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A Study to Determine if Factors such as Child Labor Laws, Minimum Wages, Tax Credits, and Shifts of Retail Trade and Service Businesses from the City to the County Have Contributed to a Decline in Employment Opportunities for 14 and 15 Year Old Disadvantaged Youth in Charlottesville, Virginia

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A STUDY TO DETERMINE IF FACTORS SUCH AS CHILD LABOR LAWS, MINIMUM WAGES,
TAX CREDITS, AND SHIFTS OF RETAIL TRADE AND SERVICE BUSINESSES FROM THE
CITY TO THE COUNTY HAVE CONTRIBUTED TO A DECLINE IN EMPLOYMENT
OPPORTUNITIES FOR 14 AND 15 YEAR OLD DISADVANTAGED YOUTH
IN CHARLOTTESVILLE, VIRGINIA

A Research Paper
Presented to
The Faculty of the School of Education
Old Dominion University

In Partial Fulfillment
of the Requirements for the Degree
Master of Science in Education

By
Daniel W. Fielding
April 1980

This research paper was prepared by Daniel W. Fielding under the direction of Dr. Malvern L. Miller in VIAE 636, Problems in Education. It was submitted to the Graduate Program Director as partial fulfillment of the requirements for the Degree of Master of Science in Education.

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This study, to determine if factors such as child labor laws, minimum wages, tax credits, and shifts of retail trade and service businesses from the city to the county have contributed to a decline in employment opportunities for 14 and 15 year old disadvantaged youth in Charlottesville, Virginia, would have been impossible to prepare without the assistance of the numerous employers, teachers, and employment officials interviewed during this research. The author is indeed grateful to those who participated in and assisted with the preparation of this study.

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CHAPTER I

NATURE AND PURPOSE OF THE STUDY

Rising from America's social revolution, starting in the 1960's and continuing to the present, educators have witnessed an alarming unrest among youth which at times has loomed as a frightening, self-destructing ill for the nation's future. Congress in response to this educational and social crisis passed legislation, spelled out guidelines, and supplied financial support through the Vocational Act of 1963 and again in the amendments of 1968 and 1976, designed to bring about programs for positive change in youth predestined to a possible life of failure in today's work oriented society.

In direct response to these mandates school divisions across the State of Virginia, and most of the nation, have developed a deluge of programs to serve students who lack the necessary motivation and skills to succeed in regular vocational programs. The Work Experience Cooperative Education Program in Charlottesville, Virginia is one example.

In the Work Experience Cooperative Education Program, commonly referred to as WECEP, students 14 and 15 years of age, identified as having certain disadvantaging conditions which prevent them from succeeding in traditional vocational offerings are being served. In this project disadvantaged students are afforded the opportunity to develop positive job attitudes and related employment skills through the cooperative education method which combines classroom instruction with supervised on the job training. This method which permits the student to learn and earn at the same time has proven itself successful in that the majority of students served have remained in school and continued their education through vocational education on a higher level.

The success of this method, however, is directly related to the number of sponsoring community businessmen who are willing to provide employment opportunities for 14 and 15 year old disadvantaged youth enrolled in the program. In recent years the coordinators of the Work Experience Cooperative Education Program have witnessed a trend which threatens the viability of this method. Employers in the Charlottesville community have become increasingly more reluctant to provide job opportunities for 14 and 15 year old disadvantaged youth as evidenced by local

employment records .

PROBLEM STATEMENT

The problem of this study was to determine if factors such as labor laws, minimum wages, tax credits, and shifts of retail trade and service industries from the city to the county have contributed to a decline in employment and training opportunities for 14 and 15 year old disadvantaged youth in Charlottesville, Virginia.

RESEARCH QUESTIONS

This problem was answered by focusing on the following research questions:

1. Did existing state and federal labor regulations, as they related to the employment of 14 and 15 year old youth, influence the hiring practices of employers in Charlottesville?
2. Have minimum wage regulations influenced the hiring practices of employers in the Charlottesville area?
3. Have tax credits for employers who hire youth in cooperative education programs 16 years of age or older influenced the employment opportunities for youth in cooperative programs under the age of 16?
4. Have retail trade and service industry shifts from the central city to the suburbs affected the availability of jobs for 14 and 15 year old disadvantaged youth?

BACKGROUND AND SIGNIFICANCE

There are a significant number of youth in the Charlottesville Public Schools, as in most of the state and nation, between the ages of 14 and 15 who see little relevance in terms of traditionally developed educational programs. These youth desire an education but their reasons for wanting it are different from those stressed in most schools. Most appear motivated to achieve in a learning environment which would help them to get along in a modern world and one that affords them the opportunity to develop job skills while at the same time earn an income.

This cooperative method of education allows the schools to provide some form of meaningful instruction in vocational programs to students

who would otherwise "drop out". The cooperative method, however, presupposes that there are adequate job opportunities in the community where these students can work to develop the necessary marketable skills and social competencies needed for success in the world of work. The Charlottesville business community which once supported adequate numbers of jobs for these youth has changed in recent years and the prospects for future employment for this segment of the school population look dim.

As training opportunities are needed for these youth to provide them with the necessary motivation to develop as useful productive members of society it becomes apparent why a study of this nature must be undertaken. The vocational educator must determine what factors have influenced this change so action can be taken to improve training opportunities for these youth in the years ahead.

A review of information from the Virginia Employment Commission revealed a lack of information on employment prospects for youth under the age of 16. If this information were available it would be of value to educators in locating training sponsors for students being served in cooperative education projects. This information might also serve as an invaluable aid to vocational educators in planning the future training needs for this age group.

ASSUMPTIONS OF THE STUDY

The following assumptions were fundamental to this study:

1. Managers and personnel directors in the business community were honest in their responses to the interview questions.
2. There was a need for more job opportunities for 14 and 15 year old disadvantaged youth as evidenced by the high unemployment rates for this age group.
3. The information obtained from this study would be beneficial to coordinators in developing and implementing plans to increase employment and training opportunities for 14 and 15 year old disadvantaged youth being served in cooperative education programs.

LIMITATIONS OF THE STUDY

The following limitations have affected the results of this study:

1. This study was limited to determining only those factors which affect the employment of 14 and 15 year old youth in cooperative educations programs.

2. The population for this study was limited to those businesses where 14 and 15 year old youth are permitted to work in accordance with federal and state legislation governing the employment of minors.

3. The population for this study was limited geographically to the Charlottesville city business community and adjacent commercial centers in the county of Albemarle where transportation is not a factor for students seeking employment.

