

PROJECT ADMINISTRATION DATA SHEET

ORIGINAL  REVISION NO. \_\_\_\_\_

Project No. A-3569 GTRI/~~ENT~~ DATE 8 / 4 / 83

Project Director: L. R. Edens *GA* School/Lab EDL/IED

Sponsor: Coastal Area Planning and Development Commission

Type Agreement: Standard Industrial Agreement dtd. 7/27/83

Award Period: From 6/15/83 To 8/31/83 (Performance) 8/31/83 (Reports)

Sponsor Amount:	<u>This Change</u>	<u>Total to Date</u>
Estimated: \$	_____	\$ <u>31,050</u>
Funded: \$	_____	\$ <u>31,050</u>

Cost Sharing Amount: \$ \_\_\_\_\_ Cost Sharing No: \_\_\_\_\_

Title: The Development of a Program Implementation Plan (PIP) for the Job Training Partnership Program

ADMINISTRATIVE DATA OCA Contact Faith G. Costello Ext. 4820

1) Sponsor Technical Contact: \_\_\_\_\_ 2) Sponsor Admin/Contractual Matters: \_\_\_\_\_

Mr. Veron Martin, Executive Director

Coastal Area Planning and  
Development Commission

127 F. Street

Brunswick, Georgia 31520

(GIST) 365-7363 (912) 264-7363

Defense Priority Rating: NA Military Security Classification: \_\_\_\_\_  
(or) Company/Industrial Proprietary: \_\_\_\_\_

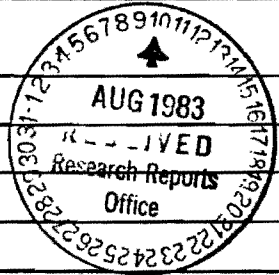
RESTRICTIONS

See Attached NA Supplemental Information Sheet for Additional Requirements.

Travel: Foreign travel must have prior approval - Contact OCA in each case. Domestic travel requires sponsor approval where total will exceed greater of \$500 or 125% of approved proposal budget category.

Equipment: Title vests with Sponsor: however none proposed.

COMMENTS:



COPIES TO:

- |                                 |                                  |                        |
|---------------------------------|----------------------------------|------------------------|
| Project Director                | Procurement/EES Supply Services  | GTRI                   |
| Research Administrative Network | Research Security Services       | Library                |
| Research Property Management    | <u>Reports Coordinator (OCA)</u> | Project File           |
| Accounting                      | Research Communications (2)      | Other <u>I. Newton</u> |

SPONSORED PROJECT TERMINATION SHEET

5/22/83  
D-27

Date 8/17/83

Project Title: The Development of a Program Implementation Plan(PIP) for the Job Training Partnership Program

Project No: A-3569

Project Director: Larry Edens

Sponsor: Coastal Area Planning & Development Commission

Effective Termination Date: 8/31/83

Clearance of Accounting Charges: ---

Grant/Contract Closeout Actions Remaining:

- Final Invoice and Closing Documents
- Final Fiscal Report
- Final Report of Inventions
- Govt. Property Inventory & Related Certificate
- Classified Material Certificate
- Other \_\_\_\_\_

Assigned to: EDL-IED (School/Laboratory)

COPIES TO:

Administrative Coordinator  
 Research Property Management  
 Accounting  
 Procurement/EES Supply Services

Research Security Services  
 Reports Coordinator (OCA)  
 Legal Services (OCA)  
 Library

EES Public Relations (2)  
 Computer Input  
 Project File  
 Other: Edens

Project A-3569

A PROGRAM IMPLEMENTATION PLAN (PIP)  
FOR THE  
JOB TRAINING PARTNERSHIP PROGRAM

Prepared for  
The Coastal/Altamaha Georgia Southern  
Area Planning and Development Commissions  
and the  
Private Industry Council SDA-10  
Job Training Partnership Act  
State of Georgia

by  
Larry R. Edens, Project Director  
Carol L. Aton  
McCamie F. Davis

Engineering Experiment Station  
GEORGIA INSTITUTE OF TECHNOLOGY  
Atlanta, Georgia  
July 1983

## Table of Contents

	<u>Page</u>
Acknowledgments	i
I. SDA-10 LABOR FORCE/EMPLOYER PROFILE	1
A. Population	1
B. Economy	9
II. PROBLEM IDENTIFICATION	24
A. Participant Problem Areas	24
B. Employer Problem Areas	24
III. GOALS AND OBJECTIVES	26
IV. PROGRAM TARGETS	27
A. Clientele	27
B. Occupations	30
C. Local Performance Measures	31
V. SERVICES TO BE PROVIDED	34
A. Overview	34
B. Specific Services	34
Classroom Training - Occupational Training	34
On-The-Job Training	41
Apprenticeship Program	42
GED Training	43
Intake-Assessment-Placement Services to Applicants	44
Day Care and Transportation	48
C. Service Goals	48
VI. COORDINATION ARRANGEMENTS	49
A. Inventory	49
B. Reciprocal Planning	49
C. Service Delivery Coordination	49
D. Use of Alternative Service Providers	49
VII. BUDGET	50
A. Planned Expenditures	50
B. Cost Categories	50
C. Administrative Cost Pool	50
D. Waiver	51
E. Matching Funds	51
JTPA Summary of Goals	52
VIII. CONCURRENCE SHEET	53
APPENDICES	54
A-1 Survey Letter	55
A-2 Survey Questionnaire	56

APPENDICES (Continued)

B-1	Educational Survey Form (Schools)	57
B-2	Educational Survey Form (Industry)	58
B-3	Summary of Vocational/Technical Schools, SDA-10	59
C	Coordination of Resources	61
C-1	Statewide Organizations	61
C-2	Chambers of Commerce	64
C-3	Industrial Development Authorities	67
D	Resources Inventory	69

Figures

1.	Growth and Population Distribution for SDA-10	2
2.	Civilian Labor Force and Unemployed by County for SDA-10	4
3.	Characteristics of Unemployed Population in SDA-10	5
4.	Distribution of Adults Receiving AFDC by County for SDA-10	7

Tables

I.	Characteristics of AFDC Recipients in SDA-10	8
II.	1982 Industry Mix in SDA-10	10
III.	1982 Manufacturing Mix in SDA-10	11
IV.	Major Non-Manufacturing Employment Sectors in SDA-10	13
V.	Selected High Growth-Rate Employment Industries in SDA-10	15
VI.	Summary of Responses to Occupational Needs Survey in SDA-10	18
VII.	Occupational Needs Survey Results by SIC Code for the Manufacturing Sector	19
VIII.	Occupational Needs Survey Results by Skills for the Manufacturing Sector	21
IX.	Occupations Selected for Training, SDA-10	32
X.	Vocational Skills Matched with Existing Industrial Job Openings	35
XI.	Service Deliverers	36
XII.	Summary of Courses Offered in SDA-10 High Schools	38
XIII.	Courses Offered at Area Vocational/Technical School	39

## Acknowledgments

During the preparation of this study, the authors received assistance from many individuals throughout the Engineering Experiment Station, from State agencies and organizations, as well as from the Joint APDCs.

The authors are especially indebted to the following EES personnel whose efforts made it possible to obtain data, conduct surveys, and submit this Plan, on schedule, within a four-week period: to William C. Howard as consultant to the Project Director; to Richard Johnston, Robert S. Hawkins, and Harvey Diamond for data gathering and other valuable input; to Claudia H. Huff for, excellently, reviewing and editing the report; to students Jed Lyons and Nils (Fred) Strombom for their tireless and co-operative assistance in conducting the survey; and to Susan Lynskey and Helen Blum for typing the final report under severe time constraints.

In addition, the Project Director would like to thank the co-authors, Carol L. Aton and McCamie F. Davis, for their dedication, expertise, and invaluable assistance.

PROGRAM IMPLEMENTATION PLAN  
SERVICE DELIVERY AREA 10

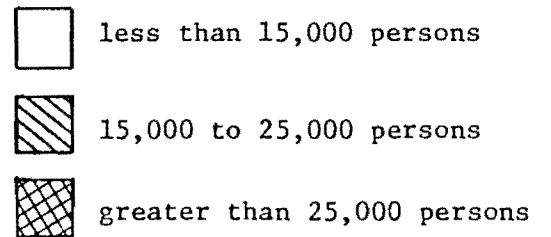
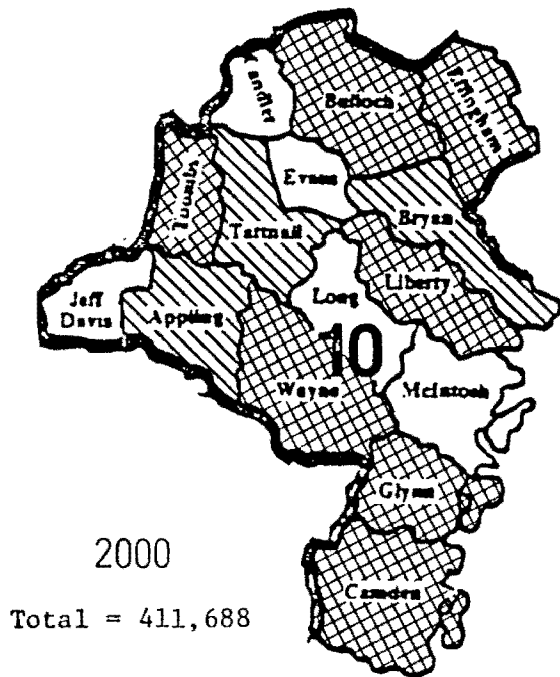
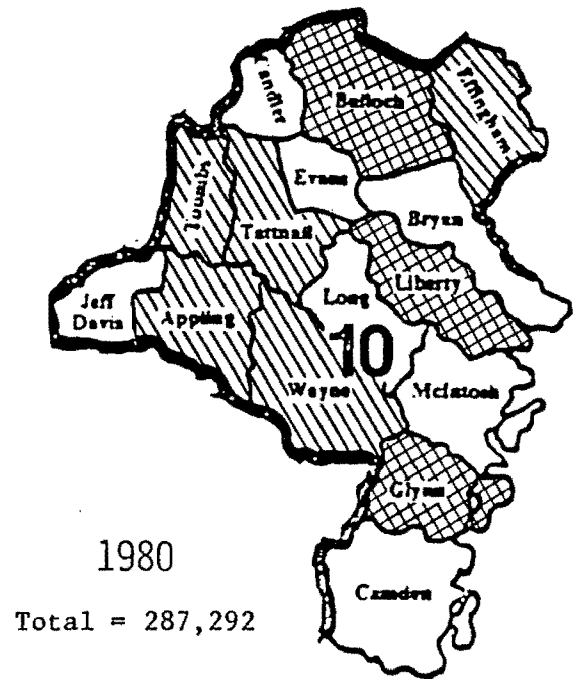
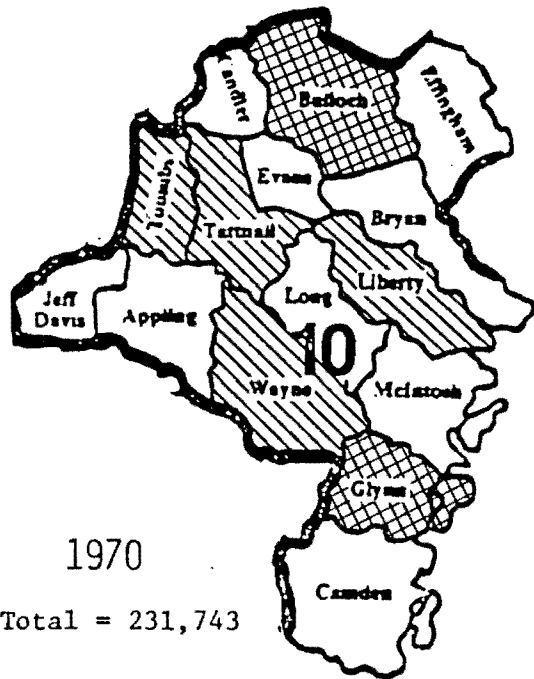
I. SDA-10 LABOR FORCE/EMPLOYER PROFILE

A. Population

1. General Description. According to 1980 Census data, the total population of the 15 counties in SDA-10 is 287,252. The population is approximately one-half male and one-half female. Minorities represent 29% overall, although they are primarily concentrated in the coastal areas. The labor force population is 72% of the total, while the school age population is 23%, with the remaining 5% representing older persons and children not included in the labor force and school age populations. Education level, as evidenced by percent of high school graduates, is below the state average (56.4%) in all but 2 counties (Glynn and Liberty) with high school graduates comprising an average of 47.6% of all persons over age 25.

