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Youth and Jobs: A Bibliography of Publications, 1980-1986, with Selected Annotations

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Youth and Jobs

*A Bibliography of Publications, 1980-1986
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James E. Blackwell
with the assistance of William J. Stracqualursi

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William Monroe Trotter Institute
University of Massachusetts/Boston

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1980-1986, With Selected Annotations**

James E. Blackwell

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William. J. Stracqualursi

TABLE OF CONTENTS

ACKNOWLEDGMENTS	iii
INTRODUCTION	iv
I. BIBLIOGRAPHY OF PUBLICATIONS	1
A. Articles and Books	2
B. References Supplied by the Department of Employment Security, the Commonwealth of Massachusetts	12
C. References Supplied by the City of Boston	13
D. Private Industry Council (PIC) References	14
E. Boston Community Schools References	14
F. Action for Boston Community Development (ABCD) References	15
G. Urban League of Eastern Massachusetts (ULEM) References	15
H. Jobs for Youth References	16
I. Department of Commerce, U.S. Census Bureau of Publications	16
II. UNANNOTATED MATERIAL FROM BIBLIOGRAPHY OF PUBLICATIONS	17
A. Articles	18
B. Books	20
C. References Supplied by the Department of Employment Security, the Commonwealth of Massachusetts	22
D. References Supplied by the City of Boston	23
E. Private Industry Council (PIC) References	24
F. Boston Community Schools References	24
G. Action for Boston Community Development (ABCD) References	25
H. Urban League of Eastern Massachusetts (ULEM) References	25
I. Jobs for Youth References	25
J. Department of Commerce, U.S. Census Bureau Publications	26

III. .	SELECTED ANNOTATIONS FROM THE BIBLIOGRAPHY OF PUBLICATIONS	27
A.	Youth Labor Market: Demands, Job Creation and Substitutability of Workers	28
B.	Vocational Decisions and Assessment	32
C.	Employment and Earnings Outcomes	32
D.	Teenage Unemployment: Long-Range Effects	34
E.	Effects of Wages, Minimum Wages and Laws on Youth Employment	35
F.	Job Satisfaction and Job Quits	38
G.	Types of Jobs	38
H.	Methodological Issues	40
I.	Youth Employment Policy	41
J.	Intervention and Training Programs	44
K.	Effects of Employment and Unemployment on Youth	48
L.	Black and Hispanic Youth Unemployment	51

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James E. Blackwell
May 14, 1987

INTRODUCTION

This working bibliography of publications on youth employment and unemployment covers the period between 1980 and mid-1986. It is designed to be of assistance to researchers seeking a reference tool that may facilitate their research and/or expedite efforts to review recent literature on the complex subject of youth employment, unemployment and outreach initiatives intended to address the problem.

The areas encompassed by this document attest to the magnitude and scope of the problem of moving young people into the labor market. Assuming a need to be able to work through the maze of studies on youth and work, a plan of action was pursued. This plan is explicated in the organization of this document which is divided into three sections.

The first section presents a bibliography of all obtained publications for the specified period 1980-1986. This section includes a series of reference materials and resources found useful by the author during the conduct of a study of youth employment, unemployment and outreach services/initiatives in the City of Boston and in the Commonwealth of Massachusetts. Inasmuch as some of these references are essentially in-house documents, they may or may not be available in general libraries. Nevertheless, they can be provided to any investigator who wishes to contact the various research departments of the agencies listed. Hence, in Section I, B. through I., the entries provided were obtained from the Department of Employment Security of the Commonwealth of Massachusetts; the City of Boston (especially from the Mayor's Office of Jobs and Community Programs and the Boston Re-Development Authority); the Private Industry Council; Boston Community Schools; the Urban League of Eastern Massachusetts; Jobs For Youth, Inc.; and the Department of Commerce (Bureau of the Census).

These references are invaluable research tools. They provide findings from an immense variety of empirical investigations with useful statistical and qualitative data. Descriptions of training, educational and policy issues are addressed.

Section II. repeats the entries included in Section I that are not annotated in Section III.

Section III, the final section of this document, is an annotation of selected references. While more than half of the articles and books are listed, the exclusion of others was dictated more by time constraints than by any other factor. The twelve subject matter areas addressed in this section reveal the immense diversity of issues and problems being investigated by labor economists, sociologists, political scientists, psychologists, evaluation researchers, policy makers and others who focus most of their attention on the problems of youth in the labor market.

These issues and problems range from job creation and substitutability of workers to the effects of employment and unemployment on youth. They include research on vocational decisions and assessment, types of jobs available to youth, their satisfaction with those jobs and their staying power on those jobs. A considerable amount of research focus has been devoted to employment and earnings outcomes, short- and long-range effects of youth in the labor market. Similarly, a major research focus is on the effects of the types of wages paid to young people and laws restricting hours and conditions of work on the employability of young people.

For several years now, the unemployment rate of minority youth, especially Blacks and Hispanics, has been at least three times higher than that of white youth. In some sections of the United States, that rate has been considerably higher. Although the employability of minority youth permeates several studies in other sections, one area of Section III. is devoted exclusively to the issue of Black and Hispanic youth employment.

Intervention strategies, recruitment, outreach and training programs are discussed in Section III. Because of disputes in conclusions of research on youth labor market participation and the need for greater clarity and more concerted action, attention is devoted to references encompassing research methodological issues and the debate over the need for a more definitive youth employment policy.

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III. SELECTED ANNOTATIONS FROM THE
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A. Youth Labor Market: Demands, Job Creation and Substitutability of Workers

Anderson, Bernard "Youths and the Changing Job Market,"
Black Enterprise, 16: 18 (March 1986), P. 25.

This article provides a succinct characterization of demands of a rapidly changing labor market. It uses findings from several national studies to show that: (1) Shifting skills are required to meet the demands of technological innovations, (2) there is an urgency for secondary and post-secondary school systems to assist youth to prepare and develop skills vital for successful entry into the new labor market, (3) there are major differences between blacks, whites and Asians in high school and college preparation with respect to courses of study that prepare them for a new job market which stresses high technology, and (4) there is a "clear linkage" between educational preparation and the types of jobs attained by young people.

Boone, Richard W. "Creating Jobs for Minority Youth," Social Policy
12 (Spring 1982), 29-36.

The article provides an overview of the "historic functions" of youth and continues with an examination of the role of government, organized labor, the business community, the armed services and the underground economy in youth job creation. He maintains that the Summer Jobs Program is the principal answer to the challenge of youth job development and asserts that there is a lack of serious concern for youth employment. One notable exception is the Jobs Corps. However, the author warns that the observed disparities between jobs for youth in general and access to jobs by minority group youth will continue unless the current patterns of job creation are altered.

Borus, Michael E. (Ed.) Tomorrow's Workers Lexington, Mass.: Lexington
Books, 1982.

Five researchers of problems of employment and unemployment among teenagers have written significant essays which describe characteristics of the youth population in and outside the labor force; the importance of education and training for employment and the reduction of unemployment; and the hopes, plans and aspirations of young people in the work world. Policy implications of youth unemployment are given attention in a separate chapter.

Borus, Michael E. (Ed.) Youth and the Labor Market. Kalamazoo, Mich.: The W.
E. Upjohn Institute for Employment Research, 1984.

Eight chapters provide the structure for presenting the crucial issues faced by young people who move into the world of work. The book details characteristics of employed and unemployed youth between the ages of 16-21; employment patterns of black and white males during the 1970s; policy implications of educational changes; differences between private and public high school attendees in the quantity of learning and the quality of life; the benefits of academic and vocational training received in high school for labor market participation; time-use behavior; and the relationship between delinquency and employment.

Butler, Erik P. and Garth L. Mangum

Lessons from Youth Programs: Applying the Lessons of Youth Programs: Introduction to a Monograph Series. Salt Lake City: Olympus Publishing Company, 1982; Revised 1983.

