

YOUNG DISADVANTAGED WORKERS
IN KANSAS AND THE UNITED STATES.

1978 - 1982

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October 1983

Monograph #10

Kansas Labor Market Research Series

Institute for Economic and Business Research

University of Kansas

The Kansas Labor Market Information Project has been funded by the State of Kansas through the Governor's Special Grant Component of the Comprehensive Employment and Training Act, and is sponsored by the Kansas Council on Employment and Training and the Kansas Department of Human Resources. All views expressed are solely those of the authors. A major portion of the technical analysis in this study was performed by Dr. Bharati Bhattacharyya, Assistant Professor, Department of Economics, Washburn University. Technical assistance was provided for this project by Chris Rott, Marty Jensen, Dan Petree, Frank Hefner, and A. Michael Valk.

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EXECUTIVE SUMMARY

The heterodox character of labor markets is a widely accepted fact, as is the fact that the labor market experience and problems of young workers are markedly different from those of other age groups. Through an analysis of the Current Population Survey, this study investigates these differences in detail with a specific focus on the young disadvantaged worker in Kansas. In particular, it compares the characteristics of this group with those of young disadvantaged workers in the nation as a whole and with the characteristics of disadvantaged workers in general, both in Kansas and the United States.

The study's conclusions--expressed in full in Section V--demonstrate the distinctive nature of the state's young disadvantaged workers. The findings enumerated below are regarded as most significant because their implications for future job-training policies highlight the need for programs that are group- and state-specific.

- Young disadvantaged workers in Kansas differed from young disadvantaged workers in the nation as a whole in a number of ways, the most notable being:
1. Whereas at the national level the percentage of female youth who were disadvantaged was higher than the percentage among male youth, the reverse was the case in Kansas through 1979 to 1981.
 2. The young disadvantaged workers in the United States were predominantly female throughout the period, whereas in Kansas in 1980 and 1981 there were slightly more young male disadvantaged workers than female.
 3. In the United States as a whole, the percentage of minority disadvantaged workers rose slightly between 1981 and 1982, but in Kansas this percentage dropped substantially during this time.
 4. Whereas in the United States as a whole minorities were approximately the same percentage of young disadvantaged workers as they were of total disadvantaged workers throughout the period, in Kansas in some years the minority percentage was higher among young disadvantaged workers than among total disadvantaged workers; in other years it was lower.
 5. Whereas in the United States as a whole the percentage of young disadvantaged workers who were employed part-time because they could not find a full-time job was lower throughout the period than the corresponding percentage of total disadvantaged workers,

in Kansas the percentage of young disadvantaged workers in this category exceeded the percentage of total disadvantaged workers in 1979 and 1982.

6. In the United States as a whole, young disadvantaged female workers had a higher rate of unemployment than disadvantaged female workers in general throughout the period, but in Kansas young disadvantaged female workers had a lower rate of unemployment than the total disadvantaged workers in two of the five years.
7. Young disadvantaged workers in Kansas had a higher level of education than young disadvantaged workers in the nation as a whole except in 1979.

-- Young disadvantaged workers in Kansas differed from total disadvantaged workers in a number of ways, the most notable being:

1. Minorities were a higher percentage of the young disadvantaged worker population than they were of the total disadvantaged worker population.
2. Unemployment among young disadvantaged workers exceeded unemployment among total disadvantaged workers.
3. The percentage of young disadvantaged workers who were in part-time employment fluctuated during the period whereas the percentage of total disadvantaged workers in part-time employment declined steadily.
4. The education level of young disadvantaged workers was lower than that of total disadvantaged workers.

Although the proportion of young disadvantaged Kansas workers to the state's total number of disadvantaged workers was lower than the national ratio, that lower percentage should not be interpreted to mean that the labor market problems of the in-state group are either so insignificant or so common as to be amenable to addressed by uniform, broadly-conceived job-training policies. Indeed, the unequivocal position of this report is , given the unique racial, ethnic, sexual, and educational composition of the young disadvantaged workers in Kansas, that a national approach to labor market policies and job-training program which treats the total disadvantaged worker population as though it were homogeneous would not meet the specific needs of the young disadvantaged worker in Kansas.

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I. PURPOSE AND SCOPE OF MONOGRAPH

A. Purpose

The segmented character of labor markets is widely recognized, as is the fact that young workers' labor market experience and problems differ from those of other age groups. The distinctive problems of young workers were acknowledged in the Comprehensive Employment Training Act (CETA) which made specific provision for various categories of young workers. The Job Training Partnership Act (JTPA), which replaced CETA, also addresses specifically the experience of young workers. In particular the Act reads: "It is the purpose of this Act to establish programs to prepare youth and unskilled adults for entry into the labor force and to offer job training. . . ."

Youth employment and labor market disequilibrium was one of the seven Kansas labor market issues identified in Monograph #1 of this series.¹ The present monograph contributes to the study of this problem through an analysis of the demographic, labor market, and socio-economic characteristics of disadvantaged young workers in Kansas. It compares the characteristics of this group with those of young disadvantaged workers in the nation as a whole and with the characteristics of disadvantaged workers in general in Kansas and the United States.

B. Scope of Analysis

For the purpose of this monograph, "disadvantaged workers" have been defined as workers eligible for CETA programs. "Young disadvantaged workers" have been defined as workers eligible for CETA programs under the three Titles in the legislation which refer to persons in certain age groups below the age of 22 years. Table 1 shows the various categories of eligibility for CETA. Table 2 gives the definitions of various terms used in defining these categories. The

¹ A list of the previous monographs in this series is given on page 51.

Table 1

CETA Eligibility

Title	Criteria
IIB, VII	The individual is:
Economically disadvantaged	and CETA-unemployed, or CETA-underemployed, or in school
IID	The individual is:
Economically disadvantaged and unemployed 15 or more weeks	or In a family receiving public assistance
YETP	The individual is between 16 and 21 years of age (inclusive) and:
CETA-unemployed, or CETA-underemployed, or in high school or lower grade	and Economically disadvantaged
YCCIP	The individual is:
Between 16 and 19 years of age (inclusive)	and CETA-unemployed
SYEP	The individual is:
Between 14 and 21 (inclusive)	and Economically disadvantaged
VI	The individual is:
Unemployed 10 or more weeks	and In a family that received public assistance
Any listed	The individual is eligible for CETA title IIB, VII, IID, YETP, YCCIP, SYEP, or VI
Any youth	The individual is eligible for Title YETP, YCCIP, or SYEP
Other listed	The individual is eligible for Title IIB, VII, IID or VI

Data-Element Definitions

Element	Definition
Civilian Population	Total interviewed non-Armed Forces, non-institutional population.
CETA-Family Income	Total family income less Supplemental Security Income, public assistance, welfare, veteran's payments, unemployment and worker's compensation.
Economically Disadvantaged	The individual received public assistance, welfare, or had a family income less than the family poverty level.
Education	Years of school completed.
CETA-Unemployed	The individual is looking for work or is part-time for economic reasons and working 10 or fewer hours per week, or is greater than 18 years old and in a family receiving public assistance.
CETA-Underemployed	The individual is part-time for economic reasons or the individual is full-time and has a wage below the poverty level and is not CETA-unemployed.
CETA-in-school	The individual is not CETA-Unemployed, CETA-Underemployed, and the individual's major activity is in school.
CETA-Employed	The individual is either working or with a job but not at work and is not CETA-Unemployed, CETA-Underemployed or CETA-in-school.
Part-Time for Economic Reasons	The economic reasons include: slack work, material shortages, repairs to plant or equipment start or termination of job during the week, and inability to find full-time work. p 55, 57
Family Received Public Assistance	The family received SSI, welfare or other public assistance.
Hispanic	Mexican-American, Chicano, Mexican, Mexicano, Puerto Rican, Cuban, Central or South American or other Spanish.
SSI	Supplemental security income is made up of payments from federal, state and local welfare agencies to low income persons who are age 65 or older, blind, disabled.
Public Assistance	Public assistance and welfare payments include aid to families with dependent children and general assistance.

Table 2
(continued)

Data-Element Definition

Element	Definition
Family	A group of two or more persons residing together and related by birth, marriage or adoption.
Unemployed for 10 weeks or more	The individual is classified as looking for work and has been looking for a job 10 or more weeks.
Unemployed for 15 weeks or more	The individual is classified as looking for work and has been looking for a job for 15 or more weeks.
Total Minority	Civilian non-institutional population less white non-Hispanic.
Employed Full-Time	Individual has a job and works 35 hours or more in the last week.
Welfare Status	The individual received public assistance or SSI.
2-Parent Family	Individual is married with civilian spouse present and resides in a family with related children present. Individual is the family head or spouse.
1-Parent Family	Individual resides in a family with related children present. Individual is family head or spouse and is not classified as married with civilian spouse present.
Non-Dependent Individual	Individual is not in a family.

three categories of young workers identified in Table 1 as eligible for CETA programs are SYEP (workers between 14 and 21 years of age inclusive who are economically disadvantaged), YETP (workers between 16 and 21 years of age inclusive who are economically disadvantaged and CETA-unemployed, or CETA-underemployed, or in high school or lower grade) and YCCIP (workers between 16 and 19 years of age inclusive who are CETA-unemployed). The numbers of people eligible under these three Titles in Kansas and the United States were estimated for the period 1978-82 in Monograph #5 of this series from data supplied by the Current Population Survey (CPS). These figures are presented in Table 3.

The analysis in this monograph treats the three groups of disadvantaged young workers as a whole and does not distinguish between those eligible under each of the three Titles. (It should be noted that the total number of young workers eligible for CETA is not the total of the numbers eligible under each of the three Titles, since an individual may be eligible under more than one Title.)

The definition of "young disadvantaged worker" in this monograph (in terms of eligibility for CETA) differs from that used in Monograph #4 which analyzed data from the Survey of Income and Education 1976. In the Survey and in Monograph #4, disadvantaged workers were defined as workers earning less than a certain level of income (the "poverty threshold" established annually by the Census Bureau). This definition does not satisfy CETA-eligibility criteria. Since CETA programs to aid disadvantaged workers apply CETA-eligibility criteria, these criteria provide a more useful definition of "disadvantaged workers" than that employed in Monograph #4.

