

*File Behind
action*

200
*Employment prog for minority group
female single parents*

MEMORANDUM

To: Bernard Anderson

From: Lamond Godwin

Subject: CBO Employment and Training Initiative for Minority
Female Single Parents

advantage As per your request, I am writing this memo to outline for you the approach I recommend for the identification and selection of organizations to receive Rockefeller Foundation Program replication grants for employment and training activities targeted to ~~dis-~~
~~enfranchised~~ women family heads. Because of the impending reductions in public sector employment opportunities and in the employment and training budgets of Federal, State and Local governments, I recommend that the Foundation concentrate its project replication grants on those programs which have demonstrated effectiveness in training and placing disadvantaged minority female family heads in good (i.e. those that pay at least \$2.00 per hour above the federal minimum wage) nontraditional jobs in the private sector, and which have the greatest potential to leverage matching funds from CETA prime sponsors or other governmental or private sources. Because the Foundation's budget for these replication activities is only 1.2 million, I recommend that no more than five to seven grants be made.

The method of selecting the potential grantees should be simple and straight forward. Selected community-based employment and training organizations of demonstrated effectiveness should be invited to submit proposals to the Foundation. Demonstrated effectiveness would be determined on the basis of documented and verifiable proof of the organization's ability and record in the training and placement of minority female single parents in good non-traditional private sector jobs during the past two years.

Of particular interest to the Foundation are industry-wide project designs which can be suggested by employers and State and Local CETA prime sponsors in several locations throughout the nation. All proposals should describe how a program which has been successful in one location can be equally successful in a different geographical area.

Organizations submitting proposals should be guided by the following specific guidelines:

A. Eligible Participants

All participants in programs funded under this initiative must be economically disadvantaged minority female single parents who meet the eligibility criteria for Aid For Families With Dependent Children.

B. Allowable Activities

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Activities may include all types of class-room and on-the-job skilled training and placement assistance. All placements must be made in private for ^{project} businesses or public utilities. Public Service Employment or Work Experience type activities will not be allowed.

C. Job Placement Requirements and Goals

All proposals must specify which jobs in which industries and geographic locations the minority single parent participants will be trained for and place in. All placements must be in jobs that pay at least \$2.00 above the Federal Minimum Wage and written expressions of employer support and willingness to cooperate with the project must be submitted as part of the proposal. The number of participants to be trained and placed and the cost per placement must be specified in the proposal.

D. Duration

*Example:
300 / 1 yr / 2 yr.
Matched
w/ local funds*

Proposals must be designed for a 12 month period. Only in special circumstances will grants be extended beyond one year. Under no circumstances will funding exceed 2 years. Grantees may, however, wish to develop projects which can be incorporated into other renewable CETA programs.

E. Proposal Review and Funding Considerations

A three person panel chaired by Bernard Anderson will review and make funding recommendations. Funding will occur following the successful completion of negotiations with a Foundation Grant Officer.

Based on the knowledge programs of demonstrated effectiveness that I gained as Administrator of ~~National Employment And Training Programs~~ for the U.S. Department of Labor, I recommend that the following organizations be invited to submit proposals to the Foundation:

1. The Center For Employment Training, San Jose, California. This program has an outstanding and unequalled record of accomplishment in the training and placement of disadvantaged Hispanics in general, and disadvantaged Hispanic female single parents in particular, in good non-traditional jobs in the rapidly expanding electronics industry. This program has an excellent working relationship with the major electronics firms that are based in the San Jose "Silicone Valley" area of California. Because of the increasing scarcity of skilled and semi-skilled labor in the San Jose area many of these firms are establishing new plants in other states. With its extensive experience in training for electronics industry jobs, and its excellent reputation with industry officials, CET could easily establish programs based on the San Jose model in other states to assist minority single parents with a combination of Foundation and Industry or CETA funds.

2. The National Women's Employment And Education Program, Inc. in San Antonio, Texas. This program is a good example of a program that has been successful in enabling Hispanic female single parents who are welfare recipients to obtain good skilled non-traditional jobs in the constuction, electronics, and data processing industries. This program, especially the construction training and placement component could be replicated in another city in the Southwest with a heavy concentration of Hispanic female single parents.

3. The National Council of Negro Women, Washington, D.C. and New York, NY. This organization which has administrated numerous employment and training and other programs to assist disadvantaged black women over the years, has the best record of any organization funded by the U.S. Department of Labor in providing employment and training assistance to black teenage single parents and rural black adult women.

4. The Opportunities Industrialization Centers of America, Philadelphia, Penn. This national organization, which has more than 140 local affiliates, is the largest black community based employment and training program in the United States. It has an outstanding record as a training organization for disadvantaged urban blacks and has strong support from several of the Nation's top business corporations. The main objective of Foundation assistance to the OIC would be to assist this organization to provide technical assistance to a group of its local affiliates ~~to assist them~~ to increase the number and proportion of minority single parents currently enrolled in their training activities. Or the Foundation could identify and fund directly one or more local programs that ~~has~~ ^{have} compiled an outstanding record of assistance to minority female single parents. If an agreement ~~could~~ ^{can} be negotiated with the OIC leadership to increase the proportion of this target group in ~~all~~ local OIC programs, the number of minority female single parents who ~~could~~ ^{can} benefit would be substantial. ~~In comparison to the other activities outlined herein~~

5. The National Urban League, New York, N.Y. Although not as large as the OIC network of employment and training programs, many of the local Urban League Affiliates administer government funded employment and training programs and some administer special programs for minority females who are single parents. The same funding approach that might be used for the OIC ^{can} also ~~could~~ be used for the Urban League.

~~G. Other self-help programs, Forum~~
If grant agreements cannot be negotiated with one or more of these organizations, others could be invited to submit proposals.

Ideally, this initiative would accomplish the following results:

✓ - A minimum of five visible and effective employment and training programs targeted to minority female single parents would be established in local areas where none presently exists. ✓

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✓ - The community-based organizations that are funded under this initiative would have more financial resources than would be the case if the Foundation did not take this action. This is very important in light of the sharp reductions in CETA resources upon which these organizations are heavily dependent.

- The availability of Foundation support and a matching requirement would make it easier for community-based organizations to obtain funding from ~~CETA prime sponsors or other sources.~~

other public and private

- Other Foundations could be inspired by the initiative taken by the Rockefeller Foundation and join in the effort to expand the number of special community-based employment and training programs for minority female single parents.

- Communication and working relationships between employers in certain growth industries and localities and community-based organizations serving minority female single parents could be improved.

stop ✓ - Finally and most important, minority female family heads who otherwise would not have employment and training opportunities and assistance will benefit from this initiative. The exact number of participants who would be served under this initiative would depend upon the results of the negotiations between the foundation and the CBO grant recipients concerning the specific numbers to be served in each project. In the case of the Urban League and the OIC or other large CBO's the proportion of minority female single parents served in all of their local affiliates would increase because of this initiative.