This volume represents the first of twelve publications in a monograph series based upon youth employment research conducted by the Institute for Human Resource Management of the University of Utah. The authors focus attention on the scope, intensity and racial/ethnic comparisons of youth employment and unemployment, barriers to youth employment, and detail the components of a youth employment program which consists of 8 major components. An assessment is made of the potential of the Job Training Partnership Act for alleviating the problem of teenage unemployment.

Dayton, Charles W. "The Young Person's Job Search: Insights From A Study," Journal of Counseling Psychology, 28: 4 (1981), 321-333.

This article addresses the importance of job-search approaches for reducing unemployment among young people. Thirty-five barriers to finding employment were identified, and the most helpful job-seeking activities were listed. The article also provides a "profile of the successful job-seeking youth."

Freeman, Richard B. and David A. Wise, (Eds.)

The Youth Labor Market Problem: Its Nature, Causes and Consequences. Chicago: The University of Chicago Press, 1982.

This edited volume of fifteen essays by leading researchers on problems of labor and youth addresses the full range of factors that affect labor market participation of young people. Topics range from the nature of the problem to variations in rates of employment/unemployment across surveys; geographic and individual variation in the labor market position of young people; time series changes in youth joblessness; types of jobs; job turnover; and effects of the minimum wage on employment as well as the relationship between SES variables and employability and wage increases.

Grant, James H. and Daniel S. Hamermesh

"Labor Market Competition Among Youths: White Women and Others," The Review of Economics and Statistics, 63 (August 1981), 354-360.

This article reports on a study of "substitution among workers of different groups," particularly that of white women for other groups. Based upon cross-section data from SMSAs in 1969, estimates of substitutions are made. These estimates permit tests for "the separability of labor from capital" using a different method of labor force disaggregation. A central conclusion of this study is that "white female-youth substitution imply strongly that the growth of the white female labor force has hurt the earnings prospects of young workers." Further, "competition from adult women has very likely had a negative impact on the labor market for youths."

Green, Ernest

"Outlook for Youth Employment in the 1980s," Crisis, 88 (May 1981), 178-180.

This article describes basic problems of youth in the labor market and discusses concrete steps that may be taken to facilitate greater participation of young people in the labor market. The author emphasizes dissemination of job information, assisting youth to make informed career choices, encouragement of higher educational attainment, and greater opportunities for job training.

Hills, Stephen M. (Ed.)

The Changing Labor Market: A Longitudinal Study of Young Men. Lexington, Mass.: Lexington Books/D. C. Heath, 1986.

This edited volume represents the last in a series of major studies based upon the National Longitudinal Surveys of Labor Market Experience (NLS) conducted under the auspices of the Ohio State University Center for Human Resource Research. This volume addresses such issues as problems of displaced workers; adjustments to recession, particularly in the construction, automobile and steel industries; geographic mobility and jobs; career mobility among young males; skill transfers; effects of military service; household costs of unemployment; and the fluidity of the U.S. labor market.

Holzer, Harry J.

"Unions and the Labor Market Status of White and Minority Youth," Industrial and Labor Relations Review, 35:3 (April 1982), 392-405.

This study was designed to estimate the effects of unions on wage and employment status for black and white males. Findings show that union membership has a positive effect on wages of both groups but particularly for young black males. Negative effects are found for blacks since blacks are not as likely to be members of certain unions as are whites. For example, blacks are underrepresented in the more strongly organized crafts unions and in the construction industry but overrepresented in low-wage service sectors which show weak union organization. The author suggests that one way to improve employment and wages for blacks is to increase their representation in the higher-paying and well-organized industries.

Michael, Robert T., and Nancy Brandon Tuma

"Youth Employment: Does Life Begin at 16?" Journal of Labor Economics, 2: 4 (1984), 454-476.

This paper argues that analyses of youth employment and job experiences too often neglect the experiences of 14 and 15 year olds, even though youth under the age of 16 often acquire substantial job experiences. Since there is a high rate of employment among this cohort, interpretations of youth employment and unemployment data that ignores this group will be flawed. Race-specific data are also included in the analysis.

Munene, J. C. "Understanding Juvenile Unemployability: An Exploratory Study," Journal of Adolescence, 6 (Summer 1983), 247-261.

A survey of 216 employable and unemployable youths was used to test assumptions of an expectancy model and to examine the concept of unemployability. Findings of the study do not support such stereotypes of the "unemployables" as lacking realistic judgments and motivation and that they do not take appropriate advantage of job search procedures. On the other hand, unemployment is associated with limited knowledge about specific types of jobs, confidence, and educational attainment.

Osterman, Paul Getting Started: The Youth Labor Market. Cambridge, Mass.: MIT Press, 1980.

This book offers a detailed study of the characteristics, functions, and operation of the youth labor market. It describes its consequences, causes of widespread youth unemployment among blacks in particular and in the general population; the long-term consequences of youth unemployment; and policy implications. The author draws upon a plethora of historical data, survey research and interviews as source of information that frames his analyses.

West, Richard W. "The Effects on the Labor Supply of Young Nonheads," The Journal of Human Resources, 15: 4 (Fall 1980), 574-590.

Data for this study are drawn from the Seattle and Denver Income Maintenance Experiments (SIME/DIME). It examines the effects of these experiments on the work efforts of youth over the age of 16 but not yet 21 on school enrollments. The results do not show that a reduction in work effort is accompanied by an increase in school attendance.

Young, Anne M. "Labor Force Activity Among Students. Graduates and Dropouts in 1980," Monthly Labor Review, 104 (July 1981), 31-33.

This brief summary of labor force activity among students describes characteristics of work, hours of work, and unemployment of youth between the ages of 16 and 24 in 1980. The profile is a dim picture of the labor force situation for this group.

Young, Anne M. "New Monthly Data Series on School Age Youth," Monthly Labor Review, 108 (July 1985), 49-50.

This research summary reports on the establishment of a new monthly series on the employment status of 16-24 year olds. This series replaces two previous publications drawn from CPS and the BSL, and reports on the employment status of in-school youth as related to age, sex, race, level of school attended, full-or-part-time college/employment status.

Young, Anne M. "Youth Labor Force Marked Turning Point in 1982," Monthly Labor Review, 106 (August 1983), 29-32.

This article is a research summary which describes changes in the labor force participation and poverty rates of students, and others, between the ages of 16 and 24 over the 1979-1982 period.

B. Vocational Decisions and Assessment

Baker, Herbert G. "Antecareer Crisis: Military Recruiting and the Youthful Job Applicants," Armed Forces and Society, 11:4 (Summer 1985), 565-580.

Antecareer crisis is defined as the strain between the capacity of young people, such as applicants for the military, to engage in appropriate vocational decision-making without sufficient information about work requirements, and the quality of guidance given during the recruitment process. Since he regards the Department of Defense as "the world's largest vocational training organization," the author recommends that a higher quality of vocational guidance and job-counseling become standardized during recruiting and throughout the person's military career.

Getzel, Elizabeth E. and Lloyd W. Tindall

Strategies For Developing A Coordinated Vocational Assessment Process for Youth. Madison, Wisc.: The Vocational Studies Center of the University

This monograph is essentially a synthesis of resource materials compiled mainly for service delivery areas under the Job Training Partnership Act (JTPA). It is divided into four sections: (1) the role of vocational assessment in JTPA program, (2) the role of state level technical assistance and leadership at the state level, (3) planning considerations with respect to the role of assessment in the service delivery system, and (4) an annotated bibliography.

Greenberg, Jan W. The Teenager's Guide to the Best Summer Opportunities. Boston: The Harvard Consumer Press, 1985.

This volume details strategies designed to assist teenagers to make decision about the type of job needed; how to complete applications; types of jobs available during the summer months; possibilities for self-employment; and information about national and state employment possibilities.