For the years 1978-82, the present analysis covers the following issues:

- the size of the youth group in relation to the total population (males, females, and total);
- the number of disadvantaged young workers in relation to the total number of disadvantaged workers and to the total population (males, females, and total);

Table 3
Young Disadvantaged Workers[†]
United States and Kansas, 1978-1982

	<u>CETA TITLE</u>						Total CETA-eligible Youth [§]	
	SYEP		YCCIP		YETP			
	(14-21 yrs, econ. disad.)		(16-19 yrs, CETA-unempl.)		(16-21 yrs, unempl., in high school or lower, & econ. disad.)		(14-21 and otherwise eligible)	
(numbers in '000s)	US	KS	US	KS	US	KS	US	KS
1978								
Number	4805.2	41.2	2245.8	8.5	2746.6	20.5	6306.1	47.8
% of Population ^α	2.89	2.83	1.40	.40	1.65	1.15	3.79	2.69
1979								
Number	4879.5	35.5	2196.2	12.7	2696.6	19.5	6352.3	43.1
% of Population	2.89	1.98	1.25	.70	1.60	1.09	3.76	2.40
1980								
Number	4837.3	33.2	2138.6	16.6	2817.7	22.0	6194.8	42.4
% of Population	2.83	1.81	1.20	.90	1.65	1.20	3.62	2.31
1981								
Number	5212.9	40.3	2462.3	29.3	2971.3	28.8	6816.6	59.5
% of Population	2.94	2.20	1.39	1.60	1.67	1.57	3.85	3.25
1982								
Number	5857.9	51.3	2571.3	16.3	3257.5	26.7	7535.1	59.5
% of Population	3.27	2.82	1.43	.89	1.81	1.47	4.21	3.27

[†]i.e., CETA-eligible

[§]This figure is less than the total of those eligible under titles SYEP, YCCIP and YETP because a person may have been eligible under more than one title.

^αNumber of CETA-eligible persons as a percentage of the total population aged 14 years and over.

Source: Calculated from Current Population Survey

- the ethnic composition of young disadvantaged workers compared with the ethnic composition of disadvantaged workers in general and with the total population;
- the employment status of young disadvantaged workers and disadvantaged workers in general;
- occupations of young disadvantaged workers and disadvantaged workers in general;
- sources of income of young disadvantaged workers and disadvantaged workers in general;
- education levels of young disadvantaged workers and disadvantaged workers in general;
- trends during the period under study in the above variables; and
- comparisons between the situation in Kansas and in the nation as a whole with respect to the above variables.

It is important to note that the expression "total population" used above and throughout the monograph refers to the total population aged 14 years and over, not to the total population including younger age groups.

C. Source and Nature of the Data

The estimates of CETA-eligible population are drawn from the Current Population Survey (CPS) which has been conducted by the Bureau of the Census over the last three decades. CPS is a household sample survey conducted monthly to provide estimates of employment, unemployment, and other characteristics of the general labor force, both of the population as a whole and of various population subgroups.

CPS also provides a large amount of detail on the economic status and activities of the population. It is the only source of monthly estimates of total employment (farm and nonfarm, self-employed, unpaid workers, and wage and salary employees), occupation of workers and industry of employment, number of workers classified by the number of hours worked, and estimates of total unemployment. Information about the number of usual hours worked and the usual hourly or

weekly earnings is obtained from one quarter of the sample each month (data are available beginning with January 1980). For individuals not in the labor force, information is available on their current desire for work, past work experience, and intentions for job seeking. CPS is also a comprehensive source of information on the personal characteristics of the total population such as age, sex-race, marital and family status, veteran status, years of school completed, and Spanish origin.

The March CPS, also known as the Annual Demographic File, contains the basic monthly demographic and labor force data described above, plus additional data on work experience, income, and migration. CPS interviews approximately 60,000 households in the United States, containing about 130,000 persons. Each household is interviewed once a month for four consecutive months in one year and again for the corresponding time period one year later. This makes comparisons possible on a month-to-month and year-to-year basis.

The CPS sample is based on the civilian noninstitutional population of the United States. In March of each year, supplemental data are collected for male Armed Forces' members residing with their families in civilian housing units or on a military base. The Armed Forces' members, however, are not asked the monthly labor force questions or the supplemental questions on work experience. The March CPS is also supplemented with a sample of Spanish households identified the previous November, resulting in the addition of about 2,500 households in that month's sample. The addition of the Spanish households began in 1976.

The statistics resulting from CPS serve to update similar information collected once every ten years for the national Census. They are used by government policy-makers, legislators, and administrators as indicators of the nation's economic and social situation and for the planning and evaluation of many government programs. Data are available for the United States and for each state separately.

Data from other sources (e.g., U.S. Bureau of Labor Statistics, Kansas Statistical Abstract, U.S. Statistical Abstract) have been used, where appropriate, to complement data from the Current Population Survey.

II. DEMOGRAPHIC CHARACTERISTICS OF YOUNG AND TOTAL DISADVANTAGED WORKERS

A. The Youth Population

As a background to the study of the young disadvantaged workers, it is useful to look briefly at the youth population as a whole, its labor force participation, and the youth unemployment rate.

Table 4 shows that the percentage of youth in the total population aged 14 years and over in the United States declined steadily between 1978 and 1982, dropping from 19.65% in 1978 to 17.55% in 1982. In Kansas, however, no clear trend can be observed during the period. The pattern among males and females considered separately was similar to that of the two sexes combined. Throughout the period, the youth group comprised a smaller percentage of the total population in Kansas than in the United States, except for males in 1978 and for females in 1981 when the youth percentage of the total population of the United States was below that in Kansas.

B. Young and Total Disadvantaged Workers in the Population

Table 3 (p. 6) gives the numbers of youth eligible for CETA under the three relevant Titles and the total number eligible under any Title. This table also relates these numbers to the total population 14 years of age and older. In Table 5, the number of young disadvantaged workers is related to the total population and the CETA-eligible population. The size of the total CETA-eligible population is also given and shown as a percentage of the total population. These figures are displayed graphically in Figure 1.

These tables and figure show that young disadvantaged workers constituted a large proportion (about one third) of the total disadvantaged workers (CE popu-

Table 4

Percentage of Youth[†] in the Total Population[§] of the
United States and Kansas
1978-1982

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
% Total Youth Population of Total Population	19.65	19.41	19.26	15.42	18.74	17.67	18.19	18.18	17.55	16.25
% Male Youth of Male Population	20.56	21.53	20.15	16.02	19.62	17.51	19.07	18.17	18.40	16.07
% Female Youth of Female Population	18.84	17.60	18.45	14.88	17.95	17.84	17.39	18.19	16.77	16.40

† 14-21 years of age

§ Population aged 14 years and over

Source: Calculated from Current Population Survey

Table 5

Young Disadvantaged Workers and Total Disadvantaged Workers[†]
in the Population of United States and Kansas, 1978-1982

		<u>Young Disadvantaged Workers</u>			<u>Total Disadvantaged Workers</u>	
		Number	As Percent	As Percent	Total CE [†]	As Percent
		'000	of Total	of CE [†]	Population	of Total
			Population [§]	Population	'000	Population [§]
1978	US	6,306.1	3.79	32.11	19,636.8	11.80
	KS	47.8	2.69	26.86	177.9	10.00
	KS/US Ratio ^α	-	71	84	-	85
1979	US	6,352.3	3.76	32.46	19,570.3	11.60
	KS	43.1	2.40	28.48	151.3	8.40
	KS/US Ratio	-	64	88	-	72
1980	US	6,194.8	3.62	31.99	19,362.2	11.30
	KS	42.4	2.31	33.46	126.7	6.90
	KS/US Ratio	-	64	105	-	61
1981	US	6,816.6	3.85	31.91	21,352.9	12.06
	KS	59.5	3.25	33.67	176.7	9.66
	KS/US Ratio	-	84	106	-	80
1982	US	7,535.1	4.21	33.73	22,330.9	12.48
	KS	59.5	3.27	29.15	204.1	11.24
	KS/US Ratio	-	78	86	-	90

[†]CETA-eligible

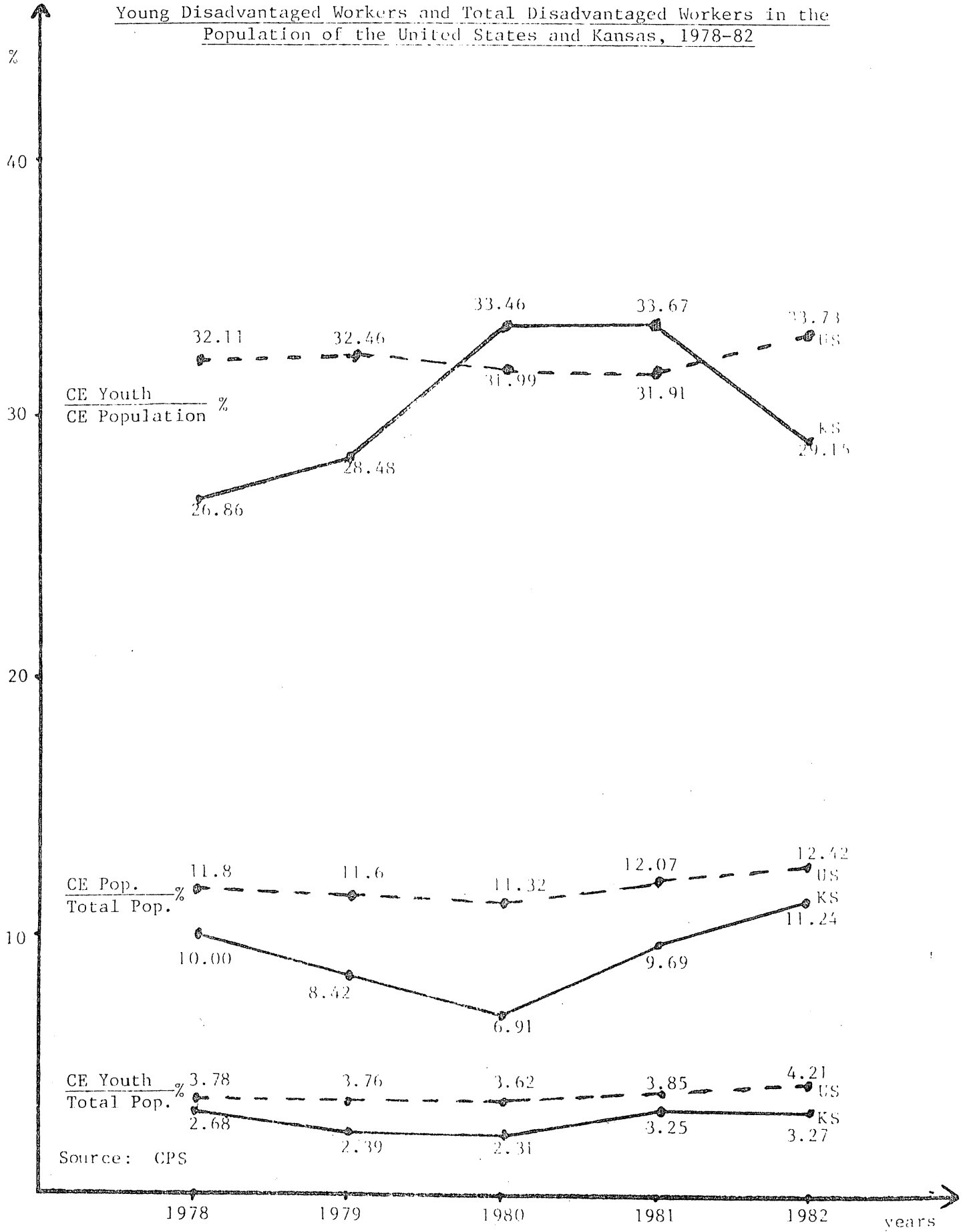
[§]population aged 14 years and over

^αKS/US Ratio is the Kansas percentage as a proportion (percentage) of the U.S. percentage

Source: Calculated from Current Population Survey.

