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# SURVEY OF STATE PUBLIC SERVICE JOB OPPORTUNITIES

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COMMITTEE ON FINANCE  
UNITED STATES SENATE  
RUSSELL B. LONG, *Chairman*



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## Survey of State Public Service Job Opportunities

### INTRODUCTION

On January 28, 1972, the Chairman of the Committee on Finance, sent the following telegram to the Governors of all 50 States and Puerto Rico in an attempt to determine the number of public service employment opportunities that might be created for welfare recipients.

[Telegram]

DEAR GOVERNOR. Finding an equitable solution to the Nation's welfare problems has proven to be one of the most complex and difficult issues faced by the Committee on Finance in recent years. I would like to extend the committee's appreciation to you for the great help that you and your State Welfare Agency have given us in our evaluation of the administration's welfare proposal as contained in H.R. 1. The need has now arisen for additional information to aid the committee in its deliberations, information which you will be in the best position to provide. The committee will be considering alternatives to H.R. 1 which would guarantee an employment opportunity rather than guaranteeing a minimum income. It would be helpful to the committee in these deliberations if you could survey the public employment needs of your State and could consult with the mayors of the large cities in your State on public employment opportunities there. I would hope you would be able to provide the Committee on Finance by February 10 with a description of the types and numbers of public service job opportunities that might be opened up for welfare recipients in the event the committee substitutes an employment guarantee approach for the minimum income guaranteed under H.R. 1.

RUSSELL B. LONG,  
*Chairman, Committee on Finance, U.S. Senate.*

As of April 12, 34 States and Puerto Rico had responded with their estimated needs for public service jobs which would utilize welfare recipients totaling 233,032. It should be noted that among the States not responding were New York and California, which might be expected to have reported a fairly large need for public service employees.

For those States which have responded, the estimated need for public service employment opportunities varies from 227 entry level jobs in Idaho to 51,000 in Ohio. The estimates of other States cover a wide range of variations between the two extremes.

The following pages divided into three parts, summarize the findings of reports submitted by the Governors. Part I is a table showing the number of public service jobs which the responding states indicated they could utilize and the method these States used to calculate needed positions. Part II is a summary and discussion of comments included in the Governors' reports. Part III summarizes the statistical breakdowns of the public service job estimates submitted by the Governors.

## Part I.—Estimated Number of Potential Public Service Jobs and Method of Estimating Positions, by State

State	Estimated number of public service jobs	Method of estimating needed positions
Alaska.....	(1)	
Arizona.....	2,840	Projections from local and State governing officials.
Arkansas.....	4,256	Survey of mayors, county judges, and State agencies.
Colorado.....	7,446	Information from cities, counties, State, and employment agencies.
Florida.....	19,800	Not identified.
Georgia.....	11,500	Polled 6 largest cities and 15 largest counties.
Hawaii.....	1,610	Not identified.
Idaho.....	1,227	Survey of 17 cities plus supplemental information.
Illinois.....	7,293	Surveys of mayors of 7 cities not including Chicago, plus jobs identified for welfare demonstration project under Sec. 9a(2) of the Emergency Employment Act (EEA).
Iowa.....	1,850	Information from State agencies, 16 county and city governments, and EEA information. <sup>2</sup>
Louisiana.....	(1)	Contacts with mayors of 3 major cities.
Maine.....	900	Survey of cities, towns, counties, and State agencies, and EEA information.
Michigan.....	10,336	Survey of 24 cities after tentative numbers of potential jobs were perhaps assigned to such cities <sup>3</sup> , sampling of county welfare departments and consultation with Department of Manpower Services.
Minnesota.....	18,643	
Missouri.....	16,070	Survey of 3 cities, 1 county, and estimates based on experience in manpower programs.
Montana.....	1,885	Not identified.
Nevada.....	500	Statistics reflect existing Emergency Employment Act jobs plus other jobs which, if additional funds were available, could be filled.
New Hampshire.....	453	Survey of 13 largest cities and towns.
New Mexico.....	13,000	Percentage increase (20 percent) that could be absorbed in city, county, and State positions.
North Carolina.....	(1)	Consultation with 12 city and county managers.
North Dakota.....	500	Estimate based on information gathered for the EEA.
Ohio.....	51,000	Estimate reflective of number of "employable" public assistance recipients.
Oklahoma.....	15,600	Survey of mayors, agencies, and governmental units.
Oregon.....	13,150	Additional employees utilizable in established Government agencies.
Pennsylvania.....	4,019	Survey of 16 largest counties and 18 largest cities.
Rhode Island.....	1,366	"Direct consultation" and estimates initially secured for public service jobs under EEA.
South Carolina.....	2,500	Survey of 4 representative counties.
Texas.....	(1)	Not identified.
Utah.....	5,424	Do.
Vermont.....	345	Do.
Virginia.....	1,446	Survey of 11 major cities.
Washington.....	25,000	Survey of State and local government agencies.
West Virginia.....	3,322	Survey of municipalities, county governmental units, and boards of education.
Wyoming.....	(1)	
Puerto Rico.....	1,751	Survey of State budget and petitions filed.
<b>Total.....</b>	<b>233,032</b>	

<sup>1</sup> No estimate.

