



Irene Gomez-Bethke Papers.

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Sp-Sp. Af. Council

a. 1. Current Project Report

- a. Econ. Dev. Com - Com. Inc. by end of yr.
b. Business Information Exchange Conference. [Tues 5:30
500 Rm]
c. Proposal to federal for grant.
d. E.D. concept paper will go into overall depth

b. 2. Hispanic Women's Conference - Oct. Rudolph Sanchez.

c. 3. Cuban Refugee Committee

Pro/cons resolved - To positive attitude

Gov. Quice agreed to public statement plus send staff to Camp McCoy. Sponsorship. nil for men.

1. sec. check 2. Health 3. immigration

* children 12-18 yrs - 10. sponsors - in stockade
S. S. A.C.

1. Meet Gov. 2. Go to Camp McCoy 3. Public statement
6,

8,000.00

400 children send a letter to Gov. Reps - + paper -
memo list of suggestions / recommendations -
work projects through

Joanne - Soc. Sec. Health Housing Task Force -
Housing

Hired - 1. St. Econ. Sec. 2. Hisp. Empl. support
Employment Services

1. Sam. Hernandez 2. Frank Guzman.

E. 3. H & CB. Latino Ed. Project

F. Aztlan Cultural Organization

petition - - supportive service - resource list.

15th of Aug. Meeting.

1. Rewrite petition 2. Clarify area of Council
with prison officials.

Needs Assessment ↔

Budget Review Community + Legislature + Gov.
3.00 P.M. 1979-1980 Liabilities in problem solving.

1. Strengths

1. lobbying
legisl. accomplishments
network
good visibility
deal with dissent
good intervention

credibility
communications
staff
participation

1. Gov. 2. Legisl. - 3. No street soldier
Council
eval.

2. Weaknesses

reactive
crisis oriented
limited visibility
limited interaction
punctuality

Development of
1. Task Force
2. Hispanic Resources + D.
a. patronage b. political base
c. loyalty d. support
e. Rapport

3. Opportunities

a. vol. coordinator
b. certificate of appreciation

I.

2 Positions = volunteer co-ordinator
Administrative assist.

4. Tactics

Vol.

Publicize

Develop Grass Roots Support

" Communication

exchange system (Patronage)

1. Council members visibility!
2. Selective in areas of involvement.
3. Call in
4. Buffer zone - staff

1. Staff involve the council
" to assess.

2. mailing update - filing re ramped.

Staff

1. Needs direction from Council members
2. Calendar -

1. com.	IB
2. SS	JCE
3. Emp/Ed.	E. H. Fischer
4. Legist.	FR. GALLEGOS

Committee - Non council member -

Leadership Tues - 5:30

P.R.

(Legislative conference)

C+S = Strategy Lobby - legislature
Plan - overall ID.
Bills - ID - invite key legislatures.
ID - message + agreement

Brain storm.

Public hearings - Issue papers

News Conference

Communications newsletter

Com. task
force

Public Relations Plan to promote S.S.A.C.

Brunch →

(How)

Supportive Services to Centro Agente
Review the minutes to make goals and
objectives.

SPANISH SPEAKING AFFAIRS COUNCIL

Evaluation and Planning Session

August 1 & 2, 1980

The Inn, St. Paul

Agenda

Friday, August 1, 1980

1:00 p.m. Check-In.

2:00 p.m. Meeting called to order.

Current Project Report

- a. Economic Development Committee
- b. Hispanic Women's Conference
- c. Cuban Refugee Committee
- d. Employment Project - H.I.R.E.D.
- e. Latino Education Project - H.E.C.B.
- f. Aztlan Cultural Organization
- g. Communications Task Force Projects
 - 1. KDAN Radio Program
 - 2. La Semana en Rivista
 - 3. Cable Television

3:00 p.m. 1979-1980 Annual Review.

3:30 p.m. Budget Review - John Pemble.

4:30 p.m. SWOT Analysis.

What are the Strengths -
Weaknesses -
Opportunities -
Tactics -

5:30 p.m. 1981 Fiscal Year Goals and Objectives.

6:30 p.m. Supper.

8:00 p.m. Staff Review.

9:00 p.m. Adjournment.

SPANISH SPEAKING AFFAIRS COUNCIL

Evaluation and Planning Session

August 1 & 2, 1980

The Inn, St. Paul

Saturday, August 2, 1980

- Bill White*
- 9:00 a.m. Mayor's Advisory Committee Representative, St. Paul.
 - 9:30 a.m. Mayor's Advisory Committee Representative, Minneapolis.
 - 10:00 a.m. Meeting with Legislative Representatives.
 - 11:00 a.m. Meeting with State Agency Representatives.
 - 12:30 p.m. Lunch / Check-out.
 - 1:30 p.m. Meeting with Community Agency Representatives.
 - 2:30 p.m. Review of Evaluation and Planning Session.
 - 3:30 p.m. Adjournment.

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 - 3. Cable Television

3:00 p.m. 1979-1980 Annual Review. *H. Soc. Service / Housing Health Task Force*

3:30 p.m. Budget Review - John Pemble *\$90. million - loss*

4:30 p.m. SWOT Analysis.

What are the

Strengths -
Weaknesses -
Opportunities -
Tactics -

5:30 p.m. 1981 Fiscal Year Goals and Objectives.

6:30 p.m. Supper.

8:00 p.m. Staff Review.

9:00 p.m. *Recessed to 8:30 a.m.*
~~Adjournment.~~

SPANISH SPEAKING AFFAIRS COUNCIL

Evaluation and Planning Session

August 1 & 2, 1980

The Inn, St. Paul

Saturday, August 2, 1980

- Cory Garza*
9:00 a.m. Mayor's Advisory Committee Representative, St. Paul.
- Albert Garza*
9:30 a.m. Mayor's Advisory Committee Representative, Minneapolis.
- Rep.*
10:00 a.m. Meeting with Legislative Representatives.
- Jackie*
11:00 a.m. Meeting with State Agency Representatives.
- 12:30 p.m. Lunch / Check-out.
- 1:30 p.m. Meeting with Community Agency Representatives.
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BUSINESS LEADERSHIP TRAINING PROGRAM

OBJECTIVES:

The Business Leadership Training Program is for individuals who own their own businesses. The program is aimed at giving you the opportunity to learn highly personal and immediately relevant skills that can be useful to you for the rest of your life. The overall objective of this program is for you to become a more effective person capable of succeeding in your personal and business goals. The program's four major objectives are:

- to develop your personal drive and motivation so that you will create or renew a desire to attain your business goals;
- to stimulate you in expanding your existing business or in creating a new one;
- to help you in identifying your needs for specific management skills and to develop a plan for acquiring such skills; and
- to assist you in developing challenging and realistic goals and plans for the expansion or creation of your own business.

CONTENT:

Business Leadership Training Programs are nine-day courses conducted in two- to three-day sessions over four months. The course includes selected readings, survey questionnaires, simulations, games, role plays, and case discussions to give participants an intellectual understanding, direct experience, and practical grasp of the factors that contribute towards successful ownership of a business. This learning is then integrated into specific action plans for managerial and business improvement.

Individual Motives: Participants are given feedback on their own motives, and on those elements of thought found to be predictive of successful achievement and managerial behavior: the ways in which individuals set goals, take risks, and effectively influence others, the successes and failures they anticipate, the action steps they take to achieve their goals and their feelings about these efforts, how they deal with the personal and external

blocks they encounter, and the degree to which they seek and evaluate possible sources of help.

Work Analysis: Participants complete a questionnaire which provides them with a profile of the motive requirements of their jobs/work situation. When compared with data on their own motives, this profile indicates motives which a participant can strengthen to improve their performance and/or ways to modify their work to increase satisfaction.

Managerial Style: Participants complete surveys and participate in simulations which provide them with specific feedback on techniques they use to influence people and how their style motivates--or demotivates others.

Goal Setting: A specific skill area that this program will concentrate on is that of setting realistic goals and planning specific action steps necessary to achieve those goals. A central characteristic of an achievement motivated entrepreneur is his/her ability to set realistic goals and plan ways to achieve them and consistent use of ability in business planning. Considerable time is spent on this area of goal-setting as it has been proven to be a necessary ingredient for success in business. Goal-setting skills will be sharpened to a point where participants are able to set very specific, measurable, and achievable goals, plan exactly how these goals will be achieved, and decide upon proof that these goals have been accomplished. Participants will learn to plan the action steps necessary to achieve those goals and a systematic way for checking progress as they go along.

Overcoming Blocks: A portion of the program deals with identifying, confronting, and removing blocks to successful and effective business development. A block can be defined as a lack of awareness, a lack of ability, or a lack of will which gets in the way of doing something. A series of ten blocks have been identified as being common to many people in business. The blocks range from problems with communication, conflict resolution, decision making, planning, and problem identification, to inability to ask for and use help and inability to identify possible resources. The blocks that are dealt with in the program depend upon the needs of the participants.

RESEARCH VALIDATION:

The underlying assumptions of the Business Leadership Training Program are based on more than 25 years of research by Dr. David McClelland and his associates at Harvard University into what motivates the successful entrepreneur and what behavior characteristics contribute to that success. The major finding of this research has been to single out and identify as a common characteristic of successful entrepreneurs a high need for achieve-

ment (or achievement motivation). This need for achievement has been consistently found in extensive studies of all types of successful business owners as the primary motive that drives them to achieve business success. The behavior patterns of these high achievers have also been studied, and certain types of business behavior have also been identified as critical to the successful entrepreneur. Furthermore, Dr. McClelland and others who have been responsible for the design of this program believe that achievement motivation can be developed. It is not an inherited characteristic; it is an acquired one that can be learned by those who want to. This is what this program is all about.