Figure 1

Young Disadvantaged Workers and Total Disadvantaged Workers in the Population of the United States and Kansas, 1978-82



CE = CETA eligible

Disadvantaged workers are those who would be designated as CETA-eligible (p. 2).

lation) in the United States throughout the period. In Kansas, young disadvantaged workers represented a somewhat smaller proportion of the total disadvantaged group in 1978 and 1979, but the proportion increased sharply in 1980 and remained steady in 1981 only to fall again in 1982. In 1980 and 1981, young disadvantaged workers were a slightly greater percentage of the total disadvantaged group in Kansas than they were in the United States.

The percentage of young disadvantaged workers in relation to the population as a whole was nearly constant in the United States during the period. The corresponding figure for Kansas was lower throughout the period and somewhat more variable. It was, however, much less variable than the percentage of total disadvantaged workers in the total population.

Table 5 shows that the number of young disadvantaged workers in Kansas rose dramatically between 1980 and 1981 (by 40%) and remained at this level in 1982. Young disadvantaged workers as a percentage of the total population also increased by approximately 40% between 1980 and 1981. Total disadvantaged workers in Kansas, both in numbers and as a percentage of the total population, rose at approximately the same rate between 1980 and 1981. While young disadvantaged workers in Kansas remained constant between 1981 and 1982, both in numbers and as a percentage of the total population, young disadvantaged workers at the national level increased both in numbers and as a percentage of the total population by about 10%. In Kansas, total disadvantaged workers increased in numbers and as a percentage of the total population by approximately 16% between 1980 and 1982. At the national level, the increase of total disadvantaged workers, both in absolute numbers and as a percentage of the total population, was only one quarter of that seen in Kansas.

From the Kansas-United States ratios given in Table 5 and by inspection of Figure 1, it can be seen that both young and total disadvantaged workers were a smaller proportion of the total population in Kansas than was the case in the

United States as a whole. In some years, the figure for total disadvantaged workers was nearer the United States figure than was the figure for young disadvantaged workers, but, in other years, the reverse was the case.

C. Young and Total Disadvantaged Workers by Sex

Table 6 shows that, throughout the period in the United States, the incidence of CETA-eligibility among female youth was consistently higher than that among male youth. In Kansas, however, the incidence of CETA-eligibility among male youth was higher than that among female youth for the years 1979-81. Throughout the period, the incidence of CETA-eligibility both among male and female youth was higher in the United States than in Kansas. It should be noted, however, that in 1982 the Kansas incidence of CETA-eligibility among female youth was nearer the U.S. incidence than in any previous year in the period. Table 6 also shows that throughout the period the incidence of CETA-eligibility among both male and female youth was higher than that among the population as a whole. Except in Kansas in 1978, the difference between the youth incidence and the general incidence was greater among males than among females.

Table 7 relates the number of male and female young disadvantaged workers to the total numbers of male and female disadvantaged workers and to the total population of disadvantaged workers. In the United States, young disadvantaged workers were predominantly female throughout the period; however, in Kansas in 1980 and 1981, there were slightly more male than female young disadvantaged workers. Among disadvantaged workers as a whole, females predominated both in Kansas and in the United States throughout the period, and the excess of females was greater than among young disadvantaged workers.

Except in Kansas in 1978, male young disadvantaged workers were a larger percentage of total male disadvantaged workers than the female young disadvantaged workers were of the total female disadvantaged workers.

Table 6

Comparisons of Young and Total Disadvantaged Workers[†] by Sex
to the Total Population[§], United States and Kansas, 1978-1982

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
% CE [†] Male Population of Total Male Population	10.31	8.80	10.00	7.54	9.88	5.86	10.68	8.92	11.18	10.18
% CE Female Population of Total Female Population	13.15	11.03	13.04	9.22	12.62	7.91	13.32	10.32	13.66	12.19
% CE Male Youth Population of Total Male Youth Population	17.75	11.16	18.01	14.61	17.68	13.91	19.68	19.18	22.66	18.65
% CE Female Youth Population of Total Female Youth Population	20.77	16.69	21.03	16.46	20.91	12.31	22.64	16.72	25.31	21.50

[†]Disadvantaged workers are those who would be designated as CETA-eligible (CE) as described in Table 1, p. 2.

[§] population aged 14 years and over.

Source: Calculated from Current Population Survey

Table 7
Comparison by Sex of Young Disadvantaged Workers
and Total Disadvantaged Workers[†], United States and Kansas, 1978-1982

	1978		1979		1980		1981		1982	
	US %	KS %	US %	KS %	US %	KS %	US %	KS %	US %	KS %
CE [†] Males:										
CE Population	41.47	40.53	40.95	42.56	41.46	41.20	42.01	43.69	42.51	42.77
CE Females:										
CE Population	58.53	59.47	59.05	57.44	58.54	58.80	57.99	56.25	57.48	57.22
CE Male Youth:										
CE Population	17.42	15.85	17.58	15.76	17.42	16.33	17.14	16.58	17.87	16.56
CE Female Youth:										
CE Population	14.68	11.07	14.87	13.21	14.57	17.12	14.76	17.09	15.86	12.56
CE Male Youth:										
CE Males	35.42	27.32	36.33	31.05	35.15	41.57	35.15	39.11	37.33	29.43
CE Female Youth:										
CE Females	26.65	29.77	29.77	26.58	29.75	27.78	29.56	29.47	31.09	28.93
CE Male Youth:										
CE Youth	45.74	41.00	46.40	45.84	45.55	51.18	46.28	50.75	47.01	43.19
CE Female Youth:										
CE Youth	54.26	59.00	53.60	54.16	54.45	48.82	53.72	49.24	52.98	56.80

[†]Disadvantaged workers are those who would be designated as CETA-eligible (CE) as described in Table 1, p. 2, e.g., CETA-eligible males comprised 41.47% of the total U.S. CETA-eligible population in 1978.

Source: Calculated from Current Population Survey

In the United States, young male disadvantaged workers were a larger percentage of the total disadvantaged worker population than were female young disadvantaged workers. However, in Kansas in 1980 and 1981, female young disadvantaged workers were a slightly larger percentage of the total population of disadvantaged workers than were young male disadvantaged workers.

It may be noted that in certain years the sex composition of the general population of disadvantaged workers changed in the opposite direction from that of the young disadvantaged worker population. For example, in the United States between 1978 and 1979, the proportion of males in the total population of disadvantaged workers fell from 41.47% to 40.95%; however, the percentage of males among the young disadvantaged worker population increased from 45.74% to 46.40%. In Kansas between 1979 and 1980, the percentage of males in the total population of disadvantaged workers fell from 42.56% to 41.20%, while the percentage of males among the young disadvantaged workers rose from 45.84% to 51.18%. This phenomenon, which occurred on a number of occasions both at the national and state levels during the period, indicates that, from time to time, the youth labor market may function in a manner significantly different from that of the general labor market.

The data of Tables 6 and 7 are displayed graphically by Figures 2 and 3.

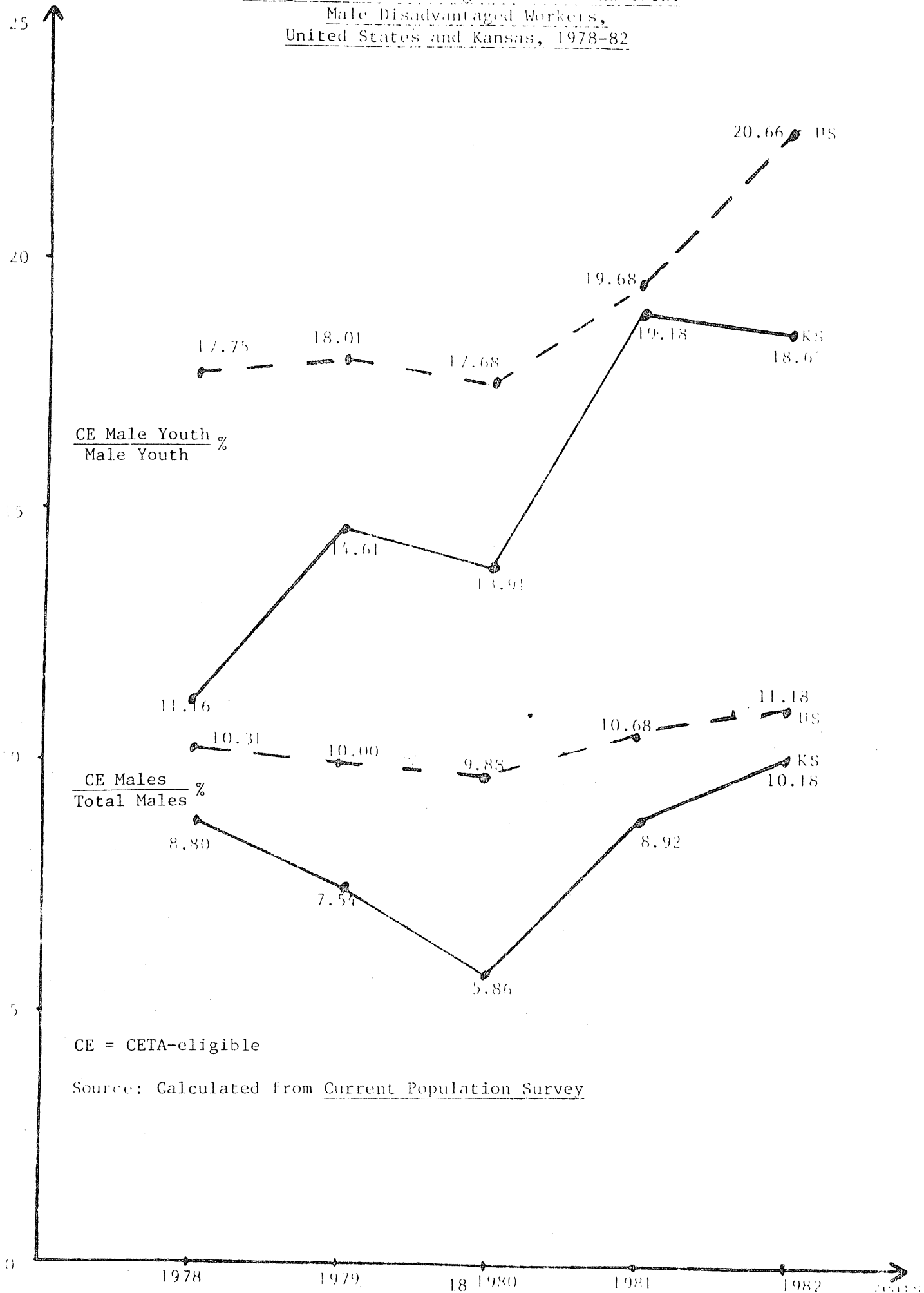
D. Ethnic Composition of Young and Total Disadvantaged Workers

As shown by Table 8, non-Hispanic minorities constituted a larger percentage of the CETA-eligible population in both Kansas and the United States than of the population as a whole. In 1980, 1981, and 1982, the difference in the percentage of such minorities among disadvantaged workers, as compared with the total population, was greater in Kansas than in the United States.