<sup>2</sup> See paragraph discussion of Idaho for definition of entry level job.

<sup>3</sup> EEA; Emergency Employment Act, Public Law 92-54, July 12, 1971.

<sup>4</sup> Significant (but undefined) number.

<sup>5</sup> See paragraph description for further explanation.

<sup>6</sup> Unanimous agreement that potential jobs exist for all of these people (welfare recipients) if funds can be made available and the people want to work.

<sup>7</sup> The estimate is qualified by the statement, "It is doubtful that welfare recipients could fill all of the jobs in all categories."

<sup>8</sup> Survey incomplete.

<sup>9</sup> This number reflects the public service needs in counties, small cities, and towns representing a cross section of the State, but in no way represents overall needs.

<sup>10</sup> In 3 largest cities.

## Part II.—Summary and Discussion of Comments Included in Governors' Reports

A number of the Governors included supplemental comments explaining, clarifying, or qualifying their estimates on the number of

public service jobs that could be created to utilize welfare recipients, or expressing their philosophies on the subject. A cross section of these is included below.

One factor mentioned in a number of the responses as hindering the accuracy of the estimate was that the time limitations placed upon the Governors rendered it difficult for them to accurately and realistically estimate the extent to which welfare recipients could be employed in public service jobs. Some States included a detailed breakdown of job estimates into numbers needed to perform specific jobs, while others merely included general estimates on the numbers of welfare recipients who could be used by the State in public service jobs.

Another factor affecting the estimates and responsible, perhaps, for part of the wide range of variations was mentioned in the Illinois report.

It has . . . been our experience that local officials are able to identify many more jobs for welfare recipients once they gain a better understanding of the characteristics of the welfare population and are aided in identifying and creating appropriate job categories.

Other factors contributing to the wide variations in estimates include the methods used in estimating needed public service jobs, and assumptions about the capabilities and experience of the welfare recipient himself.

The basic methods used in calculating needed public service employment positions (see chart in Part I) included polling officials of cities and counties and other units of local government and collecting information from various government agencies. Several States—Ohio, New Mexico, perhaps Michigan, and Puerto Rico—worked “backward”, by basing their estimates of the number of public services positions they could create on statistics reflecting the number of employable welfare recipients in the State.

Ohio and Puerto Rico correlated the two, more or less directly. New Mexico, on the other hand, estimated that 34,635 jobs would be needed to provide employment for all “employables”, and then reduced that number to 13,000 on the basis of an estimate that only a 20% increase in city, county, and State positions could be absorbed by the structure.

One State, Oklahoma, expressed the concern that “the number of persons who would be immediately requested for public service jobs would probably (exceed) the number of people who would be available under the program.”

Some of the States planned to employ the welfare recipients by expanding the number of existing types of jobs. Others suggested the creation of new projects—for example, conservation projects, to utilize such individuals.

Another factor influencing the numbers of public service jobs estimated involved the amount of Federal funding which might be available for the program. Illinois gave three estimates on the number of jobs it could utilize throughout the State if the Federal share were (1) 100%, (2) 90%, or (3) 100% the first year, 75% the second year, and 50% the third year.

Besides including their statistics, a number of States discussed problems and considerations connected with the basic concepts underlying the placement of welfare recipients in specially-created public service

employment positions. One problem discussed in responses from New Hampshire, North Carolina, and Georgia revolves around the fact that most of the welfare recipients are female, while a large proportion of public service job possibilities seem to be in areas traditionally considered as male domain. The response from Georgia stated that at least 25 percent of the jobs would be unsuitable for female workers.

Another problem discussed in a number of the responses concerned the suitability of the jobs which were being created for the experience and capabilities of the welfare recipients. The State of Idaho divided its jobs into two categories: Entry level jobs: "those positions that a person could enter without a degree", or which a person "would need less than a year of institutional and/or on-the-job training to qualify" for, and Technical and Professional Level jobs: those positions "that a person could not enter unless he had several years of technical experience or [a] degree or both, and would probably be able to fill . . . with a minimum of one year training or retraining."

Less than a fourth of the jobs estimated by Idaho fall into the first category. The preponderance fall into the second. Supporting this apparent inconsistency with the aim of the program is a statement that such positions were listed:

. . . in light of the fact that in this current era of nationwide high unemployment there are a large number of college trained and/or experienced people living on welfare.

