

Table of Contents

Abstract	ii
Dedication	iii
Acknowledgment	iv
Table of Contents	vi
List of Tables.....	xi
List of Figures	xiv
Chapter 1	
Introduction	1
Purpose of Study	3
Research Questions	5
The Significance of Study	5
Delimitations	5
Limitations of the Study	6
Definitions	7
Chapter Summary.....	9
Chapter 2	
Literature Review	11
Vocational Program Evaluation	11
State Evaluation Studies.....	12
Legislation Related to Education and Employment	14
Job Training Partnership Act.....	14
School-to-Work Opportunities Act	15
Fair Labor Standards Act	16
Employment Status of Youth	17
Nontraditional Employment	18
Earnings.....	18
Employment Satisfaction	22
Studies Related to Job Satisfaction	22

Family Influence on Employment and Satisfaction	24
Occupational Choice and Impact on Satisfaction.....	25
Vocational Service Areas	26
Targeted Populations.....	27
Students Who are Academically Disadvantaged.....	27
Students Who are Economically Disadvantaged.....	27
Students with Disabilities.....	28
Students with Limited English Proficiency.....	28
Summary	29
 Chapter 3	
Research Methodology.....	30
Purpose.....	30
Instrumentation.....	31
Participants	33
Research Design.....	33
Research Procedures.....	36
Data Collection.....	36
Group Preparation	37
Data Related to the Research Question	38
Employment Status	38
Earnings.....	38
Job Satisfaction	39
Service Areas.....	39
Targeted Populations.....	39
Data Analysis	39
Summary	40
 Chapter 4	
Findings.....	41
Analysis of Surveys.....	41

Survey Respondents	43
Summary of the Findings	43
Employment Status	44
Earnings.....	47
Job Satisfaction	52
Job Satisfaction with Salary	52
Job Satisfaction with Potential for Advancement	55
Job Satisfaction with Superiors.....	55
Job Satisfaction with Co-Workers	64
Job Satisfaction with Company Policies and Practices.....	64
Job Satisfaction with Working Conditions	64
Job Satisfaction with Tasks Assigned.....	64
Job Satisfaction with Level of Responsibility Expected.....	75
Job Satisfaction with Amount of Work Expected.....	75
Job Satisfaction with Job Security	75
Summary	87
Chapter 5	
Summary, Conclusions, and Recommendations	88
Summary and Discussion of Findings.....	88
Purpose.....	89
Data Collection.....	89
Participants.....	90
Research Design.....	90
Discussion of Findings about Employment.....	91
Overall Employment	91
Education for Employment	91
Nontraditional Employment.....	92
Employment by Service Area.....	93
Employment by Targeted Populations	93

Limited English Proficiency.....	94
Discussion of Findings about Earnings.....	94
Overall Earnings.....	94
Service Area Earnings.....	95
Earnings by Targeted Populations.....	95
Discussion of Findings about Job Satisfaction.....	95
Overall Job Satisfaction	95
Satisfaction by Service Area	96
Satisfaction by Targeted Populations	96
Conclusions and Recommendations for Practice	97
Employment Status	97
Earnings.....	98
Job Satisfaction	98
Summary of Recommendations for Practice.....	99
Recommendation For Research.....	99
Education for Employment	99
Targeted Populations.....	100
Limited English Proficiency.....	100
Nontraditional Occupations Earnings	100
Research Methods	101
Summary of Recommendation for Research.....	101
Summary	102
References	107
Appendices A-E	
Appendix A: Vocational Educational Student Follow-Up 1996.....	111
Appendix B: Vocational Educational Student Follow-Up 1997and 1998 ...	113
Appendix C: School Divisions.....	115
Appendix D: Vocational Service Areas Considered	
Nontraditional Male Service Areas	116

Appendix E: Vocational Program Areas Considered.....	
Nontraditional for Females.....	117
Vita.....	118