Growth and population distributions are shown in Figure 1. Overall growth for SDA-10 from 1980 to 2000 is projected to be 43%, somewhat higher than the Georgia average of 36%. Three counties are anticipated to grow at a phenomenal rate -- Camden at 160%, Liberty at 115%, and Bryan at 96%. Camden and Liberty will benefit from the expansion of military operations at the Navy Trident base at Kings Bay and Fort Stewart, respectively. Bryan will benefit somewhat from the activity at Fort Stewart but also from the residential expansion of Savannah because of lower costs of living in this relatively undeveloped county.

FIGURE 1. GROWTH AND POPULATION DISTRIBUTION FOR SDA - 10.



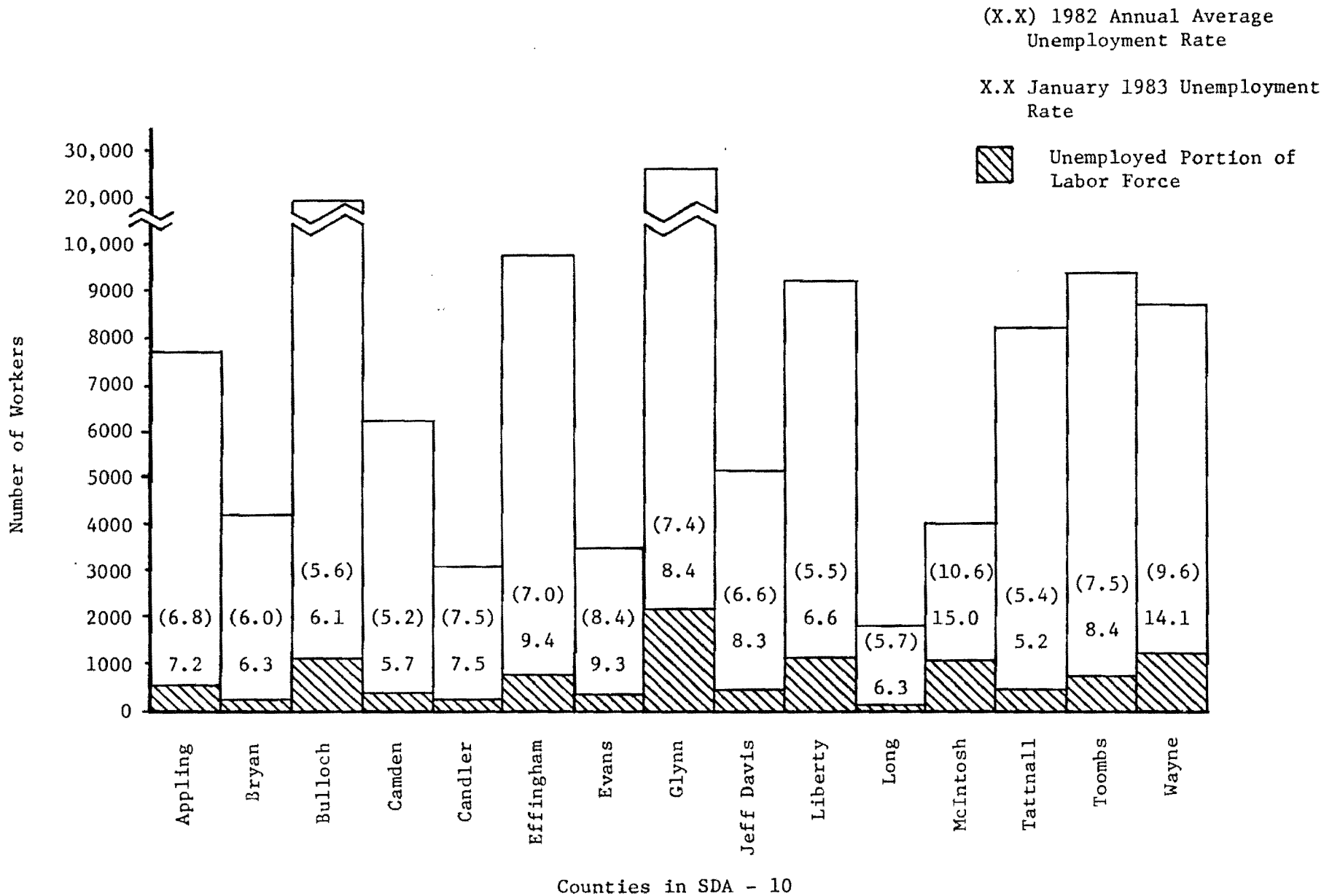
Source: Georgia Office of Planning and Budget.

2. Employment/Unemployment. According to the Georgia Department of Labor, there were 10,045 unemployed persons in SDA-10 in January 1983. The distribution of unemployed as compared to the total civilian labor force by county is shown in Figure 2. Actual unemployment is probably much higher since 1980 census data show that less than 10% of unemployed persons receive benefits and are, therefore, counted among the unemployed. The average unemployment rate for SDA-10 is 8.1%. Tattnall County has the lowest rate at 5.2%; Wayne and McIntosh have the highest rates at 14.1% and 15.0% respectively. Wayne has been plagued by recent employment cutbacks in three major industrial plants. McIntosh has had a long term unemployment problem that can be attributed to several causes. Minorities in Georgia have traditionally had higher unemployment rates, and the minority population in McIntosh is higher than the SDA-10 average of 29%. In addition, the industrial base in McIntosh is primarily seafood operations which are both cyclic and seasonal.

Based on characteristics obtained from Employment Service applicants from October 1, 1981, through September 30, 1982, the following assumptions, illustrated in Figure 3, can be drawn for the overall population.

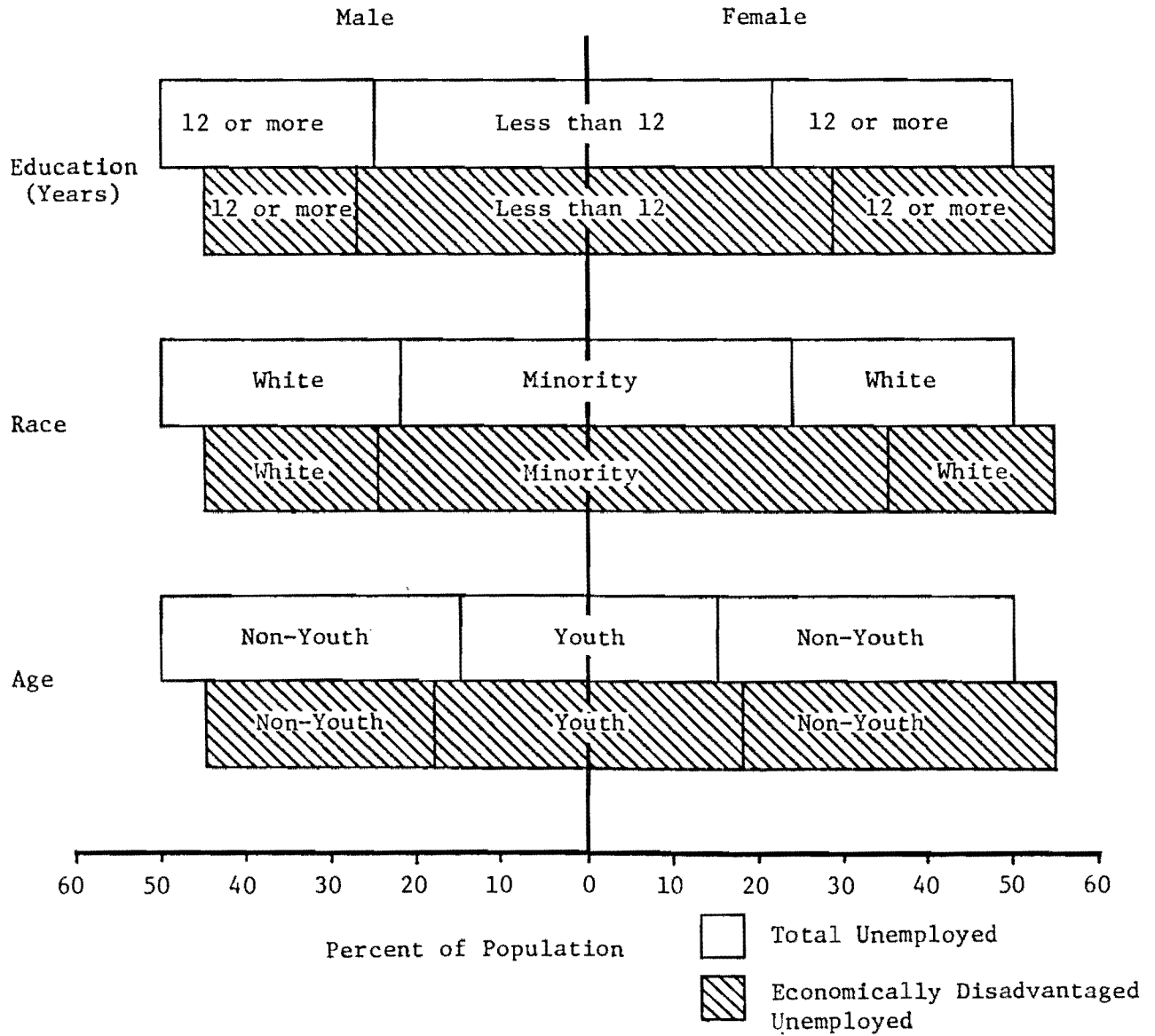
- a. Females represent 50% of the total unemployed population. Of the JTPA-eligible unemployed, females represent 55% of the total. Minority females represent 35% of the total-JTPA eligible unemployed population.

FIGURE 2. CIVILIAN LABOR FORCE AND UNEMPLOYED BY COUNTY FOR SDA - 10.



Source: Georgia Department of Labor, January 1983.

FIGURE 3. CHARACTERISTICS OF UNEMPLOYED POPULATION IN SDA - 10.