Minorities always comprised a larger percentage of the young disadvantaged workers than they did of the total population both in Kansas and in the nation

Figure 2

Young Male Disadvantaged Workers and Total
Male Disadvantaged Workers,
United States and Kansas, 1978-82



$\frac{\text{CE Male Youth}}{\text{Male Youth}} \%$

$\frac{\text{CE Males}}{\text{Total Males}} \%$

CE = CETA-eligible

Source: Calculated from Current Population Survey

Figure 3

Young Females Disadvantaged Workers and Total Female Disadvantaged Workers, United States and Kansas, 1978-82

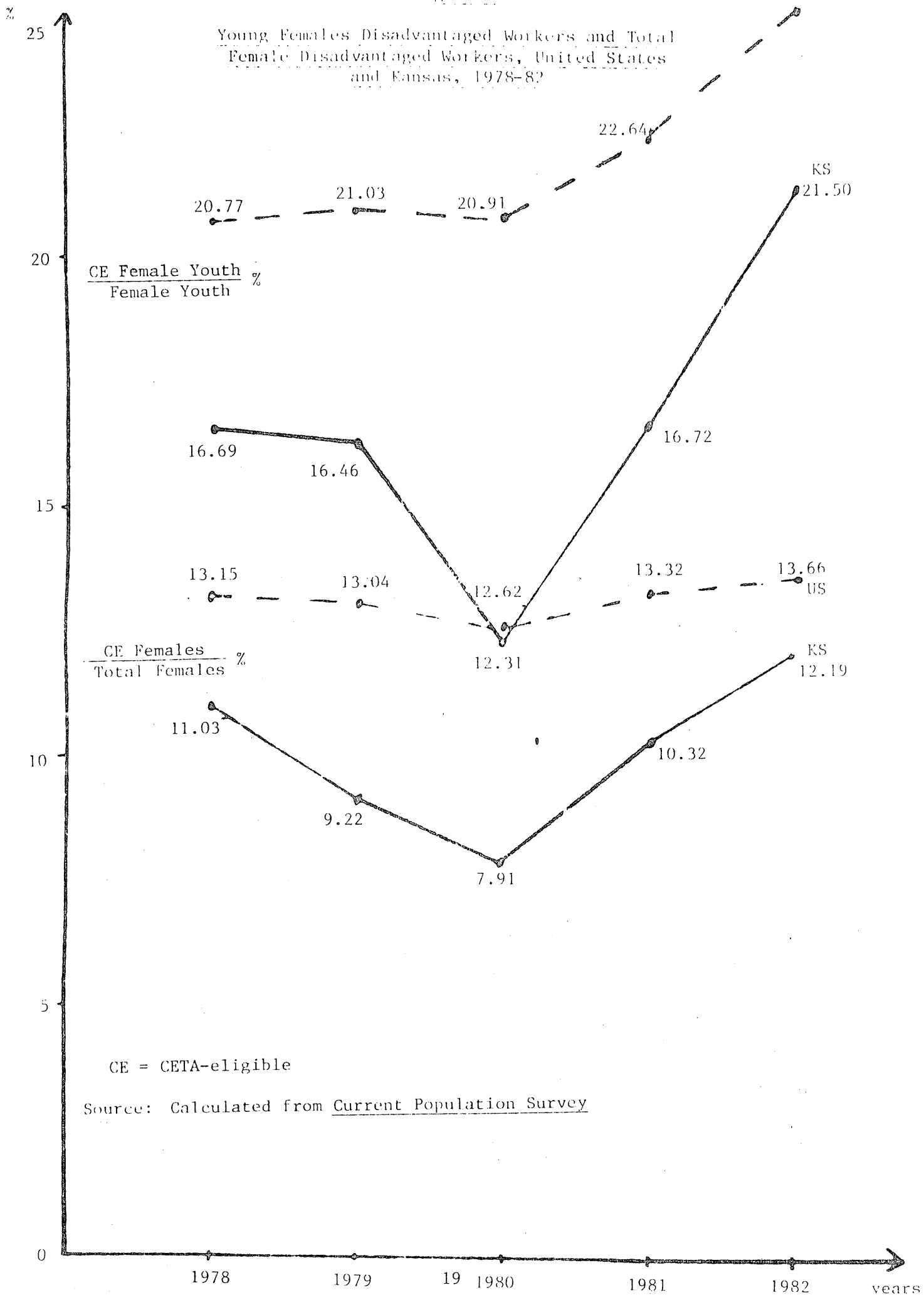


Table 8

Ethnic Composition (Percentages) of Populations in the
United States and Kansas, 1978-1982[†]

Ethnic Group	<u>Total Population[§]</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White, including Hispanic	87.64	94.51	87.51	93.27	87.38	93.74	86.78	93.24	86.70	94.08
White, not Hispanic	82.98	92.35	82.88	91.80	82.39	91.52	81.66	91.20	81.40	91.63
Total Minority (Non-Hispanic)	12.32	5.48	12.48	6.72	16.61	6.25	13.21	6.75	13.12	5.91

Ethnic Group	<u>CETA-Eligible Population</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White, including Hispanic	67.26	85.60	66.19	82.41	65.48	80.58	66.13	80.41	67.12	77.90
White, not Hispanic	58.05	82.34	57.44	80.17	56.00	76.40	56.42	74.53	57.10	75.25
Total Minority (Non-Hispanic)	32.73	14.39	33.80	17.51	34.51	19.41	33.86	19.52	32.87	22.14

Ethnic Group	<u>CETA-Eligible Youth</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White, including Hispanic	65.99	81.58	66.15	71.46	65.67	82.31	66.83	73.10	67.92	82.85
White, not Hispanic	56.57	79.49	56.47	69.83	55.70	77.35	55.58	67.05	56.68	81.84
Total Minority (Non-Hispanic)	34.00	18.41	33.84	28.30	34.32	17.68	33.16	26.84	32.07	16.97

[†]e.g. in 1978, 32.73% of the U.S. CETA-eligible population was from a minority

[§]population 14 years and over

Source: Calculated from Current Population Survey

as a whole. Notably, this difference in the minority percentages was more marked in Kansas than in the United States throughout the period.

The percentage of minorities among young disadvantaged was practically the same as that among total disadvantaged workers in the United States throughout the period. However, in Kansas, the percentage of minorities was much greater among young disadvantaged workers than among disadvantaged workers as a whole in 1978, 1979, and 1981, but was smaller among young disadvantaged workers than among total disadvantaged workers in 1980 and 1982.

The percentage of non-Hispanic whites among total disadvantaged workers fell during the 1978-82 period in Kansas, but remained approximately constant in the United States. During the same period, the percentage of non-Hispanic whites among young disadvantaged workers remained nearly constant in the United States but, at the same time, fluctuated in Kansas, not following the trend of the total population of disadvantaged workers. Between 1981 and 1982, there was a particularly sharp increase in the percentage of non-Hispanic whites among Kansas young disadvantaged workers (from 67.05% to 81.84%), indicating that this group was experiencing more unemployment as the result of depressed economic conditions. In contrast, the percentage of non-Hispanic whites in the total group of disadvantaged workers in Kansas did not show this marked rise between 1981 and 1982, showing instead only a very slight increase.

Throughout the period, minorities were a lower percentage of the population as a whole in Kansas than in the United States, as was also true of disadvantaged workers in general and young disadvantaged workers in particular. The difference between the Kansas and the United States minority percentages was greater among young disadvantaged workers than among the total disadvantaged workers in 1978, 1979, and 1981, but smaller in 1980 and 1982.

Table 9 relates the total number of disadvantaged workers and the number of young disadvantaged workers in each ethnic group to the total population in that

Table 9

Total and Young Disadvantaged Workers[†] as Percentages of
Total Population[§] Ethnic Groups

Ethnic Group	<u>Total Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
White	9.05	9.06	8.77	7.44	8.48	5.94	9.19	8.33	9.66	9.30
White, not Hispanic	8.26	9.27	8.04	7.36	7.69	5.77	8.33	7.89	8.75	9.23
Minority	31.34	26.26	31.40	21.94	30.96	21.47	30.93	27.73	30.85	42.08

Ethnic Group	<u>Young Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
White	2.85	2.32	2.84	1.84	2.72	2.03	2.96	2.55	3.29	2.88
White, not Hispanic	2.58	2.31	2.56	1.83	2.45	1.96	2.62	2.39	2.93	2.92
Minority	10.46	9.03	10.26	10.10	9.85	6.54	9.66	12.95	10.15	9.40

[†]Disadvantaged workers are those who would be designated as CETA-eligible as described in Table 1, p. 2.

[§]population aged 14 years and over

Source: Calculated from Current Population Survey

ethnic group. In the United States, the percentage of CETA-eligible persons among the minorities fell slightly during the period and was approximately constant from 1980-1982. In Kansas, however, this percentage rose from 1980-1982, the increase between 1981 and 1982 between being quite dramatic.

Minority young disadvantaged workers as a percentage of the total minority population did not follow the trend of disadvantaged workers as a whole. In the United States, the percentage of minority young disadvantaged workers increased slightly between 1981 and 1982, while, in Kansas, it dropped substantially. This decrease, taken together with the very marked increase in the incidence of CETA-eligibility among the minority groups in Kansas, indicates that adult minority workers were experiencing deteriorating employment opportunities in 1982 compared with 1981.

