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# OIC CORPORATE COMMUNICATIONS

1725 "K" Streets, NW  
Suite 1111  
Washington, D.C. 20006  
(202) 659-4181

March 3rd  
10:30 A.M.

February 12, 1982

REV. LEON H. SULLIVAN  
Founder & Chairman

DR. MAURICE A. DAWKINS  
Director

ELTON JOLLY  
National Executive Director

Opportunities  
Industrialization  
Centers  
150 cities  
10 foreign countries  
opposed CETA - Schweiker  
did away w/ stipends  
sabotaged by Labor Dept  
wouldn't fund w/o  
stipends  
\$3.5 million prior to cuts  
CETA formal  
5% private fund  
including stipends

Dear Brother Blackwell Friend:

I am forwarding to you material relative to the OIC 10th Annual Government Relations Workshop and Reception.

We see the need to help the President in his efforts to assure job training, retraining, and job creation.

We see a parallel between the President's position on training and that of Reverend Sullivan. The OIC philosophy of self-help, local self-determination, and a free enterprise system that works on behalf of the poor as well as the non-poor Americans of all races is not only similar to that of the President, it is almost identical.

One of the problems that the Administration faces is a failure to communicate to those who "need to know" the good works and the positive positions of the President. Working together in a partnership between Government and OIC, I do believe we can build bridgeheads of understanding across which bridges of cooperation can be built in the 125 communities in 44 states where we operate.

I hope to have an appointment to talk to you about this in more detail at your earliest convenience.

Sincerely,

Dr. Maurice A. Dawkins  
Director, Government Relations

Rev. E.V. Hill Has Asked Me To Contact You  
He Is A Strong Supporter & Founding Board  
Member of Los Angeles O.I.C. MD

Should we  
schedule  
an  
appointment?  
yes   
no

OK  
March 3rd  
10:30 A.M.

A COMPARISON BETWEEN PRESIDENT REAGAN'S STATEMENTS  
ON JOB TRAINING PROGRAMS AND THE OIC PHILOSOPHY

PRESIDENT REAGAN

We cannot afford to have third and fourth generations on welfare. We need to train these people for jobs.

Let's have less government -- the private sector can do it better.

The private sector in the form of business and industry must step forward to volunteer in helping our disadvantaged qualify for jobs.

The Administration is against paying stipends to people who are enrolled in job training programs.

Too many job training programs in the past have been boondoggles, and the money misspent.

The drop-out rate of government sponsored job training has been entirely too high.

The keystone to the Administration's Economic Recovery Plan is to put people to work on jobs and have job training to obtain the skills they need.

In spite of large expenditures of federal and other public funds to lower unemployment, particularly in our cities, efforts have failed.

OIC

The OIC program is designed to take people off the welfare rolls and put them on payrolls via job training.

OIC training is not a government program -- it is a private non-profit corporation devoted to job training for America's disadvantaged people.

OIC, since its inception in 1964, has worked hand-in-hand with their industrial and corporate partners. To name just a few: General Motors, General Electric, AT&T, Gulf Oil, and the Sun Company.

So is OIC because the practice promotes the "professional student."

OIC has had a successful job training record of over 18 years. It has had bipartisan support from Presidents Johnson, Nixon, Ford, and Carter. It works.

Over 85% of those receiving OIC job training, which lasts an average of six months, become job-holding, tax-paying citizens.

The reason OIC exists is to do exactly that. OIC graduates pay back in taxes \$3.00 for every \$1.00 invested in them.

The major contributing reason for failure of past federal and other public programs has been poor utilization and targeting of resources to real unemployment needs. OIC's track record of resource utilization is a matter of 18 years on public record.

PRESIDENT REAGAN

Too many people develop an attitude that welfare is their right and make no move to improve themselves.

This Administration has always stressed economic development.

We need less, not more government programs.

The President has stressed "volunteerism" on the part of private industry when it comes to social programs.

Looking at past administrations and their social programs, we just don't see that they were all that productive.

OIC

An integral part of OIC training is placed on attitude. The training is geared to develop the motivational and mental receptivity to self-dependence, self-development, reliability, and work.