4. Economic conditions directly influenced manpower needs for all businesses within the survey area.

PROCEDURES

To accomplish the goals of this research study the researcher chose to interview approximately 10% of the employers from the business communities in Charlottesville City and Ablemarle County where 14 and 15 year old students in cooperative education programs generally seek employment. In order to identify these employers, the businesses within the commercial areas of the city and county had to be first defined on a map of the area. The telephone book was employed next and list of businesses in each of these commercial areas was compiled. It is important to note, at this point, that only those businesses within the survey area in which students were permitted to work, according to a list of permitted occupations from the Department of Labor, were listed. From this list of businesses the population was then classified into the following two categories: retail trade and service industries. A table of random numbers was then applied to each of these subclassifications to provide a randomly selected sample and measures were employed to insure that each of these general categories of businesses were represented proportionately in the sample.

After the survey population was identified a questionnaire was designed to answer the research questions. Interviews were then attempted in each of the businesses listed in the population.

DEFINITION OF TERMS

The following is a list of terms relative to the research study. A basic knowledge of these terms will assist the reader in understanding this research study.

Cooperative Method. A method of instruction in vocational education in which an organized sequence of on-the-job experiences is used to develop competencies related to each student's job interest. The training experiences on the job are correlated with classroom instruction.

Cooperative Plan. An organizational pattern of instruction which involves regularly scheduled part-time employment which gives students an opportunity to apply classroom learning through practice. It enables students to develop job related competencies through training on jobs related to their occupational interests.

Disadvantaged. Persons (other than handicapped persons) who have academic or economic disadvantages; and require special services, assistance, or programs in order to succeed in vocational education programs. This study will deal only with 14 and 15 year old disadvantaged youngsters being served by a special vocational program in Charlottesville.

Permitted Occupations. Those jobs or occupations deemed appropriate for minors under the age of 18 and in some cases under the age of 16 as defined by the Federal and State Department of Labor and Statistics guidelines, as jobs in which minors can legally be employed.

Teacher-Coordinator. A member of the local school staff who teaches employment related subject matter to students preparing for work and who coordinates classroom instruction with on-the-job training.

Training Sponsor. The persons in the business organization designated to be responsible for training and supervising the cooperative education student on his job.

Training Station. The place of employment of the student where he receives on-the-job training and supervision from his employer or training sponsor.

WECEP - Work Experience Cooperative Education Program. A program of instruction in the public schools designed to provide disadvantaged students with the social skills, basic job oriented skills and math competencies needed to succeed in entry level employment. On-the-job training is required and is an integral part of the instructional program for these youngsters.

SUMMARY

In Chapter I the writer has attempted to provide the reader with a perspective on the need for relevant vocational programs and training opportunities for the disadvantaged segment of the school population. In this chapter the problem of declining employment opportunities, as it related to 14 and 15 year old youth, was identified. The need for such a study to determine those factors which have brought about this decline, was discussed in the background and significance of this study. In the first chapter the reader can also find the limitations, assumptions, and a list of terms which have been defined to assist in the understanding of this study.

In Chapter II a review of related literature is provided. Information is included to foster the reader's understanding of the scope of the problem, labor laws, minimum wage, tax credits, and shifts in retail and service industry areas which are believed to have a profound influence on the outcomes of this study. Within Chapter III are discussions of the target population and geographic boundaries of the survey area. The specifications for constructing the questionnaire and the methodology employed in conducting the interviews is also presented. Chapter IV is a summation of the data collected. It presents the information which was gathered in the interviews with employers. Finally, Chapter V presents the summary, conclusions, and recommendations of this study.

CHAPTER II

REVIEW OF THE LITERATURE

A 15 year old student was not awarded a job in a local hardware store because his age did not qualify the prospective employer for a tax credit. A 15 year old black female, after searching for a job for three months, had to refuse to accept a position with a local specialty shop after she learned she could not acquire the appropriate work permit to work until 9:00 p.m. A local hospital refused to grant a 14 year old vocational student an employment interview because personnel policies prohibited the hiring of persons under the age of 16. A young student enrolled in a cooperative education project was layed off after the employer explained that he could no longer afford to pay the student for his services at the new minimum wage rate.

These are a few typical examples, unfortunately there were more, which have pointed to a near crisis situation faced by 14 and 15 year old disadvantaged youth participating in a special vocational program in the Charlottesville Public Schools. The problem was current, widespread, and serious enough to have warranted study by the vocational educator concerned with providing meaningful training opportunities for this segment of the youth population being served through the Work Experience Cooperative Education Program.

What were some of the major factors which have contributed to this dilemma and what recommendations might the vocational educator make to help combat the problem of declined employment opportunities for 14 and 15 year old disadvantaged youth? Before addressing the causes and searching for possible cures the researcher thought it necessary to look at the scope of the problem. How widespread was youth unemployment for students under the age of 16?

Studies which specifically related to the magnitude of a declined employment market for this segment of the student population were more scarce than would be thought. No studies were found which related to the problem faced by this age group. A number of articles and studies, however, conducted by various agencies, institutions, and interest groups were found which addressed the problem of persistantly high unemployment among youth in the labor force over the age of 16. Therefore, these

studies were examined which related to the scope of limited employment opportunities for this age group which had implications for the younger segment of the youth population, i.e. 14 and 15 year olds. A concerted effort was made to search for studies and other authoritative writings which addressed the research questions as presented in Chapter I.

SCOPE OF THE PROBLEM

A review of available literature revealed that the nagging problem of limited employment opportunities for youth was not merely an issue of local concern but one of national interest which has received the attention of political personalities, labor experts, and special interest groups. The reasons for their concern were exemplified in employment statistics compiled by the U.S. Bureau of Labor Statistics. These statistics have shown that the rate of unemployment among youth has accounted for as much as 50% of the total unemployment among all labor force participants in some years. In 1976, for example, there was an unemployment rate of 16.9% for all teenagers, and a 37.1% unemployment rate for blacks of the same age (Mangum & Walsh, 1978). In this same report prepared for the Office of Youth Program, Employment and Training Administration, Mangum & Walsh (1978) revealed that a rate of 43.3% unemployment for metropolitan poverty areas was the extreme of this trend with much higher rates for specific central cities and neighborhoods. This same report also pointed out that the unemployment rate for youth in the 16 to 24 age group comprised nearly one half of the total unemployed in 1976, a figure which compared to one third in 1960. A bleaker picture was painted when added to this the fact that black youngsters in the labor force had participation rates 20% below their white counterparts for the same age group. "Stated another way, only one out of four black teenagers had a job compared to one out of two for whites of the same age" (Mangum & Walsh, 1978, p. 20).