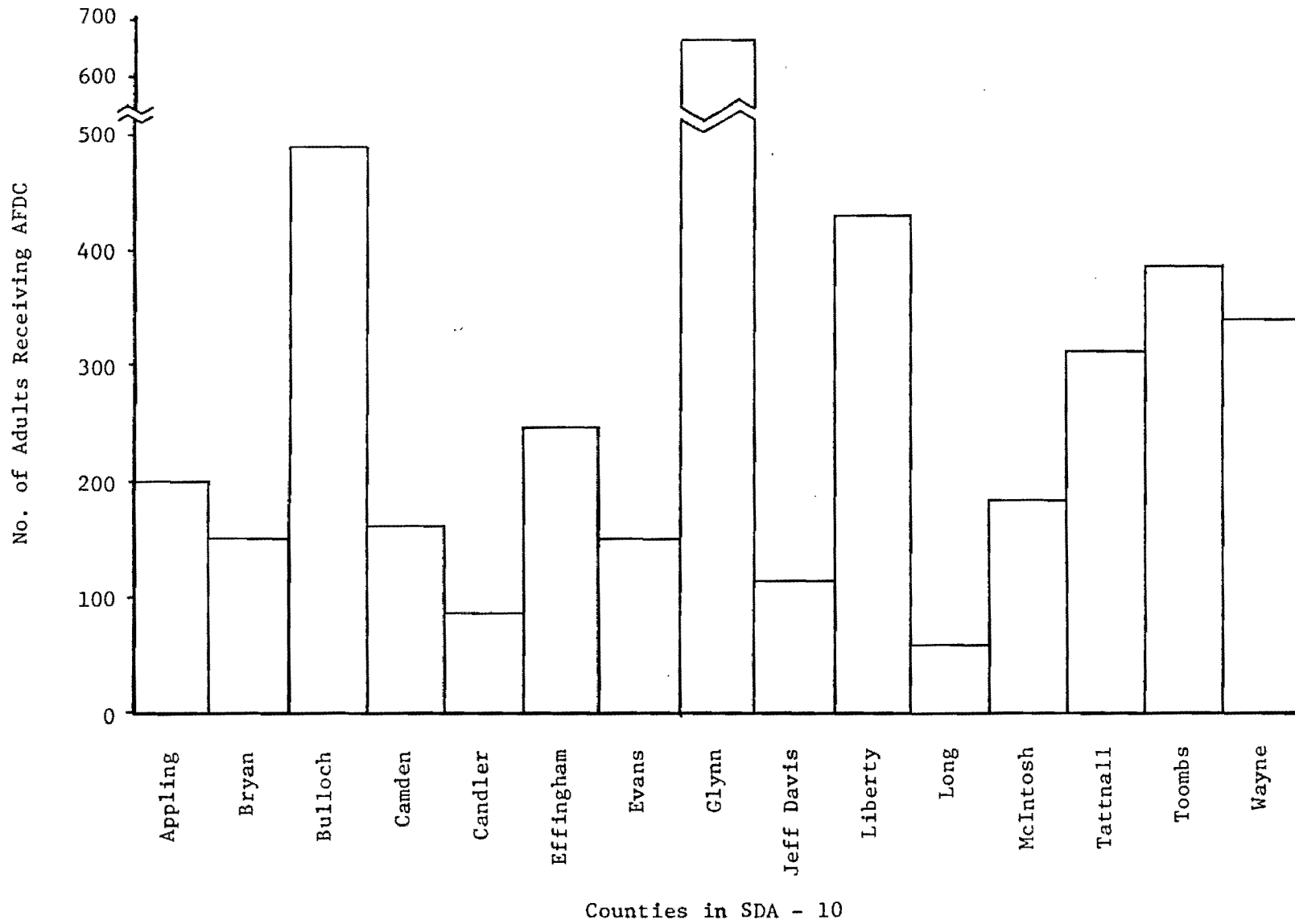


Based on Employment Service Applicants, Fiscal Year 82;

- b. Minorities represent 41% of the SDA's total unemployed and 57% of the JTPA-eligible unemployed population. Whites represent 54% of total unemployment and 40% of JTPA-eligible unemployed.
  - c. Youth aged 14 to 21 years represent 30% of the total population served by the Employment Service and 34% of the JTPA- eligible population.
  - d. More than 55% of the JTPA-eligible unemployed have not completed high school.
3. Welfare Recipients. April 1983 data from the Department of Family and Children's Services show that the number of AFDC (Aid to Families with Dependent Children) cases in SDA-10 is 5,061. This includes 3,943 adults and 9,349 children for a total population of 13,292. Distribution of adults by county, as presented in Figure 4, shows that the more heavily populated counties support higher numbers of families receiving AFDC support. A total of \$849,169 was awarded in April 1983, or an average of \$167 per case.

Because of restricted availability of information on age, race, and sex, it is necessary to draw assumptions based on overall State of Georgia statistics. Youth (ages 16 to 24) represent 20% of the adults plus 8% of the children for a total of 1,514 in SDA-10. Fifty percent of all adults on AFDC are aged 25 years to 34 years, considered prime working years. Race and sex distributions of AFDC recipients are presented in Table I.

FIGURE 4. DISTRIBUTION OF ADULTS RECEIVING AFDC BY COUNTY FOR SDA - 10.



Source: Division of Family and Children Services, April 1983.

TABLE I  
CHARACTERISTICS OF AFDC\* RECIPIENTS  
IN SDA - 10

	<u>ADULTS</u>	<u>CHILDREN</u>	<u>% OF TOTAL</u>
White Male	56	784	6.7%
White Female	<u>693</u>	<u>768</u>	<u>11.0%</u>
Total (Sub)	749	1,552	17.7%
Black Male	48	3,903	29.7%
Black Female	<u>3,136</u>	<u>3,864</u>	<u>52.7%</u>
Total (Sub)	3,184	7,767	82.3%
Other Male	1	16	0.1%
Other Female	<u>9</u>	<u>14</u>	<u>0.2%</u>
Total (Sub)	<u>10</u>	<u>30</u>	<u>0.3%</u>
TOTAL	<u>3,943</u>	<u>9,349</u>	<u>100.0%</u>

\* AFDC = Aid to Families with Dependent Children

Total Number of Cases = 5,061

Total Number of Individuals = 13,292

Number of Youth (16-24) = 1,514

Source: Department of Family and Children's Services, April 1983.

4. Skill Levels. As mentioned earlier, the percentage of high school graduates in SDA-10 is for the most part lower than the state average. More than 55% of the JTPA-eligible unemployed have not completed high school. Georgia Department of Education statistics show that high school dropouts in SDA-10 numbered 1,415 for the 1981-82 school year. Dropout rates range from 4.3% in Liberty County to 9.2% in Wayne and Bryan counties.

B. Economy

1. Industrial Mix. Employment in SDA-10 is based largely on the Manufacturing (26%), Services (24%), and Retail Trade (17%) sectors, which combined provide two-thirds of the jobs. Employment by each major industrial sector is shown in Table II, along with average weekly wages. From these data, it can be seen that manufacturing provides 30% of the area's payroll, while services and retail sales provide only 20% and 10% respectively because of their lower average wage. Retail sales has the lowest average weekly wage of all the major employment sectors. Major payroll contributions are made by the Public Administration, Construction and Transportation/Utilities sectors because of their high average wage.

The manufacturing mix presented in Table III shows the contribution of each major Standard Industrial Classification (SIC) and the manufacturing employment of SDA-10. The apparel industry, which is the area's largest manufacturing employer (22%), has the lowest

TABLE II

1982 INDUSTRY MIX  
IN SDA - 10

RANKED BY EMPLOYMENT

ALL INDUSTRIES

<u>INDUSTRY SECTOR</u>	<u>NUMBER EMPLOYED</u>	<u>% OF TOTAL</u>	<u>AVERAGE WEEKLY WAGE</u>
Manufacturing	23,110	26%	\$280
Services	21,416	24	207
Retail Trade	15,132	17	151
Public Administration	9,125	10	290
Agriculture/Forestry/Fishing	6,005	7	177
Construction	4,878	5	304
Transportation/Public Utilities	3,985	4	350
Wholesale Trade	2,984	3	.232
Finance/Insurance/Real Estate	2,661	3	234
All Others	<u>134</u>	<u>1</u>	<u>-</u>
TOTAL	89,430	100%	\$245

SOURCE: Georgia Department of Industry and Trade.

TABLE III

1982 MANUFACTURING MIX  
IN SDA - 10

<u>INDUSTRY (SIC CODE)</u>	<u>NUMBER OF FIRMS</u>	<u>NUMBER EMPLOYED</u>	<u>% OF TOTAL</u>	<u>% FEMALE</u>	<u>AVERAGE WEEKLY WAGE</u>
Apparel (23)	31	4,987	22%	89%	\$156
Chemicals (28)	23	3,435	15	16	409
Paper (26)	7	3,239	14	13	509
Food (20)	59	3,068	13	59	179
Rubber/Plastics (30)	5	1,794	8	30	269
Lumber (24)	46	1,333	6	10	237
Non-electric Machinery (35)	27	938	4	31	275
Fabricated Metals (34)	23	836	4	48	317
Instruments (38)	4	669	3	47	287
Stone/Clay/Glass/Concrete (32)	24	666	3	22	322
Primary Metals (33)	1	660	3	17	-
Printing (27)	34	489	2	67	193
Electric Machinery (36)	2	231	1	39	-
Furniture (25)	3	173	1	38	171
Textiles (22)	3	159	1	50	324
Other Manufacturing	<u>11</u>	<u>433</u>	<u>2</u>	<u>63</u>	<u>-</u>
TOTAL	303	23,110	100%	43%	\$280

SOURCE: Georgia Department of Industry and Trade.

average weekly wage, being only slightly higher than non-manufacturing's lowest paid sector, Retail Trade. The paper and allied products sector has by far the highest average weekly wage (more than three times the average apparel industry wage) and with 14% of the total manufacturing employment contributes 25% of the area's manufacturing payroll. The apparel industry contributes only 12% of the manufacturing payroll. The chemical industry is another major manufacturer with 15% of the total employment for this sector and 22% of the payroll. Food processing is another major employer (13%), but like apparel it has a low average weekly wage.

The paper and lumber industries and approximately 75% of the chemical industry are based on the area's most valuable raw material -- forestry products. These forestry-supported firms employ about 31% of the workers in the manufacturing sector and contribute over 50% of SDA-10's manufacturing payroll.

Female manufacturing employment is concentrated in the lower paid industries such as apparel and food processing, where women constitute 89% and 59%, respectively, of the workers. Male employees dominate the higher wage-paying industries of paper (87%) and chemicals (84%).

The major non-manufacturing sectors for SDA-10 are shown in Table IV. The sectors listed account for approximately 41% of total

TABLE IV

MAJOR NON-MANUFACTURING EMPLOYMENT SECTORS  
IN SDA - 10

<u>INDUSTRY TITLE (SIC CODE)</u>	<u>NUMBER EMPLOYED 3rd QTR. 1982</u>	<u>PERCENT OF TOTAL SDA - 10 EMPLOYMENT</u>
Contract Construction		
Building Construction (152-4)	1277	1.5
Special Trade Contractors (171-9)	2368	2.8
Communications (48)	1119	1.3
Utilities (49)	1375	1.6
Retail Trade		
Department Stores (531)	1452	1.7
Grocery Stores (541)	2958	3.5
Auto Dealers (551-2)	766	0.9
Auto Supply/Service Stations (553-4)	1237	1.4
Eating and Drinking Places (581)	4738	5.6
Banking (602, 612)	1479	1.7
Hotels/Motels (701)	2920	3.4
Medical Services		
Physicians/Dentists Offices (801-2)	1020	1.2
Hospitals/Nursing Homes (805-8)	5236	6.1
Education Services (820)	7274	8.6

REFERENCE: Labor Market Information for JTPA Planning and Administration  
SDA - 10, Georgia Department of Labor, Labor Information Systems.

employment and 55% of the non-manufacturing employment. In general, female employment exceeds male employment in the banking, medical services, education services, and most retail trade sectors.

2. Growth Areas. A list of high growth-rate employment sectors for SDA-10 is presented in Table V by SIC code. The sectors listed have achieved an average annual employment growth-rate of 3.0% or greater over the last seven years. Many experienced employment reductions in 1982 because of the general economic recession, but all have positive projected growth-rates for the period 1980-1990.

The majority (16 of 26) of the sectors listed in Table V fall in the broad categories of Services and Wholesale/Retail Trade. Major factors contributing to the growth of employment in these categories in SDA-10 are as follows:

- (1) The national trend towards eating outside of the home and the rapid growth of the fast-food industry.
- (2) A demand for retail and service establishments in the vicinity of Fort Stewart (Liberty County) and Kings Bay (Camden County) where major expansion of defense installations are underway.
- (3) The growth of tourism business along the I-95 corridor and particularly in the Glynn County area.
- (4) The proliferation of branch banking.
- (5) The development of health care facilities on a county basis.