C. Employment and Earnings Outcomes

Barton, Margaret, et al. "White, Black, and Hispanic Male Youths in Central City Labor Markets," Social Science Research, 14 (1985), 266-286.

This study focuses attention on employment and earning outcomes of white, black and hispanic males who reside in the central cities. It uses the 1% 1980 Census

Public Use Sample to measure the impact of "personal, family, and local labor market characteristics" on the employability and wages of out-of-school males in the three target populations. Their analyses underscore the dimensions of racial inequality resulting in a rank order of positive outcomes with whites first, Hispanics second and blacks receiving less opportunities and earnings than both whites and Hispanics. Further, whites enjoy more positive employment and earnings outcomes in areas where blacks and Hispanics constitute a greater proportion of the population. Different patterns of effect by race are noted for personal and family characteristics of the subjects.

Becker, Brian E. and Stephen M. Hills

"Teenage Unemployment: Some Evidence of the Long-Run Effects on Wages," The Journal of Human Resources, 15:3 (Summer 1980), 354-372.

Four basic questions are addressed in this study of racial differences and similarities in the long-range effects of teenage unemployment on subsequent wages. These pertain to the effects of duration and "the number of spells" of teenage unemployment of adult wages, the extent to which these effects can be accounted by a link between unemployment, training and the type of training received, and wages, and whether or not measurable racial differences exists with respect to the effects of labor market experiences. Authors examine human capital, dual labor market theories and the job-competition models as analytic frameworks for the research. They conclude that black adults do pay a heavier price a result of teenage unemployment experience. The authors also provide some evidence to show the importance of public training programs for combatting the long range effects of unemployment among teenagers.

Becker, Brian and Stephen M. Hills

"The Long-Run Effects of Job Changes and Unemployment Among Male Teenagers," The Journal of Human Resources, 17:2 (Spring 1983), 197-212.

This study uses the Young Men's Cohort of the National Longitudinal Surveys to assess long-range effects of unemployment, job changes and related labor market experiences of teenage workers on their wages as adults. They suggest positive outcomes of these activities, concluding that the net effect of these experiences is positive for blacks and whites, and that the "scarring effects of teenage unemployment are overstated."

Berger, Mark C.

"Cohort Size and the Earnings Growth of Young Workers," Industrial and Labor Relations Review, 37:4 (July 1984), 582-591.

This article examines the relationship between cohort size and earnings growth and devotes special attention to impact of demographic factors on the kinds of training choices workers make, characteristics of different cohorts entering the labor market. Data are drawn from the Current Population Surveys and the National Longitudinal Survey of Young Men. A central conclusion is that the larger the cohort size the slower will be the rate of career earnings for cohort members. By contrast, members of smaller cohort size entering the labor force seem more likely to obtain a faster earnings growth rate.

Kiker, B. F. and C. M. Condon

"The Influence of Socio-Economic Background on the Earnings of Young Men," The Journal of Human Resources, 16:1 (Winter 1981) 94-105.

This paper examines the influence of socio-economic background factors on the earnings of young men in the early years of their careers. Four broad categories of variables were employed in the study: socio-economic background factors; intervening variables (e.g. education, achievement motivation, and intelligence); outcome variables (i.e., earnings); and exogenous control factors (e.g. number of years of employment from the age of 18 onward). Findings show that family background has a significant impact on the earnings of a young man. So does parental income, a fact that may be explained in part by nepotism and by the tendency of sons to behave as their fathers in seeking jobs with high monetary compensation.

Smith, Marvin M.

"Early Labor Market Experiences of Youth and Subsequent Wages," American Journal of Economics and Sociology, 44:4 (October 1985) 391-400.

This author examines the effects of prolonged and intermittent unemployment on the subsequent wages of a sample of data drawn from the NLSs of young men. His estimations show that these conditions have increasingly negative effects by lowering subsequent wages.

D. Teenage Unemployment: Long-Range Effects

Bowers, Norman

"Tracking Youth Joblessness: Persistent or Fleeting?" Monthly Labor Review, 105 (February 1982) 3-15.

Using longitudinal data from the Current Population Survey, the author constructs a two-year retrospective labor force history of a sample of Youth which permits an assessment of possible associations between unemployment in one period with unemployment in the succeeding year, and an examination of the salience of repeat spells of unemployment for future unemployment. The study reveals that persistent unemployment is "somewhat concentrated among a relatively small group of workers," and the existence of a real association between the length of past unemployment and the probability of subsequent unemployment, and that recurrent unemployment cuts across all ages and all labor force groups.

Greenberger, Ellen and Lawrence D. Steinberg

"The Workplace As A Context for the Socialization of Youth," Journal of Youth and Adolescence, 10:3 (1981), 185-210.

This study uses findings from empirical investigations to critically assess claims made by such groups as the President's Science Advisory Committee (PSAC) that early integration of young people into the world of work is significant for future roles in adult life. Findings from this study raise serious questions about PSAC claims.

Stevenson, Wayne "Youth Employment Status and Subsequent Labor Market Experience," The Social Science Journal, 19:4 (October 1982), 35-45.

Results of this study support the argument that early youth experience in the labor market is beneficial for successful transition into the adult labor market. Suggestions for public policy are also made.

E. Effects of Wages, Minimum Wages and Laws on Youth Employment

Betsy, Charles L. and Bruce H. Dunson

"Federal Minimum Wage Laws and the Employment of Minority Youth," American Economic Review, Papers and Proceeding, 71 (May 1981), 379-384.

This study examines the effect of the minimum wage on employment rates of minority youth between the years of 1957 and 1979. The authors argue that, within that time frame, teenage employment among minority youth was significantly more affected by cyclical factors than by the minimum wage. However, between 1970 and 1979 major changes were observed. In other words, changes in the minimum wage did result in higher unemployment among minority youth in that age cohort. The authors also include an examination of the effects of income transfer programs on work effort.

Brown, Charles, Curtis Gilroy, and Andrew Kohen

"Time-Series Evidence of the Minimum Wage and Youth Employment and Unemployment," The Journal of Human Resources, 18.1 (1983), 3-31.

The authors utilize a time-series model which shows that increasing the federal minimum wage by ten percent will reduce the unemployment rate among 16-19 year olds by approximately one percent. The effects of the minimum wage show slight variations by sex and questionable differences by race.

Ehrenbger, Ronald G. and Alan J. Marcus

"Minimum Wages and Teenagers' Enrollment-Employment Outcomes: A Multinomial Logic Model," The Journal of Human Resources, 17:1 (Winter 1982), 39-58.

Using data from the National Longitudinal Surveys, the author test the hypothesis that "the effect on minimum wage legislation on the educational decisions of teenagers is asymmetrical across family income classes." The extended assumption is that minimum wage legislation induces youngsters from low-income families to reduce schooling while those from high income families increase their levels of educational attainment. Ambiguous findings are obtained in this study. The hypothesis is supported for white males and females. The findings are less conclusive for nonwhites. However, the finding that nonwhite males from low income families are affected by changes in minimum wage is important.

Gustman, Alan and Thomas L. Steinmeier

"The Impact of Wages and Unemployment on Youth Enrollment and Labor Supply," Review of Economics and Statistics, 63 (November 1981), 553-560.

This study uses discrete multivariate analysis to estimate the effects of conditions within the labor market on youth enrollment choices and the time they "supply to the labor market." Their findings show that higher wages have a negative effect on school enrollment; youth labor supply is positively influenced by job availability; and that the strongest effects of labor supply is on nonwhite males: nonwhite males in low unemployment areas are substantially more likely to be in the labor force than nonwhite males in high unemployment areas.

Hamermash, Daniel S. "Minimum Wages and the Demand for Labor," Economic Inquiry, 20: (July 1982), 365-380.

