The movement to train and counsel displaced homemakers began in 1975. State legislation for funding was followed by vocational educational and Comprehensive Employment and Training Act funding. The Department of Labor has estimated that there are at least 4.13 million displaced homemakers. A total of 354 displaced homemaker programs have been located. Most offer counseling rather than job-specific training. Displaced homemakers need greater support while in training and more training and employment in nontraditional occupations. Most employers who have hired displaced homemakers have found them dependable and highly motivated. The term displaced homemaker should be more clearly defined with program focus on middle-aged and older women. More effective outreach to rural and minority women, multiple sources of funding, and training of counselors and instructors in the special needs of displaced homemakers are needed. Criteria for program evaluation should include funding, outreach, and services. A seventy-page bibliography concludes the report, and appendixes constituting half the document include information on local, state, and federal displaced homemaker legislation and programs, lists of resources, and directory of educational institutions with displaced homemaker programs.) (Related documents are a manual on vocational counseling for displaced homemakers and a resource guide for vocational educators and planners—see note.) (MN)
The Displaced Homemaker: A State-of-the-Art Review

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by

Barbara H. Vinick, Ph.D.

with consultation from

Ruth H. Jacobs, Ph.D.

Wellesley Center for Research on Women

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TABLE OF CONTENTS

Preface ................................................................. 1
Highlights of the State-of-the-Art Review .......................... ii
Section 1 - The Displaced Homemakers Movement:
  History and Legislation ........................................... 1
Section 2 - Numbers of Displaced Homemakers .................... 10
Section 3 - Information from Local Programs ....................... 13
Section 4 - Vocational Training and Education ..................... 26
Section 5 - Some Responses of Employers ......................... 34
Section 6 - Problems and Recommendations ......................... 39
Section 7 - Some Criteria for Evaluation of Programs .......... 51
Bibliography on the Displaced Homemaker and Related Topics .... 52
Appendices ............................................................. 124
PREFACE

The following state-of-the-art review is the first phase of a two-year project funded by the U.S. Office of Education, Bureau of Adult and Occupational Education, "Identification and Development of Procedures for Facilitating Access to Employment through Vocational Education for Displaced Homemakers." As a basis for materials development, the Request for Proposal specified certain tasks including: determination of the location of displaced homemaker programs around the country, determination of the number of displaced homemakers served and the potential for service to additional displaced homemakers, a review of the literature, suggestion of criteria for program evaluation, determination of kinds of vocational training in which displaced homemakers are enrolled, and compilation of employers' comments.

The report of the results or the tasks specified above are found in the following seven sections, along with other information resulting from our research efforts. Our sources of data included responses to a request for information mailed to local programs and to national organizations; telephone interviews with local program directors, employers, and state vocational education sex-equality coordinators; roundtable discussions with groups of displaced homemakers, vocational educators and employers; site visits to local programs and to some national and state organizations concerned with displaced homemakers; and search of the literature in computerized data banks and libraries.

We would like to thank the people who helped in many ways -- Vivian Guilfoy of EDC, Harriet Medaris of BOAE, Evelyn Farber of the Women's Bureau DOL, Alice Quinlan and Cynthia Marano of the Displaced Homemakers Network, Grace Sheldrick, Elaine Bakal, Grace Vickery, Nancy Cruger, Susan Laing, and especially the staff members of programs who shared information with us.
Some Highlights of the State-of-the-Art Review

The following is a listing of some of the main points and findings of the state-of-the-art review, roughly in the same order in which they appear in the body of this paper. Please see individual sections for the full discussion on each point.

History of the Movement and Legislation

- The movement began in 1975 as the result of charismatic leadership and grassroots initiative.
- State legislation for funding has been followed by Vocational Education and CETA funding as the major sources of support for local programs.

Numbers of Displaced Homemakers

- There are currently no definitive statistics on the number of displaced homemakers in the country.
- The Department of Labor has estimated that there are 4.13 million displaced homemakers, a figure considered too low by some.

Location and Information from Local Programs

- Based primarily on the Program Directory of the Displaced Homemakers Network, and contact with Vocational Education Sex-Equity Coordinators in each state, 354 programs for displaced homemakers were located and listed.
- Of the 136 local programs which responded to a request for information (38% of programs located sent usable responses in time to be analyzed), 61% were affiliated with secondary or post-secondary educational institutions.
- 48% of responding programs were established within the last one and a half years.
Programs responding indicated that they had come in contact with over 26,500 displaced homemakers in the last year.

Seventy-eight percent of programs responding indicated that they could serve more displaced homemakers, given their current resources -- a total of half again as many as they are now serving.

- 47% had some vocational education funding, 43% had CETA funding, and 27% had funding from the state.
- Half of the responding programs had multiple sources of funding.
- 41% of programs had annual budgets over $25,000 and below $75,000; half had budgets above $50,000 and half below.
- Over half of the programs had only one or two full-time staff members or none.
- 65% of programs do not make use of volunteers.

Local programs vary in what they offer:

- The majority of programs have job readiness workshops (82%) and individual and group counseling.
- 75% offer skills and career assessment, but less than half (40%) offer skills training, most of it remedial for general skills (reading, math) rather than job-specific. Only 11% can offer financial support for training, and only 8% mentioned on-the-job training.

Vocational Training and Education

- The majority of local programs focus on counseling rather than job-specific training.
- Displaced Homemakers need greater opportunities to receive financial support, while in training.
- Displaced homemakers need greater opportunities for training and employment in nontraditional occupations.
Attitudes of Employers

- Most of the employers who had hired displaced homemakers were satisfied citing dependability and high motivation.
- Displaced homemakers generally lack confidence in their own abilities.
- There is a need for more awareness of displaced homemaker programs among employers.

Problems and Recommendations

- The term "displaced homemaker" has negative connotations, but should not be dropped entirely.
- The definition of a "displaced homemaker" is not clear-cut; areas of vagueness center on criteria of age, employment status, financial resources, and status of children. The focus of the movement should remain the middle-aged and older woman.
- There is a need for more effective outreach to displaced homemakers, especially to minority and rural women.
- Multiple sources of funding are desirable, especially when the funding source tends to restrict the client population, as is the case with CETA.
- There is a need for training of displaced homemaker advisors, counselors, and instructors to acquaint them with those aspects of the problem in which they lack knowledge.
- Displaced homemakers should have opportunities to explore a variety of options, an outcome made more feasible by effective linkages among community resources.

Criteria for Evaluation of Programs

- Criteria should include aspects of funding, outreach, service to displaced homemakers, and methods for the provision of those services.
SECTION 1
THE DISPLACED HOMEMAIORS MOVEMENT: HISTORY AND LEGISLATION

In little over four years the displaced homemaker has gained national attention. This has resulted in some concrete efforts at amelioration of her plight, focused on methods to enable her to re-enter the labor market. The most significant of these efforts include state funding of programs for displaced homemakers. [Currently 30 states have passed legislation and, of these, 24 have allocated funds for programs. See Appendix 1-A. Nine states maintain displaced homemaker coordinators with state funds. See Appendix 1-B.], and inclusion of displaced homemakers as a special targeted group under P.L. 94-482 of the Vocational Education Amendments of 1976 (see Appendix 1-C for copies of the legislative and regulative references) and Title III of the CETA reauthorization of 1978 (see Appendix 1-D).

In theoretical terms, the displaced homemaker as a "social problem" has proceeded through four typical stages in its "career": (1) Private or interest group recognition, (2) Political recognition as appropriate for public decision, (3) public debate, and (4) political outcomes (R. Ross and G. Staines, "The Politics of Analyzing Social Problems", in M. Chester and E. Bolling, et al., Perspectives on Group Life in America, Lexington, Mass.: Xerox Publications, 1975).

The process is, of course, a continuing one, as advocates press for growth and consolidation of gains (which goals are by no means certain in a time of economic retrenchment, as will be discussed later).

That the progress of the movement for displaced homemakers has been comparatively swift can be attributed to several factors. At the individual level, it was the charismatic leadership of two middle-aged formerly married
women, Tish Sommers and Laurie Shields, which galvanized support at the grassroots level, first in their home state of California and then in the rest of the country.

In the early 1970's while working for a program called Jobs for Older Women in Oakland, Tish Sommers became aware of the women who "fell between the cracks" of the country's systems of financial support. These were homemakers, generally over the age of 35, who had lost their means of support (the husband's earnings or AFDC when their children reached majority), who were too young to collect Social Security, who did not qualify for Unemployment Compensation, and who could not collect under the husband's pension plan. Moreover, because of their age, lack of skills and lack of recent employment, finding jobs was very difficult, even though the financial need was immediate and pressing. As coordinator of the Task Force on Older Women of the National Organization for Women, Sommers wrote of the "poisonous combination of age and sex discrimination" and of the necessity to "make a public fuss. Until that happens, a conspiracy of silence reigns, without even statistics to bear witness" ("The Compounding Impact of Age on Sex," Civil Rights Digest, Fall, 1974).

In the interest of making just such a "public fuss", Sommers joined forces with Laurie Shields and brought in lawyer Barbara Dudley to draft legislation. In the spring of 1975 a Displaced Homemakers Bill was introduced in the U.S. House of Representatives by Yvonne Burke of California. The bill, with its newly-coined term "displaced homemaker", became the rallying point around which Sommers, Shields, and Milo Smith formed the Alliance for Displaced Homemakers to drum up support in California and around the country.
As Sommers has stated, "Once the issue of middle years women who needed an assist to move from dependency to self-sufficiency was defined, given a name, and a piece of legislation as a mobilizing handle, older women came out of the woodwork and moved into political action. As a result of television coverage, women wrote by the hundreds, from cities and towns and rural areas -- with one common theme -- 'at last, a candle of hope...' They responded in the practical concrete ways of writing to legislators, of organizing small groups, of soliciting support from organizations of all kinds. In the process many turned themselves around into effective citizen participants. They were no longer victims, but healers of societal wrongs."

(Older Women: Public Policy, Private Pain, paper presented at Western Gerontological Society, May, 1979.) Women no longer had to think of their problems as personal and insurmountable, but could perceive inadequacies in the social system which could be ameliorated by social action. As lobbying activities grew, individual states passed legislation for displaced homemakers, California being the first (in record time) in September of 1975, and 13 other states following suit in the next two years.

The first displaced homemaker center was established in Oakland, with Milo Smith as director, in 1975. Since the opening of the first center numerous programs and centers for displaced homemakers have been established around the country and/or displaced homemakers have been targeted in existing programs (see listing of programs, Appendices 3-A and B). In October of 1978, Tish Sommers and Laurie Shields, now having formed the Older Women's League Educational Fund, received grants from ACTION and the Women's Bureau of the Department of Labor for a national conference on the displaced homemaker. The conference was held in Baltimore, home of the second displaced homemakers center.
in the country, the result of successful efforts to legislate funds in Maryland in 1976. With recognition at the conference of the need for an information clearinghouse and an organization for the interaction of displaced homemakers with service providers, the Displaced Homemaker Network was born and incorporated in Washington, D.C. in quarters donated by the Business and Professional Women's Foundation, under the guidance of Cynthia Morano of the Baltimore Center and Alice Quinlan. The Network puts out a newsletter every two to three months, Network News, which gives information about legislation and local programs. There is a coordinator in each of the ten Federal regions who report monthly on current activities (see Appendix 1-E for a listing of coordinators).

The growth in the number of programs around the country gives testimony to the effectiveness of grassroots advocacy which has resulted in legislation. In terms of the "career" of a social problem, outlined at the beginning of this section, interest group recognition (number 1) has led to political outcomes (number 4). What are the current political outcomes? Representative Yvonne Burke's original Displaced Homemaker Bill, which called for the Department of Health, Education and Welfare to provide multipurpose service programs, including job readiness, transition counseling, training and placement, did not pass in 1975. Early in the 95th Congress (1977), Representative Burke reintroduced an amended Displaced Homemakers Act, as did Senator Birch Bayh in the Senate, calling for the establishment of 50 multipurpose service centers. After Congressional hearings, Representative Burke and co-sponsor Augustus Hawkins filed new legislation to include the Act under CETA Title III.
In October of 1978, displaced homemakers were targeted in CETA reauthorization as a group facing particular disadvantages in the labor market. Under Title III, 5 million dollars was set aside in 1979 for programs for displaced homemakers to be implemented in FY 1980—3.25 million to go to prime sponsors and 1 million for "national demonstration projects" administered directly by the Department of Labor. The level of funding represents a considerable watering down of the original legislative bill, but is considered by leaders of the displaced homemakers movement as a "foot in the door", and, as such, significant (How to Tame the CETA Beast, Older Women's League Educational Fund, 1979). It represents national visible recognition. Regional DOL/ETA displaced homemaker coordinators have been named. See Appendix 1-F.

Although leaders of the Network were unsuccessful in having the DOL waive poverty guidelines for those displaced homemakers served in Title III programs, they feel successful in having field memos state that priority should be given to those who have been out of the work force the longest (over 5 years) and are over 40. This is in keeping with the original focus of the movement on the mid-life woman. (See Appendix 1-G, CETA Information Sheet which was included in the June, 1979 issue of the Network News.)

As of this writing, funds have not been distributed to prime sponsors or for national demonstration projects. As the number of programs has grown, the competition for funds has grown also, and there is considerable impatience at the local level to determine which programs will be awarded this money.

It should be kept in mind that displaced homemaker programs are not new to CETA; several were funded in 1978-79, mainly under Titles IIB and VI (see Appendix 1-H for a listing of prime sponsors and programs which were in operation in October, 1979, compiled by the Women's Bureau, DOL). In fact, a survey undertaken
programs indicated total number of clients rather than only displaced homemakers. When we suspected this was the case, we tried to determine how many were displaced homemakers from other information they suggested.

A tally of the specific numbers indicated that the VE group had come in contact with 3,072 displaced homemakers; the M group had come in contact with 8,344 displaced homemakers; and the O group had come in contact with 15,112. This adds to 26,528 displaced homemakers who have had some contact with a local program. 132 programs responded to this item. As there are at least twice as many programs listed in Appendices A and B, one can interpret that at least 53,000 displaced homemakers have some knowledge of the programs in their area. This seems a very high number until one realizes that if there are 4 million displaced homemakers in the country, only one in eighty had some contact with a displaced homemakers program.

Table 4: Estimated Number of Additional Displaced Homemakers Who Could be Served with the Same Resources

<table>
<thead>
<tr>
<th></th>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
</tr>
<tr>
<td>a. Can't serve any more</td>
<td>2 (10)</td>
<td>7 (25)</td>
<td>14 (25)</td>
<td>23 (22)</td>
</tr>
<tr>
<td>b. Can serve more</td>
<td>18 (90)</td>
<td>21 (75)</td>
<td>41 (75)</td>
<td>80 (78)</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>20(100%)</td>
<td>28(100%)</td>
<td>55(100%)</td>
<td>103(100%)</td>
</tr>
</tbody>
</table>

It is somewhat surprising that such a high percentage of programs (78%) indicated that they could serve more displaced homemakers given their present staff, financial resources and facilities. Even if the 33 programs who did not respond to this item did not do so because they could serve no more, the percentage would still be high.
by the Displaced Homemakers Network in the winter of 1978 and reported in the June issue of the Network News showed that of 45 programs exclusively for displaced homemakers, CETA led as a source of funding (45%), followed by State (26%) and Vocational Education (20%) funding. Guidelines state that programs under Title III may "supplement but not supplant" activities for displaced homemakers through regular prime sponsor programs. It remains to be seen if this will be the case.

Although CETA has been widely heralded as the answer to the prayers of local service providers, it appears that the past efforts and great potential of Vocational Education legislation as a source of funding should be more widely known and emphasized. It should be remembered that displaced homemakers were targeted by name at a very early stage of the displaced homemaker movement. Under P.L. 94-482 of the Vocational Education Amendments of 1976 which supplements Title IX in mandating educational equity for girls and women, community-based organizations are included (on a subcontract basis) along with LEA's state vocational education agencies, and public and non-profit institutions in providing services to displaced homemakers. Each state must include funding for services for displaced homemakers in its annual and five-year plans, although the level of funding is left to the discretion of the states. Responsibility for the coordination of displaced homemaker services usually resides with the state sex-equity coordinators, but is sometimes given to special displaced homemaker coordinators (see Appendix 1-I for the coordinators of each state). After a comparatively slow start in 1977-78, during which many states did needs assessments and little else (see results of a survey by the BOAE, Appendix 1-J), there has been a sharp increase in the number of programs which have displaced homemakers as a target group or as the sole clients.
Several pieces of legislation which would have impact on displaced homemakers were introduced in the current session of Congress. As the session will adjourn shortly, there is little or no hope of action in committees, and the bills will have to be re-introduced in the next session. As listed in the September, 1979 issue of Network News, they include:

- **HR 3005**, introduced by Representative Geraldine Ferraro (D-N.Y.) which amends the internal revenue code of 1954 to allow employers a tax credit for hiring displaced homemakers as other hard to employ groups are currently targeted—in House Ways and Means Committee (see Appendix I-K).

- **SB 4644**, introduced by Senator Daniel Inouye (D-HI) is the companion bill to HR 3005—in Senate Finance Committee (see Appendix 1-K).

- **HR 4602**, introduced by Representative John J. LaFalce (D-N.Y.) is modeled on Representative Yvonne Burke's original displaced homemaker bill. It would provide funds for multipurpose service centers through the Department of Health, Education and Welfare—in House Committee on Education and Labor, subcommittee on employment opportunities (see Appendix 1-K).

- **HR 1542**, introduced by Representative Paul Trible (R-VA) amends the Internal Revenue Code of 1954 to allow homemakers to open individual retirement accounts based on incomes of their spouses—in House Ways and Means Committee (see Appendix 1-K).

- **HR 4948**, introduced by Representative Ted Weiss (D-N.Y.) amends the Higher Education Act of 1965 making it possible for part-time students to receive financial assistance—in House Education and Labor Committee.

From the foregoing account, it should be readily observed that the grassroots mobilization of an interest group by determined and energetic leaders has done much to further the goals of the movement. This is a movement started by women for women. But other factors must also be mentioned.
It is unlikely that displaced homemaker issues could have gained national attention so quickly, were it not for a climate already created by the women's movement, the minority-aspiration movement, and the movement against ageism in the society. The ideology of women's liberation, black liberation, Hispanic equality and senior power paved the way for complaints against the deprivation of mid-life and older women.

Yet, the ideological issues should not be over-emphasized. It is no accident that hearings on mid-life women sponsored by the U.S. House of Representatives Select Committee on Aging and Subcommittee on Retirement Income and Employment, 95th Congress, should focus on issues of independence or dependence. The economic costs of the AFDC, SSI, and other welfare programs are staggering. The government is rightly concerned about the issue of millions of women unable to support themselves or to take care of their own health costs, women who live on the average eight years longer than men, and who stand a good chance of living in poverty in old age. According to 1976 figures, three out of every four women who are widowed, divorced or separated, without children under age 18 and without paid work experience, are living in poverty; median income in 1976 was $2,100 per year (reported in B. Hurwitz, "Displaced Homemakers", New York: American Jewish Congress, National Women's Division). With increasing age, there is a greater likelihood of poverty. For example, among women 45-54, 8.4% lived in poverty in 1974; at age 65 and over 18.3% were poor. And of those women 65 and over who lived alone, 30% of white women and 68% of minority women had low incomes (Women's Bureau, U.S. Department of Labor, "Mature Women Workers: A Profile", 1976).

And finally, another factor in the swift passage from private pain to public policy has been the image, fostered by the media, of the displaced
homemaker as "America's number-one lady in distress." Women as homemakers, those who had stayed home to raise children, readily accord with notions of those who deserve to be helped. Legislators may have identified mothers, sisters, and other members of their own families as being potentially in a position to need support.
SECTION 2
NUMBERS OF DISPLACED HOMEMAKERS

There are no truly reliable figures on numbers of displaced homemakers, as is repeated many times in the literature. The U. S. Census does not identify displaced homemakers as a group; participants in Federal programs are not routinely cross-tabulated by age and sex. Tish Sommers and Laurie Shields have observed that "homemaking is kept out of the realm of [labor] statistics", and that homemakers are in the "statistical shadows of their husbands" (Women in Midlife--Security and Fulfillment, Compendium, 1978). They observe that "being counted is the first step to being included in public policy."

The pool of potential displaced homemakers is indeed large. According to 1975 Census data, there were 10 million widows, an increase of 41% since 1950; only 66.5 percent of women 55-64 are still living with husbands. There were 4 million divorced women (an increase of 166% since 1950) and over 2 million separated women. 3,164,000 widows and 2,435,000 divorced women were between 35 and 64. Almost 3 million unemployed women will lose Federal assistance when children attain majority. Since 1968 the number of households headed by women has grown 10 times faster than the number of two-adult families has grown (Carol Eliason, Neglected Women, Wash.: National Advisory Council on Women's Educational Programs, 1978).

During three years of advocacy, the Alliance for Displaced Homemakers estimated that there were between 3 and 4 million displaced homemakers—women who are widowed, divorced or separated, who are not in the labor force and have no children under 18.

Based on a national survey of marital status, labor force participation, and income by the Census Bureau, the Women's Bureau of the Department of
Labor has compiled statistics on the estimated population of displaced homemakers. They record a total of 4.13 million, 3.38 of whom are 40 and over. (See Appendix 2-A for total U.S. estimates and estimates by Federal region, and definition of displaced homemakers used in the analysis.)

As spokeswoman for the Displaced Homemakers Network, Alice Quinlan has expressed some doubt concerning these "conservative" figures, and thinks they could even be doubled (National Adult Education Conference, Boston, November, 1979). Her perception is supported by a recent study of displaced homemakers in Connecticut, a comparatively wealthy state (Kathleen Palm and Sharon Shepela, Displaced Homemakers in Connecticut: Survey and Evaluation of Services, Connecticut Department of Education, Fall, 1979) which estimated the population of displaced homemakers as 64,500 in comparison with the Women's Bureau figure of 46,000. In accounting for the larger estimate, the researchers note that they did not subtract from the potential population women receiving maintenance or child support payments because the percentage of such women is so low, and support payments so low. (The National Commission on the Observance of International Women's Year found that only 7% of men comply in paying alimony, and only 21% comply in paying child support. Child support payments average only $218 per month nationally.) They further note that women who are not living with husbands but are not legally separated are "statistically invisible", as are many minority group and other women who never visit state agencies for help. The researchers therefore subtract from the population of women in the state all those who are not displaced homemakers, and arrive at the higher figure.

Most state assessments decry the lack of accurate statistics, and have to "make do" with what is available. In New Mexico, for example (New Mexico
Commission on the Status of Women, *Start From Where You Are*, January, 1978)* was based on women who contacted state Employment Security Offices—1,094 compared with the Department of Labor estimate of 24,000 displaced homemakers 40 and over in the state.

Data from the 1980 Census should shed more light on the question of numbers.
SECTION 3
INFORMATION FROM LOCAL PROGRAMS

Location of Local Programs

The basis for our listing of local programs is the "Displaced Homemaker Program Directory: A Listing of Centers, Programs and Projects Providing Services to Displaced Homemakers", published by the Displaced Homemakers Network, Inc. in August, 1979. (See Section 1 on history and legislation of the displaced homemakers movement for information about the organization.) We have added to this listing on the basis of updated information sent to the Network which they shared with us, and in some cases, on the basis of our own contacts with local programs which led us to other programs in the area. Appendix 3-A is the original listing from the Network to which we have added twenty programs. In some cases the addresses of programs, telephone numbers and/or directors have changed since the original listings in the Directory in August, and we have accordingly changed the item in our listing. We have relied heavily on the Program Directory because of the status of the Network for over a year as a clearinghouse for program information. Because our time was so short, we could not have done a thorough job of locating local programs and obtaining information from them without the listing from the Network. We owe them a debt of gratitude.

Appendix 3-B contains a listing of programs with funding for vocational education, usually under P.L. 94-482 of the Vocational Education Amendment 1976, which targets displaced homemakers as a special population for service. (See Section 1 on history and legislation.) We obtained these additional names as the result of calls to sex-equity coordinators or the person designated as the vocational education displaced homemaker coordinator in all 50 states.
We asked them for programs not listed in the Network Directory. Most of these programs are not in the original Network Directory because they were funded after August, 1979. Others which were established before that time perhaps had no contact with the Network and, therefore, were not listed.

We could not list the new programs funded under CETA Title III because the awards were made too late for our time schedule. However, we received a listing of CETA prime sponsors, with programs funded for displaced homemakers under other titles. In a few cases, we added these programs to our listing; in others, the programs were already listed, and in other cases, we were unsuccessful in "tracking down" the program from the information provided. We, therefore, cannot claim that our listing of local programs is definitive.

Moreover, new programs seem to be "cropping up overnight" in the experience of Network leaders, who see the need for revision of the Directory since August (only four months from the publication). We can also anticipate that some programs will not be funded from year to year (see section on Problems below) and will, therefore, have to cease providing service. For the most part, the programs listed are those which: (a) had contact with the Displaced Homemakers Network before August, 1979 and were, therefore, listed in their Directory or (b) were funded by CETA or vocational-education with the provision that services be provided to displaced homemakers (solely or as part of a more general population), usually after August. There are without doubt programs in the U.S. which give service to displaced homemakers but were not funded for that purpose particularly, and have had no contact with the Network. (We are thinking particularly of various CETA training programs and programs at Women's Centers.) These could not be included in this listing.
It should be emphasized that inclusion in our listing is in no way an endorsement of the program or the services provided. We received information about services provided from about half of the programs listed in Appendix 3-A and, because most of the programs are so new, comparatively few of those listed in Appendix 3-B. Therefore, we know little about programs listed in Appendix 3-B beyond the fact that they were funded to give some types of service to displaced homemakers (usually as part of a more general population of clients). Even when we did receive a reply to our inquiry for information from local programs, we made no attempt to evaluate systematically or to judge the effectiveness of those programs. Although desirable as a future goal, such a task was well beyond the scope of this short-term project.

Information About Local Programs

We received information about local programs in response to a letter we sent (see Appendix 3-C). The letter was mailed to all programs listed in the original Network Directory, to some of the supplements to the Directory if they were located in time, and to all programs listed in Appendix 3-B. In addition, another letter was written by the Displaced Homemakers Network asking for cooperation in responding to our request, and sent to every program in the original Directory. This probably increased our response rate significantly. As mentioned previously, programs in Appendix 3-B had a poor rate of response probably because most had begun recently, (some wrote that they could not provide any information at this time) and also because they received only one letter requesting information. The starred programs in Appendix 3-A and 3-B indicate programs which provided usable information which we coded. The programs which responded seem to be representative of the whole listing of programs. We could not detect any factors which divided the respondents from the non-respondents. We thought
that perhaps the respondents had larger staffs and could spend time answering requests, but this was disproved by the fact that a full 56% of those responding had only one or two full-time staff members. Whatever bias may be found in the tables of responses is probably due to the fact that programs with vocational education funding are over-represented because we concentrated on finding new programs, while those with CETA funding are under-represented, because the new programs were not yet in operation. It should be mentioned that we received many responses too late to be included in this analysis.

For the purposes of analysis we have divided responses according to programs which (a) are funded with vocational education monies alone; (b) are funded by vocational education and at least one other source of funds, and (c) are funded by one or more sources, excluding vocational education. We labeled the first group "VE", the second "M" and the third "O". In all, we received 26 usable responses from the VE group, 38 from the M group and 72 from the O group, a total of 136 programs. Not every program responded to every item of our inquiry, and we have indicated the total number of responses to any one item we received from each group of programs.

As can be seen in the table below, a full 61% of programs for displaced homemakers are affiliated with secondary or post-secondary educational institutions. For those with vocational education funding alone, the figure is a full 82%, indicating that, at least among this group of respondents, funding to other than educational institutions is rather rare. The fact that 47% of those responding had some vocational education funding probably weights the responses toward affiliation with educational institutions.
Table 1: Institutional Affiliation

<table>
<thead>
<tr>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
</tr>
<tr>
<td>a. Community or jr. college</td>
<td>10 (38)</td>
<td>9 (24)</td>
<td>15 (21)</td>
</tr>
<tr>
<td>b. Vocational/technical school</td>
<td>5 (19)</td>
<td>11 (29)</td>
<td>4 (6)</td>
</tr>
<tr>
<td>c. Four year college</td>
<td>3 (12)</td>
<td>6 (16)</td>
<td>8 (11)</td>
</tr>
<tr>
<td>d. Public school system</td>
<td>6 (23)</td>
<td>5 (13)</td>
<td>0</td>
</tr>
<tr>
<td>e. Women's center - not academic</td>
<td>0</td>
<td>0</td>
<td>3 (4)</td>
</tr>
<tr>
<td>f. Religious groups</td>
<td>0</td>
<td>0</td>
<td>1 (1)</td>
</tr>
<tr>
<td>g. Private non-profit</td>
<td>1 (4)</td>
<td>5 (13)</td>
<td>11 (15)</td>
</tr>
<tr>
<td>h. YWCA</td>
<td>1 (4)</td>
<td>2 (5)</td>
<td>14 (19)</td>
</tr>
<tr>
<td>i. Local social service agency</td>
<td>0</td>
<td>0</td>
<td>8 (11)</td>
</tr>
<tr>
<td>j. Other women's group</td>
<td>0</td>
<td>0</td>
<td>2 (4)</td>
</tr>
<tr>
<td>k. Other</td>
<td>0</td>
<td>0</td>
<td>6 (8)</td>
</tr>
</tbody>
</table>

TOTALS: 26 (100%) 38 (100%) 72 (100%) 136 (100%)

Table 2: Began How Long Ago

<table>
<thead>
<tr>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
</tr>
<tr>
<td>a. 6 mo. or less</td>
<td>11 (46)</td>
<td>11 (29)</td>
<td>22 (31)</td>
</tr>
<tr>
<td>b. about 1 yr - 1 1/2 yrs</td>
<td>10 (42)</td>
<td>20 (52)</td>
<td>29 (42)</td>
</tr>
<tr>
<td>c. About 2 years</td>
<td>3 (12)</td>
<td>5 (13)</td>
<td>8 (11)</td>
</tr>
<tr>
<td>d. About 3 years</td>
<td>0</td>
<td>1 (3)</td>
<td>2 (3)</td>
</tr>
<tr>
<td>e. About 4 years</td>
<td>0</td>
<td>0</td>
<td>4 (6)</td>
</tr>
<tr>
<td>f. About 5 years or longer</td>
<td>0</td>
<td>1 (3)</td>
<td>5 (7)</td>
</tr>
</tbody>
</table>

TOTALS: 24 (100%) 38 (100%) 70 (100%) 132 (100%)

It can be readily observed that the majority of programs are quite new. 78% were established 1 1/2 years ago or later. It should be kept in mind that the first program specifically for a client population called "displaced homemakers" began in 1975. The programs which indicated they served displaced homemakers
before that time (a mere 5%) were indeed doing so, but not as a separate group.

The largest percentage of new programs is in the VE group, with 46% at 6 months or less. These new programs have not had time to acquire other funding sources. The median age of those in the M group is slightly older; they have had more time to organize and to seek additional funds.

Table 3: Number Served Since January 1, 1979

<table>
<thead>
<tr>
<th></th>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>N (Z)</td>
<td>N (Z)</td>
<td>N (Z)</td>
<td>N (Z)</td>
</tr>
<tr>
<td>a. 20 or less</td>
<td>8 (32)</td>
<td>6 (17)</td>
<td>5 (7)</td>
<td>19 (14)</td>
</tr>
<tr>
<td>b. 21-50</td>
<td>2 (8)</td>
<td>2 (6)</td>
<td>16 (22)</td>
<td>20 (15)</td>
</tr>
<tr>
<td>c. 51-100</td>
<td>7 (28)</td>
<td>4 (11)</td>
<td>13*(18)</td>
<td>24 (18)</td>
</tr>
<tr>
<td>d. 101-200</td>
<td>6 (24)</td>
<td>6 (17)</td>
<td>13*(18)</td>
<td>25 (19)</td>
</tr>
<tr>
<td>e. 201-300</td>
<td>0</td>
<td>5*(14)</td>
<td>12*(17)</td>
<td>17 (13)</td>
</tr>
<tr>
<td>f. 301 or more</td>
<td>2*(8)</td>
<td>12*(35)</td>
<td>13*(18)</td>
<td>27 (21)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>25 (100%)</td>
<td>35 (100%)</td>
<td>72 (100%)</td>
<td>132 (100%)</td>
</tr>
</tbody>
</table>

* Indicates that at least one respondent based number of displaced homemakers served on a large percentage of telephone contacts or "open forums". This includes 2 programs in the f. category of the VE group; 2 in the e. and 7 in the f. categories of the M group; and in the O group, one in the c., d. and e. categories and 7 in the f. categories.

The correct title of this table should perhaps be "number of displaced homemakers who have come in contact with a displaced homemaker program" rather than "number served". The numbers are inflated by local programs having counted any type of contact, in many cases. Furthermore, some programs may have indicated the number served since the program began, rather than since January first if the program was older than a year, because of the ambiguous way in which the request was worded. When we were fairly certain that this was the case, we divided the number indicated by the time since the establishment of the program. In other cases we suspect that local
programs indicated total number of clients rather than only displaced homemakers. When we suspected this was the case, we tried to determine how many were displaced homemakers from other information they suggested.

A tally of the specific numbers indicated that the VE group had come in contact with 3,072 displaced homemakers; the M group had come in contact with 8,344 displaced homemakers; and the O group had come in contact with 15,112. This adds to 26,528 displaced homemakers who have had some contact with a local program. 132 programs responded to this item. As there are at least twice as many programs listed in Appendices A and B, one can interpret that at least 53,000 displaced homemakers have some knowledge of the programs in their area.

This seems a very high number until one realizes that if there are 4 million displaced homemakers in the country, only one in eighty had some contact with a displaced homemakers program.

Table 4: Estimated Number of Additional Displaced Homemakers Who Could be Served with the Same Resources

<table>
<thead>
<tr>
<th></th>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Can't serve any more</td>
<td>2 (10)</td>
<td>7 (25)</td>
<td>14 (25)</td>
<td>23 (22)</td>
</tr>
<tr>
<td>b. Can serve more</td>
<td>18 (90)</td>
<td>21 (75)</td>
<td>41 (75)</td>
<td>80 (78)</td>
</tr>
<tr>
<td>TOTALS</td>
<td>20 (100%)</td>
<td>28 (100%)</td>
<td>55 (100%)</td>
<td>103 (100%)</td>
</tr>
</tbody>
</table>

It is somewhat surprising that such a high percentage of programs (78%) indicated that they could serve more displaced homemakers given their present staff, financial resources and facilities. Even if the 33 programs who did not respond to this item did not do so because they could serve no more, the percentage would still be high.
The VE group indicated they could serve 3,052 more displaced homemakers, the M group 5,212 and the O group 5,040, which adds to 13,304. The respondents indicate, therefore, that they could serve half again as many displaced homemakers as they are currently serving. The VE group, with the largest percentage of new programs, had the highest percentage of programs (90%) which could serve greater numbers. But a large percentage of programs in all three groups are being under-utilized. Many of our telephone informants (see next section) indicated that outreach was a problem; the data supports their perceptions.

Table 5: Funding Source

<table>
<thead>
<tr>
<th></th>
<th>VE N (%)</th>
<th>M N (%)</th>
<th>O N (%)</th>
<th>Total N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. CETA</td>
<td>0</td>
<td>23 (61)</td>
<td>35 (49)</td>
<td>58 (43)</td>
</tr>
<tr>
<td>b. Vocational Education</td>
<td>26 (100)</td>
<td>38 (100)</td>
<td>0</td>
<td>64 (47)</td>
</tr>
<tr>
<td>c. State Funds</td>
<td>0</td>
<td>5 (13)</td>
<td>32 (44)</td>
<td>37 (27)</td>
</tr>
<tr>
<td>d. Local Government</td>
<td>0</td>
<td>7 (19)</td>
<td>8 (11)</td>
<td>15 (11)</td>
</tr>
<tr>
<td>e. Educational Institutions</td>
<td>0</td>
<td>8 (21)</td>
<td>11 (14)</td>
<td>19 (14)</td>
</tr>
<tr>
<td>f. Foundation</td>
<td>0</td>
<td>3 (9)</td>
<td>4 (6)</td>
<td>4 (6)</td>
</tr>
<tr>
<td>g. Fees paid by Displaced Homemakers</td>
<td>0</td>
<td>8 (21)</td>
<td>7 (10)</td>
<td>7 (10)</td>
</tr>
<tr>
<td>h. Other</td>
<td>0</td>
<td>8 (21)</td>
<td>17 (24)</td>
<td>25 (18)</td>
</tr>
<tr>
<td>TOTALS*</td>
<td>26</td>
<td>38</td>
<td>72</td>
<td>136</td>
</tr>
</tbody>
</table>

* Total percentages are not given because categories are not mutually exclusive. Columns add to more than 100%.

The fact that the largest number of programs (47% of total respondents) had some vocational education funding can be attributed, at least in part, to our focus on "discovering" new programs with this source of funding. As mentioned previously, CETA funded projects are under-represented because
The awarding of funds to local programs under Title III was still pending at the time of our data collection and analysis. Nevertheless, it should be noted that vocational education funding represents a significant portion of the financial resources of displaced homemaker programs around the country.