This program has had considerable impact on the business and the business activity of those who have taken the course. Individuals often work for various rewards, but some of the effects of the course are as follows: individuals increased their personal income; businesses increased gross sales; net profits increased; capital investment and investment opportunities increased; employers were able to create new jobs; some people began new businesses; others expanded their present business; and, many people took new leadership roles in their communities.

In statistical terms the figures are impressive. The Economic Development Administration contracted with McBer to deliver Business Leadership Training Programs to 56 entrepreneurs in Washington, D.C., and 60 rural businessmen in McAlester, Oklahoma. Five years after these groups were trained, personal income in a sample of the trained group in Washington has increased 81%, while that of the untrained group increased only 19%. On the average, the trained group in Washington was making about \$6,100 more per year than the untrained group. Based on results six months after programs were conducted for the Small Business Administration, in 1972, and for the Office of Minority Business Enterprise, in 1973, sales, net profits, capital investment and new job creation all increased relative to the economy as a whole, while personal income was about average for the economy. In numerical terms, those trained under SBA auspices increased sales 43%, net profits 90%, and capital investment 10% over the six month period prior to attending Business Leadership Training. On the average, the SBA group also created 1.8 new jobs; in other programs this figure has gone as high as two new jobs.

Reference:

Miron, David & McClelland, David D. The Impact of Achievement Motivation Training on Small Business Performance. Boston: McBer and Company, 1978.

REGISTRATION FORM
(BLT)

Business Leadership Training Program (BLT)

Sponsored by: Metropolitan Economic Development Association (MEDA)
2021 East Hennepin Avenue, Suite 370
Minneapolis, Minnesota 55413
(612) 378-0361

I wish to participate in the Business Leadership Training program.

Name: _____ Home Phone #: _____

Home Address: _____

Company: _____ Company Phone #: _____

Company Address: _____

Are you in business? ☐ Yes ☐ No

If not, when do you plan to start? _____

Enclosed is: \$100.00 ☐ Check ☐ Money Order

(Make check or money order payable to MEDA/BLT)

Registration Fee due no later than August 15, 1980.

Registration Fee: \$100.00

* Registration fee is non-refundable.

Colegio Multicultural Bilingue

ELIGIBILITY ★

The student has to:

- *be 16-21 years old,*
- *have completed ninth grade,*
- *believe that a multicultural/bilingual alternative high school best suits his/her need.*

REQUISITOS ★

El estudiante debe:

- *tener 16-21 años de edad,*
- *haber completado el noveno grado,*
- *reconocer que una escuela superior bilingüe/multicultural con un metodo alternativo de enseñanza es lo que conviene mas.*

★ ★ ★

For more information

☆ Call ☆

Llame:

234-1374

☆☆☆

Multicultural Bilingual High School
2200 Champlain St., N.W.
Washington, D.C. 20009



Colegio Multicultural Bilingue
Multicultural Bilingual High School
2200 Champlain St., N.W.
Washington, D.C. 20009

Colegio
Multicultural
Bilingue
★
Multicultural
Bilingual
High
School



COLEGIO MULTICULTURAL BILINGUE MULTICULTURAL BILINGUAL HIGH SCHOOL



**ESCUELA SECUNDARIA
BILINGUE MULTICULTURAL
A BILINGUAL HIGH SCHOOL**



**CON PROGRAMAS ESPECIALES DE
EXPLORACION Y ORIENTACION**



The entire bilingual staff of instructors, counselors, and career developers opens the doors of the Multicultural Alternative School to youth from different cultural and ethnic backgrounds.

While you earn your academic high school diploma, you can explore your career interests and acquire the necessary skills to attain the job of your choice.

By combining regular classroom activities with career experience, you can improve your chances of getting a job or of continuing your education after graduation.

Since there are only 12 to 15 students assigned to each staff member, we can offer individualized teaching geared towards the student's own learning pace.

Family members are invited and encouraged to work together with the staff and students in developing individual educational and career plans.

El equipo bilingüe de profesores, consejeros y orientadores de carreras abre las puertas de la escuela superior alternativa a jóvenes de distintos grupos étnicos y culturales.

A la vez que adquiere el diploma de la escuela secundaria tendrá la oportunidad de investigar distintas profesiones.

Explore las carreras que le interesan y aprenda como obtener el trabajo que desee desempeñar en el futuro.

La combinación de actividades escolares con una practica laboral le dara la posibilidad de conseguir el empleo deseado o la continuación de una educación superior.

Contaremos con un promedio de 12 a 15 alumnos por profesor lo cual permitira un metodo de enseñanza mas individual que lo tradicional.

Invitamos a la familia a trabajar con los educadores a participar en el desarrollo del proceso educacional y profesional del estudiante.



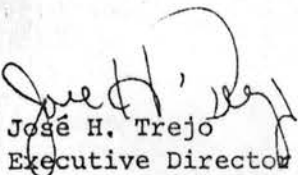
This project has been made possible through the joint resources of SER-Jobs for Progress, U.S. Department of Labor, and the District of Columbia Public School System.

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Employment and Education Task Force Members

DATE: July 15, 1980

FROM : 
José H. Trejo
Executive Director

PHONE: 296-9587

SUBJECT: Multicultural Bilingual High School

Enclosed you will find some information which we received from the Colegio Multicultural Bilingue, which is located in Washington, D.C. We want to share this information with you so that you may be aware of programs that assist our community. The Council will maintain communications with the Multicultural Bilingual High School in order to learn of their progress.

Congressional Hispanic Caucus



Edward R. Roybal
Chairman
Baltasar Corrada
E. (Kika) de la Garza
Robert Garcia
Manuel Lujan, Jr.

3562 House Annex 2, Washington, D.C. 20515 (202) 225-2255

June 23, 1980

Arturo Rivera
Chairperson
State of Minnesota Spanish-Speaking
Affairs Council
501 Rice Street
St. Paul, Minnesota 55103

Dear Mr. Rivera:

On behalf of the members of the Congressional Hispanic Caucus we wish to invite you to attend the Third Annual Dinner which will be held Thursday, September 18, 1980 at the Washington Hilton Hotel in Washington, D.C.

As a leader in the Hispanic community, your participation in the Annual Dinner is significant to the increasingly important role Hispanics are playing in American society. We ask that you be represented at the Dinner as encouragement to other growing Hispanic businesses.

The Caucus, which was organized in 1976 as a non-profit 501(c)(3) organization, has sought diligently to provide a voice for the nation's Hispanic Americans and to strengthen the federal commitment to Hispanics and to create an awareness and general sensitivity to the needs of the Hispanic population.

Our annual fundraising dinner, held each September in conjunction with National Hispanic Heritage Week, is an all important effort to obtain necessary monies to carry out the goals of the Caucus. It has become the political focal point for Hispanics throughout the nation. Last year over 1200 guests from 35 states attended and it was televised live on 25 satellite interconnected affiliates of the Spanish International Network. President Carter delivered the Keynote Address and has been invited to speak again this year.

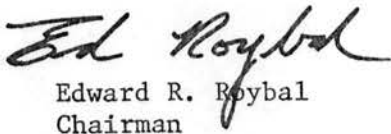
Following the dinner on September 19, the Caucus is sponsoring a series of legislative seminars. An agenda will be sent to you at a later date.


At this time, tables of 10 are available for \$1,000 (tickets are \$100 each). Starting with an evening reception, there will be a dinner, a Keynote Address and dancing. Contributions are tax deductible as allowed by law.

With your help this year, the Caucus will be provided with resources vital to its continued growth and development as an effective, articulate representative of our 20 million Hispanics.

We look forward to seeing you there.

Sincerely,


Edward R. Roybal
Chairman


Robert Garcia
Secretary-Treasurer

ph

JUL 09 1980

CITIZENS LEAGUE
530 Syndicate Building
Minneapolis, MN 55402
338-0791

NOTE TO READERS: Persons at this meeting were not talking for the public record. Also, the record of this discussion is still subject to correction. Please make no use of these minutes, therefore, without permission. Thank you.

Minutes of Meeting

EMPLOYMENT COMMITTEE

Tuesday, April 8, 1980

MN Dept. of Health, 105

6:30 - 8:45 p.m.

PRESENT: T. Williams, Chairman, Victor Assad, Julianne Bye, Tom Galligan, Rita Kaplan, John Mullen, Claire Olson, Dave Schiller, Patricia Strong, Bill Blazar.
GUESTS: Sally Howard, Alderman, City Council; Van White, Alderman, 5th Ward.
STAFF: David Hunt.

1. Chairman T. Williams called the meeting to order at 6:45 p.m.

The Chairman introduced Alderman Sally Howard from the Minneapolis City Council. In her comments to the committee, Alderwoman Howard made the following points:

What do you see as the role of the elected public official, (especially the City Council) in addressing the issue of employment for the disadvantaged? Ms. Howard responded that she felt the role of the elected public official should be an aggressive one. Although Minneapolis has only a three percent unemployment rate we need more and better information on the disadvantaged. Specifically, we need two kinds of information. First, we need better statistics on the kinds of employment opportunities available. Secondly we need much better statistics that will show people's movements as they go into the CETA system and through it. One of the problems to date has been that we don't know what happens to people once they get into CETA. The tracking mechanisms used so far to show how people go through CETA has been inadequate. There is somewhat of a revolving door situation within the CETA program. No one asks why.

Should there be separate programs for the disadvantaged? My answer is an unqualified yes. We must personalize and target the disadvantaged. In Minneapolis we have chosen two really diverse outreach mechanisms. The first is a very technical mechanism the other is a rapping kind of mechanism. We felt that the two different approaches would be most helpful. In the first instance we used technical mechanisms to reach out to the disadvantaged. In the other mechanism we've hired a vendor to just go out into the streets and pool hall to try to reach the disadvantaged that way.