OIC has no dispute with that. However, OIC feels that efforts should be made to link economic development with job training, thereby creating an instrument for job creation with the broadest cooperation of industry; providing government contracting opportunities for technical assistance.

OIC essentially agrees. We say keep cost-effective programs that work. OIC can pass any test and compete in the marketplace.

OIC has always enjoyed volunteer services from its corporate and industrial partners. We advocate a nationwide "loan company executive program" with write-off benefits to companies. This could greatly help inner-city programs throughout America. Another way to do this is to make maximum use of semi-retired and recently retired company executives for employment training programs.

Our programs have always been measured. And we have the records to prove it. We invited close accountability that requires the OIC program to demonstrate economic value in savings of welfare costs and tax payments for new incomes of placed trainees.

PRESIDENT REAGAN

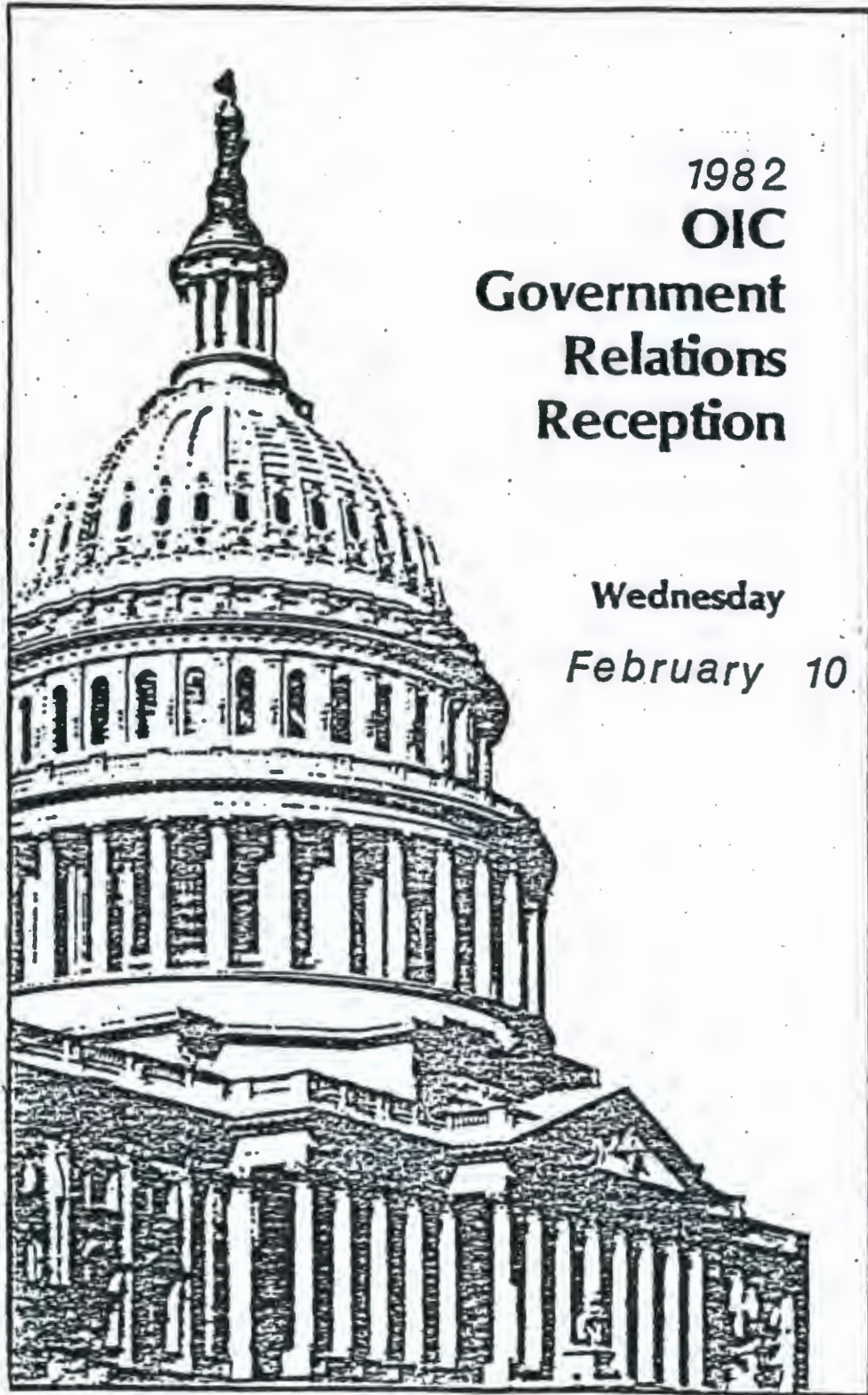
This Administration is pledged to Job Creation.

