

TABLE OF CONTENTS

	<u>Page</u>
ABSTRACT	ii
ACKNOWLEDGEMENTS	iv
LIST OF TABLES	vii
CHAPTER 1 INTRODUCTION	1
Statement of Problem	5
Purpose of Study	6
Definitions	6
Limitations	8
Organization of the Study	9
CHAPTER 2 REVIEW OF LITERATURE	10
Successful Programs	13
Chapter Summary	21
CHAPTER 3 METHODOLOGY	22
A Description of the Employment Plus Program	22
Evaluation Design	28
Evaluation Procedures	28
Location of Participants.	29
Selection of Participants	29
Data Collection Procedures and Instrumentation.	30
Data Analysis Methods	35

	<u>Page</u>
CHAPER 4 RESULTS . . . . .	.42
CHAPTER 5 SUMMARY, CONCLUSION, RECOMMENDATIONS . . . . .	.69
Summary	69
Conclusion	72
Recommendations for Practice	74
Recommendations for Future Research and Evaluation.	76
REFERENCES	77
APPENDIX A Pre-employment Skills.	79
APPENDIX B Employment Skills.	81
APPENDIX C Basic Living Skills.	83
APPENDIX D Interview Questionnaire.	85
APPENDIX E Chesapeake Public Schools Employment Plus Program Contract	92
APPENDIX F Employment Plus Competencies	94
APPENDIX G Example of an Official Report of Test Results	98
APPENDIX H Additional Data from Student Interviews. . . . .	.100
APPENDIX I Additional Data from Teacher Interviews.	109
APPENDIX J Additional Data from Employer Interviews	114
Vita	118

LIST OF TABLES

		<u>Page</u>
Table 1	Chronological Enrollment of Students by School. . . . .	.25
Table 2	Selection of Participant . . . . .	.30
Table 3	Research Questions, Goals, Source of Data, Data Analysis. . . . .	.35
Table 4	Percentage of Students Passing All Five Parts of the General Educational Development Test and Dropping Out of the Program by Years 1991-92 Through 1996-97. . . . .	.44
Table 5	Number of Students Completing the General Educational Development Test in 1993-94 by School and the Number of Students Dropping Out of the Program in 1993-94 by School. . .	.45
Table 6	How the Employment Plus Program Instruction Helped Students With Their Behavior in School, 1993-94 . . . . .	.46
Table 7	Employment Plus Students' Attitudes Toward Jobs as Reported by Employers. . . . .	.47
Table 8	Employers Responses to Explanations to Whether the Employment Plus Worker is Inferior to the Traditional Worker . . . . .	.48
Table 9	How the Employment Plus Program Helped Students Obtain Jobs. . . . .	.49
Table 10	Data Used by Teachers to Evaluate Student Performance on Job Interview Skills. . . . .	.50
Table 11	Responses to How the Employment Plus Program Helped the Student in Improved Job Performance. . . . .	.52

Table 12	Skills Learned in the Program That Students Are Now Using in Their Work . . . . .	.53
Table 13	Where Did You Work While in the Employment Plus Program?. . . . .	.54
Table 14	Are You Still on That Job? . . . . .	.56
Table 15	How Long Did You Keep That Job?. . . . .	.57
Table 16	How Many Jobs Have You Had? . . . . .	.58
Table 17	How Would You Describe the Employment Plus Students' Work Habits? . . . . .	.59
Table 18	How Would You Describe the Employment Plus Students' Job-related Skills? . . . . .	.60
Table 19	How Would You Compare Learning Skills of Employment Plus Students to Those of Traditional Students? . . . . .	.61
Table 20	Summary of Skills Learned by Employment Plus Students That Helped Them With Everyday Living . . . . .	.63
Table 21	Do You Live in Your Own Place? . . . . .	.64
Table 22	Do You Own Your Transportation?. . . . .	.65
Table 23	How Do You Feel About Your Future? . . . . .	.66
Table 24	Why Do You Feel This Way About Your Future? . . . . .	.67
Table 25	Overall Student Opinion About the Employment Plus Program . . . . .	.68
Table 26	Goals Students Met as a Result of Being in the Employment Plus Program	74

	<u>Page</u>
Table 27	Since You Left the Program, How Do You Feel About Yourself? 101
Table 28	How Do You Feel About Others? 102
Table 29	Was There Anything About the Program That Caused You to Feel This Way? 103
Table 30	Where Do You Work Now That You Have Completed the Employment Plus Program? . . . 104
Table 31	What Did You Learn in the Program That Helped You at Home? 106
Table 32	Did You Learn How to Write a Check?. 107
Table 33	Did You Learn How to Balance a Check Book?. 107
Table 34	What Skills Did You Teach? 108
Table 35	What is Your Overall Opinion About Hiring Other Employment Plus Students? 115
Table 36	What Do Employment Plus Employers Know About the Employment Plus Program? 115
Table 37	What Are Employment Plus Students' Chances for Advancement? 116
Table 38	What Kind of Changes Would You Recommend to Improve the Employment Plus Program?. . . 116
Table 39	Overall, What Grade, A-B-C-D-E-F, Would You Give the Employment Plus Student 117