	79	10	23	112	42.6%
Partial college or higher	53	4	19	76	28.9%
	173	23	67	•	
	65.8%	8.7%	25.5%		
$x^2 = 6.84$ p = N.S.					

Census both indicate that the education gap is closing.

As was expected education was found to be significantly correlated with income (r=.21,p<.001).

Income. The mean annual income for individuals was \$4634 (SD=\$5467). The combined income for the 43.8% of the sample with income earning spouses was \$8308 (SD=7288). The mean for those with combined incomes was significantly higher than for those with only one income (T=-8.8, df=237,p<.0001).

In the majority of cases CETA eligiblity was calculated using only the income of the individual client. In this sample 43.5% of the clients were registered as CETA eligible with the remaining 56.5% considered ineligible. This is equivalent to saying that 43.5% of the clients had incomes below the poverty line. The mean income for CETA eligible clients was \$2470 as compared to \$6141 for the ineligible clients (T=5.78,df=228,p<.001).

the client. As age increased the number of CETA eligible clients decreased. Between the ages of 55 and 61 50.9% were CETA eligible. From 62 to 64 34.8% were eligible and for those 65 and older the percentage dropped to 27%. The chi-square for age by CETA status was X=11.45,df=2,p<.003. In order to determine whether the social security income of the older clients was responsible for them being ineligible for CETA status a chi-square analysis was conducted on CETA

Table 8

Frequencies and Chi-Square - Age and CETA Status

		Age			
	55-61	62-64	65+	•	
CETA	86	8	17	111	43.5%
Non-CETA	83	15	46	144	56.5%
	169	2 3	63		
	66.3%	9 %	24.7%		

 $x^2 = 11.45$ p < .003

Table 9

Frequencies and Chi-Square CETA and Social Security Status

Social Security Recipient

CETA Status	Yes	No	'n	
Yes	37	70	107	43.9%
No	5 9	79	138	56.3%
	96	149		
	39.2%	60.8%		
$x^2 = 1.36$	p = N.S.			

by social security status. The result was not significant (X=1.36,df=1,p>.05) indicating that factors other than social security benefits were responsible for the higher incomes of the older clients.

CETA status also varied significantly as a function of the client's sex; 36.7% of the males were CETA eligible versus 50.4% of the females ($\chi^2=4.31$, df=1,p<.04). This is consistent with the results for sex by income. Women were in worse financial situations in all respects.

The majority of clients using SES had relatively low incomes; the source of which might be linked to poor work histories or the relatively low occupational status of many of the older workers in this sample.

Work History. The mean number of jobs held by an individual during the last 20 working years was 2.39 (SD=1.3). The mean length of time spent at the last place of employment was 4128 days (SD=4117.27) or approximately 11.31 years. The mean length of time spent unemployed before intake into SES was 621.99 days (SD=949.35) or approximately 1.7 years. It appears that the average client did not change jobs often but instead stayed at one job for a considerable length of time. These workers did not fare well when they became unemployed. Chan & Fowles (1980) found that older workers remained unemployed for a longer period than younger workers. The older jobseekers in their sample were unemployed for an average of 19 weeks. This is considerably less

than the unemployment experienced by the jobseekers in this sample; even when different economic and geographic conditions are considered. The low occupational status of the sample also does not completely account for the long periods of unemployment.

Occupational Status. Occupational status was measured with an instrument designed by Stevens & Featherman (1981). This was a socioeconomic measure using a combination of education, income and prestige factors. The mean status for the client's major occupation was 28.91 (SD=14.09), with a range spanning from 14.04 to 68.63. As shown in Table 10; 15% of the sample was engaged in private household services (includes housewives), 1% were labourers, 19% were classified as operatives, 5% were involved in transportation, 11% were in general service areas, 1% were farm owners, 3% were craftspersons, 19% were in clerical positions, 13% were in sales, 9% were in management related occupations and 4% were professionals. The majority of the jobseekers (62%) therefore, had been employed as factory workers, general service personnel, or sales and clerical staff. The mean occupational status falls between the status of craftpersons (25.63) and clerical workers (31.99).

The data portrayed a relatively homogeneous population. Given the generally low status of the clients the possibility of any further downward mobility is questioned.

Table 10
Occupational Group and Status

Occupational Group	Percentage	Mean Status
Professional	4	68.63
Managerial	9	51.07
Sales	13	42.30
Clerical	19	31.99
Crafts	3	25.63
Operatives	19	18.24
Transport	5	20.37
Labourers	1	15.99
Farm Owners	1	22.29
Service (executive private household)	11	20.81
Service (private household)	15	14.04

Stability of Occupational Status

The hypothesis that occupational status would decrease after a period of unemployment was not supported by these results. The status of the jobs obtained by the re-employed clients did not differ significantly from the status of their previous jobs. There were 124 subjects who had both pre and post status scores. The mean status for the last job was 28.92 (SD=14.1) and the mean for the new job was 28.06 (SD=12.2). The difference between the status of the last job and the new job was not statistically significant (T=.60,df=123,p>.05). This finding is contrary to the literature which has shown sharp decreases in the occupational status of older workers who have been unemployed (Sobel,1972).

There are several reasons which might account for the lack of status shift in this sample. The research reported by OECD (1979) and Sobel (1972) included a large percentage of workers who had previously been employed in labour intensive industries that were on the decline. When those workers became unemployed the dwindling number of jobs in their previous occupations, combined with the effects of seniority systems on hiring policy, forced them to take lower status jobs. This was not the case with this sample. Most of the participants were already in relatively low status occupations that were not associated with declining industries.

Only 19% were previously employed as operatives (factory work). It is possible that no shift in status was found because: a) an extreme shortage of jobs at the jobseeker's previous status was not evidenced; or b) the occupational status of SES clients was too low to decrease substantially.

The coding format used to determine occupational status lacked some precision. The codebook used by Stevens et al (1981) to classify jobs was different than the 1980 Census codebook used in this study. This required the aggregation of specific job types into larger categories. The subsequent reduction in variance might explain why no differences were found between the status of the two jobs (see Appendix H).

A third alternative is that the occupational status measure used in this study was not sensitive to variants, such as full or part time employment, that may affect the actual prestige of a job. For the most part the last job reported by most respondents was considered full-time. This is in contrast to the new jobs acquired; of which over 60% were part-time. Since Stevens's measure does not differentiate status on part and full-time jobs it is possible that a shift in status was not detected.

Still, a fourth alternative, is that individuals seeking assistance from a senior employment agency might not
lose occupational status because of the aid they received
from SES. This explanation is appealing since it suggests
the effectiveness of this mode of intervention. Regretably

the design of this study does not permit a valid evaluation of this alternative.

Sobel (1972) found that decreases in occupational status corresponded with declining wages. This is consistent with the concept of occupational status which includes the earning power of an occupation as well as educuation and prestige. If occupational status declines then the wages received on a job should also decline. Given the low sensitivity of the status measure it is possible that wages could decline even though occupational status did not vary.

Effect of Unemployment on Wages

Downward shifts in occupational status were of concern because they are usually associated with a loss of prestige and income. The hypothesis that wages would decrease from the last job to the new job was supported, despite the stability of occupational status. Wages received on the job after a period of unemployment were an average of 94 cents/hr lower than on the job held immediately prior to unemployment. The mean wage for the first job was \$5.73 (SD=\$3.34) and the mean wage for the new job was \$4.79 (SD=\$2.14). The mean difference of .94 cents was significant (T=3.34,df=102,p<.001). These results were consistent with the literature on older jobseekers. Sobel (1972) reports that 66% of older workers are required to take a drop in pay

after a period of unemployment.

Sobel(1972) posits that the drop in pay experienced by many older jobseekers is partly due to a decrease in the market value of their human capital. In other words, the jobseeker's skills are not highly valued in the current labour market. Another possibility is that jobs available in the occupations held by older worker's are limited, by hiring policy, to entry level positions. If the latter is true it explains why no shift in occupational status was found even though wages changed significantly. An entry level position would not be differentiated from a higher level position by the occupation status measure used in this study, but the entry level job might have a lower compensation rate.

A third alternative is that the difference between the two rates of pay is a consequence of a shift from full to part time employment. The majority of all jobs held before unemployment were full-time. After re-employment the respondents reported that 67% of the new jobs were part-time. When full and part-time wages/hr on the new jobs were compared, full time workers earned \$1.38 more an hour than part-time workers (T=2.95,df=52.9,p<.005). This difference in pay rates is consistent with Morse's (1969) findings that part-time employees usually receive less renumeration than full-time employees.

Further examination of these results revealed that

those workers who were re-employed at full time jobs experienced a significant drop in pay from their previous jobs (d=\$1.39, SD=\$2.43, T=3.43, df=35, p<.05). Part-time employees however, encountered a much smaller decrease in their wages (d=\$.71, SD=\$3.07, T=1.88, df=66, p<.05). A T-test comparing the drop in wages for full and part-time workers was not statistically significant (T=1.15,df=101,p>.05). This indicates that full or part-time job status was not interacting with the time elapsed between jobs. There was, however, a significant difference in the wages received by workers now working full or part-time on the last job that they held. Jobseekers now working full-time received \$6.96/hr (SD=\$3.04) on their last full-time job, while respondents who were re-employed at part-time jobs only received \$5.04/hr (SD=\$3.01) on their last full-time job (d=\$1.92,T=3.20, df = 108, p < .002).

There are at least two explanations for the discrepancy between the earnings of these two groups. The first, which is suggested by Human Capital theory, is that individuals re-employed at part-time jobs had a limited choice of jobs as a consequence of poor employment histories. Therefore, they were forced to accept jobs at low wages. Their poor employment backgrounds would also explain the significantly lower wages of this group on their last job. The workers re-employed at full-time jobs were able to get these jobs at higher wages, because they had held better jobs before they

became unemployed. (It should be noted that even though the workers re-employed at full-time jobs maintained higher wages than their counterparts who received part-time jobs, they still experienced a significant drop in pay as a consequence of being unemployed.)

A second alternative is that respondents did not fully understand the instructions given during the telephone interviews. The questions pertaining to the most recent job specified that the interviewer was interested in the participant's last full-time job. It is possible that despite these instructions the last job reported by some interviewees was actually only part-time. If this was the case, the lower wages received by individuals now employed part-time could have been because these clients also held part-time jobs before they became unemployed. This explanation is doubtful. Pilot interviews and discussions held with the student interviewers suggested that the respondents did understand this question. Furthermore, as a precautionary measure, the interviewers periodically probed to ensure that the interviewee understood the nature of the question.

Three alternatives have been posited so far to explain the decrease in wages experienced by SES clients; a decrease in the value of a jobseeker's human capital; limited openings for individuals seeking employment at higher levels than entry positions traditionally provide; and the affect of full and part-time job status on wages. A fourth possi-

bility is that older jobseekers received lower wages, when they were forced to compete on the job market, as a consequence of age discrimination. SES clients may take lower paying jobs because of discrimination they encountered looking for employment. This study did not directly addresses this issue, however, respondents who were still unemployed at the follow-up interview did report their age as one of the main reasons that they were still unemployed. They felt that employers saw their age as a negative factor.

Another issue raised by this data is how the differences between wages on the last job and the current job varied as a function of sex. As discussed above, females received lower wages than males on both jobs. Breaking this down further, it was found that males experienced a significant drop in pay (d=\$1.63, T=3.5,df=54,p<.001), while females only had a small non-signficant decrease (d=\$.15, T=.63,df=47,p>.05). These results show that despite a significant drop in earnings males still maintained higher wages than females when they became re-employed (d=\$1.22,T=3.23,df=85.1,p<.002).

A similar shift in wages was observed as a function of CETA status. CETA eligible clients received lower wages than their non-CETA counterparts on the job held before registering with SES (d=\$1.37, T=3.06, df=206, p<.002). However, they did not differ significantly from them when they became re-employed (d=\$.37, T=.89, df=107, p>.05). The CETA eligible

clients did not experience a significant drop in pay (d=\$.28,T=.62,df=43,p>.05), but the non-CETA clients lost an average of \$1.55/hr when they became re-employed (T=4.19,-df=55,p<.0001). The fact that the wages of non-CETA eligible clients dropped to the same level of the CETA eligible clients after both groups became re-employed suggested that the experience of unemployment had an adverse effect on the non-CETA jobseekers.

Although the design of this study does not allow assessment of the agency's effect on the clients participating in this research, one possibility is that the program moderated the effects of unemployment. The client's encounter with SES may have increased or decreased the likelihood of him/her finding a job at a lower wage. The veracity of this hypothesis should be empirically tested. Senior employment agencies in Michigan are no longer allowed to serve non-CETA clients. If the agencies positively moderate the effects of unemployment for this group, then current practices can only lead to worse hardships and possibly increased social welfare costs for the older worker who becomes unemployed.

Summary. In this subsection the results pertaining to the hypothesis that wages/hr would decrease when the older jobseeker became re-employed were discussed. The hypothesis was supported, alternative explanations were considered and changes in wages/hr were discussed for specific subgroups.

One final implication of these results is worth noting. When asked to give their main reason for looking for work, 51.5% of the sample chose 'finances'. Since these results showed that wages generally decreased, the expectations of these older jobseekers were likely to be violated. If the lower wage jobs did not fit the needs of the jobseeker then s/he might have prolonged the job search. Discriminant and regression analyses were conducted in order to determine whether such information could predict placement outcomes. However before these analyses are reported the problem of multicollinearity should be addressed.

Intercorrelations Between Independent Variables

Intercorrelations among the independent variables were generally low (r<.30). There were, however, some exceptions. Whenever the correlation between two variables exceeded .30 the pair was examined and if possible, one variable was dropped from the analysis, or a new variable was created combining the two. In some cases neither option was feasible and both variables were retained. When this occurred the Potential problem of multicollinearity became a concern. When two highly correlated independent variables both entered an analysis interpretation of the discriminant and regression coefficients became problematic. This was mainly a concern when both variables helped to define the same func-

tion. Discussion of specific multicollinearity problems will be left until the results of the individual analyses are reported. In this section the correlations among predictor variables greater than .30 will be presented and the action taken will be described.

The length of time spent at the last job was negatively correlated with the total number of jobs held during the past twenty years (r=-.62). It was decided to include only one of these variables in each analysis. Based on the correlations with the dependent variables, tenure was included in all of the analyses with the exception of the two on current job search status.

Attendance at a job club orientation session was correlated with subsequent job club membership (r=.61). In order to maximize the sample size, attendance at an orientation was retained and job club membership was dropped for all the analyses except for the regression analysis on original job search activity.

Age was negatively correlated with social security status (r=-.59). The coding of the social security item (l=yes,2=no) should be taken into account when considering this relationship. As age increased the likelihood of a participant receiving social security also increased. Since more than 75% of those 62 and older received social security it was decided to drop this item and retain age.

The wage received at the last place of employment was

correlated with the length of time spent on that job (r=.46). Wage was also negatively correlated with the sex of the jobseeker (r=-.43) and positively correlated with retirement as the reason for leaving the last job (r=.44). The importance of these variables required that all of them be retained.

'Retirement as a reason for leaving the last job' was also correlated with tenure on that job (r=.45), CETA status (r=.36), and being laid off from the last job (r=-.35). CETA status which was correlated with income (r=.33) was dropped since income was the main variable used to determine CETA eligibilty. Retirement and 'laid off from last job' were retained.

An individual's score on the health scale was negative—ly correlated with 'health given as a reason for leaving the last job' (r=-.39). If a person left their last job for health reasons they were likely to have a lower score on the health scale. Since the average time span between the termination of employment and entry into SES was almost two years it was decided not to combine or drop these two variables.

Education was correlated with both the occupational status of the job preference stated at intake (.33) and the status of the major occupation held during the lifetime (r=.37). The latter two variables were correlated with each other (r=.36). Occupational status was computed by Stevens

	Status	Findwork	Satisfac- tion2	Wa ge2	Emp1 Sear	Age	Sex	Ethnic	Social	Income	Prefer- ence	Occu- pation	Tenure	Total 20	New Status	Full- Part Pref
Status Findwork Findwork Satis Faction2 Mage2 Employed Search Unemployed Search Unemployed Search Part-Full Perm-Temp Education Intake Orientation Mumber Satis Faction1 Intrinsic Mork Earlth Reason 1 Reason 2 Reason 3 Reason 3 Reason 4 Reason 5 Look 1 Mage 1 Activity Ceta Howlong Unemployed Span	(1)	(11) -112 -07 -08 -05 -214 -18 -12 -07 -10 -18 -12 -07 -10 -24 -248 -288 -308 -308 -15 -08	(.76) .11 .30c .0 .0 .15 .16 .03 .04 .307 .11 .10 .03 .16 .07 .10 .16 .07 .10	(1) .1730 .288 .288 .14 .03 .14 .04 .18 .00 .14 .04 .01 .05 .13 .01 .10 .06 .08 .08												
Spouse Age Sex Ethnic Social Income Preference Occupation Tenure Total 20 New Status Full-Part Pref	.01 .07 .02 .15A 08 .11 .01 .00 03 04	13 .02 .13 05 .03 10 11 .06 05 05	03 .09 .08 01 15 .22B .10 .03 .16 20A .03	03 13 298 .02 .21A .18 .00 .19A .08 12 .21A		(1) .01 .20C 590 05 01 .03 08 07 15A	(1) .05 12A 14A .09 02 15A .07 .16 07	(1) 13A .03 14A 17B .13A 08 15	(1) .04 .06 .05 .11 .02 .06 .22D	(1) .03 01 .08 10 02 06	(1) .36D 19B .12 .20A	(1) 08 .05 .238	(1) 620 .10 11	(1) 02 .11	(1) .07	(1)

(Alpha)

* Not Computable
A-p≤.05
B-p≤.01
C-p≤.001
D-p≤.0001

et al (1981) using a combination of education level, prestige and income data for each occupation. It was expected, therefore, that education would be correlated with the occupational status variables. It was decided, however, to retain both types of variables in the analyses since the occupational status scores were originally calculated on a population which may not be equivalent to the population studied here. The status of the preferred occupation was dropped because it's mean was not significantly different from the status of the major occupation (T=1.72, df=262,p>.05) and because it had excessive missing data.

Discriminant Analyses

Thus far the characteristics of the jobseekers; the effect of job change and unemployment on occupational status and wages; and the intercorrelations among the independent variables have been examined. The results of the major focus of this research will now be reported. The main purpose of this study has been to assess the multivariate predictive power of the independent variables in relation to the dependent variables. The six discriminant analyses which are reported below share the following features.

The predictor variables listed in Table 3 were included in the stepwise discriminant function analyses using the Wilks Lambda method. Because the nature of this research was

exploratory the significance of the F-to-enter criteria was set at p<.10.

Listwise deletion was used to handle missing data, therefore, the number of cases varied for each set of analyses. The mean for each independent variable was substituted for missing values during the classification analyses, therefore, the number of cases reported for the prediction results approximated the total number of valid cases for the dependent variable in question. This is considered a conservative procedure.

One table will be presented for each analysis. The table will include the variables which entered the analysis when the criteria was set at p<.10. Also included are their respective means on the dependent variable, and their standardized coefficients. The information presented for the discriminant function includes the canonical correlation coefficient, and the chi-square for the function. The prediction results are also found in this table.

The analyses dealing with each placement criterion will be presented in sequence.

Employed or Unemployed. The research question regarding the best set of predictors that differentiate between employed and unemployed jobseekers is considered here. The results of the discriminant analysis on employment status are presented in Table 12. The analysis is based on a sample of 144 cases. Intercorrelations among the predictors entered

Table 12
Discriminant Analysis on Employed-Unemployed Status

Mean SD Nean SD Nean Standardized Standardized Standardized Standardized Standardized Canonical Canoni						Significance of F-to-enter	ce of F	-to-enter = p < .10
701.5 117 791.78 1176.33 104 .52		Mean	Employed SD	z	Mean	Unemployed	z	Discriminant Analysis Standardized Coefficients
701.5 117 791.78 1176.33 104 3.50 127 .56 .50 110 4129.7 127 3710.69 3685.62 110 - 3.8 127 .22 .42 110 2.67 126 12.08 2.7 109 2.67 126 12.08 2.7 109 2.67 126 12.08 2.7 109	I							Canonical Correlation
.50 127 .56 .50 110 4129.7 127 3710.69 3685.62 11038 127 .22 .42 110 .25 124 1.16 .37 107 2.67 126 12.08 2.7 109 3 = 29.9 D.F. = 7 Significance = .0001 Actual Actual Employed Unemployed Croup Employed T8 49 .54 Unemployed 46 64		462.86	701.5	117	791.78	1176.33	104	.52
4129.7 127 3710.69 3685.62 110 .38 127 .22 .42 110 2.67 126 12.08 2.7 109 d = 29.9 D.F. = 7 Significance = .0001 Actual Actual Employed TR Employe		8	05.	127	. 56	.50	110	59.
38 127 .22 .42 110 2.5 124 1.16 .37 107 2.67 126 12.08 2.7 109 d = 29.9 D.F. = 7 Significance = .0001 Actual Actual Employed Unemployed Group Employed 78 49 54 Unemployed 46 64		3964.42	4129.7	127	3710.69	3685.62	110	80
2.67 124 1.16 .37 107 2.67 126 12.08 2.7 109 d = 29.9		.17	.38	127	.22	. 42	110	.75
2.67 126 12.08 2.7 109 d = 29.9 D.F. = 7 Significance = .0001 Actual Predicted Results Predicted Group Employed 178 49 44 Employed 78 49 .54 Unemployed 46 64		1.07	.25	124	1.16	.37	107	.40
d = 29.9 D.F. = 7 Significance Actual Group Group44 Employed 78 .54 Unemployed 46		11.81	2.67	126	12.08	2.7	109	.35
Actual Predicted Re Group Employed 78 .54 Unemployed 46		Chi-Square	ti	0	II	Significanc	e = .00	0.1
.54 Unemployed 46		Centroid Employed		AC Gr	tual oup ployed	Predicted Predicted Employed 78	Results Predi Unemp	cted loyed 49
		Unemployed		ΩD	employed	46		64

at p<.10 were low (r<.30).