Among those programs with mixed vocational education and other funding (the M group), CETA led as a source of additional funds (61%), followed by auxiliary funding from the educational institution which was affiliated with the program (21%), fees paid by the displaced homemakers, sometimes on a sliding scale and sometimes a flat amount (21%) and local government agencies, most notably city or county school boards (19%).

In the "other" category for both the M and O groups were government agencies with limited funds for displaced homemakers (4 were partially funded by WIN, 2 by WEEA, 2 by BVR, 1 by ACTION and BEOG), local social service agencies such as United Way (8), women's and religious organizations such as the National Council of Negro Women (4), private contributions (3) and private business (3).

Table 6: Money from More Than One Funding Source

<table>
<thead>
<tr>
<th></th>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
</tr>
<tr>
<td>a. yes</td>
<td>0</td>
<td>38(100)</td>
<td>31 (44</td>
<td>69 (51)</td>
</tr>
<tr>
<td>b. no</td>
<td>26(100)</td>
<td>0</td>
<td>39 (56</td>
<td>65 (49)</td>
</tr>
<tr>
<td>TOTALS</td>
<td>26(100)</td>
<td>38(100)</td>
<td>70(100)</td>
<td>134(100%</td>
</tr>
<tr>
<td></td>
<td>(41%)</td>
<td></td>
<td></td>
<td>(59%)</td>
</tr>
</tbody>
</table>

Of the total number of programs which responded, about half had multiple funding sources (51%). Among the 64 programs with vocational-education funding, 59% (38) had some other source of support.
Table 7: Annual Budget

<table>
<thead>
<tr>
<th></th>
<th>VE N (%)</th>
<th>M N (%)</th>
<th>O N (%)</th>
<th>Total  N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. $5,000 and under</td>
<td>1 (6)</td>
<td>0</td>
<td>3 (6)</td>
<td>4 (4)</td>
</tr>
<tr>
<td>b. $5,100-$15,000</td>
<td>4 (22)</td>
<td>0</td>
<td>5 (10)</td>
<td>9 (9)</td>
</tr>
<tr>
<td>c. $15,100-$25,000</td>
<td>3 (17)</td>
<td>6 (22)</td>
<td>3 (6)</td>
<td>12 (12)</td>
</tr>
<tr>
<td>d. $25,100-$50,000</td>
<td>8 (44)</td>
<td>6 (22)</td>
<td>10 (19)</td>
<td>24 (25)</td>
</tr>
<tr>
<td>e. $50,100-$75,000</td>
<td>0</td>
<td>7 (27)</td>
<td>9 (17)</td>
<td>16 (16)</td>
</tr>
<tr>
<td>f. $75,100-$100,000</td>
<td>2 (11)</td>
<td>2 (7)</td>
<td>5 (10)</td>
<td>9 (9)</td>
</tr>
<tr>
<td>g. $100,100-$200,000</td>
<td>0</td>
<td>4 (15)</td>
<td>12 (22)</td>
<td>16 (16)</td>
</tr>
<tr>
<td>h. $200,100 and over</td>
<td>0</td>
<td>2 (7)</td>
<td>5 (10)</td>
<td>7 (8)</td>
</tr>
<tr>
<td>TOTALS</td>
<td>18 (100%)</td>
<td>27 (100%)</td>
<td>52 (100%)</td>
<td>97 (100%)</td>
</tr>
</tbody>
</table>

As might have been expected, those programs with only one source of funding (the VE group) had the highest percentage of programs which run on $25,000 or less per year (45%). The programs in the O group which run on $25,000 or less (22%) are probably those with one funding source. Programs as a whole are split almost evenly between those with annual budgets above $50,000 (51%) and those below $50,000 (49%). Forty-one percent of programs had annual budgets over $25,000 and below $75,000.

Table 8: Number of Full-Time Staff

<table>
<thead>
<tr>
<th></th>
<th>VE N (%)</th>
<th>M N (%)</th>
<th>O N (%)</th>
<th>Total  N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. 0</td>
<td>7 (30)</td>
<td>0</td>
<td>14 (20)</td>
<td>21 (16)</td>
</tr>
<tr>
<td>b. 1</td>
<td>9 (39)</td>
<td>13 (35)</td>
<td>11 (15)</td>
<td>33 (25)</td>
</tr>
<tr>
<td>c. 2</td>
<td>4 (17)</td>
<td>7 (19)</td>
<td>9 (13)</td>
<td>20 (15)</td>
</tr>
<tr>
<td>d. 3</td>
<td>2 (9)</td>
<td>5 (14)</td>
<td>9 (13)</td>
<td>16 (12)</td>
</tr>
<tr>
<td>e. 4</td>
<td>1 (5)</td>
<td>2 (5)</td>
<td>10 (14)</td>
<td>13 (10)</td>
</tr>
<tr>
<td>f. 5</td>
<td>0</td>
<td>4 (11)</td>
<td>2 (3)</td>
<td>6 (5)</td>
</tr>
<tr>
<td>g. 6-10</td>
<td>0</td>
<td>4 (11)</td>
<td>13 (18)</td>
<td>17 (13)</td>
</tr>
<tr>
<td>h. over 10</td>
<td>0</td>
<td>2 (5)</td>
<td>3 (4)</td>
<td>5 (4)</td>
</tr>
<tr>
<td>TOTALS</td>
<td>23 (100%)</td>
<td>37 (100%)</td>
<td>71 (100%)</td>
<td>131 (100%)</td>
</tr>
</tbody>
</table>
Over half of the local programs have only one or two full time staff members or none at all. Only 22% have five or more. Among programs with vocational-education funding, more which had multiple funding could afford larger staffs: none in the VE group had 5 or more full-time people, while 27% in the M group did. Every program in the M group had at least one full-time person; 30% of the VE group had no full-time workers.

Table 9: Any Volunteers?

<table>
<thead>
<tr>
<th></th>
<th>VE</th>
<th>M</th>
<th>O</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
<td>N (%)</td>
</tr>
<tr>
<td>a.  yes</td>
<td>1 (1)</td>
<td>14 (38)</td>
<td>31 (44)</td>
<td>46 (35)</td>
</tr>
<tr>
<td>b.  no</td>
<td>22 (96)</td>
<td>23 (62)</td>
<td>39 (56)</td>
<td>84 (65)</td>
</tr>
<tr>
<td>TOTALS</td>
<td>23 (100%)</td>
<td>37 (100%)</td>
<td>70 (100%)</td>
<td>130 (100%)</td>
</tr>
</tbody>
</table>

The majority of programs do not make use of volunteers. Although the Baltimore Center, for one, has shown that the creative use of volunteers can do much to enhance programming and aid volunteers who hope for future employment, two-thirds of the local programs do not use volunteers. Of those that do, only 20% have more than 5.
Table 10: Services and Activities

<table>
<thead>
<tr>
<th>Service</th>
<th>VE N (%)</th>
<th>M N (%)</th>
<th>O N (%)</th>
<th>Total N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Referral</td>
<td>12 (46)</td>
<td>20 (53)</td>
<td>51 (71)</td>
<td>83 (61)</td>
</tr>
<tr>
<td>b. Individual counseling</td>
<td>19 (73)</td>
<td>23 (61)</td>
<td>53 (74)</td>
<td>95 (70)</td>
</tr>
<tr>
<td>c. Peer support groups/group counseling</td>
<td>21 (81)</td>
<td>30 (79)</td>
<td>56 (78)</td>
<td>107 (79)</td>
</tr>
<tr>
<td>d. Skills assessment</td>
<td>16 (62)</td>
<td>30 (79)</td>
<td>56 (78)</td>
<td>102 (75)</td>
</tr>
<tr>
<td>e. Job readiness</td>
<td>21 (81)</td>
<td>33 (87)</td>
<td>57 (79)</td>
<td>111 (82)</td>
</tr>
<tr>
<td>f. Skills training</td>
<td>8 (31)</td>
<td>16 (42)</td>
<td>31 (43)</td>
<td>55 (40)</td>
</tr>
<tr>
<td>g. Job placement assistance</td>
<td>20 (77)</td>
<td>23 (61)</td>
<td>37 (51)</td>
<td>80 (59)</td>
</tr>
<tr>
<td>h. Follow-up after placement</td>
<td>3 (12)</td>
<td>10 (26)</td>
<td>7 (10)</td>
<td>20 (15)</td>
</tr>
<tr>
<td>i. Auxiliary services (child care, transportation, legal services, health counseling and/or care)</td>
<td>12 (46)</td>
<td>23 (61)</td>
<td>41 (57)</td>
<td>76 (56)</td>
</tr>
<tr>
<td>j. Financial aid</td>
<td>2 (8)</td>
<td>1 (3)</td>
<td>12 (17)</td>
<td>15 (11)</td>
</tr>
<tr>
<td>k. Exploration of non-traditional jobs</td>
<td>7 (27)</td>
<td>12 (31)</td>
<td>10 (14)</td>
<td>29 (21)</td>
</tr>
<tr>
<td>l. On-the-job-training</td>
<td>0</td>
<td>3 (8)</td>
<td>8 (11)</td>
<td>11 (8)</td>
</tr>
<tr>
<td>m. Other</td>
<td>0</td>
<td>2 (5)</td>
<td>0</td>
<td>2 (1)</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>26</td>
<td>38</td>
<td>72</td>
<td>136</td>
</tr>
</tbody>
</table>

* Totals do not add to 100% because categories were not mutually exclusive.

The most "popular" service offered by displaced homemaker programs (82%) is aid in job readiness. This is usually given in the form of short-term group workshops on subjects such as interview strategies, resume writing, stress management and time management.

Seventy-nine percent of activities fall into the category of peer support groups or group counseling, in which personal topics such as self-image and self-esteem are discussed. Sometimes this is labeled "assertiveness training". Among the ten Massachusetts displaced homemakers we spoke with during a round-
table discussion, those who had contact with displaced homemakers programs cited this aspect as the most important. The displaced homemakers spoke of the importance of knowing others were "in the same boat" and of the comfort and added courage which come with sharing experiences and feelings. Similarly, our telephone conversations with directors of displaced homemaker programs around the country (see Appendix 3-D for a listing and Appendix 3-E for topics discussed) revealed that they often perceived success in terms of the renewed sense of self-worth among their clients.

Seventy-five percent of responding programs offer some kind of skills assessment, either self-evaluation as an adjunct to counseling and/or using a variety of testing instruments. Assessment also includes career exploration, sometimes taking the form of visits to work places and/or occasionally a limited amount of hands-on experience and the sharing of job search experiences. Only 21% mentioned specifically exploration of non-traditional jobs.

Seventy percent offer some individual counseling, especially during the initial phase of contact when internal turmoil and external problems are apt to be most acute.

Sixty-one percent mentioned referral to other resources; in some cases, such as the telephone referral service offered by the New Mexico Commission on the Status of Women to women in rural areas, this was the only contact with the displaced homemaker. Some programs may not have mentioned this as a special activity because it is so much a part of other services, such as job placement assistance, which was offered by 59%.

Some type of auxiliary service is offered by 56% of responding programs. It most often involves the services of consultants or lecturers who give short courses on nutrition, law, parenting, money management, physical fitness,
or auto or home maintenance. Less frequently, there is aid in transportation or child care. In fact, among the telephone informants child care was low-priority, with several noting that clients were middle aged and had few young children or that displaced homemakers made their own arrangements when there was a need.

Skills training (offered by 40%) is typically short-term and more often focused on acquisition of general skills, e.g. basic English and math as preparation for the G.E.D. exam, than on skills specific to a certain type of job, e.g. carpentry or shorthand (See next section on Vocational Education for a further discussion of training for displaced homemakers). The majority of programs do not themselves run training programs for specific occupations. Rather, displaced homemakers are referred to local training programs according to interest and availability, for which a stipend is sometimes available, as through CETA.

Only 15% offer follow-up after job placement, and only 11% and 8% offer financial aid and contact with on-the-job-training opportunities, respectively. These activities would be desirable in the view of many of our informants (see next section).
According to our mail and phone respondents, the skills training activities in which displaced homemakers are enrolled include: basic English (including reading and grammar), basic math, secretarial skills (including typing and shorthand), communication skills, courses in self-employment in small business, practical nursing, home health aid to the elderly, occupational therapy assistance, accounting, carpentry, management of institutional housekeeping services, industrial and mechanical fundamentals (including electricity and use of machines), and restaurant and beverage service. This listing certainly does not exhaust all the vocational training activities in which displaced homemakers are involved (there is virtually no field in which displaced homemakers could not be involved), but it includes those which respondents named directly.

The listing includes: (a) courses or short-term workshops given "in-house" or in nearby facilities by multi-service displaced homemaker centers, (b) courses given in training institutions (vocational-technical schools, two-year colleges, etc.) sometimes with CETA or vocational education "displaced homemaker" funding, in which some displaced homemakers are enrolled (along with other categories of students in the same course) either by coming directly or being referred by a multi-service center, and (c) an intermediate category of training which links the displaced homemaker center to the training institution as, for example, when mini-courses which include hands-on experience are given specifically for displaced homemakers in vocational-technical schools (the displaced homemaker program pays the instructor) or when courses stressing job readiness and career exploration are offered to displaced homemakers who receive
credit toward an associate degree at the affiliated community college.

It appears that many of the 40% of local programs which were categorized as offering skills training (see Table 10 in Section 3) offer in-house workshops or tutoring in general subjects such as remedial English and math (often as preparation for the G.E.D. exam) or basic communications skills, rather than training for specific jobs. Of those which did offer vocational training for specific jobs, the most popular was secretarial, followed by courses on how to run a small business, with a smattering of others such as accounting and "food and beverage service".

It is evident from brochures and letters we received from local programs and telephone information, that displaced homemaker programs focus on counseling and workshops to offer support and to foster awareness of what the displaced homemaker can do and wants to do, rather than the provision of training directly. As Table 10 in Section 3 shows, this is true of all categories—those programs with and without vocational education funding. Rather than offering specific training themselves, displaced homemaker programs more often said that they referred clients to CETA training programs or to the local community college.

The in-house training course has its pros and cons. On the "con" side, the displaced homemaker may be tempted to take the course simply because it is available; her options may be prematurely limited because most programs are not large enough to offer a range of training opportunities. This was the case with at least one of the displaced homemakers who participated in our roundtable discussion.

On the "pro" side the displaced homemaker has the support of the peer group and probably special consideration and understanding of her status as a
re-entry woman, which she may not have were she "mainstreamed" in a regular class. Moreover, and this is most important, there may be nothing else available to her. Just as the displaced homemaker has "dropped through the cracks" of the financial support system, she may also drop through the cracks of the vocational training and education system. She may not be in dire enough financial need to qualify for training through CETA, but she may not be able to afford any other training. The American Association of Community and Junior Colleges, as part of their Policies for Lifelong Education Program are concerned with the lack of financial aid to any but full-time students. Michigan, for example, has a tuition reimbursement program for displaced homemakers in each of 24 community colleges, but even when tuition reimbursement is available the displaced homemaker may not be able to manage financially.

Co-op and work-study regulations should be reassessed to make them more responsive to the needs of displaced homemakers. A few well-funded programs are able to give stipends while the displaced homemaker is in vocational training but certainly not many. Therefore, the displaced homemaker may well accept whatever employment is available to meet immediate needs, often "dead-end" jobs without chance of advancement. Taking courses after work to upgrade employment is certainly a possibility, but may involve too great a drain of time and energy. Obviously, on-the-job training would be a desirable option for many displaced homemakers but only 8% of responding programs (see Table 10, Section 3) stated that they had developed or placed clients in such positions. One respondent mentioned three women who were receiving training to be painters at the local Air Force base, but this was the exception rather than the rule. Perhaps more programs had assisted in placement in on-the-job training, but had not reported it as part of the program, per se.
One group of programs for on-the-job training of women who meet low income guidelines is sponsored by the Department of Labor as national demonstration projects. Fourteen "Supported Work Corporations" around the country offer training, counseling and supportive services such as transportation and child care while paying women wages as they learn. In Massachusetts the majority of participants come from the "unassigned pool" of WIN, but 35% are over 30 and ages range up to the low fifties. Half do not have a high school diploma. Employers are recruited from the private sector (e.g. banks and computer firms) who provide facilities for the training of five women at a time, guided by a full-time supervisor hired by the program. Employers commit themselves to hire, and 60% of women in the Massachusetts program stay with the company at which they trained. Programs like these are extremely limited compared with the numbers of eligible people in the country but if expanded they could offer valuable service to displaced homemakers.

It almost goes without saying that displaced homemakers deserve good counseling and help with realistic assessment of options. They should be steered toward training for available good paying jobs. But are resources for training available?

We have heard numerous complaints that training under CETA, Vocational-Education and WIN (available to poor women with children under 18) is unresponsive to the needs of the displaced homemaker. Critics cite the fact that most training is sex-stereotyped, that older women are excluded and that training which is available does not lead to viable employment in the private sector. Obviously, conditions vary from region to region, and city to city. The above mentioned program in Massachusetts is only one example of programs which seem to be working well. Aggregate statistics show a mixed picture.
A publication by the American Vocational Association (Facts and Figures on Vocational Education in the U.S., March, 1979) indicates that vocational education programs are expanding to meet the needs of emerging areas of employment (see Appendix 4-A). Vocational education planners and implementors must gear their programs to the local labor market. Information of expanding areas of local employment such as that prepared in Massachusetts and New York (see Appendices 4-B and C) must be used in allocating funds and building programs.

But it appears that there has not always been a match between vocational education and training programs and the needs of adults versus young people. The A.V.A. report shows that adult enrollment in programs preparatory for employment actually went down from 1976 to 1977 (see Appendix 4-D) although there was a small increase in total enrollment. Furthermore, the U.S. Commission on Civil Rights, in its study of federal programs including CETA, found that in 1976 enrollment in Title I training programs of persons 45-54 totaled only 4 percent and was even less for older age groups. According to the study, "Persons in each of the age groups over 44 are enrolled at less than half their proportion of the unemployed populations" (from How to Tame the CETA Beast, Older Women's League Educational Fund, 1979).

A fact sheet by the American Association of Community and Junior Colleges indicates that in two-year colleges women now comprise 52% of the population, and 53% of part-time students. The fastest growing segment are women over 35, up by 5.9 percent between 1974 and 1976. There are no statistics to show how many of these women are displaced homemakers, but many undoubtedly are—those displaced homemakers, that is, who have the resources, financial and otherwise, to upgrade their employment possibilities with further education. A survey of
A.A.C.J.C. members, done under the supervision of N. Carol Eliason, Director of the Women's Opportunity Center of A.A.C.J.C., showed that of 600 community and junior colleges who responded, 230 replied that they had some kind of service for displaced homemakers usually counseling and usually subsumed under the more general category of re-entry women. (See Appendix 4-E for names of colleges, contact people and some remarks about services.)

The fact that about a third of two-year colleges recognize that mature women students have special needs may be considered a hopeful sign. Other statistics are far less hopeful, however. The A.V.A. report shows that enrollments of "adult disadvantaged" students in member institutions, a category which would include a substantial proportion of displaced homemakers, decreased by 16.1% between 1976 and 1977 in courses preparatory for employment. (See Appendix 4-F.)

And, in what types of courses are women being trained and educated? A high proportion of jobs with higher earnings, more mobility and more opportunity to learn on the job are in areas considered "non-traditional" for women. It is no accident that funding for displaced homemakers is legislated under P.L. 94-482 which insures sex equity in vocational education. The A.V.A. report indicates that there has been a modest 7% increase between 1976 and 1977 in female enrollment in non-traditional areas, with greater increases in certain sub-categories (see Appendix 4-G). But a report by the Project on Equal Education Rights (PEER) of the NOW Legal Defense and Education Fund (reported in the October, 1979 issue of the Federal Education Project Newsletter) found widely differing rates of participation by women in non-traditional vocational education according to state (see Appendix 4-H). The highest was 20.09% (Michigan) and the lowest was only 1.77% (Delaware). Even a state like Massachusetts, which is about
average, should be doing more to foster enrollment of women and girls in non-
traditional areas, according to a report by the Massachusetts Advocacy Center
("Equal Opportunity Denied: Vocational Education in Massachusetts").

According to the roundtable discussion group of vocational educators with
whom we met (see Appendix 4-I), training for non-traditional work is among the
most important, and also most problematic, issues in relation to the
displaced homemaker. Among problems cited were the attitudes of vocational
counselors themselves, who often share the stereotyped notions of the general
population, the lack of confidence of mature women and their initial resistance
to non-traditional jobs, the lack of support once on the job ("Your boss may
be Archie Bunker") and the lack of follow-up and counseling after job
placement. (Among our mail respondents, only 15% said they had any such follow-
up.) In the words of one participant, "The workplace is a different situation
from the womb-like atmosphere of the displaced homemaker center." Women in
construction face problems of physical stamina, especially in outdoor work,
and none of the participants knew of many women over 40 who were employed on
outdoor construction projects.

But not all non-traditional work is physically demanding. In Massachusetts,
for example, high technology jobs and those in allied health fields are expanding
and offer good opportunities. Jobs involving respiratory therapy and medical
electronics, for example, are less sex-stereotyped because they are newer. One
of our roundtable participants described a successful CETA funded project to
train computer programmers. Half the participants are women, and while most
are younger (c.f., the criticism of ageism in CETA programs, mentioned above)
the ages have ranged up to 51. The program includes 100 hours of classroom time
on math review, writing, communications skills and technical skill training.
Performance standards are high and participants are challenged by written
assignments, role-playing and simulation of on-the-job work experiences. But
for the majority who complete the 30 week training course, the struggle is worth
it (and it is a struggle for some displaced homemakers, the director stated)
because entry level programmers make $11,500.

Even in male-intensive jobs in such areas as construction, transportation,
manufacturing and electronics, displaced homemakers need not come up against
unnecessary barriers. The Non-traditional Occupation Project of the Boston YWCA
(Vivian Guilfoyl and M. Grothe, Preparing Women for Non-Traditional Occupations,
Report to the U.S. Department of Labor, 1978) demonstrated that the women over
30 in the program (3 out of 10) were as satisfied with the program, had the
same rate of completion as younger participants, had as many job placements,
and received the same wages as other participants. Among elements of the 16 week
course, women received hands-on classroom instruction in electricity,
construction, carpentry, painting, papering, and plastering, actual work site
experience in large urban institutions and physical fitness training. The report
of the project indicates that factors which discourage women (and, by
extrapolation, displaced homemakers) from participation in non-traditional work
can be overcome.

In summary, there is a need for more short-term training of displaced homemakers
which will lead to available permanent jobs with good pay. As one of our
panel members observed, "Look at the manpower training from World War II.
Women did everything!...Employers are not looking at our skills, our courage."
SECTION 5
SOME RESPONSES OF EMPLOYERS

Attitudes, experiences with, and perceptions of displaced homemakers were elicited from employers during a 2½ hour roundtable discussion (see Appendix 5-A for a list of participants) and also via telephone calls (see Appendix 5-B). Some of those who responded had hired displaced homemakers through displaced homemakers programs, others had hired them when women came on their own initiatives, and a few had not hired any.

Almost everyone we spoke with mentioned the positive qualities of maturity, dependability, and motivation of displaced homemakers. As a personnel assistant at a large supermarket chain commented during the roundtable discussion, "We've had better luck with older people in our office. Younger people party all night, sleep late, don't show up for work, etc. People over 35 make valuable, committed employees." The supermarket chain employs 285 people in their main office, about 10 percent of whom could be categorized as displaced homemakers. Some were part-time cashiers and wanted to work full-time.

In most cases, displaced homemaker programs had contacted employers to request consideration of their "graduates", or women had been employed as the result of their own initiatives. Most employers had not been aware of displaced homemaker programs before being contacted by one of them, or were still not aware of ways to make contact with the displaced homemakers labor pool. In only one case could an employer remember seeking out a displaced homemaker for a job: she had been one herself. The public relations director of a large hotel commented: "I could relate to this. It had happened to me. I had done a lot of volunteer work in politics and women's organizations."
I know volunteers who could run General Motors, but an employer doesn't look for that. I was lucky—I was at the right place at the right time when I needed work and bluffed my way through. I learned on the job. But it's hard to do if you have kids. The hours are long. I could see myself through her [the displaced homemakers] eyes—she learned a lot from me."

This employer/former displaced homemaker was rather atypical in having been able to "bluff my way through." Many employers mentioned the displaced homemaker's lack of confidence in her own abilities. The training manager of a large public utility learning center commented on the organizational and planning skills that are transferable from homemaking, but commented, "Women don't realize this. They are their own worst enemies." Having been affiliated with the Northeastern University Women's Career Project which focuses on the transfer of skills from home to work, (see description of program in The Coming Decade: American Women and Human Resources, Policies and Programs, 1979, Hearings before the Committee on Labor and Human Resources, United States Senate, p. 405) this manager is particularly perceptive. The program at the public utility features on-the-job intensive, short term training. The "entire company is available to them. We hired one woman in her 60's who does the work of two twenties!" he stated.

Similarly, a large corporation has an affirmative action training program, and, according to our informant, seeks out older women. Nationally, the program has been very successful. The woman hired through the local displaced homemakers center is a service representative for copying machines and has been twice promoted.

Employers who hire women for traditional jobs are generally satisfied. The social service agency in a Boston suburb "places a high value on life
experience". The roundtable discussant who represented a large department store chain reported that their "first choice is the mature woman who can identify with the customers. Part-time workers are eligible for fringe benefits, and schedules are flexible...Women can go up the ladder to the executive training program." But she, too, mentioned the lack of self-confidence of mature women—"they don't realize they're good"—and mentioned that only the more confident women go into the commission sales departments, such as men's clothing and furniture.

Another problem mentioned frequently was the unwillingness or the inability of middle class women, especially, to accept low-paying entry-level positions. Some women have no desire to "go up the ladder" and are happy with jobs paying $150 a week. These jobs are readily available, said the roundtable discussant from the savings bank. But many more women cannot afford to take low paying jobs if they have a house and children to support, even if the possibility of advancement is present. In some cases, in fact, no real advancement exists. The representative of the Division of Employment Security characterized the situation as "very difficult", especially if transportation and experience are lacking. Other women have unrealistically high aspirations. Some of these women have heeded advice to get advanced degrees in business or education, and cannot find work. The president of an employment service for women stated flatly, "Business won't hire women over 50...Women are over-educated for the jobs out there. More education isn't the best answer."

Many of our discussants thought that training in the use of business machines would almost guarantee a job. But one said many of these jobs are boring, and should be done by two part-time people.

Putting women in non-traditional jobs is seen as desirable but problematic by counsellors because women often feel isolated. Our roundtable discussion
group of vocational educators which had met the week before (see section on vocational education) had agreed that many older women were reluctant to entertain thoughts of such jobs, that a small amount of hands-on-experience or even just a realistic look at what the work entailed was enough to change attitudes, and that women sometimes encountered difficulties with male co-workers at first, and felt a lack of support. The owner of the floor covering business to whom we talked had never hired a woman. He would not be averse to this, he said, because he had seen many women on construction sites in the Boston-Cambridge area, but he felt that lugging heavy rolls of floor covering may be too strenuous. He would gladly hire a middle-aged woman as an estimator, but there are "no women around with experience, and I don't have time to do on-the-job training."

Of the employers who mentioned problems with displaced homemakers, one reported a lack of "professionalism"—being able to take orders from younger people—and another stated that the woman really "wasn't ready to work. She hadn't recovered from her loss sufficiently." An employer in a large social service agency spoke of hiring a displaced homemaker, aged 40, who has 7 children. She works full-time and the older children care for the younger ones. The employer complains that she is frequently late and absent, and wishes she would not spend so much time talking to her children on the phone. The employer would be willing to pay for a course for the woman to upgrade her office skills, which need improvements, but she does not have the time after work, and he is not willing to give her time off during working hours.

But others' experiences have been more positive. The training manager from a large corporation stated, "Tell other employees that they should overcome the fear that women's families will interfere with their work. The women are committed
and determined and they work out any family arrangements on their own without involving the employer."

Our roundtable informants agreed that short and long term training programs and on-the-job training were desirable for displaced homemakers. One member commented that "only one in a hundred have the skills and orientation to get a good [high paying] job. Most have to get it." She suggested that one way to sharpen skills was to work for a temporary agency. All agreed that realistic, informed counseling and support were necessary.

They suggested that in Massachusetts adult vocational-technical training has not been a priority, but that things are beginning to change. They look to the vocational-technical schools as places that can produce needed workers.
SECTION 6
PROBLEMS AND RECOMMENDATIONS

The problems and recommendations which we identify in this section represent recurring themes in our contacts with our national consultant panel (see Appendix 6-A for those present), our telephone interviews, our site visits (see Appendix 6-B), our three roundtable discussions with displaced homemakers, vocational educators and employers, responses to our mailed request for information and contact with knowledgeable individuals in the displaced homemaker movement. Informants advised us of problems as well as successes and we have relied heavily on their perceptions in the presentation of this section.

• The term "displaced homemaker". One of our telephone informants stated, "They [the displaced homemakers] see themselves in it—it describes them—but they hate it." Actually, among our groups of roundtable discussants, the displaced homemakers objected to it the least, with several saying that it adequately described their state of having been psychologically uprooted, and feeling lost. But others who had not been part of a program claimed that the term had too negative a connotation—it made them think of displaced persons after World War II—and one said that her children objected to it strenuously.

Our vocational educator and employer roundtable participants almost universally objected to the term. One educator made the point that "You can't approach employers with the idea that it's their duty to hire these poor souls [which the term "displaced homemaker" suggests]. They have to see that it's to their own benefit." The employers agreed that the term was too negative and that we should think of another more positive way to refer to women who were entering or re-entering the job market.
We are therefore giving considerable thought to an acceptable name for the project, which will be used for identification in connection with the various products. The term "displaced homemaker" should not and, indeed, cannot be dropped, however. The name has been used for over four years as a rallying point for diverse activities, and has gained in recognition, if not happy acceptance, among the general public. The term "displaced homemaker" relates to a set of circumstances and conditions different from the "single mother" (which connotes a young woman) or the "re-entry woman" (any mature woman who goes back to school or work). Moreover, the term is now found in indices of various data banks, such as ERIC, as a description to retrieve relevant written materials.

Definition of a "displaced homemaker". This is an important issue since it can be used to decide who can be served by displaced homemaker programs and/or which programs or activities can be funded by Federal and State agencies. The basic problem centers on the "fit" between regulations and the population needing service. Issues of age and employment status are central.

(a) Age as a criterion. The leaders of the grassroots movement have always insisted that the focus on middle age is a sine qua non—that older women have to fight against both sexism and ageism and are, therefore, at a double disadvantage. The displaced homemaker movement was begun on behalf of the middle-aged woman. It appears that most programs exclusively for displaced homemakers take this philosophy to heart: a survey of 46 programs by the Displaced Homemakers Network, reported in the July, 1979 issue of Network News, showed that 75% of clients were over 40. Our 30 telephone interviews also indicated that the majority of programs served women whose average age was in the low 40's. But some programs, especially in rural areas and those which serve
minorities, indicated that clients who had been married for as long as 10 or more years were still in their 20's. And women with small dependent children, no means to arrange for childcare, and no skills were even harder to employ than older women. There was sometimes no other place for these women to go, as the WIN and CETA programs were deemed ineffective in counseling and as a means to employment.

It appears that programs which include displaced homemakers among other target populations lose the focus on middle-age more easily. This is why the Displaced Homemakers Network lobbied as strongly to insure that memoranda concerning CETA Title III funding specify that women over 40 be given priority. It would be easy to say that all displaced homemakers were being served, when only women in their 20's and 30's were clients. This could be a logical outcome of not specifying age, especially in light of the Civil Rights report mentioned in an earlier section, which showed that Federal employment programs favored the young.

(b) Employment status as a criterion. Most definitions include the fact that the displaced homemaker has been in the home for a number of years without work. But this definition applies more to the middle class woman who has had the luxury of staying home with children and managing on a husband's wages, then it does to the lower class woman, often a minority group member, who has always had to work. A 1979 study by the Center for Human Resource Research (Lois B. Shaw, "A Profile of Women Potentially Eligible for the Displaced Homemaker Program under the Comprehensive Employment and Training Act of 1978") concluded that the majority of women otherwise eligible for CETA displaced homemaker programs do not fit the stereotype in that they have had considerable, albeit irregular and low skill, work experience. Should women who
have been on AFDC be counted as displaced homemakers, while those who have managed to work not be included as eligible for services?

(c) Other criteria. There is little debate about including in the definition the loss of the support of the spouse through death, divorce, separation (incarceration, etc.) or disability. All women who re-enter school or the work force are not displaced homemakers. The definition used by grassroots leaders, either implicitly or explicitly, is the woman who is pushed into the labor market by financial necessity after the loss of support. But the question remains of how dire the necessity. One of the most prevalent complaints we heard from local CETA-funded programs was the inability to serve women who did not meet CETA poverty guidelines. A few of the participants in our panel discussion claimed that the loss of support for middle class women was even more devastating than for those with fewer resources before the loss. If she cannot find a way to make a living, the middle class woman may lose her home and all her assets before becoming eligible for some kind of support. Actually, the Network found that of displaced homemakers served by the 46 programs surveyed, 75% had annual incomes below $5,000.

Another problem area involving criteria for service involved age of dependent children. In New York State, for example, state funding regulations prohibit service to women with children below 16. But many middle-aged women continue to have children into their 40's. Informants from some programs felt frustrated in having to turn these women away.

There are pros and cons for a rigid definition of the displaced homemaker. Upholding a rigid set of regulations suggests that the loss of flexibility may lead to many needy women being turned away. But if criteria are too vague the older, unskilled, poverty-stricken woman may be forgotten in favor of more
employable, less "difficult" groups. Funding under vocational-education is more flexible, but we have become aware of some difficulties and misinterpretations. The "Rules and Regulations" (see Appendix 1-C) under the Vocational Education Amendments of 1976 lists displaced homemakers along with "other special groups". Clearly, persons who are simply "single heads of households", persons who are currently "part-time workers but who wish to secure a full-time job" and women who are in traditional female jobs and wish non-traditional jobs are not all displaced homemakers. But we suspect that in a few instances they may be being counted as such.

In view of the factors above, we think that the emphasis in the definition of the displaced homemaker should be on the middle-aged woman who has lost her means of support and must re-enter the world of work. But too great insistence on having spent time at home may link the definition too rigidly to the middle class woman. There should be flexibility in including women who have been irregularly and under-employed as well.

Finding the women who should be helped. One of the most prevalent problems cited by our telephone informants is that of outreach—getting in contact with the women program leaders know are "out there", but who do not present themselves. These are often the most isolated, the most lacking in confidence and the most needy. Word-of-mouth was often mentioned as the most effective means of bringing people to the program, but these women are often not part of a social network and do not belong to social organizations. Television spots may reach them, but as a means of outreach, television is used rather rarely by local programs, probably because of the time and/or expense involved. (It appears easier to get articles and ads in the local press, and programs make use of that. They also use posters and notices in centers of community life,
such as the local supermarket. Other approaches included contact with local clergymen, lawyers and funeral directors, making presentations to local women's groups, and radio spots.)

The problem is most acute in relation to minority groups. Hispanic women, especially, are unlikely to contact a program for displaced homemakers. One program which has had success in attracting younger Hispanic women is the Mi Casa Resource Center in Denver. They attribute part of their success to a sensitive community-based advisory board. Located in a two-story house in the middle of the community, women know that the Center is available and effective to help in an emergency such as those involving food stamps or housing. Once women in crisis have made contact, they accept other services, such as G.E.D. preparation and counseling. Sometimes younger women bring their mothers, but there is still a need to reach older women.

Another problem category are rural women who may live far from any displaced homemaker activity and may lack transportation. Ohio and Washington are trying to reach more women outside urban population centers by vocational-education funding of programs in community colleges throughout the state. The danger is that resources may be spread too thin to be effective, but the programs appear to be working. (For a description of the program in Ohio which has since been expanded, see Carol Bodeen, "What Happens When Homemakers Lose Their Jobs?", A.V.A. Journal, November, 1978.)

The Displaced Homemaker Center of Western New York, in an effort to reach more rural women, hopes to find funding for a mobile van. Other programs arrange workshops in libraries or other community centers in rural areas.

The fact that the majority of displaced homemaker programs reported that they could serve more displaced homemakers (see Table 4, Section 3) indicates that
special efforts at outreach are important; most programs are well aware of the need. One way to reach a large number of potential clients for displaced homemaker programs is through national organizations. The leaders of the displaced homemaker movement realized this early in their efforts, and were successful in enlisting the aid of many organizations concerned with women and/or employment. In order to find out more about the past, present and future of organizations vis-a-vis the displaced homemaker, we sent a letter (see Appendix 6-C) to organizations which to our knowledge had supported activities in the past, or whose membership would have a potential interest in aspects of the displaced homemaker problem (see listing, Appendix 6-D). Responses came in too late to be analyzed for this report; the listing and responses will be considered in planning for the national conference in 1981.

Funding. When asked about problems, a typical statement was "Nothing that $50,000 wouldn't cure!" Informants most often mentioned the desirability of special outreach and job development people for whom funding was lacking. They also mentioned the uncertainty of funding from year to year. Even demonstrably successful programs have had to cut back services or cease operation when funding ceases. Program directors such as those in New York State, with funds legislated by the state and linked with the state Department of Labor, feel more secure in being "inside" the system.

