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Almost three out of four no-shows took a job instead of going into the Job Corps. Only one in ten was unemployed. There is a sharp difference between the men and the women with the men working more and going to school more. Even so, the unemployment rate for the women dropped from sixty-nine percent before signing to twenty-six percent after signing.

Observation: It is clear that for the no-shows, the need for the Job Corps was displaced by their ability to get a job and that the time lag between screening and recontact (in some cases, the failure to make the second contact) was a significant factor in their taking the offered job.

It is unlikely that the screening experience and the wait for acceptance was any different for the graduates or the dropouts. The demographic characteristics of each of the groups is generally the same. What most distinguishes the no-shows at the point of initial contact with the Job Corps is their work status. Their employment rate is much lower than either the dropouts or the graduates.

Starting with this basic difference in employment status, a process of natural selection takes place:

The no-shows have the greatest immediate need. They apply to the Job Corps but cannot wait the length of the application procedure and so they find a job. Satisfied with this job or not convinced (now that their immediate requirements are met) that they will benefit from the Job Corps experience, they reject the Job Corps.

The dropouts and graduates start from a higher level of employment. They see the Job Corps as a way to improve their employment possibilities and do not mind waiting for acceptance.

But in the centers the dropouts do not find the training they want and instead find a hostile, unfriendly environment. Since they were employed before joining, they feel they can easily find work again. Since their motivation to stay is weak, and they don't feel their job prospects too dismal, they leave.