Six variables entered the analysis as predictors. The 'duration of unemployment before the jobseeker became a client at SES' was the first variable to enter the analysis. It had a standardized coefficient of (.52) with the discriminant function. The next five variables to enter were 'finances given as the major reason for the client's job search'(.65); 'tenure on last job' (-.80); 'retired from last job' (.75); ethnic status (.40); and education (.35). The canonical correlation of employment status and these predictors was (.44) which represented a statistically significant relationship (p<.02). The Wilks Lambda was (.81).

The prediction results indicate that by using this discriminant function it is possible to correctly classify employment status 60% of the time. This is significantly different from chance which would be approximately 51% (X=3.92,df=1,p<.05); 237 cases were used in this classification analysis.

According to this analysis an employed participant had the following characteristics. The individual had been unemployed for a shorter time before entering the SES and was looking for work to keep busy, feel involved or simply because s/he valued work. The profile would also include the following: The employed person would have been at his/her last place of employment for a longer period of time, left his/her last job for reasons other than retirement, would be

caucasian, and would have a low educational level.

The 'retirement from last job' variable is correlated with 'tenure on that last job' (r=.45). The high intercorrelation of these two variables could present a potential interpretation problem. Both variables were excluded from further consideration.

The profile outlined above can be interpreted as follows: The relationship between the 'duration of the unemployment period' and subsequent employment may be a function of two factors; the time an individual spends unemployed can effect his/her general psychological well-being and consequently their motivation and behaviour (Hill, 1977). Hill found that the longer jobseekers were unemployed the more discouraged and pessimistic they became. Therefore, clients who had already been unemployed for a long time when they entered SES may have been more despondent and less optimistic than those who had been unemployed for a shorter period. This is further substantiated by the small, but significant correlation between membership in the job club and the length of time unemployed (r=.12,p<.05). The longer the period of unemployment, the less likely the individual was to have joined the job club. Since the job club was the main service provided by the agency clients who did not use the service were probably less motivated or did not like the services. The unemployment period may have also effected the value of the client's job skills in the labour market. Human Capital theory suggests that the value of job skills depreciate when they are not used regularly. At the very least, prospective employers might perceive the abilities of a job applicant who had been unemployed for a long period with some skepticism.

The positive relationship between 'finances as the main reason for wanting to find a job', and the subsequent status of being unemployed suggested that clients who said 'finances' actually meant that they wanted a job only if they could find one that provided income significantly higher than they were currently receiving. Since the wage/hr of the average re-employed jobseeker decreased, individuals in this group were less likely to find an acceptable job, and thus, remained unemployed. On the other hand, respondents that said they wanted a job to 'keep busy' or to 'feel useful' were probably less discerning in the qualities they required of a job and were, therefore, more readily re-employed.

The term 'expectations' can be substituted for 'the main reason for wanting to work'. The qualities that clients expected from a job seemed to determine the likelihood of them getting a job. This finding suggests the hypothesis 'that a jobseeker's expectations regarding the purpose and type of employment desired are directly related to the probability of achieving a successful placement'. This is consistent with an expectancy model of motivation and shall be

discussed further in Chapter IV, as a special case of Human Capital theory. Research by Sobel (1972), DOL (1979), and OECD (1966) also found that older workers delay taking a job in the hope of finding one that meets their expectations.

The relationship between ethnic and employment statuses found in this study is consistent with the general literature on the association between race and employment. Bould (1980) found that older black males were more likely to experience longer periods of unemployment than white males. The significantly higher age of the minority group in this sample may also explain their lower employment rate.

Those participants that were re-employed had less formal education than those who were unemployed. One explanation for this outcome is that jobseekers with more education were likely to have left higher status jobs with better pay. This might provide more financial security and consequently less urgency to find a job. Another related explanation is that workers with lower educational levels were less picky about the type of jobs they were willing to accept. Their expectations about prospective jobs influenced their probability of successful placement. The higher incomes of the better educated clients may have given them the leeway to indulge their expectations of receiving a 'good' job.

The results presented above are consistent with the literature and with Human Capital theory. They also support an expectancy model of motivation as a key element in under-

standing the factors that lead to re-employment. The percentage of variance explained by these variables, however, is very small (19%), suggesting that there are other variables not included in this study that influence job placement.

The literature suggests that individuals who choose to retire rather than look for work may be different in some ways from other workers (Kingson, 1981). These differences include health and income.

Employed or Retired. It was decided to consider 'retired' as a different status from 'unemployed'. Whenever a client reported that s/he was retired the interviewer probed to determine if the client would accept a job. If the client would take a job they were classified as unemployed-not looking. However, if they were not interested in working they were considered 'retired'. The main intent of this analysis was to determine which variables differentiate between 'employed' and 'retired' workers. The results of the discriminant analysis are presented in Table 13. There were 92 cases included in the analysis. Intercorrelations among the variables that entered at p<.10 were low (r<.30).

The five predictors are presented below in the order in which they entered the analysis with their respective standardized coefficients in parentheses. Retirement from the client's last place of employment (.60); score on the in-

Table 13
Discriminant Analysis on Employed-Retired Status

N=92				Sign	Significance of	of F-to-enter = p < .10
		Employed			Retired	Discriminant Analysis Standardized
Variables	Mean	SD	Z	Mean	SD	N Coefficients Canonical Correlation
Retired from Last Job	.17	.38	127	. 44	.51	.5816
Intrinsic Work Attitude	3.78	64.	126	3.19	. 85	27 .62
Job Club Orientation	1.38	.49	125	1.56	.51	25 .54
Wage on Last Job	5.70	3.14	111	7.69	4.23	21 .54
Tenure on Last Job	3964.42	4129.7	127	6499.96	5051.47	2751
	Chi-Squared	red = 36.12	D.F.	= 5	Significance	e = p < .0001
	Centroids	<u> </u>	Actual Group	Predic Predicted Employed	tion	Results Predicted Retired
	Employed Retired	29 1.74	Employed Retired	103	03 13	24 14
			% correctly	tly classified	fied = 75.97	

trinsic work attitude scale (-.62); attendance at job club orientation (.54); wage on last job (.54); and 'tenure on last job' (-.51). The canonical correlation between the dependent variable and these predictors was .58 which represented a statistically significant relationship (p<.001). The value of the Wilks Lambda was (.66). The discriminant function explained 34% of the variance.

The prediction results indicated that the function defined by the five predictors can correctly classify individuals as employed or retired 76% of the time. This classification percentage was significantly different from chance, which would be 71% (χ^2 =3.84, df=1,p<.005). The classification analysis included 154 cases.

According to this analysis employed jobseekers were different from retired ones in the following manner. The retired individuals had retired from their last job, received lower scores on the intrinsic work attitude scale, had not attended a job club orientation session, had higher wages on their last job and had been at their last place of employment for a longer period.

The wage and tenure variables should be interpreted cautiously because they are correlated with each other (r=.46) and with retirement from the last job (r=.44,r=.45).

The fact that retirement from the last job differentiated between 'employed' and 'retired' clients may be
attributed to several factors. It may be because of social

security rules limiting the amount of work a recipient is allowed to perform before penalties are imposed. It may be that individual's who retire from their last job are more financially secure and, therefore, can afford to wait for 'right' job to appear.

The association of low intrinsic work attitude scores with being retired suggests that persons retired from their last jobs who have a low score were simply entertaining the idea of going back to work, but subsequently decided to remain retired. This is further substantiated by the relationship between 'attendance at a job club orientation' and being 'retired'. The retired clients were less likely to attend an orientation session, which leads either to the conclusion that they were not strongly motivated to find work, or that the services of the agency did not meet their needs.

These findings lend support to motivation as a key factor in predicting employment status. Low intrinsic work scores mean that the participant does not value 'work' very highly. The retired individual who does not value work would need a substantial incentive to return to the labour market. Why then, did these individuals initially come to an agency that specializes in job placement? One answer is that they may have been in a transition phase between the statuses of employed and retired. During this transition people tend to explore alternatives as they adjust to their new retirement

status. Thus, it is possible that these individuals considered returning to the work force and therefore registered with SES. After a period of time they decided that they really didn't want to return to work and discontinued their job search activities.

While some individual chose retirement over employment others who were able to find jobs still continued looking for better jobs.

Continued Job Search-Reemployed. The analysis reported here presents the set of variables that best differentiate between re-employed jobseekers who reported that 'they were still looking for other work' and 'those who were no longer searching'. The results for this discriminant analysis are presented in Table 14. There were 79 cases included in the analysis. All of the independent variables had low intercorrelations (r<.30).

There were three predictors: the dichotomous variable 'the main reason the subject left their last place of employment was because the job was only temporary' (.78); 'finances' (.78); and education (.63). The canonical correlation coefficient for this variable and the dependent variable was (.41) which represented a statistically significant relationship (p<.01). The value for the Wilks Lambda was (.83). The discriminant function explained approximately 17% of the variance.

The prediction results indicated that the function

Discriminant Analysis on Continued Job Search for Employed Group Table 14

N=79					Sigr	nificanc	Significance of F-to-enter = $p \le .1$.10
		Looking		N O	Not Looking	ठ्री	Discriminant Analysis	
Variables	Mean	SD	z	Mean	SD	Z	Coefficients	
							Canonical Correlation	l ű
Last Job was Temporary	80.	.27	52	• 04	.20	75	.78	
Financial Reasons for Jobseeking	.56	.50	52	.43	.50	75	.78	
Education	11.86	2.83	51	11.27	2.58	75	.63	
	Chi-Squared	II	13.65	D.F. = 3		Significance	ance = p < .003	
	Centroids	<u>w </u>		Actual Group	Pred Predict Looking	Prediction Predicted Looking	tion Results Predicted Not Looking	
	Looking	.61	~	Looking		32	20	
	Not Looking	32	7	Not Looking		27	48	
				% corre	ctlv cla	ıssified	<pre>% correctly classified = 62.99</pre>	

defined by the predictors can correctly classify employed individuals as looking or not looking for other work 63% of the time. The difference between this classification percentage and chance (.52) was statistically significant (x=6.39, df=1, p<.02).

The following profile can be drawn from these results. An employed individual who is still actively searching for other work would have held a temporary job before coming to SES; 'finances would be the main reason for jobseeking' and the clients still searching would have a higher educational level than the clients no longer searching.

If the client's last job was temporary then it is probable that s/he either had difficulty finding a permanent job because of inadequate or obsolete job skills or because his/her occupation required temporary placements (e.g. Home care nurses). In the former case the same characteristics could lead to an unsatisfactory job placement and the subsequent search for a better one. It is also possible that these individuals originally took temporary jobs because they could not find satisfactory permanent jobs. They may have wanted jobs with higher earning potential or jobs that were more consistent with their prior education and experience. The results suggested that these clients were still looking for better jobs. Their expectations of higher wages and occupational status were not met by the positions they found through the SES. Despite their desire for better

quality jobs these individuals wanted or needed to work badly enough to take undesirable jobs. They continued their job search in order to find the type of job which they originally sought. Unemployed clients that were still looking for work were motivated by different factors.

Continued Job Search-Unemployed. This discriminant analysis examined the set of variables that best discriminated between unemployed clients who were 'still looking for work' and those who were 'no longer actively searching'. The analysis included a sample of 65 clients who were unemployed at the follow-up. Intercorrelations among the independent variables were low (r<.30). These results are presented in Table 15.

Five variables met the criteria (p<.10) to enter. Each variable is presented here in the order in which it entered the analysis, along with the respective standardized coefficient in parentheses: Intrinsic work attitude scale (.70), intake date (.66), sex (-.49), health as a reason for termination from last job (.44); and job search activity reported during the first month at SES (.42). The canonical correlation coefficient for this set of predictors and the dependent variable was (.73) which represented a statistically significant relationship (p<.0001). The Wilks Lambda was (.46), which indicated that the function accounted for 54% of the variance.

The prediction results indicated that the function

Table 15 Discriminant Analysis on Continued Job Search for Unemployed Group

N=65					Signi	fican	e of F-t	Significance of $F-to-enter = p<.05$
		Looking		ON	Not Looking		Discriminant Analysis	nant is
Variables	Mean	SD	z	Mean	SD	Z	Coefficients	ents
:								Canonical Correlation
Intrinsic Work Attitude	3.98	. 84	61	3.15	.91	4	.70	
Intake Date	145630.95	123.01	61	145595.08	114.26	49	99.	
Sex	1.36	.48	61	1.71	.46	49	49	
Health Reason for Leaving Last Job	.13	. 34	61	90.	. 24	4	4 4	
Reported Job Search Activity	15.07	14.75	59	9.74	10.64	6	. 42	
		Chi-Squared 46.57	p	D.F.	Significance p < .001	cance 001		
	Centroids Looking	oids . 89		Actual Group Looking		Predict Looking	ction	Results Predicted Not Looking
	Not Looking -1.26	9 -1.26		Not Looking	king	14	4	35

* correctly classified = 78.18

defined by the five predictors could correctly differentiate between unemployed clients who were searching for work and those who were no longer searching 78% of the time. The difference between this classification result and chance (.51) was statistically significant ($\chi^2=6.39$, df=1,p<.02).

These results suggested that an unemployed client who was still looking for work would have a high intrinisic work attitude score, would have been in the program for a shorter amount of time than those who were no longer actively searching, was male, would have left his/her last job because of poor health and would have reported a higher number of job search activities during the first month in the program.

The profile presented by these findings is consistent with much of the previous research on unemployed older workers. Sobel (1972) observed that the length of time a person was unemployed was associated with the probability that s/he would eventually find work. This has been referred to as the 'discouraged worker syndrome' (Bould,1980;Sobel, 1972; and Colledge & Bartholomew, 1980). The mediating factor seems to have been the motivation of the jobseeker and the reason that s/he is looking for work. In this sample the longer a person was at SES the less likely s/he was to be actively looking for work. These jobseekers might have become 'discouraged'. In fact, as reported below, 27% of the respondents who were no longer looking for work stated that

they had stopped searching because they were discouraged. It appears that the desire to 'work for the sake of working' also effected continued job search behaviour. Individuals with high intrinsic work scores were still looking for work despite the length of time they had been unemployed.

The fact that females were less likely to maintain their job search may be related to expectations. The data reported above indicated that females were likely to receive significantly lower wages. The longer a woman encountered unfavourable job prospects the more discouraged she might have become. Another possibility is that males continued their job search longer because they were married and had more dependents.

It is not clear from these results why poor health on the last job would account for continued job search behaviour. One possible reason is that an involuntary termination from the last place of employment strengthened the jobseeker's perceived need to re-enter the labour force.

It is interesting that the number of job search activities reported during the first month was associated with subsequent job search behaviour. The fact that both of these measures were obtained during the same interview leads to the suspiscion that this finding represents concurrent instead of predictive validity. This was also the case with the intrinsic 'work value' scores. Nevertheless the results still support an association between continued job search

and motivation or discouragement.

In some cases these jobseekers remained unemployed because they were unable to find jobs that met their criteria. Sobel (1972) found that many older workers prefered to continue looking for work until their resources ran out before accepting an undesirable job. An alternative strategy was to accept a part-time job until a better one surfaced.

Full-Part Time Job Status. The set of variables that differentiates best between re-employed jobseekers receiving full or part-time jobs are presented below. There were 78 cases included in this analysis. The results are presented in Table 16.

Interpretation of these results would be difficult because many of the predictors that entered were highly correlated. The first variable was wage on the last job which had a standardized coefficient of (.86). The second variable was retirement from the last job (-.66). The remaining variables were 'last job was temporary' (.42); spouse with income' (.54); 'satisfaction with last job' (.48); 'laid off from last job' (.42); and 'tenure on last job' (.48). In addition to high intercorrelations among the independent variables there was inconsistency in the relationship of the predictors with the criterion. For example the zero order correlation between 'wage on the last job' and the criterion was (-.29), while the standardized coefficient for this relationship was (.83). Therefore, it wasn't meaningful to

Table 16 Discriminant Analysis on Full-Part Time Job Status

2=78					Signi	ficance	Significance of F-to-enter = p < .10
Variables	Mean	Full	z	Mean	Part	z	Discriminant Analysis Standardized Coefficients
							Canonical Correlation
Wage on Last Job	96.9	3.04	39	5.04	3.01	7.1	.83
Retired from Last Job	.12	.33	42	.20	.40	84	99
Last Job was Temporary	560.	.297	42	.04	.19	84	.42
Spouse with Income	.50	.51	42	.42	.50	84	.54
Job Satisfaction on Last Job	3.99	69.	42	3.72	.63	81	. 48
Laid Off	.43	.50	42	.30	.46	84	.42
Tenure	4714.12	4669.25	42	3557.40	3818.40	84	.48
	Chi-Sq	Chi-Squared = 36.12	. 12	D.F. =	7 Sign	Significance	ce = p < .001
	Centroids	ids		Actual	Pred: Predict	Predictio Predicted Full	Prediction Results edicted Predicted Full Part
	Full	1.12		Full	2	25	17
	Part	56		Part	-	18	99
				% correc	<pre>\$ correctly classified = 72.22</pre>	fied =	72.22

continue this analysis.

Regression Analyses

In the previous section the placement criteria were dichotomous. In this section the continuous nature of the outcome variables required multivariate regression analyses. The four placement criteria presented in this section include: The duration of the job search; the wage/hr received on the new job; the worker's job satisfaction; and the number of job search activities reported during the client's first month at SES. Additional findings regarding the unemployed client's perception of why s/he was still unemployed are also reported.

Duration of the Job Search. A stepwise multiple regression analysis was used to examine the relationship between the independent variables and the duration of the job search. There were 65 cases used in the analysis. The dependent variable was computed by subtracting the client's intake date from the starting date of the new job. The results are presented in Table 17.

The first predictor to enter was 'wage at the previous job'. The beta weight for wage was negative (-18.85). The next variable, 'age', did not contribute significantly to the prediction (p<.08), therefore, the regression equation was defined by only one predictor. The multiple R between

Regression Analysis on Duration of Job Search

Step	Variable	F to Enter	Signi- ficance	Multiple R	R ²	Simple	Overall	Significance
1	Wage on last job	9.25	.004	.37	.14	30	9.25	p < .004
7	Age	3.25	.077	. 43	.18	.02	6.43	p < .003
Variable	able B	2,1	Mean	Standard Deviation	1 Deviat	ion		
1	-18.85		6.11	V-1	3.03			
2	- 3.49	09 6	~	υ,	5.22			

the predictor and the duration of job search (.37) represented a statistically significant relationship (p<.004). The overall R-Square was .14. Since this is an exploratory study the beta weight for age is given in Table 17.

According to these results, the higher the wage received on the previous job the less time needed to find a new job. This makes rational sense since wages are usually associated with the skill level of a job. It should be easier for a highly skilled person to find a job than someone who has no skills to offer an employer. The amount of time required to find a job would also be dependent on whether there was a demand for the skills of the jobseeker. Someone with lower but more appropriate skills for a specific labour market might find a job quicker. The positive relationship between higher wages and the duration of the job search suggests that more skills lead to quicker placement.

Another possibility is that part of the variance associated with wages could actually be explained by inflation. The length of time a person was unemployed before coming to SES was negatively correlated with the wage/hr received at the last job (-.14). The longer jobseekers were separated from their last job the lower the wage they received on that job. This suggested that a higher wage might have also represented the recency of the jobseeker's employment experience. Human Capital theory states that the longer somone

is out of work the more their skills suffer from obselescence. Therefore individuals with lower wages might take longer to find a job because their original skills were not marketable or because their skills had diminished in value.

Still a third alternative is that the positive relationship between wages and education (r=.25) somehow reflected the ability to learn appropriate job search skills. Human Capital theory posits that job search skills effect the efficiency of the job search and the subsequent length of time needed to secure employment. The influence of wages is examined further in the next set of analyses.