As mentioned previously, another common complaint was having to turn away clients ineligible for CETA. The prevalent perception is that Vocational-Education funding is more flexible and that programs can service a wider variety of clients.

The most obvious "cure" for funding problems is the acquisition of multiple financial resources. Current regulations under both CETA and
Vocational-Education were designed to foster coordination and cooperation (see David W. Stevens, The Coordination of Vocational Education Programs With CETA, Columbus, Ohio: National Center for Research in Vocational Education, 1979). Responses of "new" vocational education programs to our mailed request letter did not permit analysis of how much cooperation does exist with CETA. It is significant, however, that of 64 programs with Vocational Education funding, 38 had some other source of support. Those which did not were newer and smaller.

At least one telephone respondent reported that when the program received alternate funding, they "dropped CETA—it was too restrictive." Other complaints we have heard about CETA are that "there's too much red tape" involved in obtaining funds, that "it's too political," and that programs get the news about funding later than expected and then have to spring into action immediately, with no time to hire staff and to plan effectively. These criticisms echo those in a study by the Office of Governmental Affairs, A.A.C.J.C. ("Community and Junior Colleges and the Comprehensive Employment and Training Act: Participation and Recommendations for Improvement," Washington, D.C., 1977). The study concluded that "those that effectively cope with the politics and know or get involved with the manpower planning council are most likely to do well."

It seems obvious that the greater the multiplicity of funding, the better. The bookkeeping procedures must be more complex and careful but the additional services, special projects, larger staff and greater variety of clients which can be accommodated in the existing structure makes up for the inconvenience.

Training those who advise, counsel, or instruct displaced homemakers. Those who are in a position to help the displaced homemaker move to a personally
satisfying and financially productive job should understand the special problems of the displaced homemaker, should have realistic, up-to-date information on employment and training opportunities, and should be aware of the full range of supportive services in order to help the displaced homemaker set goals and take appropriate next steps.

Currently, people from many different experiential and academic backgrounds provide assistance and counsel to the displaced homemaker. Our research suggests that all could benefit by pre-service or in-service training which would help them to develop additional competencies. In general, advisors to displaced homemakers tend to focus on their own special areas of expertise and may, as a result, neglect other important areas identified above. For example, some who staff displaced homemaker centers have considerable experience in working through the special problems of the target group and as "ex-displaced homemakers" provide excellent peer support. They tend to have a realistic philosophy about helping expressed by such statements as "you can't be everyone's savior", "the more you know the tougher it gets", or "we need to educate displaced homemakers for economic independence". But some have difficulty translating homemaker skills into labor market alternatives. Some who work in educational settings are more aware of the educational and work opportunities, but may be less informed about and sensitive to the needs of the population—e.g., "the resources are here, why doesn't the displaced homemaker just use them", or "I see education as therapy and even if a displaced homemaker gets a degree in education and can't get a teaching job later, I figure she's better off in college than sitting home depressed and I hope that she will meet people and get ideas about what she can do afterward".

55
In a few instances, advisors may be more concerned with filling available slots in educational programs, rather than expanding career options for the displaced homemaker. Still others, who know the job world and the training world, impose stereotyped views about what is "women's work" on the displaced homemaker or accept rather than challenge the initial occupational choices of the displaced homemaker. In effect, they act to eliminate choices before any exploration is possible.

Dissemination of information is necessary to help to fill in the "missing pieces" among helpers. For example, the Displaced Homemakers Network conducts national and regional training seminars and conferences for local program staff and its regional coordinators; a few telephone respondents such as The New Mexico state project for displaced homemakers had programs for training people in community service agencies; the NTO Project of the Boston YWCA overcame stereotyped attitudes about "women's work" on the part of referring agencies by direct contact with counselors and easily accessibility to the project via an "open door" policy. Carol Eliason, Director of the Women's Opportunity Center of the A.A.C.J.C. suggests retraining of personnel in a wide variety of organizations which provide services to displaced homemakers such as personnel in federally-funded State Departments of Employment Security, USDA County Agents and Home Demonstration Agents who come in contact with rural displaced homemakers, and personnel of other agencies such as the Bureau of Indian Affairs, VISTA, and CETA manpower training offices.

In addition, Dr. Eliason, a program evaluator, suggests certain criteria for staff effectiveness in displaced homemaker programs:

* Staff selection should be based upon skills, competencies and background rather than politics or traditional hierarchical educational credentials.
Staff should include one or more minority persons to assure sensitive role models.

Staff should include one or more former displaced homemakers.

Every staff person (paid and volunteer) should have at least semi-annual evaluations with a written report filed for personnel records.

Every staff person should be trained in the basic job search and development skills offered to the clients to insure rapport in problem solving.

Widening the options of displaced homemakers. The most important functions of a displaced homemaker program have to do with options—to foster an awareness of options for the future, to assist in the choice among those options, and to aid in fulfillment once the choice has been made. Unfortunately, many obstacles stand in the way of real freedom of choice and accomplishment. The most serious of these problems were discussed in the section on training and education. Further training and education are often impossible even if, through counseling, the displaced homemaker arrives at a recognition of the importance of these activities in reaching her goals. The reasons are usually financial. Displaced homemakers should have more opportunities to learn and earn at the same time. Programs like the one at the Baltimore Center for Displaced Homemakers have found the funding, initiative and creativity to develop a series of training options: Internships, Tuition Assistance, Self-Employment Assistance, On-the-Job Training and Non-Traditional Training. The Baltimore Center has been established longer than most, but it would be beneficial for many programs to develop training and education options in addition to individual counseling, recognition of transferable skills and job readiness workshops. One of the keys in this endeavor is effective linkage with other community resources, such as Vocational Rehabilitation and the business community. We have
become aware of community resources such as Human Resources Development Institutions, LEAP programs of the National Urban League, and Educational Opportunity Centers. Displaced Homemaker programs must seek out other service providers; they must become brokers and advocates for displaced homemakers. Formation of a community-based advisory committee with representatives of agencies, institutions, businesses, unions and displaced homemakers is another step in the right direction.

One of the biggest problems is the lack of jobs in a stagnant economy, especially in rural areas. Some women may be content with traditional, entry-level jobs; for some, getting and retaining a job with a regular paycheck is the fulfillment of a goal, and this should be recognized. But every woman should be at least encouraged to consider jobs she would not have considered before. Programs which have the facilities to allow women a small amount of hands-on experience in non-traditional work are fortunate; if they do not have the facilities, they should seek them out. Development of good relationships with area businesses is also very important. At the Oakland, California Displaced Homemakers Center, for example, many large employers notify Center personnel of job openings before advertising to the general public. They have become "satisfied customers".

Displaced homemaker programs cannot be all things to all people, however. Most of the program directors we interviewed claimed above a 50% job placement rate, and some said that 90% of "graduates" were placed in jobs or further training. So results, in general, are good.

On the whole, we have found that program leaders are enthusiastic and firm in their dedication and commitment to provide service to displaced homemakers. Perhaps because of the grassroots origins of the movement and because many are
or were displaced homemakers themselves, they are generally concerned about the effectiveness of their programs and eager to make changes for the better.
SECTION 7
SOME CRITERIA FOR EVALUATION OF PROGRAMS

The following criteria are extensions of the discussion in the last section, and are based on the same sources. We have attempted to be quite general, leaving room for individual program differences.

A. Multi-source funding.
B. Outreach attempts and service to every segment of the community.
C. Innovative outreach techniques.
D. Advisory committee which includes representatives of community groups (including minority groups), service agencies, business and unions, if possible.
E. Intake service which includes information and referral for immediate individual problems.
F. Flexible programs to meet individual needs. Elements of the program should include personal and skill assessment, career exploration (what the displaced homemaker wants to do and can do) and methods for attaining goals.
G. Element of peer support (in group workshops, etc.).
H. Linkage with other agencies in community to further goals of training, education or job placement.
I. Job development and placement efforts, which include contact with the local business community.
J. Making displaced homemakers aware of non-traditional work option, and preferably efforts toward developing on-the-job training and apprenticeships.
K. Awareness of needs for auxiliary service such as transportation, child care, or health service. Creative approaches to help.
NOTE: Corrections need to be made on several entries in this bibliography. The corrected version will be forthcoming. Please do not disseminate this copy. Thank you.

BIBLIOGRAPHY
ON THE DISPLACED HOMEMAKER
AND RELATED TOPICS

COMPILED BY
BARBARA H. VINICK, Ph.D.
AND
GRACE SHELDRICK

DECEMBER, 1979
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Initials in parentheses following some entries refer to sources from which materials can be obtained. The list of sources follows the Bibliography. In a few instances, the address of the source appears in parentheses following the entry.

Entries are organized in the following categories:

- The Displaced Homemaker
- Legislation Affecting Displaced Homemakers
- Being Alone
- Family Relationships
- The Mature Woman
- Counseling Women For Education And Work
- Education And The Mature Woman
- Employment Of Women
- Occupational Re-Entry Of Women
- Vocational Education And The Mature Woman
- Equal Rights - Women In Work And Education
- Women And Non-traditional Occupations
- Statistics On Women And Employment
- Bibliographies On Woman Alone And Their Education And Their Employment
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128


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AACJC  American Association of Community & Jr. Colleges
        One Dupont Circle, NW
        Washington, D.C. 20036

DHN   Displaced Homemakers' Network, Inc.
        c/o Business and Professional Women's Foundation
        2012 Mass. Ave., NW
        Washington, D.C. 20036

EDC   Education Development Center
        55 Chapel St.
        Newton, MA 02160

ERIC  Clearinghouse on Adult, Career, and Vocational Education
        The National Center for Research in Vocational Education
        The Ohio State University
        1960 Kenny Rd.
        Columbus, OH 43210

FWS   Feminism and Women's Studies
        Books on Demand and Doctoral Dissertations
        University Microfilms International
        300 North Zeeb Road
        Ann Arbor, MI 48106

WEAL  Women's Equity Action League
        805 15th St. NW, Suite 822
        Washington, D.C. 20005

WEECN Women's Educational Equity Communications Network
        Far West Laboratory for Research and Development
        1855 Folsom St.
        San Francisco, CA 94103

WS    Washington State Commission for Vocational Education
        Bldg. 17 Air Industrial Park
        MS LS-10
        Olympia, WA 98504

WSW   Women's Studies, Working Women
        A Dissertation Bibliography
        University Microfilms International
        300 North Zeeb Road
        Ann Arbor, MI 48106
**APPENDIX 1-A**

**STATUS OF DISPLACED HOMEMAKER LEGISLATION BY STATE**

<table>
<thead>
<tr>
<th>State</th>
<th>Legislation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td>No known legislative plans.</td>
</tr>
<tr>
<td>Alaska</td>
<td>No legislation pending; background research in process.</td>
</tr>
<tr>
<td>Arkansas</td>
<td>Bill passed, no appropriations (1979).</td>
</tr>
<tr>
<td>California</td>
<td>Bill passed 1976.</td>
</tr>
<tr>
<td>Connecticut</td>
<td>Bill introduced 1979; held in appropriations com. (6-79).</td>
</tr>
<tr>
<td>Delaware</td>
<td>Bill passed 1978.</td>
</tr>
<tr>
<td>Florida</td>
<td>Bill passed 1976; funds released.</td>
</tr>
<tr>
<td>Hawaii</td>
<td>Bill passed 1979; $75,000 appropriated.</td>
</tr>
<tr>
<td>Idaho</td>
<td>No known legislative plans.</td>
</tr>
<tr>
<td>Illinois</td>
<td>Bill passed</td>
</tr>
<tr>
<td>Indiana</td>
<td>No known plans for legislation. Study committee at work - July 1979</td>
</tr>
<tr>
<td>Kansas</td>
<td>Bill introduced 1978 and 1979; died both years.</td>
</tr>
<tr>
<td>Kentucky</td>
<td>Bill passed 1978; no appropriations.</td>
</tr>
<tr>
<td>Louisiana</td>
<td>Bill passed 1978.</td>
</tr>
<tr>
<td>Maine</td>
<td>Bill passed 1977.</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Bill passed 1977; no funds appropriated.</td>
</tr>
<tr>
<td>Michigan</td>
<td>Bill passed 1979; $500,000 appropriated for rural, urban, and semi-urban progs.</td>
</tr>
<tr>
<td>Minnesota</td>
<td>Bill passed.</td>
</tr>
<tr>
<td>Missouri</td>
<td>Bill died 1978; no current plans.</td>
</tr>
<tr>
<td>Mississippi</td>
<td>Bill introduced 1978 and 1979; died both years.</td>
</tr>
<tr>
<td>Nebraska</td>
<td>Bill passed.</td>
</tr>
<tr>
<td>Nevada</td>
<td>Bill passed 1979; $36,000 appropriated for pilot prog. under state Bd. of Voc. Ed.</td>
</tr>
<tr>
<td>State</td>
<td>Action Details</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>Bill introduced 1979; held in Senate (6-79).</td>
</tr>
<tr>
<td>New Jersey</td>
<td>Bill passed 1979 ($25,000 to NJ Div on Women)</td>
</tr>
<tr>
<td>New Mexico</td>
<td>Bill passed 1977 (research &amp; planning) and 1978 (created state office).</td>
</tr>
<tr>
<td>North Carolina</td>
<td>Bill introduced 1979; provision for appropriations removed; awaiting action (6-79). Passed 6-79.</td>
</tr>
<tr>
<td>North Dakota</td>
<td>Bill passed 1979; no appropriations.</td>
</tr>
<tr>
<td>Ohio</td>
<td>Bill passed.</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>Bill passed 1978.</td>
</tr>
<tr>
<td>Oregon</td>
<td>Bill passed 1977.</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>Bill introduced 1978; died. Introduced in 1979: in committee</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>No known plans for legislation.</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>Bill passed.</td>
</tr>
<tr>
<td>South Carolina</td>
<td>Bill pending; in committee until Jan. 1980</td>
</tr>
<tr>
<td>South Dakota</td>
<td>Bill passed 1979; no appropriations.</td>
</tr>
<tr>
<td>Texas</td>
<td>Bill passed 1977.</td>
</tr>
<tr>
<td>Utah</td>
<td>No known plans for legislation.</td>
</tr>
<tr>
<td>Vermont</td>
<td>No known plans for legislation.</td>
</tr>
<tr>
<td>Virginia</td>
<td>No known plans for legislation.</td>
</tr>
<tr>
<td>West Virginia</td>
<td>No current plans for legislation; Women's Commission interested.</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>Bill passed 1978 w. $50,000 appropriation; appropriation pending 1979.</td>
</tr>
<tr>
<td>Wyoming</td>
<td>No known plans for legislation.</td>
</tr>
</tbody>
</table>
### STATUS OF DISPLACED HOMEMAKER LEGISLATION

#### LEGISLATION PASSED
- California
- Colorado
- Delaware
- Florida
- Hawaii
- Illinois
- Louisiana
- Maine
- Maryland
- Michigan
- Minnesota
- Montana
- Nebraska
- Nevada
- New Jersey
- New Mexico
- New York
- Ohio
- Oklahoma
- Oregon
- Rhode Island
- Texas
- Washington

#### LEGISLATION PENDING
- Connecticut
- Iowa
- New Hampshire
- North Carolina - PASSED 6-79
- South Carolina

#### BILL DIED
- Kansas
- Missouri
- Mississippi
- Pennsylvania
- Tennessee

#### INTEREST, PLANS
- Alaska
- Arizona
- Georgia
- West Virginia

#### NO KNOWN PLANS
- Alabama
- Idaho
- Indiana
- Puerto Rico
- Utah
- Vermont
- Virginia
- Wyoming

* We would like to thank the Displaced Homemaker Network for compiling and supplying the information included in Appendix 1-A.
APPENDIX 1-B

STATE DISPLACED HOMEMAKER PROGRAMS

Colorado

Georgetta M. Mitchell, Coord.
Colorado Displaced Homemaker Programs
State Department of Labor
1200 Lincoln Street, Suite 620
Denver, CO 80203
(303) 861-0541

Louisiana

Jan Ortego, State Supervisor
Displaced Homemaker Services
P.O. Box 44064
Baton Rouge, LA 70864
(504) 342-3450

Maryland

Cynthia Marano, Coordinator
State Displaced Homemaker Project
Baltimore New Directions for Women
2517 N. Charles St.
Baltimore, MD 21218
(301) 366-3717

Massachusetts

Ann Petters, State Coordinator
Mass. Displaced Homemaker Programs
State Employment & Training Council
Dept. of Manpower Development
Hurley Building, 4th Floor
Government Center
Boston, MA 02114
(617) 727-4344

Michigan

Pat Curran, State DH Coordinator
Office of Woman and Work
Michigan Dept. of Labor
309 N. Washington, Box 30015
Lansing, MI 48909
(517) 373-9475
APPENDIX 1-C

Vocational Education

Education Amendments of 1976 (P.L. 94-482)
Legislative Reference

"Subpart 2—Basic Grant"

"Authorization of Grants and Uses of Funds"

"Sec. 120. (a) From the sums made available for grants under this subpart pursuant to section 103, the Commissioner is authorized to make grants to States to assist them in conducting vocational education programs in accordance with the requirements of this subpart.

(b) (1) Grants to States under this subpart may be used, in accordance with five-year State plans and annual program plans approved pursuant to section 103, for the following purposes:

(A) work study programs as described in section 121;

(B) cooperative vocational education programs as described in section 122;

(C) energy education programs as described in section 123;

(D) vocational education programs as described in section 124;

(E) construction of area vocational education school facilities;

(F) support of full-time personnel to perform the duties described in section 104(b);

(G) the provision of stipends, subject to the restriction contained in paragraph (2), which shall not exceed reasonable amounts, as prescribed by the Commissioner pursuant to regulations, for students entering or already enrolled in vocational education programs, if those students have acute economic needs which cannot be met under work-study programs;

(H) placement services for students who have successfully completed vocational education programs, subject to the restriction contained in paragraph (2);

(I) industrial arts programs where such programs will assist in meeting the purposes of this Act;

(J) support services for women who enter programs designed to prepare individuals for employment in jobs which have been traditionally limited to women, including counselling as to the nature of such programs and the difficulties which may be encountered by women in such programs, and job development and job followup services;

(K) day care services for children of students in secondary and postsecondary vocational education programs;

(L) vocational education for—

(i) persons who had solely been homemakers but who now, because of dissolution of marriage, must seek employment;

(ii) persons who are single heads of households and who lack adequate job skills;

(iii) persons who are currently homemakers and part-time workers but who wish to secure a full-time job; and

(iv) women who are now in jobs which have been traditionally considered jobs for females and who wish to seek employment in job areas which have not been traditionally considered job areas for females, and men who arc now in jobs which have been traditionally considered jobs for males and who wish to seek employment in job areas which have not been traditionally considered job areas for males;

(2) No funds shall be used for the purposes specified in subparagraph (G) or (H) of paragraph (1) unless the State board first makes a specific finding in each instance of funding that the funding of this particular activity is necessary due to inadequate funding in other programs providing similar activities or due to the fact that other services in the area are inadequate to meet the needs."
Vocational Education

Regulative Reference

RULES AND REGULATIONS

VOCATIONAL EDUCATION PROGRAMS FOR DISPLACED HOMEMAKERS AND OTHER SPECIAL GROUPS

§ 104.621 Use of funds.

A State shall use funds under its basic grant (section 120 of the Act) in accordance with its approved five-year State plan and annual program plan to provide vocational education programs for the following special groups:

(a) Persons who had been homemakers but who now, because of dissolution of marriage, must seek employment;

(b) Persons who are single heads of households and who lack adequate job skills;

(c) Persons who are currently homemakers and part-time workers but who wish to secure a full-time job; and

(d) Women who are now in jobs which have been traditionally considered jobs for females and who wish to seek employment in job areas which have not been traditionally considered as job areas for females, and men who are now in jobs which have been traditionally considered jobs for males and who wish to seek employment in job areas which have not been traditionally considered as job areas for males.

(307(b)(4)(B), 120(b)(1)(L); 20 U.S.C. 2207, 2230)

§ 104.622 Scope of programs.

The State shall fund programs, in accordance with the policies and procedures described in its approved five-year State plan pursuant to § 104.187(b), to assess and meet the needs of the groups described in § 104.621. These programs shall include:

(a) Organized educational programs necessary to prepare these special groups for employment, including the acquisition, maintenance and repair of instructional equipment;

(b) Special courses preparing these individuals in how to seek employment; and

(c) Provision of placement service for the graduate of these programs.

(Implements Sec. 120(b)(1)(L); 20 U.S.C. 2230.)
"TITLE III—SPECIAL FEDERAL RESPONSIBILITIES"

"PART A—SPECIAL NATIONAL PROGRAMS AND ACTIVITIES"

"SPECIAL PROGRAMS AND ACTIVITIES"

Sec. 301. (a) The Secretary shall use funds available under this title to provide services authorized under all titles of this Act and for employment and training programs that—

"(1) meet the employment-related needs of persons who face particular disadvantages in specific and general labor markets or occupations, including offenders, persons of limited English language proficiency, handicapped individuals, women, single parents, displaced homemakers, youth, older workers, individuals who lack educational credentials, public assistance recipients, and other persons whom the Secretary determines require special assistance;

"(2) are most appropriately administered from the national level, such as programs sponsored by public agencies or private organizations that conduct federally assisted activities in more than one State;

"(3) foster new or improved linkages between Federal, State, and local employment and training agencies and components of the private sector, such as the business community, organized labor, and community based organizations;

"(4) provide continued support for programs of demonstrated effectiveness;

"(5) eliminate or reduce critical skill shortages in the Nation's labor force; and

"(6) serve individuals who become unemployed as a result of large-scale loss of jobs in a locality, caused by the closing of a facility, mass layoffs, natural disasters, or similar circumstances;

"(b) (1) (A) The Secretary shall make available financial assistance to conduct programs to provide employment opportunities and appropriate training and supportive services (through multipurpose projects or otherwise) to displaced homemakers. Such training and supportive services shall include, but not be limited to, job training, job readiness services, job counseling, job search and job placement services; outreach and information services, including information on available education opportunities; and referrals (through cooperative arrangements, to the maximum extent feasible) to health, financial management, legal, public assistance, and other appropriate supportive services in the community being served. To the maximum extent feasible, activities supported under this paragraph shall be coordinated with and supplement, but not supplant, activities supported under other titles of this Act and shall emphasize training and other employment related services for participants that are designed to enhance their employability and earnings. Programs shall concentrate on creating new jobs in the private sector for displaced homemakers in order to meet identified needs within the community. To the maximum extent feasible, supervisory, technical, and administrative positions within the programs shall be filled by displaced homemakers. Priority for participation in projects supported under this paragraph shall be given to displaced homemakers who, as provided in regulations which the Secretary shall prescribe, are most in need of services by virtue of age, education, training, household support obligations, and employability.

"(B) No funds available under this section shall be used for the purchase, construction, or major rehabilitation of facilities.

"(C) For the purposes of carrying out this subsection, the Secretary shall reserve not more than 2 percent of the funds made available to carry out this title."
APPENDIX 1-E

DISPLACED HOMEMAKERS NETWORK, INC.
c/o Business and Professional Women's Foundation
2012 Massachusetts Avenue, N.W.
Washington, D.C. 20036

DISPLACED HOMEMAKERS NETWORK REGIONAL REPRESENTATIVES

Region I
Gloria Bernheim, Dir.
Homemaker Re-Entry Program
57 Jackson Street
Lawrence, MA 01840
(617) 687-6607

Region II
Florence Leon
Volunteer Bureau of Bergen Co.
389 Main Street
Hickensack, NJ 07601
(201) 489-9454

Region III
Juanita Dutton
P.O. Box 354
Mendenhall, PA 19357
(203) 739-2825

Region IV
Beatrice Ettinger, Dir.
Center for Continuing Education
Valencia Community College
P.O. Box 3028
Orlando, FL 32802 (305) 843-4260

Region V
Shirley Sapin
Union for Experimenting Colleges and Universities
2331 Victory Parkway
Cincinnati, OH 45206
(513) 861-4479, 4477

Region VI
Jan P. Ortego, State Supervisor
Displaced Homemaker Services
P.O. Box 44064
Baton Rouge, LA 70864
(504) 342-3450

Region VII
Shirley Sandage, Dir.
The Door Opener
215 N. Federal Ave.
Mason City, IA 50401
(515) 424-9071

Region VIII
Fern Latino, Dir.
Pueblo Women's Center
330 Lake Ave.
Pueblo, CO 81004
(303) 544-2192

Region IX
Joan Suter, Dir.
Displaced Homemaker Program
Career Planning Center
2250 W. Washington Blvd.
Los Angeles, CA 90018

Region X
Barbara Crawford
Region X Displaced Homemakers Network
P.O. Box 2386
Seattle, WA 98111
(206) 323-2270
# APPENDIX 1-F
## DOL/ETA DISPLACED HOMEMAKER REGIONAL COORDINATORS

<table>
<thead>
<tr>
<th>Region</th>
<th>Name</th>
<th>Address</th>
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<tbody>
<tr>
<td>I</td>
<td>Mitleta Bruce</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(617) 223-5450</td>
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<td>JFK Building, R. 703</td>
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<td>(617) 223-5450</td>
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<td>II</td>
<td>Bernard Finger</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(212) 399-5303</td>
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<td>1515 Broadway</td>
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<td>New York, NY 10036</td>
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<td>(212) 399-5303</td>
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<td>III</td>
<td>Edward Sciamanna</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(215) 596-6407</td>
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<td>3535 Market Street</td>
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<td>(215) 596-6407</td>
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<tr>
<td>IV</td>
<td>Nancy Hawkins</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(404) 881-4806</td>
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<td>1371 Peachtree St., N.E.</td>
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<td>Atlanta, GA 30309</td>
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<td>(404) 881-4806</td>
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<tr>
<td>V</td>
<td>Janet McReynolds</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(312) 353-4660</td>
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<td>230 S. Dearborn St., 7th Fl.</td>
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<td>(312) 353-4660</td>
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<tr>
<td>VI</td>
<td>Sarah Dee Rochers</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(214) 767-4973</td>
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<td>555 Griffin Square Bldg.</td>
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<td>Dallas, TX 75202</td>
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<td>VII</td>
<td>Betty Parrott</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(816) 374-6411</td>
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<td>Kansas City, MO 64106</td>
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<td>VIII</td>
<td>Charles Vigil</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(303) 837-4638</td>
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<td>Denver, CO 80202</td>
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<tr>
<td>IX</td>
<td>Christine R. Ahlstromer</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(415) 556-6172</td>
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<td></td>
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<td>450 Golden Gate Ave.</td>
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<td>San Francisco, CA 94102</td>
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<td>Dean McCorkle</td>
<td>U.S. Dept. of Labor, ETA</td>
<td>(206) 442-5572</td>
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<td>909 First Ave.</td>
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CETA Information Sheet

Excerpts from "Solicitation for Grant Applications
To Provide Employment and Training Opportunities for Displaced Homemakers"

I. PURPOSE

To solicit applications for grants under the Displaced Homemaker Program, which is authorized by Title III of the Comprehensive Employment and Training Act (CETA) of 1978 (Public Law 95-524).

IV. PROGRAM PURPOSE

The Displaced Homemaker Program has these primary purposes:

--To provide a tailored program to address the specific needs of women who have not been in the labor force for a number of years.
--To improve the quality and increase the level of employment and training opportunities provided under CETA to displaced homemakers; to assist them in making the transition from home and economic dependency and to enhance their employability and economic security.
--To provide low-income, unemployed individuals displaced from homemaking due to separation, divorce, or widowhood, or loss of earning capacity by the primary wage earner due to disability, with skills by which to obtain permanent unsubsidized employment and, where appropriate, to improve their skills levels and career opportunities in the labor force.

V. GOVERNMENT REQUIREMENTS AND PROGRAM INFORMATION

A. Only designated Placee Year Title II CETA prime sponsors are eligible to submit applications. Each applicant may submit only one application. Applicants have flexibility in determining employment and training services to be provided for displaced homemakers.

B. Definitions

"Displaced Homemaker" means an individual who:

(a) has not worked in the labor force for a substantial number of years but has, during those years, worked in the home providing unpaid services for family members; (Note the term "substantial number of years" as used for purposes of this program is interpreted to mean five years.) However, prime sponsors should be flexible in applying case interpretation consistent with the needs and composition of the total displaced homemaker population in their area. Up to 2,600 hours of employment during that period will not disqualify a person.
(b) (1) has been dependent on public assistance or on the income of another family member but is no longer supported by that income; or (2) is receiving public assistance on account of dependent children in the home especially where such assistance will soon be terminated; ("will soon be terminated" means within two years of present eligibility for assistance)
(c) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.
(d) (1) has been dependent on public assistance or on the income of another family member but is no longer supported by that income; or (2) is receiving public assistance on account of dependent children in the home especially where such assistance will soon be terminated; ("will soon be terminated" means within two years of present eligibility for assistance)
(e) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment.
(f) (1) has been dependent on public assistance or on the income of another family member but is no longer supported by that income; or (2) is receiving public assistance on account of dependent children in the home especially where such assistance will soon be terminated; ("will soon be terminated" means within two years of present eligibility for assistance)

To provide a tailored program to address the specific needs of women who have not been in the labor force for a number of years. To assist them in making the transition from home and economic dependency and to enhance their employability and economic self-sufficiency through provision of comprehensive employment and training services.

To provide services to displacing homemakers with less work experience.

Revised and updated: 20 CFR 675.51 (Public Law 95-524).
V. STATEMENT OF WORK

The ETA is seeking applications which will address the barriers to employment which may be associated with age, lack of education or training, household support obligations, and prospects for employment. Within the population of displaced homemakers, applicants should focus their efforts on those persons who are most in need and who can benefit from CETA services.

A. Allowable activities or combinations of activities shall be any of the following: classroom training, on-the-job training, work experience, and services. Services include services to applicants (outreach and intake) and employment and training services (orientation to the world of work, crisis or peer counseling, employability assessment, job development, job search assistance, job referral and placement, vocational exploration), supportive services (health and medical services, child care, transportation, temporary shelter, assistance in securing bonds, family planning services, legal services, financial counseling, and post-termination services); and other activities (20 CFR 676.25).

C. Activities funded under this solicitation may supplement but not supplant activities available for displaced homemakers through the regular prime sponsor programs.

D. Applications must demonstrate how the project will link with any ongoing programs or service providers (CETA or non-CETA) such as WIN, public assistance, educational agencies, community-based organizations, etc., providing assistance to displaced homemakers in the prime sponsor’s area. In those areas where there are WIN initiatives or projects for displaced homemakers, applicants should describe efforts directed at coordinating with those projects.

E. Applications must be specific in describing the process for moving displaced homemakers into unsubsidized employment. This process may include: outreach and intake assessment, skills identification, job or peer counseling, employment development plans, training, work experience, subsidized employment, job search assistance and followup procedures. Applications that propose involvement of displaced homemakers in implementing programs will be considered favorably.

VI. PROPOSAL RATING CRITERIA

...Applications will be evaluated for acceptability with emphasis on the following factors:

1. Needs and objectives....
2. Innovation...the extent to which the program design represents a significant departure from previous ways of serving displaced homemakers and lends itself to replication. To emphasize linkages and to assure non-duplication, applicants should describe other services to displaced homemakers being provided by other organizations or agencies in the prime sponsor(s) area.
3. Cost effectiveness...the extent to which the program design represents a significant departure from previous ways of serving displaced homemakers. The use of displaced homemakers in implementing programs will be considered favorably.
4. Potential program effectiveness...potential for providing effective and timely services....
5. Administrative capability...
6. Matching funds...Applications must demonstrate how funds will be provided from the CETA Title A, B, C, and D, VI, VII and/or Special Governor’s Grant programs, WIN, Vocational Education, etc. and how these activities will interface....
7. Cost effectiveness....

VII. AVAILABILITY OF RESOURCES

The ETA has made up to $3.25 million available from Title III resources to be used nationwide to increase, to the maximum extent feasible, employment opportunities and appropriate training and supportive services (through multipurpose projects or otherwise) to displaced homemakers. The available funds will be awarded to applicants submitting the best proposals in response to this SGA. Awards will be made for a 12 month period commencing on November 1, 1979.

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VIII. PROPOSAL COST RESTRICTIONS

In the interests of attracting and implementing a reasonable number of proposals and increasing the potential number of innovative and replicable projects, the ETA has established maximum cost restrictions per proposal of $150,000. Regional administrators may set their own minimum and maximum funding levels for a proposal to be considered within the $150,000 limit.

IX. ALLOWABLE COSTS

The requirements of 20 CFR 676 apply to any grant award under the SGA. The applicant’s total administrative costs, including subgrants and contracts, shall be limited to those needed to effectively operate the program and shall not exceed 20% of the total funds requested.

X. CONTENT AND SUBMISSION OF APPLICATION

...In the case of a joint application...the total amount of funds that may be requested, including the specified maximum for administration, would be the sum of the maximum amount allowed (i.e., $150,000 + the number of prime sponsors in a joint agreement)...All completed applications are to be submitted to the Regional Administrator. The application will include: application for federal assistance, narrative description of the program, assurances and certifications, program planning summary, budget information summary...Applications must be received by September 14, 1979.
APPENDIX 1-H

CETA-SPONSORED

DISPLACED HOMEMAKER PROGRAMS FOR WOMEN
MASSACHUSETTS

State of Massachusetts

Executive Office of Economic Affairs
Charles F. Hurley Building
Government Center
Boston, Massachusetts 02114
Phone: (617) 727-7675

Project: Homemaker Re-Entry Project in Fitchburg, Mass.
Funding: Governor's Special Grant – $88,300
Description: Provides an intensive transition step for 60 low-income women to analyze interests and capabilities as they prepare for the world of work.

Contact: Bill Kazam (617) 342-6068

REGION II

NONE
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN
REGION III

MARYLAND

City of Hagerstown

Richard H. Barron, II, Director
Western Maryland Manpower Consortium
92 W. Washington Street
Hagerstown, Maryland 21740
Phone: (301) 791-3076

Project: New Directions for Women
Funding: Title I - $20,000
Description: Designed to provide counseling, workshops, job
training services and employment assistance. The
program will assist the displaced homemaker in
becoming self-sufficient and job ready.

Contact: Vicki Sadehvandi, Program Coordinator (301) 791-3128

Montgomery County

David W. Goehring, Chief
Division of Labor Resources
8113 Fenton Street
Silver Spring, Maryland 20910
Phone: (301) 279-8360

Project: New Phase
Funding: Title VI - $78,200
Description: Provide counseling and referral services to displaced
homemakers to assist them in re-entry into the labor
market.

Contact: Becky Coughman (202) 565-7758
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN

REGION III (Continued)

PENNSYLVANIA

City of Philadelphia

Hugh Ferguson
Area Manpower Planning Council
1317 Filbert Street - 7th Floor
Philadelphia, Pennsylvania 19107
Phone: (215) 686-2100

Project: Women in Transition
Funding: Title VI - $108,447
Description: Provides counseling services for women who are displaced, battered, widowed, etc. Also provides survival skills and referrals to agencies to help toward self-sufficiency.

Contact: Jay Spestor (215) 686-8681

City of Pottsville

Frank Milewski
Schuylkill-Carbon Agency for Manpower
433 S. Center Street
Pottsville, Pennsylvania 17901
Phone: (717) 628-5215

Project: Homemaker-Displaced Homemakers/Mature Workers Project
Funding: Title VI - $120,368
Description: Provides assistance to the elderly with general housekeeping chores, sewing and other projects within the home.
FLORIDA

Manatee County

Regis Chapman
Administrator
Department of Human Resources
P. O. Box 1138
Bradenton, Florida 33505
Phone: (813) 748-0087

Project: Special Counseling Center
Funding: Title VI - Public Service Employment - $84,000
Description: Designed to serve displaced homemakers and mature
workers who are in need of special counseling.
The center will provide outreach, job development
and conduct seminars.

Contact: Regis Chapman - Administrator (813) 748-0087

KENTUCKY

Fayette County

Susan B. Wurl
Acting Manpower Planning Director
Bluegrass Employment and Training Program
190 N. Upper Street
Lexington, Kentucky 40507
Phone: (606) 252-7505

Project: Project for Displaced Homemaker Women
Funding: Title VI - (Still in planning stage) - $25,000
Description: Designed to determine needs and develop projects for
displaced homemakers, PSE participants, to use survey
methods in determining needs. Needs assessment to
coordinate interested persons agencies for the first
twelve months.

Contact: Susan B. Wurl - Acting Manpower Planning Director
(606) 252-7505
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN

REGION V

ILLINOIS

Palatine

William M. Doyle
Chief, Administrative Officer
Cook County
Cook County Building, Room-82
118 North Clark Street
Chicago, Illinois 60602
Phone: (312) 443-8828

Project: Displaced Homemakers
Funding: Title I - $178,000
Description: Provide counseling both individual and group, job readiness seminars including week, orientation, job exploration, career development will be provided. Job placement will be a major focus of the proposed project.

Contact: William M. Doyle, Chief, Administrative Officer (312) 397-3000, Ext. 518

MICHIGAN

County of Muskegon

Paul E. Roy, Jr., Director
Department of Employment and Training Administration (ETA)
953 East Keating Avenue
Muskegon, Michigan 49442
Phone: (616) 724-6381

Project: Women's Resource Center
Funding: Title II-B - $64,500
Description: Provides direction and assistance to instructors and counselors in ETA training activities in order to increase their awareness of the special problems of women; acts as a resource to employers who are seeking or employing women. The program specifically targets welfare recipients, minority women, and mature/displaced homemakers.