In contrast with this view is a capsule description of the typical AFDC parent in the Texas report:

The typical AFDC parent in Texas is a Negro female, age 33, who has three children, one of whom is below the age of three, living in a rented house in a city of more than 100,000 population. Her education attainment ranges from the 7th grade through 1 year in high school. She has been an AFDC recipient for approximately 21 months.

Another comment on the typical welfare recipient suggests that welfare recipients fall along the entire spectrum. From Louisiana:

The experience we have had in dealing with employment problems of welfare recipients shows that the preponderance of welfare recipients are poorly educated, untrained, and unprepared for jobs. There are many who are readily available to be referred directly to employment with state agencies and cities without training.

While some State comments dealt with the nature of the recipient, others discussed the nature of the job. An example is the following comment from South Carolina:

Types of jobs available are varied, but emphasis was placed on meaningful jobs which offer community involvement for example, para-professional jobs in the legal education and health fields . . . stress was given to jobs which demand dignity and self-respect.

The question of coordinating individual potential for employment with the actual demands of the jobs was discussed by several States in terms of federal funding for related manpower training and supportive services. A number of States indicated that a public service employment program which envisioned State or local governments as the employers would need to provide Federal funding which would go even beyond the wage costs involved.

### Missouri reported that:

The St. Louis City response included a statement that few openings would be available if only wages would be provided. If additional skill training and supervision could be provided, the estimates double. The same would be true of St. Louis County.

### The Texas response included the following statement:

For a job vacancy to be an employment opportunity for a welfare recipient, he must possess sufficient education and training to meet the basic skill requirements of the job created. In many cases, education, training, and retraining may be essential to upgrade the welfare recipient to minimum employment standards. Also, the welfare recipient must possess basic abilities to become employed. Support services, such as child care and improved public transportation, are likewise essential to increase the potential labor force participation rate of welfare recipients.

Similarly, the Iowa response outlined necessary components of such a program:

Funds would be absolutely essential to pay for salaries and fringe benefits for all recipients. Second, funding would be essential to provide orientation and job training for all positions. Third, funding would be required to provide additional office space plus equipment and supplies for the great majority of jobs. Fourth, funding would be absolutely essential to enable the Department to add additional supervisory personnel to direct the work of those additional employees that could not be assimilated within our present supervisory table of organization.

Underlying all responses, perhaps, is the whole issue of public service employment as the solution to welfare problems. A number of states addressed comments to this consideration.

Several States indicated reservations about the usefulness or desirability of a public service employment program as the primary means of welfare reform.

These include Michigan:

There are large blocks of unemployed individuals within this State who are not on welfare. Establishing a priority of employment for welfare recipients creates an incentive for those not on assistance to become recipients if this, in a tight labor market, is a means to employment. Should this occur, there would be a natural tendency to stratify the employable welfare population according to skills possessed. Those recipients who have experienced the greatest difficulty in attaining employment would be the least likely to benefit from available public service employment.

### And Wyoming:

I do not agree with the approach of government being required to employ people merely because they are on public welfare. Extension of such a system could do nothing more than downgrade the capacity of the government to provide services. If we were to fully implement such a principle, it would mean that the government would eventually employ everyone, and I do not find myself philosophically compatible with such an idea.

Other States, however, indicated considerable support for a public service employment program for welfare recipients. One indication of this support is the number of jobs governors indicate they could develop throughout the state to utilize such welfare recipients, together with comments to the effect that if they had more time to think about the project they could expand on their projected numbers.

Other comments indicating such general support and enthusiasm include the following: From Montana:



We have received many letters from welfare recipients who have participated in the Work Incentive Program and they point out the need for people to earn what they receive so that they and their families may be able to retain their pride and self-confidence.

**From New Mexico :**

We, in the Health and Social Services Department in New Mexico support your efforts to introduce a guaranteed employment program. . . . With so many objectives in our society not being met, such as environmental cleanup, health, nutrition, and municipal services it is laudable to propose to support the manpower needed to perform many of these needed functions and, at the same time, to provide a means for restoring dignity to the unemployed or underemployed citizens of this State.

The enthusiasm of some States was manifested in the contemplation of new projects. For instance,

**From Oregon :**

There is . . . unlimited opportunity in Oregon on a project basis, working on forest lands, thinning trees and developing hiking and fire trails, streams clearance and improvements in the state parks system. This type of project could be sponsored at all levels of government: local, city, state and federal.

Several States qualified their support of the program with comments related to the need for funding.

**From Texas :**

Public employment needs, based upon the Texas experience with implementation of the Emergency Employment Act, have been found to be a function primarily of funds available. For example, Houston may recognize a public need for more hospital orderlies, and Laredo may recognize the need for more paved streets, but neither city can expect to meet those unmet needs until funds are available. Certainly there are numerous worthwhile public service needs which welfare recipients might fill if adequate funding were available.

