The national Nontraditional Employment for Women Act, passed in 1991, was intended to expand employment opportunities and access for women into nontraditional occupations. The New York State Job Training Partnership Council (JTPC) worked toward implementation of the act in the state by convening a subcommittee, with representatives of state government, service delivery areas, organized labor, education, community-based organizations, service providers, and people interested in nontraditional employment for women. The subcommittee's role was to develop policy and program recommendations that would lead to improved economic opportunities for women through education and training services. The subcommittee found that recent trends in education, employment, and earnings trends show progress in terms of educational attainments and participation in the work force, but that women still learn less than men although they have comparable education. The JTPC subcommittee made recommendations for public policy in the state, including the following: (1) the state must continue to lead the way in ensuring equal employment opportunities and working toward gender equity; (2) the state needs to work with the U.S. Department of Labor to ensure that performance standards provide incentives and reward service delivery areas for success in the nontraditional employment for women in training and apprenticeships; (3) collaboration with other agencies is imperative, and a clearinghouse should be established to provide information on programs, models, and activities; (4) various nontraditional work experiences for youth could be provided; (5) the State Board of Regents should be encouraged to monitor the implementation of their policy for training in sex equity for educators, students, and parents; and (6) supportive services need to be provided to women and girls to enable them to succeed in nontraditional work experiences, training, or job placements. (Appendixes include a listing of data on nontraditional occupations for women and lists of organizations providing services to meet women's needs in New York State--displaced homemaker program center directors, nontraditional career options for women projects, nontraditional employment for women training organizations, and Job Training Partnership Act service delivery areas.) (KC)
NEW YORK STATE
JOB TRAINING PARTNERSHIP COUNCIL
REPORT ON
NONTRADITIONAL EMPLOYMENT
FOR WOMEN

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APRIL 1993
NONTRADITIONAL EMPLOYMENT FOR WOMEN

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EXECUTIVE SUMMARY

The national "Nontraditional Employment for Women Act" (NEW) was signed into law in 1991. The Act was intended to expand employment opportunities and access for women into nontraditional occupations. The Job Training Partnership Council (JTPC) is responsible for guiding and overseeing implementation of the Act in New York State.

JTPC SUBCOMMITTEE ON NONTRADITIONAL EMPLOYMENT FOR WOMEN

To fulfill its obligations, the JTPC convened a subcommittee with representatives of state government, service delivery areas, organized labor, education, community based organizations, service providers, and people interested in nontraditional employment for women. Its role was to develop policy and program recommendations that would lead to improved economic opportunities for women through education and training services.

STATE AND SERVICE DELIVERY AREA RESPONSIBILITIES

The State and Service Delivery Areas (SDAs) are required to establish goals for training women in nontraditional employment and placement of women in nontraditional employment and apprenticeships. The state is required to gather statistical information from the SDAs to analyze their efforts and achievements, and recommend technical assistance or corrective action. A summary report must be prepared and distributed to the SDAs, service providers, the Governor and the U.S. Secretary of Labor.

EDUCATION, EMPLOYMENT, & EARNINGS TRENDS

Recent trends in education, employment, and earnings trends show progress in terms of educational attainments and participation in the work force. Women still, however, earn less for every dollar earned by men even though they may have a comparable or better education. Employment in nontraditional occupations can lead to improved wages, better long-range opportunities and economic security for women and their families.

SUBCOMMITTEE RECOMMENDATIONS

The JTPC Subcommittee on Nontraditional Employment should be continued for at least two years to provide planning guidance and oversight on behalf of the Council. It offers recommendations that relate to public policies and education, training, and supportive services.
1. **EQUAL EMPLOYMENT OPPORTUNITY & GENDER EQUITY**

New York State must continue to lead the way in ensuring equal employment opportunities and working toward gender equity. Mechanisms to assist employers and unions to meet established goals need to be developed by the New York State Department of Labor through pilot programs with apprenticeship sponsors, unions and other employers. Greater involvement of business and organized labor is necessary to expand nontraditional employment opportunities and apprenticeships for women.

2. **SERVICE DELIVERY AREA GOALS & CAPACITY BUILDING**

The New York State Department of Labor needs to work with the U.S. Department of Labor to ensure performance standards provide incentives to reward SDAs for success in the nontraditional employment for women training and apprenticeships. Minimum guidelines for SDA goals for training and placement of women for Program Year 1993 should be to double efforts of the previous year, rather than set specific percentage goal requirements at the present time. Training and technical assistance should be provided to SDAs on a statewide and regional basis.

3. **COORDINATION & COLLABORATION**

Collaboration with other agencies and systems is necessary to coordinate training and the support of common goals. A clearinghouse needs to be established to provide information on programs, models and activities. New strategies need to be determined for recruiting women into nontraditional employment and that show the connections between technology and how it affects life.

4. **NONTRADITIONAL WORK EXPERIENCES FOR YOUTH**

Various nontraditional work experience opportunities could be provided by expanded use by SDAs of the JTPA summer youth program, Conservation Corps, Urban Corps, and PPV/STEP models. Linkages with the New York City Partnership and similar private-sector incentives could be used to encourage industry to reserve summer jobs in physical or technical areas for girls and young women.

5. **EDUCATIONAL EQUITY**

The New York State Board of Regents should be encouraged to aggressively monitor the implementation of "Regents Policy Paper and Action Plan for the 1990's: Equal Opportunity for Women," which targets training for administrators, teachers, counselors, students and parents on sex equity in education. Marketing materials to help recruit girls and women need to be developed that show women working in skilled trades and in high technology fields.
6. SUPPORTIVE SERVICES

Supportive services need to be provided to women and girls to enable them to succeed in nontraditional work experiences, training or job placements. Sexual harassment prevention training provided to men and women needs to be incorporated into nontraditional career and employment training programs. Sexual harassment prevention training also should be provided to SDAs, CBOs and other training providers.

SUMMARY

The recommendations focus on implementation of the legislation as well as the supply of and demand for trained women for employment in nontraditional occupations.
I. INTRODUCTION

The National Nontraditional Employment for Women Act

In December, 1991, the national "Nontraditional Employment for Women Act," Public Law 102-235, was signed into law. The purposes of this legislation, which amended the Job Training Partnership Act (JTPA), were to provide a wider range of opportunities for women, provide incentives for nontraditional employment training for women, and facilitate coordination and maximize resources for training and placement of women in nontraditional jobs and apprenticeships.

The Job Training Reform Amendments of 1992, enacted into law on September 7, 1992, retained the changes to JTPA brought about by the Nontraditional Employment for Women Act.

In adopting the Nontraditional Employment for Women Act, the Congress included the following statement in the legislation to demonstrate the rationale and justification for this program to be enacted into law:

- Over 7,000,000 families in the United States live in poverty, and more than half of these families are single parent households headed by women.
- Women stand to improve their economic security and independence through the training and other services offered under the Job Training Partnership Act.
- Women participating under the Job Training Partnership Act tend to be enrolled in programs for traditionally "female" occupations.
- Many of the Job Training Partnership Act programs that have low female enrollment levels are in fields of work that are nontraditional for women.
- Employment in traditionally male occupations leads to higher wages, improved job security, and better long-range opportunities than employment in traditionally female-dominated fields.
- The long-term economic security of women is served by increasing nontraditional employment opportunities for women.
- Older women reentering the work force may have special needs in obtaining training and placement in occupations providing economic security.
1. What does the "Nontraditional Employment for Women Act" require?

States and Service Delivery Areas (SDA) are required to establish goals for training of women in nontraditional employment and placement of women in nontraditional employment and apprenticeships in their JTPA plans for the program beginning July 1, 1992 and in subsequent plans. The State and SDA plans must describe the efforts to be undertaken to achieve these goals, including efforts to raise awareness of such opportunities. SDAs must also provide detailed statistical information in their annual reports to the Governor on progress made in relation to the goals for training, placement, and retention of women in these jobs.

The Job Training Partnership Council (JTPC) was given new responsibilities under this statute to review, analyze and summarize State and SDA activities and results achieved. The Council must also recommend appropriate technical assistance or corrective action in accordance with the SDAs' reports to the Governor. The summary report is to be disseminated to Service Delivery Areas, service providers throughout the State, and the U.S. Secretary of Labor.

2. What jobs are considered nontraditional?

The statute defines "nontraditional occupations" as fields of work in which women (or men) comprise less than 25% of the individuals employed. These occupations include the skilled trades, construction, and a broad spectrum of jobs in technical and other fields. U.S. Bureau of Labor Statistics information on nontraditional occupations is included as Appendix A. Labor market information on nontraditional occupations for women by Service Delivery Area is being developed by the New York State Department of Labor.