Contact: Paul E. Roy, Jr., Director (616) 724-6381
MICHIGAN

City of Ann Arbor

Harold Turner
Director
CETA Program
City Center Building
220 E. Huron-Basement
Ann Arbor, Michigan 48108

Project: Ann Arbor Crises Walk-In Centers
Funding: Title VI - $30,000
Description: Provides counseling and job placement for battered women, Displaced Homemakers and who would be abused.
Contact: Rachel Baumer, Director

LOUISIANA

County of Quachita

Steve Mansur, ETA Director
Quachita Parish Police Jury
300 Essex House
141-Disiard
Monroe, Louisiana 71201
Phone: (318) 388-0313

Project: Quachita Homemaker Project
Quachita Council on Aging
Funding: Title VI - $23,667
Description: Provides employment for displaced homemakers and women with only limited skills in the area.
Contact: Steve Mansur, Director (318) 388-2083
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN
REGION VII

MISSOURI

City of Independence

Jake Simonitsch, Director
Office of Employment and Training
City Hall - 103 North Main
Independence, Missouri 64050
Phone: (816) 836-8300

Project: Women Employable - Displaced Homemaker
Funding: Title I - $77,175
Description: Provides training for participants to gain skills, abilities and knowledge necessary to take charge of their own lives. Also provides a feeling of self worth, increasing knowledge of actual world of work, on-going counseling and supportive services.

Contact: Jay Simonitsch, Director (816) 836-1700

REGION VIII

COLORADO

County of Pueblo

John Romero
Manpower Administrator
720 North Main Street, Suite 320
Pueblo, Colorado 81003
Phone: (303) 543-2951

Project: Career Development Center for Displaced Homemakers
Funding: Title VI - $50,000
Description: Provides the community with a career development center for displaced homemakers, career counseling, testing job preparedness courses, job referrals and supportive services.

Contact: Jose Esteban Ortega (303) 544-1972, Ext. 202
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN
REGION IX

CALIFORNIA

City of Los Angeles

Jerome Miller, General Manager
Community Development Department
200 N Spring Street, Room 309
Los Angeles, California 90012
Phone: (213) 485-5019

Project: Displaced Homemaker Project
Funding: Title VI - $172,802
Description: Provides job recruitment, training, and placement for recently separated and divorced homemakers staffed by former displaced homemakers.

Contact: Dave Gowonski (213) 485-3914

Humboldt County

Dennis Brown, Manpower Director
21 Tamal Vista Boulevard, Suite 115
Corte Madera, California 94925
Phone: (415) 924-8220

Project: Senior Citizen Home Convalescent Care Training Program
Funding: Title I - $51,521
Description: Provides classroom training and work experience for 20 participants who become advocates for elderly patients through seminars.

Contact: Robert Garrison (707) 445-7715
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN

REGION IX (Continued)

CALIFORNIA

Orange County

Robert C. Nelson
Executive Director
Orange County Manpower Commission
433 Civic Center Drive West
Santa Ana, California 92701
Phone: (714) 834-6683

Project: YWCA Employment Program for Mature Women
Funding: Title I - $178,485
Description: Program provides recruitment, assessment, orientation, classroom training, counseling, job development and appropriate referrals to other Manpower deliverers.

Contact: Maria Mendoza (714) 834-3289

Sacramento/Yolo

Elza Minor, Jr.
Executive Director
Sacramento/Yolo Employment and Training Agency
1225 Eighth Street, Suite 260
Sacramento, California 95814
Phone: (916) 447-4380

Project: Job Resource Center
Funding: Title I - $25,000
Description: Provides on-the-job training to displaced homemakers.

Contact: Elizabeth deFrancesca (916) 920-6111 or Carol Budlove
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN

REGION IX (Continued)

CALIFORNIA

County of Santa Barbara

Harvey Clement, Director
County of Santa Barbara
CETA Program
1018 Garden Street
Santa Barbara, California 93101
Phone: (805) 966-7611, Ext. 451

Project: Displaced Homemakers Project
Funding: Title VI - $24,000
Description: Provides identification of women falling into categories of "displaced homemakers" to determine the extent of problems, training, social and employment needs through testing and inventory of their skills.

Contact: Shelley Bequet (805) 963-8971

REGION X

IDAHO

Boise

Idaho Manpower Consortium
Glenn Nichols, Executive Director
P. O. Box 35
Boise, Idaho 83735
Phone: (208) 384-2731

Project: Women in Transition
Funding: Title VI - $38,467
Description: Designed to develop displaced homemakers and chronically unemployed women's positive self-awareness and job seeking skills in a reinforcing structure. It is designed to assist the participant to overcome some of the barriers related to each of, or outmoded, job skills.

Contact: YWCA, Boise, Idaho, Ms. Jiny McAllister (208) 384-2731
DISPLACED HOMEMAKER PROGRAMS FOR WOMEN

REGION X (Continued)

WASHINGTON

City of Seattle

Pierce County
Pierce County Manpower Planning
Pierce County Annex
2401 So. 35th Street
Tacoma, Washington 98409
Phone: (206) 593-4940

Project: Displaced Homemakers/Mature Workers
Funding: Title II and Title VI - $18,107
Description: Designed to project employment specifically evaluated before allocations to our significant segment groups. Females, AFDC and which we are obligated to respond.

Contact: Les Crowe, Director (206) 593-4940
Subgrantee: Fort Steilacoom Community College

King County

King-Snohomish Manpower Consortium
1811 Smith Tower Building
506 Second Avenue
Seattle, Washington 98104
Phone: (206) 625-4769

Project: Displaced Homemakers/Mature Workers
Funding: Title VI - $10,920
Description: Provides information, counseling and support for older (40+), particularly women who may have lived most of their lives with economic and emotional support (husband, family) and for varying reasons, these support systems no longer exist.

Contact: Mr. Lee Pasquerella (206) 625-4769
Subgrantee: Employment Security Department
WASHINGTON

Vancouver

Clark County
James Massey, Administrator
Clark County - CETA
P. O. Box 500C
Vancouver, Washington 98663
Phone: (206) 699-2461

Project: Displaced Homemakers
Funding: Title VI - $11,731
Description: Designed to accomplish several goals starting with raising the self-image of women who must, due to death or divorce of their spouse, cope with the myriads of problems encountered when they attempt to re-enter or enter for the first time, the job market.

Contact: James Massey, Administrator (206) 699-2494
APPENDIX 1-I
SEX EQUITY COORDINATORS

ALABAMA
Ms. Ann Turnham Smith
Supervisor, Sex Role Stereotyping
Division of Vocational Education
State Department of Education
Montgomery, Alabama 36130
(205) 832-5776

ALASKA
Roy Henderson
Coordinator, Sex Fair Programs
Pouch F - Alaska Office Building
Juneau, Alaska 99801
(907) 486 2980

ARIZONA
*Ms. Marialyce Contour
Wider Opportunities for Women
Univ. of Arizona - Continuing Education, 1717 E. Speedway
Tucson, AZ 85721
Tel. (602) 884-1787

ARKANSAS
Ms. Debbie Dillon
Specialist, Sex Stereotyping
State Department of Education
Vocational Education Division
1535 West Jefferson Street
Phoenix, Arizona 85007
(602) 255-5357

CALIFORNIA
Ms. Connie Gipson
Consultant
State Department of Education
Vocational Education
721 Capitol Mall, 4th Floor
Sacramento, California 95814
(916) 445-5079

COLORADO
*Mr. Wally Clark
Regional Planner
Colorado Central (address the same)
(303) 839-3192

Ms. Dorothy Lawrence
Supervisor, Sex Equity
Division of Occupational Education
State Board for Community Colleges
207 State Services Building
Denver, Colorado 80203
(303) 839-3011

Note: * indicated Displaced Homemaker function has been assigned to this individual.
<table>
<thead>
<tr>
<th>State</th>
<th>Consultant/Coordinator</th>
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<tbody>
<tr>
<td>CONNECTICUT</td>
<td>Ms. Carole Aiken</td>
</tr>
<tr>
<td></td>
<td>Consultant/sex equity</td>
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<tr>
<td></td>
<td>Division of Vocational Education</td>
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<td></td>
<td>State Department of Education</td>
</tr>
<tr>
<td></td>
<td>Box 2219</td>
</tr>
<tr>
<td></td>
<td>Hartford, Connecticut 06115</td>
</tr>
<tr>
<td></td>
<td>(203) 566-3430</td>
</tr>
<tr>
<td>DELAWARE</td>
<td>Ms. Carol O'Neill Mayhew</td>
</tr>
<tr>
<td></td>
<td>Coordinator, Sex-Equity Program</td>
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<tr>
<td></td>
<td>State Department of Education</td>
</tr>
<tr>
<td></td>
<td>Dover, Delaware 19901</td>
</tr>
<tr>
<td></td>
<td>(302) 678-4885</td>
</tr>
<tr>
<td>DISTRICT OF COLUMBIA</td>
<td>Ms. Eunice Wright-Jones</td>
</tr>
<tr>
<td></td>
<td>Sex-Equity Coordinator</td>
</tr>
<tr>
<td></td>
<td>Division of Vocational Education</td>
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<tr>
<td></td>
<td>Presidential Building</td>
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<tr>
<td></td>
<td>415 Twelfth Street, N.W.</td>
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<td></td>
<td>Washington, D.C. 20004</td>
</tr>
<tr>
<td></td>
<td>(202) 724-4178</td>
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<tr>
<td>DISTRICT OF COLUMBIA</td>
<td>Mr. Junius George</td>
</tr>
<tr>
<td></td>
<td>Assistant to the Assistant Superintendent</td>
</tr>
<tr>
<td></td>
<td>(address the same)</td>
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<tr>
<td>FLORIDA</td>
<td>Ms. Charlotte Carney</td>
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<tr>
<td></td>
<td>Vocational Education Equity Coordinator</td>
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<tr>
<td></td>
<td>Division of Vocational-Technical Education</td>
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<tr>
<td></td>
<td>Knott Building</td>
</tr>
<tr>
<td></td>
<td>Tallahassee, Florida 32304</td>
</tr>
<tr>
<td></td>
<td>(904) 488-7695 or 488-8961</td>
</tr>
<tr>
<td>GEORGIA</td>
<td>Ms. Loydia Webber</td>
</tr>
<tr>
<td></td>
<td>Vocational Education Equity Coordinator</td>
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<td></td>
<td>Office of Special Activities</td>
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<td></td>
<td>231 State Office Building</td>
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<td>State Department of Education</td>
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<td></td>
<td>Atlanta, Georgia 30334</td>
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<tr>
<td></td>
<td>(404) 656-2591</td>
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<tr>
<td>HAWAII</td>
<td>Ms. Barbara White</td>
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<tr>
<td></td>
<td>Coordinator of Special Services</td>
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<td></td>
<td>University of Hawaii</td>
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<td></td>
<td>Office of the State Director of Vocational Education</td>
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<tr>
<td></td>
<td>2444 Dole Street, Bachman Hall</td>
</tr>
<tr>
<td></td>
<td>Honolulu, Hawaii 96822</td>
</tr>
<tr>
<td></td>
<td>(808) 948-7461</td>
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<tr>
<td>IDAHO</td>
<td>Ms. Lianne Erdoisa McAllister</td>
</tr>
<tr>
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<td>Vocational Education Equity Coordinator</td>
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<tr>
<td></td>
<td>Len B. Jordan Building - 650-W. State St.</td>
</tr>
<tr>
<td></td>
<td>Boise, Idaho 83720</td>
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<tr>
<td></td>
<td>(208)384-3271</td>
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</tbody>
</table>
ILLINOIS

Ms. Catherine A. Carter
Consultant, Consumer and Homemaking Education, Board of Voc. Edu.
Rehabilitation, Division of Voc. and Technical Education
1035 Outer Park Drive
Springfield, Illinois 62706
(217) 782-5098

Ms. Jane Adair
Sex Equity Administrator
Adult, Vocational & Technical Education
Illinois Office of Education
Alvina Building - 4th Floor
100 North First Street
Springfield, Illinois 62777
(217) 782-7823

INdIANA

Ms. Cecilia Hawkins
State Coordinator for Reduction of Sex Bias
State Board of Vocational and Technical Education
401 Illinois Building
17 West Market Street
Indianapolis, Indiana 46204
(317) 232-1819

IOWA

Dr. Lenola Allen
Consultant
State Department of Education
Grimes State Office Building
Des Moines, Iowa 50319
(515) 281-4714

KANSAS

Cheryl Henderson
(address the same)

Ms. Corena Mook
Vocational Education Equity Coordinator
State Department of Education
120 East 10th Street
Topeka, Kansas 66612
(913) 296-2091

KENTUCKY

Ms. Marilyn Fentress
Program Coordinator
Displaced Homemaker Center
Owensboro Public Schools
1335 W. Eleventh Street
Owensboro, Kentucky 42301
(502) 685-4964

Ms. Hazel Davis
Vocational Opportunity Coordinator
State Department of Education
Capitol Plaza Towers, Room 1017
Frankfort, Kentucky 40601
(502) 564-2896

LOUISIANA

Jan P. Ortego
State Supervisor of Displaced Homemakers Services
(address the same)--

Ms. Joy Joseph
Coordinator, Sex-Equity Programs
Division of Vocational Programs
State Department of Education
P.O. Box 44064
Baton Rouge, Louisiana 70804
(504) 342-3522
<table>
<thead>
<tr>
<th>State</th>
<th>Name</th>
<th>Title/Position</th>
<th>Address</th>
<th>Phone</th>
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<tr>
<td>Maine</td>
<td>Mr. Edward Maroon</td>
<td>Affirmative Action Officer/Voc. Ed.</td>
<td>State Department of Education</td>
<td>(207) 289-2796</td>
</tr>
<tr>
<td></td>
<td>David McCullough</td>
<td>Dir./Consultant Cooperative Education</td>
<td>Augusta, Maine 04330</td>
<td>(207) 289-3367</td>
</tr>
<tr>
<td>Maryland</td>
<td>Ms. Marie Mayor</td>
<td>Coordinator</td>
<td>Department of Educational and Cultural Services</td>
<td></td>
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<tr>
<td></td>
<td>Joseph B. De Santis</td>
<td>Vocational Education Division</td>
<td>State Department of Education</td>
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<tr>
<td></td>
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<td>Box 8717 - Baltimore Washington International Airport</td>
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<td></td>
<td></td>
<td>Baltimore, Maryland 21240</td>
<td>(301) 796-8300 x504</td>
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<tr>
<td>Massachusetts</td>
<td>Ms. Maureen V. Lynch</td>
<td>Sex Equity Coordinator Division of Occupational Education</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>State Department of Education 31 St. James Avenue</td>
<td>Boston, Massachusetts 02115</td>
<td>(617) 727-8140</td>
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<tr>
<td>Michigan</td>
<td>Dr. Sara Lincoln</td>
<td>Sex Equity Coordinator for Voc. Ed. Education Specialist</td>
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<tr>
<td></td>
<td>Mrs. Nancy Jobe, Consultant</td>
<td>Higher Education Management Services</td>
<td>State Department of Education</td>
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<td></td>
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<td>Occupational Education Unit</td>
<td>Michigan Department of Education</td>
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<tr>
<td></td>
<td></td>
<td>(address the same)</td>
<td>(517) 373-3360</td>
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<tr>
<td>Minnesota</td>
<td>Ms. Donna Boben</td>
<td>State Coordinator for Expanded Career Choices</td>
<td>State Department of Education</td>
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<tr>
<td></td>
<td></td>
<td>Capitol Square Building</td>
<td>St. Paul, Minnesota 55101</td>
<td>(612) 296-1866</td>
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<tr>
<td>Mississippi</td>
<td>Ms. Judy McLarty</td>
<td>Program Officer, Vocational Education Equity Coordinator</td>
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<td>State Department of Education</td>
<td>P.O. Box 771</td>
<td>(601) 354-6805</td>
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<tr>
<td>Mississippi</td>
<td>Ms. Georganna Hargadine</td>
<td>Program Manager, Vocational Education Equity Coordinator</td>
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<td>P.O. Box 480</td>
<td>(314) 751-3872</td>
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<td>Missouri</td>
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<td>State Department of Education</td>
<td>Jefferson City, Missouri 65101</td>
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<tr>
<td>Montana</td>
<td>Ms. Sally Moore</td>
<td>Consultant, Human Potential Development</td>
<td>Office of Public Instruction, State Capitol, Helena, Montana 59601</td>
<td>(406) 449-3126</td>
</tr>
<tr>
<td>Nebraska</td>
<td>Ms. Marge Hatheway</td>
<td>Director, Equal Educational Opportunity in Vocational Education</td>
<td>State Department of Education, 301 Centennial Mall South, Lincoln, Nebraska 68509</td>
<td>(402) 471-2441</td>
</tr>
<tr>
<td>Nevada</td>
<td>Ms. Roberta Dowell</td>
<td>Director, Elimination of Sex Bias and Sex Stereotyping in Vocational Education</td>
<td>State Department of Education, 400 West King Street, Carson City, Nevada 89701</td>
<td>(702) 885-5700</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>Dr. Nishma Duffy</td>
<td>Consultant in Business Education, Division of Vocational and Technical Education</td>
<td>State Department of Education, 105 Loudon Road, Concord, New Hampshire 0301</td>
<td>(603) 271-2471</td>
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<tr>
<td>New Jersey</td>
<td>Ms. Jacqueline Walker</td>
<td>Director, Office for Women in Vocational Education</td>
<td>State Department of Education, 225 West State Street, Trenton, New Jersey 08625</td>
<td>(609) 292-2212</td>
</tr>
<tr>
<td>New Mexico</td>
<td>Ms. Norma Milanovich</td>
<td>Coordinator, Equal Vocational Opportunity Program</td>
<td>Vocational Education Division, State Education Building, Santa Fe, New Mexico 87503</td>
<td></td>
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<tr>
<td>New Mexico</td>
<td>Mr. David Hunnicutt</td>
<td>Coordinator, Equal Vocational Opportunity Program</td>
<td>Vocational Education Division, State Education Building, Santa Fe, New Mexico 87503</td>
<td></td>
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<tr>
<td>New York</td>
<td>Ms. Carol Jabonaski</td>
<td>Equity Coordinator</td>
<td>State Department of Education, Twin Towers Room 1524, Albany, New York 12224</td>
<td>(518) 474-0097</td>
</tr>
</tbody>
</table>
NORTH CAROLINA
Ms. Doris Jacobs
Coordinator of Sex Equity
Department of Community Colleges
Raleigh, North Carolina 27611
(919) 733-2122

Mr. Gary L. Ridout
Consultant for Sex Equity in
Vocational Education
Division of Equal Education
Educational Building
Raleigh, North Carolina 27611
(919) 733-3551

NORTH DAKOTA
* Ms. LaDonna Elhardt
Home Economics Education Dept.
Magic City Campus
Minor Public Schools
Minor, N.D. 58701

Ms. Nancy Thordal
Coordinator
Educational Equity in Vocational Education
North Dakota State Board for
Vocational Education
1831 North 21st Street
Bismarck, North Dakota 58505
(701) 224-2678

OHIO
* Mrs. Sonia Price
Assistant Director, Vocational Education, Home Economics Section
(address the same)------------------
(614) 466-3046

Ms. Nancy Smith Evans
Supervisor of Program Equity
Division of Vocational Education
State Office Building - Room 907
65 South Front Street
Columbus, Ohio 43215
(614) 466-3430

Ms. Carol Bodeen
Coordinator of 18 JVS programs
(419) 999-3015
Apollo JVS
Lima, OH 45806

OKLAHOMA
*Dr. Charles Hopkins
State Coordinator of Planning
State Department of Education
(address the same)------------------
Jan Womak, Director
Displaced Homemakers Center
Moore-Norman Area Voc-Tech. School
4701 N.W. 12th Street
Norman, Oklahoma 73069
(405) 364-5763

Dr. Fern Green
Director, Educational Equity Services
State Department of Vocational Technical Education
1515 West Sixth Avenue
Stillwater, Oklahoma 74074
(405) 377-2000

OREGON
Ms. Joan Siebert
Specialist
Vocational Equal Education Opportunity
State Department of Education
942 Lancaster Drive, N.E. Room 14
Salem, Oregon 97310
(503) 378-3567

Ms. Jacqueline Cullen
Acting State Sex Equity Coordinator
State Department of Education
Box 911
Harrisburg, Pennsylvania 17126
(717) 787 8022

PENNSYLVANIA
*Mr. Robert Sheppard
Higher Education Associate
Pennsylvania Dept. of Education
Division of Two Year Programs
Box 911
Harrisburg, Pennsylvania
(717) 787-7653

162
RHODE ISLAND
Ms. Linda Greenwood  
Sex Equity Specialist  
State Department of Education  
Bureau of Vocational-Technical Education  
22 Hayes Street  
Providence, Rhode Island 02908  
(401) 277-2691

SOUTH CAROLINA
Mr. Jack Sullivan  
Supervisor for Special Program  
office of Vocational Education  
(address the same)  
(803) 758-2163  
Ms. Annie Winstead  
Consultant in Sex Equality  
Division of Vocational Education  
State Department of Education  
Rutledge Building  
Columbia, South Carolina 29201  
(803) 758-2163

SOUTH DAKOTA
Ms. Ella Stotz, Supervisor  
Equality in Vocational Education  
State Department of Education  
State Office Building No. 3  
Pierre, South Dakota 57501  
(605) 773-3423

TENNESSEE
Mr. John Leeman  
Assistant Commissioner  
Division of Vocational and  
Technical Education  
(address the same)  
(615) 741-1716  
Patricia Steffan  
Equal Vocational Opportunity Specialist  
State Department of Education  
213 Cordell Hull Building  
Nashville, Tennessee 37219  
(615) 741-1819

TEXAS
Ms. Pat Lindley  
Program Director for  
Vocational Curriculum Development,  
Research Coordinating Unit  
(address the same)  
(512) 475-6205  
Ms. Carol Parker  
Chief Consultant Post-Secondary Education  
Occupational Education and Technology  
Texas Education Agency  
201 East Eleventh Street  
Austin, Texas 78701  
(512) 475-3589

UTAH
Ms. Barbara Hales  
Equal Opportunity Specialist  
Division of Vocational Education  
State Board of Education  
250 East Fifth Street  
Salt Lake City, Utah 84111  
(801) 533-5371

VERMONT
Ms. Noreen O'Connor  
Sex Equity Coordinator  
Vocational-Technical Education  
State Department of Education  
Montpelier, Vermont 05602  
(802) 828-3101

VIRGINIA
Ms. Elizabeth Hava  
Sex Equity Coordinator  
State Department of Education  
Richmond, Virginia 23216  
(804) 786-2648
WASHINGTON

WEST VIRGINIA

WISCONSIN

WYOMING

* Ms. Ellen Mellott
Home Economics Education Specialist
(address the same)
## Status of Vocational Education Programs by State FY '78

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<th>Program/Activities</th>
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<td>California</td>
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<td>Florida</td>
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<td>Illinois</td>
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<td>Kentucky</td>
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<td>Louisiana</td>
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<td>Maine</td>
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<tr>
<td>Maryland</td>
<td>Center for Displaced Homemakers</td>
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<td>Massachusetts</td>
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<td>Michigan</td>
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<td>Mississippi</td>
<td>needs assessments in postsecondary schools</td>
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<td>Missouri</td>
<td>Project Transition in a vocational-technical school, and New Direction Counselling</td>
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<td>Montana</td>
<td>Center</td>
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<td>Nebraska</td>
<td>Displaced Homemakers Services Workshop held by Office of Public Instruction</td>
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<td>Nevada</td>
<td>monitoring State activity</td>
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<td>New Hampshire</td>
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<tr>
<td>New Jersey</td>
<td>meetings and state-wide conference</td>
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<tr>
<td>New Mexico</td>
<td>in postsecondary school</td>
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<tr>
<td>New York</td>
<td>in community colleges, coordination with manpower agencies</td>
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<tr>
<td>North Carolina</td>
<td>needs assessments in postsecondary schools</td>
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<td>North Dakota</td>
<td>in home economics department in Minot public schools</td>
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<td>Ohio</td>
<td>needs assessments</td>
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<td>Oklahoma</td>
<td>needs assessments, RFPs, center at Moore-Norman Area Vocational Technical School</td>
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<td>Oregon</td>
<td>data collection</td>
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<th>Action/Program</th>
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<tr>
<td>Pennsylvania</td>
<td>None planning coordination with State-funded program</td>
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<tr>
<td>Rhode Island</td>
<td>needs assessment for vocational education centers</td>
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<tr>
<td>South Carolina</td>
<td>Homemakers Back to Work Program in technical and vocational high school</td>
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<td>South Dakota</td>
<td>list of technical and vocational high school center at University of Texas, Arlington</td>
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<td>Vermont</td>
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<td>Virginia</td>
<td>career counselling in vocational education schools and non-traditional exploration program in Arch Moore Technical Center</td>
</tr>
<tr>
<td>Washington State</td>
<td>identification of existing services in home economics education department in community college</td>
</tr>
<tr>
<td>West Virginia</td>
<td>in community college</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>None</td>
</tr>
<tr>
<td>Wyoming</td>
<td>None</td>
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</tbody>
</table>

Harriet Medaris
8/78
96TH CONGRESS
1ST SESSION

H.R. 3005

To amend the Internal Revenue Code of 1954 to allow employers a tax credit for hiring displaced homemakers.

IN THE HOUSE OF REPRESENTATIVES

MARCH 15, 1979
Ms. FERRARO introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1954 to allow employers a tax credit for hiring displaced homemakers.

1 Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

2 That paragraph (1) of section 51(d) of the Internal Revenue Code of 1954 (relating to members of targeted groups) is amended—

3 (1) by striking out "or" at the end of subparagraphs (E) and (F);
(2) by striking out the period at the end of sub-
paragraph (G) and inserting in lieu thereof a comma
and "or,"; and

(3) by adding at the end thereof the following new
paragraph:

"(H) a displaced homemaker (as defined by
paragraph (7) of section 3 of the Comprehensive
Employment Training Act Amendments of 1978
(29 U.S.C. 802))."

Sec. 2. The amendment made by the first section of this
Act shall apply with respect to amounts paid or incurred
after December 31, 1978, in taxable years after such date.
96TH CONGRESS
1ST SESSION

S. 464

To amend the Internal Revenue Code of 1954 to expand the category of targeted groups for whom the new employee credit is available to include displaced homemakers.

IN THE SENATE OF THE UNITED STATES
FEBRUARY 22, 1979
Mr. INOUYE introduced the following bill; which was read twice and referred to the Committee on Finance

A BILL

To amend the Internal Revenue Code of 1954 to expand the category of targeted groups for whom the new employee credit is available to include displaced homemakers.

1 Be it enacted by the Senate and House of Representa-
2 tives of the United States of America in Congress assembled,
3 That paragraph (1) of section 51(d) of the Internal Revenue
4 Code of 1954 (relating to members of targeted groups) is
5 amended—
6 (1) by striking out "c." at the end of subpara-
7 graphs (E) and (F),
2

(2) by striking out the period at the end of sub-
paragraph (G) and inserting in lieu thereof a comma
and "or", and

(3) by adding at the end thereof the following new

subparagraph:

"(H) a displaced homemaker (as defined in
paragraph (7) of section 3 of the Comprehensive
Employment and Training Act Amendments of
1978 (29 U.S.C. 802)."

SEC. 2. The amendment made by the first section of this
Act shall apply with respect to amounts paid or incurred
after December 31, 1978, in taxable years ending after such
date.
H. R. 4602

To provide training, counseling, and services for displaced homemakers.

IN THE HOUSE OF REPRESENTATIVES

JUNE 25, 1979

Mr. LAFAUCI introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To provide training, counseling, and services for displaced homemakers.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SHORT TITLE

SECTION 1. This Act may be cited as the "Displaced Homemakers Assistance Act".

FINDINGS AND PURPOSE

SEC. 2. (a) The Congress hereby finds that—

(1) homemakers are an unrecognized and unpaid part of the national work force who make an invaluable contribution to the welfare and economic stability
of the Nation but who receive no health, retirement, or unemployment benefits as a result of their labor;

(2) an increasing number of homemakers are displaced in their middle years from their family role and left without any source of financial security because of divorce, the death of their spouse, or the loss of family income;

(3) displaced homemakers often are subject to discrimination in employment because of age, sex, and lack of any recent paid work experience; and

(4) displaced homemakers often are without any other source of income because—

(A) they are ineligible for social security benefits because they are too young, or because they are divorced from the family wage earner;

(B) they are ineligible for Federal welfare assistance if they are not physically disabled and their children are past a certain age;

(C) they are ineligible for unemployment insurance because they have been engaged in unpaid labor in the home.

(b) It is the purpose of this Act to require the Secretary of the Department of Health, Education, and Welfare to establish Multipurpose Service Centers to provide necessary training, counseling, and services for displaced homemakers
so that they may enjoy the independence and economic security vital to a productive life.

DEFINITIONS

SEC. 3. For purposes of this Act—

(1) the term "displaced homemaker" means an individual who—

(A) has worked in the home for a substantial number of years providing unpaid household services for family members;

(B) is not gainfully employed;

(C) has had, or would have, difficulty in securing employment; and

(D) has been dependent on the income of another family member but is no longer supported by such income, has been dependent on Federal assistance but is no longer eligible for such assistance, or is supported as the parent of minor children by Government assistance or spousal support but whose children are within two years of reaching their majority;

(2) the term "Secretary" means the Secretary of the Department of Health, Education, and Welfare.

MULTIPURPOSE SERVICE CENTERS

SEC. 4. (a) The Secretary is authorized and directed to establish a minimum of fifty Multipurpose Service Centers for
displaced homemakers (hereinafter referred to as "Centers") not later than two years after the date of enactment of this Act.

(b) Each Center shall include the following services:

(1) job counseling services which shall—

(A) be specifically designed for displaced homemakers; and

(B) operate to counsel displaced homemakers with respect to appropriate job opportunities;

(2) job training and job placement services which shall—

(A) develop, by working with State and local government agencies and private employers, training and placement programs for jobs in the public and private sectors;

(B) assist displaced homemakers in gaining admission to existing public and private job training programs and opportunities; and

(C) assist in identifying community needs and creating new jobs in the public and private sectors;

(3) health education and counseling services in cooperation with existing health programs with respect to—
(A) general principles of preventative health care;

(B) health care consumer education, particularly in the selection of physicians and health care services, including, but not limited to, health maintenance organizations, and health insurance;

(C) family health care and nutrition;

(D) alcohol and drug addiction; and

(E) other related health care matters;

(4) financial management services which provide information and assistance with respect to insurance, taxes, estate and probate problems, mortgages, loans, and other related financial matters;

(5) educational services, including—

(A) outreach and information about courses offering credit through secondary or postsecondary education programs, including bilingual programming where appropriate; and

(B) information about such other programs which are determined to be of interest and benefit to displaced homemakers by the Secretary;

(6) legal counseling and referral services; and

(7) outreach and information services with respect to Federal employment, education, health, public assistance, and unemployment assistance programs which
the Secretary determines would be of interest and benefit to displaced homemakers.

(c) Supervisory, technical, and administrative positions relating to Centers established under this Act shall, to the maximum extent feasible, be filled by displaced homemakers.

(d) Trainees in a program established under subsection (b)(2) of this section, who have demonstrated a financial need to the satisfaction of the Secretary, shall be paid a stipend not less than the Federal minimum wage, established by the Fair Labor Standards Act of 1938 (29 U.S.C. 201 et seq.) while engaged in such program.

SELECTION AND ADMINISTRATION OF CENTERS

Sec. 5. (a) In selecting sites for the Centers established under section 4 of this Act, the Secretary shall consider—

(1) the location of any existing facilities for displaced homemakers and of any existing services similar to those listed in section 4(b), which might be incorporated into a Center;

(2) the needs of each State, and of the various regions of the country for a Center (although the Secretary shall not be required to select a site in each State); and

(3) the needs of both urban and rural communities.
(b) As soon as possible after the selection of a particular site for a Center under subsection (a), and in any case not later than two years after the date of enactment of this Act, the Secretary shall select a public or nonprofit private organization to administer each Center. The selection of such an organization shall be made after consultation with State and local government agencies, and shall take into consideration the experience and capability of such organizations in administering the services to be provided by the Center.

(c) The Secretary is authorized to make grants to the organizations selected under subsection (b) for the purpose of establishing and maintaining the Centers created under this Act. Each organization shall be eligible for grants equal to 90 per centum of the total cost of establishing and maintaining a Center under the following circumstances:

(1) an initial grant equal to 90 per centum of the total cost of establishing a Center shall be made when funds equal to 10 per centum of such costs have been committed by the State; 

(2) grants equal to 90 per centum of the total cost of maintaining a Center shall be made for each fiscal year, or part thereof, after the enactment of this Act, when funds equal to 10 per centum of such costs have been committed by the State during that fiscal year.
(d) As soon as practicable and in any case six months after the date of enactment of this Act, the Secretary shall issue regulations prescribing the standards that shall be met by each Center in accordance with the Act. Continuing grants for the operation of each Center shall be contingent upon the determination by the Secretary, based upon evaluations under section 5 of this Act, that the Center is in compliance with the standards prescribed by the Secretary.

(e) The Secretary shall consult and cooperate with the Secretary of Labor, the Commissioner of the Administration, the Commissioner of the Administration on Aging, and such other persons in the executive Federal Government as the Secretary considers necessary to facilitate the coordination of Centers established under this Act with existing Federal programs of a similar nature.

EVALUATION

SEC. 6. (a) The Secretary, in consultation with the appropriate heads of executive agencies shall prepare annual reports to the Congress, evaluations of the Centers established under this Act including—

(1) a thorough assessment of each Center's achievement of the goals and purposes established by this Act and an evaluation of the effectiveness of the programs of the Center relative to the achievement of such goals and purposes;

(2) recommendations concerning the continuation and expansion of such Centers at the State and local levels.
(b) The Secretary shall submit to the Congress the first of the evaluations required by subsection (a) of this section not later than eighteen months after the date of enactment of this Act. Subsequent evaluations shall be made every two years.

STUDY OF FEDERAL PROGRAMS

SEC. 7. (a) The Secretary, in consultation with appropriate heads of executive agencies shall prepare and furnish to the Congress a study to determine the feasibility of and appropriate procedures for allowing displaced homemakers to participate in—

(1) programs established under the Comprehensive Employment and Training Act of 1973 (29 U.S.C. 801 et seq.);

(2) work incentive programs established under section 432(b)(1) of the Social Security Act;

(3) related Federal employment, education, and health assistance programs; and

(4) programs established or benefits provided under Federal and State unemployment compensation laws by consideration of full-time homemakers as workers eligible for such benefits or programs.

(b) The Secretary shall submit to Congress the reports required by subsection (a) of this section not later than one year after the date of the enactment of this Act. The final
If a report shall contain a detailed statement of the findings and conclusions of the studies conducted under section 7, together with such recommendations for legislative or other action as the Secretary may consider appropriate.

CONTRIBUTIONS

SEC. 8. The Secretary may, in carrying out the provisions of this Act, accept, use, and dispose of contributions of money, services, and property.

NONDISCRIMINATION

SEC. 9. No person in the United States shall on the ground of sex, age, race, color, religion, or national origin be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available under this Act.
A BILL

To amend the Internal Revenue Code of 1954 to allow individuals to compute the amount of the deduction for payments into retirement savings on the basis of the compensation of their spouses, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

That paragraph (2) of section 219(c) of the Internal Revenue Code of 1954 (relating to retirement savings) is amended to read as follows:

"(2) MARRIED INDIVIDUALS."
"(A) Maximum deduction.—The maximum deduction under subsection (b)(1) shall be computed separately for each individual.

"(B) Individuals who receive less compensation than their spouses.—If any individual—

"(i) has less compensation for the taxable year than the compensation of the spouse of such individual for such year; and

"(ii) is qualified under this section, or would so qualify except for the fact that such individual has no compensation for the taxable year,

than such individual shall, for purposes of this section, be treated as having compensation includible in the gross income of such individual equal to the compensation includible in the gross income of the spouse of such individual.

"(C) Determination of marital status.—For purposes of this section, determination of whether an individual is married shall be made in accordance with the provisions of section 143(a)."
SEC. 2. (a) Section 220 of the Internal Revenue Code of 1954 (relating to retirement savings for certain individual individuals) is repealed.

(b)(1) Paragraph (10) of section 62 of such Code (relating to adjusted gross income defined) is amended by striking out "and the deduction allowed by section 220 (relating to retirement savings for certain married individuals)".

(2) Paragraph (6) of section 219(b) of such Code (relating to retirement savings) is repealed.

(3) Subparagraph (C) of section 219(c)(5) of such Code (relating to excess contribution treated as made in subsequent year for which there is an unused limitation) is amended by striking out "or section 220".

(4) Paragraph (2) of section 408(c) of such Code (relating to individual retirement accounts) is amended by striking out "(or spouse of an employee or member)".

(5) Paragraphs (4) and (5) of section 408(d) of such Code (relating to tax treatment of distributions) are each amended by striking out "or 220" each place it appears.