LIST OF TABLES

FOR

VIRGINIA'S VOCATIONAL COMPLETERS

Table 1	Average Earnings of Varied Service Area Employment.....	21
Table 2	Description of Virginia Vocational Completers Surveyed in 1996, 1997, and 1998	34
Table 3	Virginia Vocational Completers by Service Areas, Gender, and Targeted Populations.....	35
Table 4	Employment Status for Virginia Vocational Completers Surveyed in 1996, 1997, and 1998.....	47
Table 5	Employment Status of Virginia Vocational Completers by Service Areas.....	48
Table 6	Employment Status of Virginia Vocational Completers by Targeted Populations.....	50
Table 7	Overall Level of Earnings for Virginia Vocational Completers....	52
Table 8	Level of Earnings of Virginia Vocational Completers by Service Areas.....	53
Table 9	Virginia Vocational Completers Level of Earnings by Targeted Populations.....	55
Table 10	Satisfaction with Salary of Virginia Vocational Completers	57
Table 11	Satisfaction with Salary of Virginia Vocational Completers by Service Areas.....	58
Table 12	Satisfaction with Salary of Virginia Vocational Completers by Targeted Populations.....	59
Table 13	Satisfaction with Potential for Advancement of Virginia Vocational Completers	60
Table 14	Satisfaction with Potential for Advancement of Virginia Vocational Completers by Service Area.....	61

Table 15	Satisfaction with Potential for Advancement of Virginia Vocational Completers by Targeted Populations	62
Table 16	Satisfaction with Supervisor of Virginia Vocational Completers .	64
Table 17	Satisfaction with Supervisor of Virginia Vocational Completers by Service Areas.....	65
Table 18	Satisfaction with Supervisor of Virginia Vocational Completers by Targeted Populations.....	66
Table 19	Satisfaction with Co-Workers of Virginia Vocational Completers... ..	67
Table 20	Satisfaction with Co-Workers of Virginia Vocational Completers by Service Areas.....	68
Table 21	Satisfaction with Co-Workers of Virginia Vocational Completers by Targeted Populations.....	69
Table 22	Satisfaction with Company Policies and Practices of Virginia Vocational Completers.....	70
Table 23	Satisfaction with Company Policies and Practices of Virginia Vocational Completers by Service Areas.....	71
Table 24	Satisfaction with Company Policies and Practices Virginia Vocational Completers of by Targeted Populations.....	72
Table 25	Satisfaction with Working Conditions of Virginia Vocational Completers	75
Table 26	Satisfaction with Working Conditions of Virginia Vocational Completers by Service Area.....	76
Table 27	Satisfaction with Working Conditions of Virginia Vocational Completers by Targeted Populations	77
Table 28	Satisfaction with Work Tasks Assigned of Virginia Vocational Completers	78
Table 29	Satisfaction with Work Tasks Assigned of Virginia Vocational Completers by Service Areas	79

Table 30	Satisfaction with Work Tasks Assigned of Virginia Vocational Completers by Targeted Populations	80
Table 31	Satisfaction with Level of Responsibility Expected of Virginia Vocational Completers.....	81
Table 32	Satisfaction with Level of Responsibility Expected of Virginia Vocational Completers by Service Areas.....	82
Table 33	Satisfaction with Level of Responsibility Expected of Virginia Vocational Completers by Targeted Populations	83
Table 34	Satisfaction with Amount of Work Expected of Virginia Vocational Completers.....	85
Table 35	Satisfaction with Amount of Work Expected of Virginia Vocational Completers by Service Areas	86
Table 36	Satisfaction with Amount of Work Expected of Virginia Vocational Completers by Targeted Populations	87
Table 37	Satisfaction with Job Security of Virginia Vocational Completers	88
Table 38	Satisfaction with Job Security of Virginia Vocational Completers by Service Area	89
Table 39	Satisfaction with Job Security of Virginia Vocational Completers by Targeted Populations.....	90

List of Figures

Figure 1.	Diagram of Categories Studied	32
Figure 2.	Composition of Categories	32