<u>Wages on New Job</u>. A stepwise analysis was used in order to determine the best set of predictors for the wages received by the re-employed clients on their new jobs. There were 74 cases included in this analysis. The results are presented in Table 18. The dependent variable, 'wage on the new job', was reported during the follow-up interview.

Two variables contributed significantly to the regression equation; 'wage on the previous job' (B=.45) and 'retirement as the reason for leaving the last job' (B=-3.55). The multiple R between the two predictors and the criterion (.67) represented a statistically significant relationship (p<.0001). The R-Square for the equation was (.45).

According to these results, higher wages on the previous job lead to higher wages on the new job. Individuals

Table 18

Regression Analysis on Reemployed Wage

N=74								
Step	Variable	F to Enter	Signi- ficance	Multiple R	R 2	Simple R	Overall F	Significance
1	Wage on last job	25.0	000.	. 48	.23	. 48	25.0	p < .0001
8	Retired from last job	32.2	0000	.67	. 45	20	33.3	p < .0001
Variable	101e	œ۱	Mean	Star	Standard De	Deviation		
Wage on last jo	on job	. 44	5.74		2.84			
Retired from la job	s t	-3.55	.18		.38	_		

retired form their last job were more likely to have received lower wages on their new jobs.

Since wages were associated with the status of the job (r=.25) it is rational that those jobseekers who had jobs with high wages before they became unemployed should be more likely to obtain higher wages on their new jobs. Wages reflected experience, skills and occupational status, and were therefore indicative of the value of a worker's human capital.

The reason that workers 'retired from their last job' were more likely to receive lower wages when they became re-employed probably had to do with the type of jobs they obtained. The relationship between retiring from the last job and age (r=.18) indicated that individuals who had retired were slightly older. As age increased the preference for part-time employment also increased (r=.-15) As discussed above the wages of part-time jobs were usually lower. The association between 'retired from last job' and 'income' (r=.20) provided additional support for this hypothesis. Individuals with greater financial resources should be able to better afford retirement. The correlation between 'retired from' and 'the reason for the job search' (r=-.21) confirmed that the motivation of these jobseekers to work was primarily to keep busy and feel useful. Therefore they readily accepted lower paying jobs. The factors motivating the client to accept lower paying jobs should also influence their reported job satisfaction.

Reemployed Job Satisfaction. The next analysis examines the prediction of job satisfaction on the new job. There were 78 cases included in a stepwise multiple regression analysis. The results are presented in Table 19.

Five variables contributed significantly to the regression equation: Satisfaction on the previous job (B=.20), retirement from the last job (B=.41), sex of the client (B=.39), intrinsic work attitude scale (B=.21) and spouse with income (B=-.32). The multiple R between these predictors and the dependent variable (.54) represented a statistically significant relationship (p<.0001). The R-Square was (.29).

According to these results, high job satisfaction by workers on the new job was associated with high job satisfaction on the last job; retirement from that job; being female; having a strong intrinsic work attitude and not having a spouse with income. Since satisfaction on both the previous and current jobs and the intrinsic value of work score were all measured concurrently there is a potential confound resulting from possible contamination of the retrospective scales by current feelings toward work.

Terborg et al (1980) showed that retrospective questions asked along with questions regarding current attitudes have a stronger association with the same items asked during a previous interview than with the concurrent

Table 19

Regression Analysis on Re-Employed Job Satisfaction

N=78								
Step	Variable	F to Enter	Signi- ficance	Multiple R	R 2	Simple R	Overall F	Significance
r	Satisfaction on first job	9.37	.003	. 33	.11	. 3	9.37	ь < .003
7	Retired from last job	5.44	.022	.41	.17	.31	7.68	p < .001
٣	Sex	3.85	.054	.46	.21	.17	09.9	p < .001
4	Intrinsic work attitude	4.15	.045	. 50	.25	.27	6.20	p < .0001
2	Spouse with income	3.90	.052	. 54	. 29	25	5.94	p < .0001
Variable	lble B	Mean		Standard D	Deviation	u l		
-	.20	3.86		. 65				
2	.41	.19		.40				
æ	.39	1.49		.50				
4	.21	3.83		.73				
2	32	.51		.50				

questions about present attitudes. In light of this it was possible to treat the concurrent measures in the present study as if they were asked during different interviews. However, this author prefered to treat these results conservatively. Therefore, the only conclusion that was drawn was that the relationship between a high intrinsic work attitude score and job satisfaction suggested that the expectations workers had about the type of jobs they wanted could effect their satisfaction with those jobs. If a jobseeker wanted to work just to keep busy then it should take less to satisfy him/her than someone whose prime motivation for working was financial.

Workers that retired from their last job probably expected less from their new jobs. This was supported by the fact that they tended to take part-time jobs. Since they wanted less from a job it is logical that they were more satisfied with their jobs.

The results reported above showed that females earned less than males, had lower status jobs, and were more likely to be divorced, widowed, or separated. The relationship between the sex of a jobseeker and his/her extrinsic work attitude score (r=.20) indicated that money was a major reason that females in this sample wanted to work. The negative correlation between income and extrinsic work attitude scores (-.22) suggested that the monetary orientation of these women toward work was a function of need.

Therefore it is possible that because of their uncomfortable life situations the women were more easily satisfied with their new jobs. It is also possible that women were more likely to be satisfied then men because they did not experience a significant drop in wages when they became re-employed.

The reason that workers who did not have an income earning spouse were more satisfied with their jobs may have been related to occupational status. The correlation between the occupational status of the new jobs and the 'spouse' variable (r=.-19) indicated that individuals who did not have a spouse with extra income were employed at higher status jobs. The higher status of these jobs may have been responsible for the job satisfaction reported by these clients.

Reid (1972) found that occupational status was also associated with job search activity. The higher the occupational status the more job search activity reported. This may have been partially due to the worker's satisfaction with his/her previous employment. Reid reported that lower skilled workers accurately perceived that their job search would be more difficult. If a jobseeker perceived that the available employment options lead to dissatisfying jobs then his/her job search activity might have been effected.

Job Search Activity During First Month At SES. The final analysis pertained to the prediction of job search

Table 20

Regression Analysis on Job Search Activity During First Month

N=177								
Step	Variable	F to Enter	Signi- ficance	Multiple R	R ²	Simple R	Overall F	Significance
1	Total 20	10.43	.001	. 24	90.	. 24	10.43	p < .001
7	Age	6.77	.010	.30	60.	20	8.77	p < .001
. m	Intrinsic work	4.33	.039	. 34	.11	.18	7.41	p < .001
Variable	.b1e	ΩI	Mean	Standard		Deviation		
Total	20	2.70	2.44		1.33			
Age	·	57	61		5.60			
Intrinsic work		1.87	3.67		. 85			

activity during the first month in the program. There were 177 cases included in a stepwise multiple regression. The number of job search activities was reported retrospectively during the follow-up interview (see Table 20).

Three variables contributed significantly to the prediction equation: The total number of jobs held during the last twenty years (B=2.7); the age of the client (B=-.57); and the intrinsic work attitude (B=1.87). The multiple R between these predictors and the number of job search activities (.34) represented a statistically significant relationship (p<.0001). The overall R-Square was (.11).

The profile of a client demonstrating high job search activity would be someone who had many jobs in the last twenty years, was relatively young, and who had a strong intrinsic work attitude.

Human Capital theory treats job search skills as a special type of value. The better a person's job search skills the more likely they were to find employment. The data suggested that an individual's job search skills increased with the number of jobs s/he had in the last twenty years. The evidence for this is the higher job search activity of workers reported by clients who have had more jobs in the last twenty years.

It appears that job search activity decreased as age increased. The relationship between 'age' and 'full/part-time job status' (r=-.15) indicated that 'older

jobseekers' required a job for different reasons than 'younger jobseekers'. The reason they were looking for work was to keep busy and supplement pension income. Therefore there was less urgency to engage in job search activities.

The amount of effort put into the job search was not necessarily a function of why a person wanted a job; but how much they wanted a job. The association of a high intrinsic work score with job search activity suggested that wanting to work for 'the sake of working' can lead to high frequency of job search activity. The motivation to engage in job search activities, however can wane if the behaviour does not yield results. The evidence for this is reported below.

Additional Findings. In order to better understand why some jobseekers remained unemployed and in some cases became discouraged the following questions were asked during the follow-up interviews.

Respondents who reported that they were unemployed and no longer looking for work were asked to list their reasons for terminating their job search activities. Participants were allowed to give more than one reason. Poor health (27.3%) and discouragement (27.3%) were the most frequently cited answers.

Respondents who reported that they were still unemployed were asked what they thought were the reasons that they had not found employment. Participants were encouraged to provide as many answers as possible. Age (22.7%), health

(29.5%), and minimal job search effort (50%) were the major reasons cited.

CHAPTER IV

DISCUSSION

The purpose of this study was to examine the conditions that contribute or detract from older jobseekers securing employment. The research design was predictive, using data collected from client files during an intake procedure for the Senior Employment Service of Lansing. Additional data was obtained through telephone follow-up interviews, which asked respondents to provide retrospective, as well as current information on their employment status.

This section will focus on the implications of the results for both theory and policy. The major findings will be reviewed along with a discussion of methodological issues. This will be followed by an examination of the fit between the results and the theoretical models presented in Chapter I; a discussion of the policy implications for individual programs as well as state and national policies targeted toward older workers; and finally some concluding remarks along with consideration of future avenues of research.

Major Findings

The major findings associated with each of the four questions/hypotheses that were posed in this study are summarized below.

The research on unemployed older workers has not dealt extensively with the older jobseeker that uses a senior employment service. Since the number of these types of programs is rapidly expanding one objective of this study was to document the characteristics of the clients of one representative senior employment service. The findings indicated that the typical client of SES was between 55 and 61 years old; had completed high school; was caucasian; had previously been employed in low to moderate status occupations like sales or clerical work; was economically disadvantaged; and had been unemployed an average of 1.7 years before seeking assistance from the agency. Generally females were worse off economically than males.

Literature on reemployed older workers indicated that this group generally suffered a decrease in their occupational status. The findings of this study indicated that the jobseekers in this sample did not experience a loss of occupational status.

The third major set of findings indicated that the reemployed workers in this study suffered a drop in their
wages. This is consistent with the research reported by

Sobel (1972). Non-CETA clients experienced the largest decrease in earning power.

The findings of the final research question indicated that work history, and motivation were the most important type of variables associated with the prediction of the nine success related criteria.

The intent of this study was to examine the effect of unemployment on older jobseekers and to discern predictor variables that enable the prediction of success related criteria. The findings just reviewed indicated that it was possible to address the major research questions. There were some methodological issues that effect interpretation of these findings that should be considered before theory and policy implications are discussed.

Methodological Issues

Unfortunately because much of the data was collected retrospectively some doubt was raised concerning the validity of some of the predictors. This issue was already discussed in Chapter III. The concern was whether the respondents were able to accurately recall their physical or psychological state at intake. Research reported by Terborg, Howard & Maxwell (1980) indicated that answers given by subjects to retrospective questions were more similar to answers given on a pre-test than to concurrent

questions regarding their present attitudes or status. The implication of the Terborg et al study for the present research is that the respondents probably understood the difference between the retrospective and current questions and were able to accurately recall their previous ideas and feelings. Given the above discussion the veracity of the responses to the retrospective questions is less doubtful. Nevertheless further 'predictive' studies should be conducted before the retrospective items are included in any screening protocol.

Another major methodological issue raised by the results was generalizability. The original intent of sampling from SES was to expand the knowledge base regarding older jobseekers using the services of an agency. In this respect the scope of the findings were limited to this specific population. The conclusions that are drawn in this paper are only meant to apply to clients of senior employment services, although it would be possible to argue for generalizability to older workers in general. The following discussion applies to all of the findings reported in this study.

In regard to the generalizability of these results to other senior employment services there are two major considerations: The program model used by an agency; and the geographic location of the agency. There are various program models used by different senior employment agencies, all of

which can be categorized as either individual or group focused. The SES uses a combined approach which should increase the generalizability of the results at least in regard to the treatment model. A more serious consideration has to do with the geographic location of the agency and the accompanying economic situation. The diversified economy of the Tri-County region creates a population that is composed of all facets of the labour market. In this respect the sample should be representative of most major occupation groups. On the other hand the diversified economy has lessened the impact of the economic depression. This may decrease generalizability in respect to more depressed regions in the state, but it may improve generalizability with areas outside the state. In regard to either possibility the effect of the economy on this study is probably limited to the actual number of job placements. The characteristics of the sample and job search effort should only be effected minimally.

In summary the generalizability of these findings should be fairly good. The conclusions drawn below regarding theory and policy should be relevant for agencies in other regions using either of the two models outlined above. There is of course a need to replicate this study in order to further improve generalizability.

Theoretical Implications

In Chapter I Human Capital theory was presented as the most rational model for understanding what happens to an unemployed older worker. The theory as modified by Sobel (1972) accomodates two important aspects of the unemployment/job search phenomena, which combine to influence the 'success' of the jobseeker. The two major parts of the theory can be characterized as: the potential economic value of the jobseeker for the prospective employer; and the potential valence employment represents to the job-Sobel (1972) does not directly address the relationship or dynamics that function between these aspects of the theory, but his paper implies that placement outcomes are the result of multiple forces working in combination. Despite his inferences regarding the multivariate nature of the phenomena Sobel stresses the role of the jobseeker's 'economic value' to the employer as the key factor moderating job placement. There is little doubt that the value represented by the older worker's skills and experience has important influence on the success of his/her job search. The research reported by Sobel (1972), Bould (1980) and others strongly support this relationship. The deemphasis of the motivational component of the theory however appears to be the result of the type of data available to theorists, rather than a reflection of the important role that the jobseeker's perceptions of the value represented by work has on job placement. Sobel and others have taken a macro-economic approach to the phenomena using large aggregated samples. Their focus has been on tracing the movement of these aggregates in the labour market. Their research has focused on variables such as occupational status, tenure, number of days unemployed and income, but has not assessed 'work value'.

In Chapter I it was stated that the role of motivation in Human Capital theory had not been stressed enough. One of the objectives of this study was to empirically determine the extent to which 'work value' influences job placement. Without the motivation component Human Capital theory does not provide an adequate model of job placement. The theory predicts that a jobseeker with low capital value would have a very low probability of successfully finding a job in a labour market that demanded workers with high technology skills. Similarly the theory would predict that a highly skilled worker looking for work in a high technology labour market most certainly would find employment. However in both cases it is possible to demonstrate that these predictions could be wrong unless motivation is considered. If the low skilled worker was highly motivated s/he might put more effort into his/her job search or perhaps be more willing to accept a lower paying job. Either of these motivation related behaviours might result in a successful

placement. If the highly skilled jobseeker was dissatisfied with his/her career or if s/he simply wished to obtain a job demanding less responsibility then s/he might decide to turn down job offers from high technology firms. In both of these examples the predictions of the one factor theory would be erroneous.

Therefore for Human Capital theory to provide a useful model of job placement it is essential to include motivation. The inclusion of motivation in the theory allows a broader range of predictions. Although the findings of this study support the two factor model it is possible that future evidence could indicate that other factors should be included in the model. For instance if a highly skilled and motivated jobseeker was unable to get a job in a high technology labour market then the present theory would prove inadequate.

The results suggest that both of the components outlined above have at least equal importance in respect to the utility of Human Capital theory as a model for understanding the search behaviour and ultimate probability of placement for older jobseekers. The evidence supporting each aspect of the theory will be presented separately followed by a discussion of how the two forces are associated.

Economic Value of Workers in Labour Market. The major tenet of Human Capital theory is that workers represent a commodity in the labour market. Within this framework the

worker is thought to have a distinct economic value that is determined by his/her skills and experience and by the demands of the labour market. The probability of job placement is directly related to the value represented by the jobseeker's human capital.

Overall the clients in this study had difficulty finding employment. Only 47% had found a job. Of those who were still unemployed 44% could be described as discouraged workers. The characteristics of the sample indicated that the human capital of these jobseekers was relatively low. Most of the workers had been employed in low status jobs, had only a high school education and had been unemployed for an average of 1.7 years. These characteristics are consistent with the findings reported by Sobel (1972).

The theory posits that another consequence of the depreciation of human capital is a drop in the worker's earning power. Depreciation is the result of obsolescence, displacement, and demand. All of the clients were displaced from their last place of employment. The economic conditions in Michigan had reduced the demand for labour oriented toward low technology. Given the rising demand for workers in high technology it is likely that the low technology skills of most of the sample were obsolete. The outcome of these factors was a drop in the average wage/hr earned by reemployed workers. Wages received on a job reflected the value of the worker in the labour market. The fact that

individuals who received lower wages on their previous jobs also received lower wages when reemployed further supported this aspect of the theory.

The findings associated with the final set of research questions also lent some support to the influence of the worker's economic value on job placement and other related outcome criteria. The discussion of these findings will be limited to those variables that either support or contradict the economic aspect of Human Capital theory. The findings that support the motivational aspect of the theory will be discussed later.

Job Placement. The length of the unemployment period, the tenure at the last job and the education level of the jobseeker were associated with job placement. The longer a person was unemployed before registering with SES the less likely s/he was to become reemployed. This is consistent with the effects of obsolescence. The skills of an individual would depreciate from lack of use.

The longer the tenure on the last job, the greater the probability of reemployment. Intuitively this seems consistent with the theory. A person should acquire more skills and experience with longer tenure. This should result in increased human capital and subsequent reemployment. Sobel (1972) came to a different conclusion. The findings of his research indicated that long tenure lead to longer periods of unemployment. He posited that the skills learned on a

job were unique to that place of employment. Thus the value of the employee for the specific employer increased with time. However when the worker became unemployed his/her skills were of little value in the labour market. The conflicting findings may be due to the nature of the respective populations. Sobel studied a more diverse group of older workers who did not necessarily request assistance from a specialized agency. It might be that the relatively homogeneous occupational status of the clients at SES was different from a general population sample. The skills acquired on a low status job should be less specific than skills learned in a higher status position. If this was the case then long tenure on a low status job would increase general skills and thus would also increase human capital. Therefore both findings may be correct.

The association of lower education levels with placement seems to contradict the theory. However, given the low status occupations obtained by most of the clients a higher education might actually lower the value of the jobseeker. A prospective employer might see the worker as overqualified and therefore not well matched for a job. The labour market might have demanded workers with skills not requiring much education. In this case the higher educated worker did not fit the needs of the market. This was supported by the analysis on the continued job search activity of reemployed workers. The more highly educated workers were more likely

to still be looking for another job despite the fact that they were employed. This suggested that these individuals were underemployed and perhaps only accepted their present jobs because their choices were limited by the labour market.

Duration of Job Search. The theory also posits that the value of an individual's human capital will influence the length of time it takes for him/her to find a job. Common sense suggests that the person who was more likely to find a job would also have taken less time to find that job. The analysis on the duration of the job search supported these conclusions. The wage received on the last job significantly predicted the length of the job search. The higher the wage the shorter the job search. As was discussed above the wage received on a job should be indicative of the value of the worker.

Job Search Activity. The findings discussed above support the importance of capital in determining the successful placement of older jobseekers. The theory posits that job skills alone are not sufficient to ensure placement. The jobseeker needs to be able to market his/her skills and s/he must be motivated to work. The association between the number of jobs held in the last 20 years and job search activity during the first month in the program supported the notion that job search skills are learned. The more job changes a person experienced the more job search activity

s/he demonstrated when unemployed. The motivational aspects of the theory posit that the 'value of work' will also influence successful placement.

Value of Work. The second aspect of Human Capital theory deals with the way the jobseeker perceived work. The value held for work should determine both the amount of effort expended in the job search and the probability of the worker accepting a job offer. Essentially this is the same as saying that the motivation of the jobseeker will influence the success of their job search. Motivation in this context is best explained by an expectancy-valence model (Vroom, 1964; Porter & Lawler, 1968; Campbell & Pritchard, 1976). The possible outcomes are full employment, partial employment, unemployment, or retirement. The valence attributed to each of these outcomes, combined with the expectation that a given amount of effort can lead to the desired outcome, should influence the choices made by the individual. S/he first must decide how much effort to put into looking for a job and then if offered the opportunity to work s/he must decide whether to accept the job. The probability that the jobseeker will be offered a job is moderated by the value of their skills and experience. Thus both components of the theory work in combination.

The actual motivation to work was not directly measured in this study. The 'value of work' was assessed by an open-ended question and by intrinsic and extrinsic 'work

value' scales. The association found between these variables and 'success' criteria support that work motivation was an important placement factor.

It was shown that reemployed workers experienced a significant drop in pay. One explanation given above was that unemployment decreased the capital value of the jobseeker thus resulting in lower wages. Another alternative is that older workers attributed different values to work. The fact that 62% of the reemployed workers were at part-time jobs, with lower wages, might have been because they wanted to work for reasons other than finances. This would be especially true for previously retired workers who were more likely to report that they were looking for work to keep busy or feel useful.