(6) Subsection (a) of section 415 of such Code (relating to limitations on benefits and contributions under qualified plans) is amended—

(A) by striking out "Except as provided in paragraph (3), in the case of section (2) and inserting in lieu thereof "In the case"; and
(B) by striking out paragraph (3).

(7) Paragraph (a) of section 3401(a) of such Code (relating to definition of wages) is amended by striking out "or 220(a)".

(8) Section 4973 of such Code (relating to excess contributions to individuals retirement accounts, etc.) is amended—

(A) by striking out "or section 220 (determined without regard to subsection (b)(1) thereof), whichever is appropriate" in the last sentence of subsection (a);

(B) by striking out "or 220" in subsections (b)(1)(B) and (b)(2)(C); and

(C) by striking out "and 220(c)(6)" in subsection (b)(2)(C).

(9) Subsection (d) of section 6047 of such Code (relating to other programs) is amended by striking out "or 220(a)".

SEC. 3. The amendments made by the first section and section 2 of this Act and the repeals made in section 2 of this Act shall apply to taxable years beginning after December 31, 1978.
### APPENDIX 2-A

**WOMEN IN POPULATION, 16 YEARS OF AGE OR OLDER, MARCH 1976, BY CETA TITLE IIB ELIGIBILITY, DISPLACED HOMEMAKER STATUS, AGE, AND RACE-ETHNICITY**

Source: Women's Bureau, U.S. Dept. of Labor, based on income & education survey, Census Bureau, U.S. Dept. of Commerce

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Total Population</th>
<th>Total Displaced</th>
<th>Eligible Displaced</th>
<th>Elig. Dis. as % Elig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>22 and over</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All</td>
<td>68.7</td>
<td>2.03</td>
<td>2.81</td>
<td>18.7%</td>
</tr>
<tr>
<td>White</td>
<td>57.51</td>
<td>2.03</td>
<td>1.99</td>
<td>18.9%</td>
</tr>
<tr>
<td>Minority</td>
<td>11.24</td>
<td>2.03</td>
<td>1.99</td>
<td>18.3%</td>
</tr>
<tr>
<td>Region 1</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Total</td>
<td>3.97</td>
<td>2.03</td>
<td>2.26</td>
<td>22.8%</td>
</tr>
<tr>
<td>White</td>
<td>3.77</td>
<td>2.03</td>
<td>1.64</td>
<td>22.3%</td>
</tr>
<tr>
<td>Minority</td>
<td>.12</td>
<td>2.03</td>
<td>.62</td>
<td>24.5%</td>
</tr>
<tr>
<td>Region 2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>8.61</td>
<td>2.03</td>
<td>5.73</td>
<td>20.3%</td>
</tr>
<tr>
<td>White</td>
<td>6.99</td>
<td>2.03</td>
<td>4.38</td>
<td>24.5%</td>
</tr>
<tr>
<td>Minority</td>
<td>1.62</td>
<td>2.03</td>
<td>.35</td>
<td>25.6%</td>
</tr>
</tbody>
</table>

*Numbers in these categories are in millions.*
### Women in Population, 16 Years of Age or Older, March 1976

**Source:** Women's Bureau, U.S. Dept. of Labor, based on income & education survey, Census Bureau, U.S. Dept. of Commerce

<table>
<thead>
<tr>
<th></th>
<th>Region 3</th>
<th>Region 4</th>
<th>Region 5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>White</td>
<td>Minority</td>
</tr>
<tr>
<td>Total Population</td>
<td>7.86</td>
<td>6.72</td>
<td>1.14</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.49</td>
<td>.40</td>
<td>.97</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.34</td>
<td>.26</td>
<td>.77</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>20.9%</td>
<td>21.8%</td>
<td>18.3%</td>
</tr>
<tr>
<td>Total Population</td>
<td>4.77</td>
<td>4.17</td>
<td>.60</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.41</td>
<td>.33</td>
<td>.76</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.28</td>
<td>.22</td>
<td>.61</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>25.1%</td>
<td>25.4%</td>
<td>24.3%</td>
</tr>
<tr>
<td>Total Population</td>
<td>2.67</td>
<td>2.38</td>
<td>-----</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.24</td>
<td>.20</td>
<td>-----</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.15</td>
<td>.12</td>
<td>-----</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>21.2%</td>
<td>21.5%</td>
<td>-----</td>
</tr>
</tbody>
</table>
## Women in Population, 16 Years of Age or Older, March 1976

**By CETA Title IIIB Eligibility, Displaced Homemaker Status, Age, and Race-Ethnicity**

**Source:** Women's Bureau, U.S. Dept. of Labor, based on income & education survey, Census Bureau, U.S. Dept. of Commerce

<table>
<thead>
<tr>
<th></th>
<th>REGION 6</th>
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<th></th>
<th>REGION 8</th>
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<tbody>
<tr>
<td></td>
<td>Total</td>
<td>White</td>
<td>Minority</td>
<td>Total</td>
<td>White</td>
<td>Minority</td>
</tr>
<tr>
<td>Total Popnl</td>
<td>6.87</td>
<td>5.11</td>
<td>1.76</td>
<td>2.47</td>
<td>2.28</td>
<td>---</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.42</td>
<td>.28</td>
<td>.15</td>
<td>.14</td>
<td>.12</td>
<td>---</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.30</td>
<td>.13</td>
<td>.12</td>
<td>.10</td>
<td>.07</td>
<td>---</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>16.3%</td>
<td>16.3%</td>
<td>.6%</td>
<td>17.2%</td>
<td>15.7%</td>
<td>---</td>
</tr>
<tr>
<td>Total Population</td>
<td>4.05</td>
<td>3.15</td>
<td>.9</td>
<td>1.53</td>
<td>1.42</td>
<td>---</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.36</td>
<td>.24</td>
<td>.12</td>
<td>.12</td>
<td>.10</td>
<td>---</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.26</td>
<td>.16</td>
<td>.10</td>
<td>.07</td>
<td>.06</td>
<td>---</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>20.3%</td>
<td>19.7%</td>
<td>21.5%</td>
<td>20.0%</td>
<td>18.2%</td>
<td>---</td>
</tr>
<tr>
<td>Total Population</td>
<td>2.27</td>
<td>1.83</td>
<td></td>
<td>.94</td>
<td>.88</td>
<td>---</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.23</td>
<td>.17</td>
<td></td>
<td>.08</td>
<td>.07</td>
<td>---</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.16</td>
<td>.11</td>
<td></td>
<td>.05</td>
<td>.04</td>
<td>---</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>18.5%</td>
<td>18.5%</td>
<td></td>
<td>18.4%</td>
<td>15.9%</td>
<td>---</td>
</tr>
<tr>
<td>Age Group</td>
<td>Region 9</td>
<td></td>
<td>Region 10</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------</td>
<td>----------</td>
<td>--------</td>
<td>-----------</td>
<td>--------</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>White</td>
<td>Minority</td>
<td>Total</td>
<td>White</td>
<td>Minority</td>
</tr>
<tr>
<td>16-20 years</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Total Population</td>
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<td>6.04</td>
<td>1.98</td>
<td>2.20</td>
<td>2.06</td>
<td>2.00</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.46</td>
<td>.32</td>
<td>.14</td>
<td>.11</td>
<td>.10</td>
<td>2.00</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.30</td>
<td>.19</td>
<td>.11</td>
<td>.07</td>
<td>.06</td>
<td>2.00</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>18.5%</td>
<td>19.2%</td>
<td>17.4%</td>
<td>16.7%</td>
<td>16.7%</td>
<td>2.00</td>
</tr>
<tr>
<td>22-40 years</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Population</td>
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<td>3.55</td>
<td>.95</td>
<td>1.23</td>
<td>1.17</td>
<td>2.00</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.34</td>
<td>.25</td>
<td>.09</td>
<td>.08</td>
<td>.08</td>
<td>2.00</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.21</td>
<td>.14</td>
<td>.07</td>
<td>.05</td>
<td>.04</td>
<td>2.00</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>22.8%</td>
<td>22.5%</td>
<td>23.4%</td>
<td>20.6%</td>
<td>20.2%</td>
<td>2.00</td>
</tr>
<tr>
<td>40 and over</td>
<td></td>
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<td></td>
<td></td>
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<tr>
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<td>.70</td>
<td>.67</td>
<td>2.00</td>
</tr>
<tr>
<td>Total Displaced</td>
<td>.22</td>
<td>.18</td>
<td>2.00</td>
<td>.05</td>
<td>.05</td>
<td>2.00</td>
</tr>
<tr>
<td>Eligible Displaced</td>
<td>.14</td>
<td>.10</td>
<td>2.00</td>
<td>.03</td>
<td>.03</td>
<td>2.00</td>
</tr>
<tr>
<td>Elig. Dis. as % Elig.</td>
<td>23.4%</td>
<td>23.4%</td>
<td>23.4%</td>
<td>18.5%</td>
<td>18.6%</td>
<td>2.00</td>
</tr>
</tbody>
</table>
DEFINITIONS

Displaced Homemakers

Displaced homemakers were defined, for these tabulations, to include the following groups:

A. Women, 22 years of age and over (in 1976), receiving AFDC (during 1975), with youngest child 16 or 17 years old;

B. Women not on AFDC (in 1975) who were widowed, divorced, separated or married with a disabled spouse (in 1976) and:
   1. Out of the labor force for 5 or more years or never worked; and were under age 65, or
   2. Out of the labor force for less than 5 years (in March 1976), under age 65, and worked under 500 hours in 1975, or

C. In the labor force in 1976 and worked fewer than 500 hours in 1975.

This definition was adopted for statistical purposes only and does not coincide precisely with the definition of displaced homemaker as published in the Regulations. For example, male displaced homemakers and single persons caring for selected relatives are not included in the tabulations because of their small numbers.

Eligibility for Title II-B

A person was eligible for Title II-B if:

A. The person was economically disadvantaged, as defined below, and any of the following:

B. The person was unemployed in March 1976, or

C. The person was employed part-time for economic reasons in March 1976; or

D. 1. The person's major activity was school in March 1976; or
   2. The person earned less than or equal to the minimum wage ($2.10 an hour in 1975).

Economically Disadvantaged

A person was economically disadvantaged if:

A. The person received welfare, or

B. The person's family income was below the poverty cutoff, or

C. The person's family income (defined in the CETA Regulation) was less than 70 percent of the lower living standard defined by BLS in 1975, or
D. The person was disabled, as defined below.

**Disabled**

Disability is defined as:

1. The person's (spouse's) health kept them from working at all; or
2. The person (spouse) works only occasionally or irregularly due to health.

**Family Income**

CETA family income was defined to include all income less veterans payments, welfare, and other items, enumerated in the Regulations.
APPENDIX 3-A
A LISTING OF LOCAL PROGRAMS WHICH SERV I CE DISPLACED HOMEMAKERS

ALABAMA
*Displaced Homemakers Project
Women's Center
Enterprise State Junior College
Enterprise, AL 36330
Linda C. Wilson, Proj. Dir.
(205) 347-2623

ALASKA
Displaced Homemaker Project
Alaska Women's Resource Center
P. O. Box 188
Anchorage, AK 99510
Sharon White, Proj. Coord.
(907) 278-9047

Displaced Homemaker Program of Fairbanks
Regional Adult Learning Center
P. O. Box 74278
Fairbanks, AK 99707
Gene Kingres, Prog. Dir.
(907) 456-8473

Inner Dimensions: Homemaker Re-Entry Program
South East Regional Resource Center
538 Willoughby Ave.
Juneau, AK 99801
Wyla Coughlin, Proj. Dir.
(907) 586-6806

ARIZONA
*Arizona Action for Displaced Homemakers, Inc.
607 N. 3rd Avenue
Phoenix, AZ 85003
Joann Phalen, Coord.
(602) 252-0918

*PHASE - Project for Homemakers in Arizona Seeking Employment
University of Arizona - Continuing Ed.
1717 E. Speedway, Room 3212
Tucson, AZ 85719
Lynn O'Hern-Williams, Dir.
(602) 626-3902

* Indicates program which supplied data for our report on local programs.

Women in Transition
Arizona Western College
2098 Third Avenue
Yuma, AZ 85364

ARKANSAS
*Displaced Homemaker
Crowley's Ridge Development Council
P. O. Box 1497
Jonesboro, AR 72401
Priscilla Scanlon, Dir.
(501) 935-8610

CALIFORNIA
Women's Center
Chaffey Community College
5885 Haven Avenue
Alta Loma, CA 91701
Jeanne Hamilton, Dir.
(714) 987-1737

Displaced Homemaker Project
Women's Resources for Work
517 Third Street
Eureka, CA 95501
(707) 442-3773

*Displaced Homemakers Project of Older Americans Organization
431 E. Olive Avenue
Fresno, CA 93728
Gay L. Kennedy, Dir.
(209) 485-7908
YWCA Women's Center for New Directions
1600 M St.
Fresno, CA 93721
Betty True-Gruen, Dir.
(202) 237-4701

Displaced Homemaker Program
Career Planning Center, Inc.
2260 W. Washington Blvd.
Los Angeles, CA 90018
Joan Suter, Prog. Dir.
Eleanor Hoskins, CPC Dir.
(213) 735-1325 or 273-8123

*Displaced Homemaker Project
Merced College - Continuing Education
3600 M St.
Merced, CA 95340
Lynn D. Moock, Coord.
(209) 723-4321 x291

Displaced Homemakers Center, Inc.
Mills College
P. O. Box 9996
Oakland, CA 94613
Milo Smith, Dir.
(415) 632-3205

Crossroads Program
Cosumnes River College
8401 Center Parkway
Sacramento, CA 95823
Alleen Murdock, Dir.
(916) 421-1000 x381

Displaced Homemaker Project
Fremont School for Adults
2420 N Street
Sacramento, CA 95816
Virgil Price, Proj. Adm.
(916) 454-8748

Displaced Homemaker Project
PROVEN Seniors Program
San Diego KIND Corporation
927 C St.
San Diego, CA 92101
Rhetta Alexander, Dir.
(714) 239-7751

*Displaced Homemakers Service
San Diego Community College District
5350 University Ave.
San Diego, CA 92105
Phyllis Cooper, Proj. Leader
(714) 280-7610 x286

*Employment Program for Mature Women
South Orange County YWCA
1411 N. Broadway
Santa Ana, CA 92706
Lois Morgan, Prog. Coord.
(714) 542-3577

Displaced Homemaker Project
924 Anacapa
Lobero Building, Suite 4BC
Santa Barbara, CA 93101
Evelyn Ouellette, Dir.
(805) 966-5330

Displaced Homemaker Project
406 N. McClelland St.
Santa Maria, CA 93454
(satellite - see Santa Barbara)
(805) 925-7817

*Working Women, Inc.
P. O. Box 7038
Santa Rosa, CA 95401
Sandra Sweitzer/Linda Lindsay, Co.Dirs.
(707) 523-3167

Women in Transition Community Programs
Center for Self-Reliant Education
De Anza College/Sunnyvale
808 W. McKinley Ave.
Sunnyvale, CA 94086
Celeste Brody, Proj. Dir.
(408) 737-9212

Displaced Homemakers Resource Center
Victory Valley YMCA
P. O. Box 1249
Victorville, CA 92392
Margaret Jensen, Dir.
(714) 245-0171

196
COLORADO

Boulder County Women's Resource Center
1406 Pine St.
Boulder, CO 80302
Susan Milner, Prog. Dir.
(303) 447-9670

Displaced Homemaker Program
Women's Resource Agency
25 N. Spruce St. #309
Colorado Springs, CO 80905
Ethel Tamblyn, DH Coord.
(303) 471-3170

*Mi Casa Women's Resource Center
1045 W. 10th Ave.
Denver, CO 80204
Janelle Martin, Dir.
(303) 573-1302

Displaced Homemaker Project
Elizabeth Stone Resource Center
340 E. Mountain Ave.
Ft. Collins, CO 80524
Marilyn Boyer/Elaine Courtney, Dirs.
(303) 484-1902

Displaced Homemaker Program
Colorado Mountain College -Commun. Ed.
526 Pine
Glenwood Springs CO 81601
Dave Beyer, Proj. Dir.
(303) 945-9196

Women's Center
Community College of Denver, Red Rocks
12600 W. 6th Ave.
Golden, CO 80401
Joyce Forney, Coord.
(303) 988-6160 x213

Displaced Homemaker Program
Women's Resource Center
1059 Rood Ave.
Grand Junction, CO 81501
Phyllis Carpenter, Prog. Coord.
(303) 243-0190

Pueblo Vocational Community College
900 West Orman Avenue
Pueblo, CO 81004
Vera Estrada, Coord. Dir.

*Women's Resource Center
Arapahoe Community College
5900 S. Santa Fe Drive
Littleton, CO 80123
Shirley Nickel, Dir.
(303) 794-1550 x410

Virginia Neal Blue Women's Resource Center
238 Main Street #25
Montrose, CO 81401
Lael Van Riper, Dir.
(303) 249-7733

Pueblo Women's Career Development Center
330 Lake Ave.
Pueblo, CO 81004
Fern. Lea Latino, Dir.
(303) 544-2192 or 2193

Displaced Homemaker Program
Women's Center
Community College of Denver, North
2645 W. 112th Ave.
Westminster, CO 80030
Dixie Darr, Proj. Dir.
(303) 466-8841 x466

*Emerge - Displaced Homemaker Program
Colorado Northwestern Community College
P.O. Box 9010
Steamboat Springs, CO 80477
Jeanette Podunovich
(303) 879-3288

CONNECTICUT

Women Helping Women Program YWCA
1862 E. Main St.
Bridgeport, CT 06610
Swarne Raghuvir, Prog. Dir.
(203) 334-6154
*Women's Center/Cooperative Education
Asnuntuck Community College
P. O. Box 68
Enfield, CT 06082
Joan Rueter/Hank Bennett, Dirs.
(203) 745-1603 x26 or x42

The Counseling Center
Hartford College for Women
1283 Asylum Ave.
Hartford, CT 06105
Mary Merritt, Dir.
Sharon T. Shepela, Dir. Research
(203) 236-5838

Women's Employment Resource Center
216 Crown Street, Room 405
New Haven, CT 06510
Ruth Cohen, Adm.
(203) 624-2391 or 787-0540

Center for Displaced Homemakers
Stamford Area, CETA
422 Summer Street
Stamford, CT 06901
Norma Abrahams, Dir.
(203) 348-4263 x265

DELAWARE

*Delaware Displaced Homemakers Center
James Williams Service Center
805 River Road
Dover, DE 19901
Theresa del Tufo, Coord.
(302) 678-4540 or 4510

*Delaware Displaced Homemakers Center
New State Office Building
820 N. French St. 6th Fl.
Wilmington, DE 19801
Theresa del Tufo, Coord.
(302) 571-2714 or 2715

DISTRICT OF COLUMBIA

Hannah Harrison Career School
4470 MacArthur Blvd. N.W.
Washington, DC 20007
Anne K. Milkes, Dir.
(202) 333-3500

FLORIDA

Manatee County Displaced Homemaker Program
405 6th Ave., East
Bradenton, FL 33508
Margot Joynes, Dir.
(813) 748-2761 or 747-4611

Dept. of HRS Displaced Homemaker Program
1100 Cleveland St. 7th Fl.
Clearwater, FL 33515
Rebecca Stutchin, Coord.
(813) 461-1616 x271

*Fresh Start for Displaced Homemakers
Daytona Beach Comm. College – Women's Center
P. O. Box 1111
Daytona Beach, FL 32015
Sue Rollins, Proj. Dir.
(904) 255-8131 x326

Re-Discovery – Displaced Homemaker Program
Lee County CETA
3800 Michigan Ave.
Fort Myers, FL 33905
Emma Dunmire, Proj. Adm.
(813) 334-8184

Challenge: The Displaced Homemaker Florida Junior College at
Jacksonville
101 W. State St.
Jacksonville, FL 32202
Elaine R. Smith, Coord.
(904) 633-8316 or 8319

*Displaced Homemaker Center YWCA
210 N.E. 18th St.
Miami, FL 33132
Carol Klopfer, Proj. Dir.
(305) 377-8161

*Displaced Homemakers Resource Center
Adult/Community Education Program
Collier County Public Schools
3045 Davis Blvd.
Naples, FL 33942
Linda M. Milone, Center Coord.
(813) 774-4003
*Displaced Homemaker Program
Center for Continuing Education for Women
Valencia Community College
P. O. Box 3028
Orlando, FL 32802
Beatrice Ettinger, Center Dir.
Virginia Stuart, Prog. Coord.
(305) 299-5000 x526

*Displaced Homemaker Program
Women's Resource Center
240 N. Washington Blvd. 7th Fl.
Sarasota, FL 33577
Miriam Krieg
(813) 366-1707

Women's Living and Learning Program
St. Petersburg Junior College - Continuing Education
P. O. Box 13489
St. Petersburg, FL 33733
Jane Maddox, Dir.
(813) 546-0011 x289

*Center for Creative Employment
P. O. Box 1326
Tallahassee, FL 32302
Pat Schwallie, Dir.
(904) 222-3824

*Women's Survival Center, Inc.
305 Hyde Park Ave.
Tampa, FL 33606
Janet Schapper, Ex. Dir.
(813) 251-8437

GEORGIA

*Project Discovery for Displaced Homemakers
Atlanta Area Technical School - Home Economics
1560 Stewart Ave. S.W.
Atlanta, GA 30310
Irene Rose, Supervisor
(404) 758-9451

Career Center
DeKalb Community College
555 N. Indian Creek Drive
Clarkston, GA 30021
Ann M. Castricone, Dir.
(404) 292-1520 x304

HAWAII

Displaced Homemaker Project
YWCA of Oahu
P. O. Box 337
Honolulu, HI 96809
Barbara Dykes, Proj. Dir.
(808) 538-7061

*Divorce Clinic/Divorce Experience
217 S. King, Room 211
Honolulu, HI 98613
Marybeth Webster, Dir.
(808) 523-1776

IDAHO

YWCA Women in Transition Project
720 Washington St.
Boise, ID 83702
Vicki Jo Riggins, Prog. Coord.
(208) 343-3688

*YWCA Women in Transition Project
300 Main St.
Lewiston, ID 83501
Lydia Bodah, Proj. Coord.
(208) 746-9205

*Displaced Homemaker Program - Women's Center
College of Southern Idaho
P. O. Box 1238
Twin Falls, ID 83301
Cherri Briggs, Prog. Coord.
(208) 733-9554
Illinois

Displaced Homemaker Program
321 S. Main St.
Benton, IL 62812
(satellite—see Carbondale)
(618) 430-9720

Displaced Homemaker Program
Carbondale Women's Center
408 W. Freeman St.
Carbondale, IL 62901
Rosemary Hawkes, Coord.
(618) 529-2412

*Project New Start/Displaced Homemakers Center
Chicago City-Wide College
185 N. Wabash Ave. 8th Fl.
Chicago, IL 60601
Carol R. White, Coord.
(312) 977-2538

Horizons Unlimited
Displaced Homemaker Project
Richland Community College
2425 Federal Drive
Decatur, IL 62526
Diana Meister, Director

Harper Women's Program
Harper College
Algonquin & Roselle Rds.
Palatine, IL 60067
Rena Trevcr, Dir.
Anne Rodgers, Counselor
(312) 397-3000 x536

Indiana

*Fort Wayne Women's Bureau, Inc.
P.O. Box 554
Fort Wayne, IN 46801
Harriet Miller, Ex. Dir.
(219) 424-7977

Iowa

*The Door Opener
106 N. Moore St.
Algona, IA 50511
(satellite—see Mason City)
(515) 295-2256

The Door Opener
215 N. Federal Ave.
Mason City, IA 50401
Shirley Sandage, Ex. Dir.
(515) 424-9071

Project for Displaced Homemakers and Others
Indian Hills Community College
Ottumwa Center—Industrial Airport
Ottumwa, IA 52501
Loretta Hudson, Coord.
(515) 682-8081

Kansas

*Displaced Homemakers Center
YWCA
350 N. Market Street
Witchita, KS 67202
Virginia Moss, Center Dir.
(316-263-7501

Displaced Homemaker Project
College of Education
Holton Hall, Kansas State Univ.
Manhattan, Kansas 66506
Debra L. Olson

Kentucky

*Center for Displaced Homemakers
Talbert Continuing Education Center
1018 S. Seventh St.
Louisville, KY 40203
Bettye Ferguson, Coord.
(502) 584-5194
*Displaced Homemaker Center
Owensboro Public Schools
1335 W. 11th St.
Owensboro, KY 42301
Marilyn Fentress, Dir.
(502) 685-2981

Louisiana
Displaced Homemaker Center
Louisiana Bureau for Women
2441 Government St.
Baton Rouge, LA 70806
Mary Boyd, Dir.
(504) 342-2728

Center for Displaced Homemakers
414 Louisiana Ave.
Lake Charles, LA 70601
Ginger Bourgeois, Adm.
(318) 433-6525

Center for Displaced Homemakers
4747 Earhart Blvd. Suite 205
New Orleans, LA 70125
Jan P. Ortego, Dir.
(504) 483-4664

Maine
In Transition: #Displaced Homemaker Project
University of Maine at Augusta
Augusta, ME 04330
Gilda Nardone, Proj. Dir.
(207) 622-7131 x338 or 334

Maryland
Career Resource Center
YWCA Women’s Center
167 Duke of Gloucester St.
Annapolis, MD 21401
Maxie Farr, Dir.
(301) 267-6020

Center for Displaced Homemakers
2435 Maryland Ave.
Baltimore, MD 21218
Barbara Turner, Dir.
(301) 243-5000

Open Doors: A Career Counseling Center
YWCA
2023 Emmorton Rd. - Rt. 24
Bel Air, MD 21014
Louise Kennard, Prog. Coord.
(301) 838-1480 or 879-9627

CASA, Inc. New Directions for Women
100 N. Potomac St.
Hagerstown, MD 21740
Vicki Sadehvardi, Prog. Coord.
(301) 739-4990

*New Phase: Career Readiness for Women
50 Monroe St. Room B-06
Rockville, MD 20850
LaVonne Prail, Prog. Mgr.
(301) 279-1800

Displaced Homemaker Project
Villa Julie College
Greenspring Valley Rd.
Stevenson, MD 21153
Millie Jones, Dir.

New Alternatives
601 Addison Rd., South
Seabrook, MD 20027
Doris McGuffey, Dir.
(301) 350-0843

Displaced Homemaker Re-Entry Center
Chesapeake College
Wye Mills, MD 21679
Caroline Cook

Massachusetts
Widening Opportunity Research Center
Middlesbury Community College
P.O. Box T
Bedford, MA 01730
Susan Capon, Coord.
(617) 275-8910 x 291
Math & Electronics for Displaced Homemakers
Franklin Institute
41 Berkeley St.
Boston, MA  02116
Ferol Breymann, Dir.
(617) 423-4630

*Project Re-Entry
Civic Center and Clearing House, Inc.
14 Beacon St.
Boston, MA  02108
Phyllis Adelberg/Sandra Kahn, Co-Dirs.
(617) 227-1762

Women's Job Re-Entry Center
34 Follen Street
Cambridge, MA  02138

*Homemaker Re-entry Program
545 Westminster St.
Fitchburg, MA  01420
Winnie Deibert, Senior Trainer
(617) 342-7919

*Second Wind/Displaced Homemaker Project
196 Fountain St.
Framingham, MA  01701
Patricia Wallace, Coord.
(617) 872-4661

Clerical/Office Skills for Displaced Homemaker
Holyoke Community College
303 Homestead Ave.
Holyoke, MA  01040
Judy Edwards/Jane Provost, Coords.
(413) 538-7000  x 308 or x310

*Homemaker Re-Entry Program
57B Jackson
Lawrence, MA  01840
Gloria Bernheim, Dir.
(617) 687-6607

Multi-Skills Program for Displaced Homemakers
WINNERS, Inc/Roxbury Comm. College
134 Warren St.
Roxbury, MA  02119
Marguerite Goodwin, Ex. Dir.
Karen Blake, Prog. Coord.
(617) 442-9150

Hamden County Women's Center
347 St. James Ave.
Springfield, MA  01109
Janis Dimonaco, Dir.
(413) 739-4775

MICHIGAN

Soundings: A Center for Continuing Growth
602 Oswego St.
Ann Arbor, MI  48104
Glenora Brown, Dir.
(313) 665-2606

Women's Resource Center
Henry Ford Community College
5101 Evergreen Rd.
Dearborn, MI  48128
Grace B. Stewart, Dir.
(313) 271-2750

Displaced Homemaker Center
806 Ludington St.
Escanaba, MI  49829.
(satellite-see Marquette)
(906) 228-9400

*Displaced Homemaker Center
Women's Resource Center
226 Bostwick NE
Grand Rapids, MI  49503
Joyce Puls, Dir.
(616) 456-8571

Displaced Homemakers Center
Women's Center
N. Michigan University
Marquette, MI  49855
Marilyn Marshall, Ex. Dir.
(906) 227-2219 or 228-9400

Women Reaching Out/CETA Program
Everywoman's Place Inc.
23 Strong Ave.
Muskegon, MI  49441
Althea Stevens, Prog. Coord.
(616) 726-4493

202
*Displaced Homemaker Project
Community Resources/Women's Center
Macomb County Comm. College
14500 Twelve Mile Rd.
Warren, MI 48093
Sally L. Chaighian, Proj. Dir.
(313) 779-7417

MINNESOTA

Displaced Homemaker Program
Fairmont CETA Center
932 E. Kent Street
Fairmont, MN 56031
(satellite - see New Ulm)
(507) 238-4214

*Displaced Homemaker Program
Mankato CETA
709 N. Front St.
Mankato, MN 56001
(satellite - see New Ulm)
(507) 389-6073

*Mainstay, Inc.
700 N. 7th St.
Marshall, MN 56258
Ruthann Wefald, Coord.
(507) 537-7166

*Metropolitan Center for
Displaced Homemakers
Working Opportunities for Women
2344 Nicollet Ave., South
Suite 240
Minneapolis, MN 55404
Marita Heller, Proj. Dir.
(612) 874-6636

*Displaced Homemakers Program
CETA Center
26 N. Broadway - Box 696
New Ulm, MN 56073
Pamela Brumbaugh, Coord.
(507) 359-2031

Metropolitan Center for
Displaced Homemakers
Working Opportunities for Women
2233 University Ave., Suite 340
St. Paul, MN 55114
Proj. Dir. - see Minneapolis
(612) 647-9961

MISSISSIPPI

*Displaced Homemaker Project
Program Service
Itawamba Junior College
653 Eason Blvd.
Tupelo, MS 38801
Bill T. Lowry, Coord.
(601) 842-5621

*Displaced Homemaker Project
Program Service
Vocational Technical Center
Mississippi Delta Junior College
Moorhead, MS 38761
Martha Woodall, Coord.
(601) 246-8802

MISSOURI

New Directions Center
200 A Austin Ave.
Columbia, MO 65201
Marc L. Lower, Coord.
(314) 443-2421

*People Employable* - CETA Project
Univ. of Missouri at Kansas City - Truman
600 Mechanic
Independence, MO 64050
Jo Ellen Lightle, Coord.
(816) 254-8739

*Project Transition
Kansas City Technical Education Center
1215 Truman Road
Kansas City, MO 64106
Kim Wandersee, Coord.
(816) 471-3568 x30

*Displaced Homemaker Program
Univ. of Missouri - St. Louis
8001 Natural Bridge Rd.
St. Louis, MO 63121
Jean S. Berg, Proj. Dir.
(314) 453-5621
New Directions - Displaced Homemaker Center
Buder School
5319 Landsdowne Ave.
St. Louis, MO  63109
Dorothy O. Survant, Coord.
(314) 352-4343

MONTANA

Women's Center
YWCA
909 Wyoming Ave.
Billings, MT  59101
Sally Weinschrott, Center Dir.
Jean Bradford, YWCA Ex. Dir.
(406) 245-6879

Women In Transition/Displaced Homemaker Center
Missoula YWCA
1130 W. Broadway
Missoula, MT  59801
Jo Waldbillig, Center Dir.
Arlene Ward-Braun, YWCA ex. Dir.
(406) 543-6768

NEBRASKA

Displaced Homemakers Program
YWCA
222 E. Third St.
Grand Island, NE  68801
Glenda Brown, Coord.
(308) 384-8170

Displaced Homemaker Program
Omaha YWCA
3929 Harney St., Room 100
Omaha, NE  68131
Holly Alexander, Coord.
(402) 342-2748

NEVADA

Divorced and Widowed Adjustment Groups, Inc.
P.O. Box 5861
Las Vegas, NV  89192
Park Baker, Dir.
(702) 382-8243

Women's Resource Center
Reno-Sparks YWCA
1301 Valley Rd.
Reno, NV  89512
Nadine Phinney, Prog. Dir.
(702) 322-4531

Clark Co. Community College
3200 S. Cheyenne Ave.
Las Vegas, NV  89030
Beverly Trunk

NEW HAMPSHIRE

Project PLACE
Adult Learning Center
27 Burke St.
Nashua, NH  03060
Shelley Barsanti, Proj. Coord.
(603) 882-9080

NEW JERSEY

*Alternatives for Women Now
517 Penn St.
Camden, NJ  08102
Carlette Roberti, Prog. Dir.
(609) 964-8033 or 8034

*Displaced Homemaker Project
Women's Career Information Center
Middlesex County College
Edison, NJ  08817
Bonnie Dimun, Center, Dir.
(201) 548-6223
Women Working
Bergen County Community Action Program, Inc.
17-25 DiCarolis Ct.
Hackensack, NJ 07601
Judy Murphy, Coord.
(201) 487-3400 x26 or x44

Women's Services
YWCA of Burlington County
15 W. Main Street
Moorestown, NJ 08057
Janet Tegley, Prog. Dvt.
(609) 235-6697

Project WHY - Women Help Youself
Essex County College
Newark, NJ 07102
Carolyn Miller, Dir.
(201) 877-3370

Douglass Advisory Services for Women
Rutgers Women's Center
132 George St.
New Brunswick, NJ 08903
Viola Van Jones, Dir.
(201) 932-9603 or 9274

NEW MEXICO

Displaced Homemakers Office
New Mexico Commission on the Status Of Women
Plaza del Sol Bldg. Room 811
600 Second St. NW
Albuquerque, NM 87102
Tasia Young, Ex. Dir.
(505) 842-3286 or 3141
(800) 432-9168 (toll free-in state)

NEW YORK

Displaced Homemaker Program
Nassau BOCES
Adult Occupational Educational Center
1 Albertson Ave.
Albertson, NY 11507
Doris Peppard, Proj. Coord.
(516) 484-1900

Displaced Homemaker Program of Park Slope
WISH - Women in Self Help
421 Fifth Ave.
Brooklyn, NY 11215
Carol McVicker, Prog. Dir.
(212) 768-9700 or 9714

Fresh Start Training Program
Agudath Israel of America
813 Avenue H
Brooklyn, NY 11215
Risa Schmookler, Dir.
(212) 434-8098 or 8099

Displaced Homemaker Center of Western New York
Everywoman's Opportunity Center, Inc.
1407 Genesee Bldg.
Buffalo, NY 14202
Betsye Hopkins, Dir.
(716) 847-8850

Displaced Homemakers Center
5 East Main St.
Fredonia, NY 14063
(satellite - see Buffalo)
(716) 673-1388

Displaced Homemaker Project
Bronx Community College of the City Univ. of New York
University Ave & W. 181st St.
Bronx, NY 10453
Margaret Hunt, Proj. Dir.
(516) 579-4433

Displaced Homemaker Program - Women's Center
YWCA of New York
610 Lexington Ave.
New York, NY 10022
Chris Filner, Prog. Dir.
(212) 755-4500 x15
*Displaced Homemaker Project - Women's Center
National Council of Negro Women
198 Broadway, Suite 201
New York, NY 10038
Henrietta Whitcomb, Proj. Coord.
Merle Reagon, Center Dir.
(212) 964-2727

Displaced Homemakers Center
1317 Portage Road
Niagara Falls, NY 14301
(satellite - see Buffalo)
(716) 282-8472

*Displaced Homemakers Program
Rockland County Guidance Center for Women
10 N. Broadway
Nyack, NY 10960
Margaret T. Anderson
(914) 358-9390 or 19391

And Women - Center for Displaced Homemakers
Ulster County Community College
Stone Ridge, NY 12484
Carole Rhoades, Dir.
(914) 687-7621

*Displaced Homemakers Center
149 Broad St.
Tonawanda, NY 14150
(satellite - see Buffalo)
(716) 692-4268

NORTH CAROLINA

*Displaced Homemakers Center
Center for Continuing Education
Fayetteville State Univ. - Newbold Sta.
Fayetteville, NC 28301
Barbara Ragland Jones, Dir.
(919) 486-1221

Career Development Center for Displaced Homemakers
Wilmar Executive Center
223 West Tenth Street
Greenville, NC 27834

*Homemaker Entry Program
YWCA Women's Center
1112 Gatewood Ave.
High Point, NC 27260
Muriel M. Gruen, Prog. Coord.
(919) 882-4126

Career Development Center for Displaced Homemaker
139 College St.
Oxford, NC 27565

Career Development Center for Displaced Homemaker
526 North Wilmington St.
Raleigh, NC 27604

Career Development Center for Displaced Homemaker
Old Post Office Bldg.
Roxboro, NC 27593

Career Development Center for Displaced Homemaker
Cleveland Tech. Annex
No. Washington St.
Shelby, NC 28150

Career Development Center for Displaced Homemaker
Southeastern Community College
P.O. Box 151
Whiteville, NC 28472
Nancy A. Mershon, Coord.
(919) 642-8700

*Displaced Homemaker Program
Cape Fear Technical Institute
411 N. Front St.
Wilmington, NC 28401
Robin Lewis, Coord.
(919) 343-0481
NORTH DAKOTA

Bismarck-Mandan Displaced Homemakers League
704 Mandan St.
Bismarck, ND 58501
Bonnie Palacek/Bette Hildebrand, Coords.
(701) 258-3597

OHIO

*Four County JVS
Rt. 1, Box 245 A
Archbold, OH 43502
Helen Weldy, Coord.
(419) 267-3331

*Career Advancement Program - Womens Network
Peoples Federal Building, Suite 502
39 E. Market St.
Akron, OH 44308
Elizabeth Wettach-Ganocy, Prog. Dir.
(216) 376-7852

*Ohio Hi-Point JVS
Bellefontaine, OH 43311
(513) 599-3010
Karen E. Laubscher, Coord.