TABLE V  
SELECTED HIGH GROWTH-RATE EMPLOYMENT INDUSTRIES\*  
IN SDA - 10

SIC Code	Industry Title	Sept. 1982		Average Annual Change (%) in Employment	
		Employment	Firms	SDA - 10 1975-1982	GEORGIA Projected 1980-1990
162	Heavy Construction, Except Highway	479	48	17.0	2.3
171	Heating, Plumbing, Air Conditioning	882	78	23.9	2.0
179	Misc. Special Trade Contractors	489	47	3.0	3.3
174	Masonry, Stonework and Plasterer	305	62	7.3	2.0
236	Childrens' Outerwear	542	4	32.9	2.5
201	Meat Products	679	9	5.7	1.1
242	Sawmills/Planing Mills	852	25	5.3	0.8
332	Iron and Steel Foundries	600	1	12.3	3.5
382	Mechanical Measuring/ Controlling	635	4	6.1	2.8
421	Trucking	739	90	11.3	2.0
508	Wholesale Machinery/ Equipment	701	68	4.6	3.2
514	Wholesale Groceries	675	43	7.7	2.1
531	Retail Department Stores	1425	17	13.0	2.0
541	Retail Grocery Stores	2971	189	9.4	2.5
553	Auto and Home Supply Stores	443	76	6.4	1.2
571	Furniture Stores	376	77	4.6	2.0
581	Eating and Drinking Places	4,702	280	12.1	3.7
594	Misc. Goods Stores	345	92	9.3	4.3
602	Banks, Commercial and Savings	1,291	34	4.1	2.4
701	Hotels and Motels	2,851	77	4.4	2.6
734	Services to Buildings	411	41	21.1	3.1
739	Misc. Business Services	344	57	7.6	3.5
801	Offices of Physicians	775	169	7.3	3.8
805	Nursing Care Facilities	1,319	23	4.9	3.1
806	Hospitals	3,376	15	5.8 (1)	3.9
811	Legal Services	331	111	10.0	4.6

\* Employment Sectors are listed which have 1975-82 growth-rates of 3.0% or greater with positive 1980-1990 projected growth-rates. Data were not available for all SIC's.

REFERENCE: Area Industry Analysis, Labor Market Analysis for JTPA, Georgia Department of Labor, Labor Information Systems.

(1) 1975-82 trend not available. Figure shown is 1981-1982 change.

Only spot growth is noted in the construction and manufacturing areas. While building construction (especially residential) has diminished in general throughout SDA-10, major projects have continued at Fort Stewart and Kings Bay. Commercial construction has remained fairly active in adjoining SDA-11 (Chatham County). Growth in the manufacturing sector has resulted primarily from expansions by a single plant in a given industry or the location of a new industrial operation.

During the past two years, major lay-offs have occurred in the paper, chemical, lumber, and some metalworking industries. During the last few months, an apparel firm and a metal fabrication plant in Brunswick have closed, putting approximately 900 people out of work. There are hundreds of unemployed or under-employed skilled workers hoping to be recalled to jobs in some areas of SDA-10.

Limited hiring (and re-hiring) has been recently noted in small metalworking operations and some apparel firms. A new lumber mill in Bryan County has employed over 100 persons for operations supported largely by export business. The only major prospect for new industrial employment is an aircraft manufacturer in SDA-11 which anticipates adding 300 to 400 new people per year for the next three years. This expansion will offer employment opportunities to persons living in Effingham, Bryan, and other SDA-10 counties located near Savannah.

3. Labor Market Demand. An occupational needs survey was conducted to determine the current and anticipated job vacancies by private sector employees in SDA-10. A questionnaire with a descriptive cover letter was sent to all manufacturing firms with more than 25 employees and to selected firms from non-manufacturing sectors. Follow-up telephone calls were made to firms which failed to return the questionnaire. An overview of the firms surveyed by industry sector is shown in Table VI.

A sample of the cover letter and questionnaire used for the survey is presented in Appendix A. The questionnaire requests information on (1) current employment, (2) specific skills or trades for which there are current or anticipated vacancies, and (3) in-house training programs. Space was provided for general comments by the employer.

A summary of survey results for the manufacturing sector is shown in Table VII by SIC codes. Plant managers reported a total of 165 current job vacancies. Over half of these openings were in the low-wage apparel industry, primarily sewing machine operators. However, there were 21 job vacancies reported in the metalworking industries.

Over the next two years, the responding employers anticipate 425 job vacancies from expansions and 1,260 from turnovers. Almost

TABLE VI

SUMMARY OF RESPONSES TO  
OCCUPATIONAL NEEDS SURVEY IN SDA - 10

<u>Industry Sector</u>	<u>No. of Firms Surveyed</u>	<u>No. of Responses</u>	<u>% Responding</u>
Manufacturing	127	65	51.2
Non-Manufacturing	<u>355</u>	<u>63</u>	17.7
TOTAL	482	128	26.5

TABLE VII

OCCUPATIONAL NEEDS SURVEY RESULTS BY SIC CODE  
FOR THE MANUFACTURING SECTOR

SIC	SIC Description	No. of Firms	Current Employment			Job Vacancies		
			Male	Female	Total	Current	Anticipated Next 2 Years	
							Expansion	Turnover
20	Food Products	9	487	1028	1515	38	36	573*
23	Apparel	9	179	1614	1793	92	153	526
24	Lumber & Wood Products	9	385	22	407	1	1	7
25	Furniture	1	98	63	161	3	0	10
26	Paper & Allied Products	3	2693	284	2977	0	0	0
27	Printing & Publishing	2	38	67	105	0	0	20
28	Chemicals	8	2085	204	2289	10	20	32
32	Stone/Clay/ Glass/Concrete	2	83	12	95	0	0	0
33	Primary Metals	1	466	89	555	0	70	0
34	Fabricated Metals	9	526	276	802	10	35	40
35	Non-Electrical Machinery	9	373	79	452	9	69	39
36	Electrical Machinery	1	134	23	157	2	21	9
37	Transportation Equipment	1	5	1	6	0	0	0
39	Miscellaneous Manufacturing	1	12	45	57	0	20	4
TOTALS		65	7564	3807	11371	165	425	1260

\* Includes seasonal employment.

half of the expansion-created jobs are expected to be in metal-working operations. Most of the others will be in the apparel and food product industries.

The majority of the turnover-created jobs are anticipated in the food product (mostly seafood packing) and apparel industries. The survey results indicate annual turnover rates of 19% and 15%, respectively, for these industries.

In Table VIII, a summary of the survey results for the manufacturing sector is shown by job or skill. As in the previous table, it is readily seen that the majority of the current job vacancies exist in low-wage positions generally filled by females, such as seafood processors and sewing machine operators. However, this table emphasizes the diversity of job openings in manufacturing, particularly in the higher skilled occupations.

The results of the survey of non-manufacturing sectors were less conclusive. The level of response was significantly lower (see Table VI) and, in general, the returned questionnaires were not completely filled out. Although insufficient data were obtained for quantitative analysis, the response did indicate significant demand for the following skills and trades:

Registered Nurses	X-Ray Technicians
Licensed Practical Nurses	Secretaries, Medical
Data Processing	Secretaries
Tellers	Clerical Workers
Maids	Desk Clerks
Auditors (hotel)	Sales (Retail)
General Maintenance	Electricians
Auto Mechanics	

TABLE VIII

OCCUPATIONAL NEEDS SURVEY RESULTS BY SKILLS  
FOR THE MANUFACTURING SECTOR

<u>Job or Skill</u>	<u>No. of Firms Reporting</u>	<u>Job Vacancies</u>			<u>Total</u>
		<u>Current</u>	<u>Expansion</u>	<u>Turnover</u>	
Production Workers, Food	6	0	8	348	356
Seafood Pickers/Packers	5	38	27	176	241
Sewing Machine Operators	9	90	150	506	746
Packaging Machine Operators	2	0	10	4	14
Machine Operators, Misc. Prod.	4	0	54	4	58
Chemical Plant Operators	3	2	5	7	14
Truck Drivers	2	5	7	11	23
Fork Lift Operators	2	0	0	23	23
Laborers	5	3	1	37	41
Managerial/Supervisory, Apparel	2	1	0	1	2
Salesmen	2	0	6	11	17
Quality Control Inspectors	2	1	0	9	10
Computer Programmers/Operators	2	1	2	5	8
Clerical/Secretarial	5	3	4	16	23
Maintenance, General	3	0	0	5	5
Mechanics, Process Equipment	4	0	10	17	27
Sewing Machine Mechanics	5	3	2	2	7
Machinists	4	1	4	10	15
Milling Machine Operators	4	5	20	7	32
N/C Machine Operators	2	2	11	4	17
Lathe Operators	1	0	2	1	3
Tool and Die Makers	2	3	3	2	8
Patternmakers	1	0	4	0	4
Machine Set-up	1	0	0	3	3
Drill Press Operators	2	2	10	8	20
Grinding Machine Operators	1	0	15	10	25
Metal Fabricators	5	2	15	5	22
Welders	5	1	17	5	23
Sheet Metal Workers	3	1	17	13	31
Electricians	3	0	13	3	16
Woodworking Mach. Operators	2	0	5	4	9
Carpenters	1	1	2	3	6
Painters	1	0	1	0	1
		<u>165</u>	<u>425</u>	<u>1260</u>	<u>1850</u>

Non-manufacturing sectors showing the greatest response to the survey were as follows:

Hospitals  
Auto Dealers/Parts  
Wholesale Trade

Banks  
Retail Stores  
Hotels/Motels

4. Skill Requirements

a. Current. For lower-wage jobs such as seafood workers, sewing machine operators, and laborers in the manufacturing sector and maids, cooks, waitresses, and some retail sales in the non-manufacturing sectors, a high school education is generally not required but all applicants need some basic mathematics as well as skills in reading and writing. Machine operators require manual dexterity skills. Some employers require completion of high school for all employees, regardless of job. Most retail sales positions require public relations skills.

Job openings in the metalworking industries for persons with skills and trades generally require a high school education or equivalent and one to three years of trades training. Applicants need a working knowledge of shop mathematics, blueprints and drawings, power tools and machines, and measuring instruments and gauges. Technical school degrees are preferred by many employers. For most occupations anticipated for Savannah area aircraft industry, a high school education is mandatory along with competence in mathematics and reading.

Secretarial and clerical applicants need to be high school graduates with appropriate skill training, along with aptitude for public relations in many cases. In the medical field, most nursing and technician's positions require college or technical school degrees and registration or certification.

b. Future. Based on comments received from the occupational needs survey and from interviews with area training organizations, no abrupt changes in skill requirements are expected in the near future. No large demands for high-tech employees are anticipated for the SDA-10 area. However, opportunities may improve for those trained in diesel mechanics, word processor operation, and computer operation and programming.

## II. PROBLEM IDENTIFICATION

### A. Participant Problem Areas

A review of information presented underscores the need for training in basic skills. Of the JTPA-eligible unemployed, more than 55% lack a high school diploma. Most jobs require proficiency-level skills in mathematics and reading in addition to job-specific knowledge. Therefore, it is necessary to focus on efforts designed to improve basic skills through remedial courses and GED programs. Efforts to encourage adults to complete GED programs should be linked with efforts to encourage youth to stay in school through completion of diploma requirements. Programs designed to highlight the value of vocational training for youth and adults should be pursued.

Since the majority of the JTPA-eligible population is female (55%), provision must be made for the necessary child care and transportation services. The high percentage of youth in the JTPA-eligible population (34%) suggests that efforts directed at reducing the number of high school dropouts will have long-term benefits as measured by a reduction in the numbers of unemployed and unskilled young adults in subsequent years.

### B. Employer Problem Areas

Employers' problems in filling job vacancies fall mainly into two categories: (1) the retention of low-wage employees (mostly female) in

the food processing, apparel, retail sales, and hotel industries; and (2) the limited availability of workers trained in the skills and trades needed by metalworking industries. There is an overall need for greater proficiency in basic mathematics and reading skills for entry level applicants. The above problem areas will be addressed by the training programs presented in this plan.

### III. GOALS AND OBJECTIVES

A complete statement of the Job Training Partnership Act (JTPA) Goals and Objectives of the Georgia Southern-Coastal Service Delivery Area (SDA-10) is presented in Section 1 of the Core Administrative Plan (CAP). This Program Implementation Plan (PIP) is designed to ensure the achievement of those goals while serving the broad spectrum of the eligible population.