Most of those who aggressively want to work have been through the CETA system.

Should the public agency attempt to meet all client needs directly or serve as a broker for meeting those needs? Alderwoman Howard stated that she felt an agency should be a broker a facilitator. We ought to target populations where they can succeed. Much of this depends on the agencies initial assessment of the client. There is a great need to send the right people to the right places for assistance and training.

How would you characterize the relationship between the City Council and the State and Federal

Government in relation to meeting the needs of the disadvantaged? I would say that there is a total lack of understanding on the part of the Federal and State Governments. We're not Cleveland, Detroit, or Philadelphia. We'd like to tailor-make our own CETA program to meet our local needs. The City Council has had a little better luck with the State. The state of Minnesota is a little bit more responsive than the Federal Government. The Federal Government needs to understand that we have to be allowed to work out our own problems. Minneapolis does not have a 7½% unemployment rate. We don't have serious problems of available jobs.

What specifically would you change if anything, about how the public sector programs are administered in Minneapolis? I'm not sure I would do much anything differently. We have a decent arrangement using the existing agencies. One of the greatest problems is the Federal regulations are too strict. Lots of times, the federal regulations are so sophisticated and vague that they actually have to be interpreted to the local level. Another problem is that whenever local CETA administrations attempt to do something innovative and creative, the federal government steps in and cuts them off. For example, in Minneapolis we worked very hard to work up a special program for Vietnam veterans. It was to have been a very special four-year CETA effort. Although the feds funded us, we had no sooner gotten the program started than funds for the program were cut off.

2. The Chairman introduced Alderman Van White. In his comments to the committee, Mr. White made the following points:

Alderman White stated that given his inexperience and recent election to the City Council he was not in much of a position to further the comments that had already been made by Alderwoman Howard. He did state that he had worked for many years in the Dept. of MN Dept. of Economic Security. He stated that there is a great deal of suspicion on the state level about what local CETA programs are doing. The basic problem Alderman White stated is with young disadvantaged persons without skills or basic education. These youths cannot read or write and therefore cannot compete in the job market of today. Alderman White stated that the greatest need today is to give these young men the opportunity for basic education and to give others an opportunity to be retrained and have their skills upgraded.

3. At this point, the Chairman opened the meeting up for committee discussion to the two speakers.

How intimate is the relationship between the City Council and Minneapolis CETA prime sponsor? Alderwoman Howard stated that the Health and Social Service Committee of the City Council meets every other week for 2½ hours. Most of that time she stated is spent on CETA related matters. The Health and Social Services Committee takes six trips per year to CETA sites to see what is going on for themselves. We have as much information as we ask for. We know as much as our staff tells us

unless we ask for more specific information. The approval of the Health and Social Services Committee is needed when contracts are to be lent to CETA vendors. Generally, we make these decisions based on the strong recommendations of our very capable staff. There have been occasions when the City Council's Health and Social Services Committee have withdrawn approval from certain vendors over the head of the staff.

Alderman White, you're saying that those who are disadvantaged lack a basic education is that correct? Alderman White stated yes that that was the correct understanding. When disadvantaged persons lack a basic education they cannot compete on the job market. Those persons are really disadvantaged. Furthermore the whole community suffers because of their inability to obtain work. For this reason, he stated that he was very pleased that there currently is "a big push within the CETA program to help clients get their GED." You simply have to be able to read and write today he said.

What is your budget for 1980? How do you monitor what happens to people when they get in to the CETA system? The City of Minneapolis as a prime sponsor received between \$13 and \$15 million for federal year 1980. We started a monitoring evaluation system last year. We don't just want the numbers. We want to know what happens to people. As members of the Health and Social Services committee, we do evaluate the vendors who deliver services to clients. In the past, on occasion, we have stripped the City's CETA funds away from vendors we felt were not performing adequately.

What can be done to eliminate attitudes, personalities and cultural differences as barriers to employment for the disadvantaged? Alderman White responded that there is a new pilot project which has been going for three months which attempts to do that. It is a joint venture between H.I.R.E.D. and the Urban League to teach people how to search for work themselves. While this is not a totally new program since job seeking skills were taught in the past, the unique feature of the program is that it teaches people to take responsibility and search out work for themselves. In the past this was handled by job developers.

What is the responsibility of the elected public officials on policy issues? Alderwoman Howard responded that the big apple to us is the unemployment rate. We start with the premise that those who are eligible need help. We do some accounting to be sure that those eligible are in fact those receiving help. But to a certain extent we still what works. As a prime sponsor we have a right to think up innovative new projects and then ask Chicago for their endorsement. If they approve, they will then ask for a request for proposal. Once we submit the request for proposal then it is up to the Federal Government to determine whether or not it will be funded.

Do you use quantitative or qualitative criteria to evaluate your program? The criteria which Washington expects of us is totally quantitative. In other words there are no essay

questions. Just fill-in-the-boxes.

As a committee, we've come to understand that there really is no set of outcome criteria for CETA programs. It seems that there are just output criteria. Is that accurate? Yes, from our experience that is true. Alderman White stated that the Federal Government state, county, and city levels of CETA administration are caught up in a numbers game. Funding is based on how many placements are made by each prime sponsor.

Given all these body counts and all the people that CETA has placed one might expect unemployment rate would be next to nothing by now. How is it that the enemy never seems to go away? Alderman Howard stated that five years ago the city's unemployment rate was 6%. Today it is down to 3%. In her estimation, she that that's progress.

Is that reduced unemployment rate due to CETA efforts, or is it really the case of improvements in the economy? Alderwoman Howard stated that that was a good point. But we can show you how many people came in, got training and eventually got placed. While I wouldn't want to take credit for all of that it's true that CETA has at least made contributions. However there has been lots of economic evaluation within the last few years. Today we've currently got a resolution introduced to tie economic development to giving jobs to the harder to employ. This resolution is currently on the docket for a public hearing and should be passed by the City Council soon.

What is the role of private industry, what should they be doing for the disadvantaged? Alderman White stated that private industry is getting goodies from the city in terms of economic development advantages like tax increment financing, etc. They have to be giving something back. Part of what they ought to give back are jobs for the harder to employ.

Alderman Howard stated that the city is in a good position now. We've got a lot of leverage over the business community and those firms who would like to locate or relocate near the downtown area. For example, Control Data has agreed to hire disadvantaged people from our area. We will attempt to encourage everyone who gets a package economic development deal from us to make a commitment to hiring the disadvantaged. We expect that as part of a good faith agreement with the city.

What has been the response from the economic development staff of the City to this ordinance? Alderwoman Howard stated that Bob Dronan from the economic development staff liked it and in fact helped us draft it. She stated that it was her hope that this kind of resolution would not turn firms away from locating near the downtown area. She felt that the resolution just gives them the opportunity to contribute to the community.

Should CETA be under the Minneapolis Economic Development Department? Alderwoman Howard stated that she felt that there is a need to link economic development to commitment to employment of the disadvantaged. The city of Minneapolis is currently rethinking its structuring of economic development and where that function will fit within the overall structure of city government.

How would you estimate CETA's long-term future? Alderwoman Howard stated that in the near future CETA is going to be cut and probably cut severely. She stated that titles 6 and 7 may go out of business all together.

Is it possible to get an exemption from the Federal CETA regulations? Alderwoman Howard stated that all

allocations are made on a formula basis. If the city as a prime sponsor, asks for an exemption, we wouldn't get anything. Under the current funding formula, the less unemployment a prime sponsor has the less money they get to deal with it. This creates a disincentive.

Chairman T. Williams then asks several questions:

Is there direct reporting relationship from the prime sponsor to the Health and Social Services Committee or does prime sponsor staff have to go first to the city coordinator's office? How much depth of commitment to the disadvantaged is there in the city coordinator's office? Alderwoman Howard responded that really both cases were true. There is both a direct reporting relationship from the prime sponsor to the committee but at times they do go to the city coordinator's office.

Might there be a time when the prime sponsor director might come directly to your committee with a policy problem rather than having to go first to the city coordinator's office? Alderwoman Howard responded that yes there were such times.

Have you ever experienced problems with the relationship because of the structure itself? Sally Howard responded that on three or four occasions the Health and Social Services Committee has taken the CETA staff to task. For example, there were several instances in which we saw CETA staff not pursuing our policy directions. A good example occurred two years ago. We asked staff to develop better reporting mechanisms and statistics on CETA clients. That did not happen to our satisfaction. So we took staff to task and eliminated two or three of their pet proposals. We did that by just continuing to table them. I ought to say however that staff can table too by just not getting around to our requests.

The City Council is a 13 member body. How can we pinpoint accountability for the city's CETA programs through it? Alderwoman Howard responded that if you were really concerned about accountability you should attend meetings of the Health and Social Services Committee and be prepared to testify. She encouraged the committee to come to the Health and Social Services Committee and tell us their problems. Alderwoman Howard stated that most decisions on the CETA programs are dealt with by the Health and Social Service Committee and then referred onto the City Council for action. Generally the City Council, acting on recommendations of the Social Services Committee passes resolutions by a 13 to nothing vote.

Chairman T. Williams thanked both Alderwoman Howard and Alderman White for their comments and then asked the committee for suggestions as to additional issues in controversy.

Committee member Claire Olson suggested combining several of the issues listed on the issue sheet. Another committee member suggested that the committee ought to seek to identify areas of autonomy from the Federal Government where locals can recommend something. We still have not received an answer to what the prime sponsors can and cannot do.

Rita Kaplan suggested several categories for the committee's consideration.