3. What funds are available under the Nontraditional Employment for Women Act?

The primary purpose of the legislation is to encourage SDAs to use local JTPA funds for nontraditional employment training and related services for girls and women that will lead to placement in jobs that pay wages adequate to permit economic self-sufficiency.

In addition to local JTPA formula funds for service to eligible youth and adults, resources for nontraditional employment for women are addressed in the legislation in several ways, as described below.

- The education coordination and grants set-aside (the "8% program") was expanded to allow the use of these funds for "statewide, coordinated approaches, including model programs, to train, place and retain women in nontraditional employment."

- Coordination with federal vocational education-funded activities (under VATEA) is encouraged to maximize the resources available.

- A national demonstration program was created with funding for up to six projects per year nationwide.
4. How is the "Nontraditional Employment for Women Act" being implemented in New York State?

State and Service Delivery Area (SDA) activities are underway to implement the legislation. The New York State Job Training Partnership Council created a Subcommittee on Nontraditional Employment for Women to help plan, guide and oversee implementation efforts. Included on the Subcommittee are representatives of state agencies, SDAs, organized labor, private industry, community-based organizations, education, and others with expertise and a common interest in improving opportunities for women.

New York’s 33 Service Delivery Areas set goals in their two-year plans for training, placement and retention of women in nontraditional employment and apprenticeships, and are working to develop the programs that will enable them to achieve these goals. In accordance with the legislative requirements, they must also report progress and results in detailed data on placements by occupation and wage levels in their annual report to the Governor. Technical assistance and training will be provided for SDA staff.

JTPC SUBCOMMITTEE ON NONTRADITIONAL EMPLOYMENT FOR WOMEN

As noted above, the Job Training Partnership Council is given new responsibility under the Nontraditional Employment for Women (NEW) Act. The Council develops and recommends the Governor’s Coordination and Special Services Plan for JTPA and related programs. The Program Year 1992-1993 Plan included state goals for training and placement of women in nontraditional jobs and apprenticeships. The Council must also prepare and disseminate reports on implementation of NEW and success in meeting State and SDA goals.

The Governor’s Plan called for establishment of a Subcommittee on Nontraditional Employment for Women to provide structure for the implementation process. The Subcommittee was charged to develop policy and program recommendations that would lead to improved economic opportunities for women through education and training services. Represented on the Subcommittee are state and local education and training agencies, organized labor, the private sector, community-based organizations, and concerned individuals.

Convened first in October, 1991, the Subcommittee formed work groups to focus on public policy, program delivery, and women’s issues. Recommendations in each category were developed, discussed, and refined for inclusion in this report to the Job Training Partnership Council. The women’s issues were at the center of the program and service delivery attention, and were therefore integrated into the recommendations under education, training, and support services.

The Subcommittee recommendations presented in section three of the report address implementation of the requirements of the legislation, as well as focusing on the larger issues of supply of and demand for trained women for employment in nontraditional occupations.
ORGANIZATION OF THIS REPORT

The Subcommittee on Nontraditional Employment for Women has developed this report for the Job Training Partnership Council. The first section is the introduction, summarizing the legislation that stimulated this action by the JTPC. Section two highlights data on women’s employment and education trends. The third section presents the recommendations of the Subcommittee for consideration by the JTPC. Included as appendices are (1) information on occupations which would be considered nontraditional for women, and (2) listings of organizations that serve women’s needs by Service Delivery Area in New York State.
II. TRENDS IN WOMEN'S EDUCATION, EMPLOYMENT & EARNINGS

WOMEN'S EDUCATION TRENDS

Historically, women have not attained the same levels of education as men, particularly at the post-secondary level. During the past 20 years, however, women's educational achievements have been converging with, and in some cases surpassing, those of men.

- As of 1989, more than three-quarters of all adults had completed high school, an all-time record.
- The undergraduate college student population has become increasingly diverse as more women and minorities have enrolled in higher education.
- In 1989, the majority of degrees at all levels except doctorates were earned by women.
- While the percentage of female high school graduates who completed four years of college increased from 16 percent to 25 percent between 1966 and 1987, the percentage of black female high school graduates completing college rose to 18 percent in 1976 but then fell to 14 percent.
- Although women made substantial progress in obtaining degrees in traditionally male strongholds, they still constitute a minority in terms of degrees earned in many of these fields. For example, in 1989 women earned only 15 percent of all bachelor's degrees awarded in engineering.

WOMEN'S EMPLOYMENT TRENDS

During the past 25 years, the unprecedented numbers of women entering the paid labor force have significantly altered the profile of the U.S. work force.

- More females than ever before are working or looking for work -- in 1990, 58 percent of all American women were in the labor force.
- Females are projected to comprise almost two-thirds of the net change in the size and composition of the U.S. work force between 1988 and 2000. (This is calculated by analyzing those entering and leaving the work force.)
- Labor force projections indicate that by the year 2000, female labor force participation will be 63 percent, almost double that of 1950. (Interestingly, men's labor force participation rate declined from 86 percent to 76 percent from 1950 to 1990.)
The increased labor force participation of married women with young children (under age six) is one of the most notable trends of recent decades. The labor force participation rate of married women has become more like that of never-married women over the last 30 years.

In 1990, more than two-thirds of all employed females worked in just two service-sector industries -- services and retail trade.

The number of businesses owned by females soared between 1977 and 1987 -- 30 percent of U.S. companies were owned by women in 1987. Their firms, however, accounted for about 14 percent of all receipts generated by American companies in 1987. This is due to the type and size of businesses that women own; 90 percent were sole proprietorships with few or no employees and nearly 40 percent had total receipts of less than $5000.

In 1990, close to half (46 percent) of all women workers were employed in relatively low-paying service and administrative support occupations such as secretaries, waitresses, and health aides.

In spite of the inroads women have made into traditionally male occupations, most jobs tend to be gender segregated. For example, in 1990, 99 percent of all secretaries were women, but only two percent of workers in the construction trades were women.

WOMEN'S EARNINGS TRENDS

American workers are paid not only with wages or salaries, but also with other benefits such as employer- or union-provided health insurance and pension coverage, and sometimes assistance with child care. However, both earnings and the likelihood of benefit coverage typically vary by gender, race, age, and part- or full-time work status. Benefit coverage also depends to a large degree on the size of the employer's work force.

In 1980, women earned 64 cents for every dollar earned by men; by 1990 this had increased to 72 cents.

The female-male wage gap narrowed in certain occupations (technical/sales/administrative support and service jobs) as much because of declines in men's salaries as of increases in women's wages.

The proportion of American workers with health insurance through either their employers or unions has decreased since 1980. In 1987, less than half of all female workers and less than two-thirds of all male workers had employer- or union-sponsored group health insurance.

Female workers were less likely than male workers to have employer- or union-sponsored pension plans in 1987, and between 1980 and 1987 the proportion of male workers with pension plans dropped six percentage points.
A white man working in a managerial or professional occupation was the most likely and a Hispanic or black woman working as an operator, fabricator, or laborer was the least likely to have the option of a flexible schedule in 1989.

The availability of maternity or paternity leave was not the norm for full-time workers in American firms in 1989.


**CAREGIVER RESPONSIBILITIES**

The issue of balancing work and family responsibilities is an area of growing concern in the public and private sector because of the changing demographics of the work force. There has been a remarkable increase in the numbers of mothers who work, a result of economic factors such as inflation, recession, unemployment of husbands, and wage rates received by women, as well as non-economic factors such as changes in the attitudes of society toward working mothers, and the desires of the women themselves. The increasing number of mothers of young children in the paid work force underscore the need for parental leave and child care, but family responsibilities are broader than full care of children.

In 1990, 48 percent of all women with children under six years of age were in the paid work force as were 66 percent of women with children ages 6-13 and 72 percent of women with children ages 14-17 (96 percent of all fathers with school-aged children are in the paid work force).

More than 20 percent of Americans in the paid work force have some caregiving responsibility for an older person. It is estimated that about two-thirds of the nonprofessional caregivers for older, chronically ill, or disabled persons are women in the paid work force.

Informal, unpaid caregiving by family members and friends provides 80 to 90 percent of the care for the elderly. Without sufficient supports, meeting these caregiving responsibilities forces large numbers of women to leave their jobs, reduce their hours or take time off without pay.

Women and men in the paid work force should not have to choose between work and family. Both sets of responsibilities are too important to us as a society to force a choice.


III. SUBCOMMITTEE RECOMMENDATIONS

The Nontraditional Employment for Women Subcommittee of the Job Training Partnership Council was convened to advise on the implementation of the federal legislation and to develop policy and program recommendations that would lead to improved economic opportunities for women through education and training services. The Subcommittee reviewed the national legislation and formed three work groups on public policy, program delivery and women's issues.