With respect to the magnitude of joblessness during 1975, Williams in his report to the Joint Economic Committee of Congress stated:

Generally, in recent years, teenage unemployment has averaged five times that of the total labor force over 25 years of age, while youth 20-24 have experienced an unemployment rate which has averaged 2.5 times that of the general labor force. The unemployment rate for youths is cast even dimmer when we consider that while youth (16-24) comprise 25% (22 million) of the labor force, they represent 50% of total unemployment (Williams, 1977. p.1).

This same report revealed that unemployment statistics desegregated by sex and age, while important, have shown only one part of the picture. According to evidence presented by Williams (1977) negro youths constituted a little over 11.5% of the age 16-24 labor force and while the unemployment rate for the entire population was approximately 17%, black youth unemployment was in excess of 28%. About 365,000 black teenagers or about 40 percent of the black labor force of that age group were jobless.

While statistical data examined on the total youth unemployment picture clearly depicted the magnitude of the problem it did not show regional differences which existed. It should be noted, that variations from one area to another were common and while the problem of teenage unemployment was pervasive, unemployment rates did vary from one locality to another. Unemployment, for example, in central cities was as much as one third higher than unemployment rates for youth in suburban and non-metropolitan areas (Wescott, 1976). Wescott, in this report, also presented evidence which showed that despite regional variations joblessness among black youth doubled that of whites in all areas.

The literature related to the problem of limited employment opportunities for the youth sector of the labor force presented the unchallengeable fact that teenagers experience the highest rate of joblessness. With respect to the magnitude of this joblessness the writer concluded that a serious problem did exist which warranted the attention of the vocational educator concerned with providing meaningful work opportunities for school age youth. Williams (1977) stated that for youth, "The absence or presence of early work experiences have effects which may spell the difference between a successful or unsuccessful work career" (p.3). He added that, " Inadequate youth employment options may also contribute significantly to criminal activity and other antisocial behavior" (p. 4).

CAUSES

Searching for causes to the problem of declining employment opportunities for 14 and 15 year old youth was not an easy task. As previously mentioned, an extensive review of the literature revealed a scarcity of information on the topic. The researcher, in light of these findings, chose as an alternative to interview a number of local employment officials and other vocational educators to gather additional information on the topic with

respect to the factors presented in the research questions as stated in Chapter I. Information obtained through these interviews and in the available literature is presented in the remainder of this chapter. Each factor is discussed separately to facilitate the reader's understanding of each in relation to the problem being studied.

LABOR LAWS

One of the most frequently mentioned factors, which is believed to have adversely contributed to the employers' decisions not to hire youth under the age of 16 was labor regulations. Certain child labor laws governing the conditions of employment of youth under 16 were generally viewed by those interviewed to be too restrictive in nature.

Cindy Jones (1980), Coordinator of a local CETA program and former training coordinator for the Virginia Employment Commission, stated that:

While some regulations are necessary to protect minors from entering hazardous occupations and from exploitation from a few employers; regulations in modern times, where work conditions are generally excellent, have done more to restrict entry than to encourage it for youngsters who need employment for school related training or economic reasons.

Jones also pointed out that she believed the crux of the problem was related to the hours of work limitations imposed on this age group, i.e. 14 and 15 year olds and to minimum wage requirements as established in the Fair Labor Standards Act.

Thomas Terrell, a local Distributive Education Coordinator, further advanced Jones' sentiments. Terrell (1980) noted that he believed that employer reluctance to hire youth in vocational programs under the age of 16 could also be attributed to the hours of work limitations specified in both federal and state child labor provisions. Terrell indicated that the retail trade and service industries which have traditionally employed the greatest number of youth have had a need for part-time help during times when business was generally brisk. These peak hours have often-times come later than youth of this age are permitted to work. Terrell also pointed out that in some cases the employer's decision not to hire minors has stemmed from employer fear that unintentional violations of the hours limitations will result in monetary fines, adverse publicity,

and reprimands from enforcers of the child labor provisions.

Gary Saunders, a local coordinator of the Work Experience Cooperative Education Program at Charlottesville High School, cited still another problem related to child labor laws. Saunders (1980) expressed that employers are still required to have employer certificates on file for youth in their employ under the age of 16. The acquisition of these certificates which have required students seeking employment to have a physical examination prior to the initiation of employment has created difficulties in some cases. According to Saunders, many students enrolled in his program could not afford the cost of these physicals and even when the financial burden was lifted by a community agency oftentimes these physicals could not be secured in less than a month's time. This time delay has resulted in employers seeking to hire older workers not needing these certificates to fill vacancies created when additional manpower was needed or when workers were displaced.

Opinions expressed by the foregoing persons presented that limitations imposed by labor regulations, though oftentimes necessary, have created conditions which have limited youth under the age of 16 from entering the labor force. Williams (1977) in his report to the Joint Economic Committee alluded to these restrictions and concluded that child labor laws which restrict the hours of work have played a major role in reducing job opportunities for youth. Williams (1977) also stated that "Years ago child labor laws prevented youth from working in dangerous mines and factories. Now these same laws prevent them from working in plush, air conditioned buildings" (p.8).

MINIMUM WAGE

The literature related to youth unemployment suggested that statutory minimum wage levels imposed by Congress, whose intent it was to provide an equitable wage for all workers, may have in effect added to the joblessness among many labor force participants. According to Williams (1977) government has legislated increased wages without considering that higher wage rates did not necessarily mean an increase in worker productivity. As a result, employers have had to make adjustments in their manpower utilization; which has meant more jobs for some and fewer jobs for others.

Phelps (1972), according to Williams in his study, revealed that the most adverse effects of those adjustments and minimum wage fall upon workers who are the most disadvantaged in terms of marketable skills, who lose their jobs and their income. Unfortunately, youth, because of their age, attitudes, and lack of work experience were one of the first groups of workers displaced.

Williams further stated that "Kaun (1965), using census data found that statutory wage minimums caused plant closures and the replacement of workers by more productive inputs" (p.10). He also presented evidence that the most adverse effects of statutory minimums were concentrated among minorities, teenagers, and females.

Brozen (1969) in two studies, according to Williams, discussed the impact of the minimum wage law. Brozen, in one study, revealed that the ratio of teenage unemployment rose following increases in the federal statutory minimum wage. In a second study, Brozen concluded "that workers adversely affected by the minimum wage levels crowded into uncovered areas, such as domestic house-hold work, increasing employment and depressing wages in the uncovered areas" (p.11).

Williams found further evidence that statutory minimum wage levels have adversely influenced the employment opportunities for youth as revealed in a study conducted by Kusters and Welch (1972). Kusters et al. (1972) "concluded that the minimum wage has had the effect of reducing job opportunities for teenagers during periods of normal employment growth and in making their jobs less secure during short term changes in the business cycle" (p.11).