**From Ohio :**

This report is based on the assumption and knowledge that there are thousands of public service jobs needed to be done and a substantial number of employable Public Assistance recipients who need and can accomplish these jobs. The key factor is funds to establish and maintain these jobs.

### **Part III.—Detailed Breakdown of Public Service Job Possibilities Within States**

#### **ALASKA**

Alaska, while not indicating the additional number of public service jobs that could be created, estimated the approximate number of public service jobs that currently exist within the State:

The average number of public service placements statewide through the State Manpower Centers indicates than an estimated 100 to 120 jobs are available through the Manpower Agency each month. Approximately 80 to 90 percent of these positions are filled without difficulty. The unfilled jobs usually require technical expertise. It is felt that these figures are minimum as many local, State, and Federal positions are filled without reaching the Manpower Center.

The Manpower Agency has no available figures on job opportunities that might be appropriate for welfare recipients. They feel, however, the number would not be substantial, especially without training.

The committee should also keep in mind that the Alaska Department of Health and Social Services estimates that 85 percent of welfare recipients would be unemployable even should jobs be available.

### ARIZONA

Results of the survey of public employment opportunities for welfare recipients were compiled by staffs of each of the State's six area Manpower Planning Councils and the State Manpower Planning Office, and were based on projections from local and State governing officials considered most knowledgeable in their area needs. The 2,840 jobs projected include:

clerical,	park maintenance,
maintenance,	sanitation,
teacher aides,	highway beautification,
library aides,	law enforcement,
custodial,	health and welfare,
recreation aides,	cooking and dishwashing.

### ARKANSAS

Survey of mayors, county judges, and State agencies indicates that there would be 4,256 public service job opportunities for welfare recipients. Jobs were broken down into seven basic categories including professional, technical, and managerial (27), clerical and sales occupations (201), service occupations (532), farming, fishery, forestry, and related occupations (901), machine trades occupations (26), structural work occupations (2,252), and miscellaneous occupations (317). Approximately 125 specific occupations were listed, with the numbers of individuals utilizable for each job. Examples are:

dispatcher	mosquito sprayer
recreation leader	flagman
cashier	cemetery worker
timekeeper	library assistant
tool clerk	truck mechanic helper
meter maid	garbage collector
nursery school attendant	park worker
cook	bus driver
dog catcher	street cleaner

### COLORADO

The need for 7,446 public employment job opportunities for welfare recipients was arrived at by drawing on information from various cities and counties, as well as the State Personnel and Employment agencies. The number of job opportunities reported also correlates with the 6,372 AFDC mothers in Colorado who are unemployed and who have children over the age of six, plus 1,016 AFDC-U cases where both parents are present. These numbers do not include the 2,600 WIN program job slots currently in use in Colorado. Potential opportunities were divided into jobs at the State Government, County Government, and Municipal Government level. Four basic

categories include office workers (clerk, messenger, duplicating machine operator, etc.) (1,978); servicemen, repairmen, laborers, security patrolmen, highway maintenance men and related (2,072); aides (employment, community service, rehabilitation, lab assistant, etc.) (2,036); and cooks, food service workers, laundry workers, janitors, groundsmen, and related (1,360).

### FLORIDA

The estimate given for public employment opportunities available to welfare recipients under the provisions of H.R. 1, is 19,800. Occupations listed include:

medical attendant,	clerical workers,
waste and water treatment operators,	custodial workers,
homemaking aides,	firemen aides,
school crossing guards,	nurse aides,
police aides,	food service aides,
pollution control workers,	small engine operators,
jailers,	truck drivers,
messengers,	concession stand operators,
teacher aides,	package handlers,
waste collectors,	social work aides,
laborers,	counter workers.

The Governor's response also included the statement "I believe that this estimate could be improved upon if we were provided with more time to sufficiently develop an adequate means of gathering this information."

### GEORGIA

An estimate of the number of potential jobs (11,500 during the first year, with additional job opportunities to be developed during subsequent years) which could "productively employ welfare recipients", was made by contacting the governments of the six largest cities in the state and the 16 largest counties. Jobs would fall into the following areas:

food service workers,	teacher aides,
child care aides,	street and road maintenance workers,
hospital patient care assistance,	home service aides,
office and clerical workers,	community outreach workers,
park and recreation aides,	police service assistants.
school crossing guards,	
building maintenance personnel,	

### HAWAII

Types of public service jobs totaling 1,610, that might be opened up for welfare recipients fall into nine separate categories including:

Law enforcement.....	60
Clerk-typists, consumer protection aides, probation aides.	
Education .....	600
Clerk-typists, cafeteria helpers, custodians.	
Public works and transportation.....	200
Groundskeepers, general laborers.	