Clients enrolling in JTPA programs will differ greatly in terms of their job skills, educational levels, cultural backgrounds, and individual abilities and aspirations. The PIP provides a selection of job-training services with the flexibility necessary to respond to individual differences. The needs of each JTPA participant will be determined through assessment and counseling services. The clients' training plan will consist of the optimum combination of services and activities needed to enable the individual to overcome barriers to employment.

The available training services include outreach, assessment, counseling, orientation, classroom training, on-the-job training, apprenticeship programs, job development, placement, and follow-up activities. Support services for trainees include the payment of day care and transportation expenses. These services were selected, in response to the needs of the target population, for their appropriateness in meeting JTPA goals within the guidelines and budgets for the program.

#### IV. PROGRAM TARGETS

##### A. Clientele

1. Local Service Priorities. A number of economically disadvantaged groups in SDA-10 have been identified as most in need of employment and training services under the JTPA program.

Female heads of households must often overcome a variety of barriers to obtaining employment, including family responsibilities for the extended family as well as members of the immediate family. Lack of household funds for child care and for transportation can severely limit a woman's opportunities for employment, even though she may have employable skills. Often, however, economically disadvantaged women have not worked outside the home and require special assistance in setting goals, preparing for a job or training environment, and assessing their own worth prior to embarking upon a new opportunity to improve their economic status.

Youth face barriers to employment because of their inexperience, such as lack of basic educational or vocational skills, lack of knowledge about coping with the environment, and inability to transform a job interview into a job opportunity. Additional barriers are faced by dropouts for those jobs requiring a high school education. More than 1,415 youth dropped out of school in 1981-82 in the 15-county area. Almost 800 youths receive AFDC payments. These youth must overcome social, cultural, and economic barriers to gain employment. Of the state offenders released in Fiscal Year 1982, 50% were aged 21 and under. Their records of arrest or conviction can prevent many employers from ever considering them for employment.

Veterans number 24,090 in SDA-10 as of March 1982. Based on employment service statistics, 11% actively sought work and 27% of those were economically disadvantaged. More than 40% of the veterans in SDA-10 are from the Viet Nam era, veterans who have experienced high unemployment, stress-related disabilities, personal and emotional disorders, and lack of self-motivation. Although the Veterans Administration has set up special programs to address the problems of Viet Nam veterans, there remains a definite need to provide job and vocational training to this group.

Handicapped persons face employment barriers that are difficult to overcome. In Fiscal Year 1982, 1791 clients in SDA-10 were served by the state vocational rehabilitation service. The most common types of handicaps included orthopedic and drugs, alcohol, and other personal disorders. The rehabilitation rate was 19.0% in SDA-10, compared to an overall state rate of 16.9%.

Special efforts to identify and attract representatives of these target groups will be made by the Administrative Entity. Coordination with the following state and local assistance agencies will be included as part of this effort.

- Veteran-serving agencies
- Educational agencies
- Secondary and post-secondary schools
- Public employment agencies
- Department of Labor Division of Rehabilitation Services
- Division of Family and Children Services
- Courts with jurisdiction over youth offenders
- Nonprofit community groups

In addition, the Administrative Entity will work with business and industry that provide special employment and educational programs, as well as apprenticeship programs, for the targeted groups. Close cooperation with service agencies and potential employers will assure that client needs are properly assessed and that services provided to clients adequately prepare them for training and/or full-time, long-term employment.

The overall program design will meet the unique service needs of these groups by offering individually planned assistance in the following areas:

- Occupational training
- On-the-job training
- Apprenticeship training
- Cooperative education training
- GED training
- Intake-Assessment-Placement services
- Child care and transportation services

Training programs will be selected to match the aptitudes and skill areas of each client to bona-fide job openings. Labor market information will be made available to clients before training; and, at the conclusion of training, job search assistance will be provided. Follow-up services with participants placed in unsubsidized employment will also be provided.

2. Service to Youth. Special services to youth will include GED training and tutoring and cooperative education programs with the business and industrial sectors. Because a high school diploma is required for one third of the job openings identified, and because

these openings represent the higher wage levels, it is important to assure that clients can meet this minimum requirement. Lower-level jobs such as cooks, waitresses, delivery workers, and nurses aides do not require a high school education, but basic mathematics and reading skills are a must. Cooperative education programs can provide youth with a valid perspective on the business world as well as motivation to set personal employment goals. This program can be invaluable in persuading potential drop-outs to remain in school and learn the skills required to pursue a career.

3. Service to Non-Disadvantaged. It is anticipated at this time that only disadvantaged persons will be targeted in SDA-10 unless overwhelming barriers to employment are identified for a significant percentage of non-disadvantaged persons.

B. Occupations

The selection of those industries and occupations for which JTPA training will prepare clients was based upon research findings regarding current and anticipated job openings. Potential job openings were determined by projecting the growth-rates for industry sectors shown in Table V and matching the results with job openings anticipated by managers responding to the occupational needs survey. The confidential survey responses may be used by the Administrative Entity to make contact with potential employers for verification of openings or negotiating OJT Programs. The survey responses also provide information on specific entry criteria and special restrictions. Based on these data, target

groups are identified which are appropriate for the job training for specific job vacancies. The selected occupations are listed in Table IX.

C. Local Performance Measures

Service Delivery Area 10 does not anticipate any negative variances from the JTPA or the standards of the Governor of Georgia.

TABLE IX

OCCUPATIONS SELECTED FOR TRAINING  
SDA - 10

<u>Occupation</u>	<u>Annual Anticipated Job Openings</u>	<u>Industries</u>	<u>Estimated Wage</u>	<u>Entry Criteria</u>	<u>Target Groups</u>
LPN	15-25	Hospitals, nursing homes, clinics, public health	\$700/mo	H.S. diploma, post secondary classroom training, exam required.	Females, youth. H.S. graduates.
Med./X-ray Technicians	10-15	Hospitals, clinics, public health	\$700/mo	H.S. diploma required, post secondary training.	All H.S. graduates.
Bank Tellers	15-25	Banks, savings and loan associations	\$650/mo	H.S. diploma preferred, OJT, bonding.	Females. H.S. graduates
Housekeepers/ Maids	25-35	Hotels, motels	\$575/mo	OJT, H.S. diploma not required.	Females.
Retail Sales Clerks	100-125	Retail stores	\$600/mo	OJT, H.S. diploma not required, polygraph.	Male and female youth.
Auto Mechanics	10-15	Auto repairs shops, construction, transportation	\$1000- \$1200/mo	H.S. diploma desirable, post secondary classroom training, OJT, mechanical aptitude.	Male youth.
Secretaries	20-25	Medical, retail trade, manufacturing, government.	\$900- \$1200/mo	H.S. diploma, post secondary classroom training.	Females, youth. H.S. graduates.

TABLE IX

OCCUPATIONS SELECTED FOR TRAINING  
SDA - 10  
 (Continued)

<u>Occupation</u>	<u>Annual Anticipated Job Openings</u>	<u>Industries</u>	<u>Estimated Wage</u>	<u>Entry Criteria</u>	<u>Target Groups</u>
Seafood Workers	75-100	Seafood packing houses	\$575/mo (seasonal)	OJT, H.S. diploma not required.	Females, unskilled, low education level.
Sewing Machine Operators	150-200	Apparel	\$600/mo	OJT, dexterity skill, H.S. diploma not required.	Females, low education level.
Food Processing Workers (Excl. Seafood)	125-150	Food products	\$600/mo (seasonal)	OJT, H.S. diploma not required.	Females, low education level.
Food Service Workers	150-200	Eating and drinking places, hotels	\$575/mo	OJT, H.S. diploma not required.	Youth, low education level.
Welders	10-15	Manufacturing (metal products), construction, machine shops	\$1200/mo	OJT, post secondary training, apprentice- ship, (optional certification).	Males, H.S. graduates.
Machine Shop Workers (Machinists, Millers, Drillers, Grinders, Lathe Operators)	40-50	Machine shops, manufacturing, construction	\$1250/mo	OJT, post secondary training, apprentice- ship, mechanical aptitude.	Males, H.S. graduates.
Metal & Sheet Metal Fabricators	20-25	Fabrication shops, manufacturing, construction	\$1200/mo	OJT, post secondary training, apprentice- ship, mechanical aptitude.	Males, H.S. graduates.

V. SERVICES TO BE PROVIDED

A. Overview

To obtain documentation and input into the program planning, an education survey and an industry survey were conducted in the SDA-10 service area. (See Appendix B-1 for the education survey form and Appendix B-2 for the industry survey form.) Results were summarized prior to development of the program plan. This JTPA program will train applicants by the use of formal classroom training, on-the-job training, pre-apprentice and apprentice training, as well as GED training. Each training area, as well as miscellaneous support services, is described below. Table X presents a matching of vocational skills with existing job opportunities to be met through OJT and classroom training.

B. Specific Services

CLASSROOM TRAINING - OCCUPATIONAL TRAINING

1. Service Deliverers. The major skills and trades training programs in the SDA-10 area are administered by several County Boards of Education and the Vocational/Technical Division of Brunswick Junior College (see Table X). These education units provide training programs designed to meet the needs of students and businesses within each County, and for the surrounding area in the case of Brunswick Junior College.
2. Description of Services. Occupational training (see Tables XI, XII, and XIII) will be provided for participants on an individual referral basis by the Altamaha Georgia Southern Area Planning and Development Commission and the Coastal Area Planning and Development Commission in Fiscal Year 1984. Under an agreement with the Administrative Entity, eligible individuals will be recruited,

TABLE X

VOCATIONAL SKILLS MATCHED WITH EXISTING  
INDUSTRIAL JOB OPENINGS

<u>Existing Job Opportunities</u>	<u>Vocational School Training Available</u>	<u>OJT Training Programs to be Developed</u>
Automotive Service	X	
Welding	X	
Machine Shop	X	
Sheet Metal	X	
Bookkeeper	X	
Practical Nursing	X	
Secretarial Science	X	
Radiologic Technology	X	
Sewing	X	X
Sea Food Workers		X
Housekeepers/Maids		X
Retail Sales Clerks		X
Food Processing		X
Food Service Workers		X

TABLE XI

SERVICE DELIVERERS

<u>County</u>	<u>Name of School</u>	<u>Address of School</u>
Appling	Appling County High School	Rt. #5 Baxley, Georgia 31513
Bryan	Bryan County High School	P. O. Box 278 Pembroke, Georgia 31321
Bulloch	Statesboro High School	Lester Road Statesboro, Georgia 30458
Camden	Camden County High School	P. O. Box 798 Saint Marys, Georgia 31558
Candler	Metter High School	431 W. Vertia Metter, Georgia 30439
Effingham	Effingham County Senior High School	Rt. #1, Box 141 Springfield, Georgia 31329
Evans	Claxton High School	North Clark Street Claxton, Georgia 30417
Glynn	Brunswick High School	3920 Habersham Street Brunswick, Georgia 31520
	Glynn Academy	1001 Mansfield Street Brunswick, Georgia 31520
Jeff Davis	Jeff Davis High School	Braxton Road Hazlehurst, Georgia 31539
Liberty	Bradwell Institute	100 Pasford Street Hinesville, Georgia 31313
Long	Long County	Ludowici, Georgia 31316
McIntosh	McIntosh County Academy	P. O. Box 535 Darien, Georgia 31305
Tattnall	Glennville High School	Glennville, Georgia 30427
	Reidsville High School	Reidsville, Georgia 30453

Toombs	Lyons High School	Lyons, Georgia 30436
	Vidalia High School	Vidalia, Georgia 30474
Wayne	Wayne County High School	West Orange Street Jesup, Georgia 31545
Glynn	Brunswick Junior <sup>1</sup> College	Altama at Fourth Street Brunswick, Georgia 31523

<sup>1</sup> Waycross-Ware County Area Vocational/Technical School  
Swainsboro Area Vocational/Technical School  
Savannah Area Vocational/Technical School

TABLE XII

SUMMARY OF COURSES OFFERED IN SDA - 10 HIGH SCHOOLS

High Schools

- A. Construction cluster consists of carpentry, masonry, electrical, plumbing, and cabinetmaking.
- B. Transportation cluster consists of mechanics and small engines.
- C. Diversified Cooperative Education courses are designed to give the students training in employer-employee relations and personality development. He/she will also study technical courses that relate to their chosen occupations and they will spend an average of fifteen hours per week in on-the-job training experience with an employer in the business community. The course chosen could be air conditioning, electrical appliances, automotive services, heavy equipment, plumbing and pipe-fitting woodworking and many others.
- D. Business Education courses are designed to give the students training in basic office training. This program provides the opportunity to develop and improve skills in typing, accounting, office machines, business math and English. Students are required to be employed and work a minimum of fifteen hours per week.
- E. Horticulture Education courses are designed to give the students an understanding of the growing of plants from seeds and cuttings. Courses are also given in pruning of shrubbery, turf grass management, grafting ornamental potted and wooded plants and growing and managing nursery crops.
- F. Home Economics courses are provided in sewing, cooking, child care and home management.
- G. The metalworking cluster offers courses in sheetmetal, machine shop and welding.