1. Who needs assistance?
2. What kinds of assistance are needed?
3. Whose responsibility is it to devise such assistance?
4. How should it be organized?
5. How do we know that what's being done works?
6. How can we be sure? i.e. evaluation
7. How many of these effectiveness and control issues can be controlled at the local level?
8. What would we do if CETA was not around?
9. The relation of CETA to economic development.
10. The possibility of use of flex time and brokering.
11. The potential for a labor shortage and its impact on the unemployment problems of the disadvantaged.
12. The need to get the state board involved to take a policy leadership role and set a tone.
13. Need to structure organizations to get people without clout power. Who will become their voice?
14. Concerns about the organization of CETA within prime sponsor jurisdictions.
15. Organization of CETA between prime sponsor jurisdictions throughout the metropolitan area.

Chairman T. Williams then briefed the committee on upcoming meetings, thanked them for coming and adjourned the meeting at 9 p.m.

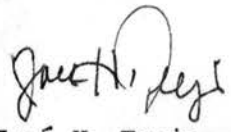
DAVID HUNT
Staff

DEPARTMENT Spanish Speaking Affairs Council

Office Memorandum

TO : Social Services, Health and Housing Task Force

DATE: July 15, 1980

FROM : 
José H. Trejo
Executive Director

PHONE: 296-9587

SUBJECT: Citizen's League Report on Drug Abuse Agencies

Enclosed you will find two newspaper articles which outline a study conducted by the Citizen's League on Chemical Abuse Agencies. We have requested a copy of this study for future reviewing considerations.

We would like to call your attention to a meeting being sponsored by the Minnesota Council on Foundations to discuss the committee report. This meeting will be held at 8:30 p.m. next Tuesday at the Minnesota Jewish Center, 122 W. Franklin Avenue, Minneapolis. You may be interested in participating in this meeting. If you have any further questions regarding this study, please contact me at the Council office.

COMMUNICATIONS TASK FORCE

Northern Cable Company Workshop

Friday, June 20, 1980

9:00 a.m.

500 Rice Street

The Northern Cablevision Comapny contacted us to assist us in learning more about the company and the proper procedures on bidding with Cable Companies. Mr. John Eddy and other cable representatives taught us the actual basics of camera operations, on hand experience on the video equipment, and program production.

All our Communications Task Force members were informed. Also office and youth staff were informed. From this training workshop we were able to inform Mr. Eddy what type of programs we would be interested in and we were also very sure to mention the fact that we did not care for a mere tokenism but actual proper representation of the Hispanic population in the State of Minnesota. Mr. Eddy informed us we will be able to continue having training workshops to make sure proper representation and proper planning of programs are available. The workshop started at 9:00 a.m. and adjourned at 12:00 p.m. The general response from those participating in the workshop were quite positive and enlightening.

STAFF OBJECTIVES

REPORT

FIRST QUARTER 1980

COMMUNICATIONS

- * Bilingual Resource Directory- The Bilingual Resource directory will be completed by August 15th. A Cover design will be drawn up by Rosa Gaona, Council office summer youth worker. There will be a commemoration Armando Estrella in the inside along with the drawing designed he did for the 1st Resource Directory. The Directory will be bi-lingual. A long awaited list of information from all agencies, either local or state or private will be included. Printing date is forseen for that of August 20th. Final date of arrival of directory is anticipated to be towards the beginning of September.
- * Al-Dia Newsletter- The first issue that came out in March. Next issue should be returned from printers by August 15th. I am in the process of developing a method by which enough data and local news can be continually printed. Although I feel the material used in the Al Dia should be directed to things within the State and events that include Hispanic Community participation, announcements of appointments to committees, or openings of such. job information and Task Force reports.
- * KDAN Radio show- "La Semana En Revista"- has been on the air since December 1979. The show consists of an update of local activities of the council and community events. The first portion of the show is directed to a newscast/update of things affecting our community. The last 15 minutes of the program has been geared to doing interviews (preferably in Spanish) with those community people and professionals working and living in Nuestra Comunidad. The following is a list of those who have participated in the show.
 - Arturo Rivera-Council Chairperson
 - Irene Bethke-Council Vice-Chairperson
 - Francisco Perez-Aztlan Cultural Organization
 - Angel Fernandez-Ourlady of Guadalupe
 - Ricardo Flores-Hispanos En Minnesota Director
 - Marcial Vasquez-Director Centro Hispano Iglesia Metodista
 - Antonia Vargas-Hispanic Womens Battered Program
 - Sandra Vargas-Department of Economic Development
 - Rafael Esparza-Department of Employee Relations
 - Pearl Mitchell/Ed Peetz Department of Employee Relations
 - Jose Cruz-Metro Waste Control Division/Alianza Por Accion Politica
 - Luis Ortega y Vangelin Ortega-Bi-lingual Teacher & Interpreter
Fort McCoy Cuban Refugee Camp
 - Carmen Mercado-Poet-in-Residence"

COMMUNICATIONS

- * Brochure on The Spanish Speaking Affairs Council- The council brochure is completed. The artwork done was by Fred Perez, who has recently moved back to New York. Fred also worked on updating the "look" on the Al-Dia Newsletter
- * Communications Task Force-The Communications task force will be meeting in August to delegate program of work responsibilities to Task Force members. The planning of a Hispanic Womens Conference is the next task the task force will involve themselves into. Their has been alot of encouragement from women that are Hispanic to put on this conference. Irene Bethke and myself will work on the agenda for the meeting planned in August 15th.
- * Mailing List-has been developed. We have completed a list that combined all different mailing lists from local agencies. We have done one mailing and discarded those that returned. Final copy of mailing list will be ready by August 15, 1980.

*

EDUCATION

- * Stillwater state prison-Bi-lingual Education Program-
The bi-lingual/bi-cultural program planned for Stillwater at present has been prepared by Diana Rodriguez-St. Paul TVI. The staff at St. Paul TVI has developed a bi-lingual program to fit the needs of the Hispanic Inmates. The program intended is a ESL course, Latino Studies course, English, Reading & Writing Skills course, Spanish Course. The Oneida Community College has assigned ms. Kathy Moore to work-in the program within their community education program. This program is in conjunction with Adult Education from Inver Hills Community College-. At present, we have studies and collected proper data reflecting that most of the programs, if not all, do not include the Hispanic inmate. The statement of need, which is the initial start of the proposal is still being completed. The inmates have submitted one and although it has defined the need, it has been recognized as being in improper language for a proposal. Ron Vargas, along with Elsa Perez will be assisting Aztlan on the Statement of Need portion of the proposal.

- * Petition sent on behalf of the Resource People in the Aztlan Cultural Organization. From the numerous amount of time spent working for the Hispanic Inmates by the Outside Resource People, there seems to be some opposition from the Administration. Jose Cruz, Aztlan Resource Person, has attempted to maintain a relationship with the Warden & associate wardens so that they recognize the professional and paraprofessional people as an added group providing services so needily needed in Stillwater by the Hispanic Inmates. At present there has been a petition drawn up by the Resource people and addressed to The Council by-way of the community Liaison. At present, the Resource People are very concerned with the delay from us to the proper channels of the petition. The position taken from the Resource People in regards to the wording of the petition, was that the Resource people were making the remarks and not the council. The Council was merely assisting the Petition into the hands of the governmental officials. At present the petition is still awaited.

STAFF DEVELOPMENT & CONFERENCES

- * Participated in the organizing of the Regional Board Meeting for the National Association of Hispanic Employment & Training Administrators held in St. Paul. NA-HETA was initially started during the Milwaukee conference that the council staff attended. By the staff representation at this conference it automatically made us state delegates. Jose Trejo has since then resigned. I have been assigned to be the representative. The meeting here in Minnesota, was held in the State Administration building and the commissioner of the State Department of Human Rights, Marilyn McClure, addressed the Region V delegates during the beginning of the meeting. This meeting was for the purpose of holding elections and to discuss further the program of work intended for NA-HETA. Mr. Alfredo Garcia, Indiana delegate, was elected as Chairperson. For the Minnesota component of NA-HETA, Minna-NA-HETA has elected Mr. Frank Guzman as the state delegate.
- * Participated in "Networking Together" a Minority's Womens Employment Conference in Chicago. I participated by attending the conference. Irene Bethke and JoAnn Enos represented the council and spoke on the panels of discussion. I have included in this report, an observation of how I viewed the conference.
- * Youth Employment Conference-Put on by the National Conference of La Raza. I gave a previous report on this conference during the Council Meeting in Albert Lea. The outcome of the conference was that a National group of Hispanic Youth was established. My main concern that I expressed during the conference was that I felt that the people (Youth) in the Mid-West were not in touch with what the East Coast & West Coast dominated. They needed to include representation from Youth all throughout. They explained that this had happened because they were not aware of that much representation (according to National figures of population) from the Mid-West especially in the area of Youth involvement.



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE
HEALTH RESOURCES ADMINISTRATION
HYATTSVILLE, MARYLAND 20782

BUREAU OF HEALTH MANPOWER

State of Minnesota Spanish-
Speaking Affairs Council
501 Rice St.
St. Paul, MN 55103

Dear Sirs:

The Bureau of Health Professions directs and administers the National Health Service Corps Scholarship Program (NHSCSP); a support-for-service program for students of medicine, osteopathy, dentistry, nursing and other health professions.

In addition to the NHSCSP fact sheet, we have enclosed the fact sheet describing the Area Health Education Centers Program (AHEC) which is also handled by our Bureau.

We feel the Spanish translations enclosed are an important step in our goal of attracting more Hispanics to the health professions. We ask that you aid the Bureau in disseminating this information to your constituency.

Thank you for your assistance.