The review of the literature revealed the unchallengable fact that government intervention into the labor market has often times resulted in a pattern of events which has adversely influenced normal market demands for workers. In the case of government's imposition of statutory minimum wage levels, Williams quoted a study conducted by the U. S. Department of Labor (1970) which concluded that "increases in the levels and coverage of the Federal minimum wage may have contributed to the unemployment problems of teenagers, but it is difficult to disentangle such effects from numerous other influences" (p.9).

TARGETED JOBS TAX CREDITS PROGRAM

An interview with Kenneth Amiss (1980), a local food merchant and member of the Vocational Advisory Committee in Charlottesville, revealed that the Targeted Jobs Tax Credit Program may be another factor which has

contributed to a tightening of job opportunities for disadvantaged youth under the age of 16. Amiss (1980) explained that the Targeted Jobs Tax Credit Program (TJTC) has allowed employers in the private sector to receive a tax credit of up to 50% on wages paid, up to \$6000, to each cooperative education student in their first year of employment, and up to 25% of wages paid, up to \$6000, if there was a second year of employment. Employers, however, in order to be eligible for the tax break had to employ students, as specified in the act, who were both enrolled in an approved vocational program and 16 years of age or older. These limitations, according to Amiss, have encouraged many employers to hire only students eligible for certification and has in effect restricted entry into the labor force for youth in programs not yet 16.

Since the tax credits program which was part of the Revenue Act of 1978 became effective January of 1979, the researcher was not able to secure any completed studies which supported the thesis that the Targeted Jobs Tax Credits Program has adversely influenced employers' decisions to hire students in cooperative programs under the age of 16. This act, however, which is characterized in the Virginia Vocational Educational Voice as a "Tremendous New Paving on the Road to Jobs" may have in effect eliminated job opportunities for many of the youth in programs for the disadvantaged under 16 who need them the most. (p.1)

RELOCATION OF THE JOB MARKET

The review of literature revealed it was often impossible to disentangle causes of limited employment opportunities for youth from those which have plagued the entire labor force. The effects of recession, statutory wage levels, inflation, the influx of women into the labor market and the deteriorating urban centers have adversely influenced employment for all persons desiring work. It should be noted however, that negative impacts of these factors have been greater for some segments of the labor force than others.

In recent years, for example, many retail and service industries located within the City of Charlottesville have shifted their base of operations to major commercial centers in Albemarle County. This exodus to the suburbs, caused in part by major population shifts and unusually high taxes imposed by city government, is believed to have led to a sharp

decline in employment opportunities for many of the youthful members of the labor force. Businesses such as A & P, Miller and Rhodes, Sears Roebuck, and Leggetts, to name a few, who traditionally have supported large numbers of jobs for youth have now abandoned their operations in the central city for more prosperous markets elsewhere. According to Westcott (1976) businesses such as these have been a major source of jobs for teenagers, and have provided about 70% of the jobs held by youth in metropolitan areas and represented almost 60% of the jobs in non-metropolitan areas. Because teenagers have usually been less mobile than the older members of the labor force they appear to have suffered the most by this trend.

The local government sector, by far the largest numerical component of the area's labor force, has done little to provide jobs to alleviate the unemployment of those under 16. This could be attributed to a State personnel policy which has prohibited the employment of those under 16 years of age.

The manufacturing industry, which has been considered the second largest supplier of employment in the Charlottesville area, has done little to aid the employment of youth. Teenagers, as they lack industrial versatility, due to statutory restrictions which exclude persons under the age of 18 from certain hazardous occupations, have been unable to secure employment in the manufacturing industry.

SUMMARY OF CHAPTER II

As previously mentioned the review of literature revealed a lack of information which specifically related to the problems of unemployment for the youth segment of the labor force under the age of 16. The review of literature and interviews with local employment officials and educators, however, did support the thesis that limited employment opportunities did exist for many teenagers seeking to enter the labor force. Although the problem of unemployment was pervasive, additional restrictions imposed on youth under the age of 16 made their entry into the labor market particularly difficult, if not impossible. Factors such as statutory minimum wage levels, employer tax credits, child labor laws, as well as shifts in the retail trade and service industries from the city to the county are believed to have contributed to the employment delimita faced by 14 and 15 year old vocational students.

In Chapter III of this research report a discussion of the methods and procedures utilized to gather information relative to the research questions stated in Chapter I will be discussed.

CHAPTER III

METHODS AND PROCEDURES

Chapter III is devoted to the methods and procedures utilized to collect data relative to the research problem as stated in Chapter I. In this chapter the target population was discussed along with a brief statement concerning the survey area. A brief discussion of the development of the questions used to gather information during interviews with local employers concludes this chapter.

TARGET POPULATION

The subjects of this study included approximately 10% of the employers from the businesses in the central city of Charlottesville and an adjacent commercial center in Albemarle County where 14 and 15 year old students in cooperative programs generally seek employment. In order to identify these employers, the businesses within the two major commercial areas had to be first defined on a map of the area. The telephone directory was employed next and a list of businesses from the yellow pages within the geographic boundaries was compiled. It is important to note, at this point, that only those businesses within the survey area in which students were permitted to work according to a list of permitted occupations from the Department of Labor were listed. From this list of businesses the population was then classified into two general categories: retail trade and service establishments. From each of these categories approximately 10% of the businesses were selected to participate in the study. A table of random numbers was applied to insure a random selection of businesses in the population. The establishments identified in the survey appear in Appendix A.

SURVEY AREA

The survey area included the majority of retail trade and service establishments which were located in the central city of Charlottesville and one shopping center in Albemarle County. Geographically, Charlottesville is located approximately 110 miles southwest of Washington, D.C.; 70 miles west of Richmond; and 115 miles northeast of Roanoke. The city is

bounded by counties of Albemarle, Green, Orange, Nelson, Fluvanna, and Augusta and has a land area of approximately 10.4 square miles. The survey area as previously described is depicted graphically in Plate I.

The retail trade and service establishments located within the survey area were selected for the population as they have provided up to approximately 70% of all jobs held by youth in the local labor market. These business sectors also support employment for approximately 11.4% of the total area labor force of all ages. Although an abundance of retail trade and service businesses are located in adjacent commercial centers in Albemarle County; these businesses were not included in the survey area as a public system of transportation to carry students from the school facility to these areas does not exist.

QUESTIONNAIRE DEVELOPMENT

To gather information relevant to the research questions, as stated in Chapter I, the researcher developed a short questionnaire which could be administered during an interview with employers identified in the description of the population and listed in Appendix A. It was felt that the questionnaire in conjunction with an interview would provide the necessary information to answer the research questions.