This Administration is pledged to fight unemployment through its Economic Recovery Program.

OIC

OIC has always supported that position. We want to see a linkage between training and job creation programs, in cooperation with established businesses of the Fortune 1000; particularly companies with government contracts, and link, through sub-contracts, to the fullest extent possible with community based groups and other programs of demonstrated effectiveness in training and job creation.

OIC welcomes the opportunity and the challenge to fight unemployment side-by-side with the Reagan Administration. In the words of OIC Founder and Chairman of the Board, Reverend Leon H. Sullivan, "If our partners in business and industry will provide the jobs, our OICs across the country will provide the skills training necessary to fill them."



1982  
**OIC**  
**Government**  
**Relations**  
**Reception**

**Wednesday**  
*February 10*

THE WHITE HOUSE

WASHINGTON

OIC Month  
October 1981

I wish to congratulate the Opportunities Industrialization Centers of America, Inc., and its founder, the Reverend Leon H. Sullivan, as you commemorate the seventeenth anniversary of its founding.

This Administration is dedicated to providing economically disadvantaged Americans with job and training opportunities through the private sector, an activity that OIC is actively pursuing.

I am confident that the full benefits of the new Economic Recovery Program will advance the efforts of this nation to provide all workers, including those who lack job skills, with an opportunity for steady work and the dignity of economic independence.

You have my best wishes for continued success and effectiveness and, again, congratulations.

*Ronald Reagan*

# Congressional Record

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WASHINGTON, FRIDAY, OCTOBER 30, 1981

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## STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. BAKER (for Mr. DOLE, for himself and Mr. WEICKER):

S. 1797. A bill to provide private sector training and placement opportunities for residents of enterprise zones, emphasizing the use of community-based organizations and the involvement of small business concerns, and for other purposes; to the Committee on Labor and Human Resources.

### PRIVATE SECTOR OPPORTUNITIES ACT

© Mr. DOLE. Mr. President, I am pleased today to join the distinguished Senator from Connecticut, Senator Weicker, in introducing legislation to modify and extend title VII of the Comprehensive Employment and Training Act.

Title VII of CETA is an innovative plan to coordinate private industry and CETA planners in an effort to solve the problem of structural unemployment. I have long believed that, given appropriate training and employment opportunities, the vast majority of the hardcore structurally unemployed could be a viable and worthwhile part of the private sector workforce. Title VII, passed as part of the Comprehensive Employment and Training Act Amendments of 1978, was a move in that direction. It was at the time a thoughtful and innovative approach to this very serious unemployment matter.

The administration of CETA programs under title VII is in the hands of private industry councils (PIC's) comprised of representatives of business, labor, community-based organizations and educational agencies and institutions. Mr. President, it was my amendment in August 1978 that mandated inclusion of community-based organizations on the private industry councils.

Community-based organizations, such as SER-jobs for Progress, OIC, the Urban League and similar groups, have been striving for years to deal with the problem of structural hardcore unemployment. One only has to review the long record of success of such groups to realize their importance to private industry council efforts to solve structural



97TH CONGRESS  
1ST SESSION

**S. 1797**

To provide private sector training and placement opportunities for residents of enterprise zones, emphasizing the use of community-based organizations and the involvement of small business concerns, and for other purposes.