Sincerely,

Mildred L. Freeman

Mildred L. Freeman
Chief, Human Rights Staff

Enclosures

Scholarship program

15 de Abril de 1980

Becas para el Año Lectivo de 1980 al 1981
(Autorizadas por las secciones 751-756, de la Ley de Servicios de Salud Pública)
(Public Health Service Act)

Las solicitudes deberán ser sometidas por los estudiantes de los infrascriptos programas hasta el día 23 de Mayo de 1980 para que puedan competir al Programa de Becas del Cuerpo Nacional de Servicios de Salud ("National Health Service Corps"):

Programa de Doctorado:

Medicina alopática u osteopática - alrededor de 1,300 nuevas becas
Odontología - alrededor de 170 nuevas becas
Podiatría - 26 nuevas becas

Programa de Maestría:

Educación de Enfermeras Practicantes, en los sectores de
Familia, Pediatría, o Maternidad - 48 nuevas becas
Enfermería vinculada a la Salud de la Comunidad o Pública
(acreditadas por la Liga Nacional de Enfermeras) -
25 nuevas becas
Enfermeras-comadronas (Acreditadas por ACNMW) - 40 nuevas becas
Nutrición vinculada a la salud pública - 20 nuevas becas

Programa de Bachillerato:

Enfermería (Acreditada por la Liga Nacional de Enfermeras) -
20 nuevas becas

SOLICITUDES

Los formularios de solicitud podrán ser obtenidos mediante solicitud por carta o telefonema al Programa de Becas hasta el 9 de Mayo y de ahí en adelante en las oficinas de ayuda económica que sirven a las escuelas de medicina, osteopatía, odontología, podiatría, y bachillerato en enfermería. Al pedir su solicitud, indique el programa que usted desea durante el año lectivo de 1980-81. Las solicitudes debidamente completadas y cualquier documento requerido deberán ser recibidos por la oficina de programa de becas ("Scholarship Program") en Hyattsville, Maryland hasta el 23 de Mayo de 1980. Las becas otorgadas deberán ser anunciadas a fines de julio.

La Dirección Postal es:

NHSC Scholarships for (indique aquí el programa)
Center Building, Room G-15
3700 East-West Highway
Hyattsville, Maryland 20782

Puedese llamar gratis de lunes a viernes durante el horario de trabajo -
8:30 a.m. - 5:00 p.m. - al teléfono (800) 638-0824

Desde Maryland, Alaska o Puerto Rico, Hawaii y posesiones
de los Estados Unidos favor llamar con cargos revertidos
al teléfono (301) 436-6435.

¿QUIEN PUEDE PARTICIPAR?

Para ser elegible a recibir estas becas el solicitante deberá ser (1) ciudadano o nacional de los Estados Unidos al momento de solicitar; (2) estar matriculado o haber sido aceptado como estudiante en el año lectivo 1980-81 a un programa regular acreditado nacionalmente y cuyas clases comiencen hasta el 31 de Diciembre del 1980; (3) ser elegible para empleo del gobierno Federal o del Servicio de Salud Pública de los Estados Unidos; (4) estar libre de servicios u obligaciones que puedan confligir con la obligación de servicio que se incurre al aceptar esta beca.

(dé vuelta)

Enfermería: Los solicitantes de las becas del bachillerato en enfermería deberán haber sido aceptados para matrícula en una universidad o colegio de 4 años en departamento, escuela o colegio de enfermería, acreditado por la Liga Nacional de Enfermeras a ofrecer el título de bachiller. Los solicitantes matriculados en un programa de pre-enfermería en cualquier colegio o universidad no son elegibles para recibir becas. Tampoco serán elegibles aquellos estudiantes que estén en programas vinculados al diploma de enfermería. Los estudiantes en programa graduado de maestría deberán haberse graduado de un programa de bachillerato acreditado por la Liga Nacional de Enfermeras.

Nutricionistas de la Salud Pública: Los solicitantes de estas becas deberán ser aceptados para matrícula en programas que llenen los requisitos del programa de maestrías en nutrición de la salud pública como es delineado en la publicación "Personnel in Public Health Nutrition," publicado por la Asociación Dietética Americana, 1976.

SELECCIÓN DE LOS BECADOS

Los solicitantes competirán, a nivel nacional, por las becas con aquellos otros dentro de su misma disciplina y año escolar. No se harán entrevistas y no se otorgarán las becas mediante cuotas estatales o por escuelas, ni se tomará en consideración la necesidad financiera del estudiante, el costo de las matrículas, edad, sexo, raza, o estado civil.

Planes para Estudios Graduados: Medicina y Osteopatía - al otorgarse las becas, se dará prioridad a los estudiantes que planeen entrar en programas de residencias de práctica familiar, práctica general, medicina interna general, pediatría general, obstetricia y genecología, o psiquiatría general. Se considerarán en segundo lugar a los solicitantes que planeen entrar en programas flexibles de primer año o internados en osteopatía. En tercer lugar se dará consideración a los solicitantes que planeen otros tipos de adiestramientos. En Odontología - se considerará primeramente a aquellos solicitantes que no planeen seguir adiestramiento adicional o que planeen entrar en un programa de residencia de adiestramiento de práctica general. Podiatría - primeramente se considerarán aquellos estudiantes de podiatría que piensen ser clínicos generales después de su adiestramiento académico o luego de su primer año de internado.

Prioridad Segun el Año: Los fondos para nuevas becas para estudiantes de medicina, osteopatía, odontología, podiatría y bachillerato en enfermería serán otorgados por años de la escuela. Un 60% de las becas será otorgado a nuevos estudiantes del primer año, un 30% a estudiantes de segundo año, y un 10% a estudiantes de tercer año. Los estudiantes que estén entrando a su cuarto año serán considerados para becas solamente después de haberse considerado todas las solicitudes de las clases anteriores. Alrededor de un 60% de las becas a otorgarse a estudiantes a nivel del programa de maestría será otorgado a aquellos estudiantes que comiencen el programa en el año escolar de 1980-1981.

Criterio de Evaluación: El criterio utilizado para seleccionar los becados habrá de identificar aquellos solicitantes cuyo trasfondo personal y sus metas de carrera clínica convinen en lo posible con las necesidades del cuerpo nacional de servicios de salud ("National Health Service Corps").

La selección de becados será determinada mediante el rango que tengan los solicitantes dentro de sus disciplinas y en su clase, basado en la medida en que ellos (a) hayan recidido o trabajado en comunidades con escasez de profesionales en el campo de la salud (b) o que tengan como meta profesional que su práctica clínica, luego de rendir su obligación de servicio, sea en comunidades con escasez de profesionales en el campo de la salud. El desempeño académico es también un criterio en todos los campos, excepto en medicina. El peso u la aplicación de estos criterios variará según la disciplina.

(Continúa)

Consideraciones Especiales: Debido a las necesidades especiales de personal en el Servicio Indígena de Salud, (:Indian Health Service:) se dará consideración especial para becas a aquellos condidatos elegibles que estén certificados como indios americanos o nativos de Alaska. Tendrán consideración preferencial, en virtud de estatuto Federal, aquellos solicitantes que hayan participado en el programa de becas federales para estudiantes de primer año con necesidades financieras excepcionales ("Scholarship Program for First-Year Students of Exceptional Financial Need").

BENEFICIOS FINANCIEROS

Pagos: Para el año lectivo 1980-81, el programa de becas le pagará a la escuela los costos de matrícula y demás gastos del becario para cubrir el período de julio de 1980 a junio de 1981. El programa le dará también al estudiante un estipendio mensual de \$485 por doce meses además de una suma global que cubra los demás gastos educativos razonables durante ese año. Esto será basado en el promedio de gastos según sean calculados por la escuela, basado en los gastos de los estudiantes en la clase del becario.

El primer estipendio para los becarios escogidos en julio se otorgará a fines de septiembre y será retroactivo a julio.

Exención de Impuestos. Mediante la ley Federal (Public Law 96-167), todos los beneficios recibidos hasta el 1984 por los estudiantes que entren al programa en el 1980-81 tendrán su ingreso neto exento del pago de impuestos federales.

EL PROGRAMA DE BECAS Y EL NHSC

El programa de becas está diseñado para llenar las necesidades profesionales de personal del cuerpo nacional de servicios de salud ("National Health Service Corps (NHSC)"). Desde su establecimiento en el 1971, el NHSC emplea profesionales en el campo de la salud para proveer cuidado primario a la población de los Estados Unidos en áreas designadas por el gobierno Federal como áreas que tienen escasez de servicios de salud, que vive en áreas de ingresos limitados o que pertenece a grupos étnicos que tienen dificultad de acceso a servicios de salud de buena calidad. Las tareas generalmente cuestan más esfuerzo y son realizadas en lugares difíciles pero a su vez proveen la oportunidad de ganar experiencia en un tipo único de práctica, a la vez que hace una contribución importante a la salud de la comunidad.

En vista del tipo de atención a la salud que debe proveer el NHSC, los estudiantes que piensen entrar después de graduarse a programa de adiestramiento que sean de cuidado no=primario, enseñanza, investigación o una de las sub-especializaciones de la medicina u odontología, no deberán de solicitar al programa de becas. El NHSC necesita profesionales adiestrados para proveer cuidado primario a la población que sirve.

OBLIGACION DE SERVICIO

Los solicitantes deberán firmar un contrato junto con su solicitud, comprometiéndose a servir un año por cada año de su beca en una práctica, a tiempo completo, en un área designada por el gobierno Federal como escasez de profesionales de salud. La obligación mínima es de dos (2) años. Todo o parte del tiempo de servicio será en un empleo Federal pago con el NHSC, ya bien con un nombramiento bajo el Servicio Civil o con el Cuerpo Comisionado ("Commissioned Corps") del Servicio de Salud Pública de los Estados Unidos. La obligación de servicio puede ser total o parcialmente satisfecha mediante una práctica privada (inclusive empleo pago privado) que provea cuidados de salud en áreas poblacionales de escasos recursos. Una descripción de los sueldos federales y el criterio usado para los servicios de práctica privada se incluirán con los materiales que acompañan la solicitud.

