

Disadvantaged Employee Development Program to save taxpayers \$100,000

June 1, 1970

The University of California, San Diego is expected to save taxpayers more than \$100,000 in state welfare costs this year through its Disadvantaged Employee Development Program (DEDP).

The program, which began last June, operates as an integral part of the UCSD Personnel Office and University Extension to recruit, train and place in jobs individuals from all ethnic groups in the San Diego Community who do not meet minimum qualifications for employment. Most of these people are either on welfare or are underemployed with incomes below the recognized poverty level.

The DEDP was scheduled to train and place some 55 trainees during the first year of operation, but the program is ahead of schedule having already enrolled a total of 94 trainees. Of these, 50 have already been placed in full-time, permanent positions within the University or in the community and 28 others are in various stages of training. Five others have completed training and are awaiting placement. Of the remaining, 9 have quit to take jobs elsewhere and 2 have dropped from the program.

According to Jack Douglass, Assistant to the Chancellor at UCSD, 28 of the trainees who are now working were on welfare drawing monthly checks totalling \$73,248 per year. Douglass estimated that when the remaining DEDP trainees are hired, there will be an additional savings to the State of approximately \$45,000. The savings to taxpayers as a result of the UCSD program will amount to \$118,248 a year.

"When this amount is compounded over the years with the dollars from new trainees constantly added to it, the savings can amount to a very meaningful part of the State's annual welfare budget," Douglass said.

Funding for the DEDP program has come from several agencies including the Economic Opportunity Commission of San Diego County, the Universitywide Urban Crises Program, and the San Diego City Schools Adult Education Division. The program concentrates on the hard core unemployed and those below poverty income levels, using the Department of Labor's criteria as a guide. The ethnic ratio among the 94 trainees at UCSD is 11 white, 62 black, 20 Mexican-American, and 1 other. The age range is from 18 to 50.

Most of the trainees did not meet the minimum qualifications for employment set by the University of California. To train these individuals to a qualifiable level, a two-phase program has been developed. Phase I, called the "Short Range Plan" is designed to train disadvantaged individuals to fill entry level, or beginning level, positions. Phase II, called the "Long Range Plan" or the "New Careers Concept" is designed to train individuals to fill skilled and white collar type positions.

Under Phase I, trainees are assigned to a skills development class designed to equip them for employment. During this period many trainees are paid a training wage by a subsidizing community agency. Following the skills class they move into on-the-job training positions.

After satisfactory performance has been demonstrated in on-the-job assignments, the trainee is eligible for employment by the University. Although departments are not obligated to employ the trainee, it has usually been the case that the trainee is hired for the available position.

Under Phase II, candidates for upgrading are sought on a continuing basis by the DEDP staff and the UCSD Personnel Office. The training for Phase II is based on job requirements and the existing education and skills of the trainee.

So far this year the DEDP trainees have been placed in jobs both on the UCSD campus and at University Hospital. Included in the job categories are clerks and clerk-typists, animal caretakers, laboratory helpers and assistants, messengers, watchmen, linen service assistants, dietary aids and deliverymen.