The questions asked during the interview were arranged in sequential order to lead the respondents through a logical disclosure to information. They ranged from determining the respondent's need for part-time employees to supplement full time manpower needs to the businessman's attitude and practices regarding employment of 14 and 15 year old youth. Specific questions were asked to determine if factors such as minimum wage, labor laws, tax credits, and shifts in retail and service businesses from the city to the county have contributed to a decline in employment opportunities for 14 and 15 year old youth. An open ended question was also provided to allow employers to express their opinions in regard to other factors which they felt might have contributed to this problem. A copy of the survey questions are included in Appendix B.

SUMMARY OF CHAPTER III

This chapter described the survey population as being approximately 10% of all retail trade and service establishments within the survey area.

The survey area was described and referred to as that area depicted in Plate I. A brief description of the methods used to gather data relative to the research questions, as well as the nature of the questions asked during the interviews with employers was also included.

In Chapter IV the findings of the study which resulted from interviews with employers are presented.

PLATE 1

CITY OF CHARLOTTESVILLE



CHAPTER IV

FINDINGS OF THE RESEARCH

This chapter presents the results of the data collected in this analysis of factors which are believed to have contributed to a decline in employment opportunities for 14 and 15 year old youth.

There were 29 businesses selected for the survey; 19 representing retail trade and 10 representing the service industry. One hundred percent of the businessmen surveyed participated in the study. A total of 27 employers were interviewed by the researcher and the two remaining employers responded to the questionnaire through the mail.

The survey was conducted during the last week of March and the first two weeks of April, 1980. All those interviewed appeared to be quite receptive to the interviewer, and responded candidly to the interview questions. The interviews ranged from 15 minutes in length to one hour in length in several instances.

The information gathered from the study has been analyzed in three categories. They include: (1) questions relating to manpower needs for part-time workers and hiring preferences, (2) questions concerning those factors such as labor laws, minimum wages, tax credits, and retail/service industry shifts from the city to the county which are believed to have contributed to a decline in employment opportunities, and to (3) an open ended question concerning other factors which may have adversely influenced employers' decisions not to hire youth under 16 years of age. Each of these categories will be analyzed separately.

MANPOWER NEEDS AND HIRING PREFERENCES

Data dealing with manpower needs and hiring preferences as they related to the employment of part-time workers to supplement regular full-time staff was reported in Table 1. This information revealed that 24 of 29 employers polled, including employers from both the retail trade and service industry sectors, currently utilize the services of part-time workers to fulfill the manpower requirements in their respective businesses. This figure represented approximately 83% of the employers interviewed in both areas. The remaining five businesses indicated that current business

demands did not dictate a need for additional workers to supplement regular full-time employees. This figure represented approximately 17 percent of those who participated in the survey.

Of the 24 businessmen who revealed that they employ part-time workers, 19 indicated that they prefer to hire teenagers to fill their part-time worker needs. This figure represented a 79.1 percent response from those who indicated a need for workers to supplement regular full-time staff. The remaining five businessmen, two from the retail trade and three from the service industry sectors indicated they generally prefer to hire older workers. It is important to note that of the 29 businessmen who participated in the survey, 19 indicated a desire to seek teenage workers. This figure represented approximately 66 percent of the total population surveyed and indicated that a majority of businesses in the total population seek to employ teenagers. This figure is significant when considering five, or 17 percent of the employers included in the poll did not employ any part-time employees.

The majority of businessmen in the survey population indicated a preference for workers over the age of 16. Of those interviewed 18 employers revealed that they have traditionally sought to hire persons 16 years of age or older. This figure represented approximately 62 percent of the businessmen polled who hire part-time workers. One food service employer indicated that he had no preferences, as long as the applicant was old enough to secure the proper employment certificates to work in his establishment.

When asked if they would consider employing a vocational student under 16, i.e. 14 or 15 year olds, to provide the student with job training, as well as to satisfy their current or future manpower needs, 24 indicated they probably would not. This figure represented the opinion of approximately 82.8 percent of those polled. Two employers indicated that they would consider hiring students under 16 if they met the job qualifications. This figure represented approximately 6.9 percent of the population. Of the businessmen interviewed, three indicated that they were undecided, a figure which represented approximately 10.3 percent of those polled. This data is significant in that it demonstrated that while a majority of businessmen in the population seek to provide employment for teenage members of the labor force, a substantial number prefer not to hire youth under the age of 16.

Table 1
 Summary of Responses to Questions Relating to Manpower Needs for Part-Time Workers
 and Hiring Preferences (Questions 1 - 4)

Question #	Question	Total # Responding	Frequency of Response		Percentage
1.	Do your current manpower requirements dictate a need for part-time workers to supplement your regular full-time staff?	29	Yes	24	82.8
			No	5	17.2
			Undecided	0	0
2.	If your answer to question one was yes, do you prefer to hire teenagers or adults to satisfy your needs for part-time help?	29	Response not Required	5	17.2
			Teenagers	19	65.6
			Adults	5	17.2
3.	If you answered that you generally seek to hire teenage workers in question two, do you prefer that these youth be 16 years of age or older?	29	Response not Required	10	34.5
			Yes	18	62.1
			No	1	3.4
			Undecided	0	0
4.	Would you consider employing a vocational student under 16, i.e. a 14 or 15 year old?	29	Yes	2	6.9
			No	24	82.8
			Undecided	3	10.3

FACTORS AFFECTING EMPLOYMENT OPPORTUNITIES
FOR 14 AND 15 YEAR OLD YOUTH

Data dealing with factors such as labor laws, minimum wage, tax credits, and job market shifts which was believed to have contributed to a decline in employment opportunities for 14 and 15 year old youth was reported in Table 2. This data reflected the opinion of employers in the population with respect to the negative impact each of the factors was believed to have on the problem of limited employment opportunities.

CHILD LABOR LAWS

Employers were asked if they felt child labor laws which govern the employment of 14 and 15 year old youth such as minimum ages for employment, requirements for work certificates, maximum daily and weekly hours of work, as well as night work restrictions have contributed to a decline in employment opportunities for these youth. Of those polled, 19 employers representing the retail and service industry sectors revealed that they believed that labor laws have adversely influenced employers' decisions not to hire youth under 16 years of age. This figure represented the opinion of approximately 66 percent of the population surveyed and showed that a substantial number of employers have considered these legal restrictions in formulating their employment policies. Five employers or 17 percent of those questioned expressed that certain child labor laws had not influenced employers' decisions not to hire youth under 16 and the same number expressed that they felt unqualified to make a judgement based on their knowledge and understanding of the child labor provisions.