E. Sex Composition of Various Ethnic Groups Among Young and Total Disadvantaged Workers

From Table 10, it can be seen that in the United States the proportion of females was higher than that of males in all ethnic groups throughout the period, both among young disadvantaged workers and disadvantaged workers in general. Also, the percentage of females was higher in the minority group than among whites.

In Kansas, the pattern was similar to that of the United States among total disadvantaged workers, except in 1979 when the proportion of males in the minority group exceeded that of females. Among young disadvantaged workers in Kansas, however, the proportion of males in the minority group exceeded that of females in 1979 and 1980 and was approximately equal to it 1982. This pattern suggests that young minority males had greater employment problems in Kansas relative to those experienced by young minority males in the nation as a whole. Additionally, the proportion of males among young white disadvantaged workers in

Table 10

Percentage Breakdown by Sex of Ethnic Groups Within the
Disadvantaged Population, 1978-1982†

Total Disadvantaged Population in the United States

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White	43.25	56.75	42.42	57.58	43.30	56.70	43.62	56.37	44.56	55.30
White, not Hispanic	43.55	56.45	42.32	57.68	43.54	56.46	43.89	56.10	44.95	55.04
Total Minority	37.83	62.17	38.07	61.93	37.96	62.04	38.86	61.13	38.31	61.68

Total Disadvantaged Population in Kansas

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White	42.55	57.45	39.29	60.79	41.23	58.67	46.72	53.27	46.22	53.71
White, not Hispanic	42.14	57.82	38.66	61.42	40.91	59.09	45.86	54.13	45.70	54.29
Total Minority	28.52	71.88	58.11	41.89	41.06	58.94	31.30	68.69	30.53	69.46

Disadvantaged Youth in the United States

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White	46.74	53.26	46.13	53.87	46.15	53.85	47.62	52.37	47.59	52.41
White, not Hispanic	46.98	53.02	45.38	54.62	46.23	53.77	47.71	42.27	47.09	52.90
Total Minority	43.81	56.19	45.27	54.74	44.40	55.60	43.57	56.42	45.80	54.19

Disadvantaged Youth in Kansas

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Total White	43.59	56.41	40.91	59.09	47.85	52.15	54.25	45.74	41.58	58.41
White, not Hispanic	42.11	57.89	41.86	57.81	44.82	55.49	52.63	47.36	40.86	59.13
Total Minority	29.55	70.45	60.66	39.34	66.67	33.33	41.25	58.75	50.49	49.50

†e.g., in 1978, 46.74% of the total white disadvantaged youth population in the U.S. was male, while at the same time, only 43.59% of the total white disadvantaged youth population in Kansas was male.

Source: Calculated from Current Population Survey

Kansas in 1981 exceeded that of females; however, in 1982, females exceeded males in this group, suggesting a deterioration in employment opportunities for young females in Kansas between 1981 and 1982.

III. LABOR MARKET CHARACTERISTICS OF YOUNG AND TOTAL DISADVANTAGED WORKERS

A. Employment Status

Table 11 shows that unemployment among young disadvantaged workers considerably exceeded unemployment among total disadvantaged workers, both in the United States and Kansas. Unemployment among young disadvantaged workers in Kansas was, however, very close to that among total disadvantaged workers in 1982. Unemployment among young disadvantaged workers was greater in the United States than in Kansas throughout the period, except in 1981, when the two figures were approximately equal.

No definite time trend in unemployment among young disadvantaged workers occurred during the period, either in the United States or in Kansas. Both in Kansas and in the nation as a whole, unemployment among young disadvantaged workers was highest in 1981.

Unemployment among total disadvantaged workers fluctuated in the United States in much the same manner as among young disadvantaged workers. It was highest in 1981 and 1982. In Kansas, however, unemployment among total disadvantaged workers was approximately constant in 1978 and 1979 and then rose to a peak in 1981, declining only slightly in 1982 to a figure still above the 1980 level.

In the absence of figures for strictly comparable age groups, Table 12 gives some idea of the movement of general unemployment rates and unemployment rates in the group aged 16 to 24 years in the United States and Kansas. The table is depicted graphically in Figure 4. It can be seen that unemployment in Kansas was lower, both in the general population and the youth population, than

Table 11

Employment Status of Young and Total Disadvantaged Workers,[†]
United States and Kansas, 1978-1982

Disadvantaged Young Workers

Employment Status	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	21.25	27.52	23.72	6.35	21.36	37.84	18.47	31.21	17.97	32.62
Part Time	22.83	33.49	24.73	48.02	24.68	21.96	22.25	9.25	23.10	40.77
Unemployed	55.92	38.99	51.55	45.63	53.96	40.20	59.29	59.54	58.93	26.61
Part Time for Economic Reasons	6.34	n	6.51	12.30	7.20	3.72	6.77	5.78	7.83	27.04
Part Time for Economic Reasons as a % of Total Part Time	27.79	n	26.34	25.62	29.19	16.92	30.42	62.50	33.89	66.32

b) Total Disadvantaged Workers

Employment Status	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	47.89	61.42	50.17	58.00	49.06	56.52	43.58	57.09	38.52	55.45
Part Time	20.32	17.52	20.57	20.39	20.72	21.10	21.15	13.68	22.64	19.22
Unemployed	31.79	21.06	29.25	21.60	30.22	22.38	35.27	29.24	38.84	25.33
Part Time for Economic Reasons	8.12	3.55	8.16	5.15	9.00	5.38	10.11	6.14	12.53	10.61
Part Time for Economic Reasons as a % of Total Part Time	39.98	20.25	39.97	25.27	43.44	25.50	47.82	44.93	55.36	55.22

n = number too small to provide a reliable estimate

[†]i.e., CETA-eligible

Source: Calculated from Current Population Survey

Figure 4

Unemployment Rates in the United States and Kansas,
1978-1982 (Total and the 16-24 Age Group)

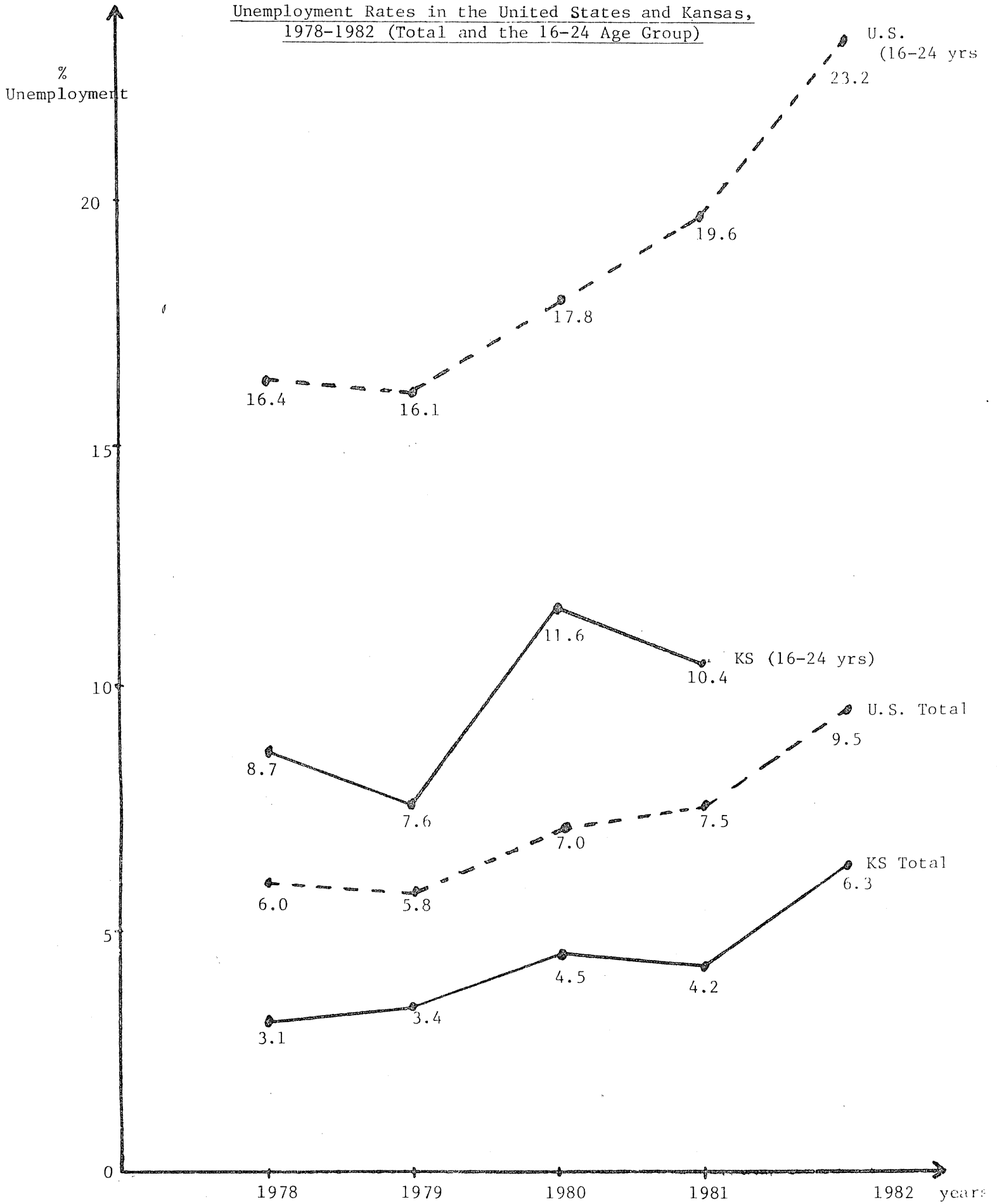


Table 12

General and Youth[†] Unemployment
Rates (in percent) for Kansas and the
United States, 1978-1982

	1978		1979		1980		1981		1982	
	KS	US	KS	US	KS	US	KS	US	KS	US
General Unemployment Rate	3.1	6.0	3.4	5.8	4.7	7.0	4.2	7.5	6.3	9.5
Youth Unemployment Rate	8.7	16.4	7.6	16.1	11.6	17.8	10.4	19.6	n.a.	23.2

† Workers 16-24 years of age.

n.a. = not available.

Source: Bureau of Labor Statistics

in the United States. The trend of the Kansas unemployment rate in the general population follows the national trend, but is less regular. The same is true of the trend (to 1981, the last figure available) among the Kansas youth population, but the irregularity is much more marked than for the Kansas general population and for the U.S. youth population.

A further important dimension of employment status is whether those who were in employment were employed full-time or part-time, and, if part-time, whether this was for "economic reasons"; that is, whether these individuals would have preferred a full-time job had they been able to find one.