---

**IN THE SENATE OF THE UNITED STATES**

OCTOBER 30 (legislative day, OCTOBER 14), 1981

Mr. BAKER (for Mr. DOLE) (for himself and Mr. WEICKER) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

97TH CONGRESS  
1ST SESSION

**S. 1301**

To amend the Comprehensive Employment and Training Act to provide a career intern program to encourage school districts and community-based organizations to carry out programs to improve the educational employment opportunity for youths.

---

**IN THE SENATE OF THE UNITED STATES**

JUNE 2 (legislative day, JUNE 1), 1981

Mr. RANDOLPH (for himself and Mr. CHAFEE) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

97TH CONGRESS  
1ST SESSION

**S. 900**

To assure that job skills training, and employment opportunities are furnished through Opportunities Industrialization Centers and other community based organizations of demonstrated effectiveness in certain block grant programs involving the creation of urban jobs in enterprise zones, and for other purposes.

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**IN THE SENATE OF THE UNITED STATES**

APRIL 7 (legislative day, FEBRUARY 16), 1981

Mr. HENRY introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

O.I.C. ANNUAL GOVERNMENT RELATIONS RECEPTION  
UNITED STATES SENATE CAUCUS ROOM  
February 10, 1982

HONORARY CHAIRMEN

Senator Howard Baker  
Majority Leader  
U.S. Senate

Congressman James Wright  
Majority Leader  
U.S. House of Representatives

HONORARY CO-CHAIRMEN

John Chafee  
Lawton Chiles  
William T. Cochran  
Dennis DeConcini  
Robert Dole  
J. James Exon

John Heinz  
Russell Long  
Jennings Randolph  
Strom Thurmond  
Jack Kemp  
Edward Zorinski

CO-CHAIRMEN

Senator Lowell Weicker  
Reverend Leon Sullivan  
Judge H. Carl Moultrie, I

PROGRAM

5:00 p.m. Receiving Line

5:45 p.m. WELCOME

Invocation

Why We Are Here

Senator Lowell Weicker

Reverend Jerry Moore, Vice Chairman DC/OIC

Dr. Maurice Dawkins, Government Relations Director  
Mr. Elton Jolly, National Executive Director

Reverend Sullivan's Recognition of Government Relations Volunteers, Industry  
Representatives, and Clergy Representatives

Special Award to Dr. Edward A. Hailes

Introduction of Founder/Chairman

Congressman Larry Winn

Reverend Sullivan's Challenge to the 97th Congress

Special Tribute to Senator Robert Dole

Congressman Parren Mitchell

Response to the Challenge &  
Legislative Awards

U. S. Senators and Congressmen

Legislative Action Agenda

The Private Sector Opportunities Act  
Dr. Maurice Dawkins

Where Do We Go From Here  
(OIC & CBO's Surviving Strategy)

Reverend Leon Sullivan  
Mr. Elton Jolly

Benediction

Bishop John Adams, AME Church  
Founding Member, Seattle OIC

# OIC NEWS

777 Fourteenth St. N.W. Suite 1324. Washington, D.C. 20005 (202) 638-6005

FOR IMMEDIATE RELEASE

FOR MORE INFORMATION CONTACT:  
Dr. Maurice Dawkins  
(202) 659-4181

CONGRESSMAN KEMP JOINS DRIVE FOR JOB TRAINING IN ENTERPRISE ZONES  
REV. SULLIVAN URGES CONGRESS TO PUSH JOB CREATION  
BILLS SET SURVIVAL INSURANCE FOR SMALL BUSINESS AND COMMUNITY GROUPS

Reverend Leon Sullivan, Black founder of OIC Opportunities Industrialization Centers (the international job training network), and Congressman Jack Kemp, chief architect and co-author of the Kemp-Garcia enterprise zones legislation, today agreed to push for a job training component in any enterprise zones that may be established in Black, Hispanic, or poverty stricken white neighborhoods.

Congressman William Gray (D) of Philadelphia, Vice Chairman of the Congressional Black Caucus & Congressman Bob Garcia (D) N.Y., joined with Congressman Kemp to co-sponsor a new bill that also guarantees the participation of community based training organizations and small businesses.