Work Reasons. The reason given for looking for work reflects the value attributed to work. Clients gave two types of reasons. They wanted to work for financial reasons or to keep busy and feel useful. Their responses on this item were significantly related to the success of their job search. Individuals who wanted to work to keep busy were more likely to find work. This is consistent with the theory. If the value of work was seen as providing an opportunity to keep busy or feel useful then the pool of possible jobs was fairly large. These jobseekers were less discerning about the type of jobs they would accept. However if the reason for working was to improve or maintain

the individual's financial position, then the pool of available jobs would be much smaller. This pool would be smaller because the jobseeker's depreciated human capital would reduce the employment options available to him/her. The latter was supported by the fact that most of the reemployed clients suffered a drop in their wages. Therefore financially motivated jobseekers would only accept a job that maintained or improved their financial situation. Sobel (1972) found that unemployed workers were less willing to accept a job with lower wages if their financial resources were adequate. That was the case in the present study. Reemployed clients who were still searching for work gave finances as their motivation for wanting another job. It appears that these jobseekers could not afford to wait for a job that met their financial expectations. Therefore they accepted a less desirable job until they could find appropriate employment.

The clients who chose to retire rather than seek employment had lower intrinsic 'work value' scores and had not attended a job club orientation session. Since most of the clients who retired had pension incomes it is not surprising to find that they had lower intrinsic 'work value' scores. If they were internally motivated to work then they would not have retired. The fact that they didn't attend an orientation suggested that their motivation to work was low even when they originally entered SES. It is possible that these

individuals were only experimenting with the idea of returning to work.

Prolonged Job Search. The motivation of a person to work is seen as contributing to the value of their human capital. This was especially true when then the economic value of the capital was not sufficient enough to help the individual find a job quickly. The continued job search activity of unemployed workers was related to the value that they attributed to work. These individuals had high intrinsic 'work value' scores. In the terms of the theory this meant that the outcome they desired was a job that would enable them to keep busy or feel useful. Since the pool of jobs that met those criteria was relatively large the individual could expect that a reasonable amount of effort would lead to a job. The fact that these workers were still highly motivated to find work might have been because they had been unemployed for a shorter period than those clients that had given up. The data suggested that the motivation to continue looking for a job decreased as the period of unemployment increased. The association between 'work value' and prolonged job search seemed to be related to the sex of the worker. Males were more likely to still be looking for work than females. This may be due to societal norms for this age group that stress that the male identity is associated with work.

The job search activity reported during the first month

in the program was also related to continued job search behaviour. This suggested that the motivation level demonstrated by the client when s/he first entered the program persisted over time. The intial job search activity was associated with intrinsic 'work value'. The more intrinsically motivated a client was the more job search activity s/he reported. This is consistent with the way 'work value' was seen as contributing to an overall human capital theory. The value attributed to the placement outcome combined with the expectation that the outcome was achievable, would contribute to a successful placement. The intrinsically motivated jobseekers believed that their job search activities would get them a job.

Summary. The findings of this study support a Human Capital theory that has two major components. The value of an individual's human capital is a function of the skills and experiences that s/he has accumulated as well as the value s/he attributes to work. Separately neither factor provided an adequate model of job placement. By considering both factors it was possible to significantly predict placement related criteria. The contribution of motivation to the overall theory was demonstrated. Nevertheless further research is needed to examine the relative contribution of each of these factors in the prediction of placement outcomes. The low percentage of variance explained by some of the analyses suggests that either better measures should be

developed to assess the economic and motivation components of the theory or perhaps that factors not presently included in the theory should be considered.

The theory has facilitated the identification of specific variables that are relevant to placement success. Considered within the context of the model the economic and motivation factors associated with the theory have implications for policies related to employment interventions for older workers.

Policy Implications

Rising concern about the employment problems of this nation's older workers has brought with it a call to action. The media and other public forums have pointed to the lack of concrete policy on these issues. There has been little data available to policymakers that pertains directly to the sub-population of older worker's at most risk. The working poor seem to bear the greatest hardship from ageist employment policies. The findings of this study suggest some specific policies that could begin to address the problems of this group.

Outreach. The unemployed older workers that used SES could be characterized as the working poor. The low wages and income of this group combined with relatively low status occupations presented a picture of individuals with few

financial resources other than the income derived from work. Long periods of unemployment deprived these individuals of their main source of income. The average client did not register with SES until s/he had been unemployed for 1.7 years. This suggests that these clients waited until their unemployment benefits ran out before seeking assistance. It is not clear to what extent these jobseekers actually looked for work before coming to SES. The findings of this study and of research reported by Sobel (1972), Bould (1980) and Marshall & Cottam (1981) indicated that jobseekers became discouraged and quit searching for work after they had been unemployed for a prolonged period. The implication is that interventions focused on providing individual level assistance should somehow reach prospective clients as soon as possible after the end of their employment. Hill's (1977) study of the stages experienced by the unemployed suggests that outreach may be thwarted by the tendency to perceive the first few weeks after termination as a vacation period. It is not clear how these stages are manifested in a depressed economy, however efforts should concentrate on facilitating voluntary participation.

Eligibility Criteria. The different impact of unemployment on the subsequent wages of CETA and non-CETA clients has important implications for the current eligibility policy of government sponsored employment programs. Present policy restricts eligibility to individuals with annual

incomes that are below the poverty level. The income of CETA and non-CETA clients differed by approximately \$3600, but the mean income of the non-CETA group was still only \$6141. The wage levels of each group corresponded to their income levels. After the period of unemployment the CETA group did not experience a significant drop in wages, but the non-CETA clients suffered a decrease of \$1.37 per hour. Research with general population samples (Sobel, 1972) have found the same loss of earning power. Perhaps interventions should target the non-CETA group in order to prevent this decline in wages. Present policy restricting services to this population are punitive and counterproductive. The ineligible worker is required to expend all of his/her financial resources before receiving assistance. Additionally the delay of service delivery caused by eligibility criteria may extend the length of the unemployment period resulting in a greater risk of discouraging the jobseeker.

Underemployment. The structure of the labour market may contribute to the decline in wages. Most job openings are entry level positions. Many older jobseekers found that in order to get work they had to accept jobs that did not require all of their skills and experience. Over 60% of the reemployed workers were only able to get part-time employment. This was especially true for workers who had previously received lower wages. Consequently many of the older workers were underemployed and underpaid. State and federal

governments could address this problem by providing subsidies and tax incentives to employers that provide appropriate jobs to unemployed older workers.

The findings of the latest Harris (1982) survey on aging in the United States provide a reasonable counter arguement to these recommendations. The survey indicated that most older workers would prefer to work part-time. It could be inferred that because some older workers want to work only part-time that earnings are not a major concern of this group. The data from this study defuses this arguement. More than 51% of the 265 respondents participating in this research indicated that finances were their major motivation for working.

The policies discussed thus far range in scope from specific program changes to broad national economic interventions. The common base leading to these recommendations has been the financial impact of unemployment on older workers. Another policy issue raised by this data is the need for specific programming within senior employment services directed towards older women. The findings of this study reveal that women had lower incomes, lower wages and were employed in lower status occupations. Even though women did not experience a significant drop in wages they continued to earn less than their male counterparts. Women were also more likely to be widowed, divorced or separated. Given the age of this group it is not clear whether a lifetime of struc-

tural underemployment can be rectified by an intervention at this stage in the lifecycle. At the very least agencies should consider programming that addresses the specific support needs of this group and the particular problems associated with the 'displaced homemaker'.

Employability Review. The results of the discriminant and regression analyses indicated that two major categories of variables influenced the probability that an older jobseeker would find work. The motivation of the client and his/her job skills combined to determine the probability of a successful placement. Clients whose job search was motivated by finances were more likely to remain unemployed because they were unable to find jobs at an acceptable pay level. Individuals who retired rather than remain unemployed or work had retired from their last job and were not intrinsically motivated to work. Reemployed workers that were forced to accept lower paying jobs were more likely to continue looking for other work. The implication of these findings is that programs serving older workers could improve their services by using an improved employability development review that would enable the agency to get a better picture of the client's strengths and weaknesses and help the clients to clarify their own expectations regarding available employment options.

The type of information that would be most useful includes: the length of time the person has been unemployed;

their previous wage and occupation; tenure on the last job; reason they left their last job; education; intrinsic and extrinsic 'work value'; and the total number of jobs held during the last 20 years.

Unfortunately the accuracy of the classification equations computed in this study was not sufficient to allow agencies to use them to screen clients. However the information listed above can be used to understand some of the forces that are impinging on particular clients. The optimal application of this information is to use time during intake to help the client to clarify his/her expectations regarding the fit between his/her human capital and the labour market. This should also involve a discussion of the client's 'work value' and the probability that s/he could find the type of work that would satisfy the attributes that s/he requires from a job. The purpose of such a session is not to discourage the jobseeker, but to help him/her focus job search efforts in directions that would best fit his/her needs.

The data suggested that clients with 'work values' that did not match the reality of the labour market were less likely to find employment. It is possible that some clients will re-think their motivation to work. Some may even decide to remain unemployed. A large percentage of new clients at SES never return to receive services after their initial intake. Helping clients to clarify their expect-

ations during the intial contact may increase the number of clients that actually participate in the program and the number that actually find jobs.

Retraining. One final recomendation derived from this study pertains to the retraining focus of the Job Partnership Training Act of 1983. Research studies by Sobel (1972), Chan & Fowles (1980), Vandergroot (1979) and Colledge & Bartholomew (1980) point out that older workers are most likely to be found in declining industries. The present study found that 66% of the sample were in general service or factory jobs. The characteristics of this sample strongly suggested that many of the jobseekers using a senior employment agency could be classified as structurally under-Retraining efforts should keep in perspective the employed. skills and education of older workers. The emphasis on retraining for high technology jobs may raise expectations that cannot be met within the limited number of years that many of these workers want to continue working.

Future Research

The main objectives of this study have been accomplished. The findings have shed some light on the factors that influence the labour market behaviour of older workers. Support was found for a two factor Human Capital theory. Two major streams of future research are suggested by the

conclusions drawn from this study. Future research should improve upon the design of the present study and explore the feasibility of several innovative interventions which deal with the unemployment problems of older workers.

This study should be replicated in order to increase the generalizability of the conclusions and to improve the accuracy of the predictive models. Samples should be drawn from programs using different treatment models and from different geographic areas. The predictive models should be tested using pre-data that is totally obtained during intake. Further research should validate the 'work value' scales and examine the relationship between a jobseeker's 'work value' and his/her work motivation. In this respect a better measure of motivation should be used in future studies.

More work is also needed to further determine the veracity of the two factor Human Capital model of job placement. Research should focus on the relative contribution of each factor to the prediction of placement related criteria. Emphasis should also be placed on identifying other factors that would expand the theory and explain the remaining variance.

Several problem areas were discovered during the course of this research that would benefit from experimentally focused social innovations. The first of these interventions should be concerned with designing and evaluating a method

of helping unemployed older workers to clarify the fit between their 'work values' and the 'true' labour market.

The potential benefit of this intervention was outlined in the previous section.

Programs specifically designed for women should be evaluated. Such programs should consider the family status, income and occupational status of older women. The research should also question whether a program segregated by sex differs significantly from one that is integrated.

Almost half of the clients were still unemployed when they were interviewed. Approximately 44% of this number had given up looking for work. These individuals could be classified as discouraged workers. Research by Hill (1977) and OECD (1966) indicated that discouragement is a major problem encountered by jobseekers. Specific interventions targeted at the discouraged worker might return some of these workers to the labour market. Research should also focus on preventing the 'discouraged worker syndrome'. Job clubs currently encourage clients to use their services for as long as they need. However the repetitive cycle of the program's modules might discourage some clients from using the job club after an extend period of enrollment.

A major problem encountered by older displaced workers was the drop in wages they experienced when they become reemployed. Retraining and advocacy interventions may prove to be solutions to this problem. All of these interventions

should be empirically evaluated.

Conclusions

This study has shown that a Human Capital theory comprised of economic and motivational components provides a good model of the relationship between the characteristics of older jobseekers and their probability of successfully searching and obtaining employment. The findings also indicated that placement outcomes can be empirically predicted using information available during routine intake procedures. 'Work value' was found to be an important factor associated with the clients motivation to find employment. Despite the promising results of the prediction equations the accuracy was disappointingly low. Future research should improve the efficacy of the predictive models and address the problem areas that were identified during this study.

One final note should be made. The design of this study lends itself to conclusions at an individual level of analysis. Some of the results supported interventions that focus on changing the client. Interventions at this level are needed, but these interventions should not be allowed to obfuscate the changes that are necessary at the systems level. The real problem is the structural unemployment that results from a system that pays more attention to the needs of the labour market than it does to individual workers.

APPENDIX A

CETA INCOME LEVELS FOR DETERMINING ELIGIBILITY

NON-METROPOLITAN AREAS

APPENDIX A

	CETA INC	CETA INCOME LEVELS NON-METRO	E LEVELS FOR DETERMINING NON-METROPOLITAN AREAS*	NING ELIGIBILITY	LITY
	OMB Poverty	B rty	70% LLSIL	85% LLSIL	100% LLSIL
Effective Date	3-11-81	-81	6-2-81	6-2-81	6-2-81
Family Size	Non-Farm	Farm	Non-Metro	Non-Metro	Non-Metro
1	\$ 4,310	\$ 3,680	\$ 3,450	\$ 4,180	\$ 4,920
2	2,690	4,850	5,650	6,860	8,070
3	7,070	6,020	7,750	9,420	11,080
4	8,450	7,190	9,570	11,620	13,680
5	9,830	8,360	11,300	13,720	16,140
9	11,210	9,530	13,210	16,040	18,870
For each additional member over six add:	1,380	1,170	1,910	2,320	2,730
*BOSPS (except	ept VanBuren	County) are	to use	Non-Metropolitan	an levels.