TABLE XIII  
COURSES OFFERED AT AREA  
 VOCATIONAL/TECHNICAL SCHOOL<sup>1</sup>

<u>Associate of Science Degrees</u>	<u>Certificate Programs</u>	<u>Associate of Arts Degree</u>
Associate of Science in Accounting	Automobile Mechanics*	General Education
Associate of Applied Science	Data Processing	
Associate of Science in Data Processing	Drafting and Design	
Associate of Science in Drafting and Design Technology	Heating, Ventilation and Air Conditioning*	
Associate of Science in Marketing and Management	Industrial Electricity*	
Associate of Science in Mechanical Technology	Machinist*	
Associate of Science in Medical Laboratory Technology	Marketing and Management	
Associate of Science in Nursing	Practical Nursing*	
Associate of Science in Radiologic Technology	Respiratory Therapy*	
Associate of Science in Recreation	Secretarial Science	
Associate of Science in Secretarial Science	Surgical Technology*	
	Welding	

\* The Associate of Applied Science Degree may also be earned in these programs by fulfilling additional requirements.

<sup>1</sup> The Associate of Arts Degree and the Associate of Science Degrees are two year programs, while the Certificate programs are one year. The non-credit courses are offered on request from industry and vary in length.

assessed, counseled, and referred to the school unit that will provide training in needed skills. Each school unit will be responsible for training, counseling, and job development for each applicant. (See Appendix B-3 for detailed description.) Training will be provided only in the fields that are expected to experience the greatest amount of job openings (apparel [sewing machine operators], retail sales, and food processing/food service) during this Fiscal Year.

This plan will also include training individuals by upgrading basic skills through remedial courses in reading and mathematics.

3. Estimated Duration. Total length of the classroom training will be determined by the school unit doing the training. Two factors affecting the length are prerequisites and entrance requirements.
4. Clientele. The target groups to be served will be economically disadvantaged youth, adults, veterans, and handicapped persons. Applicants assessed to be most in need of services and those who would most benefit from this training will be served.
5. Number To Be Served. This program will serve approximately 146 JTPA applicants.
6. Expected Outcome. This training program will produce a positive termination rate of 50%. This includes those who complete their training and/or obtain employment. This should produce a 58% employment rate for adults and a 41% employment rate for youth.
7. Estimated Cost/Client. The estimated cost of services for each client will be \$1,000. The estimated cost per placement for each client will be \$2,000.

## ON-THE-JOB TRAINING

1. Service Deliverer. The Administrative Entity will select applicants and negotiate with the employer for on-the-job training.
2. Description of Services. On-the-job (OJT) training is training in the private sector provided by the employer in a production work environment. This type of training provides knowledge and/or skills that are essential for full and adequate performance of the job. OJT is designed to enable the applicant to learn bona-fide skills which will qualify him/her for specific occupations. The focus of OJT will be placed upon those skills that are best suited for in-house industry training. Applicants will receive at least the minimum Federal hourly wage while enrolled in OJT, but the wage may vary according to each job's skill level and the employer's pay schedule. Each employer will be reimbursed for the OJT training cost, which will be based on 50% of the applicant's wage rate for the first six months. In an OJT environment, most evaluations are conducted by the supervisor and are subjective in nature.

Most companies interviewed would prefer a high school graduate or a vocational/technical school graduate. A high percentage of the trainees are with this educational background will be placed on the job for which they will be trained through through OJT. The advantage of OJT is that the trainee is paid while he/she is learning a skill. Also, this training provides experience in an on-going business environment.

Many companies do not maintain training facilities because a large percentage of the training is on-the-job. Therefore, the key training person is usually the supervisor. As a rule, companies develop new formal training programs in response to the installation of a new technology or the persistence of a high turnover ratio. With on-the-job training, there is no instructor training cost.

3. Estimated Duration. The Dictionary of Occupational Titles Specific Vocational Preparation (SVP) Codes or other equivalent standardized tools will be used to fulfill this requirement. Also, the employer's experience in training for the skill will be used in estimating the training time.
4. Clientele. The Administrative Entity will refer persons to OJT who have related educational, training, or work experience when no other suitable opportunities exist for such individuals, either in unsubsidized employment or within the JTPA area.
5. Number of Clients. It is expected that 132 applicants will be enrolled in OJT.
6. Expected Outcome. Seventy percent of the OJT participants are expected to enter unsubsidized employment.
7. Estimated Cost/Client. The estimated cost of services for each client will be \$2,500. The estimated cost per placement will be \$3,571.

#### APPRENTICESHIP PROGRAM

1. Service Deliverer. The Kings Bay Skill Improvement Program has the capability of administering the pre-apprenticeship/apprenticeship program for the SDA-10 area.

2. Description of Services. The pre-apprenticeship program is a voluntary system of training leading to apprenticeships for brick-masons, carpenters, electricians, painters, plumbers/fitters, welders, and operating engineers. This program involves a planned day-by-day training experience under formal supervision. In this program, supervised training is combined with technical studies in subjects related to the selected apprenticeship area. These training areas will be selected through close coordination with the Navy's Contract Office and contractors in the Kings Bay area.
3. Estimated Duration. The pre-apprenticeship program will serve the participants for periods varying from 10 to 26 weeks.
4. Clientele. Youth who have the aptitude and the skills for the pre-apprenticeship programs will be served.
5. Number of Clients. It is estimated that 36 clients will be served by this program.
6. Expected Outcome. The pre-apprenticeship program will provide participants with skills enabling them to improve their economic security and add to the supply of skilled workers in the local community. Forty-one percent of the youth will terminate into unsubsidized employment.
7. Estimated Cost/Client. Estimated cost of services for each client is \$2,000. Estimated cost per placement for each client is \$4,900.

#### GED TRAINING

1. Service Deliverer. The service deliverer will be the adult education centers associated with each County high school in the SDA-10 area.

2. Description of Service. The GED training will provide youths and adults with educational and counseling services. The program activities will consist of in-take testing and interview, evaluation of in-take testing, and determination of individualized tutoring requirements. This program will also provide information on resume writing, job interviewing, and job placement, in addition to high school diploma equivalency.
3. Estimated Duration. The training will last from three months to one year, depending upon the participant's skill level.
4. Clientele. All youths and adults who have not obtained a high school diploma or its equivalent will be served.
5. Number of Clients. It is estimated that 89 participants will be enrolled for GED training.
6. Expected Outcome. It is expected that 41% of the youths and 58% of the adults who are enrolled will enter unsubsidized employment.
7. Estimated Cost/Client. The estimated cost for service for each client will be \$825. The estimated cost per placement will be \$1,650.

#### INTAKE-ASSESSMENT-PLACEMENT SERVICES TO APPLICANTS

1. Service Deliverer. The Administrative Entity will contract with a variety of groups to provide the necessary services needed to fulfill the needs of the priority groups.
2. Description of Service.
  - Outreach and Recruitment. This will be provided to encourage potential applicants to apply for program assistance. Mass

media methods will be used to publicize the available opportunities and services in addition to proposed changes in programming. Other governmental agencies will be utilized to assist in recruitment of applicants. Schools, civic service organizations, and churches will be utilized for recruitment of qualified applicants.

- Intake. Intake will involve the execution of procedures necessary for determining the eligibility of JTPA applicants in accordance with the criteria set by the Administrative Entity and approved by the Governor.
- Assessment. Assessment will entail a diagnostic appraisal of participants' strengths, limitations, and developmental needs. The methods that will be used are counseling and interviewing.
- Orientation. Orientation will be provided on an individual basis and in group settings for about four hours per participant. The areas that will be discussed will be participant's rights and responsibilities on entering the program, available program opportunities for training and employment, job interview preparation skills, and other work-related services that the applicants may need.
- Counseling. This service will assist participants in realistically assessing their needs and developing their abilities and potential. Guidance in the development of vocational goals and methods for achieving them will also be

provided. Emphasis will be placed on developing new skills and necessary behavior modifications for effective functioning in a work environment.

- Job Development and Placement. These activities will be closely coordinated with the State Department of Labor. A special emphasis will be placed on transition services for youth. These services will be (1) provision of occupational information, (2) short-duration job search assistance, (3) job clubs, (4) pre-employment skills training, and (5) placement.
  - Follow-up. Follow-up will be accomplished by interviewing the employer after the participant has been on the job for 30, 60, and 90 days to evaluate the new employee's progress and to make necessary adjustments to the Administrative Entity's training techniques.
  - Job Search Assistance. This function will be used to assist the participant in reviewing the techniques used in identifying and obtaining a job.
3. Estimated Duration. This will be an on-going service for each participant until terminated from JTPA.
  4. Clientele. These services will be provided to all applicants.
  5. Number of Clients. It is estimated that 440 applicants will be provided these services.
  6. Expected Outcome. Approximately 50% of the applicants will be enrolled in the program.
  7. Estimated Cost/Client. The estimated cost of services will be \$250 per client. The estimated cost per placement for each client is \$500.

## DAY CARE AND TRANSPORTATION

1. Service Deliverer. The service deliverer is unknown at this time. The Administrative Entity will contract with designated agencies for this service.
2. Description of Service. Day care and transportation will be provided to program participants based on established need. Day-care services will be provided for enrollees' children ranging in age from infants to six years. These services are necessary to encourage participation from certain disadvantaged target groups.
3. Estimated Duration. Day care and transportation will be available for each participant for an average of 12 weeks.
4. Clientele. Those enrollees judged in need of day care and transportation assistance will be served.
5. Number of Clients. It is expected that 200 applicants each will be served by day care and transportation services.
6. Expected Outcome. We expect that day care and transportation services will allow a higher rate of enrollees with dependent children to remain in the program and enter unsubsidized employment.
7. Estimated Cost/Client. The estimated cost of day care services will be \$350 per client. The estimated cost for the transportation services will be \$350 per client.

C. Service Goals

The Summary of Goals form is included in Section VII - BUDGETS. The broad categories for each specific service in the PIP are as follows:

	<u>Number Served</u>
Intake-Assessment-Placement	440
• Outreach/Recruitment	
• Intake	
• Assessment	
• Orientation	
• Counseling	
• Jobs Development/Placement	
• Follow-up	
On-the-Job Training	132
Classroom/Occupational Training	146
Apprenticeship	36
GED Training	<u>89</u>
TOTAL	<u>843</u>

## VI. COORDINATION ARRANGEMENTS

The Administrative Entity and the PIP Consultant have established appropriate linkages to coordinate JTPA activities with the agencies and organizations listed in Appendix C, Coordination Resources.