This study investigates the relationship between employment demand and labor for teen and adult workers by using several models of labor demand. Of special importance is that equations derived from cost and production theory are the basis for estimates of higher minimum wages. The author concludes that limited displacement of adult workers would result from the implementation of a youth subminimum wage.

Hashimoto, Masanori "Minimum Wage Effects on Training on the Job," American Economic Review, 72 (December 1982), 1070-1087.

The author develops a theoretical framework to answer the questions: "How does the competitive market determine the mix of current wage and training?" and "How do minimum wages affect training, employment and workers' welfare?" Data are drawn from a sample of 14-24 male workers in the National Longitudinal Survey to construct a model designed to facilitate an assessment of minimum wage effects on employment. Other recent evidence on this subject is also discussed and analyzed. His findings show a negative effect of the minimum wage on training for young whites males. The evidence also suggests to the author that "an increased minimum wage in a competitive market may lead to increased employment" under certain circumstances.

Holzer, Harry J. "Reservation Wages and Their Labor Market Effects for Black and White Male Youth," Journal of Human Resources, 21 (Spring 1986), 157-177.

The author defines reservation wages as "the lowest wages considered acceptable." The central focus of the study is a comparison of self-reported reservation wages of unemployed black and white young men and the effects of these wages on the duration of their unemployment and wages subsequently received by them. The author examines what he refers to as "the shockingly high rates of unemployment which plague black youth." Findings show that, in an absolute sense, blacks and whites are comparable in terms of wages sought. However, blacks report higher reservation wages than whites, a fact which contributes to their unemployment durations as well as wages blacks subsequently receive. Wage differences based upon supply and demand-side considerations are also discussed.

Meyer, Robert H. & David A. Wise

"Discontinuous Distributions and Missing Persons: The Minimum Wage and Unemployed Youth," Econometrics, 51:6 (November 1983), 1677-1697.

The authors develop a model for estimating the effects of the minimum wage on distribution of unemployment and wage rates. The unique features of the model are that it takes into consideration individual wage and employment date, and it makes explicit the relationship between minimum wage level "relative to the distribution of 'market' wage rates" workers probably would have earned had there not been a minimum wage.

Mitchell, D. J. B. and J. Clapp

"The Impact of Child Labor Laws on the Kinds of Jobs Held By Young School-Leavers," The Journal of Human Resources, 15:3 (Summer 1980), 396-408.

This study analyzes the effects of child labor laws on the employment of youth and employment-shift of school leavers. A sample of 2,724, 14-21 year olds is used as the primary data base. Findings indicate that the enforcement of child labor laws, though uneven from state to state, does tend to concentrate young workers into specific types of jobs; therefore, an interaction effect between minimum wage and child labor laws should not be unanticipated.

Solon, G.

"The Minimum Wage and Teenage Employment: A Reanalysis with Attention to Serial Correlation and Seasonality," The Journal of Human Resources, 20:2 (Spring 1985), 292-297.

A re-examination of time-series data and of the analysis conducted by Brown, Gilroy and Kohen, shows an even stronger relationship between the minimum wage and teenage employment. His findings show that increases in the minimum wage decrease teenage employment.

Wescott, Diane N.

"The Youngest Workers: 14- and 15-Year Olds," Monthly Labor Review, 104 (February 1981), 65-69.

Using 1979 data, Westcott examines how the effects of child labor law and school attendance make this group of teenage workers unique. Areas examined include; labor force participation by sex and race; occupation; sex and race differences in employment status; school enrollment status; and hours of work per week. The author concludes that school attendance laws and regulations restricting employment, and the actual desires of youth seem to have a greater effect on their employment and rates of unemployment than such areas as lack of experience and lower skill level.

F. Job Satisfaction and Job Quits

Blair, John D. and Robert L. Phillips

"Job Satisfaction Among Youth in Military and Civilian Work Settings," Armed Forces and Society, 9:4 (Summer 1983), 555-568.

Interviews with 12,693 youth (14-21), selected from 160 different SMSAs, and 1,281 members of the armed forces within the same age group serving in the U.S. and overseas revealed perceptions of military jobs as less desirable on quality of life measures than jobs held by civilians. Differences in job satisfaction were found based upon such variables as race, gender, branch of military services, and receipt of high school diploma.

Blau, Francine D. and Lawrence M. Kahn

"Race and Sex Differences in Quits by Young Workers," Industrial and Labor Relations Review, 34:4 (July 1981), 563-577.

Analyzing data from the National Longitudinal Surveys of young men and women, the author seeks to answer two important questions. First, are there race and sex differences in "quit propensities?" Second, are the short- and long-term consequences of quitting similar or different by race and sex? Findings show that race and sex differences do exist in both areas. Blacks are less inclined to quit than are whites. Women are no more "quit prone" than men. Quitting does, however, improve current and long-term wage earnings and implicitly favors whites. The study also finds evidence to support the value of training opportunities for job improvement and wage increases for youth.

G. Types of Jobs

Borus, Michael E.

"Willingness to Work Among Youth," Journal of Human Resources, 17:4 (Fall 1982), 581-593.

This study tested the hypothesis that higher rates of unemployment among black and other minority youth groups are attributed to their unwillingness to accept menial employment. It sought answers to such questions as the types of jobs young people are willing to accept and at what hourly rates; is there sex stereotyping in job acceptance; is there a difference in job acceptability between governmental and private sectors; and what are the responsibilities of young people for employment at varying wage levels. A major finding contradicts previous research by showing that black youngsters, more so than white youth, are more willing to work at menial jobs and at given wages. Sex differences are observed in the types of jobs men and women are willing to accept. Policy implications are discussed.

Gabriel, Y.

"Feeding the Fast Food Chain," New Statesman, 109
(April 12, 1985), 8-9 +

As part of a larger study of workers in the catering industry, subjects, workers and managers, talked informally to others in three outlets of a major hamburger chain. He concluded that fast food workers are minimally and only casually involved in their work. The alienation observed and their disinterest reflect the nature of their work and their lack of capacity to influence their working conditions or the "terms of their employment." Not only is the work boring, dull and monotonous, but fast food workers are "disenfranchised from collective bargaining."

Greenberger, Ellen, Lawrence D. Steinberg, and Mary Ruggiero

"A Job is a Job. . . Or Is It?," Work and Occupations, 9:1
(February 1982), 79-96.

Using 10th and 11th graders from a sample selected in Orange Country, California, the authors studied three dimensions that differentiate possibilities for adolescent socialization and development. These dimensions were opportunities for learning, opportunities for exercising initiative or autonomy, and opportunities for social interaction. The dimensions were tested in six jobs frequently held by teenagers: (1) food services workplace, (2) retail and cashiers work, (3) clerical work, (4) manual labor, (5) operative skilled labor, and (6) cleaning. Their findings suggest that different experiences are obtained in different work settings; however, the different work settings are almost indistinguishable with respect to opportunities for learning. The authors discuss the implications of work settings for socialization and development.

Greenberger, Ellen and Lawrence D. Steinberg

"Sex Differences in Early Labor Force Experience:
Harbinger of Things to Come," Social Forces, 62
(December 1983), 4670486.

The author analyzed current and retrospective data from a sample of 3,101 suburban 10th and 11th graders who were questioned about their first and subsequent jobs. Their findings show clear sex differences in the types of jobs obtained, hourly wages received, the number of hours worked, and in jobs dominated by males. In all areas, jobs and income favor male workers not only in terms of first jobs but in subsequent ones.

Waldinger, Roger and Thomas Bailey

"The Youth Employment Problem in the World City,"
Social Policy, 16 (Summer 1985), 55-58.

Changes in the youth labor market, and not supply-side factors such as education or minority status, are given as the determining factors in the drop in youth employment in New York City from 1970 to 1980. Employment opportunities for youth have shifted from the financial industries to retail industries. The authors point out that retail industries do not offer long-term employment opportunities for working or adult co-workers as role models. They recommend youth employer-school linkages as well as labor market intermediation services to direct promising retail sector employees into other sector employment.