Table 11 also shows that the percentage of total disadvantaged workers who were employed full-time was considerably higher in Kansas than in the United States throughout the period. From 1978-1982, however, the percentage of total disadvantaged workers in Kansas who were employed full-time fell steadily from 61.42% to 55.45%. In the United States, this percentage rose from 47.89% in

1978 to 50.17% in 1979 but then declined each year until it reached 38.52% in 1982. In 1982, the difference between the Kansas percentage and the United States percentage was larger than in any previous year in the period.

Among young disadvantaged workers, the percentage who were employed full-time in Kansas was also greater than in the United States, except in 1979 when the reverse was true. The difference between the two percentages was considerably more marked in 1980, 1981, and 1982 than in 1978. While the percentage of total disadvantaged workers in Kansas who were employed full-time decreased regularly throughout the period, the percentage of young disadvantaged workers in Kansas who were employed full-time fluctuated, showing a maximum peak in 1980 and remaining above the 1978 percentage in 1981 and 1982.

A comparison of Table 11 with Table 13 shows that in both Kansas and the United States, throughout the period, unemployment was highest among young disadvantaged workers. Disadvantaged workers as a whole had the next highest unemployment rate with the general population having the lowest rate. A reverse pattern applied to the percentage of full-time employees, which was lowest among young disadvantaged workers and highest in the general population; the percentage of total disadvantaged workers fell in between the other two.

The percentage of part-time workers in the general population was lower than among disadvantaged workers throughout the period in the United States and still farther below that of part-time employees among young disadvantaged workers. In Kansas, a different pattern emerged. In 1978, 1981, and 1982, the percentage of part-time workers among Kansas disadvantaged workers was lower than that of the total state population. Except for 1981, the percentage of part-time workers among young disadvantaged workers in Kansas was always above that among disadvantaged workers as a whole and also above that in the general population.

Table 13

Employment Status of Total Population†
Percentage Distribution in the United States and Kansas, 1978-1982

a) Males and Females

Employment Status	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	74	75	75	78	75	76	73	73	70	71
Part Time	19	21	19	18	19	19	19	22	20	23
Unemployed	7	4	6	4	6	5	8	5	10	6
Part Time for Economic Reasons	3	4	3	3	3	2	4	3	5	4
Part Time for Economic Reasons as a Percentage of Total Part Time	16	19	16	17	16	11	21	14	25	17

b) Males

Employment Status	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	82	82	83	85	81	85	80	82	77	79
Part Time	12	15	11	11	12	11	12	14	13	14
Unemployed	6	3	6	4	7	4	8	4	10	7
Part Time for Economic Reasons	3	3	2	1	3	2	3	3	4	3
Part Time for Economic Reasons as a Percentage of Total Part Time	25	20	18	9	25	18	25	21	31	21

c) Females

Employment Status	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	64	66	65	69	65	65	64	62	62	61
Part Time	29	30	28	26	28	30	28	33	29	34
Unemployed	7	4	7	5	7	5	8	5	9	5
Part Time for Economic Reasons	4	5	4	5	4	3	5	4	6	5
Part Time for Economic Reasons as a Percentage of Total Part Time	14	17	14	19	14	10	18	12	21	15

† population aged 14 years and over

Source: Calculated from Current Population Survey

By looking at the percentage of individuals who worked part-time for "economic reasons," it can be seen that, in the United States, total disadvantaged workers had the highest percentage throughout the period and that the percentage among young disadvantaged workers also exceeded that among the general population in each year. In Kansas, the percentage among young disadvantaged workers was the highest in 1981 and 1982, followed by total disadvantaged workers. In 1979, the young disadvantaged workers had approximately the same percentage of part-time workers employed for "economic reasons" as total disadvantaged workers while, in 1978 and 1980, they had a lower percentage (even lower than that in the general population in 1978).

Tables 14 and 15 present the employment status of male and female disadvantaged workers separately. These figures can be compared with parts "b" and "c" of Table 13.

In both the United States and Kansas throughout the period, unemployment among young disadvantaged male workers was higher than among total disadvantaged male workers. Young disadvantaged female workers in the United States also had a higher rate of unemployment than disadvantaged female workers in general; however, in Kansas, the female pattern differed from that among males. In 1978 and 1982, unemployment among young disadvantaged female workers was lower than that among total female disadvantaged workers while, in the other three years, young disadvantaged female workers had a higher rate than disadvantaged female workers in general.

The relationship between the male and female unemployment rates among young disadvantaged workers was different in Kansas from that in the nation as a whole. At the national level, the male rate was about the same as the female rate in 1978 and 1980, but higher than the female rate in the other three years. However, in Kansas, the male rate was higher than that of females in 1978 and 1980, but much lower than the female rate in the other three years.

Table 14

Employment Status of Male Disadvantaged Workers[†]
Percentage Distribution in the United States and Kansas, 1978-1982

Employment Status	Total Male Disadvantaged Workers									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	51.93	52.84	53.66	62.79	52.73	63.33	45.55	69.66	40.17	67.58
Part Time	16.64	23.68	16.47	15.38	16.86	10.00	17.43	5.53	18.46	13.39
Unemployed	31.43	23.45	29.87	21.83	30.41	26.67	37.02	24.81	41.36	19.03
Part Time for Economic Reasons	7.31	4.37	7.14	n	7.88	n	8.96	2.67	11.25	5.00
Part Time for Economic Reasons as a Percentage of Total Part Time	43.91	18.45	43.31	n	46.75	n	51.41	48.28	60.93	37.35

Employment Status	Young Male Disadvantaged Workers									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	21.25	9.35	23.58	11.59	22.40	34.34	18.32	47.45	18.33	41.09
Part Time	22.83	28.97	21.67	53.62	23.19	21.69	20.49	2.45	19.48	34.88
Unemployed	55.92	61.68	54.75	34.78	54.41	43.98	61.19	50.00	62.18	24.03
Part Time for Economic Reasons	6.34	n	6.10	n	6.40	n	5.98	n	7.36	10.08
Part Time for Economic Reasons as a Percentage of Total Part Time	27.29	n	28.14	n	27.58	n	29.17	n	37.39	37.79

[†]CETA-eligible

n = number too small to provide a reliable estimate

Source: Calculated from Current Population Survey

Table 15

Employment Status of Female Disadvantaged Workers[†]
Percentage Distribution in the United States and Kansas, 1978-1982

Employment Status	<u>Total Female Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	43.41	69.23	46.50	52.66	45.03	49.42	41.40	43.60	36.68	37.79
Part Time	24.40	11.97	24.89	26.10	24.96	32.66	25.29	22.52	27.30	27.90
Unemployed	32.48	18.80	28.60	21.25	30.06	17.92	33.31	33.84	36.02	34.51
Part Time for Economic Reasons	9.03	2.78	9.24	10.85	10.23	10.98	11.40	9.92	13.97	18.78
Part Time for Economic Reasons as a Percentage of Total Part Time	36.99	23.21	37.12	41.59	40.97	33.63	45.07	44.04	51.16	67.80

Employment Status	<u>Young Female Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Full Time	20.34	44.64	23.87	n	20.26	41.86	18.63	7.75	17.55	22.12
Part Time	24.31	38.39	27.90	41.23	26.26	22.48	24.23	19.01	27.31	48.08
Unemployed	55.35	16.96	48.23	58.77	53.48	35.66	57.14	73.24	55.14	29.81
Part Time for Economic Reasons	6.37	n	6.94	27.19	8.06	8.53	7.66	14.08	8.37	48.08
Part Time for Economic Reasons as a Percentage of Total Part Time	26.21	n	24.89	65.96	30.71	37.93	31.62	74.07	30.65	100.0

†CETA-eligible

n = number too small to provide a reliable estimate

Source: Calculated from Current Population Survey

The rate of unemployment among young disadvantaged male workers in Kansas was below the national level in all years during the period, except for 1978 when it was above the national level. Among young disadvantaged female workers in Kansas, the rate was below the national level in 1978 and 1980, but above it in the other three years.

This pattern contrasts with that observed among total disadvantaged workers. In this group, the Kansas unemployment rate was always below the national rate, among both males and females, except for the Kansas female rate in 1981 which slightly exceeded the national rate.

B. Occupational Distribution

Table 16 gives information extracted from the Current Population Survey on the incidence of young and total disadvantaged workers among selected occupational groups considered to be relevant to job training or job location programs.

It can be seen that the incidence of young disadvantaged workers varied considerably between the different occupational groups, both in Kansas and the United States, throughout the period. Except for 1981 in the United States, the occupational group with the highest incidence of young disadvantaged workers was "services, excluding private households." In the nation as a whole in 1981, the incidence of young disadvantaged workers was highest in the occupational group "operatives, excluding transport equipment." In some occupational groups, the Kansas incidence of young disadvantaged workers was higher than that for the United States in some years, but, in other years, the reverse was the case both in these two occupational groups and in the others.

The incidence of total disadvantaged workers in the various occupational groups also differed considerably throughout the period. In contrast with young disadvantaged workers, however, the incidence of total disadvantaged workers was highest in "private households"; "services, excluding private households"

Table 16

Incidence[†] of Young and Total Disadvantaged Workers
in Selected Occupational Groups, United States and Kansas, 1978-82

Young Disadvantaged Workers (Males and Females)

Occupational Group	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Salesworkers	2.40	n	2.59	3.53	2.38	2.26	2.73	1.20	2.29	5.03
Clerical & kindred	2.09	2.13	2.31	0.71	2.20	1.13	2.41	0.54	2.55	0.42
Operatives, excluding transport equipment	2.86	1.12	3.22	2.32	2.57	4.45	8.72	5.51	2.66	2.92
Craftsmen & kindred	1.02	2.48	1.41	2.10	1.50	0.54	1.30	0.54	1.32	0.68
Services, excluding private households	6.07	3.19	6.12	5.53	6.09	4.65	6.27	8.42	6.41	7.54
Private households	4.52	2.80	5.43	n	4.66	13.92	6.75	17.26	6.89	n
Transport equip. operatives	1.58	n	1.49	n	1.36	n	1.58	4.75	1.54	n

Total Disadvantaged Workers (Males and Females)

Occupational Group	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Salesworkers	5.41	1.56	6.61	6.35	6.87	4.79	6.12	6.02	5.96	8.27
Clerical & kindred	5.83	4.97	6.28	3.29	6.28	2.99	6.76	3.26	6.83	4.19
Operatives, excluding transport equip.	10.31	14.04	11.31	15.89	9.76	8.91	9.86	14.61	10.69	12.79
Craftsmen & kindred	5.59	5.11	5.81	6.73	6.06	2.97	7.03	4.26	6.77	6.40
Services, excluding private households	14.35	11.81	14.95	14.33	14.91	10.91	15.84	17.60	15.05	13.94
Private households	18.37	19.57	16.54	n	19.50	20.62	21.88	28.57	22.28	19.73
Transport equip. operatives	7.38	10.00	8.57	n	8.40	3.86	8.42	10.93	8.66	8.86

n = number too small to provide reliable estimate

[†]Incidence of young disadvantaged workers in early occupational group (longest job last year) is the number of disadvantaged persons aged 14-21 years in that occupational group as a percentage of the total number of persons aged 14 years and over in that group. Incidence of total disadvantaged workers in each occupation group is the number of disadvantaged persons aged 14 years and over in that occupational group as a percentage of the total number of persons aged 14 years and over in that group. For example, in Kansas in 1982, 8.27% of salesworkers were disadvantaged workers and 5.03% of salesworkers were young disadvantaged workers.