Áreas con Escasez de Recursos: El NHSC recibe solicitudes de las áreas designadas por el gobierno a través de todo el país como áreas de comunidades con escasos recursos humanos o de atención a la salud. Como respuesta a esa solicitud de ayuda, el NHSC trata de asignar a sus miembros en aquellas áreas con una escasez

(dé vuelta)

mayor de profesionales en el campo de la salud. La lista más recientemente publicada de esas áreas a las que organizaciones públicas o privadas con fines no pecuniarios, grupos en la población, o facilidades médicas pueden solicitar se asigne personal del NHSC aparece publicada en el "Federal Register," vol. 44, número 152, del lunes 6 de agosto de 1979, de las páginas 46182 - 46282. Hay copias en casi todas las salas de referencia de las bibliotecas de los colegios o universidades. Por los menos cada año se publican revisiones y constantemente se están designando nuevas áreas.

Asignación de Servicio: El NHSC busca el lugar donde rendir los servicios al igual que donde los becarios preferirán hacer la práctica. Esto es negociado mediante un proceso de pareo entre los diferentes lugares y los becarios 8 ó 10 meses antes del comienzo de los servicios. Las prioridades nacionales de escasez requieren que el NHSC haga su decisión final de ubicación para evitar desequilibrios geográficos o de personal. Las asignaciones toman en cuenta factores tales como las preferencias regionales o estatales de los becarios, la probabilidad de que los becarios permanezcan en las áreas de escasez luego de terminar su periodo de servicio, la evaluación que hace la comunidad de varios de los becarios, la duración del tiempo comprometido, el tipo y duración del adiestramiento de la residencia, el grado de competencia de los recipientes de las becas para ese lugar, y los requisitos de educación especial de sus niños.

Los becarios que comienzan sus servicios con un título de maestría, serán asignados a lugares del NHSC o a facilidades clínicas del servicio Indígena de Salud (Indian Health Service). Enfermeras con bachillerato son asignadas ahora a las facilidades clínicas del Servicio Indígena de Salud.

POSPOSICION DEL ADIESTRAMIENTO DESPUES DE LA GRADUACION

El NHSC necesita personas que pueden proveer servicios primarios de salud a la población con recursos escasos. Teniendo en cuenta esta necesidad, el periodo de obligación de los becarios en algunas disciplinas podría ser pospuesto por un tiempo específico de adiestramiento después de su graduación, sometiendo el becario una solicitud por escrito.

Medicos: La residencia clínica de un médico podrá ser diferida, pudiendo ser completada en un periodo de tres años. Para osteopatas, esto incluye el año de internado osteopático.

Los médicos que no planeen completar programas de residencia antes de su periodo de servicio deberán, como requisito mínimo para empleo en el servicio de salud pública, solicitar un diferimiento de un año para completar ya bien sea (1) un primer año de flexible adiestramiento graduado en medicina alopática (MD), patrocinado por un programa de residencia en medicina familiar, medicina interna o pediatría general; (2) un primer año de programa de residencia categórica en medicina alopática en práctica de familias, medicina interna o pediatría general; (3) un internado en rotación en osteopatía (DO).

Se otorgarán diferimientos por más de tres años para completar residencias en obstetricia/genecología, psiquiatría general, o medicina interna general osteopática. Los becarios serán notificados de cualquier cambio en las necesidades de especialidades del NHSC, que puedan afectar el otorgar diferimientos por periodos de más de tres años.

Otras Disciplinas: Los dentistas podrán comenzar su servicio tan pronto se graduen o mediante solicitud, podrán recibir un diferimiento de hasta tres años para completar una residencia en práctica general o un programa de adiestramiento de una especialidad clínica dental. Sin embargo, ellos servirán en el NHSC solamente en práctica general. Los podiatras podrán comenzar su servicio inmediatamente después de su graduación o podrán recibir diferimiento por un año para completar un adiestramiento pos-graduado.

Los periodos de adiestramiento pos-doctoral no contarán para satisfacer la obligación de servicio de los estudiantes que entran al programa después del año escolar de 1977-78.

(Continúa)

PENALIDADES

Retiro de la Solicitud: Contratos firmados, aceptando los términos de las becas, serán sometidos con las solicitudes. Los solicitantes tendrán 15 días desde el momento que se les envía la notificación de que son aceptados en el programa de becas, de notificar al programa por escrito si desean retirar su solicitud y contrato. Los que se retiren después de este período serán responsables de pagar al gobierno de los Estados Unidos \$1,500 por daños de liquidación.

Cuando no se Complete el Adiestramiento: Los participantes del programa que son despedidos o que interrumpen su adiestramiento académico (incluyendo el no completar por lo menos el año requerido de estudios pos-graduados o cualquier programa graduado de adiestramiento que haya sido autorizado), serán responsables de pagar daños a los Estados Unidos, a partir de un año, por la cantidad de tres (3) veces la suma de: (1) todo el dinero de los fondos de la beca que le fueron pagados directamente al becado y a la escuela en su nombre, y (2) el interés anual computado a la tasa máxima vigente como sea determinado por el Tesoro de los Estados Unidos - 14 1/2 por ciento por el trimestre de octubre a diciembre de 1979. La cantidad de los daños podría ser proratiada de acuerdo en parte a los servicios parciales de su obligación que hayan sido completados.

EMPLEO INMEDIATO EN NHSC

El NHSC está actualmente buscando personas ya entrenadas como médicos adiestrados en cuidado primario, dentistas, auxiliares médicos certificados, enfermeras prácticas, enfermeras de salud de la comunidad y enfermeras-comadronas para trabajar con el gobierno federal en áreas necesitadas de personal adiestrado en el área de la salud. El servicio Indígena de Salud ("Indian Health Service") está reclutando estos médicos y enfermeras graduadas de las escuelas acreditadas por la Liga Nacional de Enfermeras. Información adicional sobre oportunidades de empleo inmediatos para profesionales en servicio de salud puede ser obtenida del NHSC en Rockville, Maryland, llamando gratis cualquier día de la semana, al teléfono (800) 638-6730, de 7:30 a.m. a 5:30 p.m. hora del este. Llamadas desde Maryland o fuera de los Estados Unidos continentales deberán ser hechas, al teléfono (301) 443-3497. También se puede escribir pidiendo información a: NHSC, Parklawn Building, Room 6A-03, 5600 Fishers Lane, Rockville, MD. 20857.

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La información resumida en este boletín puede cambiar. El boletín de información al solicitante ("Applicant Information Bulletin") para el año lectivo 1980-81 y el memorando que se incluirá con los materiales que se enuncian con la solicitud, contienen la descripción oficial del programa de becas de NHSC, para el año escolar de 1980-81.

Datos Congresionales

Programa de los Centros de Educación de las Areas de Salud (Area Health Education Center, AHEC)

A. Autoridad Legislativa

- Ley 92-157; sección 774(a)
("Comprehensive Health Manpower Training Act of 1971")
- Ley 94-484; secciones 781 y 802
("Health Professions Educational Assistance Act of 1976")
- Ley 96-76; secciones 203 y 204
("Nurse Training Amendment of 1979")

B. Descripción del Programa

Propósito del Programa:

El programa de los centros de educación en áreas de salud enfoca problemas sobre la mala distribución geográfica y la sobreespecialización de profesionales en el área de la salud, patrocinando cambios en los patrones de educación en el ambiente educacional. A través de este programa, se proveen fondos a las escuelas de medicina y de osteopatía para descentralizar la educación médica y otras profesiones relacionadas al campo de la salud, hacia áreas escasas de recursos humanos y también mejorar la coordinación y el uso de los recursos existentes. Este es uno de varios programas federales que hacen posible ofrecer servicios de salud accesibles y a un costo razonable a todos los ciudadanos americanos.

Los 10 AHECs Originales:

El respaldo financiero del Departamento de "Health Education and Welfare" actual Departamento Federal de Salud y Servicios Sociales ("U.S. Department of Health and Human Services") comenzó en el 1972 a desarrollar los centros basandose en las recomendaciones propuestas por la Comisión Carnegie. Once centros de salud fueron financiados a un costo total de \$65 millones, mediante contratos de 5 años. Además, los contratistas proveyeron \$25 millones en contratos de costo pareado. Los once contratistas originales fueron la Universidad de California en la ciudad de San Francisco, Universidad de Illinois, Universidad de Minnesota, Universidad de Missouri en la ciudad de Kansas, Universidad de Nuevo México, Universidad de Carolina del Norte en Chapel Hill, Universidad de Dakota del Norte, la Universidad Médica de Carolina del Sur, la escuela de Medicina de la Universidad de Texas en Galveston, Universidad de Tufts, y la Universidad de West Virginia. Los proyectos variaron grandemente debido a las diferentes necesidades de las diversas áreas a ser servidas. La Universidad de Texas en Galveston se retiró del programa en el 1979 porque no pudo llenar los requisitos establecidos por la nueva ley. Los otros 10 proyectos están ahora en su octavo año de operación.

Autoridad para Extender los AHECs Originales:

En el 1976, la ley 94-484 (sección 802) autorizó la extensión de los AHECs originales. Esta sección fué enmendada por la ley 96-76 (sección 204) la que provee: que los fondos continuen disponibles a través del año fiscal 1981. Como respuesta a una solicitud del Comité de Asignaciones de la Cámara de Representantes (número 95-381, del 2 de junio de 1977), el Departamento desarrolló para estos 10 proyectos un plan de disminución gradual de su financiamiento hasta llegar a finalizarse el respaldo económico federal en el 1982. La sección 802 de la ley 94-484 exime los 10 AHECs originales de cumplir con los requisitos establecidos para los nuevos AHECs por la sección 781 de la ley 94-484 hasta el 30 de septiembre de 1979. La sección 204 de la ley 96-76 ("Nurse Training Amendments of 1979") extiende aún más esta ayuda.