Employers in the population were asked if they believed a repeal or revision of the child labor laws mentioned would have the effect of increasing employment opportunities for 14 and 15 year old youth in each of their respective businesses. Surprisingly, 18 of the employers indicated that while they agree that certain child labor provisions have served as a barrier to employment for youth under 16, that a repeal or revision of the child labor provisions would not significantly influence their decisions to employ more youth of this age group. This response from approximately 62 percent of those polled revealed that a revision of the child labor laws alone would not encourage the majority of employers polled to provide more training opportunities for 14 and 15 year olds. Five employers in the pop-

work restrictions were lifted to allow students to work later than 7 p.m. The remaining six employers were undecided and indicated that they were uncertain whether a repeal of these restrictions would alter their hiring policies and practices to reflect more work opportunities for youth.

MINIMUM WAGE

Data pertaining to employer response to questions relating to the impact of minimum wage levels on a declined employment market for 14 and 15 year old youth is also presented in Table 2. In answering question 7, all of the employers polled indicated that they believed statutory minimum wage rates have contributed in recent years to a substantial decline in employment opportunities for youth under 16. This figure represented 100 percent of those polled. The same employers responding to this question added that minimum wage requirements have influenced decisions regarding the employment of all applicants. These employers also expressed that high base rates have forced them to seek more qualified, older applicants with prior training and work experience.

A substantial number of employers, in responding to question 8, revealed that if they could pay youth a wage below the stated minimum they might be able to provide more jobs for them. Twelve employers or 41 percent of the population surveyed linked higher minimum wage rates directly to limited job opportunities for youth under 16 in their respective businesses. Approximately 48 percent, or 14 of the remaining 17 employers polled, indicated that although minimum wage levels were a significant factor which influenced their decisions not to hire youth under 16; minimum wage levels were only one factor which they considered in establishing their employment policies. These same employers suggested that a repeal of the minimum wage laws alone would not encourage them to provide more job opportunities for 14 and 15 year old youth. Three remaining employers were undecided on this issue.

TAX CREDITS

Data dealing with employers responses to questions 9, 10 and 11 which related to the Targeted Jobs Tax Credits Program is also presented in Table 2. Only nine employers or 31 percent of those polled indicated they had any real knowledge or understanding of the Targeted Jobs Tax Credits Program which allows employers to receive tax credits for employing students 16 years

of age or older who are enrolled in cooperative education programs. The remaining 20 employers or 69 percent of those polled indicated they had no knowledge of the program. Of the nine employers who revealed that they were familiar with the program, only four employers or 13.8 percent of the total population questioned indicated that they currently employed students who qualified them for the special tax exemptions.

When asked if they felt the Targeted Jobs Tax Credits Program was believed to be a factor which has contributed to a decline in employment opportunities for youth under 16, only four or 13.8 percent of those polled indicated that the Targeted Jobs Tax Credits Program was a significant factor. Five employers or 17.2 percent of the population surveyed indicated that the program had not influenced their decisions whether or not to employ youth under 16. Twenty employers responding to question 11 said they were undecided or did not think they were qualified to make a judgement based on their lack of knowledge of the program.

RETAIL AND SERVICE INDUSTRY SHIFTS

Employers responses to question 12 pertaining to shifts in retail trade and service establishments from the city to adjacent commercial centers in Albemarle County are also reported in Table 2. Of those employers polled, from both retail and service industry sectors, 20 employers or 69 percent answered that they thought the flight of major businesses out of the central city to commercial centers in Albemarle County may have contributed to a decline in job opportunities for youth under the age of 16. The majority of businessmen in the population expressed that this exodus to the suburbs has adversely influenced job opportunities for all those seeking work in both the retail trade and service sectors. Shifts in population and buying patterns, according to a substantial number polled, has also resulted in a decreased sales volume in many businesses. Less revenue has forced employers to make adjustments in their manpower utilization which has unfortunately contributed to a decline in workers needed in the remaining businesses.

Table 2

Summary of Responses to Questions Relating to Factors Which
May Have Contributed to a Decline in Employment
Opportunities for 14 and 15 Year Old Youth
(Questions 5 - 12)

Question #	Question	Total # Responding	Frequency of Response		Percentage
5.	Do you believe that certain child labor laws; such as basic minimum age for employment, maximum daily and weekly hours of work, and night work restrictions have contributed to a decline in employment opportunities for 14 and 15 year old youth?	29	Yes	19	65.6
			No	5	17.2
			Undecided	5	17.2
6.	Do you think that a repeal or revision in child labor laws would significantly influence your decision to employ more 14 and 15 year old youth?	29	Yes	5	17.2
			No	18	62.1
			Undecided	6	20.7
7.	Do you feel that the statutory minimum wage levels imposed by government have adversely influenced your decisions regarding the employment of 14 and 15 year old youth and have contributed to a decline in employment opportunities for this same age group?	29	Yes	29	100.0
			No	0	0
			Undecided	0	0

Table 2 (continued)

Question #	Question	Total # Responding	Frequency of Response	Percentage
8.	Would you be willing to provide employment for 14 & 15 year old students enrolled in a special vocational education program if you could pay them below the required minimum?	29	Yes 12 No 14 Undecided 3	41.4 48.3 10.3
9.	Are you familiar with the Targeted Jobs Tax Credit Program (TJTC) which allows employers a tax credit for employing cooperative education students 16 years of age or older?	29	Yes 9 No 20	31.0 69.0
10.	If you answered yes, do you currently employ students who make your business eligible for this special tax credit?	29	Response Not Required 20 Yes 4 No 5	69.0 13.8 17.2
11.	Do you feel the Targeted Jobs Tax Credits program is a factor which has contributed to a decline in employment and training opportunities for youth under 16?	29	Yes 4 No 5 Undecided 20	13.8 17.2 69.0

Table 2 (continued)

Question #	Question	Total # Responding	Frequency of Response		Percentage
12.	Do you feel recent shifts of many retail trade and service establishments from the city to commercial centers in Albemarle County have contributed to a decline in employment opportunities for vocational students in Charlottesville under 16; i.e. 14 and 15 year olds?	29	Yes	20	69.0
			No	2	6.9
			Undecided	7	21.0

OTHER FACTORS

Employers were asked to respond to an open ended question relating to other factors which have adversely influenced job opportunities for youth under 16. Responses to question 13 are presented in Table 3. These include: high turnover among all youth hired, low productivity of younger workers, poor attitudes of youth toward work responsibilities and job requirements, availability of older workers, high rate of absenteeism, additional supervision required, lack of needed job skills, company employment policies, recessionary influences on business volume and demand for workers, youth lack work experience or have poor work history, insurance restrictions, and union guidelines.