Health and hospital.....	200
Health aides.....	
Environmental quality.....	100
Clerk-typists, research aides, pest control aides, general laborers.	
Fire protection (no number given).	
Parks and recreation.....	100
Park caretaker, groundskeeper.	
Social service.....	250
Social service aide, clerk-typists, employment aides.	
Others.....	100
Clerk-typists.	

### IDAHO

The estimate of public employment opportunities for welfare recipients was broken down into two categories totaling 985 jobs. Category 1 (227 job opportunities) consists of entry level positions—"those positions that a person could enter without a degree or would need less than a year of institutional and/or on-the-job training to qualify for." Category 2 (708 job opportunities) consists of "positions that a person could not enter unless he had several years of technical experience or degree or both" and which he "would probably be able to fill with a maximum of one year training or retraining."

The public service positions were new positions asked for in agencies, departments, and boards in the 1972-73 budget requests. The categories are submitted in response to the request "in light of the fact that in this current era of nationwide high unemployment there are a large number of college trained or experienced people living on welfare."

Examples of types of jobs included in the 30 page listing which would apparently fall into category 1 are clerk-typists, accounts clerks, keypunch operators, custodians, groundsman, night watchmen, therapy aides, case aides, and parts technicians. Examples of jobs which would probably fall into category 2 include legal secretaries, aquatic biologists, personnel director, wildlife land manager, practical nursing instructor, vocational academic counselor, assistant professors, psychologists, air pollution control engineers, etc.

The information on the numbers and types of jobs available came from three sources:

1. The Wage and Salary supplement to the Executive Budget of the State of Idaho for Fiscal 1972 (new positions within the State government which were requested by a variety of State agencies).
2. The Emergency Employment Act of 1971 (public service positions currently being funded under the Emergency Employment Act).
3. Survey of the Idaho Association of Cities (reports from seventeen cities on what they feel are public service job needs within the city government).

### ILLINOIS

The estimate of 7,293 job opportunities for welfare recipients is made up of two parts: the 6,530 jobs identified for the welfare demonstration project under Sec. 9(a)(2) of the Emergency Employment Act, and the 763 job opportunities reported by mayors of seven cities

if the Federal share is 100%. (If the Federal Share is 90%, the number drops to 416, and if the Federal Share is 100% the first year, 75% the second year, and 50% the third year, the number drops to 104.) Comments on the project included the following:

Both the variety of job descriptions and the total number of jobs should be considered minimal estimates. Several of the Mayors contacted commented on the shortness of time available to do the planning obviously desirable for this new departure in public employment before making their responses.

Actual types of jobs for which the survey of mayors was made fall into 13 separate categories (figures are given for estimates if the Federal share in 100%):

Education .....	306
Teachers aides, lunch room supervisors, etc.	
Health care.....	17
Health aide, hospital clerks, hospital groundskeeper.	
Social services.....	25
Youth specialists, clerical and case aide trainees, housekeeping inspectors, employment specialists.	
Parks and recreation.....	22
Maintenance, laborers, draftsmen.	
Libraries .....	22
Maintenance, clerical, library assistance.	
Environmental quality.....	88
Inspectors, janitorial aides, sanitary aides, recycling laborers, etc.	
Public works and transportation.....	111
Sewer maintenance, street maintenance, garbage attendants, laborers, building inspectors, etc.	
Fire protection.....	60
Clerical, trained fire fighters.	
Law enforcement.....	58
Police cadets, traffic directors, maintenance, garage mechanics, etc.	
Corrections .....	15
Cooks and kitchen aides, guards.	
Community improvement.....	7
Neighborhood improvement aide, recreation supervisor, community relations.	
Administration .....	10
File clerks, maintenance.	
Other .....	17
Construction trade worker, housing code inspector.	

## IOWA

The estimate of 1,850 public service job opportunities was arrived at by using information from the State Department of Social Services ("the most likely department to be hiring current welfare recipients"), and from Emergency Employment Act job developers in the 16 state areas, and from county and city governments. The estimate on the number of job opportunities was made assuming that Federal funds would be available to pay for salaries and fringe benefits of all recipients; that Federal funds would provide for orientation and job training for all positions; that funding would be available to provide additional office space plus equipment and supplies for the great majority of jobs; and that Federal funding would enable the Department to add additional supervisory personnel to direct the work of those additional employees who could not be assimilated within the present supervisory structure.