H. Methodological Issues

Bowers, Norman

"Youth Labor Force Activity: Alternative Surveys Compared," Monthly Labor Review, 104 (March 1981), 3-17.

This article compares the methodologies, designs and questionnaires used by the various longitudinal surveys of employment and unemployment among American youth to understand the discrepancies noted in employment and unemployment estimates. Three major surveys receive critical scrutiny; two additional measures of youth labor force activity are assessed; and seven major findings are reported. These findings focus on discrepancies between the three longitudinal surveys and the Current Population Survey; explanations of inter-survey differences; the problem of rotation group bias; and the role of methodological variations in accounting for discrepancies in estimates of youth unemployment.

Clark, Kim B. and Lawrence Summers

"Demographic Differences in Cyclical Employment Variation," The Journal of Human Resources, 16:1 (Winter 1981), 61-79.

This paper examines demographic differences in patterns of employment observed over business cycles. An empirical model is constructed for the analysis, and three conclusions are drawn from the study. First, it is necessary to consider participation and unemployment when analyzing cyclical changes in the labor market. Second, an inordinate share of cyclical employment is carried by youth in the labor market. The impact of the business cycle is particularly heavy on non-white youth, those out of school. Third, macro-economic policy may play a large role in alleviating unemployment among young people.

Olsen, Randall J. et al.

"Structural and Reduced-Form Model of Choice Among Alternatives in Continuous Time: Youth Unemployment Under a Guaranteed Jobs Program," Econometrica, 54:2 (March 1986), 375-394.

Provides a test of diverse ways by which data on youth employment may be analyzed, using three structural models.

Santos, Richard

"Estimating Youth Employment: The National Longitudinal Surveys of Youth Labor Market Experience," Pp. 127-135 in Michael E. Borus (ed.) for Pathways to the Future.

This article demonstrates the kinds of additional analyses to those usually found in estimations based upon CPS and NLS data sets. Racial differences in employment rates are discussed in conjunction with a number of social and educational factors associated with high rates of youth unemployment.

Steinberg, et al. "Assessing Job Characteristics: When 'Perceived' and 'Objective' Measures Don't Converge," Psychological Reports, 50 (1982), 771-780.

This paper examined three methods of determining convergence between perceived and objective measures of job characteristics. Self-reports of workers are at odds with more objective behavioral profiles.

I. Youth Employment Policy

Bresnick, David "Policymaking by Partnership: Reshaping Youth Employment Policy," Journal of Policy Analysis and Management, 4:1 (1984),23-38.

This article describes the youth policy in six advanced industrialized nations: the United States, West Germany, the United Kingdom, Sweden, France, and Japan. He concludes that successful youth employment policies seem to be more effectively achieved where special interests are subordinated to cooperation on the formation and execution of a coordinated policy. However, that type of coordinated action is extremely difficult to achieve and sustain.

Bresnick, David "Youth Jobs," Social Policy. 14 (Fall 1983), 37-39.

The author presents a brief overview of the youth unemployment problem and of problems in the American system of training youth. He argues for a program that provides jobs for youth and outlines six principles of a "Youth Jobs" program.

Bresnick, David Youth-Jobs: Toward A Private/Public Partnership. Westport, Conn.: Quorum Books, 1984.

This book argues for a comprehensive strategy to expand employment opportunities for youth through the development of a coordinated youth employment policy. It provides important information about the characteristics of the youth labor market; vocational education in the United States; offers explanations for the failure to CETA; difficulties in legislating on the job training as observed in the United States and abroad; stresses the value of training and creation of useful jobs; describes "comprehensive youth initiatives; and discusses the extent and limits to which the government can intervene in this process of job creation.

Carter, Lewis J. "Unemployment Among Minority Youth," Crisis, 87 (May 1980) 170-171.

The author, serving as the national labor director for the National Association for the Advancement of Colored People, presents a plan to combat youth unemployment, especially the "hard-to-employ" group. His plan involves cooperation between black colleges, the National Alliance of Businessmen (NAB) and the NAACP. Role requirements of each are described. Five major recommendations for combatting minority youth unemployment are advanced.

Elmore, Richard F. "Backward Mapping: Implementation Research and Policy Decisions," Political Science Quarterly, 54:4 (Winter 1979-80), 601-616.

The author examines two approaches to implementation analysis: for mapping and backward mapping. His assessment of implementation literature leads to the conclusion that the formulation of a federal policy of youth employment would benefit from backward mapping since it "connects policy decisions" more directly where the effects of policy decisions are more likely to occur.

Fiala, Gerri Lessons From Youth Programs/4, Benchmarking and Assessment: An Approach to Development Competency Salt Lake City: Olympus Publishing Company, 1982.

This report is the fourth in a series of 12 monographs addressed to various problems of youth employment and unemployment. In this volume, definitions of benchmarking are provided; elements of benchmarking are discussed; and ten steps are outlined for developing a benchmarking system. The second major component of the volume is devoted to the assessment process, criteria and measures and policy implementation.

Goggin, Stephen "Youth Employment: An Interview With Peter Mannella, CETA Program Administrator of the New York State Association of Counties," Human Ecology Forum, 12 (Spring 1982), 26-27.

This brief interview with a key decisionmaker focused on intervention strategies which presumably could help attack the problem of youth unemployment. Topics covered included enterprise zones, local public/private youth service organizations, changes in the federal approach to youth employment, the impact of new directions on local communities, encouraging participation by the private sector, and the system for planning and administering future programs and dollars. Mannella gives his assessment of each of these topics to Goggin during the interview.

Greenberger, Ellen "A Researcher in the Policy Arena: The Case of Child Labor," American Psychologist, 38 (January 1983), 104-111.

Greenberger relates her experiences of testifying on July 28, 1982, at hearings on the House Sub-Committee on Labor Standards. Four arguments were presented against a Labor Department proposal to increase the number of hours in-school teenagers would be permitted to work and the extension of the school-night curfew for employment from 7 p.m. to 9 p.m. She testified that working long hours is detrimental to schooling, family life and is associated with substance abuse; alternative policies might be more effective in ameliorating enduring educational and social problems that the currently proposed changes; the legislation under review would not enable youngsters to become independent in the labor market; and the proposed legislation was retrogressive in terms of advances already achieved in our child labor laws.

Hahn, Andrew and Robert Lerman

What Works in Youth Employment Policy? Washington, D.C.: Committee on New American Realities, National Planning Association, 1985.

This study is a documentation of finding from existing literature devoted to critical issues involved in the problem of youth unemployment; explanations of the causes of youth unemployment; a description of initiatives and programs designed to alleviate the problem; and recommendations for policies that will ameliorate youth unemployment. The authors found evidence that some programs do work effectively, all of which are not of high cost. One of their most important observations is that it is possible to improve job prospects for disadvantaged youth through well coordinated programs which combine remedial education, training and work experience and/or " job search and placement assistance."

Hayman, Charles R. and Janice C. Probst

"Health Status of Disadvantaged Adolescents Entering the Job Corps Program," Public Health Report, 98:4 (July-August 1983), 369-376.

The authors investigated the health status of 2,203 disadvantaged youths who were entering the program of one of 8 Job Corps Centers. The most common problem discovered were uncorrected defective visual acuity, obesity, anemia, and sexually transmitted diseases, primarily among female entrants. However, the authors did not find that chronic physical disease or disability was common among members of this sample. Findings from this study were used to help re-organize certain aspects of the Job Corps health program and as an element in the instruction provided health personnel.

Sherraden, Michael W. and Margaret E. Adamek

"Explosive Imagery and Misguided Policy," Social Service Review, (December 1984), 539-555.