SUMMARY

This chapter as illustrated on Tables 1, 2, and 3 presented the results of the interviews with businessmen in both the retail trade and service industry sectors. It analyzed the data gathered in categories including manpower needs and hiring preferences, factors adversely affecting employment of 14 and 15 year old youth, and information about other barriers to employment for youth under 16. The following chapter summarizes the research of this paper with respect to data collected as presented in Table 1, 2, and 3. In this final chapter the researcher draws conclusions and makes recommendations as to how this information might be used.

Table 3
Summary of Responses to Open Ended Question # 13

Question		
What factors, other than child labor laws, minimum wages, tax credits, and business shifts from the city to the county, do you believe have contributed to a decline in employment opportunities for 14 and 15 year old youth?		
Responses	Number	Percent*
High turnover among all youth hired	13	61.9
Low productivity of younger workers	11	52.4
Poor attitudes of youth toward work responsibilities and job requirements	11	52.4
Availability of older workers	10	47.6
High rate of absenteeism	9	42.9
Additional supervision required	7	33.3
Lack of needed job skills	5	23.8
Company employment policies	5	23.8
Recessionary influences on business volume and demand for workers	5	23.8
Youth lack work experience or have poor work history	4	19.0
Insurance restrictions	2	9.5
Union guidelines	1	4.8
Did not respond	8	---

* There were 21 businessmen responding to this question. Percentages presented may reflect more than one response from many of those interviewed, which was acceptable.

CHAPTER V

SUMMARY

This study was undertaken to determine if factors such as labor laws, minimum wage, tax credits, and shifts in retail trade and service establishments from the City of Charlottesville to the County of Albemarle have contributed to a decline in employment and training opportunities for 14 and 15 year old disadvantaged youth in Charlottesville, Virginia. To accomplish this task, the researcher answered the following research questions: (1) Did existing state and federal labor regulations, as they pertain to the employment of 14 and 15 year old youth, influence the hiring practices of employers in Charlottesville? (2) Have minimum wage regulations influenced the hiring practices of employers in Charlottesville? (3) Have tax credits for employers who hire youth in cooperative education programs, 16 years of age or older, influenced employment opportunities for youth in cooperative programs under the age of 16? (4) Have retail trade and service industry shifts from the central city to the suburbs affected the availability of jobs for 14 and 15 year old disadvantaged youth?

A target population, including businesses from both the retail trade and service industry sectors, was identified and employers were asked to respond to a predetermined set of questions during personal interviews. All employers identified in the population participated in the interviews or responded to the questionnaire through the mail. The data collected was analyzed and arranged in tabular form. This information as presented in Chapter IV, Findings, revealed the extent to which these factors under investigation have contributed to a declined employment market for youth under the age of 16 being served in the Work Experience Cooperative Education Program in Charlottesville. Analysis of this information served as a basis for the conclusions and recommendations of this research study.

CONCLUSIONS

The results of the study revealed that it is oftentimes difficult to disentangle causes of limited employment opportunities for 14 and 15 year old youth from those which contribute to the rate of joblessness among all labor force participants as a whole. Information gathered in the study, however, with respect to those factors under investigation which were believed to have contributed to a declining employment market for 14 and

15 year old youth, provided the researcher with data needed to formulate the following conclusions about these barriers to employment and the employment market for youth under 16.

1. There were a substantial number of employers from both the retail trade and service industry sectors who depend on part-time workers to satisfy their manpower needs in their respective businesses.

2. There are adequate job and training opportunities in the community to support cooperative vocational education programs for youth over the age of 16. Nineteen of 66 percent of those businessmen polled stated that they generally seek to hire teenagers to fill their need for part-time workers.

3. A substantial number of businessmen from both the retail trade and service industry sectors expressed that although they generally seek to hire teenagers for part-time work, they prefer these youth to be at least 16 years of age. Eighteen or 62.1 percent of those businessmen polled indicated they sought workers to fill part-time needs who were 16 years of age or older.

4. There is a severe shortage of job and training opportunities in the current job market for youth in cooperative education program 14 and 15 years of age. Of those businessmen polled 24 or 83 percent expressed that they probably would not consider hiring a student under 16 years of age as long as an adequate supply of older workers are available to satisfy their manpower needs. Only two employers indicated that they would be willing to consider providing training opportunities for 14 and 15 year old youth

5. A majority of those interviewed revealed that child labor laws in modern times are a factor which has contributed to a limiting of employment opportunities for youth 14 and 15 years of age.

6. A repeal of the child labor provisions for youth under 16, however, would provide only a limited increase in the availability of job opportunities for these youth. Of those businessmen polled, only five indicated that a revision in laws alone would be reason enough for them to provide greater access to employment for 14 and 15 year old youth.

7. Minimum wage requirements, according to those polled, has been a significant factor responsible for limiting employment opportunities for 14 and 15 year old youth. One hundred percent of the business population

indicated that the requirement to pay minimum wage has been a major consideration in establishing policies regarding the screening and hiring of all applicants.

8. A substantial number of businessmen would be willing to provide job and training opportunities for youth under 16 if they could employ these youth at a wage level commensurate with their experience and productivity. Minimum wage requirements appear to be the most significant barrier to employment for this age group.

9. The Targeted Jobs Tax Credits Program was not a significant factor which has contributed to a decline in employment opportunities for youth 14 and 15 years of age. Only nine of 29 businessmen polled were even familiar with the program and only four of those nine, revealed that they have students in their employ who qualify them for a tax credit.

10. Shifts in population from the city to the suburbs in recent years has led to an exodus of many businesses from the central city to the county. The majority of businessmen interviewed indicated that this relocation of businesses is believed to have had an impact on the availability of jobs within the city. Approximately 69 percent of the survey population stated that relocation of many retail trade and service establishments was a factor which would possibly have led to a decline in job market opportunities for youth under 16 who lack the means to get to jobs in the new commercial centers. The net loss in jobs due to this flight to the suburbs could not be measured in a study of this nature.

11. There are many factors which have adversely influenced employers' attitudes regarding the employment of youth, other than those identified in the problem statement. Employers questioned revealed that high turnover among youth hired, low productivity of younger workers, poor attitudes exhibited by youth toward work, the availability of older workers, and a high rate of absenteeism among younger employees were five other major reasons for not seeking to employ more teenagers. In addition to these are numerous other factors which serve as barriers to the employment of younger workers as listed in Table 3.

RECOMMENDATIONS

Based on the analysis of responses to the interview questions and observations made by the researcher during interviews, the researcher submits the following recommendations.