In addition, the New York Association of Training and Employment Professionals designed and conducted a survey of service delivery area officials to determine the level of experience in providing nontraditional employment training for women under JTPA and to identify technical assistance needs.

Based on workgroup discussions, a series of recommendations were proposed by each representing discrete and overlapping concerns. The Subcommittee discussed and refined the proposed recommendations that emerged from deliberations of the three work groups. In the process of organizing the recommendations, the women's issues were felt to be at the center of both public policy and service delivery issues, and were therefore integrated into the recommendations on education, training and support services.

The recommendations of the JTPC Subcommittee on Nontraditional Employment for Women are presented below in two groups, "Public Policy" and "Education, Training, and Support Services."

A. PUBLIC POLICY

The Subcommittee workgroup on public policy reviewed the federal Nontraditional Employment for Women Act and issues related to implementation in New York State and the broader issues that influence women's educational or employment choices and the supports or barriers that affect opportunities to choose and succeed in nontraditional occupations.

FINDING 1

New York State has always been a leader in promoting full equality of opportunity, particularly under Governor Cuomo. Gender equity issues, however, have frequently been overlooked in the implementation of various policies to promote equality of opportunity and in society generally.

RECOMMENDATION 1

The Subcommittee, on behalf of the Job Training Partnership Council, should review existing executive orders, policies and procedures to ensure that women are treated fairly in all public sector activities, and provide recommendations to the Governor based on the findings of these reviews. State government efforts should serve as a model in promoting gender equity by developing sensitivity or heightened awareness of these issues in the work place and in society.
FINDING 2

Women’s education and employment-related needs are of critical concern to ensure that New York State has a skilled labor force for the future. Issues relating to girls and women are cross-cutting and necessitate coordination of effort across many different programs and agencies. Women are also an important constituency in terms of equal employment opportunity/affirmative action goals. In addition to representation and advocacy, women need a central authority to coordinate government policies to ensure that they will be effective.

RECOMMENDATION 2-A

The JTPC Nontraditional Employment for Women Subcommittee should be continued for at least two years as a vehicle to meet with the private industry councils, labor representatives and government agencies, to provide planning guidance and oversight on behalf of the Council.

RECOMMENDATION 2-B

The provision of JTPA, VATEA, or other funding sources should be encouraged for the New York State Division for Women to provide on-going support and coordination of nontraditional employment for women activities in New York State. The Division could also enhance public sector equal employment opportunity/affirmative action initiatives and assure that the needs of women participating in programs are addressed.

FINDING 3

Government as a major purchaser of goods and services has responsibility to ensure equal employment opportunity. Federal goals for hiring of women and minorities in federally-funded construction and service contracts, if enforced more vigorously than at present, would increase opportunities for women in nontraditional occupations and apprenticeships. The United States Department of Labor’s Office of Federal Contract Compliance Programs is responsible for prescribing and enforcing equal employment opportunity and affirmative action goals upon recipients of federal funds for construction, supplies or services. The goals set for women and minorities have remained unchanged for almost two decades. Enforcement and sanctions must be used in order to bring about the results these policies were meant to achieve in expanding opportunities for women and minorities.

RECOMMENDATION 3-A

Equal employment opportunity and affirmative action goals should be updated to reflect current demographic and labor force participation rates. Federal, state, county, city and local municipal labor law provisions that require contractors or vendors to create training and placement opportunities for women and minorities should be vigorously enforced.
RECOMMENDATION 3-B

The New York State Department of Civil Service should be asked to examine "blue-collar" nontraditional and technical jobs in the public sector to determine barriers that women face and develop initiatives to help women gain access to these jobs.

FINDING 4

Federal and state contractors are subject to equal employment opportunity and affirmative action goals for training and/or hiring minorities and women. However, contractors can be relieved of this responsibility by showing that they have made "good faith effort" but failed to meet the modest goals imposed for publicly funded projects. The present standard to show "good faith effort" consists of only a paper trail with no substantive action required.

RECOMMENDATION 4

Federal and state agencies should be requested to redefine "good faith efforts" as used for equal employment opportunity and affirmative action, and requirements of statute, regulations, and executive orders should be vigorously enforced.

FINDING 5

Apprenticeship is a proven method of developing skilled workers. The New York State Department of Labor approves and regulates apprenticeship activities, which are primarily employer- or joint labor-management administered programs that consist of structured, long-term on-the-job training combined with related instruction that leads to certification in a skilled trade. Despite requirements set for apprenticeship programs to meet goals established for recruitment and retention of women and minorities, these programs have not met these standards. Moreover, inadequate attention is focused on job retention; individuals hired for such jobs or apprenticeship opportunities need support and assistance to enable them to remain and succeed in these occupations.

RECOMMENDATION 5-A

The New York State Commissioner of Labor should exercise existing apprenticeship program regulations for targeted recruitment and selection of women and minorities when they are under-represented in the programs.

RECOMMENDATION 5-B

Mechanisms are needed to assist employers and unions to meet established goals. The New York State Department of Labor should set up pilot programs with apprenticeship sponsors, other employers and with unions to recruit women and address support services needs, including training on sexual harassment, advocates on the work site, and child care assistance.
RECOMMENDATION 5-C

State government agencies, including the Departments of Economic Development and Labor, the Division of Human Rights, and the Division for Women, should work with business and unions to encourage them to recruit, hire and retain women.

RECOMMENDATION 5-D

Apprenticeships should be expanded to encompass more occupations in new technical and emerging fields.

FINDING 6

Public works projects involving federal, state, and local funds generally set aside a certain portion of jobs to be created for the training and hiring of minorities and women. These projects have tended toward on-the-job training rather than using apprenticeship training. As a result, the trainees are provided with few transferable skills and negligible improvement in their overall employability.

RECOMMENDATION 6

Apprenticeships should be made a condition of bid on all public works jobs at the federal, state, and local levels.

FINDING 7

The report entitled, How Schools Shortchange Girls, by the American Association of University Women, as well as the Regents Policy Paper, Action Plan and back-up reports, documented the inequities in the New York State educational system. Yet discussion about the unique needs of girls, and policies for ensuring that their needs are met, are lacking in the current debate about education reforms in New York State and at the local school district level through, e.g., Education That Works: Creating Career Pathways for New York State Youth, technical preparation, and the Compact for Learning.

RECOMMENDATION 7

The New York State Board of Regents should be encouraged to aggressively monitor the implementation of its recently released Regents Policy Paper and Action Plan for the 1990's: Equal Opportunity for Women, which reaffirms and refocuses attention on providing training for administrators, teachers, counselors, students and parents on sex equity in the educational environment.
FINDING 8

Leadership and commitment from business and organized labor are critical to the success of nontraditional employment for women initiatives under JTPA and other human resource development programs. Local Private Industry Councils, their statewide association, Empire State Partners, and other advisory councils could ensure that these qualities develop and yield success for program participants.

RECOMMENDATION 8

The Job Training Partnership Council should work to increase involvement of business and organized labor as key players in JTPA partnership efforts to expand nontraditional employment opportunities and apprenticeships for women. Private Industry Councils (PICs) and Empire State Partners (ESP) should be encouraged to actively participate in planning and oversight of nontraditional employment for women initiatives. Other advisory councils and groups should also be encouraged to support these efforts.

FINDING 9

JTPA Service Delivery Areas would be greatly assisted in carrying out their responsibilities for training and training-related placements of women in nontraditional employment if they could be linked with employers who are subject to equal employment opportunity and affirmative action requirements by the U.S. Department of Labor Office of Federal Contract Compliance Programs.

RECOMMENDATION 9

The State Department of Labor should establish formal linkages with the United States Department of Labor's Office of Federal Contract Compliance Programs to gain access to program information on federal contractors for service delivery areas to train and prepare women and minorities for these jobs.
B. EDUCATION, TRAINING & SUPPORTIVE SERVICES

The Subcommittee on Nontraditional Employment for Women work groups on program delivery and women's issues examined the constraints and barriers in JTPA and other public programs to providing nontraditional employment training for women. The two work groups identified many areas of concern that were found to be interwoven. As a result, the following recommendations integrate the proposals of the two work groups under the heading of education, training and supportive services.

FINDING 10

Girls and women often do not consider nontraditional occupations because they do not have the necessary information to make intelligent choices. The difficulty of recruiting women into non-traditional occupations might be reduced by providing clear information. Sex-role stereotyping is pervasive and circumscribes the range of options available to women. The United States will face shortages of skilled workers as the existing work force ages and the pool for potential replacements is largely comprised of women, minorities and immigrants. A public education campaign would be helpful to encourage ambitious career goals for youth and demonstrate that women can perform in so-called nontraditional jobs.