### A. Inventory of Resources

A list of agencies and organizations, in SDA-10 and adjacent areas, which are potential service providers needed to meet the SDA's goals and objectives is presented in Appendix D, Resources Inventory.

### B. Reciprocal Planning

All organizations included on the Resource Inventory were contacted for planning input. Capabilities for provision of services in the SDA-10 area were discussed and documented. JTPA goals and objectives were discussed with numerous private firms which represent potential partners in training activities.

### C. Service Delivery Coordination

To minimize service duplications and training costs, the PIC and Administrative Entity of SDA-10 have developed a strong policy for service delivery coordination. Program reviews will be conducted to investigate the likelihood of improved effectiveness and goal achievement by utilizing existing resources.

### D. Use of Alternative Service Providers

If it becomes necessary, the PIC and the Administrative Entity reserve the right to demonstrate that alternative services or facilities would be more effective or more likely to achieve the service delivery area's performance goals.

VII. BUDGET

A. Planned Expenditures

The Summary of Goals form follows this section.

B. Cost Categories

The procedures used to allocate cost among the three major cost categories are based on Section 108 of the JTPA.

1.	<u>Training</u>		\$ 733,066
	Intake-Assessment-Placement	\$109,960	
	• Outreach/Recruitment		
	• Intake		
	• Assessment		
	• Orientation		
	• Jobs Development/Placement		
	• Follow-up		
	On-the-Job Training	329,880	
	Classroom/Occupational Training	146,612	
	Apprenticeship	73,307	
	GED Training	73,307	
2.	<u>Participant Support</u>		157,086
	Day Care Expenses	70,000	
	Travel Expenses	70,000	
	Other Support	17,086	
3.	<u>Administration</u>		<u>157,086</u>
	TOTAL		<u>\$1,047,238</u>

C. Administrative Cost Pool

The Administrative Entity will develop a policy related to an administrative cost pool.

D. Waiver

The SDA does not wish a waiver of the 15% ceiling on expenditures for services.

E. Matching Funds

No matching funds are required for the services described in the PIP.

STATE OF GEORGIA  
JTPA SUMMARY OF GOALS

<b>1. SDA NAME/ADDRESS</b> Georgia Southern/ Coastal SDA-10  P.O. Box 1917  Brunswick, Ga. 31521	<b>2. GRANT NO. _____</b> <b>MODIFICATION NO. _____</b>	<b>4. TYPE OF PROGRAM</b> (PLACE X BY ONE)  <input type="checkbox"/> TITLE II-A <input type="checkbox"/> TITLE II-B <input type="checkbox"/> TITLE III <input type="checkbox"/> OTHER (SPECIFY _____)
<b>3. GRANT PERIOD</b> FROM: <u>Oct. 1, 1983</u> TO: <u>June 30, 1984</u>		

I. ENROLLMENT AND TERMINATION CATEGORIES	QUARTER ENDING			
<b>A. TOTAL PARTICIPANTS</b>				403
1. NEW PARTICIPANTS				403
2. TRANSFERS FROM OTHER TITLES				0
3. CARRY-OVERS FROM PREV. YEAR				0
<b>B. TOTAL TERMINATIONS</b>				250
<b>ADULTS</b>				115
• ADULT WELFARE				35
<b>YOUTH</b>				135
1. TOTAL ENTERING EMPLOYMENT				107
<b>ADULTS</b>				67
• ADULT WELFARE				
<b>YOUTH</b>				40
2. YOUTH EMPLOYMENT ENHANCEMENTS				
ENTERED NON-TITLE II TRAINING				0
RETURNED TO FULL-TIME SCHOOL				10
COMPLETED PROG. OBJECTIVE (14-15)				0
COMPLETED MAJOR LEVEL OF EOUC.				5
3. TRANSFERS TO OTHER TITLES				0
4. OTHER TERMINATIONS				128
<b>C. TOTAL CURRENT PARTICIPANTS</b>				153

II. FUND AVAILABILITY AND EXPENDITURES	YTD BUDGET THRU QTR. ENDING			
<b>A. TOTAL JTPA FUNDS AVAILABLE</b>				1047238
1. NEW ALLOCATION				0
2. CARRY-IN FROM PREVIOUS YEAR				0
<b>B. PLANNED JTPA EXPENDITURES</b>				1047238
1. ADMINISTRATION				157086
2. PARTICIPANT SUPPORT				157086
3. TRAINING				733066
<b>C. MEMO: YOUTH EXPENDITURES</b>				403186
<b>D. MEMO: TOTAL MATCHING FUNDS</b>				
1. REQUIRED MATCHING FUNDS				
2. OTHER CONTRIBUTIONS				
(A) PUBLIC				
(B) PRIVATE				

• Non-add category

VIII. CONCURRENCE SHEET

Concurrence Sheet is included in the Core Administrative Plan.

APPENDICES



Georgia Institute of Technology  
ENGINEERING EXPERIMENT STATION

INDUSTRIAL EXTENSION DIVISION

Savannah Area Office  
P. O. Box 13817  
6606 Abercorn Street  
Savannah, Georgia 31406  
Area Code 912/356-2390

June 17, 1983

The Altamaha Georgia Southern and Coastal Area Planning and Development Commissions have been selected by the Private Industry Council to administer programs under the Job Training Partnership Act, for the Georgia Southern/Coastal Service Delivery Area. The joint Commissions have contracted Georgia Tech's Industrial Extension Division to prepare a Program Implementation Plan for identifying and training unemployed disadvantaged persons for jobs in the private sector.

Essential input for the development of this Plan includes information on the occupational needs of private business and industry in the 15-county area. A brief survey form on the back of this letter is provided for your convenience in expressing the occupational needs of your company. Please complete the form and return it to us by July 5 in the enclosed self-addressed, stamped envelope.

Our effectiveness in planning this program depends greatly upon the cooperation and assistance received from private business and industry. Your response will be handled in confidence, and your company's name will not be identified with any data released in connection with this study without your permission.

If you have any questions, please contact me at the address or telephone indicated above. Your cooperation and promptness will be greatly appreciated.

Sincerely,

Larry R. Edens, Director  
Savannah Area Office

JOB TRAINING PARTNERSHIP ACT  
 GEORGIA SOUTHERN/COASTAL SERVICE DELIVERY AREA  
 OCCUPATIONAL NEEDS SURVEY

Name of firm \_\_\_\_\_

SIC No. \_\_\_\_\_

1. What is your firm's current employment? Male \_\_\_\_\_ Female \_\_\_\_\_ Total \_\_\_\_\_

2. List below the skills or trades employed by your firm for which there are current or anticipated vacancies.  
 (Please attach additional sheets if required.)

Description of occupational title or needed skill or trade. (Please be specific. EXAMPLE: Sewing Machine Mechanic not Mechanic.)	Number employed in skill or trade at present	Number of job vacancies in skill or trade at present	Anticipated Number of additional job vacancies during next two years.		List specific job entry requirements such as education, certification, bonding, union membership, polygraph tests, etc.
			Due to Expansion	Due to Normal Turnover	

3. For the job titles or skills listed above, does your firm presently have in-house employee training programs?  
 Yes \_\_\_\_\_ No \_\_\_\_\_

If not, would your firm be interested in developing in-house training programs? Yes \_\_\_\_\_ No \_\_\_\_\_

Comments: \_\_\_\_\_

Survey form completed by:

Name \_\_\_\_\_

Title \_\_\_\_\_

Telephone \_\_\_\_\_

Please return completed form to:  
 Georgia Tech--Savannah Office  
 P.O. Box 13817  
 Savannah, Georgia 31416

APPENDIX B-1

EDUCATIONAL SURVEY  
for  
THE JOBS TRAINING PARTNERSHIP ACT OF 1982  
SDA #10 (SCHOOLS)

COUNTY \_\_\_\_\_

CITY \_\_\_\_\_

NAME OF SUPERINTENDENT \_\_\_\_\_

NAME OF SCHOOL \_\_\_\_\_

NAME OF CONTACT AT EDUCATION UNIT \_\_\_\_\_

TYPE OF EDUCATION UNIT \_\_\_\_\_

COURSE DESCRIPTIONS AT EDUCATION UNIT \_\_\_\_\_

What percentage of your students are placed in jobs after their training?

What is the description of these jobs?

What special facilities and/or equipment are available for skills training?

What will it cost the JTPA in one of your programs?

What is the length of training time for courses offered by you?

What are the prerequisites for courses at this school?

Do you have any plans to offer any additional courses and if so what will they be?

What is your entrance criteria?

What special linkages do you currently have with industry?

How do you assist students in placement?

How do you evaluate new courses to be offered?

What experience do your instructors currently have?

Who are your key personnel?

How would you be willing to assist in training applicants for the Jobs Training Partnership Act of 1982?

APPENDIX B-2

EDUCATIONAL SURVEY  
for  
THE JOBS TRAINING PARTNERSHIP ACT OF 1982  
AREA #10 (INDUSTRY)

COUNTY \_\_\_\_\_

CITY \_\_\_\_\_

NAME OF BUSINESS \_\_\_\_\_

TYPE OF BUSINESS \_\_\_\_\_

NAME OF CONTACT \_\_\_\_\_

TYPE OF EDUCATION TRAINING FACILITY \_\_\_\_\_

What are your entry level requirements (minimum)?

What are your training facilities?

What percentage of your trainees are placed in the job for which they are trained?

How long are the trainees on the job for which they are trained?

How often and what is the mechanism for evaluating the trainees during the training program?

Who are your key training personnel?

How would you be willing to assist in training applicants for the Jobs Training Partnership Act of 1982?

What are your decision criteria for offering new training programs?

What skills do you currently train for?

Are your trainees paid while in your training program?

Do you have special instructor training costs in your training program?

What linkages do you have with federal and state programs?

## APPENDIX B-3

### SUMMARY OF VOCATIONAL/TECHNICAL SCHOOLS IN SDA - 10

#### High Schools

The entrance requirements for the vocational/technical courses are based on grade level. The prerequisites for these vocational/technical studies are determined by each school system. But as a general rule, some courses are open to students sixteen years old. Therefore, the length of time for job skill training is from one year to two years. After the skill training is completed, the Georgia Department of Labor and the instructors help the students obtain jobs in their skills. The percentage of these students that are placed in jobs varies from fifty percent to seventy-five percent.

The linkage that is in place between the vocational/technical high school and industry is that of an industry advisory committee. This committee assists the educational unit in giving the student an opportunity to see first hand how the business operates and advises the educational unit on new technology in the area. The survey indicated that the facilities and/or equipment will vary from school system to school system but is adequate for basic skill training. In order to give the best skill training the instructors have had experience in the skill areas that they are teaching.

#### Area School

The vocational/technical school that services the SDA - 10 delivery area is the Brunswick Junior College Vocational/Technical Division. The

Savannah Area Vocational/Technical School, the Swainsboro Area Vocational/Technical School and the Waycross-Ware County Vocational/Technical School are all outside the SDA - 10 area but may be used to do training for the participants in this delivery area.

The entrance requirements for admission to Brunswick Junior College come from two essentially different groups of applicants. These are high school graduate and applicants who present an Equivalency Certificate from the State Department of Education. The prerequisite for the SAT is 37/37 and the Basic Skills Examination scores for English, reading and mathematics will vary depending upon the major chosen. Therefore, the length of time for the skill training will vary from one year to two years. The job placement is accomplished by the use of the instructors in each field of study and the other vocational area technical schools. The above system has been very successful as eighty-six percent of the graduates have been placed in jobs.

The linkages that exist between industry and Brunswick Junior College are the following: (1) non-credit courses, which require no entrance requirements, are offered on campus. (2) the Quick Start program which trains for new industry and also for existing industry which wishes to add workers to their present operation. The facilities and equipment used for the training at Brunswick Junior College are good for the skills training being conducted at this institution. All the instructors have experience in the field in which they teach and also must meet the Department of Education certification requirements.