Source: Calculated from Current Population Survey

exhibited the second highest incidence. As among young disadvantaged workers, the incidence of total disadvantaged workers in Kansas exceeded the U.S. incidence in some occupational groups in some years, but, in other years, the reverse was true, both for these two groups and for the others.

The incidence both of young and total disadvantaged workers was higher within some occupational groups in 1981 and 1982 than in earlier years of the period, but, within other occupational groups, the incidence of both young and total disadvantaged workers did not demonstrate any apparent time trend.

From these data, it is possible to estimate the extent to which the occurrence of young disadvantaged workers in the various occupational groups conformed to the that of total disadvantaged workers. This estimate may be calculated as follows. First, the total number of young disadvantaged workers in all the occupational groups combined is calculated as a percentage of the total number of total disadvantaged workers in all the occupational groups combined. In 1978 in the United States, for example, young disadvantaged workers in all the occupational groups shown in Table 16 combined were 33.6% of the total number of total disadvantaged workers in the same occupational groups. If the incidence of young disadvantaged workers in the various occupational groups had followed exactly the same pattern as that observed for total disadvantaged workers, the incidence of young disadvantaged workers in each occupational group would have been 33.6% of the incidence of total disadvantaged workers in that occupational group. Table 17 shows the extent to which the observed incidence of young disadvantaged workers in each occupational group deviated (as a percentage) from the incidence that would have occurred if the occupational pattern of young disadvantaged workers had conformed exactly to that of total disadvantaged workers. This table shows that such deviations were substantial for most occupational groups in most years. It may be concluded that, throughout the period, the

Table 17

Percentage Deviations† of Young Disadvantaged Workers' Occupational Pattern from Total Disadvantaged Workers' Occupational Pattern, United States and Kansas, 1978-82

Year	Sales		Clerical and Kindred		Operatives, excl. transport equip.		Craftsmen and Kindred		Services, excl. private households		Private Households		Operatives, transport equipment	
	US	KS	US	KS	US	KS	US	KS	US	KS	US	KS	US	KS
1978	31.9	100.0	6.6	44.6	21.0	-66.5	-45.7	103.3	25.9	13.5	-26.7	39.9	-36.3	-100.0
1979	14.6	79.9	7.4	-30.4	-17.0	-52.9	-29.2	0.0	19.3	24.6	-4.2	0.0	-32.3	0.0
1980	9.2	12.4	10.0	-8.1	-17.1	21.9	-22.3	-55.7	28.5	4.0	-24.8	64.7	-49.1	-100.0
1981	37.2	-48.5	9.6	-56.8	172.5	-1.6	-43.0	-66.9	21.8	24.9	-5.1	57.8	-42.3	13.4
1982	16.8	91.3	13.3	-68.4	-24.4	-28.3	-40.8	-66.7	24.5	70.2	-6.0	-100.0	-45.8	-100.0

†Percentage difference between the incidence of young disadvantaged workers in each occupational group and the incidence that would have occurred if the occupational pattern of young disadvantaged workers had conformed to the occupational pattern of total disadvantaged workers. For example in Kansas in 1982, the incidence of young disadvantaged workers among salesworkers was 91.3% higher than it would have been if the occupational pattern of young disadvantaged workers had conformed to the total disadvantaged workers. See further explanation in text.

Source: Calculated from Current Population Survey

occupational pattern of young disadvantaged workers differed considerably from that of total disadvantaged workers, both in Kansas and the United States.

It can also be seen from the table that the incidence of young disadvantaged workers in some occupational groups deviated positively from that of total disadvantaged workers, whereas in other occupational groups the deviations were negative. This variance implies that the incidence of young disadvantaged workers within some occupational groups was disproportionately high in some years when compared with that of total disadvantaged workers, while, within other occupational groups, the incidence of young disadvantaged workers was disproportionately low when compared with that of total disadvantaged workers.

For the United States, the occupational groups in which the incidence of young disadvantaged workers was disproportionately high were "sales workers," "clerical and kindred," and "services, excluding private households." For Kansas, the incidence of young disadvantaged workers was disproportionately high in "sales workers" and "services, excluding private households," but in "clerical and kindred," the incidence of young disadvantaged workers was disproportionately low as compared to that of total disadvantaged workers.

In the United States, the following occupational groups had an incidence of young disadvantaged workers disproportionately low in comparison with that of total disadvantaged workers: "craftmen and kindred," "private households," and "transport equipment operatives." In the occupational group "operatives, excluding transport equipment," the relationship between the incidence of young disadvantaged workers and that of total disadvantaged workers in the United States varied from year to year, sometimes positively, sometimes negatively. In the other occupational groups, the Kansas pattern did not conform closely to that of the United States, being considerably more variable from year to year, both in the direction and the size of the difference in the incidence of occupational patterns.

In Table 18, the percentage of males among young disadvantaged workers and total disadvantaged workers in the various occupational groups is shown. Certain occupations were dominated by males throughout the period: "craftsmen and kindred," "transport equipment operative," and "operative, excluding transport equipment." Other occupational groups were dominated by females: "clerical and kindred," "private households," and "services, excluding households" (except for Kansas in 1978). Among the "salesworkers," females predominated throughout the period in the United States. This was also true of young disadvantaged workers in Kansas, although the percentage of males in this occupational group rose throughout the period until, by 1982, it almost equaled the percentage of females. Among total disadvantaged workers in the "salesworkers" group, the percentage of males in Kansas fluctuated during the period: in 1980 and 1982 males predominated in this occupational group, whereas in the other three years females predominated.

C. Sources of Income

Table 19 shows that wages and salary were the principal source of income both for young disadvantaged workers and for total disadvantaged workers in Kansas and the United States throughout the period. No other source of income was significant compared with wages and salaries. The proportion of young disadvantaged workers receiving wages or salaries was slightly above the proportion of total disadvantaged workers who received income from this source, both in the United States and Kansas, except for Kansas in 1978. Also, except in Kansas in 1978, the percentage receiving wages or salaries was consistently higher in Kansas than in the United States, both among young disadvantaged workers and total disadvantaged workers.

The percentage receiving wages or salary income in the United States remained essentially stable throughout the period, whereas the percentage in Kansas was much more variable, both among young disadvantaged workers and total

Table 18

Percentage of Males Among Young Disadvantaged Workers
and Total Disadvantaged Workers in Selected Occupational Groups,
United States and Kansas, 1978-1982

Occupational Group	<u>Young Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Salesworkers	36.25	n	28.40	21.05	36.98	100.00	39.91	n	28.47	48.00
Clerical & kindred	14.45	n	15.90	n	24.22	n	20.10	n	13.86	40.00
Operatives, excluding trans. equipment	57.17	n	59.07	100.00	56.82	76.27	63.82	84.55	62.54	n
Craftsmen & kindred	91.19	100.00	91.56	100.00	84.19	100.00	93.78	100.00	93.94	100.00
Services, excluding private households	44.56	82.05	35.36	34.21	40.59	29.75	40.94	32.58	43.51	16.85
Private households	4.15	n	5.11	n	.49	n	9.94	100.00	4.33	100.00
Transport equip. operatives	83.28	n	92.67	n	97.78	n	97.42	100.00	98.91	n

Occupational Group	<u>Total Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Salesworkers	38.32	24.24	40.05	23.86	48.27	74.42	43.09	n	37.01	58.33
Clerical & kindred	15.22	n	15.65	n	19.67	n	20.02	28.40	15.76	15.70
Operatives, excluding transport equip.	48.38	25.27	49.71	50.28	48.08	72.88	53.58	68.28	50.70	68.10
Craftsmen & kindred	91.14	87.93	91.07	100.00	91.36	100.00	92.79	88.71	92.62	100.00
Services, excluding private households	37.34	47.53	32.63	27.98	35.61	16.19	33.24	18.24	35.28	15.06
Private households	1.45	n	2.23	n	.49	n	5.08	28.21	2.98	21.05
Transport equip. operatives	92.07	100.00	91.25	100.00	90.28	100.00	90.29	100.00	88.41	100.00

n = number too small to provide reliable estimate

† Incidence of young disadvantaged workers in early occupational group (longest job last year) is the number of disadvantaged persons aged 14-21 years in that occupational group as a percentage of the total number of persons aged 14 years and over in that group. Incidence of total disadvantaged workers in each occupation group is the number of disadvantaged persons aged 14 years and over in that occupational group as a percentage of the total number of persons aged 14 years and over in that group. For example, in Kansas in 1982, 58.33% of salesworkers were disadvantaged workers and 48.00% of salesworkers were young disadvantaged workers.