APPENDIX B

DOL APPLICATION FORM

_	BUREAU OF EMPLOYMENT AM	O TRAIMIN			A 94	APP				•		
_	Applicants are to complete th					HARD - Y					II. To be completed by the	CETA
				$\overline{}$	া তা তা ত		4. Toda				1. Referred By:	1010-1 410-41
1 0	Secoal Security No 4	ساد	سي	نتا ا			Dete	_ =	_ 7		2. Ethnic 1. White (not !	(lopanic)
5	Name:	Ш	$\Pi\Pi$		Ш	Щ	$\Pi\Pi$	ַ [J.,		Group:3. Black (not it	dian or Aleskan Netive
6. :	Street Address:	ļПП		П	Ш		1	-	·		4. Asian or Pac	ific Islander
,	City	Ш	3.0	ounty: _				IP Code:	ш		3. Intako Sito:	\square
	Poor (III) III	1		ribdey:	<u> </u>	$\neg \Box$	ī п] 12.5	Sex: 1 [D Made	4. Limited English Speaking	7 Yee No
_	(Moses smales of about to		944)		No.	- Y-	- 4	<u> </u>	• •	Female	5. Citisenship: U.S. Cit	isen ent Regident Allen
	Are you a United States citil Are you currently attending		Yes ON	e li	NO, are y	TOU & POTTEN	neat residen	d alless?	UY	<u>=</u> 0 %	Other A	Non-Twee Person Name
	If you are attending	ug school, us	dicate name	of school	el:						☐ Refuger	Parelos (were resear research
15	Do you have a High School I	Diploma?	O Yes C) No	Do you	Mere & GED!	. □Y⇔	□ No			6. a. in-school: Yes b. in-school Youth: C	□No 3Yes □No
16	Highest grade of so Do you have a physical or m	ental bandi	Cap that wo	uid Emit	work agt	ivities?	□ Y== (] №			7. Handicassed: Yes	C) No
17	Many you seemed to seeking ()	E		18	^ 4	☐ Yes		_			8. Veteran: No '	Yes m (8/5/64 to 5/7/75)
	Dates of Service: Have you received a reterant	dashibi i	Tipe of 100	# DESET	. '''	of Discharge					Special Dis	abled Other
_	Have you ever been in the Ci					YES, comple		wine for	each ti	ime van	9. s. Unemployed at least 7 application?	commentive days prior to
-						HO IN CETA.					b. Weeks nampleyed:	At Application
	Whore (City, State)	Start Date Date 177.	Date / (71)	=	-	Berger	For Lawing	, T		Accident	-	Out of Last 12 Weeks
H		DO. / CAT /71.	Cas Ast 771	-	100			 +		\vdash	10. Vaderampleyed:	Out of Last 20 Weeks
ŀ										\vdash	Hours per Week:	Rousty Wage:
H				-	┼	 				-	11. Employment Informati a. Quit for good cause:	
					<u> </u>						b. Entry or semi/sk@ed jo	• 8 8 8
31	Work History - Nos-CETA:	(Let AL	L jobs for at	best the	lest six :	months, US		DATES)			c. Below skill potential: d. Advancement opportus	
1	Baselorer Huase, Chr	**	Title	Novem par	The Viet	Shart Date	Date .		es Per (Lauring	12. Received Lay-off Notice	: DN/A DY
t				-	-	Total Market	CHO MAY /72	+			Date: Emplo	
r				<u> </u>		 	 	+		$\overline{}$	13. Any prior CETA? [14. Time in CETA since 10.	Yes No
h							 	 			Total Vools	
H								+			WE Hours	CRT Veeks
									15. Family Parent in 2	Percet Family By Momber dont Endividual		
t											Starte: Other Fam	dy Momber dost Individual
_	12. Margai Status.										C Single Pare	
22. Marital Status. 23. Do you PROVIDE 50% or more support to any person (do not sount yourself)? Yes No Mary?									THREE (3) MONTHS	SIX (6) MONTHS		
	Do you PROVIDE 50% or m	ors support	to say pers	== (40 =	et	yourself)?	□ Yes	□ No			16.a. Femily Size:	I 6.b. Family Size:
23.	Do you PROVIDE 50% or m]							- 0	l Ne	16.s. Family Size: Dependents:	16.b. Family Size: Dependents:
23. 24	Do you PROVIDE 50% or m]			(amily m	ombors Irria	g with you?	Y) No	16.a. Femily Size:	16.b. Pandy Sim:
23. 24 25	Do you PROVIDE 50% or m If YES, how many? Do you RECEIVE 50% or mi Income Information:	ore of your			(amily m		g with you?	Y		No Received	16.a. Femily Size: Dependents: 17.a. included income	16.b. Family Sim: Dependents: 17.b. Included Income
23. 24 25	Do you PROVIDE 50% or mill YES, how many? Do you RECEIVE 50% or millincome Information: Your family's income will be used in determining your elsebility for CETA. Last each	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25	Do you PROVIDE 50% or mu If YES, how many? Do you RECEIVE 50% or mu income Information: Your family's uncome will be used an determining your elegibility for CETA. List each family member Living with	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25	Do you PROVIDE 50% or m if YES, how many? [If YES, how many? [If YES, how many? [If YES, how many many] or m income information: Your family's income will be used in determining your elegibility for CETA. List each family member luning with you, and their income. List how many members, see a ALL family members, see	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25	Do you PROVIDE 50% or mi If YES, how many? If YES, how many? Or mi Income Information: Your family's income will be used in determining your els pibility for CETA. List each family member luring with you, and they income. List	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25	Do you PROVIDE 50% or m if YES, how many? [If YES, how many? [If YES, how many? [If YES, how many many] or m income information: Your family's income will be used in determining your elegibility for CETA. List each family member luning with you, and their income. List how many members, see a ALL family members, see	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25	Do you PROVIDE 50% or m if YES, how many? [If YES, how many? [If YES, how many? [If YES, how many many] or m income information: Your family's income will be used in determining your elegibility for CETA. List each family member luning with you, and their income. List how many members, see a ALL family members, see	ore of your	support fre	a other	(amily m	ombors Irria	g with you?	Y			16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25 8.	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m iscome information: Your family's uncome will be used in determining your eleb biblity for CETA. Lat each family member lung with you, and they income. Last ALL family members, even if they do NOT have income Do you, or any family memb	ore of your	Support from	Relate A you re	femily m	Cod of bosons	with you?	Page 1	in La	P Restrict	16.a. Pemily Size: Dependents: 17.a. Included Income ONLY:	16.b. Pandy Size: Dependents: 17.b. Included Income ONLY:
23. 24 25 8.	Do you PROVIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Income Information: Your family is scene will be used in determining your es publity for CETA. Lat each family member lumg with you, and they income. List ALL family members, even if they do NOT have income Do you, or any family memil If YES, indicate: AD	ore of your	Support from	Relate A you re	femily m	Contact Bridge	with you?	Page 1	in La	pr Ressired	16.a. Fumily Size: Dependent: 17.a. Included Income ONLY: Last 9 Meetins Twist 2 4 - 5	16.b. Fundy Size: Dependents: 17.b. Inctuded Income ONLY: Last 6 Months
23. 24 25 a.	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m iscome information: Your family's uncome will be used in determining your eleb biblity for CETA. Lat each family member lung with you, and they income. Last ALL family members, even if they do NOT have income Do you, or any family memb	ore of your	Name Name It is a second of the second of	A you re	ceive any	Ched of Income	e with you?	A Meeting of Meeting o	No Foo	m Received of a bleecks	16.a. Femily State: 1 Dependence: 1 17.a. Included Income ONLY: Less 6 Mession Trotal 2 4 = 5 CARECORONS	16.b. Fundy Sim: Dependents: 17.b. Included Income ONLY: Last 6 Months Total 2 = 5 CARrelated Income CARrelated Income
23. 24 25 a.	Do you, or any famuly ments If YES, and cate: Do you, or any famuly ments If YES, and and If YES, and	ore of your	support from Name It is a support from It	A you re-	orive any	Cind of the man, Comm., of the followers	g with you? In the water to the control of the con	Rossind Needle	O No	District of the state of the st	16.a. Founity Size: Dependence: 17.a. Included Income ORLY: Lest 6 Messite Total 2 4 = 5 CARTESISME Dependence 18.a. Response Status: Power/OS LLSE:	16.b. Family Size: Dependents: 17.b. Included Income ONLY: Last 6 Meeths Tests 2 = 3 18.b. Response Status:
23. 24 25 a.	Do you a FRO VIDE 50% or m If YES, how many? The you RECEIVE 50% or m facone Information: Your family's uncome will be used in determining your we be builty for CETA. Last each family member uning with you. And they income. List ALL family members, even if they do NOT have income if you you or any family member if YES, undicate: Do you, or any family member if YES, undicate: NO you, or any family member if YES, undicate: NO you we not family member if YES, undicate: NO you we not family member if YES, undicate: NO you we not family member if YES, undicate: NO you we not family member if YES, undicate: NO you we not family member if YES, undicate: NO you we not family not family member if YES, undicate: NO you we not family not family member if YES, undicate: NO you we not family not family not family in the year.	ore of your	support from Name It is a support from It	A you re-	orive any	Cind of the man, Comm., of the followers	g with you? In the water to the control of the con	Rossind Needle	O No	District of the state of the st	16.a. Fundly Size: Dependent: 17.a. Include Income ONLY: Lean # Meanin Total 2.4 = 5 CAST Control Status: Provery/705 LLSIL 71 - 635 LLSIL 71 - 735 LLSIL 71 - 735 LLSIL	16.b. Family Size: Dependents: 17.b. Included Income ONLY: Last 6 Meeths Tests 2 = 3 18.b. Response Status:
23. 24 25 a. b	Do you, or any family ment If YES, advances ADD Do you, RECEIVE 50% or me facone information: Your family's uncome will be used in determining your will be used in determining your will be used in determining your will public for CETA. Last each family member in year if you, and they income. List ALL family members, even if they do NOT have income Do you, or any family mem If YES, undicate: ADD DO you, or any family mem If YES, undicate: RD DO you we on a family mem If YES, undicate: R DO you we on a family family If YES undicate: R DO you we on a family family If YES undicate: R DO you we on a family members.	in current	hase Name Ity living with SSI (Sur	A you re	otive any	combore Brian	g with you? Investigate to the second secon	Rossind Needle	O No	District of the state of the st	16.a. Founity Size: Dependence: 17.a. Included Income ORLY: Lest 6 Messite Total 2 4 = 5 CARTESISME Dependence 18.a. Response Status: Power/OS LLSE:	16.b. Fundy Sim: Dependents: 17.b. Included Income ONLY: Last 6 Months Total 2 = 5 CARrelated Income CARrelated Income
23. 24 25 a. b c.	Do you, or any family memb If YES, advance A family Do you, RECEIVE 30% or mo Is come information: Your family's uncome will be used in determining your will be used in determining your will publicly for CETA. Last each family members, even if they do NOT have income If YES, undicate: ADC Other (apeculy) Do you, or any family memb If YES, undicate: ADC Other (apeculy) Do you, or any family memb If YES, undicate: ADC Other (apeculy) Do you use on a family family If YES, undicate: Received If YES, undicate: Received If YES in a family memb If YES	ore of your or your or your our or or your our or or your our or or our or or our or	Phase Ph	Adott A you re- Gener A you re- vivors oduced a	orive say	onhors Bring Elide of herman of the followers of the followers in Security II Disability nal products Yes No	g with you? In the series of	Personal Per	No Foo	an Received at a Meada. Od Stampe No or more)?	16.a. Fumily Size: Dependence: 17.a. Included Income ONLY: Last 9 Messius Total 2.4 = 5 Control Status Devery 70% LLSIL 16.4 - 100% LLSIL Above 100% LLSIL 18.7 Resultant PA 19. Resultant PA	16.b. Family Size: Dependents: 17.b. Included Income ONLY: Last 6 Meeths Total 2 = 5 (Ameridies Recent) 12.b. Sessoms Status: Prevery 70% LLSSL 071 - 85% LLSSL 06 + 100% LLSSL 0 Above 100% LLSSL
23. 24 25 a. c. d	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m facone Information: Your family's uncome will be used in determining your we Builty for CETA. Lat each family member rung with you, and they income. List ALL family members, even if they do NOT have income If YES, undicate: DO you, or any family memb If YES, undicate: NO AMY you currently received If YES, undicate: NO A ANY you currently received If YES, unce what date.	ore of your ourrent courrent courrent m is any plu	Name Phase The average well as a second of the second of	A you re	otive any	Control Bridge Contro	g with you? In the last is last if the last is last if the last is last is last if the last is last in the last is last in the last in th	Personal Per	No Foo	an Received at a Meada. Od Stampe No or more)?	16.a. Founity Size: Dependents: 17.a. Included Income ONLY: Last 9 Meanin Total 2 4 = 5 (Astronomic Statum: Deverty/70% LLSIL 71: 65% LLSIL Above 100% LLSIL Above 100% LLSIL 9 Receiving PA 19. Receiving PA 10. Reliable to receive PA 10. Reliable to	16.b. Family Size: Dependents: 17.b. Included Income ONLY: Last 6 Meeths Total 2 2 5 Controlled Income 18.b. Research Status: Drownry/705 LISIL D11 -878 LISIL D60-1005 LISIL Above 1005 LISIL Above 1005 LISIL Above 1005 LISIL
23. 24 25 a. b. c. d. 26	Do you or any famuly memb If YES, undicate: ALL family is uncome will be used in determination. Do you, or any famuly memb If YES, undicate: ALL family member luring with you, and they uncome. Last ALL family member luring with you. ALL family member luring with you. ALL family members, were at they do NOT have uncome if YES, undicate: ADC Order (specify). Do you, or any family memb If YES, undicate: ADC Order (specify). Do you, or any family memb If YES, undicate: AC ORDER (specify). A AT you currently receiving if YES, undicate: No. 1	pers current lettrement m is any pic g Unemptoy te and Fede	hame	h you re- h you re- wivers reduced a remaition ryment Cor season	otive any or otive	of the folioness: of the folioness: of the folioness: In Security In products: Yes No.	e with you? In law in	Posterior Yes Yes I sales of	Ne G	od Stampe No more)?	16.a. Founity Size: Dependence: 17.a. Included Income ONLY: Last a Meanin Tried 2 4 - 5 LARmediand Represet 18.a. Securoses Status: Deverty/70% LLSIL 71: 65% LLSIL Above: 100% LLSIL Above: 100% LLSIL 19. Receiving PA 10. Eligible Or receive PA, 8 19. Receiving PA 11. Indicate any that species.	16.b. Fundy Size: Dependents: 17.b. Included Income 18.b. Essenated Income 18.b. Essenat
23. 24 25 a. b. c. d. 26 27 28. 29	Do you or any family memb If YES, undicate: ADD you or any family member they do NOT have uncome if YES, undicate: ADD you, or any family memb If YES, undicate: ADD you, or any family member they do NOT have uncome if YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family memb If YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family member if YES, undicate: No YES, undicate:	ore of your of your of your of your of your on the your on the your of	by living wat. Ity living with self- Self Self Self- Self Self- S	Between A you re- General you re- vivors and control to a re- standard in the relact to the re- there elect to of the re-	otive any mid Assista	on the following of the	with you?	Rountred November You You I sales of :	Ne Distriction of the Control of the	or Rossined of Stamps of Stamps No	Total 2.4 = 5 Garrafied States Total Lan 1 Messin Total 2.4 = 5 Garrafied States Total 18.A. Remonin States Toverty/705 LLSIL 11 - 255 LLSIL 24 - 1005 LLSIL 25 - 250 LLSIL 26 - 1005 LLSIL 27 - 27 - 27 - 27 - 27 - 27 - 27 - 27	Total 2 = 5 Drowney/OS LISIL
23. 24 25 8. 26 27 28.	Do you PRO VIDE 50% or m If YES, how many Do you RECEIVE 50% or mo facone Information: Your family's uncome will be used in determining your set Builty for CETA Lat each family member uning with you, and they uncome. List ALL family members, even if they do NOT have uncome If YES, undicate: ADC Onto the capacity Do you, or any family memb If YES, undicate: ADC Onto the capacity Do you, or any family memb If YES, undicate: RD On you wo any family memb If YES, undicate: No A Any you currently receiming If YES, undicate No or N	ore of your of your of your our out of your out of the your out of the your family fami	hame In a series of the serie	A you real control of the real to the real	otive any magnicultur or paroist or paroist art of ficure and of ficure CETA pre and relationships are relationships and	on the following of the	e with you? I to take	Personal Member of States	Ne Foc	od Stampa No Or more)?	16.a. Femily Size: Dependents: 17.a. Included Income ONLY: Last a Memba Treat 1.4 = \$	Tests 2 = 5 16 100% LLSIL 17 Included income ONLY: Last 6 Meeths 2 = 5 16 Response Status: Powerty (70% LLSIL 17 18% LLSIL 18 100% LLSIL 19 100% LLSIL 20% LSIL 20% LSIL 20% LSIL 30% LSIL 30% LSIL 40% LSIL
23. 24 25 8. 26 27 28.	Do you or any family memb If YES, undicate: ADD you or any family member they do NOT have uncome if YES, undicate: ADD you, or any family memb If YES, undicate: ADD you, or any family member they do NOT have uncome if YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family memb If YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family member if YES, undicate: ADD you, or any family member if YES, undicate: No YES, undicate:	ore of your of your of your our out of your out of the your out of the your family out of the your family	hame In a series of the serie	A you remain to the remain to	otive any magnicultur or paroist or paroist art of ficure and of ficure CETA pre and relationships are relationships and	on the following of the	eville year out in Last out in L	Yes	Ne Foc	De Bassered et à Constante De Stampa No No No No Security	16.a. Founity Size: Dependence: 17.a. Included Income ONLY: Last a Meanin Tried 2 4 - 5 LARmediand Represet 18.a. Securoses Status: Deverty/70% LLSIL 71: 65% LLSIL Above: 100% LLSIL Above: 100% LLSIL 19. Receiving PA 10. Eligible Or receive PA, 8 19. Receiving PA 11. Indicate any that species.	16.b. Family Size: Dependents: 17.b. Included Income ONLY: Last 6 Meeths Total 2 = 5 (Astrodited Income 15.b. Resource Status: Drownty/705 LLSIL D1 = 58 PLSSIL D4 = 100% LLSIL Above 100% LLSIL weaks before application.
23. 24. 25. 8. 26. 27. 29.	Do you PRO VIDE 50% or m If YES, how many Do you RECEIVE 50% or mo facone information: Your family's uncome will be used in determining your set Builty for CETA Lat each family member uning with you, and they uncome. List ALL family members, even if they do NOT have uncome Do you, or any family memb If YES, undicate: ADC Onto the graceful your Do you, or any family memb If YES, undicate: ADC Onto the graceful you If YES, undicate: No Any you currently receiming If YES, undicate	pers current c	hamport free hamport free hampo	A you remained the second of t	family m make w	or the following	e with you? wing? Medicari with annual No with in the last No with of Michael State of Michael State of Michael Medicari Medi	Yes	Ne Fec	od Stampe No Or more)? Yee No De No	16.a. Family Size: Dependents: 17.a. Included Income ONLY: Lan 1 Meanin Total 2 4 = 5 (Administral Income) 18.a. Economic Status: Dependent Status: Depe	Total 1 2 - 5 Total 1 2 - 5 Total 1 3 - 5 Total 1 3 - 5 Total 1 4 - 5 Total 1 5 - 6 Total 1 5 - 6 Total 1 6 - 1005 LLSIL Above 1006 LLSIL weeks before application. Total To
23. 24 25 8. 6 26 27 28. 29 10 10 10 10 10 10 10 10 10 10 10 10 10	Do you PROVIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Is come information: Your family's uncome will be used in determining you we polisty for CETA. Lat each family member luring with you, and these second. Last ALL family members, wen at they do NOT have second If YES, undicate: DO you, or any family memb If YES, undicate: ADC Other (specify) DO you, or any family memb If YES, undicate: No A Art you currently recump If YES, since what date? I we you should be a family family memb Art you currently recump If YES, undicate: DO you, or any member of y Art you now have you wa Art you currently recump If YES, since what date? I was not set on the you wa Art you currently recump If YES to either question, u O'TE Federal Reguler 20 C umber You may not be dean out Social Security Number w CERTIFICATION	pore of your out o	hy Bridge with SSI SSI SSI SSI SSI SSI SSI SSI SSI SS	Anisot An	control any management of the control of the contro	on the followings of the follo	with you?	Yes	Ne Fee	od Stamps od Stamps No or more)? Yes No Security Number: agencies.	16.a. Family Size: Dependent: 17.a. Included Income ONLY: Lent 9 Membs Total 2 4 = 5 Garmelinal Income 18.a. Removals Status: Poverty/70% LLSIL 71: 45% LLSIL Above 100% LLSIL 19 Receiving FA 20. Esignible to receivity A: 9 10 Total Cold Income 1 Foot Cold 1 Foot Cold 1 Income 1 Houghts/Prison 1 Roceiving FA 1 Houghts/Prison 1 In Other 24 hour Suppy: 1 In Sheltzered Workshop 1 In Sheltzer	16.b. Family Size: Dependents: 17.b. Included Income 17.b. Included Income ONLY: Last 6 Meeths
23. 24 25 8. 3 26 27 28. 29. 29. 29. 29. 29. 29. 29. 29. 29. 29	Do you promise they do not any family successful for the political family successful for the political family successful family successful family members, were at they do NOT have income full fires, undicate: ALL family members, were at they do NOT have income if yet, and they income full fires, undicate: ALL family members, were if they do NOT have income if yet, undicate: ALL family members if yet, undicate: ALL family members if yet, undicate: ALL family members if yet, undicate: No you will not full fires, undicate: No you can't family members if yet, undicate in State of the you will fires, undicate: No you will fire they one should family out and firest full fires in the you will fire they you will fire they you will not have you will	pers current c	hume hy living will string will surving will surving will surving will surving will surving will read Comprant read Unemplo do magrant on pre surving on pre survi	A your read of the	demity in any manufacture and a second of the second of th	or the following of the	e with you? The control of the cont	Yes	Ne CETA	or Basered et a constant et a	16.a. Fumily Size: Dependence: 17.a. Included Income ONLY: Len 1 Membs Total 2 4 = 5 Controlled Income 18.a. Remonder Status: Deverty/70% LLSIL 71: 45% LLSIL B46 - 100% LLSIL 19. Receiving FA 30. Rigidab to receive YA, b 19. Receiving FA 10. Status 19 Receiving FA 10. Status 19 Receiving FA 10. Status 19 Receiving FA 10. Status 10 Power Colde 10 Incommon Status 10 Power Colde 10 Incommon Status 10 Power Colde 11 Receiving FA 12 Receiving FA 13 Receiving FA 14 Receiving FA 15 Receiving FA 16 Receiving FA 17 Receiving FA 17 Receiving FA 18 Receivi	Total 2 = 3 (Amer/Type) (Name/Type)
23. 24 25 8. 6 26 27 28. 29 10 10 10 10 10 10 10 10 10 10 10 10 10	Do you per PRO VIDE 50% or me If YES, how must had remainly to under the good to the your per son the come indomestical to the your per son th	pers current carrent c	hume hy living will string will surving will surving will surving will surving will surving will react Company real Unemplo do magrant or on pre min or ocert react Company react Company county or one c	A you re was a man to make the	family in family	or the following of the	e with you? I have to be a local and a lo	Yes Yes Yes Yes I higher therefore the code of cod	Ne Ne Fec	we Basewed et a steemen et a st	16.a. Fundly Size: Dependent: 17.a. Included Income ONLY: Last a Meanin Treat 2 4 = 5 16.a. Researche Status: Deverty/70% LLSIL 71 = 55 LLSIL B66 - 100% LLSIL Above 100% LLSIL 19. Receiving PA 10. Eligible to reselve PA, b 19. Receiving PA 10. Eligible to reselve PA, b 19. Receiving PA 10. Eligible to reselve PA, b 11. Indicate any that apply: Description PA, b 12. Eligible to PA, b 13. Eligible to PA, b 14. Eligible PA, b 15. Eligible to PA, b 16. Eligible to PA, b 16. Eligible to PA, b 16. Eligible to PA, b 17. Eligible PA, b 18. Elig	Total 2 2 5 16.h. Pandry Size: Dependents: 17.h. Incided Income ONLY: Last 6 Meeths Total 2 2 5 16.h. Research Status: Devery/705 LLSIL D11 = 25 S LLSIL D6 - 100% LLSIL Above 100% LLSIL N/A IN/A
23. 24 25 8. 3 26 27 28. 29. 29. 29. 29. 29. 29. 29. 29. 29. 29	Do you per PRO VIDE 50% or me If YES, how emaily in the power factors indomestical transportation. Your family's uncome will be used in determining your we got the power family member, were at the you, and they income. Lest ALL family member in the you. ALL family members, were in they do NOT have income if YES, undicate: ADD Opport of the your person of they do NOT have income if YES, undicate: No you will not person if YES, such case what date? No you will not person you will not be dean you will not you will not person you will not you will not will not you will not will not you will not you will not you will not	pore of your ourrent our ourrent ourrent ourrent ourrent ourrent ourrent our few our family our few our family our few our family our few our	hy living will by living will strict on the property of the	A you re with a position of the position of th	family my control by the control by	or the followings of the follo	with post of the series of the	You You You You You Aligan? I may had decumentation	Ne Fee	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fundly Size: Dependents: 17.a. Included Income ONLY: Lan 1 Meanin Total 2 4 = \$ Control of Status: Deverty/70% LLSE, 71: 85% LLSE, 24. Susceede Status: Deverty/70% LLSE, 71: 85% LLSE, 19. Recurrag PA 20. Singlebo or receive VA, by 19. Status any that apply: Footer Child In Hospital/Prison In Other 24 hour Supp. In Sheltered Warkshop Rapider Outpetter 22. Reconceived T	16.b. Family Size: Dependents: 17.b. Included Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Incom
23. 24 25 8. 6 26 27 28. 29 10 10 10 10 10 10 10 10 10 10 10 10 10	Do you per PRO VIDE 50% or me If YES, how many! The power factors indomestical transfer of the power factors in the power f	pore of your ourrent our ourrent ourrent ourrent ourrent ourrent ourrent our few our family our few our family our few our family our few our	hy living will by living will strict on the property of the	A you re- A you re- Bristons A you re- Bristons By you re- Bristons Briston	family meaning of the second o	or the followers of the	with post of the series of the	Yes Yes Yes Yes Yes Yes I sales of !! I say he defection of description of their sales of description of the sales	Ne Fee	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Family Size: Dependent: 17.a. Included Income ONLY: Lan 1 Membs Total 2 4 = 2 Garrafinal Increat 18.a. Economic Status: Proverty/70% LLSIL 71: 45% LLSIL 364 - 100% LLSIL 19. Receiving FA 20. Esighbs to receive YA, b 21. Indicate any dat spept: Poster Only LLSIL 21. Indicate any dat spept: Poster Only LLSIL 22. Economically Planefund 23. Economically Disadvant 8 YSIS, why 25. Depended Homesmaker: 24. Possible violation of sept 25. Determination of Eligible 25. Determinat	16.b. Family Size: Dependents: 17.b. Included Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Incom
23. 24 25 8. 3 26 27 28. 29. 29. 29. 29. 29. 29. 29. 29. 29. 29	Do you per PRO VIDE 50% or me If YES, how emaily in the power factors indomestical transportation. Your family's uncome will be used in determining your we got the power family member, were at the you, and they income. Lest ALL family member in the you. ALL family members, were in they do NOT have income if YES, undicate: ADD Opport of the your person of they do NOT have income if YES, undicate: No you will not person if YES, such case what date? No you will not person you will not be dean you will not you will not person you will not you will not will not you will not will not you will not you will not you will not	pore of your ourrent our ourrent ourrent ourrent ourrent ourrent ourrent our few our family our few our family our few our family our few our	hy living will by living will strict on the property of the	A you re- A you re- Bristons A you re- Bristons By you re- Bristons Briston	family meaning of the second o	or the followings of the follo	with post of the series of the	Yes Yes Yes Yes Yes Yes I sales of !! I say he defection of description of their sales of description of the sales	Ne Fee	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fumily Size: Dependence: 17.a. Included Income ONLY: Lan 1 Meanin Total 2 4 = 5 (Addressined Regret) 18.a. Economic Status: Deverty/70% LLSIL 71: 45% LLSIL 19. Receiving PA 20. Biglish to receive YA, b 21. Indicate any that apply: Groter Child In Hospital/Prison Bender Outputient 12. Economically Disadvant If YES, why 25. Deplaced Hospitalion of supply: 41. Possible violation of supply: 42. Possible violation of supply: 42. Possible violation of supply: 42. Possible violation of supply: 43. Determination of Eligible 23. Determination of Eligible 24. Company Status Status 25. Determination of Eligible 26. Company Status 27. Determination of Eligible 28. Company Status 29. Determination of Eligible 20. Company Status 21. Company Status 22. Company Status 23. Determination of Eligible 24. Company Status 25. Determination of Eligible 26. Company Status 26. Company Status 27. Company Status 28. Company Status 29. Company Status 29. Company Status 20. Company Status 21. Company Status 22. Company Status 23. Company Status 24. Company Status 25. Company Status 26. Company Status 27. Company Status 28. Company Status 29. Company Status 20. Company Status 21. Company Status 22. Company Status 23. Company Sta	16.b. Family Size: Dependents: 17.b. Included Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Incom
23. 24 25 8. 3 26 27 28. 29. 29. 29. 29. 29. 29. 29. 29. 29. 29	Do you per PRO VIDE 50% or me If YES, how emaily in the power factors indomestical transportation. Your family's uncome will be used in determining your we got the power family member, were at the you, and they income. Lest ALL family member in the you. ALL family members, were in they do NOT have income if YES, undicate: ADD Opport of the your person of they do NOT have income if YES, undicate: No you will not person if YES, such case what date? No you will not person you will not be dean you will not you will not person you will not you will not will not you will not will not you will not you will not you will not	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict on the property of the	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fumily Size: Dependence: 17.a. Included Income ONLY: Lean # Meanin Total 2.4 = 5 Loan # Meanin 18.a. Remanded Status: Powerty/70% LLSI. 271 - 635 LLSII. 264 - 100% LLSII. 271 - 635 LLSII. 286 - 100% LLSII. 29 Recurrag PA 20. Rigible to receive VA. 6 21. Indicate any that apply: Poster Chief Is Recurrag PA 21. Indicate any that apply: Poster Chief Is Rospital/Prison Is Other 24 hour Supp. 21. Recurrag PA 22. Responsionally Disadvant HYES, vdy 23. Deplaced Housenaker: 24. Possible violation of Eligible TO DESIGNED IS	16.b. Family Size: Dependents: Dependents: 17.b. Included Income 18.b. Executed Included
223. 24 25 25 at b b c c d d 27 27 28 N N N N Y Y Y	Do you, or any family memb If YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any family membrane if YES, undicate: Do you, or any membrane of yill YES, undicate: If YES, undicate: Do you, or any membrane of yill YES, undicated to any proposition. If YES, indicated to any proposition if YES, to either question, in You may not be dean own Social Security Numbers. CERTIFICATION I certify that I have reviewed. Lan also aware that the intig off decuments to support it yes intill in my itermulation from eleigible after sprollment as windication purposes and we undication purposes and we	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on pro tel for any page tel county or tel for any page CAREFULI ant in a CETA oblight or on pro minorar or one county or tel	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	or the followers of the	with you? however	Yes Yes Yes Yes Yes Yes I sales of !! I say he defection of description of their sales of description of the sales	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fumily Size: Dependents: 17.a. Included Income ONLY: Lan a Memba Treat 2 4 = 5 16.a. Executed Status: Deverty/70% LLSIL 18.a. Executed Status: Deverty/70% LLSIL 21 = 55 LLSIL 18 6 - 100% LLSIL 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 21. Indicate any that apply: Footer Child In Monthal/Prison In Other 24 hour Supp. In Shelttered Warkshop Regular Contpatient YES, wby 22. Essessenionity Disadvant YYES, wby 23. Deploaded Hossenaker: 24. Possible violation of sept 25. Determination of Eligible 10 110 110 110 111 111 112 113 114 115 116 117 118 119 110 110 110 111 111	16.b. Family Size: Dependents: 17.b. Included Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Economic Status: Powerty 70% LLSIL 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Income 18.b. Included Income 18.b. Incom
23. 24 25 8. 26 27 28. 29 1 7	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on pro tel for any page tel county or tel for any page CAREFULI ant in a CETA oblight or on pro minorar or one county or tel	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fumily Size: Dependents: 17.a. Included Income ONLY: Lan a Memba Treat 2 4 = 5 16.a. Executed Status: Deverty/70% LLSIL 18.a. Executed Status: Deverty/70% LLSIL 21 = 55 LLSIL 18 6 - 100% LLSIL 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 21. Indicate any that apply: Footer Child In Monthal/Prison In Other 24 hour Supp. In Shelttered Warkshop Regular Contpatient YES, wby 22. Essessenionity Disadvant YYES, wby 23. Deploaded Hossenaker: 24. Possible violation of sept 25. Determination of Eligible 10 110 110 110 111 111 112 113 114 115 116 117 118 119 110 110 110 111 111	16.b. Family Size: Dependents: Dependents: 17.b. Included Income 18.b. Executed Included
223. 24 25 25 at b b c c d d 27 27 28 N N N N Y Y Y	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on pro tel for any page tel county or tel for any page CAREFULI ant in a CETA oblight or on pro minorar or one county or tel	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Fumily Size: Dependents: 17.a. Included Income ONLY: Lan a Memba Treat 2 4 = 5 16.a. Executed Status: Deverty/70% LLSIL 18.a. Executed Status: Deverty/70% LLSIL 21 = 55 LLSIL 18 6 - 100% LLSIL 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 20. Eligible to receive PA, by 19 Recurring PA 21. Indicate any that apply: Footer Child In Monthal/Prison In Other 24 hour Supp. In Shelttered Warkshop Regular Contpatient YES, wby 22. Essessenionity Disadvant YYES, wby 23. Deploaded Hossenaker: 24. Possible violation of sept 25. Determination of Eligible 10 110 110 110 111 111 112 113 114 115 116 117 118 119 110 110 110 111 111	16.b. Family Size: Dependents: Dependents: 17.b. Included Income 18.b. Executed Included
23. 24 25 8. 26 27 28. 29 1 7	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on pro tel for any page tel county or tel for any page CAREFULI ant in a CETA oblight or on pro minorar or one county or tel	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Family Size: Dependent: 17.a. Included Income ONLY: Lan 1 Membs Total 2 4 = 5 Galfredied Regular 18.a. Remonds Status: Diverty/70% LLSIL 71: 45% LLSIL 19. Receiving FA 20. Esighbi to receive VA, to 21. Indicate supplied Status: Above 100% LLSIL Poster Child In Hospital/Prisse In Collect Child In Sheltneed Workshop Regular Outpublied Poster Child In Diplaced Homesmaker: 21. Receiving PA 22. Receiving PA 23. Department of Eligible In Child In Chil	Total 17. In Incided Income ONLY: Last e Meeths Total 2 2 - 5 (American Incided Income ONLY: Last e Meeths 2 3 - 5 (American Incided Income ONLY: Last e Meeths 2 4 - 5 (American Incided Income ONLY: Description Incided Incide
223. 24 25 25 at b b c c d d 27 27 28 N N N N Y Y Y	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on or or for only for o	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Femily Size: Dependents: 17.a. Included Income ONLY: Les a Memba Treat 4 = \$	16.b. Family Size: Dependents: Dependents: 17.b. Incided Income 18.b. Responses Status: Pressy 70% LLSIL 18.b. Incided Income 18.b. Responses Status: Pressy 70% LLSIL 18.b. Incided Inc
23. 24 25 8. 26 27 28. 29 1 7	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on or or for only for o	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	Treat 16.a. Family Size: Dependents: Dependents: 17.a. Included Income ONLY: Les a Memba Treat 18.a. Evencents Status Deventy (765 LLSII) 16.a. Foreign (765 LLSII) 16.a. Foreign (765 LLSII) 16.a. Foreign (765 LLSII) 17.a. Foreign (765 LLSII) 18.a. Evencents Status 19. Foreign (765 LLSII) 19. Roctiving FA 21. Indicate any that apply: Foreign (765 LLSII) 22. Especially Frigon In Other 24 hour Supp. In Shettered Workshop Require Cotparisest 17. The Company of Status 17. Section of Eligible 18.	16.b. Family Size: Dependents: 17.b. Incided Income ONLY: Last a Messive 17.b. Second Status: Drownty/100 LLSL 18.b. Resoons: Status: Drownty/100 LLSL Weakla before application. If (Nami/Typs) Office/1790 Office/1790 Office/1790 Other (Pami/Typs) Disc. LICIBILITY: Disc. Disc. LICIBILITY: Disc. Disc. LICIBILITY: Disc. Disc. Disc. LICIBILITY: Disc. D
224 4 225 a	Do you PRO VIDE 50% or m If YES, how many? Do you RECEIVE 50% or m Iscome Information: Your family's uncome will be used in determining your set Bublisty for CETA Lat each family member luring with you, and their uncome. List ALL family members, even if they do NOT have income Do you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: DO you, or any family memb If YES, undicate: NO Note of the your or	pore of your our on the post of the post of the post our family or feet our	hy living will by living will strict comp rail Unemplo do maynatic or on pro minorar or on or or for only for o	A you re- A you re- A you re- A you re- A you re- A	family management of the second of the secon	of the following of the	with you? however	Yes Yes Yes Yes this paint year? I may he had federated their may he had been delicated their had been delicated t	Ne Fed	od Stamps od Stamps No or more)? Yes No source, neares, n	16.a. Family Size: Dependents: 17.a. Included Income ONLY: Lan 1 Membs Treat 2 4 = 5 Colorational Regard 18.a. Economic Status: Deverty/70% LLSE 71: 45% LLSE 19. Receiving PA 20. Esphibit to reserve YA, b 20. Esphibit to reserve YA, b 21. Indicate any that apply: Foster Child In Hospital/Prison Require Originally Plane Repender Originalist 17 HS, vby Sphibit to receive YA, b 21. Depender Originalist 22. Economically Disadvant If YES, vby Sphibit to Colorate Status Sphibit violation of septimalist VII	Total 2 2 - 5 Comments Status: Drowney / 100 Drowney / 1
224 4 225 a	Do you PROVIDE 50% or my If YES, how many Do you RECEIVE 50% or mo facone information. Your family's uncome will be used in determining your we be publicly for CETA Lat sech family member from the public of the publ	pore of your our on the post of the post of the post our out of the post our family or the and Federous family our family our family our family our family our family our family out family our family our family our family out family our family out family out family fam	hy living will y living will SSI (y living will Service will Service will weakt Comp rai Unemplo do maynan to on pro minorar or on pro tal on any pas county or 5 require it nt in a CET/ oolety for the county or CAREFULI attorn and hurry minorar or To make To ma	A you re- A you re-	family mentals and a second of the second of	or the following of the	with year	Yes	Me Foc	December of Money of America of A	16.a. Family Size: Dependents: 17.a. Included Income ONLY: Lan 1 Membs Treat 2 4 = 5 Colorational Regard 18.a. Economic Status: Deverty/70% LLSE 71: 45% LLSE 19. Receiving PA 20. Esphibit to reserve YA, b 20. Esphibit to reserve YA, b 21. Indicate any that apply: Foster Child In Hospital/Prison Require Originally Plane Repender Originalist 17 HS, vby Sphibit to receive YA, b 21. Depender Originalist 22. Economically Disadvant If YES, vby Sphibit to Colorate Status Sphibit violation of septimalist VII	16.b. Family Size: Dependents: 17.b. Incided Income 18.b. Response Status: Dependent 18.b. Response Status: Dependent 18.b. Response Status: Dependent 18.b. Response Status: 18.b. Response