The authors argue that youth employment policy has been customarily shaped by the explosive imagery (social dynamite) of young people. Such policies are, in the view of the author, misguided; therefore, there is a compelling need to develop policies that are based upon broader considerations and that will, ultimately, contribute to a broader participation of youth in the labor market.

(No author given)

"Youth Employment: Is There A Cure." Futurist, 15 (February 1981), 68-69.

This article excerpts salient findings from Osterman's Getting Started: The Youth Labor Market. Special attention is called to the causes and consequences of youth unemployment, and Osterman's observation of the urgency of intervention into the labor market structure as the only way to attack the problem of youth unemployment.

J. Intervention and Training Programs

Burt, Martha A. and Freya L. Sonenstein

"Planning Programs for Pregnant Teenagers," *Public Welfare*, 43 (Spring 1985), 28-36.

This article addresses such issues as the location, structure, services of programs; program clients; service costs; implementation and management of services; and case management of pregnant teenagers. Authors found that services provided are influenced by client characteristics; duration of services affect services received, and that the structure of programs is not as crucial to a good program as are such factors as "competent management, good community relations and proper coordination." Authors conclude that programs should focus on needs of the mother such as parenting, school drop-outs, and intervention for alleviating other social and economic problems.

Butler, Erik P.

Managing Youth Employment Programs: Approaches and Techniques for Local Managers. Salt Lake City: Olympus Publishing Co., 1982.

This monograph represents the results of a conference of practitioners working in the field of youth employment and training who selected 12 topics about which recommendations could be made for youth program operators. Areas covered include basic skills; employability development; occupational skill training; work experience; job search training; computer assisted instruction; assessment and benchmarking; private sector involvement; educational program/linkages; youth labor markets; and program management.

(No author given)

"Implementing A Youth Employment Competency System: The Los Angeles Experience," *Youth Programs* (Winter 1986, Unnumbered pages).

This article describes efforts by the Community Development Department of Los Angeles and the Committee of the Los Angeles Private Industry Council (PIC) to develop a city-wide PIC. It also explains local response, methods and mechanics of program development, component of the L. A. Youth Employment Competency System, implementation procedures, outcomes, and ways of dealing with agency rivalries.

Job Corps Training Achievement Systems for Occupational Skills. Boston: Employment and Training Administration, U. S. Department of Labor, May 23, 1984.

This document provides the records for 144 occupational skills that may be used when structuring competency systems.

Katz, Michael B. "Missing the Point: Service and the Needs of Youth," Social Policy, 10 (January 1980), 36-40.

The author examines how the status of youth has changed over the past 150 years. He argues that compulsory national service, like earlier attempts to deal with large numbers of unemployed idle youth (e.g. compulsory education), fails to actually address the roots of the problem. There is a long-standing weakness in the American public policy tradition, and Katz asserts that a proposal for a national service is a continuing manifestation of that weakness.

Kleinbard, Peter "Getting Youth Into the Job-Training Act," Social Policy, 13 (Spring 1983), 55-56.

This brief essay explains the requirements of the Job-Training Partnership Act of 1982; points out ways that young people can contribute to its implementation and operation, and outlines ways in which young people may become involved in training and partnership program.

Kornblum, William and Terry M. Williams

"Youth's Right to Work," Social Policy, 12 (May-June 1981), 44-48.

This paper presents excerpts from three case studies of participants in a study from inner-city neighborhoods in four states. The authors emphasize the failure of current efforts to ameliorate the current youth employment crisis. Case studies reveal that the problem for many youngsters is not the transition from school to work but from "street to training. Their demonstration project shows the value of in-school part-time work as an inducement to staying in school and becoming better prepared for after-graduation work experience.

Kuhl, Charles A. and Frederick F. Mills

"Free Venture Employs Youth," Corrections Today, 47 (December 1985), 102 +

This article briefly describes a free venture-private industry program implemented by the California Department of Youth Authority. The basic program concept is that a profit-oriented business venture can be established inside penal institutions under conditions that approximate those in the external world. In so doing, cautions are noted that such programs may alter established authority relationships, traditional functions of correctional facilities, and introduce new and untried principles. The ultimate goal is not only correctional but to provide skills that youthful offenders may use upon release from institutions.

Lefkowitz, Bernard "Training the Troubled Ones," Psychology Today, 16 (September 1982), 12 +

The author reports on interviews with more than 300 persons in 17 cities concerning job training programs for youngsters with severe emotional problems. He concluded that few, if any, of the hundreds of training program operating for young people in the United States are able to respond to that 25 percent of training program participants who need special psychological counseling. These are young people from homes characterized by parental abuse, neglect, runaways, and

youngsters with long-term dependency on alcohol or narcotics. His argument is that the tendency of training programs is to select the most promising youths for their programs and to avoid the troubled and hard-to-reach persons. He calls for a change in youth employment and training policy that will address the needs of these troubled youngsters.

Levine, Renee How to Get A Job in Boston (or Anywhere Else) (4th ed.)
Chester, Conn.: Globe Report Press, 1983.

This is a "how to" book that outlines general information individuals should know as they begin to seek employment. Topics discussed are: preparation of resumes and for interviews, referrals, the network system, resources, and legal rights and assistance information.

(No author given) "NAPIC Survey on Exemplary Programs: Mostly Good
News," Youth Programs (Winter 1986)

This article outlines the types of programs in operation in Service Delivery Areas (SDAs), the "respondents not operating exemplary programs," factors that encourage adoption of the programs, and recommendations. The NAPIC survey went to 500 SDAs and Private Industry Councils (PICs); 219 agencies responded. Seventy-seven percent of the agencies reported that they operate a minimum of one of the four exemplary programs under Section 205 of JTPA.

Oddy, Michael, et al. "Do Government Training Schemes for Unemployed
School Leavers Achieve Their Objectives: A Psychological
Perspective," Journal of Adolescence, 7 (December
1984), 377-385.

This research reports on a study that tested the relationship between youth employment training programs and the development of a sense of personal control over one's life and the development of a sense of personal well-being. Findings support a positive relationship between work and psychological well-being.

(No Author Given) Pre-Employment Skills Competencies for Vermont. (April
10, 1984).

This monograph contains background information on Vermont's pre-employment skills competency system; identification of the competencies; measurement of the competencies, and importance for certification.

Sherranden, Michael C. "Military Participation in a Youth Employment Program:
The Civilian Conservation Corps," Armed Forces and
Society, 7:2 (Winter 1981), 227-245.

This article examines the characteristics of the Civilian Conservation Corps (CCC) which made it a successful governmental intervention strategy at a time of high youth unemployment. It also discusses implications for any possible military involvement in a youth employment program.

Sherranden and Margaret Adame K.

“Treating Unemployed Adolescents,” Social Casework, 66 (October 1985), 467-474.

The authors examine the effects of unemployment on the mental health of young people and identifies interventions that have most successful in helping distressed unemployed youth.

Stone, James and Pamela Shaw-George

Increasing Minority Youth Employment Opportunities: A Manual For Youth Agencies. Boston: Operation Bootstrap, Inc., November 10, 1981.

This manual describes training programs and sessions by which youth learn how to gain access to jobs and to perform well in vocational situations.

The Youth Resource Book: A Directory of Youth Serving Agencies in Boston. Boston: The City of Boston's Employment and Economic Policy Administration, 1982.

This reference provides a comprehensive list and description of employment and training services in the city of Boston. Numerous categories are described.

Tindall, Lloyd W., et al. JTPA Youth Competencies and Handicapped Youth. Madison, Wisconsin: The Vocational Studies Center of the University of Wisconsin-Madison, 1984.

This manual provides a description of the competency development process; pre-employment and work maturity competencies; job specific skills, and how to use references and contact persons.

(No Author Given) “What’s Happening to Title II-a Funding?” Youth Programs (Winter 1986), 1-3.