El Modelo de la Sección 781:

La legislación actual contiene un language específico que define la naturaleza, propósito, características y relaciones inter-institucionales entre las escuelas profesionales y la comunidad a la vez que obliga la asociación entre los centros de ciencias de la salud y los centros de educación de áreas de salud no adyacentes. Las escuelas de medicina u osteopatía responsables de llevar a cabo el programa deberán de llenar ciertos requisitos. Las escuelas deberán proveer un 10 por ciento de sus estudios médicos no graduados en lugares que sean parte de estos centros. Además, las escuelas serán responsables de mantener un programa de residencia en por lo menos uno de los centros. Por lo menos dos de las escuelas, incluyendo odontología (si es que hubiera tal escuela en la institución contratante) deberán adiestrar a sus estudiantes en los centros. También se provee: que el 75 por ciento del dinero otorgado a la escuela deberá de gastarse en el centro.

Mediante esta asociación, el centro deberá: (1) designar un área geográfica específica con una población a servir que no tenga los servicios necesarios de salud, (2) evaluar las necesidades de personal y (3) mantener una junta asesora que incluya representantes de la comunidad. Programáticamente, este control deberá proveer lugar para adiestrar los estudiantes, tanto médicos como de otras profesiones relacionadas. Deberá también proveer servicios de respaldo incluyendo cursos de educación continuada a los miembros del cuerpo de Servicios Nacionales de Salud ("National Health Service Corps") que estén asignados a esa área de servicio.

C. Financiamiento y Perfil del Programa

	<u>1972- - - 1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981 (est.)</u>	
Autorización	\$581.2M <u>1/</u>	-	\$20M	\$30M	\$40M	finaliza
Apropiación	\$ 79.0M	-	\$17M	\$20M	\$21M	\$21M*
Número de contratos	11	15	20	21	21	21
Número de estados	12	16	21	21	21	21
Número de centros	n/a	n/a	n/a	30	48	61
Impacto poblacional (est.)	n/a	n/a	n/a	21.5M	30.5M	34.1M

*Solicitud del presupuesto de la administración para el año fiscal de 1981.

^{1/}En la ley de "Health Manpower Initiative Act "HMEIA" AHEC no tuvo un presupuesto separado.

D. <u>Contratistas</u>	<u>Total de Años del Proyecto</u>	<u>Año Actual del Proyecto</u>	<u>Clase de Proyecto</u>	<u>Número de Centros Actual/Proyectado</u>		<u>Población Actual/Proyectado</u>	
<u>Iniciados en el 1972</u>							
Universidad de California (SF)	9	08	R	3	3	1.7	1.7M
Universidad de Illinois	9	08	U-R	4	4	1.2	1.2M
Universidad de Minnesota	9	08	R	1	1	3.1	3.1M
Universidad de Missouri, KC	9	08	U-R	1	2	1.5	1.5M
Universidad de Nuevo México	9	08	R	1	1	.2	.2M
Universidad de Norte (Chapel Hill)	9	08	S	9	9	5.4	5.4M
Universidad de Dakota del North	9	08	S	4	4	.6	.6M
Universidad de Texas/Galveston ^{1/}	7	-	(R)	n/a	n/a	n/a	n/a
Universidad de Tufts (ME)	9	08	R	1	1	1.1	1.1M
Universidad de West Virginia	9	08	R	1	1	1.2	1.2M

Dept. of Health and Human Services
 Public Health Service
 HEALTH RESOURCES ADMINISTRATION
 Center Building
 3700 East-West Highway
 Hyattsville, MD 20782

REPORT TO THE MAYOR OF ST. PAUL

7 EMPLOYMENT STATUS OF HISPANICS
WITHIN CITY GOVERNMENT:
"NEEDS, CONCERNS, AND RECOMMENDATIONS"

EMPLOYMENT TASK FORCE
MAY, 1980

SUBMITTED BY:

St. Paul Mayoral Hispanic Advisory Committee

E L E C T E D O F F I C E R S

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EMPLOYMENT	SUSANA MEDINA EDUARDO VILLALON
HOUSING	JOANN CARDENAS DE ENOS OLIVIA MANCHA
HEALTH	BEE MCFADDEN ADELENIA MIRANDA
CRIMINAL JUSTICE	JOSE CARDENAS

May 19, 1980

Honorable George Latimer, Mayor
City of St. Paul
347 City Hall
St. Paul, MN 55102

Dear Mayor Latimer:

Persuant of City Council Resolutions charging the Mayoral Hispanic Advisory Committee with responsibility of 'Advising the Mayor and City Council on issues of concerns to the Hispanic community, and to propose solutions to these problems'. In these regards, the Employment Task Force is pleased to forward the attached report to you for consideration.

Generally, the report addresses the employment problem of Hispanics and specifically demonstrates the need for affirmative action by Municipal Government in hiring of Hispanics.

The following recommendations are as follows:

1. That the Mayor direct the appropriate City Department Heads to hire Hispanics; in particular, the Manpower CETA Office.
2. That the Mayor give serious consideration to appointing a qualified Hispanic to Director of Human Rights.
3. That the Mayor encourage private business to go beyond the letter of the law in regards to Affirmative Action hiring of Hispanics.
4. That the Mayor appoint appropriate Hispanics to key committees and commission with City Government.
5. That the Mayor make contents of this report public.

PURPOSE

The Hispanic Advisory Committee Employment Task Force concerns itself with employment issues as they relate to the Hispanic population. As part of it's work, the City of St. Paul's employment of Hispanics was studied to determine its current ability to employ Hispanics in commensurate numbers to the total population as well as the total number of employees.

In determining the Hispanic population of St. Paul, the modified 1970 figures of 13,850¹ for 1976 were used as a base. To project the 1980 totals, the migrant resettlement rate had to be considered. Approximately 15,000 ² 17,000 migrants come to Minnesota each year. Five percent³ (5%) resettlement in Minnesota annually, and using the lower estimate, that translates to 750 each year. Since 1976, that adds up to 3,000 resettled migrants as a minimum, most of whom resettle among the existing communities in St. Paul where language, culture, and services, are most available to them. Thus, the most reliable, albeit conservative estimate would have 16,850 Hispanics in St. Paul. According to the State Metropolitan Council, St. Paul's total population in 1979 was 268,710.³ Moreover, the City had an annual average of 142,871 (53%) people in the labor force according to the Minnesota Department of Economic Security. On that same basis, the Hispanic labor force (53% of the Hispanic population) is 8,930.

According to the Semi-Annual Affirmative Action Survey for the City of St. Paul, June 30, 1979; 78 Hispanics were employed, 60 of which were permanent.

St. Paul's City Government employs 3,072 people, a figure that represents 2.15% of the labor force. Thus, 2.15% of the Hispanic labor force would represent 172 people, a figure that would be fair to Hispanic representation in the labor force of the City.

Currently, St. Paul's City labor force appears to be either 94 or 112 employees short of equitable Hispanic representation, depending on whether you care to count non permanent employees.

In either case, the figures represent a highly disproportionate employment rate of Hispanics within the St. Paul Civil Service System, when compared to the total population and the number of Hispanics.

The problem is not at all insurmountable, but in fact, can and should be successfully addressed by a serious recruitment effort, which should be the result of genuine concern on the part of City Government at all levels to allow Hispanics to participate in City employment in a fair and equitable manner. This problem will become more acute with time, inasmuch as the birthrate for Minnesota Hispanics which currently stands at 3.8%, is twice the National birthrate for Hispanics.

1. Latino Social Service Needs Assessment Report; published by Ramsey County Mental Health Department and the Spanish-Speaking Cultural Club, February, 1976.
2. Minnesota Office of Migrant Affairs, "Migrant Services State Report", Mimeographed February, 1976.
3. Department of Economic Security Research and Statistical Service Office 1978 Report.

We urge that a better distribution of employees be attempted so that such position as Administrative, Financial Planning, Development, as well as the traditional Clerical and Manual positions be filled. This will eliminate the obvious disparities that exist now, where 47 of 60 positions are in the Police, Public Works, Fire and Safety, and community service areas; and absolutely none are employed by City Attorney, City Clerk, City Council Administration and Research, Finance and Management, or the Mayor's Administration.

RECOMMENDATIONS

1. That the Mayor give serious consideration to appointing a Hispanic to the Director of Human Rights Department.
2. That the Mayor direct appropriate City Department Heads to hire Hispanics in particular, the CETA Manpower Office.
3. That the Mayor encourage private businesses to go beyond the letter of the law with respect to Affirmative Action hiring of Hispanics.
4. That the Mayor appoint Hispanics to key committees and/or commission within City Government.
5. That contents of this report be made public by the Mayor.

CONCLUSION

It is obvious, by the report that Affirmative Action policy, as it relates to Hispanics, has been a failure. Representation of Hispanics in key policy making positions and in or committees and commission, is virtually non-existent. Hispanics, like any other citizens, desire the opportunity to participate in the decision making process that affects their daily lives and achievement of social and public goals. Unfortunately, Hispanics have not had the opportunity to demonstrate these aspirations. This report is only one expression of our belief that we also deserve a 'fair chance'. If this 'chance' is to become a reality, we feel it is incumbent upon our elected City officials to provide the leadership necessary to make this hope a reality.

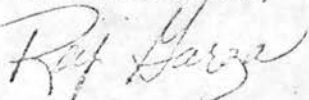
This report is written in the spirit of cooperation and a sincere desire to mutually alleviate one of several problems faced by Hispanic people.

Page 4.


We would appreciate the opportunity to meet with you, at your earliest convenience, to discuss specifics of this report.

Thank you for your support.