APPENDIX C

DOL INTAKE FORM

APPENDIX C
DOL INTAKE FORM

	(Date)	(Date)					16 NO OF DEPENDENTS						9	1151. 1151. 100. 1151.	ATTA	AGED		α			
=			RACTORS ONLY: Contract Number		H		16. NO C	. Age		23 UNEMPLOYMENT	INSURANCE 1. Claimant 2. Not a Claimant	3. C Exhaustee	3 No 6 No	2 2 Noverly70x LLSL 2 3 86 100x LLSL 4 4 Above 100x LLSL	39 ECONOMICALLY	DISADVANTAGED	2 2 2	48 TJTC VOUCHER ISSUED	2 0 Yes		
FOR COMPUTER USE ONLY:	(posted) by	(Initial)	FOR BUREAU CONTRACTORS ONLY: Contract Number		b Ze Céde	1 GSA County Code	15. FAMILY STATUS.	Desert in 2 Parent Family	3 Non-Dependent Individual 4 Single Perent	ATUNITES	Upgrading/Retraining Only oll/Reemp. B. Level Yes I. Tes		AMILY INCOME	Is Months American	38. HANDICAPPED		2 0 2	45. FARM RESIDENT	002	S4. FORM PREPARED BY:	î
FOR CO	Edited	Keyed	NO NO	+	11	-	14 NUMBER IN 15 FA		88	22 308 0	, .	2			37. FOSTER CHLD		200	44. OFFENDER	2 0 2 0 4 m	St. PRIOR CETA PARTICIPATION SA (from other Prime Sponsor)	Weeks
	A FAROUI MENT DATE		4. NYACE SITE.				- 12	9	A Dispersed	-	1 Not Applicable 3 No		28. OCCUPATION TITLE OF LAST MON-CETA JOB	DOT CODE OF LAST NON-CETA JOB	38. INSTITUTIONAL STATUS	The sections	1 In Prison/Registal 2 In Prison/Registal 3 Other 24 Nr. Support 4 In Shaltered Workshop 5. In Register Outpatient	43 DISPLACED HOMEMAKER	2.0 ves		PSE WE
	TS . VETB CHILV. 1 BECOME	2 Special Mature	Cimited Services	_	c Ory	. County	TENSHIP	1 US Citizen		ľ	•	-		001 0005 09 0	35. RECEIVING ANY		2002		FARM WORKER 1. Tres 2. No	SI. OPTIONAL S2 OPTIONAL DATA-C	
INTAKE FORM	PARTICIPANTS	2 Concurrent in 18.0		7	7. ADONESS		11 ETHNC GROUP	1. White (not Hapanic) 2. Black (not Hapanic)	3 Amer. Ind. or Alsak. Native 4 Asian or Pacific Islander 5 Hanander	19 SCHOOL STATUS	2 h School Youth		27. HOURLY WAGE OF LAST NON- CETA JOB		DW D			-	SPEAKING 1.0 Year 2.0 No	SO OPTIONAL S	.
=	VIEWER FOR ALL P	2 Retraining 2 Conco	anty) 4 Conc			-	10 SEX: 11 ETHN	O Mark	ğ				15 of 20 meets	2 0 %	33 RECEIVING : 3	\$51	2 00 5 80 5 80 5 80 5 80 5 80 5 80 5 80 5	FOR COMPUTER USE ONLY		49 FORMER CETA EMPOLLEE	2 1 160
MINI NEW THREE PARTY	TO BE COMPLETED BY THE INTERVIEWER FOR ALL PARTICIPANTS		- 1		(Pesse Pres)		9 AGE	B B		18 EDUCATION STATUS	Student (High School or Less) School Dropout Completed H.S. Not Attending	4. Post High School Attendes		2 D	DHI	AFDC	12	STATUS: (if yes, check all that apply)	a. O Varioum Es (34 or under) b. O Special Disabled c. Other	48. EMPOLLMENT STATUS:	2 New Transler
BUNEAU OF EMPLOTMENT AND INCHMING	TO BE COMPLET	В		S SOCIAL SECURITY NUMBER		b Flest	8. BIRTH DATE			17 HIGHEST	COMPLETED	3	UNEWPLOYED		31 EUGIBLE.	BUT NOT	\$ 500 8 4	40 VETERAN STATUS	Not a valence	EARNAR (Optional)	2 D 2

APPENDIX D

ARCHIVAL DATA CODEBOOK

APPENDIX D

ARCHIVAL DATA CODEBOOK

Variable Number	Column Number	Record Number		
1	1-3	Н	Client ID number	0 - 483
2	4	7	Blank	0
٣	9-9	1	Coder's ID number	66 - 0
4	7-8	1	Verifer's ID number	66 - 0
2	6	7	Blank	0
9	10	7	File status	1 = active 2 = closed
7	11	г	Work mode desired	l = past time 2 = full time 3 = either
∞	12	П	Health limitations	1 = yes 2 = no
6	13	7	Transportation	1 = yes 2 = no
10	14	г	Car	1 = yes 2 = no
11	15-18	1	Type of work wanted lst choice	0000 - 9999 see occupation code sheet
12	19-22	1	Type of work wanted 2nd choice	0000 - 9999 blank if no choice
13	23-26	1	Type of work wanted 3rd choice	0000 - 9999 blank if no choice
14	2.7	-	Attended job club orientation	1 = yes $2 = no$
15	28	1	Job club member (check black book)	1 = yes $2 = no$
16	29	-	Blank	0

APPENDIX D (cont.)

66-00	l = male 2 = female	<pre>1 = white 2 = Black 3 = native 4 = Asian 5 = Hispanic</pre>	<pre>1 = U.S. 2 = resident 3 = other 4 = refugee/ parolee</pre>	<pre>1 = married 2 = single 3 = widowed 4 = divorced 5 = separated</pre>	66 - 00	66 - 00	<pre>1 = parent in 2 parent family 2 = other family member 3 = non-dependent individual 4 = single parent</pre>	66 - 00	66 - 00	<pre>1 = student 2 = dropout 3 = completed high school 4 = post high school</pre>	1 = no 2 = in school 3 = youth	<pre>l = unemployed 2 = under- employed 3 = other 4 = employed</pre>	1 = NA $2 = yes 3 = no$
Age	Sex	Ethnic group	Citizenship	Marital status	3 months - number in family	6 months - number in family	Family status	Number of dependents	Highest grade completed	Educational status	School status	Labour force status	Good cause
1	1	1	1	1	1	г	1	J	Н	1	-	1	1
30-31	3.2	33	3.4	35	36-37	38-39	40	41-42	43-44	45	46	47	48
17	18	19	20	21	22	23	24	25	26	27	28	29	3.0

APPENDIX D (cont.)

31	49	1	<pre>Job opportunities/upgrading/ retired A = layoff/reemployed</pre>	1 = yes $2 = no$
32	20	1	B = level	1 = yes 2 = no
33	51	1	Unemployment insurance	<pre>1 = claimant 2 = not a claimant 3 = exhausler</pre>
34	52-54	1	Weeks unemployed	666 - 000
35	55	1	Unemployed - 10 of 12 weeks	1 = yes 2 = no
36	26	1	Unemployed - 15 of 20 weeks	1 = yes 2 = no
37	57-60		Hourly wage of last non- CETA job	\$ \$ \$ \$ \$ \$ 66 - 66 = 00 - 00
38	61-64	1	Occupation code of last non-CETA job (for validation)	0000 - 9999 check occupation code sheet
39	69-59	1	Family income - 3 months annualized	66666 - 00000
40	70-74	1	Family income - 3 months annualized	66666 - 00000
41	7.5	1	Economic status - 3 months	<pre>1 = poverty 2 = 71-85% LLSIL 3 = 86-100% 4 = above 100%</pre>
42	76	1	Economic status - 6 months	<pre>1 = poverty 2 = 71-85% LLSIL 3 = 86-100% 4 = above 100%</pre>
43	17-79	1	Blank	000
44	80	٦	Card number	1
45	81-83	2	Client ID number	666 - 0
46	84	2	Blank	0
47	8 5	7	Eligible - but not receiving $\frac{PA}{PA}$	1 = yes $2 = no$

APPENDIX D (cont.)