1. It is recommended that alternatives to on-the-job training experience be developed for youth participating in special vocational projects under 16 years of age to insure vocational application of instruction when entry to the job market must be delayed. Simulation projects, games, and other learning activities and experiences need to be developed to assure opportunities for students to acquire needed competencies and attitudes during times when employment opportunities are limited.
2. Coordinators working with special needs students in Charlottesville need to develop an effective public relations campaign in an effort to educate the business community on the need for more job opportunities for 14 and 15 year old disadvantaged youth.
3. Coordinators need to petition congressmen and other lawmakers in an attempt to have child labor restrictions revised so that 14 and 15 year old students enrolled in bonafied vocational programs be permitted to work later than 7 p.m. on school nights. Coordinators also need to better inform the business community of child labor provisions. A general lack of understanding about child labor laws, as they pertain to employment of youth under 16, seems to have discouraged many employers from providing training opportunities for these youth.
4. It is recommended that coordinators working with students in cooperative education projects, where work experience is an integral part of the instructional program, seek CETA funds or other monies to partially subsidize unusually high training costs incurred by some businesses who hire 14 and 15 year old disadvantaged youth.
5. It is recommended that training be provided special needs coordinators so that they might better understand special provisions which allow the employment of students learners in businesses at a rate below the current minimum wage. As minimum wage appears to be the largest barrier to employment for youth under 16, a reduction in the high base rate for younger, less experienced workers may have the effect of increasing employ-

ment and training opportunities for them.

6. It is recommended that coordinators, working with special needs students over the age of 16, take greater advantage of the Targeted Jobs Tax Credits Program to encourage greater placement and training opportunities of unemployed disadvantaged youth.

7. It is recommended that the Charlottesville School Board and supervisory personnel be strongly encouraged by vocational personnel to provide a bus to transport cooperative education students from Charlottesville High School to job sites located in major commercial areas in Albemarle County.

8. It is recommended that a continuous system of evaluation be devised so that the effectiveness of the instructional program in developing basic job oriented skills and social competencies needed by youth seeking to enter the labor force can be appraised and upgraded.

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APPENDIX A

APPENDIX A

SURVEY AREA TARGET POPULATION
CHARLOTTESVILLE, VIRGINIARETAIL ESTABLISHMENTS

Andy's Tire Center
1028 River Road

Ben Franklin Stores
1107 West Main Street

Better Living, Incorporated
310 Avon Street

Carriage Food House
Route 29 North & Barracks Road

Estes I. G. A. Foodliner
501 Cherry Avenue

Graves Electronics
McIntire Plaza

Home Building Supply
McIntire Road

K-Mart Discount Stores
Hydraulic Road

Medical Arts Pharmacy
916 East High Street

Old Dominion Bakery
101 East Main Street

Peoples Drug Store
Route 250 East

Pet Shoppe Incorporated
2140 Barracks Road

Reid Super-Save Market
600 Preston Avenue

Seven-Eleven Stores
514 Brookway Drive

Show Case Office Furniture
Harris Street

Southern States Co-op, Incorporated
810 Harris Street

Williams Colonade
212 East Main Street

Wimmers Business Machines
1216 Harris Street

Woolco Department Store
Barracks Road Shopping Center

SERVICE ESTABLISHMENTS

Archie's Pizza
2508 Fontaine Avenue

Brown's Dry Cleaners
1326 East High Street

Bruffey's Radiator Shop
810 Avon Street

Cedars Rest Home Dietary
1242 Cedars Court

Corner Restaurant
Cherry Avenue & Ninth Streets

Downtown Gulf
901 East Market Street

Fidelity American Bank
200 East Main Street

Horton's Appliance & Refrigeration
719 Blenheim Avenue

Ken Johnsons Cafeteria
Barracks Road Shopping Center

McDonald's Restaurant
Ridge Street & McIntire Road

APPENDIX B

QUESTIONNAIRE: TO DETERMINE FACTORS CONTRIBUTING TO A DECLINE
IN EMPLOYMENT OPPORTUNITIES FOR 14 & 15 YEAR OLD YOUTH

1. Do your current manpower requirements dictate a need for part-time workers to supplement your regular full-time staff?

YES _____

*(If no, skip next question)

NO _____*

UNDECIDED _____

2. If your answer to question one was yes, do you prefer to hire teenagers or adults to satisfy your needs for part-time help?

TEENAGERS _____

*(If you answered adults, skip next question)

ADULTS _____*

UNDECIDED _____

3. If you answered that you generally seek to hire teenage workers in question two, do you prefer that these youth be 16 years of age or older?

YES _____

NO _____

UNDECIDED _____

4. Would you consider employing a vocational student under 16, i.e. a 14 or 15 year old?

YES _____

NO _____

UNDECIDED _____

5. Do you believe that certain child labor laws such as basic minimum age for employment, maximum daily and weekly hours of work, and night work restrictions have contributed to a decline in employment opportunities for 14 and 15 year old youth?

YES _____

NO _____

UNDECIDED _____

Continued Next Page

6. Do you think that a repeal or revision in child labor laws would significantly influence your decision to employ more 14 and 15 year old youth?

YES _____

NO _____

UNDECIDED _____

7. Do you feel that the statutory minimum wage levels imposed by government have adversely influenced your decisions regarding the employment of 14 and 15 year old youth and have contributed to a decline in employment opportunities for this same age group?

YES _____

NO _____

UNDECIDED _____

8. Would you be willing to provide employment for 14 and 15 year old students enrolled in a special vocational education program if you could pay them below the required minimum?

YES _____

NO _____

UNDECIDED _____

9. Are you familiar with the Targeted Jobs Tax Credit Program (TJTC) which allows employers a tax credit for employing cooperative education students 16 years of age or older?

YES _____

NO _____

UNDECIDED _____

10. If you answered yes, do you currently employ students who make your business eligible for this special tax credit?

YES _____

NO _____

UNDECIDED _____

11. Do you feel the Targeted Jobs Tax Credits Program is a factor which has contributed to a decline in employment and training opportunities for youth under 16?

YES _____

NO _____

UNDECIDED _____

12. Do you feel recent shifts of many retail trade and service establishments from the city to commercial centers in Albemarle County have contributed to a decline in employment opportunities for vocational students in Charlottesville under 16; i.e. 14 and 15 year olds?

YES _____

NO _____

UNDECIDED _____

13. What factors, other than child labor laws, minimum wages, tax credits, and business shifts from the city to the county, do you believe have contributed to a decline in employment opportunities for 14 and 15 year old youth?

Thank you for your time and cooperation in assisting me in this research.