Given the assumptions listed above, listed numbers of jobs could be made available in county, area, and the Central office of the State, and in various institutions, in such categories as:

Outreach workers.....	200
Homemakers .....	150
Day care volunteers.....	100
Meals on wheels volunteers.....	100
Visitors to the aged.....	200
Clerical workers.....	175
Big brothers.....	40
Nursing assistants.....	200
Activity aides.....	100
Food service workers.....	100
Others .....	160

### LOUISIANA

A "significant" but undefined number of positions were reported to be able to be utilized.

Contacts with mayors of New Orleans, Shreveport, and Baton Rouge revealed that those cities representing the larger cities of the State would have sufficient public employment opportunities for welfare recipients.

### MAINE

An estimated 900 job opportunities might be opened up throughout the State for welfare recipients. These figures were obtained through a "cursory survey of some of the public employing agencies in the State". Included in the survey were the three major cities (Bangor, Lewiston, and Portland), smaller cities and towns, counties, state agencies, and statistics obtained in connection with the Emergency Employment Act. Job opportunities would fall into three basic categories:

Public works laborers.....	350
In the area of parks and recreation, environmental control, highway maintenance, custodial work, truck drivers, etc.	
Clerical workers.....	250
Clerk typists, file clerks, general clerks, food certification workers, switchboard operators, etc.	
Para-professionals .....	300
Teacher aides, public health aides, social case worker aides, planning aides, employment interviewer aides, homemaker aides, etc.	

### MICHIGAN

Michigan reported its needs for public service employment positions in terms of individual responses from 24 cities and counties throughout the State, which were received by the Emergency Employment Task Force in Michigan. Several of the cities mentioned in their responses that they "could not" use a specified number of employees. Some of the cities identified jobs in which they could utilize public service employees. Many discussed possibilities in terms of numbers without reference to specific jobs.

The State of Michigan also submitted, in response to the telegram request, besides copies of the city and county estimates on the need

for public service employment, an assessment of the employment needs of the disadvantaged as prepared by the State Cooperative Area Manpower Planning Committee.

### MINNESOTA

The estimate of 18,643 jobs for public welfare recipients was made on the basis of data gathered by the Minnesota Department of Public Welfare in consultation with the Department of Manpower Services and a sampling of County Welfare Departments. Needs for public service jobs were indicated in eight separate categories including the following:

Law and fire protection.....	95
Guards, watchmen, clerks, typists, stenos, protective signal operators.	
Education .....	2, 026
Teachers aides, graders, readers, laboratory assistants, library aides, registration clerks, shelving clerks, custodial help, receptionists, stock clerks, bookmobile drivers, monitors, file clerks, typists, stenos, etc.	
Public Works.....	2, 100
Rakers, mowers, shovelers, trimmers, janitors, painters, repairmen, concrete-asphalt patchers, brushers (of overgrowth), sweepers, typists, file clerks, receptionists, stenos, duplicating machine operators, graphic artists, surveyors, and helpers.	
Health .....	1, 866
State institutions: guards, clerk-typists, hospital aides, janitors, custodial workers, teachers' aides, laborers, laundry workers, food service workers, rehabilitation assistants, groundsmen, houseparents.	
Environmental .....	8, 823
Chain saw operators, carpenters, tree and shrub planters, fishery workers, heavy equipment operators, truck drivers, grader operators, instrument men, sewage disposal workers, sewage plant attendants, construction workers.	
Parks and playgrounds.....	1, 567
Recreation leaders, sports instructors, maintenance workers, janitors, matrons, groundskeepers.	
Social services.....	1, 107
Homemakers, housekeepers, friendly visitors, casefinders, substitute foster parents, day care workers, clerical.	
Other .....	1, 059

### MISSOURI

Results of a survey, with the help of the Mayor's Manpower Staff of St. Louis, St. Louis County, Kansas City, and Springfield, and the Division of Employment Security (which offered information based on experience in various manpower programs including that under the Emergency Employment Act) indicated that 16,070 jobs could be utilized for public welfare recipients throughout the State. St. Louis City and County responses included statements that if additional skill training and supervision could be provided, the estimates would double. For the city of St. Louis, the estimate of the number of entry level public service jobs would be 500 (not broken down by category). For St. Louis County, the number of jobs would be 100. For Kansas City the response indicated "a considerable variety" without giving an estimate on the actual number of jobs which could be created. Springfield estimated that 470 job openings could be made available. For the balance of the State, jobs were broken down ac-

ording to whether the job recipient would be male or female, and divided into eight categories according to employing organizations as follows:

State buildings, parks, highways, libraries.....	1,800
State correctional and mental health institutions and detention schools..	400
State colleges, universities, and hospitals.....	800
Cities of 25,000 or less (public buildings, streets, parks, powerplants)....	4,000
Community action groups (cities and counties).....	500
County government level courthouse, schools, jail, hospital, etc.....	4,500
Federal buildings, parks, hospitals, and post office.....	1,850
City hospital, library, police and fire facility.....	2,000