Pickaway-Ross JVS
Chillicothe, OH 45601
(614) 642-2550

Displaced Homemaker Program
YWCA/Cincinnati Public Schools
9th and Walnut St.
Cincinnati, OH 45202
Sandra L. Hendricks, Coord.
(513) 241-7090 or 221-5052

Scarlet Oaks JVS
3254 E. Kemper Rd.
Cincinnati, OH 45241
(513) 771-8810 x203

Montgomery Co. JVS
Clayton, OH 45315
(513) 837-7781

*Displaced Homemaker Program
Cuyahoga Community College
11000 Pleasant Valley Rd.
Cleveland, OH 44130
Roslyn Talerico, Dir.
(216) 845-4000 x250 or 241-5966 x437

*Dayton Public Night School
118 E. First St.
Dayton, OH 45402
(513) 222-6301

*Re-Entry Women Program
Career Development Center
Wright State University
140 E. Monument Ave.
Dayton, OH 45402
Syd Golub, Coord.
(513) 223-6041

Vanguard Vocational Center
Fremont, OH 43420
(419) 332-2626

*Ashtabula County JVS
Jefferson, OH 44047
(216) 576-6015

Apollo JVS - State Coord. Office
2225 Shawnee Rd.
Lima, OH 45806
Carol Bodeen, Prog. Developer
(419) 999-3015

Columbiana County JVS
Lisbon, OH 44432
(216) 424-9561

*New Directions for Women Project
The Grail - Grailville
Loveland, OH 45140
Mary Gindhart, Coord.
(513) 683-2962

*Tri Rivers JVS
Marion, OH 43302
Karen S. McCloskey
(614) 389-4681
Tri County JVS
Nelsonville, OH 45763
Tillie McCarty, Coord.
(614) 753-3511 x23

Buckeye JVS
New Philadelphia, OH 44629
(216) 339-2288

Upper Valley JVS
Piqua, OH 45356
Rita J. Hollenbacher, Coord.
(513) 778-1980

Guernsey-Noble JVS
Senecaville, OH 43780
(614) 685-2518

Springfield Clark JVS
1901 Selma Rd.
Springfield, OH 45505
(513) 325-8347

Laurel Oaks JVS
Wilmington, OH 45177
(513) 382-1411

Green County JVS
2960 W. Enon Rd.
Xenia, OH 45385
Carol L. Shaw, Coord.
(513) 372-6941

Step-up
Choffin Career Center
200 E. Wood Street
Youngstown, OH 44503
Jean Knight, Coord.
(216) 743-2187

OKLAHOMA

Center for Displaced Homemakers
Moore-Norman Area Vocational-
Technical School
4701 12th Ave., N.W.
Norman, OK 73069
Jan Womack, Dir.
(405) 364-5763

Displaced Homemaker Services -
Un J. Extension
137 Home Economics West
Oklahoma State University
Stillwater, OK 74074
Beulah Hirschlein, Dir.
(405) 624-6570

Displaced Homemaker Project YWCA
525 S. Quincy
Enid, OK 73701
Ethel Mae Payne, Director

YWCA Employment/Personal Counseling
Services
1920 S. Lewis
Tulsa, OK 74105
Karen Griffith, Proj. Dir.
(918) 749-2519

OREGON

Displaced Homemaker/Widowed
Services Program
1609 Agate St.
Eugene, OR 97403
Hazel M. Foss, Dir.
(503) 686-4220

Solo Center
1832 N.E. Broadway
Portland, OR 97232
Betty Daggett, Dir.
(503) 287-0642

PENNSYLVANIA

Displaced Homemaker Program
Butler County Community College
College Drive, Oak Hills
Butler, PA 16001
Sue R. Bennitt, Coord.
(412) 287-8711
Women's Career Alternative Program
Continuing Education
Cheyney State College
Cheyney, PA 19319
Priscilla Farmer, Prog. Coord.
(215) 758-2406

*Displaced Homemakers Program
Central Pennsylvania Community Action
630 Leonard St. Box 792
Clearfield, PA 16830
Kay Silner, Coord.
(814) 765-1551

Women in Transition, Inc.
4025 Chestnut St. Rm 305
Philadelphia, PA 19104
Linda Resnick/Sarah Lynae McMahon, Co-Directors
(215) 387-5556 or 386-4900 (hot line)

*Job Advisory Service
Chatham College
Woodland Rd.
Pittsburgh, PA 15232
Kathryn McGregor, Dir.
(412) 441-6660 or 6661

Women in Transition Project
Community College of Allegheny County - North
1130 Perry Highway - 111 Pines Plaza
Pittsburgh, PA 15237
Mary Lane Salsbury, Coord.
(412) 366-7000 x35

Women's Employment Advocacy Project
Economic Opportunity Cabinet of Schuylkill County.
Court House
Pottsville, PA 17901

Women's Career Development Center for Displaced Homemakers
Reading Area Community College
Box 1706
Reading, PA 19603
Belinda Gutwein, Coord.
(215) 372-4721 x288

Women in Transition Project
64 S. Beeson Blvd.
Uniontown, PA 15401
Marilyn McDaniel, Proj. Dir.
(412) 438-1470

*Center for Displaced Homemakers
YWCA of Wilkes-Barre
40 W. Northampton St.
P. O. Box 1283
Wilkes-Barre, PA 18705
Marianne Mebane, Dir.
(717) 823-7758 or 0181

RHODE ISLAND

*Displaced Homemaker Center
Department of Community Affairs
150 Washington St.
Providence, RI 02902
Elaine Roberts, Coord.
(401) 277-2862

SOUTH CAROLINA

*Opening Doors for the Displaced Homemaker
Center for Continuing Education for Women
Greenville Technical College
P. O. Box 5616
Greenville, SC 29606
Harriet Kessinger, Dir.
(803) 242-3170 x500

Potentials - Center for Continuing Education for Women
Greenville Tech. College
Station B-5616
Greenville, SC 29606
Harriet Kessinger, Dir.
(803) 242-3170 x500

Transition Resources, Inc.
P. O. Box 512
Orangeburg, SC 29115
Jean Lipscomb, Proj. Coord.
(803) 536-5972
Displaced Homemaker Project
Beaufort-Jasper Career Education Center
Route 1, Box 127
Ridgeland, SC 29936
Mary Lou Cordray, Coord.
(803) 726-8107

SOUTH DAKOTA

Displaced Homemaker Project
Center for Women
Sioux Falls College
Sioux Falls, SD 57101
Jan DeWitt, Dir.
(605) 336-2850 x161

TENNESSEE

WORK Program
Knoxville Women's Center
406 Church St.
Knoxville, TN 37902
Cheryl Fowler, Dir.
(615) 524-0716

Second Start
East Tennessee Human Resource Agency
4711 Old Kingston Pike, #112
Knoxville, TN 37919
Jo Rutherford, Dir.
(615) 584-0244

Career Directions for Displaced Homemakers
Kingsbury Vocational Technical Center
1328 N. Graham St.
Memphis, TN 38128
Laura-Lea Terrill/Ruth Ann Wright, Coords.
(901) 454-5586

Displaced Homemaker Project
YWCA
1608 Woodmont Blvd.
Nashville, TN 37215
Gail Kopcsak, Proj. Dir.
(615) 385-3952

TEXAS

*Displaced Homemakers Program
Amarillo College – Office of Women's Programs
P. O. Box 447
Amarillo, TX 79178
Michele Gilmour, Dir.
(806) 376-5111 x319 or x320

New Dimensions – Displaced Homemaker Training Program
Texas Engineering Extension Service
Texas A&M University System
F.E. Drawer K
College Station, TX 77843
Pam Hone, Proj. Coord.
(713) 845-4814 or 4815

*Fort Worth Independent School District
705 S. Henderson
Fort Worth, TX 76104
Johnny Sue Reynolds, Teacher Coord.

*Displaced Homemaker Project
Houston Community College
2720 Leeland
Houston, TX 77003
Carol Creswell
(713) 237-1040

Central Texas College
Highway 190 West
Bell-Coryell Counties
Killeen, TX 76541
Rhetta Fleming, Prog. Coord.

*Displaced Homemaker Project
Paris Junior College
Paris, TX 75460
Vicki Oglesby, Coord.
(214) 785-7661 x169

*Displaced Homemaker and Other Groups
Ranger Junior College
College Circle
Ranger, TX 76470
Joanne Moore, Coord. of Special Services
Displaced Homemaker Program
Bexar County Women's Center
2300 W. Commerce
San Antonio, TX 78207
Rosemary Stauber, Ex. Dir.
(512) 225-4387

*Displaced Homemakers Education/Employment Re-Entry Program
San Antonio College - Continuing Education
1300 San Pedro Ave.
San Antonio, TX 78284
Kay Moore, Coord.
(512) 734-7311 x212

Displaced Homemaker Project
McLellan Community College
1400 College Drive
Waco, TX 76708
LaVerne Wong, Adm.
(817) 756-6351 x 213

National Women's Employment and Education, Inc.
1005 S. Alamo
San Antonio, TX
(512) 225-6647

New Directions Career Development Program
Wilbarger County Jr. College Dist.
4400 College Drive
Vernon, TX 76384
Shirley Woods, Coord.
(817) 532-6291

Alternative Job Options for Women
Phoenix Institute
383 South 600 East
Salt Lake City, UT 84102
Jerri Brown, Prog. Dvt. Dir.
(801) 532-5080

UTAH

VERMONT

YWCA Referral Project
278 Main St.
Burlington, VT 05401
Suzanne Ferland, Coord.
(802) 862-7520

VIRGINIA

Displaced Homemaker Project
FOCUS
P.O. Box 3365
Charlottesville, VA 22903
Susan Fischer, Proj. Coord.
(804) 293-2222

New Directions for Former Homemakers Programs
Fairfax County Schools - Adult Ser.
6131 Willston Drive
Falls Church, VA 22044
Constance LaFerriere, Prog. Coord.
(703) 437-4379 or 533-8191

WASHINGTON

*Women's Center Displaced Homemaker Program
Bellevue Community College
3000 Landerholm Circle SE
Bellevue, WA 98007
Catherine Taskett, Coord.
(206) 641-2279

*Displaced Homemakers Program
Lower Columbia Community Action Council
P.O. Box 2126
Longview, WA 98632
Marilyn Melville/ Judi Raiter, Co-Dir.
(206) 425-3430

Rural Access
Edmonds Community College
20000-68 West
Lynwood, WA 98036
Ruth McCormick, Prog. Coord.
(206) 775-4444
*Displaced Homemaker Program - Women's Center
Highline Community College
Midway, WA 98031
Betty Colsaurdo, Coord.
(206) 878-3710 x365

Displaced Homemaker Project - Human DVT. Center
Seattle Central Community College
1701 Broadway
Seattle, WA 98122
Diane Wolman, Prog. Dir.
(206) 587-3852

*Displaced Homemaker Program
Shoreline Community College
16101 Greenwood North Drive
Seattle, WA 98133
Diane Dailey, Coord.
(206) 546-4606

Displaced Homemaker Program - Women's Programs
Spokane Falls Community College
3410 W. Fort George Wright Drive, W3410
Spokane, WA 99204
Shirley Michaelsen, Dir.
(509) 456-3275

Action Based Clinic for Displaced Homemakers
Fort Steilacoom Community College - Career Education
9401 Farwest Drive, SW Room 6022
Tacoma, WA 98498
Marty Lind, Coord.
(206) 964-6712

Pierce Co. Women's Transition Re-Entry Program
Clover Park Vocational-Technical Institute
4500 Steilacoom Blvd.
Tacoma, WA 98499
Dorothy Doss, Coord.; Carol Mooney, Prog. Superv.
(206) 584-7611

*Displaced Homemaker Project
YWCA Job Bank
1115 Ester St.
Vancouver, WA 98660
Maxine Seljack, Dir.
(206) 696-0167

Special Adult Program
Clerk County CETA
Clerk Co. Department of Human Resources
P.O. Box 5000
Vancouver, WA 98663
Elizabeth Meyer, Emp. Coor.

WEST VIRGINIA

Wider Opportunities for Women Program
West Virginia Northern Community College
College Square
Wheeling, WV 26003
Scotty David, Prog. Coord.
(304) 233-5900 x280

WISCONSIN

*Displaced Homemaker Service Center
Beloit YWCA
246 W. Grand Ave.
Beloit, WI 53511
Joan Okray, Coord.
(608) 364-4438

Passages Homemakers Center
Skilled Jobs for Women, Inc.
2095 Winnebago St.
Madison, WI 53704
Andrea Graff, Dir.
(608) 244-5181

Career Orientation and Women's Bureau
Milwaukee Area Technical College
1015 N. 6th St.
Milwaukee, WI 53203
Marion I. Medley, Dir.
(414) 278-6672
Displaced Homemakers Support Groups
Women's Coalition
2211 E. Kenwood Blvd.
Milwaukee, WI 53211
Cheryl Kader, Coord.
(414) 964-6117

*YWCA of Greater Milwaukee
610 N. Jackson
Milwaukee, WI 53202
Emily Erickson, Prog. Dir.
(414) 271-1030 x14

Women's Development Program
Wisconsin Indianhead Technical Institute
1019 S. Knowles
New Richmond, WI 54017
Kathy Johnson, Prog. Coord.
(715) 246-6561

*Women's Development Center
Waukesha County Technical Institute
800 Main St.
Pewaukee, WI 53072
Ruth Fossedal, Dir.
(414) 548-5400

Women's Bureau
Gateway Technical Institute
1001 S. Main St.
Racine, WI 53403
Ann Timm, Dir.
(414) 637-9881 x35

*Life/Work Planning Center
Lakeshore Tech. Institute
1290 North Ave.
Cleveland, WI 53015
Judy Fedler, Adm.
(414) 693-8211

Women on the Move to Employment Now
(WOMEN)
Central Wisconsin Community Action Council, Inc.
211 Wisconsin Ave.
Wisconsin Dells, WI 53965
Louise Stewart, Prog. Superv.
(608) 254-8353

WYOMING

*Exploring Opportunities for Women Program
Women's Center
Western Wyoming College
P.O. Box 428
Rock Springs, WY 82901
Connie Neumaber, Prog. Coord.
(307) 382-2121 x192
APPENDIX 3-B

ADDITIONAL PROGRAMS WITH VOCATIONAL EDUCATION FUNDING
ALABAMA

No Additional Programs

ALASKA

Shirley Paulini
Alaska Pacific University
1322 Gothard St.
Anchorage, AK 99503

ARIZONA

Merganna Shinkle
Central Arizona College
Signal Peak Campus
Woodruff at Overfield
Coolidge, AZ 85228

Lupe Carbajal
Rio Salado College
2010 South 24th Street
Phoenix, AZ 85034

Shannon Jensen
Arizona Western College
A.W.I.C.E.
2098 South Third Ave.
Yuma, AZ 85364

ARKANSAS

Kathleen Peck
Pulaski Vocational Technical School
3000 W. Scenic Rd.
No. Little Rock, AR 72118

CALIFORNIA

No Reply

COLORADO

Dr. ca-Annie Von Vihl
Displaced Homemaker Program
Emily Griffith Opportunity So.
1260 Welton St.
Denver, CO 80204

CONNECTICUT

No Additional Programs

DELAWARE

No Additional Programs

DISTRICT OF COLUMBIA

Dr. Susie B. Morgan
Programs and Services for
Displaced Homemakers
D.C. Public Schools
Penn Center
Third and R. Sts, N.E.
Washington, DC 20002

FLORIDA

* Nancy Bredemeyer, Director
Women in Management
Indiana River Comm. College
3209 Virginia Avenue
Fort Pierce, FL 33450

* Dr. Ann Bromley
Displaced Homemakers Project
P. O. Box 1530, 3000 N.W. 83rd St.
Santa Fe Community College
Gainesville, FL 32602

W. Reid Wentz, Director
Women Aspiring Gainful Employment
Pasco County School Board
Land O' Lakes, FL 33539

* Indicates program which supplied data for our report on local programs.
Janice Armstrong, Director
Vocational Equity in Non-Traditional Occupations
Miami-Dade Community College
11380 N.W. 27th Ave.
Miami, FL 33167

Virginia B. Schiferi, Director
Displaced Homemakers
Pinellas County Public Schools
1015 10th Avenue, North
St. Petersburg, FL 33705

Dr. Lathrop
Florida State University
Myle Myers Building
Appalatchee Parkway
Tallahassee, FL 32394

GEORGIA

*Frances Yeargin, Coordinator
Displaced Homemaker Project
Augusta Area Tech. School
2025 Lampkin Rd.
Augusta, GA 30904

Constance Heeb, Coordinator
Displaced Homemaker Project
Columbus Area Voc.-Tech. School
928 45th St.
Columbus, GA 31904

Emma Sprouse, Coordinator
Displaced Homemaker Project
Savannah Area Voc.-Tech. School
214 West Bay St.
Savannah, GA 31401

HAWAII

Betty Reimer
Hawaii Community College
1175 Manono St.
Hilo, HI 96720

Kathy Damon
Re-Entry Women's Program
Windward Community College
45-720 Keahala Rd.
Kaneohe, HI 96744

*Jane Fletcher, Project Director
Yes, You Can Program
Educational Opportunity Center
Maui Community College
310 Kaahumanu Ave.
Kahului, HI 96732

IDAHO

No Additional Programs

ILLINOIS

No Additional Programs

INDIANA

No Additional Programs

IOWA

No Additional Programs

KANSAS

*Lynn Hausermann
Dept. of Adult & Occup. Ed.
Kansas State University
Manhattan, KS 66506

KENTUCKY

No Additional Programs

LOUISIANA

No Additional Programs

MAINE

No Additional Programs
MARYLAND
Dr. Jerry Cohen
Community College of Baltimore
Liberty Campus
2901 Liberty Heights Lane
Baltimore, MD 21215

Dr. Michael Parsons
Hagerstown Junior College
751 Robinwood Drive
Hagerstown, MD 21740

Dr. Robert Gell, President
Cecil Community College
North East, MD 21901

MASSACHUSETTS
Terry Sullivan, Director
Educational Outreach
Bunker Hill Community College
Charlestown, MA 02129

Helen O'Connor, Coordinator
Learning Laboratory
Displaced Homemaker Program
Cape Cod Community College
West Barnstable, MA 02668

MICHIGAN
24 community colleges are part of
"Tuition Reimbursement Program for
Special Populations". Displaced
Homemakers take regular courses in
Vocational Education.

MINNESOTA
*Sue Hommerding, Director
Expanding Career Choices for Mature
Women
Austin Area Voc. Tech. Inst.
1900 Eight Ave., N.W.
Austin Public Schools
Austin, MN 55912

MISSISSIPPI
Jean McCool
Mississippi Gulf Coast Jr. College
Jackson County Campus
Gauthier, MS 39553

*Mrs. Harrylyn Sallis, Dir.
Women's Program
Belhaven College
777 Belhaven St.
Jackson, MS 39213

Program Services Coordinator
Hinds Junior College
Jackson Center
3925 Sunset Drive
Jackson, MS 39213

MISSOURI
*Marie E. Grimmins, Coord.
Project SEARCH
Central County School, Rm. 134
10900 Ladue Rd.
Creve Coeur, MO 63141

Dr. Jeanne Lee, Director
Moberly Junior College
Moberly, MO 65270

Dr. Ed Ruddy
St. Louis Comm. College at Forest
Park
5600 Oakland Ave.
St. Louis, MO 63110

Bryan Shuster
Asst. Dir. of Adult Education
Special School Dist. of St.
Louis County
12110 Clayton Rd.
Town and Country, MO 63131

MONTANA
No Additional Programs
NEBRASKA
No Additional Programs

NEVADA
Dr. Judith Eaton, President
Clark County Comm. College
3200 E. Cheyenne Ave.
Las Vegas, NV 89030

Dr. Patricia Miltonberger
Dean of Students
Western Nevada Comm. College
7000 El Rancho Drive
Sparks, NV 89431

NEW HAMPSHIRE
No Additional Programs

NEW JERSEY
No Additional Programs

NEW MEXICO
*Muriel Kierchmeyer
Technical Vocational Institute
525 Buena Vista S.E.
Albuquerque, NM 87106

*Denise Kern
Displaced Homemaker Service
Office DCAHS
1529 Eubank N.E., Suite F
Albuquerque, NM 87112

NEW YORK
Richard Greenfield
New York City Community College
300 Gay St.
Brooklyn, NY 11201
(212) 643-2323

Margaret Riley
Bronx Community College
West 181 St. & University Ave.
Bronx, NY 10453
(212) 367-7300 x667

Katherine Naples
Buffalo C.S.D.
712 City Hall
Buffalo, NY 14202
(716) 842-7906

Ronald C. Flood
Suffolk BOCES #3
507 Deer Park Rd.
Dix Hills, NY 11746
(516) 549-4900

Sandra Rubaii
Tompkins-Cortland Community College
170 North Street
Dryden, NY 13053
(607) 844-8211

Ralph Gut
Staten Island Community College
130 Stuyvesant Place
Staten Island, NY 10301
(212) 390-7707

Robert Giambattista
Onondaga-Madison BOCES
6820 Thompson Road
Syracuse, NY 13211
(315) 437-1631

Eve Hendricks
Mohawk Valley Community College
1101 Sherman Drive
Utica, NY 13501
(315) 792-5524

Frank J. Wolff
Nassau BOCES
Valentines Rd. & The Plain Rd.
Westbury, NY 11590
(516) 484-1900
NORTH CAROLINA

Mrs. Linda Lindsey, Director
Human Resource Development Program
Dept. of Community Colleges
Education Building
Raleigh, NC 27611

NORTH DAKOTA

Cheryl Young, Director
Adult Career Planning
321 Minard Hall
North Dakota State University
Fargo, ND 58105

OHIO

No Additional Programs

OKLAHOMA

No Additional Programs

OREGON

George Zahl
Single Heads of Households
Central Oregon Comm. Coll.
Bend, OR 97701

Women In Non-traditional Careers
Lane Community College
Eugene, OR

*Andrea Beardsley
Women's Opportunity Program
Rogue Community College
Grant's Pass; OR 97526

Marylin Cates
Eastern Oregon Consortium
Treasure Valley Comm. College
Ontario, OR 97914

PENNSYLVANIA

Child Care Expansion for Displaced Homemakers
Northampton County Area Com. College
3835 Green Pond Rd.
Bethlehem, PA 18017

Project Return
Harrisburg Public Library
Harrisburg, PA

*Consumer Ed. for Women in Transit
Delaware County Comm. Coll.
Rte. 252 and Media Line Rd.
Media, PA 19063

Vocational Re-training for Women
Bucks County Comm. Coll.
Swamp Rd.
Newton, PA 18940

Displaced Homemaker Project
Community College of Philadelphia
34 S. 11th St.
Philadelphia, PA 19107

*New Options for Displaced Homemakers
Williamsport Area Community College
1005 W. 3rd St.
Williamsport, PA 17701

Displaced Homemaker Employment/
Skills Training
Westmoreland County Community Coll.
College Station
Youngwood, PA 15697

RHODE ISLAND

Career Counseling Center
22 Hayes St.
Providence, RI 02908

SOUTH CAROLINA

*Nancy McGraw, Coordinator
Displaced Homemaker Project
Richland Two School District
6831 Brookfield Rd.
Columbia, SC 29206
Jan Johnson  
R.D. Anderson Vocational Ctr.  
P.O. Box 24  
Moore, SC  29369

Charles Kennedy  
Oconee County School  
P.O. Box 220  
Courthouse Annex  
Walhalla, SC  29691

Denard Harris  
Lexington Two School District  
P.O. Box 408  
West Columbia, SC  29169

**SOUTH DAKOTA**

No Additional Programs

**TENNESSEE**

No reply

**TEXAS**

Ann Finch, Director  
Redirected Homemakers  
Independent School District  
Community Education Office  
1607 Pennsylvania  
Austin, TX  78702

**UTAH**

*Better Jobs for Women  
Utah Technical College  
Provo, UT  84601

**VERMONT**

No Additional Programs

**VIRGINIA**

Dr. Dorothy Rowe  
Displaced Homemakers-Changing  
Lifestyle  
Home Economics Department  
James Madison University  
Harrisonburg, VA  22807

Betsy Upshur  
Women's Resource Center of Central  
Virginia  
Randolph-Macon Women's College  
Box 413  
Lynchburg, VA  24503

*Jean Lee Franklin  
Greater Resources and Opportunities  
for Women  
P.O. Box 6094  
Roanoke, VA  24017

**WASHINGTON**

Programs with two stars are centers for Displaced Homemakers. Others have such as counseling, limited services, not limited to displaced homemakers.

Margaret Allan  
Women's Program Coordinator  
Grays Harbor Community College  
Aberdeen, WA  98520

Maud Adams  
Women's Program Coordinator  
Green River Community College  
12401 S.E.  320th  
Auburn, WA  98002

**Mary Ellen Brune  
Women's Program Coordinator  
Displaced Homemaker Center  
Bellevue Community College  
3000 Landerholm Pl., S.E.  
Bellevue, WA  98007
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Institution</th>
<th>Address</th>
<th>City</th>
<th>State</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drew Oakley</td>
<td>Women's Program Coordinator</td>
<td>Whatcom Community College</td>
<td>5217 Northwest Rd.</td>
<td>Bellingham</td>
<td>WA</td>
<td>98225</td>
</tr>
<tr>
<td>Sandy Heathershaw</td>
<td>Women's Program Coordinator</td>
<td>Olympic Community College</td>
<td>16th and Chester</td>
<td>Bremerton</td>
<td>WA</td>
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<tr>
<td>Beverly Butters</td>
<td>Women's Program Coordinator</td>
<td>Centralia Community College</td>
<td>P.O. Box 639</td>
<td>Centralia</td>
<td>WA</td>
<td>98531</td>
</tr>
<tr>
<td>Susan Aldrith</td>
<td>Women's Program Coordinator</td>
<td>Everett Community College</td>
<td>801 Wetmore</td>
<td>Everett</td>
<td>WA</td>
<td>98201</td>
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<tr>
<td>Dr. Loretta Seppanen</td>
<td>Women's Program Coordinator</td>
<td>Lower Columbia Community College</td>
<td>1600 Maple</td>
<td>Longview</td>
<td>WA</td>
<td>98632</td>
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<tr>
<td>Ruth McCormick</td>
<td>Women's Program Coordinator</td>
<td>Edmonds Community College</td>
<td>20000-68th Ave., W.</td>
<td>Lynwood</td>
<td>WA</td>
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<tr>
<td>Betty Colasurdo</td>
<td>Women's Program Coordinator</td>
<td>Highline Community College</td>
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<td></td>
<td></td>
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<tr>
<td>Women's Program Coordinator</td>
<td>Big Bend Community College</td>
<td>24th and Andrews</td>
<td>Moses Lake</td>
<td>WA</td>
<td>98837</td>
<td></td>
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<tr>
<td>Sherry Satran</td>
<td>Women's Program Coordinator</td>
<td>Skagit Valley Community College</td>
<td>2405 College Way</td>
<td>Mount Vernon</td>
<td>WA</td>
<td>98273</td>
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<tr>
<td>Beverly Butters</td>
<td>Women's Program Coordinator</td>
<td>O.T.C.C.</td>
<td>2100 Mottman Rd. S.W.</td>
<td>Olympia</td>
<td>WA</td>
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<tr>
<td>Marcia Crigler</td>
<td>Women's Program Coordinator</td>
<td>Columbia Basin Community College</td>
<td>2600 North 20th</td>
<td>Pasco</td>
<td>WA</td>
<td>98301</td>
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<tr>
<td>Frances Prindle</td>
<td>Women's Program Coordinator</td>
<td>Peninsula Community College</td>
<td>1502 E. Lauridsen Blvd.</td>
<td>Port Angeles</td>
<td>WA</td>
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<tr>
<td>Cecile Andrews</td>
<td>Women's Program Coordinator</td>
<td>North Seattle Community College</td>
<td>9600 College Way N.</td>
<td>Seattle</td>
<td>WA</td>
<td>98103</td>
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<tr>
<td>* Katey Alexander</td>
<td>Women's Program Coordinator</td>
<td>South Seattle Community College</td>
<td>6000 16th Ave. S.W.</td>
<td>Seattle</td>
<td>WA</td>
<td>98106</td>
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<tr>
<td>Leslie Cossitt</td>
<td>Women's Program Coordinator</td>
<td>Seattle Central Community Coll.</td>
<td>1701 Broadway</td>
<td>Seattle</td>
<td>WA</td>
<td>98122</td>
</tr>
<tr>
<td>Dianne Dailey</td>
<td>Women's Program Coordinator</td>
<td>Shoreline Community College</td>
<td>16101 Greenwood N.</td>
<td>Seattle</td>
<td>WA</td>
<td>99133</td>
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<tr>
<td>Lois Facker</td>
<td>Women's Program Coordinator</td>
<td>Spokane Community College</td>
<td>N. 1810 Green St.</td>
<td>Spokane</td>
<td>WA</td>
<td>99207</td>
</tr>
</tbody>
</table>
**Judy Bostain, Dir.**
Displaced Homemaker Center
Spokane Falls Community College
W. 3410 Ft. George Wright Drive
Spokane, WA 99204

* Susan Huck
Women's Program Coordinator
Fort Steilacoom Community College
9401 Farwest Drive S.W.
Tacoma, WA 98498

Pat Shuman
Women's Program Coordinator
Tacoma Community College
5900 S. 12th
Tacoma, WA 98465

* Ann Gardner
Women's Program Coordinator
Clark Community College
1800 E. McLoughlin
Vancouver, WA 98663

Roxanne Park
Women's Program Coordinator
Walla Walla Community College
500 Tausick Way
Walla Walla, WA 99362

Joan Gregg
Women's Program Coordinator
Wenatchee Valley Comm. College
1300 Fifth St.
Wenatchee, WA 98801

Sharon Foster
Women's Program Coordinator
Yakima Valley Comm. College
16th and Nob Hill Blvd.
Yakima, WA 98902

WEST VIRGINIA

Raymond Cunningham
R.J. Moore Vocational Technical Center
Route 1
Liverpool, WV 25257

Dr. Ken Burrows
Connections
West Virginia Institute of Technology
Montgomery, WV 25136

WISCONSIN

Carolyn Mewhorter
Women's Educational Bureau
Fox Valley Technical Institute
Box 22771
Appleton, WI 54935

Linda Bernhardt
For Women, About Women
Southwest Wisconsin Tech. Inst.
Bronson Blvd.
Fennimore, WI 53809

*Kathleen Soles-
Women's Center
Moraine Park Technical Inst.
235 N. National Ave.
Fond du Lac, WI 54935

Women's Center
Northeast Wisc. VTAE Dist.
2740 W. Mason St.
Green Bay, WI 54303

Mary O'Sullivan
Women's Opportunity Center
Western Wisconsin Tech. Inst.
6th and Vine St.
LaCrosse, WI 54601

Cynthia Goldsmith
Vocational, Technical and Adult Education
District 4
211 N. Carroll St.
Madison, WI 53703

*Laurie Schmidt
Women's Resource Bureau
Nicolet College
P.O. Box 518
Rhinelander, WI 54501
Women's Center Inc.
419 N. Grand Ave.
Waukesha, WI 53186

Morene Seldes
Women's Development Center
No. Central VTAE District
1000 Schofield Ave.
Wausau, WI 54401

WYOMING

No Additional Programs
Dear Director,

As part of a two year contract from the Office of Education, the Wellesley Center for Research on Women is compiling information on programs for "displaced homemakers" around the country. Your organization has been identified as one which provides services to widowed, divorced and separated women who are seeking to re-involve themselves in the world of work.

We would much appreciate your taking the time to provide us with the following information:

- Institutional affiliation of your organization
- Date when your services began
- The number of displaced homemakers served since January 1, 1979 or when services began
  (This may be estimated if you do not have exact figures).
- Estimated number of additional displaced homemakers you could serve, given your current funding, facilities and staff
- Sources of support and estimated budget for current twelve month period
- Numbers of full-time and part-time paid staff and volunteers
- A listing of services and activities which your organization offers to displaced homemakers

We would appreciate your sending any printed materials you may have, such as brochures describing your program, reports, research papers, etc.

Thank you for responding to this request at your earliest possible convenience.

Sincerely yours,

Barbara H. Vinick
Content Associate
Displaced Homemakers Project
APPENDIX 3-D
TELEPHONE INTERVIEWEES

Telephone respondents were chosen to represent a wide variety of programs in terms of: (a) section of the country and whether rural or urban; and (b) institutional affiliation. Some had responded to our mailed request for information, and some did not. We also made a few decisions on the basis of national reputation or some preliminary information that the program had an unusual or interesting focus. These programs may tend to have been established longer to have greater resources and/or to have a better proven record of effectiveness than average. We cannot claim that the 27 programs listed here are representative of programs around the country as a whole, since they were not chosen in a systematic way. Rather, the telephone interviews supplement the mailed responses from local programs with qualitative, in-depth information impossible to obtain in other than a conversational interview situation. We spoke with knowledgeable individuals representing the following programs:

Arizona Action for Displaced Homemakers, Inc.
Phoenix, Arizona

YWCA Employment Program for Mature Women
South Orange County YWCA
Santa Ana, CA

Mi Casa Resource Center for Women
Denver, CO

Virginia Neal Blue Womans' Resource Center
Montrose, CO

Widows: New Beginnings
Asnuntuck Community College
Enfield, CT

Delaware Displaced Homemakers Center
Wilmington, DE

Hannah Harrison Career School
Washington, DC

Displaced Homemaker Programs
Valencia Community College
Orlando, FL

Displaced Homemaker Program
Women's Resource Center
Sarasota, FL
Project New Start/Displaced Homemaker Center
Chicago City-Wide College
Chicago, IL

Displaced Homemaker Center
Louisiana Bureau for Women
Baton Rouge, LA

New Alternatives
Seat Pleasant, MD

Metropolitan Center for Displaced Homemakers
Working Opportunities for Women
Minneapolis, MN

People Employable - CETA Project
University of Missouri at Kansas City - Truman
Independence, MO

New Mexico Commission on the Status of Women
Albuquerque, NM

Displaced Homemakers Project
Women's Center
National Council of Negro Women
New York, NY

Homemaker Entry Program
YWCA Women's Center
High Point, NC

Apollo Joint Vocational School
Lima, OH

New Directions for Women Project
The Grail
Loveland, OH

Upper Valley Joint Vocational School
Piqua, OH

Center for Displaced Homemakers
Moore-Norman Area Vocational-Technical School
Norman, OK

Displaced Homemaker Services - University Extension
137 Home Economics West
Oklahoma State University
Stillwater, OK

Job Advisory
Chatham College
Pittsburgh, PA

Displaced Homemaker Project
Houston Community College System
Houston, TX

Women's Program
Lower Columbia Community College
Longview, WA

Non-Traditional Job Opportunity Program
Lower Columbia Community College
Longview, WA

Displaced Homemakers Project
Lower Columbia Community Action Program
Longview, WA

Waukesha County Technical Institute
Pewaukee, WI
TOPICS FOR DISCUSSION IN TELEPHONE INTERVIEW

A. The history of the center - when and how begun.

B. Details of activities and program goals.

C. Characteristics of women served - average age, ages and numbers of children, childcare arrangements, financial resources, number of hours they can work, needs, and what program has meant to them.

D. Recruitment of displaced homemakers to center.

E. Successes and failures and reasons for them.

F. Problems.

G. Unmet needs of displaced homemakers.

H. Other programs which give service to displaced homemakers.

I. Names of some employers who have hired displaced homemakers.
7. Are vocational education programs sensitive to and able to change towards emerging areas of employment need?