RECOMMENDATION 10-A

The Job Training Partnership Council in collaboration with the State Departments of Labor and Education and the Division for Women should coordinate development of marketing materials to encourage women to consider nontraditional occupations. These materials should show women at work in skilled trades and high technology fields, with clear and realistic information about wages, physical conditioning, possible side effects of specific occupations, transferable skills, child care, and legal rights. This information would be disseminated for use by SDAs, CBOs PICs, Head Start, schools (elementary, junior high, high school and post-secondary education), Job Service, JTPA, social service agencies, youth programs, career counselors, and other organizations in all areas of the state.

RECOMMENDATION 10-B

The state agencies responsible for work force preparation programs should develop and distribute training materials to educate counselors in all work force preparation programs to enable them to recruit or counsel girls and women to consider non-traditional occupations or careers.
FINDING 11

Service Delivery Areas that receive federal Job Training Partnership Act funds operate programs that are subject to performance standards and may receive incentives to reward success or be sanctioned for failure to perform as required. The challenge to SDAs of providing nontraditional employment training for women under JTPA, which may require more support services and longer periods of participation, should not be impeded by the performance standards.

RECOMMENDATION 11-A

The New York State Department of Labor should work with the U.S. Department of Labor to ensure that performance standards provide incentives and reward SDAs for success in non-traditional employment for women training and apprenticeships.

RECOMMENDATION 11-B

The New York State Department of Labor should adjust JTPA performance standards when SDAs have in place "Components of a Successful Nontraditional Employment for Women Program" (see attachment).
COMPONENTS OF SUCCESSFUL PROGRAMS

LEADERSHIP TEAMS/ADVISORY COMMITTEES

COLLABORATION/COORDINATION

VISION
  - EXPOSURE TO ALL OPTIONS WITH ROLE MODELS, VIDEOS, FILMS, ETC.
  - BUILD ESTEEM/RAISE EXPECTATIONS
  - BELIEVE IN SUCCESS

SUPPORT
  - LIFE MANAGEMENT ASSISTANCE: TRANSPORTATION, HOUSING, BUDGETING, PLANNING/TROUBLE SHOOTING, COUNSELING
  - CHILD CARE
  - SUPPORT GROUPS

TRAINING
  - LITERACY (INCLUDING REMEDIAL MATH)
  - FITNESS, DEVELOP UPPER BODY STRENGTH, AEROBIC CONDITIONING, ETC.
  - SKILLS
  - JOB SEARCH/SURVIVAL SKILLS

ADVOCACY
  - JOB DEVELOPMENT/PLACEMENT
  - MENTORSHIP/JOB COACHES
  - COMMUNITY COORDINATION
  - ENFORCEMENT LINKAGE (MEGA PROJECTS/WS 2000)
FINDING 12

Service Delivery Areas (SDA) are required to establish goals for the training, placement and retention of women in nontraditional employment. Many of the SDAs are reluctant or unable to set numerical goals because they have limited information on the types and numbers of jobs that would qualify as nontraditional, i.e., in which women constitute less than 25% of the work force, and limited experience in this area.

RECOMMENDATION 12-A

The State Job Training Partnership Council should recommend, as a minimum guideline, that SDA goals for training and placement of women in nontraditional employment for Program Year 1993 double efforts of the previous year, rather than have the state set a specific percentage goal requirement.

RECOMMENDATION 12-B

Service Delivery Areas should be encouraged to set numerical goals for training in occupations that are easy to fill and incentive goals for more difficult to meet nontraditional employment and apprenticeship training, placement and retention.

FINDING 13

In order for Service Delivery Areas to meet their goals for training, placement and retention of non-traditional employment for women, they need technical assistance and training in successful techniques that will build their local capacity to produce meaningful results.

RECOMMENDATION 13-A

The State Department of Labor should coordinate the provision of training and technical assistance on nontraditional employment both statewide and on a regional basis.

RECOMMENDATION 13-B

Experienced leaders and representatives of programs that have successfully trained and placed women in nontraditional jobs in New York State should be included in technical assistance and training to teach SDAs how to improve access and achieve results for women in nontraditional occupations and apprenticeships.

FINDING 14

Collaboration with other agencies and systems is essential to make sure that education and training services provided for women are comprehensive and ultimately successful for participants. It is especially important that Job Opportunity & Basic Skills Training (JOBS) programs for public assistance recipients support and encourage nontraditional employment training to provide these women and their families an opportunity for economic self-sufficiency and independence.
RECOMMENDATION 14-A

The Job Training Partnership Council should encourage the provision of incentives for linkages to ensure that common goals in regard to nontraditional employment for women are understood and supported by departments of social services, education, labor, JTPA, CBOs and other agencies.

RECOMMENDATION 14-B

The State Education Department, in collaboration with the Job Training Partnership Council, Department of Labor, Division for Women, and Service Delivery Areas, should expand linkages with JTPA Education Coordination (8%) funds and VATEA Sex Equity/Single Parent program resources to promote collaborative nontraditional occupation projects.

FINDING 15

Women should be encouraged to think about starting and operating their own business and, if appropriate, should also be directed to the organizations established to help women and minorities find needed technical assistance and capital through small business development loans or grants. Nontraditional employment for women must include the option of entrepreneurship and information on business development assistance.

RECOMMENDATION 15

The State Department of Economic Development should enhance linkages for minority/women-owned business development services to be accessible for participants in training programs to ensure that entrepreneurship may be a nontraditional employment option for women and education, support, and micro-enterprise grants/small business development loans may be available when appropriate.

FINDING 16

Service Delivery Areas must report on their experience in training, placing and retaining women in nontraditional employment using manual or other data collection processes until the national JTPA reporting system is fully implemented. They also need to know about occupations that meet the definition of nontraditional and the supply/demand data for program planning and management purposes.

RECOMMENDATION 16-A

The Job Training Partnership Council should work with the State Departments of Labor and Education to collect and analyze data to identify, track and evaluate results for women who have received nontraditional training under JTPA and VATEA.
**RECOMMENDATION 16-B**

The State Department of Labor should provide labor market information for Service Delivery Areas to use in planning for nontraditional employment programs.

**FINDING 17**

Girls and women are often unwilling to consider accepting physical and/or technical jobs because of sex-role stereotyping and perceived inability to perform certain tasks. Giving young women a chance to experience nontraditional occupations through summer or school-year programs may be a valuable way to encourage young women to consider careers in these fields. Service Delivery Areas, educational agencies, and other youth serving agencies should have access to high quality curriculum and training materials that encompass life's skills and nontraditional employment training. Coordinated efforts could provide motivation and support services to enable youth to succeed in academic and training activities.

**RECOMMENDATION 17-A**

The State Departments of Labor and Education should expand the use of the JTPA summer youth program, school-based programs, Conservation Corps, Urban Corps, and PPV/STEP models for nontraditional work experience, recruitment, and sex equity training.

**RECOMMENDATION 17-B**

These agencies should encourage the provision of life skills, entrepreneurship and nontraditional career opportunity curricula for various youth target groups, including in-school and out-of-school, to be available and replicated across the state.

**RECOMMENDATION 17-C**

The State Departments of Labor, Education, and Social Services should work with their local counterparts to establish linkages among JTPA programs with those for pregnant and parenting teens run by BOCES, DSS, CBOs, etc.

**FINDING 18**

Employers should be asked to assist in public education efforts to ameliorate sex-role stereotyping that restricts young women's career options.

**RECOMMENDATION 18**

The Job Training Partnership Council and other state agencies should encourage the NYC Partnership and similar private-sector initiatives to provide summer jobs in physical or technical areas for girls or young women.
FINDING 19

New York State has no central source capable of providing information on programs and activities that target women in nontraditional trade or technical careers. Comprehensive, up-to-date materials that would be available to a variety of agencies and organizations (e.g., JTPA, DOL, DSS, CBOs, etc.) are needed.

RECOMMENDATION 19

The Division for Women and Departments of Labor and Education should collaborate on a clearinghouse to provide information, materials, and model programs on nontraditional employment and trade and technical careers for women.

FINDING 20

Nontraditional employment for women includes a broad range of high technology and blue-collar occupations. Sex-role stereotyping and occupational segregation circumscribe the range of options available to women, minorities, and others who face barriers to employment. Public education is needed to overcome these barriers.

RECOMMENDATION 20

The Subcommittee should work with federal, state and local agencies to develop new strategies for recruiting and promoting nontraditional employment to women, that demonstrate the connections between technology and how it affects their lives. Encourage videos produced by young women for this purpose, to give them experience in this high-technology occupation.