### MONTANA

An estimated 1,885 public service job opportunities could be utilized if funds were available, in 59 listed categories including:

garbage collector,	multilith operator,
dog catcher,	ambulance driver,
utility man,	psychiatric aide,
groundskeeper,	parking meter serviceman and col-
rodman,	lector,
warehouseman,	posting clerk, and
water plant operator,	child care attendant.
park caretaker,	

### NEVADA

An estimate of public employment needs, assuming that the positions would be 100% federally funded, would total approximately 500. This figure is further broken down into nine separate Dictionary of Occupational Titles classifications:

Professional, technical, and managerial.....	60
Clerical and sales.....	90
Service.....	230
Farming, fishing, and forestry.....	40
Processing.....	5
Machine trades.....	5
Bench work.....	5
Structural.....	50
Miscellaneous.....	15

### NEW HAMPSHIRE

A survey of the thirteen cities and towns in New Hampshire with a population of 10,000 or more reveals that 453 public service jobs could be utilized for welfare recipients if proper funding were available. These jobs are further broken down into 21 separate categories including:

auto mechanics in city garages re-	nurse aides,
pairing vehicles,	garbage collectors,
janitors,	warehousemen,
dishwashers in hospitals and	police women,
homes for the elderly,	chambermaids in homes for elderly
sign maintenance and repair of	and nursing homes,
street signs,	clerk typists,
dump custodials,	stenographers.



## NEW MEXICO

The Governor's office indicated that approximately 13,000 "productive" positions could be utilized in New Mexico without going into special projects. This estimate was compiled from preliminary information from the following agencies: Governor's Manpower Planning Council, State Personnel Department, Employment Security Commission, Municipal League, and the New Mexico Association of Counties. However, to provide employment to all "employables", an estimated 34,635 guaranteed jobs would be needed.

The estimate of 13,000 "productive" positions was arrived at with the following consideration:

We estimate that present State, local, and County institutions . . . would be unable to absorb more than an increase of 20% in staffing without establishing special projects designed to use such additional staffing.

## NORTH CAROLINA

The response from the State of North Carolina reports that approximately 12 city and county managers were consulted concerning potential public service jobs for welfare recipients. There was unanimous agreement that potential jobs exist for "all of these people if funds can be made available and if the people want to work." However, no actual estimates of the potential number of jobs that could be developed were provided.

## NORTH DAKOTA

The Governor's report indicated that a minimum of 500 public service job opportunities could be opened up for welfare recipients in North Dakota. The State of North Dakota was allocated funding for the Public Service Employment program for the 1972 fiscal year which provided wages and fringe benefits for approximately 364 workers in public service employment.

The number of unfilled requests for the public service employment positions which the Employment Security Bureau has on hand indicated demand for an additional 400 Public Service jobs in State and local government in the same occupational categories utilized under the Emergency Employment Act.

"While a large number of Public Service Employment opportunities under the Emergency Employment Act were for professional workers, a minimum of 500 Public Service job opportunities could be opened up for welfare recipients in North Dakota".

## OHIO

The estimate of 51,000 public service job opportunities to be utilized in Ohio was based on the number of potential jobs by employable welfare recipients (rather than on the number of needed jobs) from the areas of AFDC fathers, AFDC mothers, individuals on general relief, and youth on public assistance. Approximately 75 different types of employment opportunities for such individuals were suggested under the general headings of city, county, and State employment.

## OKLAHOMA

A conservative estimate of the number of persons who would be immediately requested for public service jobs would be 10,000, probably exceeding the number of people who would be available under the program. These individuals would be

used as teachers' aides, nurses' aides, laboratory aides, cafeteria workers, clerks, park laborers, sanitation trainees, custodians, etc. The Oklahoma department of education estimates that an additional 5,600 would soon be requested for the schools, making a total in excess of 15,000 jobs.

This information was compiled after contacting Oklahoma mayors, the Department of Employment Security and Governmental Units.

### OREGON

An estimated 3,150 public service job opportunities might be opened up for welfare recipients. This estimate includes 650 professional jobs, and indicated numbers of other jobs in the following areas:

Clerical .....	650
Teacher aides.....	400
Social workers.....	500
Child care.....	100
Custodial .....	200
Skilled trades.....	50
Food service.....	100
Groundskeepers .....	150
Miscellaneous .....	350

It is doubtful that welfare recipients could fill all of the jobs in all categories. Professional, skilled trades, clerical, and miscellaneous, which included public safety, sanitary and technical personnel, might be eliminated because of the training and/or experience requirements of the job. However, the above list represents the best estimate of the total jobs that could be made available under an ideal set of circumstances.