The bill, introduced in the House of Representatives, on Tuesday, February 9th will be supported by OIC volunteers including clergymen and industrial supporters who begin their 10th Annual Legislative Education Workshop in Washington Tuesday morning with briefings from Congressman Gray, Labor Department officials and White House staff under the auspices of President Reagan's official Assistant For Public Liaison, Mrs. Elizabeth Dole.

Visits to brief Congressmen from the 125 Congressional Districts where OIC Centers are located and Senators from the 44 states will begin following a working lunch and continue until an evening reception at the Senate Caucus Room honoring Senators Bob Dole (R) Kansas, Jennings Randolph (D), West Virginia; John Heinz (R) Pennsylvania, and Congressmen Larry Winn (R) Kansas, Carl Pursell (R) Michigan, Mervyn Dymally (D) California and Elwood Hillis (R) Indiana; all of whom introduced bills to protect OIC and other community based organizations of demonstrated effectiveness in the new state block grants and enterprise zones plans of the Reagan Administration.

Reverend Sullivan, a towering 6-foot-4 Black, internationally recognized leader of the growing movement for equal economic opportunities through self-help job training, sounded the alarm that Blacks, Hispanics and unemployed whites would not stand idly by and welcome enterprise zones or state block grants unless

-More-

Opportunities Industrialization Centers of America

special provisions were made by the Congress to protect organizations like OIC, the National Urban League, Operation SER, Council of La Raza, the Puerto Rican Forum, National Council of Negro Women, Recruitment Training Program, Human Resources Development Institute, National Alliance for Business, 70,001, Ltd., and the National Urban Coalition.

"Job training and job creation must go hand in hand and a federal string on the state block grants and enterprise zones must protect organizations like OIC, the Urban League, SER and other training programs conducted by labor unions as well as employers.

"If Governors are to be given primary responsibility under the new Reagan Administration plans, then assurances and insurance must be provided by the federal government to prevent wholesale destruction of training organizations like O.I.C., the Urban League and SER and others with proven track records.

"We don't want enterprise zones unless they include job training, small businesses and jobs for the people who live in the neighborhood," Rev. Sullivan Continued. "Congressmen Kemp, Garcia and Gray are standing up for the poor, the unemployed and the unskilled adults and youth who can not survive in our technological society in the 1980's without "special consideration" in job training opportunities. They are moving in the right direction. The identical bill, known as "The Private Sector Opportunities Act" introduced in the Senate by Senator Larry Winn in the House, will help solve part of the problem we are facing in Urban America. If the enterprise zones legislation is the only train going out of the station, we want to be sure that the poor, the unemployed of all races and small businesses are on the train.

"But even this bill represents only a small part of what must be done. Essentially what we need is a new broad based National Employment and Training Policy geared to the rapidly changing labor market conditions and the technological advances that are making traditional and conventional jobs obsolete. We need a policy that integrates our national, regional, state and local job creation strategies to cover both civilian and military manpower.

"We need a heavy concentration on job creation, retraining and expanded training for specialty trades in areas of manpower shortage. We need a special focus on youth career internships with business and coordination of groups like OIC with the school system. We need "strong, protective language," not mere lip service. A special consideration amendment such as we have secured after 10 years of legislative history spearheaded by Senators Schweiker and Javits, and Congressmen Perkins and Hawkins, is needed.

"I call upon this historic Congress to meet the challenge of today's crisis by passing a bill now which includes these provisions and passing it quickly before you get caught up in the inevitable struggle over budget deficits, budget cuts, high interest rates and tax policies.

File

# OIC: A Hand Up, Not a Handout

By JOHN GROSSMANN

The dynamic founder of a nationwide job-training program preaches a doctrine of self-help based as much on attitude as on aptitude.

It was but one in a string of minimum-wage jobs, but William Stevens recalls it vividly. He was the human link between two conveyor belts. The product was waffles. They came at him from the oven and he directed them to the cutting machine. Hundreds of waffles a minute. Hundreds more the next minute. The job was boring, but it provided Stevens with the opportunity to study the flash cards he had made up. He would read, "R equals E over I" and recite, "Resistance equals voltage divided by current." Or, "I equals E over R" — "Current equals...." Though Stevens recited these basic electrical formulas to himself, his co-workers made fun of him. "You're never going to get anywhere," they said. "You're just wasting your time."