FINDING 21

Despite the emphasis on nontraditional employment in JTPA, the level of resources available under JTPA is very limited overall, allowing service to approximately five percent of eligible persons. New funding is essential to expand training for nontraditional employment for women.

RECOMMENDATION 21

The Subcommittee should work with federal, state, and local officials to research and publish information about additional funding streams from federal, state, local, private sources for nontraditional trade and technical occupational or career training.

FINDING 22

Work-related problems frequently arise when a woman finds that she is the only woman in a classroom or at a particular work site. Support services can minimize these problems.
RECOMMENDATION 22

Service Delivery Areas and training provider agencies should ensure that girls and women are provided appropriate support services to enable them to succeed in nontraditional work experience, training or job placements. These should include:

► Clear grievance procedures with swift resolution mechanism(s).
► Where appropriate, physical training.
► Equal access to training, upgrading/retraining, continuing education.
► Well publicized defined line of authority.
► A place, time, mechanism to ventilate with other women, i.e. a sanctioned support group and/or a designated person with authority to act.
► Posted and frequently circulated policy statement regarding sexual harassment.

FINDING 23

Girls and women who are preparing for employment in careers in which they will be a distinct minority need to understand their rights to work in an environment free of sex discrimination or sexual harassment and the legal remedies available to them if they experience these problems.

RECOMMENDATION 23

The Job Training Partnership Council in collaboration with the Division for Women should encourage the adoption by workforce development agencies of the recommendations of the Task Force on Sexual Harassment. These should address the following:

► Encourage state and local workforce development organizations to have sexual harassment prevention policies and procedures.
► Include training to prevent sex discrimination and sexual harassment for men and women as a component of nontraditional career and employment training programs.
► Provide sexual harassment prevention training for SDAs, CBOs and other training providers, including the name of a person to go to for reporting problems.

FINDING 24

New York State Association of Counties (NYSAC) is now presenting awards on a regular basis to organizations across the state for exceptional or noteworthy training initiatives.
RECOMMENDATION 24

The Job Training Partnership Council, in collaboration with the State Departments of Labor and Education, should establish awards to call attention to nontraditional employment for women initiatives. The New York State Association of Counties should be asked to include this as a regular category for awards and recognize one distinctive program in Program Year 1992 if possible.
APPENDICES

A. Nontraditional Occupations for Women (U.S. Data)

B. Organizations providing services to meet women's needs in New York State:
   - Displaced Homemaker Program Center Directors
   - Nontraditional Career Options for Women (JTPA 8% and VATEA-funded Projects)
   - Nontraditional Employment for Women Training Organizations
   - JTPA Service Delivery Areas.
## APPENDIX A

### NONTRADITIONAL OCCUPATIONS FOR WOMEN

**TOTAL EMPLOYMENT, WOMEN AS PERCENT OF TOTAL EMPLOYMENT**

**MEDIAN WEEKLY WAGES FOR OCCUPATION**

<table>
<thead>
<tr>
<th>OCCUPATIONS</th>
<th>Total # of Workers (both sexes) in 000s</th>
<th>Percent of Total Women</th>
<th>Median Weekly Wage (both sexes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators, protective</td>
<td>50</td>
<td>14.0%</td>
<td>$683</td>
</tr>
<tr>
<td>Construction inspectors</td>
<td>60</td>
<td>6.7</td>
<td>615</td>
</tr>
<tr>
<td>Engineers, architects and surveyors</td>
<td>1838</td>
<td>8.5</td>
<td>835</td>
</tr>
<tr>
<td>Geologists and geodesists</td>
<td>55</td>
<td>12.7</td>
<td>728</td>
</tr>
<tr>
<td>Clergy</td>
<td>249</td>
<td>8.4</td>
<td>459</td>
</tr>
<tr>
<td>Lawyers and judges</td>
<td>397</td>
<td>23.9</td>
<td>1,007</td>
</tr>
<tr>
<td>Photographers</td>
<td>53</td>
<td>22.6</td>
<td>424</td>
</tr>
<tr>
<td>Engineering, related technologists &amp; technicians</td>
<td>857</td>
<td>16.6</td>
<td>523</td>
</tr>
<tr>
<td>Electrical &amp; electronic technicians</td>
<td>331</td>
<td>11.8</td>
<td>544</td>
</tr>
<tr>
<td>Drafting occupations</td>
<td>232</td>
<td>15.9</td>
<td>513</td>
</tr>
<tr>
<td>Surveying and mapping technicians</td>
<td>58</td>
<td>8.6</td>
<td>489</td>
</tr>
<tr>
<td>Airplane pilots and navigators</td>
<td>71</td>
<td>4.2</td>
<td>932</td>
</tr>
<tr>
<td>Sales representatives, commodities, except retail</td>
<td>1315</td>
<td>21.6</td>
<td>613</td>
</tr>
<tr>
<td>Sales workers, motor vehicles and boats</td>
<td>222</td>
<td>6.3</td>
<td>475</td>
</tr>
<tr>
<td>Sales workers, hardware and building supplies</td>
<td>164</td>
<td>14.6</td>
<td>318</td>
</tr>
<tr>
<td>Sales workers, parts</td>
<td>131</td>
<td>7.6</td>
<td>316</td>
</tr>
<tr>
<td>Protective services</td>
<td>1818</td>
<td>12.8</td>
<td>489</td>
</tr>
<tr>
<td>Supervisors</td>
<td>178</td>
<td>7.3</td>
<td>634</td>
</tr>
<tr>
<td>Police and detectives</td>
<td>96</td>
<td>7.3</td>
<td>682</td>
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<tr>
<td>Firefighting and fire prevention</td>
<td>214</td>
<td>1.9</td>
<td>608</td>
</tr>
<tr>
<td>Firefighting</td>
<td>197</td>
<td>1.5</td>
<td>616</td>
</tr>
<tr>
<td>Police and detectives</td>
<td>867</td>
<td>14.1</td>
<td>532</td>
</tr>
<tr>
<td>Police and detectives, public service</td>
<td>486</td>
<td>10.9</td>
<td>595</td>
</tr>
<tr>
<td>Sheriffs, bailiffs &amp; other law enforce. officers</td>
<td>115</td>
<td>17.4</td>
<td>503</td>
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<tr>
<td>Correctional institution officers</td>
<td>267</td>
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<td>480</td>
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<tr>
<td>Guards</td>
<td>599</td>
<td>15.5</td>
<td>304</td>
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<tr>
<td>Guards and police, except public service</td>
<td>521</td>
<td>14.6</td>
<td>308</td>
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<tr>
<td>Precision production, craft &amp; repair</td>
<td>10642</td>
<td>8.3</td>
<td>483</td>
</tr>
<tr>
<td>Mechanics and repairers</td>
<td>3747</td>
<td>3.8</td>
<td>490</td>
</tr>
<tr>
<td>Supervisors</td>
<td>237</td>
<td>10.1</td>
<td>590</td>
</tr>
<tr>
<td>Mechanics &amp; repairers, except supervisors</td>
<td>3510</td>
<td>3.4</td>
<td>484</td>
</tr>
<tr>
<td>Vehicle, mobile equipment mech. &amp; repairs</td>
<td>1418</td>
<td>1.0</td>
<td>439</td>
</tr>
<tr>
<td>OCCUPATIONS</td>
<td>Total # of Workers (both sexes)</td>
<td>Percent of Total Women</td>
<td>Median Weekly Wage (both sexes)</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-------------------------------</td>
<td>------------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td>Automobile mechanics</td>
<td>819</td>
<td>0.2</td>
<td>$385</td>
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<tr>
<td>Bus, truck &amp; Stationary engine mechanics</td>
<td>281</td>
<td>0.0</td>
<td>471</td>
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<tr>
<td>Aircraft engine mechanics</td>
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<td>4.7</td>
<td>801</td>
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<tr>
<td>Small engine repairers</td>
<td>53</td>
<td>1.9</td>
<td>379</td>
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<tr>
<td>Automobile body and related repairers</td>
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<td>402</td>
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<tr>
<td>Heavy equipment mechanics</td>
<td>161</td>
<td>0.6</td>
<td>510</td>
</tr>
<tr>
<td>Industrial machinery repairers</td>
<td>498</td>
<td>2.6</td>
<td>491</td>
</tr>
<tr>
<td>Electrical &amp; electronic equipment repairers</td>
<td>636</td>
<td>9.7%</td>
<td>591</td>
</tr>
<tr>
<td>Communications &amp; industrial equipment</td>
<td>141</td>
<td>7.1</td>
<td>497</td>
</tr>
<tr>
<td>Data processing equipment repairers</td>
<td>131</td>
<td>14.5</td>
<td>569</td>
</tr>
<tr>
<td>Telephone line installers &amp; repairers</td>
<td>61</td>
<td>6.6</td>
<td>629</td>
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<tr>
<td>Telephone installers &amp; repairers</td>
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<td>13.9</td>
<td>645</td>
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<tr>
<td>Heating, AC &amp; refrigeration mechanics</td>
<td>196</td>
<td>*</td>
<td>471</td>
</tr>
<tr>
<td>Miscellaneous mechanics &amp; repairers</td>
<td>738</td>
<td>4.1</td>
<td>483</td>
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<tr>
<td>Office machine repairers</td>
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<td>4.8</td>
<td>468</td>
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<tr>
<td>Millwrights</td>
<td>71</td>
<td>4.2</td>
<td>551</td>
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<tr>
<td>Construction trades</td>
<td>3365</td>
<td>1.2</td>
<td>483</td>
</tr>
<tr>
<td>Supervisors</td>
<td>439</td>
<td>1.1</td>
<td>600</td>
</tr>
<tr>
<td>Construction trades, except supervisors</td>
<td>2925</td>
<td>1.3</td>
<td>467</td>
</tr>
<tr>
<td>Brickmasons &amp; stonemasons</td>
<td>109</td>
<td>*</td>
<td>490</td>
</tr>
<tr>
<td>Carpet installers</td>
<td>51</td>
<td>*</td>
<td>324</td>
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<tr>
<td>Carpenters</td>
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<td>Drywall installers</td>
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<td>480</td>
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<tr>
<td>Electricians</td>
<td>602</td>
<td>1.5</td>
<td>538</td>
</tr>
<tr>
<td>Electrical power installers &amp; repairers</td>
<td>110</td>
<td>1.8</td>
<td>616</td>
</tr>
<tr>
<td>Painters, construction &amp; maintenance</td>
<td>279</td>
<td>3.6</td>
<td>357</td>
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<tr>
<td>Plumbers, pipefitters, steamfitters, apprentices</td>
<td>350</td>
<td>1.4</td>
<td>509</td>
</tr>
<tr>
<td>Concrete &amp; terrazzo finishers</td>
<td>56</td>
<td>1.8</td>
<td>452</td>
</tr>
<tr>
<td>Roofers</td>
<td>121</td>
<td>*</td>
<td>376</td>
</tr>
<tr>
<td>Extractive occupations</td>
<td>140</td>
<td>2.9</td>
<td>597</td>
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<tr>
<td>Precision production occupations</td>
<td>3389</td>
<td>20.4</td>
<td>469</td>
</tr>
<tr>
<td>Supervisors</td>
<td>1201</td>
<td>16.6</td>
<td>563</td>
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<tr>
<td>Precision metalworking occupations</td>
<td>829</td>
<td>4.0</td>
<td>492</td>
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<tr>
<td>Tool &amp; die makers</td>
<td>137</td>
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<td>620</td>
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<tr>
<td>Machinists</td>
<td>464</td>
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<td>476</td>
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<tr>
<td>Sheet metal workers</td>
<td>117</td>
<td>4.3</td>
<td>476</td>
</tr>
<tr>
<td>Precision woodworking occupations</td>
<td>62</td>
<td>12.9</td>
<td>311</td>
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</table>
## Nontraditional Occupations for Women