Moreover, the Oregon response reported,

There is . . . unlimited opportunity in Oregon on a project basis, working on forest lands, thinning trees and developing hiking and fire trails, stream clearance and improvements in the state parks system.

### PENNSYLVANIA

A survey of the State's 16 largest counties and 19 of its largest cities indicated a potential of 4,019 public service jobs broken down as follows:

Trade jobs.....	1,247
Clerical .....	400
Aides .....	949
Miscellaneous .....	897

This information was assembled by the Pennsylvania Department of Labor and industry.

### RHODE ISLAND

The 1,366 additional public service employment opportunities which Rhode Island reported it could utilize were arrived at by subtracting the 974 jobs financed under the Emergency Employment Act from the 2,340 jobs estimate developed by direct consultation and estimates initially secured for the public service positions developed through the Emergency Employment Act. The estimate covers the cities and towns in Rhode Island and the departments of State Government. These estimates include jobs in the areas of law enforcement, education, public works and transportation, health and hospitals, environmental quality, fire protection, parks and recreation, social services, other (administration, personnel services, etc.).

**SOUTH CAROLINA**

An accurate projection for the State of South Carolina would indicate 2,200 to 2,500 job openings for persons who are now on the welfare rolls. The types of jobs available are varied, but emphasis was placed on meaningful jobs which offer community involvement; for example, paraprofessional jobs in the legal, education and health fields were available. Stress was given to jobs which demand dignity and self respect.

**TEXAS**

A study is currently being made of the type and numbers of public service job opportunities available for both welfare recipients and other unemployed and underemployed people in Texas. Unfortunately it is not possible for us to complete this study by your deadline of February 10. In fact, the study will take at least two more months to complete.

**UTAH**

In one year, an estimated 5,424 additional employees could be absorbed at the State and local government levels. This figure is further broken down into the following areas:

Law enforcement.....	460	Parks and recreation.....	250
Public works and transportation..	999	Social services.....	225
Health and hospitals.....	325	Other non-educational.....	140
Environmental quality.....	450	Education (with large emphasis	
Fire protection.....	75	on vocational education).....	2,500

**VERMONT**

It is our estimate that 345 public service jobs could be filled by welfare recipients in Vermont provided the same level of support services were made available to them. Job types would include teacher aide, general office clerk, custodian laborer, food service worker, social service counselor aide, cook, nutrition aide, and clerk-typist.

**VIRGINIA**

Results of a survey conducted by the Virginia Employment Commission in 11 Virginia cities indicate that 1,446 public service employment positions could be utilized in each of 46 separate categories. A cautionary note indicated that "these jobs reflect the public service needs in counties, smaller cities and towns representing a cross section of the State, but in no way represent overall needs." Notice was also taken of the fact that the majority of jobs fall into categories suitable for male workers, while the great majority of the welfare recipients in Virginia are female.

**WASHINGTON**

State and local government agencies estimate that they could utilize, under the provisions of the Emergency Employment Act and the Employment Supplement Program, an estimated 25,000 persons. "The types of jobs would vary with the agency involved."

**WEST VIRGINIA**

The figure of 3,322 unmet public service needs for the State of West Virginia was arrived at through a November 1971 survey of municipalities, county governmental units and county boards of education throughout the State of West Virginia. Of this number, 250 job posi-

tions are needed for state park improvement and environmental needs. Other needs fall into the areas of:

Maintenance of parks, streets, and other public facilities.....	688
Public safety.....	256
Community improvement.....	246
Education.....	245
Solid waste removal.....	243
Fields of human betterment.....	128
Recreation.....	108
Health care.....	44
Prison rehabilitation.....	24
Environmental quality.....	23
Housing.....	14
Rural development.....	13
Transportation.....	11
Crime control.....	10
Crime prevention.....	5
Conservation.....	5
Pollution control.....	5
Neighborhood improvements.....	5
Beautification.....	5
Other.....	28

### WYOMING

The Governor's report gave no estimate on the number of utilizable public service jobs. It did, however, state that:

The Emergency Employment Act authorized sufficient money for about 350 job slots for city, county, and State government, as well as school districts and other governmental subdivisions. To this date we have only been able to fill about 280 of the job slots despite the fact that the program has been available statewide for six months.

### PUERTO RICO

A sample survey of some of the larger cities reveals the following numbers of jobs: San Juan (236), Ponce (210), Baymon (305). Total 751. However, the report also viewed the question from the standpoint of the number of AFDC recipients as follows:

A quick survey of the budget and petitions filed with the Emergency Employment Act program indicates that there are approximately 18,000 necessary public service jobs that could be created if funds were made available to government agencies throughout the island. Data dealing with AFDC participants show that there are about 18,900 heads of households who we estimate to be employable and around 4,500 additional adults within these households who are employable as well.