Like Stevens, they were black and poor, unskilled laborers pulling down subsistence-level wages in the kinds of jobs open to minorities in Philadelphia in the early 1960s. Unlike Stevens, they had not come in contact with a dynamic local minister, Dr. Leon Sullivan, or with the ambitious job-training program Sullivan had recently begun. After working days in the waffle factory, Stevens was attending free classes at night to become an electrical technician. One evening he walked Sullivan. At six feet, five inches, the clergyman commanded respect — initially by his size, enduringly by his words. "No matter what anybody says, you can be anything you want to be," Sullivan told the students, "as long as you have pride in yourself."

Stevens took those words to heart and soon moved on to skilled jobs in electronics. Today he owns two Burger King franchises in Philadelphia, which together gross more than \$1 million a year. "Reverend Sullivan gave me the push I needed," says the 38-year-old Stevens. "Without OIC, I don't know where I would be today."

Many other Americans can say much the same. Sullivan's job-training program, the Opportunities Industrialization Centers of America, Incorporated, better known as OIC, is now in its 19th year of moving disadvantaged Americans off street corners and unemployment lines and into the work force. From humble beginnings in a rehabilitated Philadelphia police station, OIC has spread nationwide to include some 140 centers and internationally to numerous African countries and the Philippines and Guam. At the centers, jobless Americans, mostly unskilled blacks and Hispanics, prepare for employment in such roles as computer programmers, electrical technicians, key-punch operators, bank tellers, secretaries, and carpenters. Moreover, they are preparing for self-sufficiency. Like that of the OIC trainees who already have gotten jobs, theirs will be a quiet kind of success. No headlines will note their absence from welfare rolls, their first day on the job in entry-level positions, or even the promotions some will get months later.

Outside of America's decaying inner cities and poor rural communities — where information about OIC travels largely by word of mouth — OIC programs have long been a well-kept secret, undistinguished in the public eye from other federally funded job-training efforts. And yet with the beleaguered Comprehensive Employment and Training Act (CETA) program facing massive cutbacks, OIC's community-based and self-help approach to job training would seem to merit much closer attention. Notes Sullivan: "Over the years OIC has trained

Leon Sullivan, founder of Opportunities Industrialization Centers of America, tells students that they can be anything they want to be as long as they have pride in themselves.

STEVEN GOLDBLATT PHOTOS/LENSMAN



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and placed more than 500,000 people who are now earning more than \$4 billion a year and paying more than \$500 million in taxes. That means they currently pay back four times as much a year in taxes as the government now puts into OIC."

"OIC is a great success story," says Dr. Peter Davis, director of the Applied Research Center at the Wharton School of Business. "It is an organization the Reagan administration should be looking at very strongly."

OIC has long taken a pragmatic, motivational approach to combating unemployment. When Sullivan came to Philadelphia and the Zion Baptist Church in the late 1950s, he found "less than 2 percent of the sensitive jobs in business held by blacks." When his appeals to local industry went unheeded, he rallied the support of some 400 black preachers and announced a "selective patronage" campaign. Focusing on one industry at a time — first baked goods, then soft drinks, then petroleum products—large segments of Philadelphia's black community and many sympathetic white residents stopped purchasing products made by companies that had few blacks on the payroll. Rather quickly the boycotts proved successful. "By 1962 we had thousands of jobs opening up," Sullivan says. "We had businesses calling for black stenographers, key-punch operators, clerical workers, and various technical workers. I appealed to the churches to help us fill those openings. And the people came. But they didn't have the skills."

OIC was born to supply those needed skills. Speaking, as is still his custom, in rallying words and slogans, Sullivan announced that "integration without preparation is frustration." He followed through on his words. With plenty of assistance

from his own church and other supportive congregations and with a \$4,000 loan on his house, Sullivan founded OIC in 1964 in an abandoned Philadelphia police station. (One of his first tasks was to help bail six inches of water from the basement.) In what would be the start of a long symbiotic relationship, local businesses added their support. The Philadelphia Gas Company chipped in with a \$10,000 heating system. General Electric provided lathes and other training equipment. Bell Telephone donated typewriters and office equipment; Philco provided electronic consoles and even teachers for classroom instruction.