<table>
<thead>
<tr>
<th>Occupations</th>
<th>Total # of Workers (both sexes) in 000s</th>
<th>Percent of Total Women</th>
<th>Median Weekly Wage (both sexes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Butchers &amp; meat cutters</td>
<td>238</td>
<td>19.7</td>
<td>$323</td>
</tr>
<tr>
<td>Precision inspectors, testers, &amp; related workers</td>
<td>120</td>
<td>18.3</td>
<td>502</td>
</tr>
<tr>
<td>Inspectors, testers &amp; graders</td>
<td>112</td>
<td>17.9</td>
<td>511</td>
</tr>
<tr>
<td>Plant &amp; system operators</td>
<td>253</td>
<td>5.5</td>
<td>550</td>
</tr>
<tr>
<td>Water &amp; sewage treatment plan operators</td>
<td>57</td>
<td>5.3</td>
<td>434</td>
</tr>
<tr>
<td>Stationary engineers</td>
<td>103</td>
<td>2.9</td>
<td>562</td>
</tr>
<tr>
<td>Metal &amp; plastic working machine operators</td>
<td>438</td>
<td>16.9</td>
<td>409</td>
</tr>
<tr>
<td>Lathe &amp; turning machine operators</td>
<td>63</td>
<td>7.9</td>
<td>488</td>
</tr>
<tr>
<td>Grinding, abrading, buffing &amp; polishing machine</td>
<td>129</td>
<td>14.0</td>
<td>403</td>
</tr>
<tr>
<td>Woodworking machine operators</td>
<td>127</td>
<td>11.0</td>
<td>310</td>
</tr>
<tr>
<td>Sawing machine operators</td>
<td>87</td>
<td>9.2</td>
<td>326</td>
</tr>
<tr>
<td>Printing machine operators</td>
<td>271</td>
<td>13.3</td>
<td>418</td>
</tr>
<tr>
<td>Mixing &amp; blending machine operators</td>
<td>95</td>
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<td>385</td>
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<tr>
<td>Separating, filtering, clarifying machine operators</td>
<td>53</td>
<td>11.3%</td>
<td>498</td>
</tr>
<tr>
<td>Painting &amp; paint spraying machine operators</td>
<td>175</td>
<td>12.0</td>
<td>387</td>
</tr>
<tr>
<td>Furnace, kiln &amp; oven operators excluding food</td>
<td>97</td>
<td>8.2</td>
<td>453</td>
</tr>
<tr>
<td>Welders &amp; cutters</td>
<td>499</td>
<td>4.8</td>
<td>424</td>
</tr>
<tr>
<td>Transportation &amp; material moving occupations</td>
<td>3943</td>
<td>6.1</td>
<td>419</td>
</tr>
<tr>
<td>Motor vehicle operators</td>
<td>2796</td>
<td>6.9</td>
<td>407</td>
</tr>
<tr>
<td>Supervisors, motor vehicle operators</td>
<td>68</td>
<td>19.1</td>
<td>503</td>
</tr>
<tr>
<td>Truckdrivers, heavy</td>
<td>1676</td>
<td>1.9</td>
<td>429</td>
</tr>
<tr>
<td>Truckdrivers, light</td>
<td>490</td>
<td>7.1</td>
<td>319</td>
</tr>
<tr>
<td>Drivers - sales workers</td>
<td>171</td>
<td>4.1</td>
<td>458</td>
</tr>
<tr>
<td>Taxicab drivers &amp; chauffeurs</td>
<td>107</td>
<td>14.0</td>
<td>339</td>
</tr>
<tr>
<td>Transportation occupations except motor vehicle</td>
<td>166</td>
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<td>716</td>
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<td>Rail transportation</td>
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<tr>
<td>Material moving equipment operators</td>
<td>981</td>
<td>4.7</td>
<td>422</td>
</tr>
<tr>
<td>Operating engineers</td>
<td>208</td>
<td>1.0</td>
<td>501</td>
</tr>
<tr>
<td>Crane &amp; lower operators</td>
<td>78</td>
<td>1.3</td>
<td>518</td>
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<tr>
<td>Excavating &amp; loading machine operators</td>
<td>85</td>
<td>1.2</td>
<td>465</td>
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<tr>
<td>Grader, dozer and scraper operators</td>
<td>75</td>
<td>1.3</td>
<td>419</td>
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<tr>
<td>Industrial truck &amp; tractor equipment operators</td>
<td>432</td>
<td>7.9</td>
<td>379</td>
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<tr>
<td>Handlers equipment cleaners, helpers, &amp; laborers</td>
<td>3383</td>
<td>16.4</td>
<td>305</td>
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<tr>
<td>Helpers, construction &amp; extractive occupations</td>
<td>99</td>
<td>1.0</td>
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<tr>
<td>Helpers, construction trades</td>
<td>91</td>
<td>1.1</td>
<td>270</td>
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<tr>
<td>Construction laborers</td>
<td>607</td>
<td>3.3</td>
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<tr>
<td>Production helpers</td>
<td>59</td>
<td>11.9</td>
<td>341</td>
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### Nontraditional Occupations for Women

