

Louis M. Lake named director of Disadvantaged Employee Development Program (DEDP)

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Louis M. Lake, former director of Archie Moore's "Any Boy Can" youth program, has been named to direct the Disadvantaged Employee Development Program (DEDP) operated by the University of California, San Diego.

The program, directed by the UCSD Personnel Office, was established on the campus two and a half years ago to recruit, train, and place in jobs individuals from all ethnic groups in the San Diego Community who did not meet minimum qualifications for employment. Most of these people were either on welfare or were underemployed with incomes below the recognized poverty level.

Since the program's beginning in June, 1969, over 130 trainees have been placed in jobs in the community and on the University campus. In the past six months alone 42 persons have been trained and 38 have been hired into full time employment. According to University records, the job retention rate among those placed at UCSD is an impressive 97 per cent. In addition, over 10 per cent of those placed have received promotions.

Lake, a 6-foot, 4-inch former Marine Corps and San Diego State College basketball player, brings a background of personnel and employment work with him to the job of Director of DEDP. A native of Seattle, Washington, he attended both San Diego State and the California Western campus of United States International University majoring in clinical psychology and political science. He worked for three years as an employment counselor with the Department of Employment (now Human Resources Development) and for four years as Director of the ABC Youth Program before joining the staff at UCSD.

Lake and his wife Barbara have two children. He is a charter member of the Southeast San Diego Optimist Club and, as a hobby, is interested in teaching the art of self defense such as boxing and karate.

One of his first projects with DEDP is a name change.

"There are currently 18 trainees in classroom work and 43 others in on-the-job training positions around the campus," Lake said. "Certainly these people come from disadvantaged areas of the city and several of them don't even have high school diplomas but once they start in the campus program the disadvantages begin to drop away," he said. "I'm pushing for a name that will depict the progressive nature of the training and the positive results that have been shown so far."

Funding for DEDP has come from several agencies including the Economic Opportunity Commission of San Diego County which provides stipends for student trainees, the University-wide Urban Crises program, and the San Diego City Schools Adult Education Division which provides textbooks and teachers. The main source of operating funds is the San Diego Model Cities Program which has increased its funding for the coming year.

DEDP concentrates on the hard-core unemployed and those below poverty income levels, using the Department of Labor's criteria as a guide. Most of the trainees who have gone through the program 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 brings trainees to an entry level, or beginning level, position. Phase II is designed to train individuals to fill laboratory and clerical positions.

Candidates for upgrading through Phase II are continually sought by the DEDP staff and the UCSD Personnel Office. The training for Phase II depends on the job requirements and the education and skills of the trainee.

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