Sullivan set the tone. More important than skilled hands, he felt, was what persons had in their hearts and heads. "I structured OIC with as much emphasis on attitude as on skill so people could develop the self-confidence to aspire and to excel," he says. Sullivan told the students: "You are like balloons. It's not your color that makes you rise, it's what you have inside you." Like William Stevens, many were motivated by this pervasive spirit of "I can. I will." The emphasis was on self-help. From the very beginning, OIC asked for "a hand up, not a handout."

Self-help was also the pragmatic approach, for in OIC's early years massive federal revenues had not yet been directed to job-training programs. Classes were held at night so students could hold down stopgap jobs during the day. Some, like Stevens, worked on assembly lines. Others pumped gas. For others, so-called brotherhood funds were available. Administered by students and largely raised by bake sales and car washes, the brotherhood funds functioned as a common kitty, available for those with special needs. Once established in jobs, many OIC graduates quietly repaid

OIC-student Linda Lucas learns computer-science skills.





William Stevens, owner of two Burger King franchises, received the training for his first skilled job at OIC.

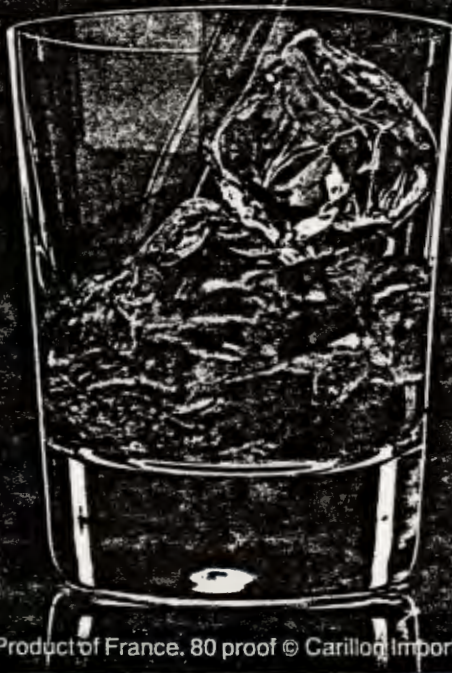
brotherhood funds so that others could be helped.

At a time when some black leaders were shouting, "Burn, baby, burn," Sullivan preached, "Build, baby, build." Among those who took notice was President Lyndon Johnson, who once paid a visit to the spruced-up jailhouse. On the way out, having learned of OIC's ability to place some 8 of 10 students in jobs, Johnson turned to Sullivan and said, "Having been here, I think we are going to make it."

Buoyed by a big infusion of federal funds and the spread of OIC programs to dozens of other cities, and clearly flush with the optimism of the Great Society years, Sullivan and OIC executive-director Elton Jolly predicted that by 1980 OIC would have placed three million Americans in jobs. That prediction proved more than five times too high. To understand why is to look both outside and within the organization and to glimpse the confusion and contradiction that muddle the nation's present efforts at job training.

Federal funding, it seems, has proved a mixed blessing to OIC, in many instances eclipsing OIC's pivotal self-help philosophy and hamstringing the organization's comprehensive approach to job training. CETA funding, which quickly became the mainstay of OIC budgets, brought with it the notion of paying the trainees a stipend or allowance during training. In many cities those dispensing CETA funds have required OIC programs to pay such stipends — a practice the organization has long opposed. For one thing, OIC asserts that it can train three times as many individuals without stipends. For another, stipends run counter to the motivation underpinning of OIC.