48	98	2	Receiving AFDC	1 = yes $2 = no$
49	87	7	Receiving SSI	1 = yes $2 = no$
20	88	7	Receiving other public	1 = yes 2 = no
51	68	7	Receiving any PA last 10 of 12 weeks	1 = yes $2 = no$
52	06	2	Receiving social security	1 = yes 2 = no
23	91	7	If receiving social security, what type	<pre>l = retirement 2 = survives 3 = disability</pre>
54	9.2	2	. Handicapped	1 = yes $2 = no$
5.5	93	2	Economically disadvantaged	1 = yes $2 = no$
99	94	7	Veteran status	1 = yes 2 = no
57	95	7	If veteran	<pre>1 = Vietnam era 2 = special disabled 3 = other</pre>
28	96	7	Limited English speaking	1 = yes $2 = no$
29	9.7	7	Migrant/seasoned farm worker	1 = yes $2 = no$
0 9	86	7	Displaced homemaker	1 = yes 2 = no
61	66	2	Offender	1 = yes 2 = no
6.2	100	2	Farm resident	1 = yes $2 = no$
63	101	7	Primary wage earner	1 = yes 2 = no
64	102	7	Enrollment status	1 = CETA $2 = Non-CETA$
9	103	7	Former CETA enrollee	1 = yes $2 = no$
99	104	7	Blank	0
29	105-106	7	Number of follow-ups completed	66 - 00

APPENDIX D (cont.)

68	107-117	2	Date of last follow-up	Month - day - year
69	113	2	Employed	1 = yes $2 = no$
7.0	114-117	7	Occupation status/code	6666 - 0000
7.1	118	7	Part/full occasional	<pre>1 = part 2 = full 3 = occasional</pre>
7.2	119	2	Permanent or temporary	1 = permanent 2 = temporary
73	120-125	2	Starting date of job	month - day - year
74	126-131	2	Intake date	month - day - year
7.5	132-134		<pre>Intake - starting = number of days to first job</pre>	666 - 000
97	135	2	Interest in employment	1 = yes 2 = no
77	136	7	Subsidized vs. non- subsidized job	<pre>1 = subsidized 2 = non-subsidized</pre>
78	137-139	7	<pre>Intake - follow-up = number of days in progress</pre>	666 - 000
79	140		Evaluation of services Q 18 on follow-up	<pre>1 = not at all 2 = to some extent 3 = a great deal</pre>
80	141-146	2	Termination date	Month - day - year
81	144-149	2	Intake - termination	666 - 000
82	150-154	7	Blank	0
83	160	2	Card number	2

APPENDIX E
WORKSHEET INSTRUCTIONS

APPETIDIX

WORKSHOP PROCEDURES

The most important thing to remember when transferring data from the client files to the worksheet is accuracy and comprehensiveness. The manner in which you organize your data collection is up to you, as long as all the necessary information is recorded. The following is a list of required procedures which you must conduct for each file. After this list is a recommended method of organizing your data collection in the files. These methods can be modified in response to personal preference or situational demands.

- 1) CROSS VALIDATION: Much of the information we will be collecting is recorded in more than one location. Whenever possible check at least one alternate source to determine the validity of your information. This is definitely required for CETA STATUS, TERMINATION DATE, INTAKE DATE, PHONE NUMBER, NUMBER OF FOLLOW-UPS AND CLIENT ID NUMBER. All of these items can be cross validated by checking the BLACK BOOK.
- 2) INCONSISTENCIES: Whenever you encounter discrepant entries check with Joe. If possible we will clear up the problem during the evening. If not the SES staff will clear up the problem the next day. WHENEVER YOU ARE IN DOUBT CHECK OR ASK!
- 3) MISSING DATA: During the first few days check with me if you come across a file which is missing any informationwhich you are supposed to code. The SES staff will help us to locate the missing information. In the event that we cannot find the information or in those cases where the information requested is not applicable (e.g., Info on starting date of new job for clients who haven't found a job yet) we code zeroes wherever there is missing data.
- 4) HOMEWORK: It's to everyone's advantage to minimize the amount of time that we need to spend collecting this data. The sooner we have all of the data on the worksheets the sooner we no longer have to spend two evenings a week downtown. Therefore several of the coding operations are designed so that you can complete them at home. Occupation codes and calculation of days from intake to termination/follow-up/job starting date can all be determined at home. This means that the coding process translates into four discrete steps: A) Transfer data from file to worksheet B) Compute special codes at home C) Transfer data from worksheet to OPSCAN coding sheets D) Verify.

5) RECOMMENDED PROCEDURES:

- a) Before beginning each evening fill out a pile of worksheets with your name, number and the date. You might also want to check if the files are Active or Closed.
- b) Select a pile of files from your designated drawer. Check that each file has not been coded before.

- c) Record CLIENT ID on both pages of the worksheet!
- d) Find and record the information on the WHITE SLIP. If no job preference is indicated then check the EMPLOYABILITY DEVELOPMENT FORM to see if a preference is noted there. If so record this on the worksheet. Check codesheet for appropriate codes. There will be a slightly different code for job preferences taken from the Employability form.
- e) Find and record the information on the APPLICATION/ELIGIBILITY FORM. This is the Social Security information located at item 25C. Record this information in columns 90 and 91.
- f) Find the INTAKE FORM and record all the necessary data. REMEMBER that ENROLLMENT STATUS (COL 102) is actually CETA STATUS.
- q) CETA STATUS: Check white slip and VERIFY with Dept. of Labor letter.
- h) Locate the FOLLOW-UP FORMS. Count the number of times a follow-up has been conducted. Find the most recent follow-up and check to see if a job has been found. If yes then record all the required information. If no then skip to the items dealing with Interest In Employment and Evaluation of the Program(Q18). REMEMBER TO ALSO CHECK JOB STATUS IN THE BLACK BOOK.
- i) You should now have all of the information obtainable from the client's file. Close the file and put your coding number on the front of the file folder. Go on to another file until you've completed at least 5 files. After you have gotten to this point go to the BLACK BOOK for the rest of the data for those files which you have now partially completed.
- j) BLACK BOOK: There are three main operations which take place with the black book: 1) Job Club Info 2) Termination Status and (3) Verification of Data.
 - 1) Job Club Info- The job club info is shown in the black book in either a two or a one column field. Regardless of the type of field the same codes were used to indicate whether a client has participated in the job club. If there are no marks then the client has not been involved in either the orientation or the job club. If only a single check mark is present then the client has attended an orientation, but has not attended the job club. If a check mark with a line through it is found then the client has attended both an orientation and a job club meeting.
 - 2) Terminations-CHECK the FAR RIGHT COLUMN to see if the client has been terminated. If yes then enter the last follow-up date recorded in the black book as the Termination date on the Worksheet. If the Client's Status is Active code zeroes.

- 3) Verifications- Cross validate all the required items listed above. Take special note of JOB STATUS. IF A JOB IS NOTED FROM A FOLLOW-UP EARLIER THAN THE MOST RECENT ONE FROM THE FILE THEN CHECK WITH JOE!
- k) RETURN THE FILE TO THE FILE CABINET AND BEGIN AGAIN.
- 1) AT HOME-- 1) Find codes for all occupations listed on worksheet.
 2) Compute Intake Starting (000000 if no job),
 Intake Follow-up, Intake Termination.
 - 3) CODE DATA ONTO OPSCAN----CHECK YOUR CODEBOOK

CODING INSTRUCTIONS

Welcome to the wonderful world of coding data. There are several coding conventions that you need to be familiar with before we can begin.

1) RIGHT JUSTIFY** This means if you have a four column field 1234 but only three numbers to enter into the field you enter the numbers so that they fill all the space in the right area of the field. One method which we will use that simplifies right justifying is to always fill all the available columns. So in the case above we would put a Ø before our three digit number. By doing this we insure that all four columns are filled and that the data is right justified.

Examples: Suppose we want to code today's date onto a six column field. The codebook has allowed six columns, two for the month, two for the day and two for the year. Today's date is April 15, 1982. Therefore we would enter the following numbers on the coding sheet: \$\mathre{g}41582\$.

Note that I placed a zero in front of the 4 in order to insure that I right justified the date. Ø4-month, 15-day, 82-year.

APPENDIX F
INTERVIEW INSTRUCTIONS

APPENDIX

Interview Procedures

- 1. If phone is answered but client isn't home, try to find out the best time to call.
- 2. If R balks at the intro statement, reiterate that we are doing this for the Senior Employment Service, that we are contacting everyone who was a client between October 1980 and December 1981, and that all information will be kept confidential. The ability to predict job search success simply means improving our ability to help older jobseekers find jobs.
- 3. Probe, if necessary, to be able to code job title.
- 4. When asking for previous jobs, always:
 - a) Use the dates as reference points;
 - b) Work backwards through time;
 - c) Remember the dates when you flip the page;
 - d) Get a 20-year work history.
- 5. If R reports last job as being 6 years ago, Probe to see if R has worked during the last 6 years.
- 6. Housewife for the last 10 years is a job. Skip dates, wage and satisfaction questions. Ask if R worked outside the home during or before this period.
- 7. If you make a mistake correct it. If you find out that the job you've just asked all the detailed questions on is not the most recent job, then go back and ask the detailed questions on the correct job. The R will not know that you've made a mistake. They'll think that what you're doing is routine.
- 8. For the 5-point scales, if an item is not applicable, code 0. For instance, if the person was self-employed then supervision and promotion will be not applicable. If the person worked alone, e.g., a roof contractor, then co-workers would be not applicable.
- 9. Reasons for leaving: If health was the reason a person quit, code "health." If a person quit because they didn't like the job, code "quit."
- 10. The number of months unemployed refers to the time period between leaving their last job and their enrollment at SES. However, if the person retired from their last job, probe to find out whether they were actually looking for work during that period.

If a person retired in October 1980, came to SES in October 1981 but only began looking for a job in July 1981, then they were only unemployed for July, August, September, and October - 4 months.

- 11. Attitudes toward work.
 - a) Read entire scale at least onec;
 - b) Remind R to answer as if this was intake date;
 - c) If the person seems to be answering as they feel now, keep reminding them;
 - d) If the R always uses one type of answer, then probe with choices.
- 12. Health Statements: Check with the R if his/her responses seem inconsistent. They may be misunderstanding the statements.
- 13. The number of times during 1st month that a letter was sent out = total number of letters sent out.
- 14. Job Club if yes, probe whether they attended one meeting other than the orientation meetings.
- 15. If R says they wanted to use club but couldn't because they were terminated, then record that as answer for A but don't ask A.
- 16. Employment Status:
 - a) First ask if R is employed or unemployed, then probe to see if they're still looking or not looking;
 - b) If retired, rpobe to see if working or looking for a job.
- 17. Job Preferences: We want to know if the types of jobs they were looking for when they first came to SES have subsequently changed. Therefore, if they say that they have, ask only for the <u>new</u> preferences.
- 18. If person is unemployed/not looking or retired, ask both why they stopped looking and why they're still unemployed. If in response to the 2nd question they say, "I just told you," then paraphrase what they just told you and ask "whether there are any other reasons."
- 19. Plans to Retire: If R says, "I have no immediate plans," record No.
- 20. If the person is employed/not looking don't read "If you have any questions regarding your status at SES..."
- 21. Always try to get as complete an answer as possible.
- 22. Always try to get an answer to every question.
- 23. If R is in a hurry try to complete interveiw quickly <u>But don't</u> skimp on comprehensiveness.
- 24. If R cannot complete interview, try to re-schedule a specific time to complete the interview.
- 25. DON'T BE INTIMIDATED -- GET A COMPLETE INTERVIEW!!

CODING PROCEDURES

- 1. Always code immediately after the interview is finished.
- 2. Remember to enter all relevant information in the log immediately after the interview is finished.
- 3. Where appropriate, right-justify, i.e., put zeros to the left of numbers to fill up the coding field.
- 4. Missing Data:
 - a) If you either forget to ask a question, or if the R will not give a response code:
 - 1) 911 for Occupations
 - 2) 999999 for Dates
 - 3) 9 for 5-point scales
 - 4) 99.99 for Wage/hour
 - 5) 99 for 2 column/fixed choice questions (e.g., Reason you left job)
 - 6) 9 for Grade in School
 - 7) 999 for Number of Months Unemployed
 - 8) 9 for Yes/No
 - 9) 99 for Retirement Age
 - b) If a question does not apply to R, then code blanks. (e.g, if R = unemployed, leave columns corresponding to questions for Employed blank.)
- 5. Annual Salary = a) Divide by 52 weekly wage (w)
 - b) Divide w by 40 = hourly wage
 - Monthly Salary= a) Divide by 4 = weekly wage (w)
 - b) Divide w by 40 = hourly wage
 - Weekly Salary = a) Divide by 40 = hourly wage
 - Every 2 weeks = a) Divide by 80 = hourly wage
 - Daily Salary = a) Divide by 8 = hourly wage
 * If Live-In, b) Divide by 12 = hourly wage
- 6. REMEMBER -- ALWAYS CODE ID NUMBERS AND CARD NUMBERS.
- 7. Turn in completely coded interviews to Joe's office WITHIN 2 DAYS.

Joe Bornstein: Home - 675-5615 Office - 353-5015

APPENDIX G

CLASSIFIED INDEX OF INDUSTRIES AND OCCUPATION 1980

APPENDIX G

Classified Index of Industries and Occupation 1980

- A. 003-037 Managerial and Professional Specialty Occupations/ Executives
- B. 043-199 Professional Specialties
- C. 203-235 Technicians and Related Support Occupations
- D. 243-285 Sales Workers
- E. 303-389 Clerical/Office Workers
- F. 403-407 Private Household Occupations
- G. 413-427 Protective Service Occupations
- H. 433-469 Service Occupations
- I. 473-499 Farming, Forestry, and Fishing Occupations
- J. 503-549 Mechanics and Repairers
- K. 553-599 Construction Trades
- L. 613-617 Extractive Occupations (Oil/Mining)
- M. 633-693 Precision Production Occupations
- N. 694-699 Plant and Systems Operators
- O. 703-799 Machine Operators
- P. 803-859 Transportation Related Occupations
- Q. 863-889 Handlers, Equipment Cleaners, Helpers, and Laborers
- R. 999 Occupation Not Reported

APPENDIX H

SOCIOECONOMIC AND PRESTIGE SCORES FOR MAJOR OCCUPATIONAL GROUPS, 1970 CENSUS CLASSIFICATION

APPENDIX H

SOCIOECONOMIC AND PRESTIGE SCORES FOR MAJOR OCCUPATIONAL GROUPS, 1970 CENSUS CLASSIFICATION (Stevens and Featherman, 1981)

Socioeconomic Scor
cupational MSE12
ofessional 68.63
nagerial 51.07
les 42.30
erical 31.99
afts 25.63
eratives 18.24
ansport 20.37
porers 15.99
rm owners and 22.29 nagers
rm laborers 14.19
rvice (exe. private 20.81 household)
rvice (private 14.04 household)

APPENDIX I

INTERVIEW SCHEDULE

APPENDIX I

INTERVIEW SCHEDULE

Client Information Sheet

Client ID#	Client Name
Client Phone #	Interviewer ID#
Marital Status	Intake Date

^{*}AFTER INTERVIEW IS CODED REMOVE THIS INFORMATION SHEET FROM THE QUESTIONNAIRE AND FILE IT SEPARATELY.

		SES Tel	epnone Inte	rview Date	
Client	ID	_ (1-3)	Intake Date		(1-3) (4) BLANK
Interv	iewer ID	(5-6)		(5-6)
"Go My Emp woo to a the sea hel	ood Morning/A name is cloyment Serv ald like to i the communit research surv c purpose of arch success. Ip us by answ at you are un on and that a	fternoon/E a ice. The mprove the y. In ord ey with Mi improving We would ering a fe der no obl s always a	vening Mr./ nd I'm call Senior Empl services w er to do th chigan Stat the ability appreciate w questions igation to	Miss/Mrs. ing for the Se oyment Service hich it provid is we are cond e University to predict jo it if you won Please unde provide this say will be	enior des ducting for ob uld erstand informa-
St	rictly confid	ential."			
Work H:	istory:				(7) BLANK
Wha	t's begin by at was the la ming to the S	st job you	held befor		ve held.
PRO	OBES (What wa	s that job	? What was	your position	n?)
a)	Occupation _		Code	(8-10)) (8-10)
	When did you	Finishin			(11-16)
	, , , , , , , , , , , , , , , , , , ,		mo d	ay yr	(17-22)
b)	What was the pay rate tha were receivi you left thi	t you ng when s job?			(23-26)
	(If they can ask them to			/hour wo decimal pla	aces)

Client	ID	In	take Date				
c)	satisf	d like to ask faction with d Please indica	ifferent	aspects of th			
	5	4	3	2		1	
		Satisfied	_	-	d		
Sa	tisfied				Dis	satisfied	l
		you rate your	satisfac	tion with VS	S N D	V D	
1)		pe of work		_			
21		on the job.	• • • •	5	4 3 2	1 (27)_	
2)		pervision you					
		ed from your		E	122	1 (29)	
3)	The pay	ers	• • • •	5	4 3 2	1 (20)	
4)	The opp	portunity for	• • • • •		7 7 2	1 (2)/_	
•	promoti	lon		5	4 3 2	1 (30)	
5)	The pec	ople you worke	d				
	with (c	co-workers)		5	4 3 2	1 (31)_	
	that y	vas the reason you left this	job? 1 2 3 4 5 6 7 8	. laid off (3 . quit . fired . retired . temporary j finished . moved . Other . Health		(32-33)	
be	K. What fore you st job).	: job did you 1 worked at (N	have just ame of				
a)	Occupat	cion	C	ode(34-36)	(34-36)_	
		Finishi	ng Date _	/ / (37- o day yr	42)	(37-42)_	
		Startin	m g Date	o day yr ////////	48)	(43-48)	
			m	/ / (43- o day yr	,		
h:	istory foint. I	e to ask these for the <u>last 2</u> If respondent ate year in wh	question 0 years. cannot gi	s until you h Use finishin ve a specific	ave co g date	mpleted a as a r ef	erence

USE SPECIFIC FINISHING DATES

Cli	ent ID	Intake Da	te	
3.	Occupation	Code	(49-51)	(49-51)
		Starting Date	/ / (52-57) mo day yr / (58-63)	(58-63)
4.	Occupation		(64-66)	
	-		/ / (67-72) mo day yr	
		Starting Date	mo day yr / / (73-78) mo day yr	(73-78)
			mo day yr	
				(79) Blank
				(80)
				(81-33) <u>ID</u>
				(84) Blank
5.	Occupation	Code	(85-87)	(85-87)
		Finishing Date	/ / (88-93) mo day yr	(88-93)
		Starting Date	/ / (94-99) mo day yr	(94-99)
			mo day yr	
7.	Total number of	jobs held in p	ast 20 years	(100-101)
8.	Thinking back w describe as bei job or occupati		re worklife)	
		previously mentically if they have		
	Occupation	Code_	(102-104)	(102-104)
	(If R has r	o major occupat	ion, code 899 .)	
9.	What was the lathat you finish	ed in school?		(105)
	(105	7. Less th 6. Junior 5. Partial 4. High Sc 3. Partial 2. College	an 7 years (0 to 6) High (7 to 9) High (10 to 11) hool Graduate (12) College (1 to 3) Grad (standard 4yr_ e Professional	(105)

3

2

1

(120)

important to me.....5

151

Clie	nt I	D Intake Date								
13.	3. Now I have a few questions about how your health effected your ability to work. Please answer as if this was when you first came to the Senior Employment service back in We will use the same choices. (RFAD CHOICES).									
	5 Strongly Agree 4 Agree 3 Neither 2 Disagree 1 Strongly disagree									
	1.	My health is excellent.	SA 5	A 4	N 3	D 2	SI 1	(121)		
	2.	I cannot use public trans- portation because of my health.	5	4	3	2	1	(122)		
	3.	I have difficulty climbing stairs.	5	4	3	2	1	(123)		
	4.	I find it hard to sit for long periods of time.	5	4	3	2	1	(124)		
	5.	I often go for long walks outdoors.	5	Ÿ	3	2	1	(125)		
	6.	My health is poor.	5	4	3	2	1	(126)		
	7.	I do my own shopping.	5	4	3	2	1	(127)		
	8.	Because of my health I could not work a full-time job.	5	4	3	2	1	(128)		
	9.	My health interferes with my ability to look for a job.	5	4	3	2	1	(129)		
	10.	I am strong enough to work a a part-time job.	t 5	4	3	2	1	(130)		
14. O.K. now I'd like to ask some questions regarding the time you spent looking for a job during the first month you were in the program.										
	Dur num	ing the first month what was ber of times that you:	the	appr	oxi	nate				
		1. telephoned prospective	emi	oloye	ers _					
		2. sent a letter out to a		nploy	er -					
		3. went to a job intervie			-		_	(135-136)		
		A wigited the CEC office						(137-138)		

5. visited the MESC office (Michigan Employment Security Commission)

(139-140)___

Clie	nt ID		Inta	ke Date		
15.	Did y	ou partici	oate in t	he Job Clu	5?	
	PROBE			one meeti ngs don't		
(141)	1. 1	F YESAS	вк в			(141)
,	2	F NOAs	the (Probe aspec	Job Club?	cide not to use dislike particul Club; personal	· · · · · · · · · · · · · · · · · · ·
+ <u>F</u>	 B) How	satisfied	are you	with the wa	ay in which the	- -
-		Club helpe		WZCII CIIC W	ar wilder die	(142)
		5 ery	4	3	2	l Very
	Sat	isfied Sa	tiefied	Neicher	Discatisfied D	iceaticfied