Yes. An analysis of vocational education enrollments between 1972-1977 shows that three of the eight major areas are rapidly expanding in response to labor market needs:

<table>
<thead>
<tr>
<th>Program Area</th>
<th>% Increase 1972-1977</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Occupations</td>
<td>50.8%</td>
</tr>
<tr>
<td>Office Occupations</td>
<td>39.1%</td>
</tr>
<tr>
<td>-- Data Processing, Communication and Storage Occupations (34.5%)</td>
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<tr>
<td>Technical Occupations</td>
<td>30.4%</td>
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</table>

Table 6. Vocational Education Enrollments in New and Emerging Occupations

<table>
<thead>
<tr>
<th>Occupational Area</th>
<th>FY 1972</th>
<th>FY 1977</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surgical Technology</td>
<td>-</td>
<td>3,522</td>
<td>-</td>
</tr>
<tr>
<td>Occupational Therapy</td>
<td>-</td>
<td>2,892</td>
<td>-</td>
</tr>
<tr>
<td>Nuclear Medical Technology</td>
<td>-</td>
<td>400</td>
<td>-</td>
</tr>
<tr>
<td>Ophthalmic Occupations</td>
<td>-</td>
<td>1,657</td>
<td>-</td>
</tr>
<tr>
<td>Environmental Health</td>
<td>-</td>
<td>5,192</td>
<td>-</td>
</tr>
<tr>
<td>Medical Emergency Technology</td>
<td>-</td>
<td>70,514</td>
<td>-</td>
</tr>
<tr>
<td>Mortuary Science</td>
<td>-</td>
<td>1,788</td>
<td>-</td>
</tr>
<tr>
<td>Fire &amp; Safety Technology</td>
<td>8,826</td>
<td>28,714</td>
<td>225%</td>
</tr>
<tr>
<td>Electronic Occupations</td>
<td>97,936</td>
<td>147,267</td>
<td>50%</td>
</tr>
<tr>
<td>Law Enforcement Training</td>
<td>74,801</td>
<td>109,535</td>
<td>46%</td>
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</table>

Source: U.S. Office of Education
APPENDIX 4-B

Excerpt from a memorandum to Superintendents, Directors, Presidents of Community Colleges and Administrators of Occupational Education Programs from the Massachusetts Department of Education, concerning application for Federal Vocational-Education Funds under P.L. 94-482.
In most instances, the skill training offered in a vocational program is related to a number of different occupations, and conversely, many different vocational education programs may provide training that is related to a common occupation. A simple comparison of completions in one specific vocational program with projected job openings in related occupations tends to underestimate the total number of persons who may compete for jobs in these occupations. Specifically, graduates of other vocational education programs may also have received training in skills that allow them to compete for entry into those same occupations. Therefore, the analysis used to determine eligible vocational programs takes into account the supply originating from all vocational education programs (public and private) to the occupations related to the specific vocational program under review. This analysis was conducted for each vocational program offered in Massachusetts. On the basis of this analysis, the only vocational education programs deemed appropriate for federal funding were those which provide training in occupational areas for which projected job openings substantially exceeds the institutional supply originating from all vocational programs to these same occupations. Because this analysis was conducted for the state as a whole, LEAs may use local labor market information to justify federal funding of vocational education programs not appearing on the list below. These programs must have an O.E. code number and Instructional Program title upon submission of application for Public Law 94-482 funding as described in Vocational Education and Occupations, July, 1969, Office of Education Classification System.

<table>
<thead>
<tr>
<th>O.E. Code</th>
<th>O.E. Title</th>
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<tbody>
<tr>
<td>04.0200</td>
<td>Apparel and Accessories</td>
</tr>
<tr>
<td>04.0400</td>
<td>Finance and Credit</td>
</tr>
<tr>
<td>04.0600</td>
<td>Food Distribution</td>
</tr>
<tr>
<td>04.0700</td>
<td>Food-Services</td>
</tr>
<tr>
<td>04.0800</td>
<td>General Merchandise</td>
</tr>
<tr>
<td>04.1000</td>
<td>Home Furnishings</td>
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<tr>
<td>04.1200</td>
<td>Industrial Marketing</td>
</tr>
<tr>
<td>04.1300</td>
<td>Insurance</td>
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<tr>
<td>04.1700</td>
<td>Real Estate</td>
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<tr>
<td>04.1800</td>
<td>Recreation and Tourism</td>
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<td>04.1900</td>
<td>Transportation</td>
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<tr>
<td>04.2000</td>
<td>Retail Trade, Other</td>
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<tr>
<td>07.0102</td>
<td>Dental Hygienist (Associate)</td>
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<tr>
<td>07.0203</td>
<td>Medical Lab Assistant</td>
</tr>
<tr>
<td>07.0301</td>
<td>Nursing Associate Degree</td>
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<tr>
<td>07.0302</td>
<td>Practical (Vocational) Nursing</td>
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<tr>
<td>07.0303</td>
<td>Nursing Assistant (Aide)</td>
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<tr>
<td>07.0903</td>
<td>Inhalation Therapy Technician</td>
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<tr>
<td>07.0904</td>
<td>Medical Assistant</td>
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<tr>
<td>07.0905</td>
<td>Health Aide</td>
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<tr>
<td>07.0906</td>
<td>Medical Emergency Technician</td>
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<tr>
<td>O.E. Code</td>
<td>O.E. Title</td>
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<tr>
<td>-----------</td>
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</tr>
<tr>
<td>09.0202</td>
<td>Clothing Management, Production &amp; Services</td>
</tr>
<tr>
<td>09.0203</td>
<td>Food Management, Production &amp; Services</td>
</tr>
<tr>
<td>09.0205</td>
<td>Institutional and Home Management &amp; Supportive Services</td>
</tr>
<tr>
<td>14.0100</td>
<td>Accounting and Computing</td>
</tr>
<tr>
<td>14.0201</td>
<td>Computer and Console Operator</td>
</tr>
<tr>
<td>14.0202</td>
<td>Keypunch and Coding Equipment Operator</td>
</tr>
<tr>
<td>14.0203</td>
<td>Programmers</td>
</tr>
<tr>
<td>14.0400</td>
<td>Information, Communications Occupation</td>
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<tr>
<td>14.0700</td>
<td>Stenography, Secretarial, and Related</td>
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<td>16.0107</td>
<td>Electrical Technology</td>
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<td>16.0108</td>
<td>Electronic Technology</td>
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<td>Electromechanical Technology</td>
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<td>Environmental Control Technology</td>
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<td>Industrial Technology</td>
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<td>16.0117</td>
<td>Scientific Data Technology</td>
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<td>17.0100</td>
<td>Air Conditioning</td>
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<td>17.0200</td>
<td>Appliance Repair</td>
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<td>17.0301</td>
<td>Body and Fender Repair</td>
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<td>17.0700</td>
<td>Commercial Art Occupations</td>
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<td>17.1001</td>
<td>Carpentry</td>
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<td>17.1002</td>
<td>Electricity</td>
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<td>17.1003</td>
<td>Heavy Equipment Operator and Maintenance</td>
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<tr>
<td>17.1004</td>
<td>Masonry</td>
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<tr>
<td>17.1005</td>
<td>Painting and Decorating</td>
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<td>17.1007</td>
<td>Plumbing</td>
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<tr>
<td>17.1100</td>
<td>Custodial Services</td>
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<tr>
<td>17.1200</td>
<td>Diesel Mechanic</td>
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<tr>
<td>17.1400</td>
<td>Electrical Occupations</td>
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<tr>
<td>17.1500</td>
<td>Electronic Occupations</td>
</tr>
<tr>
<td>17.2100</td>
<td>Instrument Maintenance and Repair</td>
</tr>
<tr>
<td>17.2200</td>
<td>Maritime Occupations</td>
</tr>
<tr>
<td>17.2802</td>
<td>Machine Shop</td>
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<td>17.2803</td>
<td>Machine Tool Operation</td>
</tr>
<tr>
<td>17.2805</td>
<td>Metal Fabrication</td>
</tr>
<tr>
<td>17.2807</td>
<td>Tool and Die Making</td>
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<td>17.2802</td>
<td>Law Enforcement Training</td>
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<td>17.2900</td>
<td>Quantity Food Occupations</td>
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<td>17.3300</td>
<td>Textile Production and Fabrication</td>
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</tbody>
</table>

V. 7. Labor Market Areas (LMA) — (Not Applicable for Non-Instructional Projects)

1. Lowell, Lawrence-Haverhill, Newburyport
2. Boston (north), Gloucester
3. Boston (south)
4. Brockton, Plymouth
5. Fall River, New Bedford, Taunton
6. Barnstable County, Dukes County, Nantucket
7. Worcester, Clinton, Marlboro, Milford, Southbridge
8. Fitchburg-Leominster, Greenfield, Athol, Gardner
9. Pittsfield, Great Barrington
10. Springfield-Chicopee-Holyoke, Ware
To: Ms. Carol Durst  
From: Miriam A. Ourin  
Subject: Occupations for Displaced Homemakers

In order to develop information on the current and projected demand in the local labor market for the occupations you are considering recommending to PFC for displaced homemakers, two sources of data were used, where available: data on job applicants and job openings listed with the State Job Service for the fiscal year ending September 30, 1979 and the occupational projections to 1985 of the Research and Statistics Division.

Both recent data and the projections indicate strong demand locally for legal secretaries. In the year ended September 30, 1979, the Job Service received 180 openings for legal secretaries, of which 34 were available at the end of the period. The ratio of applicants to openings approximated 2 to 1 for the 12-month period and 6 to 1 at the end of the period, indications of generally favorable job prospects for those who sought work in the past year in this occupation. It is projected that about 1,000 jobs will open up each year through 1985, mainly because of the need to replace personnel who retire or otherwise withdraw from the job market. All told, jobs in this occupation are expected to rise from about 11,000 in 1978 to 13,000 by 1985.

For medical record clerk, however, employment ratio prospects were not as good as shown by applicant-openings of 9 to 1 for the 12-month period and 28 to 1 at the end of September.

While long-term projections for jobs in New York City for jewelry and watch repairers and solderers indicate declining employment levels, data on applicants available and openings received at the Job Service in the past year show that a favorable market existed for both jewelry repairers and jewelry solderers. For jewelry repairers, there was nearly one opening for each applicant registered during the 12-month period and only 2 applicants for each opening at the end of the period. For jewelry solderers, there were about 4 applicants for each opening during the 12-month period and about 3 per opening as of September 30, 1979. Over the year, about 2 applicants were available for each opening for a watch repairer; at the end of September, the ratio stood at 6 to 1.

Data on the availability of job applicants and openings at the Job Service for medical assistants and paralegal aides show a decided surplus of personnel over job vacancies. At the end of September, 377 applicants were seeking jobs for medical assistants but only 26 such openings were available; for paralegal aides, there were 4 openings for the 68 persons registered. Over the 12-month period, there were 11 medical assistants registered for each opening; the situation was somewhat better for paralegal aides, with about 4 applicants for each opening.

The data on applicants and openings for purchasing agents, office managers and real estate salespersons at the Job Service indicate a large excess of personnel available for such positions compared with the number of job openings received, both over the year and at the end of the year. Furthermore, long-term projections indicate a continuing downtrend in such jobs in New York City.
Ms. Carol Durst

While projections also show a decline in jobs for insurance agents, at the end of October there were only about 4 applicants for each opening listed with the Job Service and during the 12-month period, only about 2 applicants per opening.

On commercial artists, designers and illustrators, data on applicants available and openings received at the Job Service reflect the difficulty faced by persons seeking work in these occupations in the local job market. Over the 12-month period, 1,200 job applicants were registered in these occupations and only 250 openings were received; at the end of the period, 452 applicants were available and only 22 openings. The long-term projections for these occupations show a decline in jobs.

Proofreading and editorial occupations show declining employment trends in New York City, and the applicant/opening ratios reflect the difficulty faced by those recently seeking positions as editors. The job market for proofreaders was considerably stronger. For editors, there were only 3 openings for 266 job applicants at the end of September and fewer than 100 openings received for nearly 1,000 registrants during the fiscal year. For proofreaders, there were only about 2 applicants for each opening during the fiscal year and 5 applicants per opening at the end of the period.

The number of upholsterer jobs is expected to decline from about 2,000 in 1978 to 1,700 in 1985. During the fiscal year ending September 30, not quite 600 applicants in upholstering occupations were registered with the Job Service and 218 were available at the end of the period. During the last fiscal year, 291 openings were received (largely for furniture upholsterers), of which 36 were on hand at the end of September. Few applicants who do custom work on slipcovers and draperies were registered with the Job Service and no openings for such custom work were received during the year ended September 30, 1979.

While long-term projections indicate a decline in home cleaner and housekeeper jobs in the City by 1985, during the year ended September 1979, over 17,600 openings were received by the Job Service for day workers, but only about 1,700 job applicants were registered in this occupation. At the end of the period, 665 persons were registered but no openings were on hand.

Demand for alteration and custom tailors was good in the local job market during Fiscal Year 1979 despite a decline in such jobs in recent years and projected continuation of that trend. During the year, 344 alteration tailors were registered and over 300 openings were received and 51 custom tailors were registered and 61 openings received.

While the total number of jobs for chefs and cooks specializing in foreign cuisine are expected to decline over the next several years, job opportunities arising out of replacement needs are expected to be fairly substantial. In the last fiscal year, the Job Service had about 3 persons applying for each job opening as a chef and roughly 1 person for each opening as a foreign-food cook.

Sincerely,

[Signature]
Lawrence Viger
Senior Economist

LV:sk

233
13. Are adults being served by vocational education?

Yes. Total adult enrollments have shown a steady increase. Between FY 1976 and FY 1977, there was a 3.4% overall increase in the number of adult vocational students.

Table 13. Adult Enrollments in Vocational Education

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<th>FY 76</th>
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<th>% Change</th>
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<tr>
<td>Total</td>
<td>4,069,575</td>
<td>4,208,949</td>
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<tr>
<td>Preparatory</td>
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<td>Apprenticeship</td>
<td>177,923</td>
<td>182,890</td>
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Source: U. S. Office of Education

These increases are important and encouraging, yet several concerns must be highlighted.

1) Adult enrollments are not expanding at a rate that should be expected in light of the growing number of adults in the society. Vocational education served only 4% of the labor force through adult programs in 1976, and a close examination of enrollments by state reveals considerable unevenness in the delivery of these programs. For example, Iowa served 10.6% of the labor force, and the District of Columbia served less than 1%.

2) The number of adults in preparatory programs, i.e., those that prepared them specifically for employment, dropped in FY 1977.

3) In 1977, the total number of disadvantaged adults increased, but those in preparatory programs decreased 16.1%. (See Table 14.)

4) The total number of handicapped adults as well as the number in preparatory programs also decreased. (See Table 14.)
APPENDIX 4–E

Some Two Year Colleges Which Have Services for Displaced Homemakers.

Information supplied by American Association of Community and Junior Colleges.
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Counseling/Job Placement/Services Referral

- Personal Counseling/Workshops
- Displaced Homemaker Counseling
- Counseling/Job Placement/Services Referral
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<td>Mary Coburn, Counselor</td>
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<tr>
<td>Lynn Haven, FL 32802</td>
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<tr>
<td>Lee Community College</td>
<td>Dr. Lillian Holcomb, Director Women's Center &amp; Counselor</td>
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<tr>
<td>Pearl City, HI 96782</td>
<td>Marie Wunsch</td>
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<tr>
<td>College of Southern Idaho</td>
<td>Cheryl Briggs, Coor</td>
<td>Displaced Homemaker Program</td>
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<tr>
<td>Twin Falls, ID 83301</td>
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</table>
Focus upon women returning to education.

Personal and group counseling

Program on "Reclaiming".

Continuing and Community Education
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<tr>
<td>RICHARD E. KLEHLIN</td>
<td>PAT HANSEL</td>
<td>Career and academic counseling</td>
</tr>
<tr>
<td>RICHELIEU COMMUNITY COLLEGE</td>
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<tr>
<td>7900 N MAGLE STREET</td>
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<td>MORTON GROVE, IL 60053</td>
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<tr>
<td>RICHARD C. CREAF</td>
<td>BONNIE HENRY, DIRECTOR OF COUNSELING</td>
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<td>THERESA DEUTSCH</td>
<td>MARIANA WILLIAMS, COOR. OF WOMEN'S STUDIES</td>
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<td>INDANA VOCATIONAL TECHNICAL COLLEGE</td>
<td>DR. MEREDITH CORLEY</td>
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<td>INDIANA VOCATIONAL TECHNICAL COLLEGE</td>
<td>MELISSA K. SLAGGS, NONTRAD. PROGRAM COUN.</td>
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<tr>
<td>RITA ROY</td>
<td>KAREN SUTTON, DIRECTOR ADULT EVENING ED.</td>
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<tr>
<td>JOHN P. MAUSE, SUPERINTENDENT</td>
<td>George Bennett, Director Adult &amp; Con't Ed</td>
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<td>HEART OF IOWA TECH</td>
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<td>1001 FAST ORANGE ROAD</td>
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<td>WILL HELLYER, INDIAN HILLS COMMUNITY COLLEGE</td>
<td>Ann Awles, Dept. Chairperson</td>
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<td>BILL D. STEWART, SUPERINTENDENT</td>
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<td>CEDAR RAPIDS, IA 52406</td>
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<td>DAVID L. PIERCE, SUPERINTENDENT</td>
<td>Noreen Cousen, Director of Special Adult Programs</td>
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<td>920 COLLEGE DRIVE, MASOMET CITY</td>
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<td>MASON CITY, IA 50401</td>
<td>Esther Kamik, Coor.</td>
<td>career counseling</td>
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<td>ROBERT H. KISER, SUPPRTNIDENT</td>
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<td>WESTERN IOWA TECH COMM. CLG.</td>
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<td>5005 STONE AVE. SIoux City</td>
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<td>KANSAS CITY KANSAS CH. JR. CIG</td>
<td>7700 STAFF AVENUE</td>
<td>KANSAS CITY KS 66112</td>
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<td>MARSHALL COUNTY COMM. JR. CLG.</td>
<td>1003 S. ALLEN</td>
<td>CHANDLER KS 66720</td>
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</table>

Sandra Hays Vanhoose, Women & Resource Center
Community Outreach Counseling Program

Helen C. Jones, Adm. Asst.
Displaced homemakers nursing program

Dr. Gary Church, Dean of Instruction

Ken Gibson, Asst. Director for Acad. Aff.

Ms. Betsy Irby
Mr. Jerry Hinton

Career and Edu. Counselor

Joanne Stone, Asst. Director
Career Counseling, adjustments to entering or returning to college.
<table>
<thead>
<tr>
<th>COLLEGE</th>
<th>CONTACT PERSON</th>
<th>REMARKS</th>
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<tbody>
<tr>
<td>MARVIN E. THAMES&lt;br&gt;DELAWARE COLLEGE&lt;br&gt;New Orleans, LA 70119</td>
<td>Dr. Rosalie J. Perrino&lt;br&gt;Dean of Division of Business Studies&lt;br&gt;Linda P. Scala, Director&lt;br&gt;Community Out Reach Services</td>
<td>Individual career counseling, career possibilities &amp; life directions.</td>
</tr>
<tr>
<td>E. F. D. PREPST&lt;br&gt;WESTERN SHORES COMMUNITY COLLEGE&lt;br&gt;Beverly, MA 01915</td>
<td>Dr. Lillian Dordian, Dean of Students&lt;br&gt;Dr. Anthony M. Cotola</td>
<td>Women's career exploration &amp; planning workshop.</td>
</tr>
<tr>
<td>QUINCY JUNIOR COLLEGE&lt;br&gt;30 CODDINGTON STREETH&lt;br&gt;QUINCY, MASSACHUSETTS 02169</td>
<td>Alicia Coletti, Director Women's Center</td>
<td>Interest inventories are administered and career counseling offered through Women's Center.</td>
</tr>
<tr>
<td>J. D. DONATO&lt;br&gt;CAPE COD COMMUNITY COLLEGE&lt;br&gt;West Barnstable, MA 02660</td>
<td>Margaret Watson, Dean of Academic Affairs&lt;br&gt;Dr. Robert Smith, Association Dean Life-Long Learning</td>
<td>Counseling through college's Women Center Counseling department and Center for Life-Long Learning's counseling service.</td>
</tr>
<tr>
<td>JAMES R. HALL&lt;br&gt;MILTON COMMUNITY COLLEGE&lt;br&gt;Milford, MA 01757</td>
<td>Mary Salonenko&lt;br&gt;Director of Counseling&lt;br&gt;Karen M. Dumont&lt;br&gt;Director of Community Services</td>
<td>Support group called COPE (consists of older students, mostly women, who are beginning, resuming, etc.,) together with group leaders &amp; faculty examine problems of adjustment. College has submitted a proposal to receive vocational educational grant monies to provide services for displaced homemakers. Special counseling.</td>
</tr>
<tr>
<td>JAMES F. HOULIHAN JR.&lt;br&gt;MIDDLESEX COMMUNITY COLLEGE&lt;br&gt;Bedford, MA 01730</td>
<td>Dr. Eleanor Tupper, President&lt;br&gt;Professor John O. Flett, Former Director of Continuing Education.</td>
<td>Until recently, has been providing training in office skills. Special counseling not only for &quot;women&quot; for adults. Counseling career choices, course choices, program choices, etc....</td>
</tr>
<tr>
<td>NEWBURY JUNIOR COLLEGE&lt;br&gt;BOSTON, MASSACHUSETTS 02115</td>
<td>Dean Karen Rigg, Dean of Students&lt;br&gt;Barbara Sherman, Director&lt;br&gt;Division of Community Services</td>
<td>Academic &amp; Career counseling.</td>
</tr>
<tr>
<td>AQUINAS JUNIOR COLLEGE&lt;br&gt;301 ADAMS STREET&lt;br&gt;MILTON, MASSACHUSETTS 02186</td>
<td>Sister Mary Louise Morgan&lt;br&gt;C.S.J., President&lt;br&gt;Ms. Eleanor H. Gay, Coordinator of Special Programs</td>
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<tr>
<td>COLLEGE</td>
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<td>BERSHIRE COMMUNITY COLLEGE</td>
<td>JONATHAN M. DAUBE</td>
<td>President</td>
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<tr>
<td>WEST-SIREET</td>
<td>MA 01201</td>
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<td></td>
<td>Alexandra A. Warsaw</td>
<td>Dean of Student Services</td>
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<tr>
<td></td>
<td>Elizabeth Dolan</td>
<td>Staff Assistant Continuing Education</td>
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<td>R. Brent Bonah</td>
<td>Dean of Continuing Education</td>
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<tr>
<td></td>
<td>Sheila Beyer, Asst. to the Pres.</td>
<td>Patrícia Chisholm, Dean of Students</td>
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<tr>
<td></td>
<td>Lynn Sheppard</td>
<td>Community Outreach Coordinator</td>
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<tr>
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<td>Ms. Bev Warner</td>
<td>Department of Social Services</td>
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<tr>
<td></td>
<td>Adele W. Fling</td>
<td>Program Developer</td>
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<td>Mrs. Martha Burns</td>
<td>Dean of Development &amp; Community Relations</td>
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<td>Shirley Smith</td>
<td>Dr. Marilyn Schlack, Dean of Instruction</td>
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<td>Pamela Ferguson, Director Community Services and Continuing Education</td>
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<td>Mary L. Lane</td>
<td>Program Director</td>
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<td>Women's Resource Center</td>
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<tr>
<td></td>
<td>Have Center for displaced homemakers.</td>
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</table>

Special START (Start Thinking About Returning to School) is geared toward re-entry women.

Will have center for displaced homemakers in near future.

Career counseling & tuition reimbursement.

Counseling to world of re-entry of work or school.

Academic & Career counseling, Displaced Homemakers Center pending grant approval.

Group & individual counseling, seminars, workshops, etc.

Counselors are very attuned to needs of women.
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<tr>
<th>COLLEGE</th>
<th>CONTACT PERSON</th>
<th>REMARKS</th>
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<tr>
<td>Hancock</td>
<td>Ruth Ann Zeigler, Director of Special Projects</td>
<td>Career counseling and adjustments of entering or re-entering school.</td>
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<tr>
<td>Warren</td>
<td>Audrey Warrick, Assistant Director Continuing Education/Community Services</td>
<td>Have a grant allocation for displaced homemakers which is being administered through the Women's Center.</td>
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<tr>
<td>Monroe</td>
<td>Lois Springsteen Administrative Asst. to President</td>
<td>Career &amp; personal counseling. Displaced homemakers scholarship.</td>
</tr>
<tr>
<td>Sidney</td>
<td>Dennis A. Wilson Dean of Community Services</td>
<td>Just awarded a grant to establish a Displaced Homemakers Program.</td>
</tr>
<tr>
<td>Muskegon</td>
<td>Bonda Hale, Director of Nursing</td>
<td>Through 4 campuses provide career, academic personal &amp; job counseling.</td>
</tr>
<tr>
<td>Petoskey</td>
<td>Dr. Marion Rice Provost William O'Mahoney, Dean of Applied Sciences &amp; Arts</td>
<td>Special &quot;Thirty Up&quot; group meets regularly as a self-help group with a College counselor as their advisor.</td>
</tr>
<tr>
<td>Allegan</td>
<td>Dr. Marion Rice Provost Keith Stewart, Academic Dean</td>
<td>In the process of setting up a Women's Center.</td>
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<tr>
<td>College</td>
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<td>Remarks</td>
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<tr>
<td>OAKLAND COMMUNITY COLLEGE</td>
<td>Jean Christenson, Assistant Dean Community Service &amp; Director of Women's Resource Center</td>
<td>Peer counseling, professional special counseling, re-entry program and &quot;New Horizons&quot; self awareness class.</td>
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<td>HIGHLAND LAKES CAMPUS</td>
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<td>7350 COOLEY LAKE ROAD</td>
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<td>UNION LAKE, MICHIGAN 48085</td>
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<td>SCIENCECRAFT COLLEGE</td>
<td>Ann Harold-Boering Ph.D.</td>
<td>Career counseling</td>
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<td>144GTH-GAGGERTY ROAD</td>
<td>Dean of Instruction</td>
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<td>LIVONIA, MI 48142</td>
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<td>ITASCA COMMUNITY COLLEGE</td>
<td>Susan Blaeser, Director</td>
<td>Personal &amp; Career Development program.</td>
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<tr>
<td>1401 HENNEPIN AVE</td>
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<tr>
<td>GRAND RAPIDS, MN 55744</td>
<td>Bonnie Hendrikson, Director</td>
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<td>ITASCA COMMUNITY COLLEGE</td>
<td>Mary Pruitt, Coordinator</td>
<td>Women's Upward Bound Counselor assist in career development.</td>
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<tr>
<td>MINNETONKA COMMUNITY COLLEGE</td>
<td>William Kottke, Dean of Instruction</td>
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<tr>
<td>ST. MARY'S JUNIOR COLLEGE</td>
<td>Sr. Anne Moore, President</td>
<td>In the process of developing a special center for women on campus. Special individual &amp; group counseling provided. Displaced Homemakers Center just beginning.</td>
</tr>
<tr>
<td>WILMAR COMMUNITY COLLEGE</td>
<td>Miss Marietta Johnson, Librarian</td>
<td>Counseling thru re-entry office.</td>
</tr>
<tr>
<td>MHPIT WINDS COMMUNITY COLLEGE</td>
<td>Dale E. Wright, Director of Admissions</td>
<td>Counseling: Financial Planning, Money Management, Small Business Management, etc.</td>
</tr>
<tr>
<td>ST. LOUIS COMMUNITY COLLEGE</td>
<td>Pat Borno, Women's Center contact.</td>
<td>Credit and non-credit counseling for mature women. Just received a grant for displaced homemakers center.</td>
</tr>
<tr>
<td>ST. LOUIS COMMUNITY COLLEGES</td>
<td>Virginia Baker, Assistant Dean</td>
<td>Manpower Consortium Career Counselor.</td>
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<tr>
<td></td>
<td>A. Edward Lambert, Associate Dean</td>
<td>Center provides Guidance, Counseling, referrals, etc.</td>
</tr>
<tr>
<td></td>
<td>Donald Tanner, Dean of Continuing Education</td>
<td>Counseling, as well as makes referrals to other professional counselors in the area. Center designed to aid displaced homemakers in making big discoveries &amp; decisions.</td>
</tr>
<tr>
<td>MISSOURI SOUTH WESTERN COLLEGE</td>
<td>Linda Partlow, Director of Continuing Education &amp; Community Services</td>
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<tr>
<td>SOUTHERN NEW MEXICO STATE UNIVERSITY</td>
<td>Jean McCool, Coordinator of Program Services</td>
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<tr>
<td>Chester H. Caushman, President, Central Tech. Comm. Coll., Area, PO Box 1468, Grand Island, NE 68801</td>
<td>Sandra McDaniel, Registrar</td>
<td></td>
</tr>
<tr>
<td>Area-Presidential, Central-Tech. Comm. Coll., Area, PO Box 1468, Grand Island, NE 68801</td>
<td>Lester H. Weber, Coordinator Educational Centers</td>
<td></td>
</tr>
<tr>
<td>Plaza Tech. Comm. Coll., Columbus, NE 68801</td>
<td>Mary Lou Holmberg, Director Practical Nursing Program</td>
<td>Career exploration counseling.</td>
</tr>
<tr>
<td>Charles D. Michael, President, Western Tech. Comm., Coll., Area, 1001 East 27th Street, Scottsbluff, NE 69361</td>
<td>Patricia K. Hiltenberger, Dean, Student Services</td>
<td>Special re-entry workshops including individual counseling. Related workshops in skill identification, resume writing, job interview, etc.</td>
</tr>
<tr>
<td>idelberg Community Coll., Paramus, NJ 07652</td>
<td>Lois K. Marshall, Dean of Community Services</td>
<td>Community Counseling Service</td>
</tr>
<tr>
<td>Office of Community Services, Office of Community Services</td>
<td>Dr. Connie Churchill, Chairperson, Science, Math &amp; Technology</td>
<td>Institute on Aging, Co-Sponsor w/YWCA displaced homemakers. Center is also co-sponsored by YWCA.</td>
</tr>
<tr>
<td>Huntington County Coll., Pennington, NJ 08534</td>
<td>Dr. Jacqueline Snow, Dean of Student Development</td>
<td>Financial, personal and career to work/school counseling.</td>
</tr>
<tr>
<td>Camden County Coll., Blackwood, NJ 08012</td>
<td>Dr. Beverly Cunsone, Asst. to the President</td>
<td>Community Counseling Why (Women help your)</td>
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<tr>
<td>Essex County Coll., Newark, NJ 07102</td>
<td>Carolyn T. Miller, Coordinator</td>
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<td>College</td>
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<tr>
<td>Jersey City Community College</td>
<td>Dori Solder, Women's Studies Coordinator</td>
<td>Counseling for returning to school, assertive training.</td>
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<td></td>
<td>Patricia A. Carr, Asst. Professor Counseling &amp; Human Development Dept.</td>
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<td>Louis D. Riccardi, Director of Administrative Operations Division of Continuing Education</td>
<td>D. Michelle Poffe, Dean of Student Services</td>
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<tr>
<td>Middlesex County College</td>
<td>Carole Beer, Director Women's Center</td>
<td>Center in the process of being established in cooperation with CETA.</td>
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<td>Dean Jessie Gist, Student Activities</td>
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<tr>
<td>Passaic County Community College</td>
<td>Carol Hurtagh, Dean Business, Career &amp; Technical Programs</td>
<td>Re-entry counseling.</td>
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<td>Donald H. Bowers</td>
<td>Working on center through a Vocational Tech grant.</td>
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<td>Dorothy Cooper, Coordinator Coordinator of Women's Center</td>
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<td></td>
<td>Ron Nakoshima, Director of Counseling</td>
<td>Women's Center staffed by a psychologist—Personal, career &amp; academic counseling.</td>
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<tr>
<td>Farmingdale College</td>
<td>Ellen Cooperperson, Director, Women's Educational &amp; Counseling Center</td>
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<td></td>
<td>Dr. Nancy Thomason, Acting Dean of Academic Services</td>
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<td></td>
<td>Allan Dampman, Associate Academic Dean/Community Services</td>
<td>Annual potential of Women's Conference — Part time for mature Women.</td>
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<td>Agnes Hanell, Cahirperson Science &amp; Math Department</td>
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<td></td>
<td>Sandra Rubalt</td>
<td>Counseling: Peer support, job search, job exploration, etc.,...,</td>
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<td></td>
<td>Dawn Cooper, Associate Dean</td>
<td>Have applied for an ARC grant with which to begin Displace Homemakers Center.</td>
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<tr>
<td></td>
<td>Ellen Cooperperson, Director, Women's Educational &amp; Counseling Center</td>
<td>Special efforts made to aid women entering programs as mid-life.</td>
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<td>Dr. Nancy Thomason, Acting Dean of Academic Services</td>
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<td>Ellen Cooperperson, Director, Women's Educational &amp; Counseling Center</td>
<td>Special efforts made to aid women entering programs as mid-life.</td>
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Tompkins Cortland Community College
Dryden, New York
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<th>COLLEGE</th>
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<tr>
<td>JAMES H CLEAVER</td>
<td>Dr. Owen Robbins, Director of Continuing Education</td>
<td>Degree planning, personal &amp; academic counseling.</td>
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<tr>
<td>MT. NOIREAUX</td>
<td>Elizabeth A. Shamas, Faculty Secretary, Loan Hall</td>
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<td>NEW ENGLAND MILITARY INSTITUTE</td>
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<tr>
<td>ROSEVILLE</td>
<td>Brinda Towne, Asst. for Continuing Ed.</td>
<td>Counseling funded by CETA title II - Intake counseling &amp; diagnosis - Coping skills for work &amp; academic skills.</td>
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<td></td>
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<td>Career, educational &amp; personal counseling.</td>
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<tr>
<td>ALBERT M LIGHT</td>
<td>Ms. Gerry Evans, E.D.C. Smith Campus</td>
<td>Enter &amp; re-entry in school counseling.</td>
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<tr>
<td>CLINTON COMMUNITY COLLEGE</td>
<td>Donald P. Holmwood, Director</td>
<td>Re-entry program with a career education focus; and counseling is both personal &amp; career oriented.</td>
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<tr>
<td>BLUFF POINTNY 12901</td>
<td>Continuing Education</td>
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<td></td>
<td>Debra Hill, TA/Educational Services</td>
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<td>Elizabeth Lane, Associate Dean</td>
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<td>Learning Resource Center</td>
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<tr>
<td>JOHN P RINKHOLT</td>
<td>Ms. Carry Evans, Chairperson</td>
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<tr>
<td>ERIE COMMUNITY COLLEGE</td>
<td>Nursing Division</td>
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<td>MAIN STREET AND TAMWORTH RD</td>
<td>Marilyn Zagora, Affirmative Action Officer.</td>
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<td>BUFFALO NY 14221</td>
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<td>Her. Charles De Matte, Chairman</td>
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<td>Humanities Division</td>
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<td>Dallie Downer, Assistant Dean for</td>
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<td>Student Development</td>
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<td>Audrey Branch</td>
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<td>ELIZABETH S. BLACK</td>
<td>Auguste Kappser, Dean</td>
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<td>GODFREY COMMUNITY COLLEGE</td>
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<td>DALAVIA NY 14020</td>
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<td>J. W. C. SEAGER</td>
<td>Sister M. Patricia Burke, S.S.J. President</td>
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<td>SOUTHERN COMMUNITY COLLEGE</td>
<td>Sister Mary Christine Taylor, S.S.J.</td>
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<td>FALCONER ST NY 14701</td>
<td>Academic Dean</td>
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<td>STUYTOWN NY 14701</td>
<td>Dr. Cary McGuire, Dean Lifelong Learning &amp; Continuing Education</td>
<td>Career counseling.</td>
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<td>Dr. Joan DeRettke, Director Programs for Women &amp; Senior Adults</td>
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<td>JAMES D. STORER</td>
<td>Sister M. Patricia Burke, S.S.J. President</td>
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<td>SARATOGA COMMUNITY COLLEGE</td>
<td>Sister Mary Christine Taylor, S.S.J. Academic Dean</td>
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<td>Dr. Joan DeRettke, Director Programs for Women &amp; Senior Adults</td>
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<td>W. H. ROBERTSON</td>
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<td>MOUNT AYLEY COMM. COLLEGE</td>
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<td>WRIES S. KOCH-ERFSEN</td>
<td>Dr. Elisabeth Gennarimo, Dean of Curriculum</td>
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<td>MITNROE C MUSITY COLLEGE</td>
<td>Joan Mullaney, Director. Grant to assist Single Heads of Households.</td>
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</tr>
<tr>
<td>FANNY EISENSTEIN, ASSOCIATE DEAN</td>
<td>Day &amp; evening workshops on Career Options for Women.</td>
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<tr>
<td>Division of Continuing Education</td>
<td>Full time college counselors volunteer their services to provide mature women counseling.</td>
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<tr>
<td>BROOKLYN - NY 11201</td>
<td>Counsel mature women and provide interest in inventory testing.</td>
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<tr>
<td>Washington Avenue</td>
<td>Jean Parker, VP for Student Affairs.</td>
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<tr>
<td>Schenectady County Community College</td>
<td>Josephine P. Swift, Director of Community &amp; Public Service</td>
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<tr>
<td>Schenectady, New York 12305</td>
<td>Jean Miles, Director of Admissions.</td>
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<td>这样一来 STARLET</td>
<td>Edith E. Searles, Administrative Assistant to the Dean of Faculty</td>
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<tr>
<td>STARLET AG. - TECH. CA4TDN</td>
<td>Elaine Klein, Ph.D., Associate, Community Services</td>
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<tr>
<td>STARLET AG. - TECH. CA4TDN</td>
<td>Mary D. Pandaleon, Assistant Dean, Community Services</td>
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REMARKS

Have displaced homemakers center offer counseling & Career Orientation.

Job-related counseling.

Beginning this year under CETA monies will have Displaced Homemaker services, counseling, job interviewing training, etc...

