

reassessment using data gathered in a preliminary evaluation study of the contribution of Neighborhood Youth Corps to increased employability of sixteen to eighteen-year-old youth in Minnesota during programs conducted during 1966 and 1967.

The subjects of the study were youth enrolled in both in-school and out-of-school, rural and urban programs in Minnesota. Since the purpose of the study was exploration which would lead to preliminary hypotheses suitable for later testing, no attempt was made to guarantee representativeness of the sample, or to measure change in a strictly quantitative and reliable fashion. Little theory was available to begin with, and we were faced with the necessity of creating our own on a tentative basis. The methods used in the study were participant-as-observer observation, the unstructured interview, and nonparticipant observation together with the gathering of information on enrollees from official records of public schools and NYC contractors. Our interests included psychological and behavioral characteristics of enrollees, changes in employability as a result of work experience, and the influence of supervisor, work group, job, and employing organization on changes in employability. Our original theoretical framework utilized concepts of sentiments, activities and interactions, *a la* Homans, *et al.* The scope of study included the entire state, comprising about thirty sponsors who could enroll up to approximately 3,000 youth including up to 1,000 high school "dropouts." From this preliminary evaluation a great many "leads" and tentative hypotheses have been developed only a few of which will be discussed here. A very carefully controlled empirical test of certain of these hypotheses will be conducted during the coming year. In the meantime certain of our "guesses" may be of use to others concerned with the same range of problems.

Both in-school and out-of-school NYC enrollees are employed at a wide variety of worksites. In rural areas these worksites are located either within the public schools, or else at conservation sites. In urban areas hospitals, neighborhood houses, zoos, nurseries, parks, and government offices are frequent locations. During the autumn of 1966, for instance, the researchers spent much time in a county hospital where about sixty in-school enrollees worked within about fifteen departments, including medical records, radiology, main laboratory, the storeroom, central supply, the personnel office, buildings and grounds, ambulance garage, and several wards. Jobs varied from janitors aide to laboratory assistant to file clerk to food service worker. In only a few cases were there more than two enrollees within any one adult work group. On the other hand within the various rural conservation programs enrollees work within work crews consisting entirely of youth except for the adult foreman. Whereas the researchers had started their research with the assumption that enrollees would be found almost entirely in such youth work crews, and that interaction could be studied among their members, as in Street Corner Society, it soon became apparent that such youth groups were only one of several forms of groups that existed, most of the others constituted of a mixture of youth and adult interaction within a variety of types of organizations and their subsystems. The enrollee work role expectations in terms of social role also varied a great deal especially in terms of structure and specificity. Role precedents of youth crews were lacking. On the other hand, in established departments of existing organizations enrollee work roles had to be integrated with an already existing role system. In such circumstances job descriptions were necessary. On the other hand, in neighborhood houses, for instance, while youth work crews did not exist, in many cases neither did other work roles, and thus roll precedents were frequently as undefined as in the conservation crews.

The researchers initial task was to develop a set of concepts at a somewhat higher level of abstraction which ordered the data derived from the chaos of specific worksites. It was soon apparent that one way to do this was through the concept of interaction form. The place of the enrollee work role within the work group could be analyzed in terms of one of five forms. The forms grew from analysis of the empirical reality and were not derived logically. It is not our intent to suggest that there are only five forms. Nevertheless the five forms appear to exhaust the universe of work groups which we have observed. Furthermore each form implies certain status-role relationships which may be relevant to the greater or lesser value of work experience and increased employability. Adequately descriptive labelling of such generalizations is always a problem, but we have decided upon teen form, team form, multiple supervisor form, teen-adult form, and adult form.