Clie	ent	ID	In	take Date					
			FOL	rom-nb jn	ESTIONS				
(If	you	know thei	ir status ve	erify by	asking th	nem direc	tly.)		
16.			e following status? (Re		-	our prese	ent (143)	
	1)	Employed	- still lo	oking for	other wo	ork (Q 18)		
	2)	Employed	- not look:	ing (<u>0</u> 18)				
	3)	Unemploye	ed - still a	actively	looking	(ე 35)			
	4)	Unemploye	ed - want a	joh, hut	not look	king (Q 3	16)		
	5)	Retired	(PROBE- if appropriate looking for	e categor	y above,	if not			
	<u>A</u> 9	SK 2 17							
17.		ow satisfie catus?	ed are you w	with your	present	employme		144)	
	•	5 very	4	3	2	l very	,		
			tisfied ne	ither di	ssatisfie			d	
			•	·					
				IF EMPLO	YED				
18.	W	nat is you	r position:						
	00	cupation_		Code	()	L45-147)	(145-	147)	
19.	<u>141</u>	nat is you	r hourly wad	re? wage	/hour	149-151)	(148-	151)	
20.	Is	s the job	1.Permanent 2.Temporary	y(Probe: ending permane	if there date or i nt, but I it as ter	if job is R only co	11	152)	
21.	Is	s it	1.Full time 2.Part Time 3.Occasion	е			(153)	
22.	Wł	nen did you	a start this	s job? St	arting Da	ate <u>/</u> mo day	/ (15	4-159)	
							(160)	2
								-163) I	
							(164)Bla	ank

23.	sat	isfact	ion with	u some que this job. tements wi	Like h	abo efo	ut re	you ple	r ase		
		5	4	3		2			1		
		ry		•					ver		,
	sati	sfied	satisfied	neither	dissati	isti	ed	dis	sat	15t16	ed
	How	would	you rate	your sati	sfactio	on w	ith	:			
			_			VS	S	M	D	VD	(2.65)
	1)	The ty	pe of wor	k you đo i	in this	5	4	3	2	1	(165)
				you recei	ive from	n _			_	_	42.66
		_	mployers								(166)
		_	y you rec			5	4	3	2	1	(167)
		,	-	for promo	otion	5	4	3	2	1	(168)
	5)		ople you rkers)	work with		5	4	3	2	ı	(169)
24.				think it i ar from no		you	wi	11	be		(179)
		5	Ą	3	2			1			
	very likely likely nei			noithor	ither unlike			very			
	TTV.	ΕΙγ	irkery	nercher	uniikei	гĀ	un	TIV	ету		
25.	mai	n reas	on? (171-	•	oh what	wou	1 d	be	the		(171-172)
	1)		a hetter	job							
	2)	Laid	off								
	3)	Quit									
	4)	Fired									
	5)	Retir	ed								
	6)	Movin	g								
	7)	Healt	h								
	8)	Other									

$Cli\epsilon$	ent ID	Intake	e Date		
26.		types of jo	similar the jobs you were lour job search	looking for	(173)
	5	4 3	2	1	
	very similar simi				
27.			t of the job y		? (174)
	1. ies	2. NO (1	<i>(4)</i>		(1/4)
	If yes ask Q	28 to 34			
	If No ask nex	t appropriat	te question fr	om 0 35 on.	
28.	What was your	_	Codo	(175_177)	(175-177)
	Occupation		Code	_ (1/3-1//)	(175-177)
29.	What was your	hourly wage			(178-181)
30.	Was the job	1.Permanent	(182)		(182)
	•	2.Temporary	y (Note criter job)	ia for temp	
31.	Was it	1.Full Time	e <u>(</u> 183)		(193)
		2.Part Time	•		
		3.Occasiona	al		
32.	a) When did y	ou finish:	Finishing Dat	e / /	(184-189)
	b) When did y the job	ou start	Starting Date		

Client	ID		Intak	ke							
	d like t th this		ow sat	tisfied you	ı wer	e					
	5	4	3	3	2			1			
	ery sfied sa	tisfied	neith	ner dissat	-iefi	കർ		ver		eđ	
				satisfact:				Juc	1511	C C.	
	ouzu	you ruck	, your	Juli Diudi.				מ	VD		
1)	The tv	ne of wo	rk voi	ı do in	, ,						
-7	1) The type of wo this job			ork you do in		4	3	2	1	(196)	
2)				receive	_			_	_		
	•	our empl	_		5			2		(197)	
3)	_	y you re			5			2		(198)	
4)		-	-	promotion	5	4	3	2	1	(199)	
5)	The pe	ople you kers)	work	with	5	4	3	2	1	(200)	
34. Wh	at was t	1) 2) 3) 4) 5) 6) 7) 8)	Found laid of Quit Fired Retire Moved Tempor		job i nis h	eđ			()	201-202)_	

Are the jobs that you are looking for now the same or different from the jobs you were looking for when you first came to the Senior Employment Service.
1. Same 2. Different
If different + What are your new job preferences?
1.
3
3
Why did you change your preferences?

Client	ID	Intake Date	
→ 36.	If Unempl	loyed/Not Looking or Retired	
·	What ma	ade you decide to stop looking for	a job?
37. [If unempl	loyed	
		you think are some of the reason unemployed? PROBE (Please be as s	
	•		
	(ASK AI	LL RESPONDENTS THE FOLLOWING QUEST	TION UNLESS RETIRED)
38.	Do you	have any plans to retire 1. Yes 2. No	(203) (203)
	НС	ow old will you be when you retire	(204–205)
Tì	hank you v	very much for your time and cooper	ration
		tion that you've provided will he mine how we can improve our servi	• • • • • • • • • • • • • • • • • • • •
	Are there	e any questions you'd like to ask	me before
We	e say good	l-bye?	
If	f you have	e any questions regarding your sta	tus at
	_	contact the office during busines	s hours
at	t 485–79 00	•	
Th	n anks a gai	nHave a nice day.	(206-211)Intake Date
			(2 12-2 29)Blank

(230) 3

APPENDIX J

ADMINISTRATIVE AGREEMENT

APPENDIX J

ADMINISTRATIVE AGREEMENT

MICHIGAN STATE UNIVERSITY

DEPARTMENT OF PSYCHOLOGY
PSYCHOLOGY RESEARCH BUILDING

EAST LANSING + MICHIGAN + 48824

ADMINISTRATIVE AGREEMENT BETWEEN THE TRI/COUNTY SENIOR EMPLOYMENT SERVICE AND JOSEPH BORNSTEIN, OF MICHIGAN STATE UNIVERSITY

This agreement is to specify the intention and future relationship of Joseph Bornstein of the Michigan State University and the Tri County Senior Employment Service. The purpose of this relationship is to conduct research documenting:

1) the types of older jobseekers serviced by the Tri County Senior Employment Service and 2) factors which predict client success at job seeking. In line with this intention the following agreement is specified:

Joseph Bornstein will:

- Provide any resources needed (i.e., personnel, materials, computer time) to carry out the research.
- Take responsibility for developing and managing the research protocols, including supervising and training undergraduate students from Michigan State University to assist in collecting the data.
- Provide the Tri County Senior Employment Service with monthly oral progress reports.
- 4. Provide the Tri County Senior Employment Service with a copy of the completed thesis.
- Insure the confidential and anonymous handling of all information collected on individual clients.

The Tri County Senior Employment Service will:

- 1. Provide access to client files.
- Provide access to their offices after normal business hours in order to facilitate data collection.
- 3. Provide explanation and clarification of record-keeping systems.
- Allow a sample of their clients to be contacted for a brief telephone interview.

Joseph Bornstein

Sue Hadden

MSC 11 an Arromatics Action Figural Opportunity Institution

APPENDIX K

INTERCORRELATIONS OF JOB SATISFACTION SCALE ITEMS
(BEFORE UNEMPLOYMENT)

APPENDIX K

INTERCORRELATIONS OF JOB SATISFACTION SCALE ITEMS (BEFORE UNEMPLOYMENT)

	1	2	3	4	5	
1	1.0					
2	.47	1.0				
3	.53	.42	1.0			
4	.43	.61	.53	1.0		
5	.51	.45	.49	.53	1.0	

- 1. The type of work you did on the job.
- 2. The supervision received from your employers.
- 3. The pay you received.
- 4. The opportunity for promotion.
- 5. The people you worked with.

APPENDIX L

INTERCORRELATIONS OF JOB SATISFACTION SCALE ITEMS
(REEMPLOYED)

APPENDIX L

INTERCORRELATIONS OF JOB SATISFACTION SCALE ITEMS
(REEMPLOYED)

	1	2	3	4	5	
1	1.0					
2	.34	1.0				
3	.58	.32	1.0			
4	. 54	.34	.50	1.0		
5	.26	.45	.18	. 4 4	1.0	

^{1.} The type of work you did on the job.

- 3. The pay you received.
- 4. The opportunity for promotion.
- 5. The people you worked with.

^{2.} The supervision received from your employers.

APPENDIX M

INTERCORRELATIONS OF EXTRINSIC 'WORK VALUE' SCALE ITEMS

APPENDIX M

INTERCORRELATIONS OF EXTRINSIC 'WORK VALUE' SCALE ITEMS

1 2

1 1.0

2 .44 1.0

If I had enough money to live comfortably I would not work.

^{2.} Money is the most important reason for working.

APPENDIX N

INTERCORRELATIONS OF INTRINSIC 'WORK VALUE' SCALE ITEMS

APPENDIX N

INTERCORRELATIONS OF INTRINSIC 'WORK VALUE' SCALE ITEMS

	1	2	3	4
1	1.0			
2	.62	1.0		
3	.43	.38	1.0	
4	.37	.36	.49	1.0

^{1.} It really bothers me to be unemployed.

^{2.} Finding a job is very important to me.

^{3.} I need a job to feel useful.

^{4.} When I don't have a job I get bored.

APPENDIX O

INTERCORRELATIONS OF HEALTH SCALE ITEMS

APPENDIX 0

	INTE	INTERCORRELATIONS OF	TIONS OF	HEALTH	HEALTH SCALE ITEMS	TEMS		
2	3	4	5	9	7	80	6	10
1.00								
.52	1.00							
.24	. 44	1.00						
.14	.31	.17	1.00					
.47	. 59	. 44	.33	1.00				
.36	.32	.30	.31	.39	1.00			
.47	.56	.50	.20	.57	.37	1.00		
.48	.49	.46	.25	. 56	.43	. 74	1.00	
.41	. 40	.32	. 29	.40	.34	.51	.52	1.00

. My health is excellent.

I cannot use public transportation because of my health.

I have difficulty climbing stairs.

I find it hard to sit for long periods of time.

I often go for long walks outdoors.

6. My health is poor.

I do my own shopping.

Because of my health I could not work a full-time job.

a job. My health interferes with my ability to look for

10. I am strong enough to work at a part-time job.

APPENDIX P

PERCENT AGREEMENT - ARCHIVAL ITEMS

APPENDIX P
PERCENT AGREEMENT - ARCHIVAL ITEMS

(5 raters)	Percent
Items*	Agreement
Work Mode	90
Health	90
Transportation	90
Job Club Orientation	60
Job Club Member	90
Age	90
Sex	100
Marital	100
Ethnic	100
Education	100
Income 1	50
Income 2	70
Social Security	100
CETA Status	80

^{*}Items correspond to items found on Intake Forms (see Appendices B and C).

APPENDIX R

PERCENT AGREEMENT - INTERVIEW ITEMS #2

APPENDIX R

PERCENT AGREEMENT - INTERVIEW ITEMS #2

(10 Raters)

 -	Percent		Percent		Percent
Item*	Agreement	Item	Agreement	Item	Agreement
8	100	119	100	153	90
11	100	120	100	154	80
17	100	121	100	165	100
23	100	122	100	166	100
27	100	123	100	167	100
28	100	124	100	168	100
29	100	125	100	169	100
30	100	126	100	170	100
31	100	127	100	172	100
32	100	128	100	173	100
100	100	129	100	174	100
102	100	130	100	175	100
105	100	131	100	178	100
106	100	133	100	182	100
107	100	135	100	183	100
110	90	137	100	184	90
111	90	139	100	190	90
112	90	141	100	196	100
113	90	142	100	197	100
114	90	143	100	198	100
115	90	144	100	199	100
116	90	145	100	200	90
117	90	148	100	201	100
118	90	152	100	203	100
				206	80

^{*}Item numbers correspond to column numbers on interview questionnaire (see Appendix I).

APPENDIX S

PERCENT AGREEMENT - OCCUPATION CLASSIFICATIONS

APPENDIX S

PERCENT AGREEMNT - OCCUPATION CLASSIFICATIONS

(10 Raters)

Occupation	Classification Code	Percent Agreement
	0.0.5	100
Grant Administrator	005	100
Clerical	389	100
Practical Nurse	207	70
Security Director	415	80
Traffic Shipping Clerk	364	100
Forestry Supervisor	494	100
Housekeeper	405	100
Employment Specialist	027	90
Assembly Line Worker	785	100
Garbage Collector	875	90

REFERENCES

REFERENCES

- Azrin, N.H., Flores, T and Kaplow, S.J. "Job Club: a group assisted program for obtaining employment," Behavior Research and Therapy, 1975, 13, 17-27.
- Becker, Gary S. Investment in human capital: A theoretical analysis. J.P.E., Oct, 1962, LXX, 9-49.
- Bould, Sally, Unemployment as a factor in early retirement decisions. American Journal of Economics and Sociology, (Apr.) 1980, V.39(2), 123-136.
- Campbell, J.P. and Pritchard, R.D. Motivation theory in industrial and organizational psychology. In M. Dunnette (Ed.) Handbook of industrial and organizational psychology. Chicago: Rand McNally, 1976.
- Chan, Teresita and Donald G. Fowles. The older worker.
 U.S. Department of Health and Human Services, Office of Human Development Services. Oct, 1980, #81-20265.
- Ciscel, David H. & Tuckman, Barbara H. The peripheral worker: CETA training as imperfect job socialization.

 <u>Journal of Economic Issues</u>, 1981, June, Vol XV(2),
 489-500.
- Colledge, Maureen & Richard Bartholomew. The long termed unemployed: Some new evidence. Employment Gazette, Jan 1980, 9-12.
- Collins, Lora S. Older Workers: Economic Road Maps. New York: The Conference Board, July 1978.
- Dunn, Dennis J. Vocational rehabilitation of the older disabled worker. Journal of Rehabilitation, Oct/Nov/Dec, 1981, V. 47(4), 76-83.
- Davis, Larry D. <u>Life Cycle of Human Resources</u>. 1973, Human Resources Institute: University of Utah.
- Fairweather, G.W. and Tornatzky, L. Experimental Methods for Social Policy Research, New York: Pergamon Press, 1977.
- Gillaspy, Thomas R. Labor force participation of the older population: Toward 1990 -- A demographic approach. In Ragan, Pauline K. Work and Retirement: Policy Issues. California: University of Southern California Press, 1980.

- Gordon, Margaret S. The older worker and hiring practices. Monthly Labor Review, Nov, 1959, V. 82(11), 1198-1205.
- Graney, Marshall J. and Doris M. Cottam. Labor force non participation of older people: United States, 1980-1970. The Gerontologist, 1981, V. 21(2), 138-145.
- Gray, Denis O. A Job Club for Older Workers and Retirees:

 An Experimental Evaluation of Outcome and Process.

 Doctoral Dissertation, Michigan State University, 1980.
- Gunnar, Myrdal, The Political Element in the Development of Economic Theory. Cambridge, Massachusetts: Harvard University Press, 1954.
- Hadden, Sue. Annual report of the Senior Employment
 Service. Tri-County Office On Aging: Lansing, MI, 1981.
- Hall, Arden & Johnson, Terry R. The determinants of planned retirement age. <u>Industrial and Labor Relations Review</u>, Jan, 1980, V33(2), 241-254.
- Harris, Lou and Associates Inc. Aging in the eighties:

 America in transition. A survey conducted for the
 National Council on Aging Inc., Nov., 1981.
- Hill, J.M.M. The Social and Psychological Impact of
 Unemployment. A Pilot Study. Tavistock Institute of
 Human Relations, London, 1977. Doc#2T 74
- Kane, Rosalie, A., and Kane, Robert 1. Assessing the elderly:

 A practical guide to measurement. Lexington, Mass:
 Lexington Books, 1981.
- Kiker, B.F. The historical roots of the concept of human capital. <u>Journal of Political Economy</u>, Oct, 1966, V.74, 481-99.
- Kingson, Eric R. The early retirement myth: Why men retire before age 62. Report of the Select Committee on Aging. U.S. House of Representatives, Oct 1981 (No. 97-298).
- Lippman, Steven A. & John J. McCall. The economics of job search: A survey Part I. Economic Inquiry, 1976, June V.(XIV), 155-189.
- Maslow, Abraham Harold. Motivation and Personality, New York: Harper, 1954.

- McConnell, Stephen. Alternative work patterns for an aging labor force. In Ragan, Pauline I. Work and Retirement: Policy Issues. California: University of Southern California Press, 1980.
- Morrison, Malcolm H. International developments in retirement flexibility. Aging and Work, Fall 1979, 221-234.
- Morse, Dean. The Utilization of Older Workers. Washington:
 National Commission for Manpower Policy, Special Policy
 Report No. 33, March 1979.
- Nelson, Thomas C. The age structure of occupations. In Ragan, Pauline K. Work and Retirement: Policy Issues. California: University of Southern California Press, 1980.
- Nie, N.H., Hull, C.H., Jenkins, J.G., Steinbrenner, K., and Bent, D.H. Statistical package for the social sciences. New York: McGraw-Hill, 1975
- Nunnally, Jim C. <u>Psychometric Theory: 2nd Edition</u>, New York, N.Y.: McGraw Hill, 1978.
- OECD, Promoting the Placement of Older Workers, 1966.
- OECD, Socio-Economic Policies for the Elderly, Paris, 1979.
- Pampel, Fred C. Changes in the labor force participation and income of the aged in the United States, 1947-1976. Social Problems, Dec, 1979, V. 27(2), 125-142.
- Porter, L.W., and Lawler, E.E. Managerial attitudes and performance. Homewood, Ill: Irwin-Dorsey, 1968.
- Reid, Graham L. Job search and the effectiveness of job-finding methods. <u>Industrial and Labor Relations</u> Review, 1972, V.25 (4), 479-495.
- Rones, Philip L. The retirement decision: A question of opportunity? Monthly Labor Review, Nov, 1980, 14-17.
- Rosenfield, Carl & Scott Campbell Brown. The labor force status of older workers. Monthly Labor Review, Nov, 1979, 12-18.
- Schmitt, N., and McCune, J.T. The relationship between job attitudes and the decision to retire. Academy of Management Journal, 1981, 24(4), 795-802.

- Schultz, Theodore W. Economic Research: Retrospect and Prospect -- Human Resources, New York: Columbia University Press, 1972.
- Sheppard, Harold L. and Sara E. Rix. The Graying of Working America. New York: The Free Press, 1977.
- Smith, P.C., Kendall, L.M. and Hulin, C.L. The measurement of satisfaction in work and retirement; a strategy for the study of attitudes. Chicago: Rand McNally, 1969.
- Sobel, Irvin. Older worker utilization patterns: Human capital approach. <u>Industrial Gerontology</u>, 1972, (13) 6-28.
- Stagner, Ross. Propensity to work: An important variable in retiree behavior. Aging and Work (Summer) 1979, 161-172.
- Stevens, G. and Featherman, D.L. A revised socioeconomic index of occupational status. Social Science Research, 1981, 10, 364-395.
- Terborg, James R., George S. Howard & Scott E. Maxwell. Evaluating planned change: A method for assessing alpha, beta and gamma change. Academy of Management, 1980, 109-120.
- U.S. Bureau of Census. General population characteristics, 1980.
- U.S. Department of Labor. Employment and training administration. Employment-Related Problems of Older Workers: A Research Strategy, 1979.
- Vandergoot, David, Richard Jacobsen and John Worrall.

 direction for placement practice in vocational
 rehabilitation In Placement for Rehabilitation: A

 Career Development Perspective. Edited by David
 Vandergoot and John D. Worrall, 1979, Baltimore,
 University Park Press, 236 pages.
- Vroom, V.H. Work and motivation. New York: Wiley, 1964.
- Walker, J.W., and Price, K.F. Retirement policy formulation: A systems perspective. Personnel Review, 1976, 5, 39-43.

Wolozin, Harold. Early retirement and the older worker. Journal of Economic Issues, June 1981, V. XV (2),

Reference Note

Personal Communication with Denis Gray at Annual Gerontological Association Conference, Fall 1981.