Sinceramente,



Roy Garza, Chairperson



Susana Medina, Chairperson
Employment Task Force



David M. Winfield
President

David M. Winfield Foundation, Inc.



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July 29, 1980

Jose Trejo
Spanish Speaking Affairs Council
504 Rice St.
St. Paul, MN 55103

Dear Jose:

On behalf of the David M. Winfield Foundation, I want to thank you for giving so freely of your time for the Fourth Annual David M. Winfield Outstanding Minority Student Athlete Awards Banquet on June 1, 1980 at the Martin Luther King Center in St. Paul.

We are pleased at the concrete and highly visible accomplishments that we have achieved over the past few years. We are equally pleased with the prudent manner in which we manage our resources. In reaching our goals, and keeping the quality and dedication of our programs, we utilize no paid employees. A vast majority of the work is done on a volunteer basis. This insures the maximum possible benefits for the greatest number of people. Therefore volunteer work is a very integral and necessary part of the Foundation.

Your work was most appreciated by myself and the winners of this years awards, Juanita Adonez and Stacy Robinson.

Again Jose, I want to personally thank you for all the time you gave to us.

With kindest regards,

DAVID M. WINFIELD FOUNDATION

David M. Winfield
President

DMW/db



Joint Religious Legislative Coalition

122 West Franklin Avenue
Minneapolis, Minnesota 55404
Benno W. Salewski, Director
Telephone (612) 870-3670

July 17, 1980

TO: Social Justice and Advocacy Groups or People
FROM: Benno W. Salewski *BWS*
SUBJECT: Evaluation Questionnaire

The Joint Religious Legislative Coalition is celebrating its 10th anniversary this year. As part of the observance of this anniversary, it has appointed a Committee to evaluate the work and effectiveness of the Coalition to make appropriate recommendations to JRLC's governing bodies about the directions the Coalition should take in the future.

Since an important part of JRLC's work is to work with other social justice or advocacy groups in proposing and providing social justice legislation, the Evaluation Committee would appreciate it if you would take 5 minutes to respond to this questionnaire. Your response to the questionnaire will contribute to the recommendations which are made by the Committee.

Please return the Questionnaire not later than August 15th.

Thank you for your cooperation.

BWS/sjf



RAMSEY ACTION PROGRAMS, INC.

Chairperson
Erik-Paul Sallmen

July 31, 1980

Executive Director
James R. Brown

Mr. Chuck Routhe
Minnesota Department of Economic Security
Metro Square Building
7th and Robert
Lower Level 15
St. Paul, MN 55101

Administrative Services

Central Administration
Fiscal
Personnel
Planning
Resource Development

Child Development Programs

Day Care
Head Start

Community Food and Nutrition

Energy Conservation Programs

Neighborhood Action

Administration
Clerical Training
Community Organization
Educational Services
Multi-Purpose Centers
Referral Services
Youth Services
Employment Services

Pride, Inc.

Senior Congregate Dining

Senior Opportunities Services

Outreach Services
Senior Employment - KOPE
Transportation

Dear Mr. Routhe:

I would like to make you aware of an incident related to me and the RAP Employment Component at our staff meeting Tuesday, July 29, 1980, regarding Mr. Dan Faas, Job Service employee.

To begin, I received a telephone call on Monday, July 28, 1980 from Ms. Laurie Riel, Recruiter for the Clam Lake YACC Camp, Clam Lake Wisconsin. She and her area supervisor have been in St. Paul all of this week to meet with the various employment, youth serving agencies in an effort to recruit youth to work at the Clam Lake YACC Camp. In response to her call, I invited Ms. Riel and her supervisor to speak to the RAP Employment Component at our staff meeting the following day.

After their presentation at our meeting on Tuesday, Ms. Riel shared her schedule with us for the rest of the week, asking if we felt that all areas of the City of St. Paul were being covered. She mentioned that they would be stationed for several hours each at two West Side locations, Neighborhood House and Hispanos En Minnesota. I asked if she had contacted Dan Faas of the West St. Paul Job Service office, as that office normally experiences a good amount of traffic, including youth applicants. Her reply was that she had spoken with him by phone on Monday, requesting a small area or corner of his facility, where they could speak to youth about the Clam Lake program, for a period of a few hours. His response was that this would not be possible at all, due to the fact that his facility is already too crowded, and that there was absolutely no space for her there whatsoever. He did not offer to contact any of the youth registered through his office, either, to notify them that recruiters from this program were in town.

509 SIBLEY STREET, SAINT PAUL, MINNESOTA 55101 • (612) 227-8954

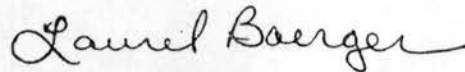
"An Affirmative Action/Equal Opportunity Employer."

Mr. Chuck Routhe
July 31, 1980
page two

I am very concerned once again about Dan Faas' attitude toward the people of the community he is designated to serve. Also, in view of the fact that any youth wishing to make an application for the Clam Lake program must be certified through their area Job Service office, I find his treatment of Ms. Riel and her request to be most inappropriate. His attitude and actions are most detrimental to community cohesiveness and cooperation between agencies.

I hope that steps will be taken to insure that a situation such as this does not arise again. If you would like any additional information, please feel free to contact me at 227-8954.

Sincerely,



Laurel Boerger
Employment Coordinator

LB:ch

cc: James R. Brown, Executive Director
Ramsey Action Programs, Inc.

Jose Trejo, Director
Office of Spanish-speaking Affairs

MINORITY WOMENS CONFERENCE

Sponsored by the Department of Labor

Bismark Hotel, Chicago

June 24-27, 1980

The Conference began with speakers representing the Region V Area. Panelists were addressed with issues from the audience and from selected individuals representing special agencies throughout Region V. The Hispanic issues addressed were:

"Home Life".

Most Hispanic women have a non-authoritative role in the home. They are geared to a more homemaker lifestyle, this starts initially in the home and it continues throughout the school.

"School".

Most programs for women in school are geared to: Home Economics and Clerical career orientation. No administrative training or resources are used to influence Hispanic women while in school.

"Employment".

Employment is limited. Most of the barriers Hispanic women find are culture and language. The language barrier because our Spanish speaking accents are discriminated against, and the majority of employers do not feel the English language is at times appropriate or at the same level of the Anglo.

RECOMMENDATIONS.

Recommendations made to the Department of Labor, Womens Bureau in regards to the Hispanic issues are:

- 1) Encouragement for self-esteem and better employment.
- 2) Proper language instruction to continue informing women on how they can progress in the work environment. Example, Local office jargon to professional jargon.
- 3) The Department of Labor and private organizations should develop appropriate organizations (trade programs) to address the needs of our women. Example, Most women are now being geared to non-traditional employment, be it that secretarial and clerical positions are usually the only orientation for women in the work force, yet, this does not apply to the Hispanic women, the Hispanic women, be it Mexican-American, Puerto Rican have been geared to the industry or agricultural work, so a clerical position is not a non-traditional job for Hispanic women.

"Issues Concerning Child Care"

Single parents and low income parents demand an immediate need for better child care. Day care centers are viewed to assist in the proper up-bringing of the child of working parents. Therefore, a lot of times, working parents rely on the day care to properly assist them in providing their children with the necessary skills in growing up. Blacks and Hispanics usually have relatives take care of the children, unlike the Asians who depend mostly on centers (as commented by Asian Representatives during conference).

RECOMMENDATIONS.

In this area, recommendation is that Legislation expand funding for child care. Most recently, programs have been cut seriously by the Legislature for child care programs.

"Training"

No training programs and non-traditional jobs, we need to start informing the women more outreach needs to be made to women so that we are well aware of programs and agencies assisting us in career orientation. Two would be proper staff to give programs, this is where there is a serious need to have Bilingual/Bicultural representation so that we feel there is a proper guidance provided by such staff. We also need to address ourselves to the Educational system by which they are still gearing women toward traditional jobs. We need to develop decent pay and decent jobs. Another recommendation is a serious need for Vocational training because of discrimination we suffer economic deprivation, most of the discrimination deals with the differential labor market language, we need to be well aware of the labor market language in able to compete for certain jobs unavailable to Hispanics, Asian and Black women. Blacks indicated a language barrier in their culture. For example, if you have been from strong urban areas and have not been educated among the educational institutions they suffer basic slang and pronunciation of words. In other words language, still means lack of employment. Semi-skill jobs are taken by people with professional degrees and backgrounds because of language barriers. For example, women who have educational degrees in their countries now trying to obtain a position in the U.S. have no other alternative to except other than menial jobs. Some

RECOMMENDATIONS.

Some recommendations would be:

- 1) Increase training opportunities.
- 2) Invest in On The Job Training for Minority Women.
- 3) Increase Bilingual advocacy in Vocational training.
- 4) CETA. Make sure CETA is helpful to the Limited English Proficient person.
- 5) Develop Vocational Training and Training Schools with Bilingual instruction and counseling.
- 6) Legislation to change current CETA is helpful to meet the marketable skills that hinder minority women. Example - Women on an entry

level position suffer problems that do not not necessarily relate to the CETA application. A person available for CETA can experience a lot of appropriate orientation for their job, counseling, day care money, and placement. A women already established in an entry level position must start dealing with the real world immediatly, for example, no government aid on day care,

b. No further orientation into the job. This causes a women to either maintain herself in an entry level position and not to become aware of others available to her.

- 7) To become advanced in a career we need to be trained while in an entry level program position. This would assist us in growth and not keep us at dead end jobs.
- 8) We need to be exposed to the Management Corporate Level Employment.

In conclusion of the issues commentary session of the Conference, it has been determined that the employment needs to be reviewed with a real look at the labor market. We need to better approach the legislature to make sur that employment is available to the protective classes. Also make sure that there is an End to the dead-end jobs.