Brandeis University's Center for Human Resources surveyed 173 Service Delivery Areas in nine states and found that only 40 percent of them were fulfilling the JTPA mandate to actually spend 40 percent of Title II-A monies on youth. Reasons were advanced for this poor JTPA performance, and it is noted that a perception exists that JTPs are placement driven. Insufficient information seems available regarding training program under the JTPA.

Winkler, Kathleen and Kenneth Ertel (ed)

Improvement of Placement Services for Youth with Disabilities. Amherst, Mass.: Center for Occupational Services, University of Massachusetts/Amherst (Undated).

This reference is a resource and inservice training manual used by practitioners.

K. Effects of Employment and Unemployment on Youth

Calvin, Allen D. "Unemployment Among Black Youths, Demographics and Crime, Crime and Delinquency, 27 (April 1981), 234-244.

This article examines unemployment data and crime rates by black youth to ascertain possible relationships between unemployment and crime. Myths concerning criminality among black youth are not supported by the data and the author asserts that such stereotypical claims are based upon faulty analyses. His reexamination of data reveals a close relationship between criminal activity among black youth and economic conditions. He calls for employment programs targeted toward black youth as a more useful crime prevention strategy than currently fashionable punitive measures.

Castillo, Iliana M. "Relationship of Stressful Life Events and Adolescents' Employment," Psychological Reports, 47 (1980), 1195-1198.

One-hundred and fifty-five suburban 16-18 year old high school students were tested for the relationship between stressful life events and employment. Coddington's Social Readjustment Rating Questionnaire for Adolescents was the primary research instrument. Students consisted of five occupational categories. Results of the study found support for previous conclusions that "workers experience more stress than non-workers." The study also revealed diverse explanations for working among the subjects tested and reiterated previous competing conclusions concerning the impact of work-in school on academic achievement, educational enhancement, and reductions in "household financial tensions."

Donovan, Andrew and Michael Oddy

"Psychological Aspects of Unemployment: An Investigation Into the Emotional and Social Adjustment of School Leavers," Journal of Adolescence, 5 (March 1982), 15-30.

This study is an investigation of the psychological consequences of unemployment among sample of unemployed school leavers. Subjects were matched for such factors as age, race, educational attainment, social class, family structure and parental employment. Participants were tested by means of five different measures (tests and scales). Findings show that unemployed school leavers experience a high degree of depression, anxiety, and "minor psychiatric morbidity." They are not as well-adjusted as employed youth; neither do they have high self-esteem, and sense of psychological well-being.

Farkas, George, D. Alton Smith and Ernst W. Stronsdorfer

"The Youth Entitlement Demonstration: Subsidized Employment With A Schooling Requirement," The Journal of Human Resources, 18:4 (1983), 557-575.

Eight of 17 sites chosen for the Youth Incentive Entitlement Pilot Projects (YIEPP) were selected to study school enrollments and employment rates of teenager participants in the YIEPP. Results showed that black teenagers are at highest risk for unemployment; their unemployment is primarily involuntary in nature and is attributed in a large measure to "demand deficiency at the minimum wage" and participation in the YIEPP is highest where school enrollment requirements are strictly enforced, but especially among those teenagers who would "have been enrolled in school in any event."

Feather, N.T. and P.R. Davenport

"Unemployment and Depressive Affect: A Motivational and Attributional Analysis," Journal of Personality and Social Psychology, 41:3 (1981), 422-4336.

A questionnaire was administered to 212 unemployed Australian youth to test the hypothesis that negative effects resulting from failure to obtain a job will be greater among persons who are more strongly motivated to obtain a job than among the less motivated. Results of mean ratings of four major variables (expectation of success, employment valence, motivation to work, and causal attribution) in relation to four categories of affect and product moment intercorrelations showed confirmation of the hypothesis. Prolonged unemployment does have a depressing effect on the highly motivated who seek employment.

Frantz, Roger S.

"The Effect of Early Labor Market Experience Upon Internal-External Locus of Control Among Young Male Workers," Journal of Youth and Adolescence, 9:3 (June 1980) 203-210.

This study uses multiple regression analysis and an abbreviated Rotter Internal-External Control Scale to examine Surveys of Labor Market Experience of young men in order to determine possible effects of early labor market experience on locus of control. The findings show that internal-external control among young male workers may be explained, at least in part, by labor market and personal characteristics. Compared to whites, black males are somewhat more likely to experience a greater sense of external control after leaving school. Differences in feelings of external control vary according to employment in public or private sectors.

Furnham, Adrian

"Youth Unemployment: A Review of the Literature," Journal of Adolescence, 8 (June 1985), 109-124.

This review of literature on youth employment in the United States, Australia, and Great Britain reveals many areas of neglect in existing research. It also emphasizes in its six sections the social-psychological consequences of unemployment among young people.

(No Author Given)

"GAO Study Focuses on Problems of Teenagers in Labor Market," Monthly Labor Review, 105 (October 1982), 33-34 (Research Summaries).

This article is a summary of finding from a larger study conducted by the U.S. General Accounting Office (GAO). That study is entitled, Labor Market Problems of Teenagers Result Largely From Doing Poorly in School, Washington, D. C.: U. S. General Accounting Office (March 1982, PAD-82-06). The summary points out changes in the unemployment rates by race since 1940 and makes a determination of salient factors contributing to the worsening teenage unemployment rate, especially among blacks. According to this study, teenage unemployment is largely a consequence of lower scholastic achievement, which, in turn, reflects family background variables and the lack of job vacancy information. The study also concludes that, while it is plausible to associate rising criminal behavior among teenagers with unemployment, there is insufficient data to assume a causal relationship between crime and unemployment. Neither did this study find support for other studies which show that occasional joblessness as a teenager adversely affects "future labor market opportunities or successes."

Isralowitz, Richard E., and Mark Singer

"Unemployment and Its Impact on Adolescent Work Values," Adolescence, 21:81 (Spring 1986), 145-158.

Conducted in 1982, this study of the impact of unemployment on adolescent work values was based upon an analysis of a sample of 187 youngsters, ages 12-17 who resided in a midwestern region traumatized by layoffs and job losses. Comparisons were made between youths from households in which the head had been unemployed for the previous year with those from households with heads employed during the previous year. Subjects were tested with Super's Work Values Inventory. Findings reveal little differences in the work value orientation of members of the two groups. Only one variable was statistically significant--youths from unemployed families seem to "value new experiences and outlets for their abilities" more than do members from employed family heads.

Jackson, Paul R. et al

"Unemployment and Psychological Distress in Young People: The Moderating Role of Employment Commitment," Journal of Applied Psychology, 68:3 (1983), 525-535.

Based upon a longitudinal study of two cohorts of young people, this study analyzes the relationship between unemployment and psychological well-being. Evidence is found to show a negative impact of unemployment on feelings of well-being. Unemployed people, more so than the employed, are likely to suffer from distress. However, this distress is moderated by employment commitment.

Lowenstein, Gaither

"The New Underclass: A Contemporary Sociological Dilemma," The Sociological Quarterly, 26:1 (1985), 35-48.

This author synthesizes existing literature related to youth unemployment and concludes that a new underclass is emerging in the United States. The members of this class are the off-spring of parents who were formerly working class citizens but are being squeezed out of the labor market. He describes the behavioral

characteristics usually associated with this underclass and discusses the implications of the underclass formation for social stratification and social policy.

Morash, Merry A. "Working Class Membership and the Adolescent Identity Crisis," Adolescence, 15 (Summer 1980), 313-320.

A comparison is made between the identity status of employed working class youth with findings from a study by Marcia on the identity status of middle class college students. An effort is made to identify factors that develop identity achievement among working class youth. Between and within group differences were observed in this study, especially with regard to ego formation, duration of crisis period, and the influence of extra-familial experiences on identity status.

Steinberg, Laurence D., et al.

