

Disadvantaged Employee Development Program sets clerical training and open house

April 14, 1971

The Disadvantaged Employee Development Program (DEDP), part of the Affirmative Action Program at the University of California, San Diego, has developed a new clerical training program which is the first of its kind in the nation. The program, scheduled to begin Thursday, April 15, will be located in the DEDP training facility, Building 508, on UCSD's Matthews Campus.

A public Open House, designed to give the community an opportunity to see the facilities and learn more about the DEDP training program, has been set for Thursday, April 22, from 2:30 to 4:00 p.m. at the training center.

According to Johnnie L. Collins, Program Coordinator, 18 persons who are currently unemployed or without marketable skills have been recruited through local manpower agencies to enroll in the 26-week program. Collins said the DEDP has saved California taxpayers over \$100,000 per year by training and employing welfare recipients through DEDP programs such as this.

According to Collins, the program has built-in success factors. After an initial period of intensive clerical training the trainees will be exposed to seven different job sites either at the University or in the community. This will give them the opportunity to pick an area of specialization and learn the particular skills needed for the job they will receive after training.

After this "exposure" the trainees will return to the training facility for concentrated work in the areas of specialization. They will then be sent to job sites for on-the-job training in departments where their specialized training, can be put to use and where there is a chance of permanent employment.

Unique features of the program will be a specially designed videotape and closed circuit television system and other innovative methods of teaching. Prospective job sites will be filmed so that the trainees can learn the environment and procedures of a particular job site before they go to it. This will eliminate many of the problems the employer has with new employees in the adjustment period of four to six months.

Also, the fear and anxiety that a new employee often faces would be eased if he has prior familiarity to the new work

This training program has come into being through the cooperation of many agencies and businesses in San Diego. Teachers, textbooks, supplies and some equipment are being provided for the program by San Diego Community Colleges. All other equipment has been loaned or donated by the IBM Corporation or The Junior Chamber of Commerce. The Pacific Telephone Company designed and installed a special telephone system for the program. Materials for the renovation of the facility were donated by local lumber companies.

During the last 18 months the DEDP has trained over 150 persons under the auspices of UCSD's Personnel Department.

It is the hope of Collins that the concerned San Diego community will be able to attend the Open House on Thursday, April 22, 1971, from 2:20 to 4:00 p.m. There will be a demonstration of the clerical program and DEDP

administrative operations, and special awards will be given to individuals, organizations, and corporations that have contributed to the success of the DEDP and aided in placing the disadvantaged of San Diego in meaningful jobs.

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