<table>
<thead>
<tr>
<th>OCCUPATIONS</th>
<th>Total # of Workers (both sexes) in 000s</th>
<th>Percent of Total Women</th>
<th>Median Weekly Wage (both sexes)</th>
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<tbody>
<tr>
<td>Freight, stock &amp; material handlers</td>
<td>1042</td>
<td>17.0</td>
<td>$302</td>
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<tr>
<td>Garage &amp; service station related occupations</td>
<td>136</td>
<td>4.4</td>
<td>224</td>
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<tr>
<td>Vehicle washers &amp; equipment cleaners</td>
<td>152</td>
<td>13.2</td>
<td>247</td>
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<tr>
<td>Laborers, except construction</td>
<td>1022</td>
<td>17.7</td>
<td>313</td>
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<tr>
<td>Farming, forestry &amp; fishing</td>
<td>1397</td>
<td>11.4</td>
<td>263</td>
</tr>
<tr>
<td>Farm operators &amp; managers</td>
<td>66</td>
<td>15.2</td>
<td>364</td>
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<tr>
<td>Other agricultural &amp; related occupations</td>
<td>1253</td>
<td>11.6</td>
<td>258</td>
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<tr>
<td>Related agricultural occupations</td>
<td>631</td>
<td>9.4</td>
<td>276</td>
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<tr>
<td>Supervisors, related agricultural</td>
<td>55</td>
<td>3.6</td>
<td>414</td>
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<tr>
<td>Groundskeepers &amp; gardeners, except farm</td>
<td>519</td>
<td>4.2</td>
<td>269</td>
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<tr>
<td>Forestry &amp; logging occupations</td>
<td>63</td>
<td>4.8</td>
<td>314</td>
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</table>

Data in this table were extracted from the Bureau of Labor Statistics' Employment and Earnings, January 1992 pp223-227

Note: Data are restricted for full-time wage & salary workers derived from the Current Population Survey.

Occupational codes are categorized by the Standard Occupation Classification.

* figures obtained were not reliable.
DISPLACED HOMEMAKER PROGRAM CENTER
DIRECTORS

ALBANY-RENSSELAER-SCHENECTADY SDA
Patricia McLean
NYS Labor Community Svs/Albany
315 Hamilton Street
Albany, NY  12210
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Schenectady CAP
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Schenectady, NY  12305
(518) 374-9181

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CRES/PDHP of Tompkins Co.
301 South Geneva Street
Ithaca, NY  14850
(607) 272-1520

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Balance of ERIE SDA
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(716) 847-1120

Betty Belschner
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Queens Women’s Network
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Good Shepherd Services
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Brooklyn, NY 11215
(718) 768-9700

Regina McShane
Bensonhurst Tenants Council, Inc.
82 Quentin Road
Brooklyn, NY 11223
(718) 372-2413

Risa Silverman
Agudath Israel of America
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Brooklyn, NY 11230
(718) 338-9200

Olga Martinez
Research Foundation of CUNY
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West 181st Street & University Avenue
Bronx, NY 10453
(212) 220-6395

NIAGARA SDA

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473 Third Street, Suite 207
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(716) 282-8472

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Eleanor Koslick
NYS Labor Community Services/Utica
Utica State Office Building
207 Genesee Street
Utica, NY 13501
(315) 793-2790

ONONDAGA-SYRACUSE SDA

Peggy Hanousek
Regional Learning Service
405 Oak Street
Syracuse, NY 13203
(315) 425-5290

ROCHESTER SDA

Peg Steffan
Regional Council on Aging
79 North Clinton Avenue
Rochester, NY 14604
(716) 454-3224

ROCKLAND COUNTY SDA

Dr. Rita Lieberman
Rockland County Guidance Center
83 Main Street
Nyack, NY 10960
(914) 358-9390

SUFFOLK SDA

Joan Fischer
Suffolk County Department of Labor
455 Wheeler Road
Hauppauge, NY 11788
(516) 853-6624

Renee Lazer
Federation Employment & Guidance
1455 Veterans Highway
Hauppauge, NY 11788
(516) 234-0300

WESTCHESTER BALANCE SDA

Marilyn Wald
Westchester Community College
302 Academic Arts Building
75 Grasslands Road
Valhalla, NY 14850
(914) 285-6825
NEW YORK STATE PROGRAMS
NONTRADITIONAL CAREER OPTIONS FOR WOMEN
(JTPA-8% and VATEA-Funded Projects)

**JTPA 8% INNOVATIVE PROJECTS**

<table>
<thead>
<tr>
<th>College/Center</th>
<th>Program/Project</th>
<th>Contact Person</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Clinton Community College</td>
<td>Women At Work</td>
<td>Innam Fenton</td>
<td>(518) 562-4144</td>
</tr>
<tr>
<td>Bluff Point</td>
<td>Public Safety Occupations</td>
<td>Shirley Miller</td>
<td>(718) 482-5322</td>
</tr>
<tr>
<td>Plattsburgh, New York 12901</td>
<td>New Directions</td>
<td>Beverlyann Zier</td>
<td>(716) 526-4654</td>
</tr>
<tr>
<td>LaGuardia Community College</td>
<td>Rural Women’s Challenge</td>
<td>Virginia Felleman</td>
<td>(315) 655-8419</td>
</tr>
<tr>
<td>31-10 Thomson Avenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Long Island City, New York 11101</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wayne-Finger Lakes BOCES</td>
<td>Enhancing Earning Power</td>
<td>Robert Davis</td>
<td>(607) 753-9301</td>
</tr>
<tr>
<td>3501 County Road #20</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stanley, New York 14561</td>
<td>Non-Trad for Women</td>
<td>Mary Snodgrass</td>
<td>(716) 373-4013</td>
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<tr>
<td>Madison County Employment &amp; Training and Cazenovia College</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seminary Street</td>
<td></td>
<td></td>
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<tr>
<td>Cazenovia, New York 13035</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Onondaga-Cortland-Madison BOCES</td>
<td>ACCESS for Women</td>
<td>Linda Silverman</td>
<td>(718) 260-5730</td>
</tr>
<tr>
<td>1710 N.Y.S. Route 13</td>
<td>Women In Technology</td>
<td>Lynn Sheren</td>
<td>(914) 341-4585</td>
</tr>
<tr>
<td>Cortland, New York 13045</td>
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</tr>
<tr>
<td>Cattaraugus Employment &amp; Training and Everywoman Opportunity Center</td>
<td>Women In Automotive</td>
<td>Jessica Levy</td>
<td>(716) 325-1242</td>
</tr>
<tr>
<td>407 North Union Street</td>
<td></td>
<td></td>
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<tr>
<td>Olean, New York 14760</td>
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**VATEA FUNDED PROGRAMS**

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<th>College/Center</th>
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<td>NYC Technical College</td>
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<td>300 Jay Street</td>
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<td>Brooklyn, New York 11201</td>
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<tr>
<td>Orange County Community College</td>
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<tr>
<td>115 South Street</td>
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<tr>
<td>Middletown, New York 10940</td>
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<tr>
<td>Monroe Community College</td>
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<tr>
<td>1000 Henrietta Road</td>
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<tr>
<td>Rochester, New York 14623</td>
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</tbody>
</table>
NEW YORK STATE PROGRAMS
NONTRADITIONAL CAREER OPTIONS FOR WOMEN
(CONTINUED)

Suffolk III BOCES
17 Westminster Avenue
Dix Hills, New York  11746

Women In Construction
Rosemary Camilleri
(516) 667-6000, ext. 303

NEW VENTURES PROJECTS (VATEA)

Erie #2 BOCES
8685 Erie Road
Angola, New York  14006

Nancy Sabatini
(716) 549-4454

Niagara Community College
ACCESS Center
1001 11th Street
Niagara Falls, New York  14301

Carla Volpe
(716) 278-8150

Family Institute
LaGuardia Community College
31-10 Thomson Avenue
Long Island City, New York  11101

Janice Kydd
(718) 482-5351

Madison-Oneida BOCES
ACCESS Center
508 Second Street
Utica, New York  13501

Elizabeth Gillis
(315) 732-8807

St. Lawrence-Lewis BOCES
P. O. Box 236, NE Campus
Norwood, New York  13668

Bill Short
(315) 353-6693

Ulster BOCES
Route 9W
Port Ewen, New York  12466

Dorothy Carbo
(914) 331-0902

OTHER PROGRAMS

Nontraditional Employment for Women
(NEW)
243 W. 20th Street
New York, New York  10010

Lola Snyder
(212) 627-6252
NONTRADITIONAL EMPLOYMENT FOR WOMEN
TRAINING ORGANIZATIONS

Nontraditional Employment for Women
(NEW)
243 West 20th Street
New York, New York 10011