"Effects of Working on Adolescent Development," Development Psychology, 18:3 (1982), 384-395.

This short-term longitudinal study of 176 high school study builds upon earlier cross-sectional studies which focused on the costs and benefits of working on adolescent students. Findings indicate that the possible benefits of working may have been over-estimated and the costs are considerably greater than desired.

Venti, Steven F. "The Effects of Income Maintenance on Work, Schooling, and Non-Market Activities of Youth," The Review of Economics and Statistics, 66 (February 1984), 16-25.

The author uses a joint probability model of school and work outcomes to estimate effects of family participation in an income maintenance program on educational, work, and leisure activities of 16-21 year olds in Seattle and Denver. The results of the study show a statistically significant relationship between income maintenance on the probability of youth employment, school attendance, but little impact on choice of leisure-time activities.

L. Black and Hispanic Youth Unemployment

Adams, Arvil V. and Garth L. Mangum

The Lingering Crisis of Youth Unemployment.
Kalamazoo, Mich.: W. E. Upjohn Institute for
Employment Research, 1978.

This study draws attention to the critical problem of black youth unemployment as a national manpower problem. Using secondary data sources combined with an analysis of a national sample of youth between the ages of 16 and 19, who were followed for seven years during the late 1960s and early 1970s, this study reveals that a "hangover effect" accompanies joblessness among teenage youth who are not in school. That is, under certain circumstances, unfavorable work experiences early in life have unfavorable experiences in other aspects of their lives. A second major finding is that, by race and gender, a positive relationship is established

between employment, the amount of money earned and the amount of education and training youth have.

Butler, Richard J. "Estimating Wage Discrimination in the Labor Market," Journal of Human Resources, 17:4 (Fall 1982), 606-621.

The author discusses many of the problems associated with attributing wage differences by race and gender in labor market discrimination.

Freeman, Richard B. and H. I. Holzer

(Eds.) The Black Youth Employment Crisis. Chicago: The University of Chicago Press, 1986.

This edited volume examines a broad range of factors that account for the current crisis in black youth employment. Areas covered include duration of unemployment and job search; transitions between employment and nonemployment; the effects of layoffs and discharges on youth unemployment; problems of ghetto youth; demographic determinants of the demand for black labor; an examination of differential treatment of black and white youth by employers; the underground economy and market incentives for criminal behavior; the relation of background factors to the socio-economic performance of black males from inner city poverty areas; and the effects of attitudes, aspirations, welfare, schooling on labor supply and work patterns of black males.

Freeman, Richard B. and Harry J. Holzer

"The Black Youth Employment Crisis: Summary of Findings," (Ch. I) in Richard B. Freeman and Harry J. Holzer, The Black Youth Employment Crisis. Chicago: University of Chicago Press, 1986.

Economists working under the auspices of the National Bureau of Economic Research (NBER) developed a survey of Inner-City Black Youth to examine the unemployment problem of black youth and alternatives to employment (e.g., the underground economy and crime) not usually tapped by other national surveys. These studies reveal a deepening crisis of black youth employment which may be attributed to a "variety of social and economic factors." These include "local labor market conditions, and demographics, discriminatory employer behavior, and unattractive characteristics of the job held." Supply-side attributes are also discussed. The authors found evidence to support the claim that other contributions to black youth employment problems include: "the growth of the female labor force, the rising number of welfare households, the increasing willingness of youth to participate in crime and slower growth and frequent economic downturns."

Freeman, Richard B. and Harry J. Holzer

"Young Blacks and Jobs - What We Now Know," Public Interest, 78 (Winter 1985), 18-31.

While discrimination has decreased since the early 1960s, unemployment of black youth has increased is the argument presented by these authors in this article. They examine both supply and demand factors to explain the black youth employment

problem. They also stress the responsiveness of black youth to economic incentives and recommend a change in incentives as the most efficient and effective action.

Harris, Frank III "Black Teenage Unemployment," The Crisis, 90:1 (January 1983), 38-39.

Harris examines the employment prospects of black youth in a labor market changing from an industrial to a high technology foundation. The author also discusses the consequences of decreased availability of financial aid for education, the attractiveness of a career in sports, the increasing numbers of blacks in the military, and the lack of training for many youth as factors that have an impact on their participation in the labor force.

Hernandez, Jose Puerto Rican Youth Employment. Maplewood, N. J.: Waterfront Press, 1983.

This study analyzes the social and economic conditions of Puerto Rican youth. Reliance on public data sources forms the principle data base for this analysis. Additional information, not usually found in the Current Population Survey, such as food stamp reciprocity, work disabilities, health insurance coverage, and reasons for not seeking work, was also obtained. Attributes and problems of six different age cohorts were reported.

Hinckley, Robert "Black Teenage Unemployment," Journal of Economic Issues, 15:2 (June 1981), 501-512.

This article examines the causes and proposes a cure for the problem of rampant teenage unemployment among blacks. Causes include racism, ideological and structural defects in the U. S. political and economic system, and poorly financed and incomplete governmental and other programs. He sees black economic development as the major solution to this problem.

Lewin-Epstein, Noah "Neighborhoods, Local Labor Markets, and Employment Opportunities for Nonwhite Youth," Social Science Quarterly, 66 (March 1985), 163-171.

The author used a cross-sectional sample of industrial and commercial businesses, the Dun and Bradstreet compilation of corporations, and data on age and racial/ethnic composition of neighborhoods to study relationships between local labor markets, employment opportunities within neighborhoods for non-white youth. "Findings indicate that racial segregation does have a negative impact on youth employment." Decisions to locate a business within a given neighborhood also affect such opportunities.

Morse, L. C. "Increasing Unemployment and Changing Labor Market Expectations Among Black Male Teenagers," American Economic Review Papers and Proceedings, 71 (May 1981), 374-378.

A model is constructed for estimating youth unemployment by race. The model shows that failure to complete high school is more detrimental for black youth in their expectation for employment than it is for white youth.

O'Neill, David M. "Racial Differentials in Teenage Unemployment: A Note on Trends," Journal of Human Relations, 18 (Spring 1983), 295-306.

The author analyzes temporal and regional changes in black/white youth employment trends in an effort to explain the widening gap outside the south as early as 1940. However, between 1950 and 1970, industrial and geographical relocation accounted for almost all the increase in black teenage unemployment. Since 1970, the widening gap between black and white teenage unemployment has occurred in all regions which make it difficult to attribute that gap to relocation.

Richardson, Heather S. "Understanding Black Teenage Unemployment," Public Interest, 67 (Spring 1982), 144-145.

This brief essay addresses explanations for widespread black teenage unemployment cited in the literature, and in survey research such as John Cogan's claim that the rates are regional in nature. She argues that the problem is national in scope and not the "product of growing social and urban decay."

Shapiro, David "Wage Differentials Among Black, Hispanic and White Young Men," Industrial and Labor Relations Review, 37:4 (July 1984), 570-582.

The author employs the 1979 NLS of Youth Labor Market Experience to examine wage differentials based upon race. He finds evidence to reject Freeman's thesis that wage differentials between black and white young men have just about vanished. Instead, he notes major differences between blacks and whites in that whites have "a premium" in wages received over those received by blacks. One explanation for this discrepancy between findings by Shapiro and those reported by Freeman lies in the fact that Freeman pooled students and non-students which had the effect of depressing wage differentials by race. Freeman also used a different age range from that employed by Shapiro.

Santos, Richard. Hispanic Youth: Emerging Workers (1985).

This study of Hispanic youth in the workforce is based upon data drawn from the National Longitudinal Surveys of Youth Labor Market Experience. Topics covered in this analysis included: factors that account for the position of Hispanic youth in the world of work, family background characteristics, labor force participation rates, unemployment, military participation and jobs, attitudes toward work, and aspirations of Hispanic youth for high-status occupations. The role of the government and the private sectors in alleviating unemployment is also explored.