

to be relatively close to the cost we found it takes using this kind of supplemental education for merely the supplemental education piece and if one assumes that the other time, the counseling time, the special supervisory time and so on doesn't amount to a great deal in cost, then it could well be that the 25-percent subsidy would provide enough to give adequate supplemental education.

Mr. GOODELL. What kind of process do you go through in screening these youngsters? I notice that you now have an organization called JOIN screening the youngsters for you. What process do you go through and what process do they go through?

Mr. ROBBIE. Even with the most careful screening it surprised us to find out that all of the youngsters did not show up on the job.

We started out this program thinking we would get 20. The JOIN organization, the local community agency first screened basically using two or three criteria. One criterion was the youngsters should specifically be told the kind of company and work and express some interest in that kind of work.

In our earlier program we found the kids were sent to us just for a job and we had kids that the last thing they wanted in the world was to be in a clerical operation. This was just not their cup of tea so we decided part of the screening should be an interest in our kind of organization, our kind of work.

Second, we did require a minimum educational attainment. We did not for this particular program want complete illiterates. We knew we were getting dropouts but we did want some minimum educational requirement.

Third, because we have a very large number of young girls in our organization, there were some minimum requirements with regard to things like narcotics involvement and sex offenses and things like that.

We did not eliminate anybody with a police record but if they had a record we took a look at the record.

Then the board of fundamental education screened youngsters to find out about their attainment level. This involves the youngsters working together, and a big part of their new technique is getting the kids to work together in education, helping each other. Therefore, it was important for them to find out how much variation was there in the educational level attainment of these youngsters to begin with and they had to gear their program to that.

We screened them with our normal preemployment interview to see if there was any serious motivational problem. The youngster who was being pushed into it, and said he wasn't too sure he wanted to come, we didn't want. Even after this screening for motivation, educational achievement and attainment for our kind of work, of the 20 kids set to come to work, two did not show up, so you really can't tell about the motivational problem. Screening is very necessary. You can waste an awful lot of time and effort setting up a program for kids whom you could tell in advance are not interested.

Mr. GOODELL. One of your major concerns in screening, I take it then, is determining the motivation of the youngster to take advantage of the type of job opportunity that you can offer and; secondly, to evaluate what qualification or ability he has so that you can cope with those in the training period.

Mr. ROBBIE. That is right.