PREP, Inc.
50 Clinton Street
Hempstead, New York 11550

Gardenia White
Executive Director
(212) 627-6252

Cheryl Smyler-George
Director
(516) 485-5413
NYS SERVICE DELIVERY AREAS

ACCESS SDA (CLINTON/ESSEX/FRANKLIN/HAMILTON) James Calnon
Executive Director
ACCESS Private Industry Council
185 Margaret Street
Plattsburgh, NY 12901
(518) 561-4295

ALBANY/RENSSELAER/SCHENECTADY SDA Joseph Mancinelli, Commissioner
Rensselaer County Dept. of Employment & Training
Ned Pattison Rensselaer County Government Center
Troy, NY 12180
(518) 270-2860

BROOME/TIOGA/TOMPKINS SDA Terry Stark, Director
Office of Employment & Training
Community Service Center
30 Wall Street
Binghamton, NY 13901
(607) 773-7166

BUFFALO/ERIE/CHEektOWAGA/TONAwaNDA CONSORTIUM Patrick Quigley
Executive Director
Office of Employment & Training
506 Delaware Avenue
Buffalo, NY 14202-1391
(716) 885-9840

CATTARAGUS/ALLEgANY SDA Charles F. McDonnell
PIC Coordinator
The Economic Development Center
1010 Wayne Street
Olean, NY 14760-1155
(716) 373-1045

CAYUGA/CORTLAND SDA Judy K. Davison
Office of Employment & Training Grant Administrator
Cortland County Office Building
60 Central Avenue
Cortland, NY 13045
(607) 753-5201

CHAutaUQA CoUNTy SDA Jane Cleaver
Executive Director
Chautauqua County PIC
200 Harrison Street
Jamestown, NY 14702
(716) 664-9053


35 38
NYS SERVICE DELIVERY AREAS

(CONTINUED)

CHEMUNG/SCHUYLER/STEUBEN SDA

Joan D. Moffe
Executive Director
Private Industry Council
109 West Water Street
Painted Post, NY 14870
(607) 937-8337

CHENANGO/DELAWARE/OTSEGO SDA

Victor Ronovech
Private Industry Council Director
97 Main Street, Suite 4
Delhi, NY 13753-1231
(607) 746-7477

COLUMBIA/GREENE SDA

Robert P. Bcdratti
Director, Office of Employment & Training
Columbia-Greene Community College
Box 1000
Hudson, NY 12534
(518) 828-4181 Ext. 301

DUTCHESS/PUTNAM SDA

Cynthia S. Romine
Executive Director
Private Industry Council
Dutchess Community College
53 Pendell Road, Alumni House
Poughkeepsie, NY 12601-1595
(914) 471-4500 Ext. 4722

FINGER LAKES SDA (ONTARIO/SENECA/WAYNE/YATES)

Gary S. Fritz, Commissioner
Ontario County Division of Human Services
Department of Employment and Training Administration
3871 County Road #46
Canandaigua, NY 14424
(716) 396-4013

FULTON/MONTGOMERY/SCHOHARIE SDA

Phyllis O'Brien
Executive Director
Fulton-Montgomery-Schoharie Private Industry Council
29 East Main Street
Amsterdam, NY 12010
(518) 842-3676

GENESEE/LIVINGSTON/ORELEANS/WYOMING SDA

William H. Williams, III
Employment & Training Director
Genesee County Job Development Bureau
45 Liberty Street
Batavia, NY 14020
(716) 344-2042
NYS SERVICE DELIVERY AREAS

(CONTINUED)

HEMPSTEAD CONSORTIUM

Reverend Clinton C. Boone
Commissioner
Department of Occupational Resources
50 Clinton Street, 4th Floor
Hempstead, NY 11550
(516) 485-5000

JEFFERSON/LEWIS SDA

Martin DelSignore
Executive Director
Employment & Training Administration
135 Park Place
Watertown, NY 13601
(315) 782-9252

MONROE SDA

James McCauley
Office of Employment & Training
Community Service Building
375 Westfall Road
Rochester, NY 14620
(716) 274-7880

NEW YORK CITY SDA

Josephine Nieves
Commissioner
NYC Department of Employment
220 Church Street, Room 514-I
New York, NY 10013
(212) 433-4723

NIAGARA COUNTY SDA

Paul J. Parise, Director
Employment & Training Department
Shaw Building, Third Floor
5467 Upper Mountain Road
Lockport, NY 14094
(716) 439-4368

ONEIDA/HERKIMER/MADISON SDA

David Mathis, Director
Oneida County Office of Employment & Training
County Office Building
800 Park Avenue
Utica, NY 13501
(315) 798-5908

ONONDAGA/SYRACUSE SDA

Robert B. James, Director
Onondaga County Employment and Training Agency
Graystone Square
701 South Warren Street
Syracuse, New York 13202
(315) 435-5627
<table>
<thead>
<tr>
<th>NYS SERVICE DELIVERY AREAS</th>
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**ORANGE COUNTY SDA**
- Charles Bruno  
  Private Industry Council Director  
  Orange County Office of Employment & Training  
  75 Webster Avenue  
  Goshen, NY 10924  
  (914) 294-5151 Ext. 1701

**OSWEGO COUNTY SDA**
- Nancy J. Bellow  
  Director  
  Oswego Department of Employment and Training  
  200 North Second Street  
  Fulton, NY 13069  
  (315) 598-1280

**OYSTER BAY CONSORTIUM**
- Eugene Faber  
  Employment & Training Division  
  977 Hicksville Road  
  Massapequa, NY 11758  
  (516) 795-5610 Ext. 7758

**CITY OF ROCHESTER SDA**
- Susan Keeffe, Manager  
  Office of Employment & Training  
  140 Main St. West, 2nd Fl.  
  Rochester, New York 14614  
  (716) 428-7385

**ROCKLAND COUNTY SDA**
- Donald Slive, Director  
  Rockland County PIC  
  One Blue Hill Plaza, Suite 812  
  P.O. Box 1575  
  Pearl River, NY 10965-1575  
  (914) 735-7040

**ST. LAWRENCE COUNTY SDA**
- Edmund Russell, Jr.  
  Director, St. Lawrence County  
  Office of Economic Development  
  48 Court Street  
  Canton, NY 13617-1194  
  (315) 379-2283

**SARATOGA/WARREN/WASHINGTON SDA**
- Anthony C. Scavone, Director  
  Office of Employment & Training  
  40 South Street  
  Ballston Spa, NY 12020  
  (518) 885-8991
NYS SERVICE DELIVERY AREAS

(SOCONTINUED)

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Michael B. Falcone
Commissioner
Suffolk County Department of Labor
P.O. Box 1319
Smithtown, NY 11787-0895
(516) 853-6604

SULLIVAN COUNTY SDA

Stephen Fisher
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Sullivan County Government Center
100 North Street
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(914) 794-3000 Ext. 5006

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Jack Gibbons
Director
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Kingston, NY 12401
(914) 338-7970

WESTCHESTER BALANCE SDA

Renee Guy, Director
Westchester Private Industry Council
150 Grand Street, 6th Floor
White Plains, NY 10601
(914) 285-3910

YONKERS SDA

Dr. Marvin Lewis, Director
Yonkers Private Industry Council
45 South Broadway, 5th Floor
Yonkers, NY 10701
(914) 964-0105
JOB TRAINING PARTNERSHIP COUNCIL

MARIO M. CUOMO, GOVERNOR
STAN LUNDINE, LT. GOVERNOR
VINCENT TESI, DIRECTOR OF ECONOMIC DEVELOPMENT

OFFICERS
JEWELL JACKSON MCCABE, CHAIR
LT. GOVERNOR STAN LUNDINE, VICE CHAIR
JOSEPH TIERNO, VICE CHAIR

MEMBERS

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JUDITH AVNER
CAROLINE BIRD
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PAUL F. COLE
HONORABLE JUANITA CRABB
JAMES A. DUNCAN, JR.
CONSTANCE ENO
EDWIN ESPAILLAT
HONORABLE ARTHUR O. EVE
EDWIN D. FESSENDEN
JAMES B. GALLO
JAMES E. HARE
JOHN HUDACS
MICHAEL HURT
DR. D. BRUCE JOHNSTONE
HONORABLE JAMES J. LACK

VINCENT J. LASALA
RAE LINEFSKY
KATE RAND LLOYD
LEON MODESTE
JOSEPHINE NIEVES
ARLENE R. PENFIELD
HONORABLE JOHN D. PERRY
BARBARA REESE
RONALD SELLERS
RONALD K. SHELPI
RISA SILVERMAN
DR. THOMAS SOBOL
VINCENT TESI
LOUIS THOMAS
ROBERT VOLPE
DAVID A. WOODROW

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DAVID J. GILLETTE