

On-The-Job-Training promotion was continued throughout the year with spot press releases and radio announcements.

D. Community Action and On-the-Job Training

The Urban League of Westchester's On-The-Job-Training Program worked closely with the many Community Action Programs existing throughout Westchester County. The OJT staff interviewed several hundred job applicants, connected with these community programs, referring many to institutional training programs such as Manpower Development and Training Act (MDTA), regular employment and OJT positions. The staff also helped local community groups develop program proposals for pre-vocational training. The Mount Vernon Beautification Project, funded under the Nelson Amendment for the Economic Opportunity Act, is an example of such proposals.

E. Performance

At the completion of its initial On-The-Job-Training contract on December 23, 1966, the Urban League of Westchester submitted, and was granted a four month budget extension. As of March 1, 1967, the project had developed two hundred and fifty (250) OJT sub-contracts. Sixty-nine (69) different classifications were developed for three hundred and eighty-four (384) trainees, of which ninety-one (91) are still under contract. One hundred and fifty-eight (158) successfully completed training, of which one hundred and fifty-two (152) were employed after training. Although the final statistical analysis of the project is, at this date, incomplete, it can be safely projected that better than ninety (90) percent of the persons completing training will be retained or employed in a related position. The project successfully placed eleven (11) handicapped persons in training positions, and maintains an average wage scale of \$1.91 per hour.

As a result of the On-The-Job-Training Program, the League's overall Employment Program expanded its regular job placements, and developed many new employer contacts.

THE BUSINESS COMMUNITY AND OJT

The overall On-The-Job-Training Program involved seventy (70) different employers, of which the large majority were medium and small in size. Very few large employers were interested in developing On-The-Job-Training Programs. Most large businesses were reluctant to accept federal funds and felt that the operational levels of work performance would suffer if hiring standards were lowered.

In one case, e.g. IBM, non-reimbursable agreements were developed, but the number of positions and agreements were small.

As a pilot program for Westchester County, the On-The-Job-Training Program had as one of its major aims, promoting the concept of on-the-job-training in preparation for a broader program that could be developed for helping the disadvantaged wage earner.

JOB APPLICANTS AND OJT

The On-The-Job-Training staff has interviewed more than fourteen hundred (1,400) job applicants of which three hundred and eighty-four (384) were directly placed in OJT positions. Many job applicants, due to educational deficiencies, were counselled extensively and referred to other community programs or training situations.

On an average, the project registered approximately one hundred (100) persons monthly. More than sixty percent of these persons registered for OJT were in need of some basic orientation educationally, and could not take immediate advantage of OJT. Many of these persons were referred to other agencies. Due to staff limitations no followup could be made on these referrals. It is hoped that a new OJT contract will provide money for additional staff for follow-up and pre-job orientation, including basic education. Approximately thirty-eight (38) to forty (40) percent of the applicants had the basic educational requirements and, through the Urban League's OJT Program, the gap between applicant and job opportunity was bridged.

CONCLUSION AND RECOMMENDATIONS

The League's pilot On-The-Job-Training Program has demonstrated the need for OJT and, more important, that such projects can work. The success of OJT is not necessarily told in the statistics, numbers placed, numbers completed, numbers retained after completion of training. The real success lies in the under-