Counseling: Career, Personal, Academic & referred.

Have a program for displaced homemakers funded through CETA

Counseling: Education for work assessment.

Services of a mature program advisement director. This person teaches a course "Shifting Gear: Life Changes and How to Make Them Work for You" a non-credit course offered at a nominal fee in the Life-Lone Learning Division.

Individual counseling, career exploration workshops, community contacts, pre-admissions, etc...

Just completed first draft of proposal to attempt to find funding for center for displaced homemakers.

Career counseling, individual on a limited basis – Group Counseling, Career and Life Planning workshops.

Displaced homemakers program.

CROW Program—academic work, personal & career advisement & social activities for the woman who wishes to enter or return to higher education.
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<tr>
<td>ROCKiren COmM. COLLEGE</td>
<td>Susan McGough, Director, Community Education Division</td>
<td>Options for Women - Non Credit workshop Program.</td>
</tr>
<tr>
<td>RIO GRANDE COMMUNITY COLLEGE</td>
<td>Jean Cooper - Co-or. Personnel/Affirmative Action Officer</td>
<td>Career, Marriage, Child-Care Counseling &amp; Re-entry to school.</td>
</tr>
<tr>
<td>STARK TECHNICAL COLLEGE</td>
<td>Leop H. Albert, Director of Continuing Ed.</td>
<td>Helping mature women gain confidence about themselves &amp; their career potential.</td>
</tr>
<tr>
<td>OHIO UNIVERSITY-Lancaster Campus</td>
<td>Norma Marcero, Director for Special Projects for Academic Excellence.</td>
<td>Career counseling, etc.</td>
</tr>
<tr>
<td>CINCINNATI TECHNICAL COLLEGE</td>
<td>Craig J. Ballard, Director of Grant Development</td>
<td>Displaced homemakers center - child care facilities, tutoring &amp; developing studies program.</td>
</tr>
<tr>
<td>SOUTH OKLAHOMA CITY JR. CLG.</td>
<td>Dr. A. E. Misko, Director Career Planning</td>
<td>Counseling begins when Women's Center begins shortly.</td>
</tr>
<tr>
<td>PORTLAND COMMUNITY COLLEGE</td>
<td>Sandy Saffaelli, Women's Studies Program</td>
<td>All services of counseling - awareness of the specific problems of returning women.</td>
</tr>
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<td></td>
<td>Mary North, Institute Manager, Allied Health Research</td>
<td>In the process of designing a program of support for displaced homemakers.</td>
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<td></td>
<td>Barbara J. Dixon, Associate Dean of Instruction</td>
<td>Counseling re-entry women and displaced homemakers.</td>
</tr>
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<td></td>
<td>Regina Vee, Women's Studies Program</td>
<td>Counseling to the returning woman student classes &amp; workshops: Women in their Middle Years, Widowhood, Single Parenting, Career &amp; Divorce, etc.</td>
</tr>
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<td></td>
<td>John Camp, Career Development Director</td>
<td>Displaced Homemakers Center services such as individual counseling, Family Counseling, Cooperative work, etc.</td>
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<tr>
<td>COLLEGE</td>
<td>CONTACT PERSON</td>
<td>REMARKS</td>
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<tr>
<td>Lehigh County Community College</td>
<td>Judy Schilling, Department Head</td>
<td>Counseling: returning to school, career, entering for the first time, etc...</td>
</tr>
<tr>
<td></td>
<td>Sue Bennet, Coordinator, Displaced Homemaker Program</td>
<td>Services provided by displaced homemakers center: Physical development, career decision, self awareness, etc.</td>
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<tr>
<td></td>
<td>Kathleen Torresala</td>
<td>Individual, career, returning to work or school counseling.</td>
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<tr>
<td></td>
<td>Alice Greller, Coordinator of Women’s Center</td>
<td>New Program for displaced homemakers - serves as a resource &amp; referral service.</td>
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<td></td>
<td>Terry Carkaddan, Counselor Women’s Center</td>
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<td></td>
<td>Helena Hughes, Dean of Students</td>
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<td></td>
<td>Doreen Heller, Asst. Dean of Community Services</td>
<td>Counseling for displaced homemakers.</td>
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<td></td>
<td>James R. Hanlin, Director of Continuing Ed.</td>
<td>Displaced Homemakers Center provides counseling, career and academic guidance.</td>
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<tr>
<td></td>
<td>Alberta Tran, Associate Dean</td>
<td>One on one peer counseling - career planning.</td>
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<td>Susan B. Stuas, Counselor/Coordinator Displaced Homemakers Center provides clerk/typist training, assertiveness training and counseling.</td>
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<td>Opportunities</td>
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<td></td>
<td>Mrs. Janet Law, Dean of Students</td>
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<td></td>
<td>Mr. Robert J. Miller, Director of Continuing Education</td>
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<td>Dr. Julia Calba</td>
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<td>Mrs. Eleanor Miller, Asst. to Dean of Academic Services</td>
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<td>Louis W. Krafft, Asst. Dean</td>
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<td>John M. Pratt</td>
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<td>Michael A. Libby Jr., President</td>
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<td>Lehigh County Community College</td>
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<td>2370 Main Street, Schnecksville, Pennsylvania 18078</td>
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<tr>
<td>EGNY-OPENOL1NSEq</td>
<td>Dr. Maire Smith, Director of Counseling</td>
<td>Counseling &amp; career interest testing to mature women seeking entry or re-entry into the labor force. Displaced homemakers center provides assertiveness training, job placement service, etc.</td>
</tr>
<tr>
<td>MINITCOMFR COUNTY CLG.</td>
<td>Thomas C. Foonty, Jr., Associate Dean of Academic Affairs</td>
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<tr>
<td>EGNY-OPENOL1NSEq</td>
<td>Dr. Kathryn Brailer, Research &amp; Grants</td>
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<tr>
<td>MINITCOMFR</td>
<td>Belinda Cutwell, Coordinator, Women's Center for Displaced Homemakers</td>
<td>Harriet Schwartz, Women's Studies Program.</td>
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<td>MINITCOMFR</td>
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<tr>
<td>MINITCOMFR</td>
<td>Mrs. Carol Willis, Asst. Dean of Student Development</td>
<td>Counseling for academic re-entry.</td>
</tr>
<tr>
<td>MINITCOMFR</td>
<td>C.R. Roberts, Asst. Academic Dean</td>
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<tr>
<td>MINITCOMFR</td>
<td>Harriet Kessinger, Director Women's Center</td>
<td>&quot;Mature Returning Student&quot; program.</td>
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<tr>
<td>MINITCOMFR</td>
<td>Hazel Hall, Vice President for Student Affairs</td>
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<td>MINITCOMFR</td>
<td>Anne C. Ellis, Dean of Administrative Services</td>
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<td>MINITCOMFR</td>
<td>Richard T. Atkinson, Dean of Continuing Education</td>
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<td>MINITCOMFR</td>
<td>Sister Lynn Marie Welbig, President</td>
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<tr>
<td>MINITCOMFR</td>
<td>Presentation College</td>
<td>Center for displaced homemakers offer instruction on job acquisition skills-job application, interviewing, etc., counseling vocational &amp; personal.</td>
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<td>MINITCOMFR</td>
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<td>Testing, tutorial, remedial, religious, and personal counseling.</td>
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<tr>
<td>MINITCOMFR</td>
<td>Lena Mayberry, Dean of Administration</td>
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<tr>
<td>MINITCOMFR</td>
<td>Sylvia Wygoda, Industrial Relations Coordinator</td>
<td>Displaced Homemakers Center just opened fall of '79.</td>
</tr>
<tr>
<td>MINITCOMFR</td>
<td>Jack Howard</td>
<td>Counseling: Career planning, job placement &amp; in school plans/objectives/needs.</td>
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<td>COLLEGE</td>
<td>CONTACT PERSON</td>
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<tr>
<td>W741108413</td>
<td>Dr. Naire Smith, Director of Counseling</td>
<td>Counseling &amp; career interest testing to mature women seeking entry or re-entry into the labor force.</td>
</tr>
<tr>
<td>LINDA R. STEVENS, PRESIDENT</td>
<td>Thomas C. Peasney, Jr., Associate Dean of Academic Affairs</td>
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<tr>
<td>NORTH HAVEN COMMUNITY COLLEGE</td>
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<td>300 NORTHEAST STREET</td>
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<td>BLUE HILL PA 19422</td>
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<tr>
<td>W741108415</td>
<td>Dr. Kathryn Breiler, Research &amp; Grants Coordinator</td>
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<tr>
<td>LINDA M. BARTON JR., PRESIDENT</td>
<td>Belinda Cutsen, Coordinator, Displaced Homemakers</td>
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<tr>
<td>GREENVILLE TECHNICAL COLLEGE</td>
<td>Harriet Schwartz, Women's Studies Program.</td>
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<tr>
<td>P.O. BOX 4616 STATION B</td>
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<td>GREENVILLE SC 29606</td>
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<tr>
<td>W741108419</td>
<td>Mrs. Carol Willis, Dean of Student Development</td>
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<tr>
<td>LEWIS M. BARTON JR., PRESIDENT</td>
<td>C.R. Robert, Academic Dean</td>
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<tr>
<td>READING AREA COMMUNITY COLLEGE</td>
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<tr>
<td>BOX 170A READING PA 19603</td>
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<tr>
<td>Anderson College</td>
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<td>Anderson, South Carolina 29621</td>
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<tr>
<td>W741108426</td>
<td>Harriet Keasinger, Director Women's Center Program</td>
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<tr>
<td>JOHN W. WESLEY, PRESIDENT</td>
<td>Hazel Hall, Vice President for Student Affairs</td>
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<tr>
<td>WILLIAMSBURG TECHNICAL COLLEGE</td>
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<td>W741108420</td>
<td>Anne C. Ellis, Dean of Administrative Services</td>
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<td>JOHN WILSON, PRESIDENT</td>
<td>Richard T. Atkinson, Dean of Continuing Education</td>
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<td>WILLIAMSBURG TECHNICAL COLLEGE</td>
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<td>W741108430</td>
<td>Dr. Lynn Morris-Welchig, President</td>
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<tr>
<td>ELIZABETH L. WELCHIG, PRESIDENT</td>
<td>Cheryl L. Wynn, Continuing Education Coordinator</td>
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<td>PRESENTATION COLLEGE</td>
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<td>1900 NORTH MAIN</td>
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<td>ABERDEEN SD 57401</td>
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<td>W741108432</td>
<td>Lena Mayberry, Dean of Administration</td>
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<tr>
<td>CHARLES W. PRANECH, PRESIDENT</td>
<td>Sylvia Wygoda, Industrial Relations Coordinator</td>
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<td>CHATTANOOGA ST. TECH. CHI. CLG.</td>
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<td>4401 AMHERSTIA HWY</td>
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<td>CHATTANOOGA TN 37406</td>
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<tr>
<td>W741108435</td>
<td>Jack Howard</td>
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<tr>
<td>JAMES M. STOCKTON, PRESIDENT</td>
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<tr>
<td>SOUTHERN COMMUNITY COLLEGE</td>
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<td>421 SOUTHERN GREENWOOD ST.</td>
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<td>LEBANON TN 37087</td>
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<tr>
<td>Richland College</td>
<td>J. Sharon Griffith, Vice President of Student Services</td>
<td>Personal, Social, academic, career choice counseling. Displaced Homemakers Counseling job entry assistance.</td>
</tr>
<tr>
<td>Midland College</td>
<td>Mildred Everett, Asst. Business Manager</td>
<td>Personal counseling &amp; educational and career guidance. Displaced Homemakers center provides personal &amp; vocational counseling, Job Market Information &amp; Job readiness sessions.</td>
</tr>
<tr>
<td>Lufkin Community College</td>
<td>Donna Cutsch, Director of Women's Programs</td>
<td>Personal &amp; academic counseling.</td>
</tr>
<tr>
<td>Lufkin Community College</td>
<td>Patricia Yarborough, Vice-President of Instruction</td>
<td>Personal &amp; career counseling. Displaced Homemakers Center provides career counseling, assit. with job search educational/training information, etc...</td>
</tr>
<tr>
<td>Midland College</td>
<td>Donna Cutsch, Director of Women's Programs</td>
<td>Personal, Social, academic, career choice counseling. Displaced Homemakers Counseling job entry assistance.</td>
</tr>
<tr>
<td>Midland College</td>
<td>J. Sharon Griffith, Vice President of Student Services</td>
<td>Personal, Social, academic, career choice counseling. Displaced Homemakers Counseling job entry assistance.</td>
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<td>COLLEGE</td>
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<tr>
<td>College of San Antonio</td>
<td>Roy Moore, Program Developer, Continuing Education</td>
<td>Small Group Counseling - Re-entry. Study Skills, Career Counseling.</td>
</tr>
<tr>
<td></td>
<td>Helle Thorogood, Director, Occupational Education and Technology</td>
<td>Displace Homemakers services provided Individual assessment, group counseling, career education, job search, etc.</td>
</tr>
<tr>
<td></td>
<td>Ms. Carol Blair, Dean of Women</td>
<td>Counseling mature women returning to school.</td>
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<tr>
<td></td>
<td>Don Yarbrough, Dean of Continuing Education</td>
<td>Career Planning, occupational exploration, decision making, problem solving, etc. counseling.</td>
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<td></td>
<td>Dr. Rose Paingor, Dean of Curriculum</td>
<td>Displace Homemakers Center provides counseling as the above mentioned plus interpersonal relations; marriage &amp; family concerns; divorce adjustment.</td>
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<tr>
<td></td>
<td>Lois L. Bradley, Assistant Director, Center for Management Development</td>
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<td>Mary Helen Osborn, Women's Opportunity Center</td>
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<td>Mary Anderson, Women's Opportunity Center</td>
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<td>Bill Lynangrover, Coordinator Continuing Education</td>
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<td>Lois L. Bradley, Assistant Director, Center for Management Development</td>
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<td>Bill Lynangrover, Coordinator Continuing Education</td>
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<td></td>
<td>Cheryl W. Greager, Director</td>
<td>Adjustment, individual, career &amp; returning women's society counseling.</td>
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<td></td>
<td>Con James C. Sears, Open-Instructional &amp; Student Services</td>
<td>Special counseling - career, etc.</td>
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<tr>
<td></td>
<td>Judy Grace - Assistant Professor</td>
<td>Counseling: Tutoring &amp; interpretation; vocational exploration, career guidance and placement.</td>
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<tr>
<td></td>
<td>Mary Frances Onofaro, Dean of Students</td>
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<td></td>
<td>Rita Meyer, Dean of Instruction</td>
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<td></td>
<td>Sharon A. Bungard, College Counselor</td>
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<td></td>
<td>Dr. Arline Thorn, Women's Studies Program</td>
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<td>Peggy Clement, Coordinator, Continuing Education - Community Services</td>
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<td>Peggy Clement, Coordinator, Continuing Education - Community Services</td>
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<tr>
<td>XI431100102</td>
<td>Dolly Shaw, Director of Career Planning and Placement and Personnel</td>
<td>Career and personal - group &amp; individual counseling.</td>
</tr>
<tr>
<td>2600 W. MILDRED STREET</td>
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<tr>
<td>BURLINGTON WI 53542</td>
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<tr>
<td>XI431201170</td>
<td>Jackie Belcher, Associate Dean of Instruction</td>
<td>Have a center for displaced homemakers.</td>
</tr>
<tr>
<td>NATIONS COMMUNITY COLLEGE</td>
<td>R. Hamilton, Associate Dean for Academic &amp; Instructional Administration</td>
<td>Counseling - Re-entry program.</td>
</tr>
<tr>
<td>2600 LANDERLEHM CIRCLE E-5</td>
<td></td>
<td>Re-entry program has a component for Displaced Homemakers.</td>
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<tr>
<td>BELLEVUE WA 98007</td>
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<tr>
<td>XI431100130</td>
<td>Bawelryl Butters</td>
<td>Counseling - re-entry job market.</td>
</tr>
<tr>
<td>3000 CRIMSON CIRCLE</td>
<td>Barbara Estline, Treasurer</td>
<td>Have a Displaced Homemakers Program.</td>
</tr>
<tr>
<td>PELLEUDE WA 98307</td>
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<tr>
<td>XI431100984</td>
<td>Darlene Phraler, Program Development Specialist</td>
<td>Re-entry program - career &amp; academic counseling, scholarships.</td>
</tr>
<tr>
<td>NATION'S COMMUNITY COLLEGE</td>
<td>Jean Floten, Dean of Student Services</td>
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<tr>
<td>2600 CRIMSON CIRCLE</td>
<td>Ruth McCormick, Women's Center</td>
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<tr>
<td>CENTRALIA WA 98531</td>
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<td>Columbia Basin College</td>
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<td>2600 N. 20th Avenue</td>
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<tr>
<td>Pasco, Washington 99301</td>
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<tr>
<td>XI431100994</td>
<td>Jean Floten, Dean of Student Services</td>
<td>Re-entry program - career &amp; academic counseling, scholarships.</td>
</tr>
<tr>
<td>NATIONS COMMUNITY COLLEGE</td>
<td>Ruth McCormick, Women's Center</td>
<td>Re-entry program has a component for Displaced Homemakers.</td>
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<tr>
<td>2600 N. 20th Avenue</td>
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<tr>
<td>LYNWOOD WA 98006</td>
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<tr>
<td>XI431101128</td>
<td>Nina Haynes, Interim President</td>
<td>Career &amp; personal counseling</td>
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<tr>
<td>NATIONS COMMUNITY COLLEGE</td>
<td>Susan Jackson-Aldritt, Director</td>
<td></td>
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<tr>
<td>2600 N. 20th Avenue</td>
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<tr>
<td>EVERETT WA 98201</td>
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<tr>
<td>XI431100202</td>
<td>Leslie Cossitt, Coordinator - Women's Center</td>
<td>Personal &amp; Career counseling</td>
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<tr>
<td>NATIONS COMMUNITY COLLEGE</td>
<td>Mildred Ollew, Asst. Dean of Students</td>
<td>Displaced homemakers center - career planning, Self Esteem.</td>
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<tr>
<td>2600 N. 20th Avenue</td>
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<tr>
<td>SEATTLE WA 98122</td>
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<tr>
<td>XI431100301</td>
<td>Karen Foss, Asst. Dean of Student Personnel Services &amp; Director of Women's Program</td>
<td>Personal &amp; Career Counseling</td>
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<td>SEATTLE WA 98108</td>
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</tbody>
</table>

-253-
<table>
<thead>
<tr>
<th>College</th>
<th>Contact Person</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>M1TINPARK TECH. INSTITUTF</td>
<td>Kaitie Solm, Coordinator – Women’s Studies</td>
<td>Individual &amp; small group counseling -</td>
</tr>
<tr>
<td>215 NATIONAL AVF WI 54935</td>
<td>Judith N. Shultz, Program Specialist, Women</td>
<td>career development, assertiveness training,</td>
</tr>
<tr>
<td></td>
<td>Studies Center</td>
<td>etc....</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RODRIGUEZ H. ROLLIN</td>
<td>Horcine Seldes, Program Supervisor – Women’s</td>
<td>Individual &amp; small group counseling.</td>
</tr>
<tr>
<td>DISTRCT DIR</td>
<td>Center</td>
<td>Displaced homemaker center – Career choice:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>referral services, living skills, etc.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1500 SCHOFIELD AVENUE WI 54401</td>
<td>Manine Doyle, Administrator, Student Services</td>
<td>Personal &amp; career counseling</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 SCHOFIELD AVENUE WAUSAU</td>
<td>Ann Korschgen, Planning &amp; Development Specialist</td>
<td>Peer counseling – personal &amp; academic.</td>
</tr>
<tr>
<td></td>
<td>Mary F. O’Sullivan, Women’s Opportunity Center</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Coordinator</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1000 SCHOFIELD AVENUE WAUSAU</td>
<td>Kacy Johnson, Women’s Studies Program</td>
<td>Personal &amp; academic counseling.</td>
</tr>
<tr>
<td></td>
<td>Mary Ellen Pilkins, Adult Education Administrator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Richard Roder, Asst. District Director</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Instructional/Research Services</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2100 besser Avenue Ashland, Wisconsin</td>
<td>Lynn Reichert, Student Services Coordinator</td>
<td>Career, academic &amp; personal counseling.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2100 besser Avenue Ashland, Wisconsin</td>
<td>Carol Arnold, Division Chairperson, General</td>
<td>Counseling – special needs of women.</td>
</tr>
<tr>
<td></td>
<td>Studies</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dr. Michele Haney Burke, Counselor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Adult Re-Entry Center</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2100 besser Avenue Ashland, Wisconsin</td>
<td>Barbara Smith, Associate Professor</td>
<td>Individual, personal, vocational counseling.</td>
</tr>
<tr>
<td></td>
<td>Dr. Donald L. Guilliams, Dean Student &amp;</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Community Services</td>
<td></td>
</tr>
</tbody>
</table>

- Contact Person
- Remarks
- Individual & small group counseling
- Career development, assertiveness training
- Displaced homemaker center
- Career choice
- Referral services
- Living skills
- Peer counseling
- Personal & academic counseling
- Personal & academic counseling
- Career, academic & personal counseling
- Counseling
- Special needs of women
Question 13, continued

### Table 14. Enrollments of Adult Disadvantaged and Handicapped Students in Vocational Education

<table>
<thead>
<tr>
<th></th>
<th>FY76</th>
<th>FY77</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Adult Disadvantaged</td>
<td>413,449</td>
<td>464,884</td>
<td>+12.4%</td>
</tr>
<tr>
<td>Preparatory</td>
<td>139,744</td>
<td>117,193</td>
<td>-16.1%</td>
</tr>
<tr>
<td>Supplemental</td>
<td>265,807</td>
<td>339,429</td>
<td>+27.7%</td>
</tr>
<tr>
<td>Apprentice</td>
<td>7,898</td>
<td>8,262</td>
<td>+4.6%</td>
</tr>
<tr>
<td>Total Adult Handicapped</td>
<td>42,280</td>
<td>37,206</td>
<td>-12.0%</td>
</tr>
<tr>
<td>Preparatory</td>
<td>27,275</td>
<td>14,963</td>
<td>-45.0%</td>
</tr>
<tr>
<td>Supplemental</td>
<td>14,593</td>
<td>21,377</td>
<td>+47.2%</td>
</tr>
<tr>
<td>Apprentice</td>
<td>412</td>
<td>141</td>
<td>+80.6%</td>
</tr>
</tbody>
</table>

Source: U.S. Office of Education

These statistics indicate that national initiatives and support are clearly needed to expand the capacity of the adult vocational education to serve more adults.
10. How well have vocational education programs moved to implement the intent of the 1976 amendments with regard to sex equity issues on program access?

Major increases are apparent in the numbers of women entering vocational programs traditionally marked by low access. FY 1976-77 figures show major percentage gains as shown below:

<table>
<thead>
<tr>
<th>Program</th>
<th>Total FY 76</th>
<th>Female FY 76</th>
<th>Total FY 77</th>
<th>Female FY 77</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Programs</td>
<td>15,133,322</td>
<td>7,750,135</td>
<td>16,134,979</td>
<td>8,276,518</td>
<td>7%</td>
</tr>
<tr>
<td>Cooperative</td>
<td>147,572</td>
<td>48,804</td>
<td>155,636</td>
<td>58,955</td>
<td>21%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>1,059,717</td>
<td>109,951</td>
<td>1,056,259</td>
<td>156,985</td>
<td>43%</td>
</tr>
<tr>
<td>Technical Educ. (all programs)</td>
<td>484,807</td>
<td>44,135</td>
<td>519,537</td>
<td>88,069</td>
<td>99%</td>
</tr>
<tr>
<td>Trade &amp; Industry (all programs)</td>
<td>3,109,950</td>
<td>338,389</td>
<td>3,246,688</td>
<td>466,865</td>
<td>38%</td>
</tr>
<tr>
<td>Auto Mechanics</td>
<td>365,534</td>
<td>13,325</td>
<td>368,720</td>
<td>18,397</td>
<td>38%</td>
</tr>
<tr>
<td>Electronic Occup.</td>
<td>140,173</td>
<td>5,221</td>
<td>147,267</td>
<td>10,626</td>
<td>103%</td>
</tr>
<tr>
<td>Supervisor &amp; Mgt. Development</td>
<td>112,991</td>
<td>15,216</td>
<td>89,391</td>
<td>22,986</td>
<td>51%</td>
</tr>
</tbody>
</table>

Source: U. S. Office of Education

At the same time, the number of women enrolled in "traditional" vocational programs (Consumer and Homemaking and Gainful Home Economics) decreased 7.8% between 1972 and 1976.

There has also been some shifting in the enrollment patterns of males. Between the years 1972 and 1976, for example, the number of men enrolled in Consumer and Homemaking and Gainful Home Economics increased by 229.3%.

As of January, 1978, each State Department of Education has a full-time person appointed to help eliminate sex bias in vocational education. These state coordinators are working to monitor all personnel laws prohibiting discrimination and to gather, analyze and disseminate data on the status of male and female students and employees.
### Percent of Students In Traditionally Male Vocational Courses Who Are Female

<table>
<thead>
<tr>
<th>Rank</th>
<th>State</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mich.</td>
<td>20.09</td>
</tr>
<tr>
<td>2</td>
<td>Wash.</td>
<td>19.76</td>
</tr>
<tr>
<td>3</td>
<td>Conn.</td>
<td>17.53</td>
</tr>
<tr>
<td>4</td>
<td>Cal.</td>
<td>15.96</td>
</tr>
<tr>
<td>5</td>
<td>Colo.</td>
<td>15.80</td>
</tr>
<tr>
<td>6</td>
<td>Md.</td>
<td>15.16</td>
</tr>
<tr>
<td>7</td>
<td>Ore.</td>
<td>14.04</td>
</tr>
<tr>
<td>8</td>
<td>Ariz.</td>
<td>13.05</td>
</tr>
<tr>
<td>9</td>
<td>Fla.</td>
<td>12.92</td>
</tr>
<tr>
<td>10</td>
<td>Alaska</td>
<td>12.90</td>
</tr>
<tr>
<td>11</td>
<td>N. C.</td>
<td>12.35</td>
</tr>
<tr>
<td>12</td>
<td>Wyo.</td>
<td>12.09</td>
</tr>
<tr>
<td>13</td>
<td>N. M.</td>
<td>11.93</td>
</tr>
<tr>
<td>14</td>
<td>Okla.</td>
<td>11.41</td>
</tr>
<tr>
<td>15</td>
<td>Tex.</td>
<td>11.08</td>
</tr>
<tr>
<td>16</td>
<td>Utah</td>
<td>11.43</td>
</tr>
<tr>
<td>17</td>
<td>Tenn.</td>
<td>10.23</td>
</tr>
<tr>
<td>18</td>
<td>Minn.</td>
<td>10.19</td>
</tr>
<tr>
<td>19</td>
<td>N. J.</td>
<td>10.18</td>
</tr>
<tr>
<td>20</td>
<td>Ga.</td>
<td>10.15</td>
</tr>
<tr>
<td>21</td>
<td>N. Y.</td>
<td>9.97</td>
</tr>
<tr>
<td>22</td>
<td>Kan.</td>
<td>9.96</td>
</tr>
<tr>
<td>23</td>
<td>S. C.</td>
<td>9.56</td>
</tr>
<tr>
<td>24</td>
<td>Vt.</td>
<td>9.48</td>
</tr>
<tr>
<td>25</td>
<td>Ind.</td>
<td>9.07</td>
</tr>
<tr>
<td>26</td>
<td>Nev.</td>
<td>9.07</td>
</tr>
</tbody>
</table>

### Congress Amends Title I

**Parent Involvement Requirements**

The ink was barely dry on the Title I statute, newly reauthorized in 1978, before Congress revised two key requirements that will affect parent involvement in Title I. Often when Congress reauthorizes a large program like the Elementary and Secondary Education Act, minor unintended mistakes are made in the wording, phrasing, or placement of particular provisions. These mistakes are later corrected by what is called technical amendments.

However, in the case of the Technical Amendments Related to the Education Amendments of 1978, P.L. 96-46 passed this summer, the two provisions relating to parental involvement are neither minor nor insignificant. These changes and their implications are discussed below.
APPENDIX 4-I

VOCATIONAL EDUCATORS WHO PARTICIPATED IN ROUNDTABLE DISCUSSION

John T. LaPensee
Bureau of Apprenticeship & Training
U.S. Department of Labor
Room 1001, J.F.K. Building
Boston, MA 02203

William Grady
Boston YWCA
114 Clarendon Street
Boston, MA 02116

Dr. Frances Portnoy
Nine Maple Court
Newton, MA 02159

Ms. Penny Dunning
Executive Educator
J. L. Rivers & Company
131 Clarendon Street
Boston, MA 02116

John DiRienzo
State Department of Occup.
Education
31 St. James Avenue
Boston, MA 02116

Ms. Vivian Buckles
Women's Bureau
U.S. Department of Labor
J. F. Kennedy Federal Building
Room 1710
Government Center
Boston, MA 02213

Ms. Cynthia Buzzetta
Women's Enterprises
739 Boylston Street
Boston, MA 02116

Ms. Monica Radway
Transitional Employ. Enterprises
286 Congress Street
Boston, MA 02210
APPENDIX 5-A
EMPLOYERS PRESENT AT ROUNDTABLE DISCUSSION, NOVEMBER, 1979

DISPLACED HOMEMAKERS' PROJECT

Mr. Joseph Shantz, Area Rep.
Human Resources Development Inst.
44 Bromfield St., Rm. 407
Boston, Mass. 02108

Mr. Jim Greene, Metro Dir.
Nat'l. Alliance of Business
60 Federal St.
Boston, Mass. 02110

Ms. Barbara Dunphy
Corporate Training Director
Jordan-Marsh Co.
450 Washington St.
Boston, Mass. 02107

Mrs. Hope Danielson
Ass't. Sup. of Schools
for Personnel
Education Center
100 Walnut Street
Newton, Mass. 02160

Mr. John Pope
Employment Counselor
Div. of Employ. Security
215 Needham St.
Newton, Mass. 02164

Mary McCormack
Boston U. Employer Relations
19 Deerfield St.
Boston, Mass. 02215

Beverly Thompson
Placement Counselor/AAEEO Officer
Arlington Empl'y. Resource Center
870 Massachusetts Ave.
Arlington, Mass. 02174

Mr. Leon M. Goodman
District Manager, Training
New England Tel. Learning Center
280 Locke Dr.
Marlborough, Mass. 01752

Ms. Anne Jordan
Ass't. Treasurer
Personnel Officer
Cambridge Savings Bank
1374 Massachusetts Ave.
Cambridge, Mass. 02238

Ms. Virginia Tierney
Affirmative Action Officer
Boston Univ.
19 Deerfield St.
Boston, Mass. 02215

Ms. Elaine Stone
Director of Placement
Boston Univ.
19 Deerfield St.
Boston, Mass. 02215

Ms. Phyllis Newton, President
Career Center
Four Oak St.
Needham, Mass. 02192

Ms. Lucy Pearson
Interviewer/Personnel Ass't.
Star Market
625 Mt. Auburn St.
Cambridge, Mass. 02138
Among the individuals we spoke with on the phone were:

- Branch Technical Training Manager, large corporation, upstate New York.
- Public Affairs and Information Officer, public transportation authority, Boston.
- Director, family social service agency, Boston suburb.
- Public Relations Director, large hotel, Boston.
- Director, home health service agency for the aged, Sarasota, Fla.
- Personnel director, department store, Baton Rouge, La.
- Director of Residence Hall Activities, large university, Baton Rouge, La.
- Shoe store owner, Lynn, Mass.
- Owner of commercial floor covering business, Ambridge, Mass.
- Director, social service agency, Boston.
APPENDIX 6-A
DISPLACED HOMEMAKERS PROJECT

CONSULTANT PANEL

Holly ALEXANDER
Coordinator
Displaced Homemaker Program
YWCA
Omaha, Nebraska

Adrienne CRITCHLOW
Assistant Industrial Commissioner
State of New York
Department of Labor
New York, New York

John W. CRONKITE
Senior Personnel Consultant
Digital Equipment Corporation
Maynard, Massachusetts

Milo SMITH
Co-founder and Director
Displaced Homemakers Center
Mills College
Oakland, California

Patricia WALLACE
Coordinator
Project Second Wind
Framingham, Massachusetts

PARTICIPANT OBSERVERS

Alice QUINLAN
Associate Director
Displaced Homemakers Network
Washington, D.C.

Gloria BERNHEIM
Coordinator, Region 1
Displaced Homemakers Network
Lawrence, Massachusetts

Sally GARCIA
Counselor
Equal Opportunities Center
Springfield, Massachusetts
APPENDIX 6-B
SITE VISITS

Center for Displaced Homemakers
Baltimore, Maryland

Second Wind/Displaced Homemaker Project
Framingham, Massachusetts

Project Re-Entry
Civic Center and Clearinghouse, Inc.
Boston, Massachusetts

Displaced Homemakers Network
Washington, D.C.

American Association of Community and Junior Colleges
Washington, D.C.

Displaced Homemaker Program
Indian Hills Community College
Ottumwa, Iowa

Educational Opportunity Center
Springfield, Massachusetts

Displaced Homemakers Programs
Department of Labor
New York, New York
Dear Colleague,

As part of a two year Displaced Homemakers Project funded by the U.S. Office of Education, we are seeking information about activities around the country on behalf of "displaced homemakers" - women who have lost their spouse or public assistance and must enter or re-enter the labor market with little or no experience.

Your organization has been identified as one having an interest or a potential interest in this growing problem. For a "state-of-the-art" review, we would appreciate a statement about your past, present or planned efforts regarding the displaced homemaker, whether at the local, state or national level. We would like to receive any printed materials such as reports or brochures. If the displaced homemaker has not been one of your areas of interest, please inform us.

To be included in our report, we will need the information by December 5. Enclosed is a brief description of the project. Please do not hesitate to write or call for further information. Thank you in advance for a prompt response to this request.

Sincerely yours,

Barbara H. Vinick, Ph.D.
Displaced Homemakers Project

Enclosure
Letter Sent to

APPENDIX 6-D

National Association of Women Business Owners
2000 P St., N.W. Suite 410
Washington, D.C. 20036

American Association of Industrial Management
7425 Old York Road
Philadelphia, PA. 19126

League of Women Voters of the United States
1730 M. St. N.W.
Washington, D.C. 20036

Business and Professional Women's Foundation
2012 Massachusetts Ave., N.W.
Washington, D.C. 20036

Association of Junior Leagues
825 Third Ave.
New York, N.Y. 10022

National Council of Jewish Women
15 E. 26th St.
New York, New York 212-532-1740

National Community Education Assoc.
1031 15th St., N.W. Suite 536
Washington, D.C. 20005

American Assoc. of University Women
2401 Virginia Ave. N.W.
Washington, D.C. 20037

National Association of Vocational Home Economics Teachers
R.R.3
2043 Riles Rd., N.E.
Newark, OH 43055

National Council on the Aging
1828 L St., N.W.
Washington, D.C. 20036

American Assoc. of Retired Persons
1909 K St., N.W.
Washington, D.C. 20049

Women's Equity Action League
805 15th St. N.W. Suite 200
Washington, D.C. 20005

IAPES (Personnel) " International Assoc. of Personnel in Employment Security
Box 173
Frankfort, KT 40601

279
National Center for Educational Brokering
1211 Connecticut Ave. N.W.
Washington, D.C. 20036 202-466-5530

National Commission of Working Women
1211 Connecticut Ave., NW Suite 400
Washington, D.C. 20036 202-466-6700

National Urban League
500 62nd St.
New York, N.Y. 10021 212-644-6500

Rural American Women
1522 K St., N.W.
Washington, D.C. 20005

American Council on Education
One Dupont Circle
Washington, D.C. 20036 202-833-4700

Adult Education Assoc.
810 18th St., N.W.
Washington, D.C. 20006

Women's International League for Peace and Freedom
1213 Race St.,
Philadelphia, PA. 19107

National Assn. for Statewide Health and Welfare
22 W. Gay St.
Columbus, Ohio 214-221-4469

Church Women United
475 Riverside Dr.
New York, N.Y. 212-870-2347

Unitarian Universalist Women's Federation
25 Beacon St.
Boston, Mass. 742-2100

St. Joan's International Alliance
435 41st St.
New York, New York 212-663-3555

National Council of Negro Women
1346 Connecticut Ave. N.W.
Washington, D.C. 202-233-2363

National Conference of Puerto Rican Women
P.O. Box 4804
Cleveland Park Station
Washington, D.C. 301-365-0339

Comision Feminie Mexicana Nacional
379 Loma Drive
Los Angeles, Ca. 90017

National Association of Commissions for Women
926 J St. Rm. 1506
Sacramento, Cal. 95814 916-322-9466
National Organization for Women
425 13th St., N.W.
Washington, D.C. 20004  202-347-2279

National Assoc. of Social Workers
1425 H St.
Washington, D.C. 202-628-6800

Interdepartmental Task Force on Women
Room 3050
The Vanguard Building
1111 20th Street, N.W.
Washington D.C. 20036

President's Advisory Committee for Women
Room C5321
200 Constitution Avenue
Washington, D.C. 20210

Interagency Task Force On Indian Women
(Department of Labor)
200 Constitution Avenue, N.W.
Washington, D.C. 20210