APPENDIX C

COORDINATION RESOURCES

State Wide Organizations (Appendix C-1)

Georgia Department of Community Affairs  
8th Floor  
40 Marietta Street  
Atlanta, Georgia 30303  
(404) 656-3836  
Jim Higdon, Commissioner  
CONTACT: Paul Radford

Georgia Department of Labor  
IBEW Building  
501 Pulliam Street  
Atlanta, Georgia 30312  
(404) 656-6380  
CONTACT: Don Bryant

Georgia Department of Education  
2066 Twin Towers - East  
Atlanta, Georgia 30334  
(404) 656-2800  
Charles McDaniel, State Superintendent  
of Schools

Georgia Department of Human Resources  
47 Trinity Avenue, Room 620-S  
Atlanta, Georgia 30334  
(404) 656-5680  
Jim Ledbetter, Commissioner

Department of Family and Children Services  
47 Trinity Avenue, S. W.  
Room 414-S  
Atlanta, Georgia 30334  
(404) 656-4461  
Pat Johnson, Director

Division of Vocational Rehabilitation  
47 Trinity Avenue, S.W.  
10th Floor  
Atlanta, Georgia 30334  
(404) 656-2621  
Thomas R. Gaines, Director  
CONTACT: Gene A. Wallace, Deputy Director  
(404) 656-2612

Georgia Business and Industry  
Association (GBIA)  
Gene Dyson, President  
181 Washington Street, S. W.  
Atlanta, Georgia 30303  
(404) 659-4444  
CONTACT: Jim Parkman

Georgia Chambers of Commerce  
Ernest Davis, Executive Vice-President  
575 North Omni International  
Atlanta, Georgia 30335  
(404) 524-8481  
CONTACT: Penn Worden

Georgia Labor Council  
Herb Mabry, Executive  
501 Pulliam Street, S. W.  
Atlanta, Georgia 30312  
(404) 525-2793

Georgia Department of Industry and Trade  
1400 North Omni International  
Atlanta, Georgia 30303  
(404) 656-3588  
CONTACT: Doug Weaver, Director of Research  
Division

Georgia Department of Vocational Education  
17th Floor  
Twin Towers East  
Capitol Square  
Atlanta, Georgia 30334  
(404) 656-6711  
William P. Johnson, Director

Georgia Board of Regents  
244 Washington Street, S. W.  
Room 454  
Atlanta, Georgia 30334  
(404) 656-2202  
Vernon Crawford, Chancellor

State Office of Aging  
618 Ponce de Leon Avenue  
Atlanta, Georgia 30365-2101  
(404) 894-5336  
Janet Bittner, Director  
CONTACT: Willa Hicks, Employment Specialist

National Alliance of Business (NAB)  
Sonny Walker, Regional Vice-President  
Suite 1800  
100 Edgewood Avenue, N. E.  
Atlanta, Georgia 30303  
(404) 522-9350  
CONTACT: Tom Rafferty

Georgia Industrial Developers  
Association (GIDA)  
Tom Murphy, President  
DeKalb Count Chamber of Commerce  
515 Decatur Federal Building  
Decatur, Georgia 30030  
(404) 378-8000

Proprietary Schools Association  
156 Trinity Avenue, S. W.  
Atlanta, Georgia 30334  
(404) 656-2452  
CONTACT: Wanda Gray

Administrative SBDC Offices  
348 Brooks Hall  
University of Georgia  
Athens, Georgia 30602  
CONTACT: Le-Quita Booth

Chambers of Commerce (Appendix C-2)

Appling

Appling County-Baxley Chamber of Commerce  
P. O. Box 413  
Baxley, Georgia 31513  
(912) 367-7731  
Victor Cross, Executive Vice President

Bulloch

Stateboro-Bulloch County Chamber of Commerce  
323 Main Street  
Stateboro, Georgia 30458  
(912) 764-6111  
George A. Hanson, Executive Director

Camden

Woodbine Chamber of Commerce  
P. O. Box 526  
Woodbine, Georgia 31569  
(912) 729-5681  
Dan Williams, President

St. Marys Chamber of Commerce  
P. O. Box 876  
St. Marys, Georgia 31558  
(912) 882-4000  
Linda Love, President

Kingsland-Kings Bay Chamber of Commerce  
P. O. Box 1194  
Kingland, Georgia 31548  
(912) 729-5101  
Sandy Burrows, Secretary

Candler

Metter-Candler Chamber of Commerce  
11 N. Kennedy Street  
P. O. Box 497  
Metter, Georgia 30439  
(912) 685-2159  
Cal Dean, Executive Director

Evans

Claxton-Evans County Chamber of Commerce  
1 N. Duval Street  
P. O. Box 655  
Claxton, Georgia 30417  
(912) 739-2281

Glynn

Brunswick-Golden Isles Chamber of Commerce  
P. O. Box 250  
Brunswick, Georgia 31521  
(912) 265-0620  
Lee Davenport, Executive Director

St. Simons Island Chamber of Commerce  
Neptune Park  
St. Simons, Georgia 31522  
(912) 638-9014  
Jean Alexander, Executive Secretary

Jeff Davis

Hazlehurst-Jeff Davis County Chamber of Commerce  
6 Jeff Davis Office Courts  
P. O. Box 536  
Hazlehurst, Georgia 31539  
(912) 375-4543  
Verle Thigpen, Vice President

Liberty

Hinesville-Liberty County Chamber of Commerce  
P. O. Box 405, 302 E. Main Street  
Hinesville, Georgia 31313  
(912) 876-5500  
Deanne Beckwith, Executive Director

McIntosh

Darien-McIntosh County Chamber of Commerce  
Darien, Georgia 31305  
(912) 437-4192  
Harvey Richardson, President

Toombs

Lyons-Toombs County Chamber of Commerce  
417 N. State Street  
P. O. Box 49  
Lyons, Georgia 30436  
(912) 526-6216  
Betty Bazemore, Secretary

Vidalia Chamber of Commerce  
P. O. Box 306  
104 E. First Street  
Vidalia, Georgia 30474  
(912) 537-4466  
Dick Walden, Executive Vice President

Wayne

Jesup-Wayne County Chamber of Commerce  
124 N. W. Broad Street  
P. O. Box 70  
Jesup, Georgia 31545  
(912) 427-2028  
Linda Russell, Secretary

Industrial Development Authorities (Appendix C-3)

Appling County Development Authority  
P. O. Box 413  
Baxley, Georgia 31513  
(912) 367-7731  
Mr. Quentin Frost, Chmn.

Bryan County Development Authority  
P. O. Box 1108  
Pembroke, Georgia 31321  
(912) 653-4413  
Mr. J. Dixie Harn, Chmn.

Bulloch County Development Authority  
323 S. Main St.  
Statesboro, Georgia  
(912) 764-6111  
Mr. George Hanson

Camden County Development Authority  
P. O. Box AA  
Kingsland, Georgia 31547  
(912) 729-3161  
Mr. J. Hill Harty, Exec. Dir.

Candler County Industrial Authority  
P. O. Box 296  
Metter, Georgia 30439  
(912) 685-5763

Effingham County Industrial Authority  
P. O. Box 187  
Springfield, Georgia 31329  
(912) 754-6427  
Mr. J. Hilton Knight

Evans County Development Authority  
Claxton, Georgia 30417  
(912) 739-1621

Glynn County Development Authority  
P. O. Box 190  
Brunswick, Georgia 31520  
(912) 265-6700

Liberty County Industrial Authority  
P. O. Box 1160  
Hinesville, Georgia  
(912) 368-3356  
Mr. Ronald E. Tolley, Exec. Dir.

McIntosh County Industrial Authority  
P. O. Box 896  
Darien, Georgia 31305  
(912) 437-6650  
Edward R. Bee, Exec. Dir.

Reidsville Development Authority  
P. O. Box 188  
Reidsville, Georgia 30453  
(912) 557-4381

Lyons Development Authority  
Lyons, Georgia 30436  
(912) 526-8103

Wayne County Industrial Authority  
P. O. Box 70  
Jesup, Georgia 31545

APPENDIX D

RESOURCES INVENTORY

Savannah Area Vocational-Technical School  
Billy Hair, Director  
5717 White Bluff Road  
Savannah, Georgia 31405

Georgia Institute of Technology  
Savannah Office  
Industrial Extension Division  
6606 Abercorn Street  
P. O. Box 13817  
Savannah, Georgia 31406

Savannah State College  
P. O. Box 20436  
Savannah, Georgia 31404

Armstrong State College  
11935 Abercorn Street Ext.  
Savannah, Georgia 31406

Draughon's Junior College  
1001 Whitaker Street/709 Mall Blvd.  
Savannah, Georgia 31401/31406

Georgia Department of Labor  
Joseph Bradley, Manager  
214 Drayton Street  
P. O. Box 9089  
Savannah, Georgia 31412

Georgia Department of Labor  
Edgar Deal, Manager  
117 Savannah Avenue  
P. O. Box 726  
Statesboro, Georgia 30458

Georgia Department of Labor  
Roscoe Odum, Manager  
1321 Union Street  
P. O. Box 1059  
Brunswick, Georgia 31520

Small Business Development Center  
Lewis Stewart, Director  
Southeast Georgia SBDC  
L. B. 8156 GSC  
Statesboro, Georgia 30458

Georgia Department of Human Resources  
District Family and Children Services  
2 East Henry Street  
Savannah, Georgia 31401

Georgia Department of Human Resources  
District Family and Children Services  
1803 Gloucester Street  
Brunswick, Georgia 31520

Georgia Department of Human Resources  
District Family and Children Services  
201 State Street  
Waycross, Georgia 31501

Georgia Department of Human Resources  
State Division of Vocational Rehabilitation  
420 Mall Blvd.  
Savannah, Georgia 31406

Georgia Department of Human Resources  
Division of Vocational Rehabilitation  
1609 Newcastle Street  
P. O. Box 1756  
Brunswick, Georgia 31520

Georgia Department of Human Resources  
Division of Vocational Rehabilitation  
119 Northside Drive, W.  
Stateboro, Georgia 30458

Georgia Department of Labor  
State Employment Service  
1321 Union Ave.  
Brunswick, Georgia 31520

Georgia Department of Labor  
Employment Office (District Office)  
185 N. Brunswick St.  
Jesup, Georgia 31545

Georgia Department of Labor  
Employment Service  
117 Savannah Ave.  
Statesboro, Georgia 30458

Georgia Department of Labor  
Employment Service  
Community Action Ctr.  
114-1/2 N. Tallahassee St.  
Hazlehurst, Georgia 31539

Georgia Department of Labor  
Employment Service  
214 Drayton St.  
Savannah, Georgia 31402

Georgia Department of Labor  
State Employment Service  
Mosely St. Mall  
Vidalia, Georgia 30474

Georgia Department of Labor  
Employment Service  
809 Elizabeth St.  
Waycross, Georgia 31501

Brunswick Junior College  
Altama at 4th  
Brunswick, Georgia 31520

Swainsboro Area Vocational Technical School  
201 Kite Rd.  
Swainsboro, Georgia 30401

Glynn County Adult Center  
2300 Stonewall St.  
Brunswick, Georgia 31520

Waycross-Ware County Vocational Technical School  
1701 Carswell Ave.  
Waycross, Georgia 31501

Department of Veterans Service  
34 Siebald St.  
Statesboro, Georgia 30458

Department of Veterans Service  
1803 Gloucester St., Suite 104  
Brunswick, Georgia 31520

Department of Veterans Service  
410 Mall Blvd., Suite A  
Savannah, Georgia 31406

Department of Offender Rehabilitation  
Southeast District Office  
13 North Main St.  
Statesboro, Georgia 30458

Department of Offender Rehabilitation  
5105 Paulsen Street, Suite 221  
Savannah, Georgia 30405

Department of Offender Rehabilitation  
1503 Newcastle St.  
Brunswick, Georgia 31520

Altamaha Area Community Action Authority, Inc.  
P. O. Box 466  
Reidsville, Georgia 30453  
Mr. A. C. Harrison

Coastal Area Community Action Authority  
Brunswick, Georgia 31521