# 3:06 P.M.



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Danny Thomas, Founder



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"Money-triggered programs confuse the job-training effort," notes Sullivan Robinson, executive director of New York City's 13 OIC programs, which currently train 2,000 people a year without paying stipends. She also points out that if someone is being paid to learn, there is less of an incentive to study hard and no incentive to finish sooner. In fact, in many cases there is even a disincentive to leave a training program: Untaxed federal stipends often total more than a trainee's take-home pay in an entry-level job. Furthermore, job placement often becomes secondary to the stipend, as is clearly evident by those so-called "stipend seekers" who never make it to the work force, preferring the easier route of hopping from one CETA program to the next. Stipend seekers represent a far different cut of trainee than the self-motivated individuals OIC has traditionally attracted.

In many cities CETA grants have limited the scope of OIC's efforts, stripping recruiting, counseling, remedial-education, or job-placement functions and thereby limiting effectiveness. "OIC, in concept, is a comprehensive program, and in many places some critical services have been taken away," notes Dr. Bernard Anderson, currently director of the social-sciences division of the Rockefeller Foundation and a long-time observer of OIC. "In Miami, for instance, reducing OIC to providing only training turned the program on its head. Within two years of losing control of who could be in the program, effectiveness declined significantly."

OIC itself has been the subject of some criticism. A series of articles in the *Philadelphia Bulletin* some months back pointed to lax managerial and business practices at a number of local OIC centers. At Sullivan's urging, a task force of community representatives and OIC officials investigated the *Bulletin's* charges. "Some of the criticisms were valid," Sullivan says. "We found that 28 of our 144 programs needed some help and we have begun the necessary rein tightening." Outside observers, such as Thacher Longstreth, president of the Greater Philadelphia Chamber of Commerce, feel OIC has probably emerged stronger from the brief storm. Says Wharton's Peter Davis: "Mistakes were made, but many were the kinds of errors made by many businesses. I've found the level of integrity extremely high at OIC." Bernard Anderson, who describes himself as someone not disposed to "glorious praise," notes: "In my judgment, OIC has enjoyed a significant degree of success and clearly vindicates the thinking of the 1960s war on poverty — providing federal resources to community organizations — whereas CETA demonstrates the futility of concentrating on



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government solving the problem." Looking up from a nearly completed assembly in an OIC electronic classroom Brooklyn, Gerald Peterson echoes sentiment. Peterson is 28 and no stranger to job training, having previously logged time in CETA boiler-repair and metal-cutting programs. He is in the third month of training. "CETA is really emergency placement. It's not really training for permanent positions," he says. "I want to stay in this spot. I know now it's up to me to motivate myself. I needed help with my English and math, and the teachers here are also helping me fill out job applications. OIC has good connections with private industry. My sumé is going around now." Peterson is a cause for optimism: Over the years the New York OICs have consistently placed 90 to 95 percent of their graduates in jobs.

"OIC was like a godsend to me," says Jacklyn Searles, now a manager of a credit union in Rocky Mount, North Carolina. Searles, 33, and a mother of two, was recently promoted from the teller's position she trained for at OIC. OIC also helped her finish high school. She says: "I'm so proud — after so many years without a diploma I passed with high scores, too." Her confidence and abilities have clearly impressed her supervisor, Fred Bellfield, who says: "She's a hard worker. She has a good attitude and is good at meeting the public. She's doing very well. I'm close to the OIC program and familiar with the people there. And I know they are in demand."

At Cable Atlanta, a Georgia cable-television company, fully 65 percent of the employees have come from local OIC training programs. "OIC provides real good training," says service-manager Ron Burnett, noting that OIC graduates currently occupy about 100 positions as dispatchers, installers, technicians, and clerical workers. He says: "I talk to the OIC representatives and tell them what kind of people I want. They come to the interviews well dressed. Most OIC people seem determined to do something in life. They are very conscious of their work. They are not just working for a day's dollar. They have a very positive attitude toward their work and are interested in moving up."

Coming out of a Philadelphia bank long ago, OIC's founder came face to face with one result of his work. "Reverend Sullivan, I want to shake your hand," a young woman told him. "When I went to OIC five years ago I was on welfare. I had my training and I got my job. I've been employed ever since. I think you should know that today I passed my examination to enter law school."

*Free-lance John Grossmann lives in Lansdale, Pennsylvania.*

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