Source: Calculated from Current Population Survey

Table 19

Percentage of Young and Total Disadvantaged Workers[†]
Receiving Income from Various Sources, United States and Kansas, 1978-1982

Young Disadvantaged Workers

Source of Income	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	45.39	41.00	48.41	65.89	45.96	66.04	45.30	60.17	43.38	50.76
Self Employment	.65	n	.85	n	1.11	n	.91	n	.95	n
Farm Income	.27	n	.17	n	.11	1.18	.13	n	.22	n
U.S. Gov't	1.34	n	1.43	n	1.70	2.12	1.94	3.36	2.21	4.71
State and Local Gov't	.19	n	.33	n	.79	n	n	n	n	n
Unemployment Comp.	1.36	n	1.12	n	1.34	n	1.89	4.37	1.92	3.87
Workmens Comp.	.22	n	.31	n	.50	5.19	.42	n	.51	n
Federal Pension	n	n	n	n	.03	n	.05	n	n	n
State Pension	.03	n	n	n	.09	n	.02	n	n	n
Other	50.55	59.00	47.38	34.11	48.37	25.47	49.34	32.10	50.81	40.66

Total Disadvantaged Workers

Source of Income	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	41.37	45.36	43.85	57.17	43.32	54.22	42.45	51.95	41.84	46.25
Self Employment	3.62	8.71	3.77	5.68	3.84	2.68	3.86	7.24	3.94	2.20
Farm Income	1.96	5.68	1.35	5.02	.98	5.45	1.32	4.24	1.67	5.39
U.S. Gov't	15.56	6.69	14.86	10.44	13.54	13.89	16.72	9.79	15.49	14.70
State and Local Gov't	1.85	.79	3.14	2.51	6.21	6.00	n	n	n	n
Unemployment Comp.	3.32	1.41	2.76	n	3.37	3.63	4.58	6.40	5.08	2.50
Workmens Comp.	.79	.62	.89	2.38	.97	3.24	.92	1.08	.89	8.18
Federal Pension	.13	n	.11	n	.15	n	.27	n	.13	n
State Pension	.16	n	.26	n	.38	n	.38	n	.30	n
Other	31.24	30.74	29.01	16.80	27.24	10.89	29.49	19.30	30.66	20.78

[†]i.e., CETA-eligible

n = number too small to provide a reliable estimate

Source: Calculated from Current Population Survey

disadvantaged workers. Among young disadvantaged workers in Kansas, the percentage rose from 41.00% in 1978 to 65.89% in 1979, went a little higher in 1980, and then receded in 1981 and 1982 (the percentage being 55.76% in 1982). A similar time trend occurred among the total disadvantaged workers in Kansas, but the peak was 1979 rather than 1980. The percentage of young disadvantaged workers in Kansas drawing unemployment compensation was higher than in the United States in 1981 and 1982, but lower in the other three years. Among total disadvantaged workers, the percentage drawing unemployment compensation was higher in Kansas in 1980 and 1981 than in the United States, but lower than in the United States in the other three years.

Tables 20 and 21 provide similar information to Table 19 for males and females separately. Throughout the period, in both the United States and Kansas and among young disadvantaged workers as well as total disadvantaged workers, the percentage of males receiving wages or salary income exceeded that of females. The difference between the male and female percentages was greater throughout the period in the United States than in Kansas, both among young disadvantaged workers and total disadvantaged workers. In some years in Kansas, the difference between the male and female percentages was smaller among young disadvantaged workers than among total disadvantaged workers, but in other years the reverse was true.

IV. EDUCATION LEVEL

Table 22 gives the distribution of young disadvantaged workers and total disadvantaged workers by years of schooling. In the United States, the median years of schooling of young disadvantaged workers was higher than the median years of schooling of total disadvantaged workers, except in 1982 when the

Table 20

Percentage of Young Male and Total Male Disadvantaged Workers[†] Receiving
Income from Various Sources, United States and Kansas, 1978-1982

Source of Income	<u>Young Male Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	51.44	47.21	53.99	75.50	50.78	69.12	49.60	67.22	48.68	53.31
Self Employment	1.02	n	1.31	n	1.70	n	1.60	n	1.36	n
Farm Income	0.52	n	0.14	n	0.23	2.30	0.29	n	0.43	n
U.S. Gov't.	1.69	n	1.79	n	1.95	n	2.48	2.98	2.17	n
State and Local Gov't	0.20	n	0.36	n	1.01	n	n	n	n	n
Unemployment Comp.	1.82	n	1.27	n	2.01	n	2.66	3.31	2.35	n
Workmen's Comp.	0.41	n	0.39	n	0.80	5.07	0.54	n	0.76	n
Federal Pension	n	n	n	n	n	n	0.04	n	n	n
State Pension	n	n	n	n	0.19	n	0.05	n	n	n
Other	42.90	52.79	40.75	24.50	41.33	23.51	42.74	32.45	44.25	46.69

Source of Income	<u>Total Male Disadvantaged Workers</u>									
	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	50.04	47.02	53.19	63.04	51.91	60.92	50.47	58.81	49.47	55.78
Self Employment	6.62	10.12	6.83	9.00	6.36	3.64	6.27	6.35	6.57	0.57
Farm Income	4.46	14.01	2.85	8.85	2.23	10.92	2.95	8.29	3.59	12.60
U.S. Gov't	13.28	7.77	12.12	11.64	10.42	5.17	12.51	6.74	11.02	10.54
State and Local Gov't	1.62	n	2.39	n	4.56	1.72	n	n	n	n
Unemployment Comp.	5.09	n	3.99	n	4.94	5.94	7.21	9.97	7.35	11.45
Workmen's Comp.	1.41	n	1.47	7.03	1.50	5.56	1.34	n	1.31	n
Federal Pension	0.09	n	0.17	n	0.22	n	0.27	n	0.09	n
State Pension	0.22	n	0.39	n	0.41	n	0.44	n	0.34	n
Other	15.55	35.00	16.60	0.44	17.45	6.08	18.54	9.84	20.26	9.06

[†]i.e., CETA-eligible

n = number too small to provide a reliable estimate

Source: Calculated from Current Population Survey

Table 21

Percentage of Female Young and Total Disadvantaged Workers[†]
Receiving Income from Various Sources
United States and Kansas, 1978-1982

Young Female Disadvantaged Workers

Sources of Income	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	40.30	36.52	43.68	57.57	41.94	62.80	41.60	52.90	38.68	49.11
Self Employment	.33	n	.46	n	.61	n	.31	n	.59	n
Farm Income	.05	n	.19	n	.01	n	n	n	.03	n
U.S. Gov't	1.05	n	1.12	n	1.50	4.35	1.47	3.41	2.24	8.28
State and Local Gov't	.18	n	.31	10.87	.60	n	n	n	n	n
Unemployment Comp.	.98	n	.99	n	.78	n	1.23	5.46	1.54	6.80
Workmens Comp.	.07	n	.24	n	.24	5.80	.33	n	.29	n
Federal Pension	n	n	n	n	.05	n	.06	n	n	n
State Pension	.05	n	n	n	.01	n	n	n	n	n
Other	56.99	63.48	53.01	31.56	54.26	27.05	55.00	38.23	56.63	35.81

Total Female Disadvantaged Workers

Sources of Income	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Wage or Salary	35.23	44.14	37.38	52.81	37.23	49.53	36.65	46.68	36.20	39.04
Self Employment	1.49	7.75	1.64	3.22	2.06	2.01	2.11	7.95	2.00	3.42
Farm Income	.19	n	.32	2.18	.09	1.61	.15	1.01	.25	n
U.S. Gov't	17.18	5.95	16.76	9.55	15.75	19.87	19.76	12.17	18.79	17.81
State and Local Gov't	2.01	1.32	3.67	4.37	7.37	8.99	n	n	n	n
Unemployment Comp.	2.06	2.36	1.91	n	2.26	2.01	2.68	3.62	3.40	5.74
Workmens Comp.	.35	1.04	.49	1.15	.60	1.61	.62	1.91	.58	n
Federal Pension	.15	n	.07	n	.10	n	.27	n	.16	n
State Pension	.12	n	.16	n	.35	n	.33	n	.27	n
Other	41.22	37.44	37.60	26.72	32.28	14.37	37.43	26.66	38.35	33.99

n = number too small to provide reliable estimate

[†]i.e., CETA-eligible

Source: Calculated from Current Population Survey

Table 22

Percentage Distribution of Young and Total Disadvantaged Workers[†]
by Education Level, United States and Kansas, 1978-1982

Young Disadvantaged Workers

Years of Schooling	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Under 9 years	24.34	23.22	25.38	27.37	25.15	15.57	24.51	24.37	24.07	23.36
9 - 11 years	48.75	48.33	47.74	58.70	49.17	55.41	48.80	48.74	46.60	38.49
12 years	19.47	11.92	19.72	6.72	19.20	22.41	20.93	19.33	22.76	25.88
13 - 15 years	7.06	16.53	7.04	7.19	6.22	4.25	5.56	7.73	6.31	9.41
16 or more years	.37	n	.13	n	.26	2.36	.15	n	.25	2.69
Median [§]	10.05	10.11	10.03	9.77	10.01	10.24	10.04	10.05	10.11	10.38

Total Disadvantaged Workers

Years of Schooling	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Under 9 years	34	29	32	27	32	28	30	27	29	16
9 - 11 years	32	30	31	24	32	31	31	30	31	21
12 years	23	23	24	32	24	21	26	31	28	47
13 - 15 years	8	12	9	11	9	15	9	8	8	10
16 or more years	3	6	4	6	3	5	4	4	4	6
Median [§]	9.60	10.12	9.74	10.86	9.72	10.16	9.93	10.4	10.11	11.59

n = number too small to provide a reliable estimate

[†]i.e., CETA-eligible

[§] The median is a statistical measure of the central tendency of a distribution. It is calculated as the value which divides a distribution of a variable in a given population so that half the population lies above it and half below it. For example, in 1978 in Kansas half the young disadvantaged workers had over 10.11 years of schooling and half had less.

Source: Calculated from Current Population Survey

medians of the two groups were equal. In Kansas, however, the median years of schooling of young disadvantaged workers was lower than the median years of schooling of total disadvantaged workers, except for 1980.

To some extent, this comparison is vitiated by the fact that a considerable proportion of the young disadvantaged workers were too young to have had the higher numbers of years of schooling shown in the table. On the other hand, since young disadvantaged workers constituted approximately one third of total disadvantaged workers, their lower years of schooling would tend to lower the median of the total disadvantaged workers. To some extent, this fact may offset the vitiation of the comparison between years of schooling of young disadvantaged workers and total disadvantaged workers by virtue of the fact that the young disadvantaged workers had not had time to accumulate the higher years of schooling.

Bearing these points in mind, it may be said that the higher years of schooling among young disadvantaged workers than total disadvantaged workers in the United States probably reflects the rising education level of the younger population compared with the older population. The fact that the median years of schooling of young disadvantaged workers in Kansas was lower than that of total disadvantaged workers suggests that the more educated adult workers were experiencing particular difficulty in obtaining satisfactory employment during the period.

Table 22 also shows that total disadvantaged workers in Kansas had a higher average level of education than total disadvantaged workers in the United States throughout the period. This distinction also held true for young disadvantaged workers except for 1979 when the median years of schooling of young disadvantaged workers in Kansas was below that of young disadvantaged workers in the United States. In the other years, when the education level of young disadvantaged workers in Kansas exceeded that of young disadvantaged workers in the

United States, the difference between the two groups was not so great as it was for total disadvantaged workers. This was particularly marked in 1982, suggesting that in this year more highly educated adults were experiencing particular difficulty in the labor market in Kansas.

Table 23 shows the percentage of males in the various education categories of young disadvantaged workers. Apparently, no consistent pattern can be deduced from these data.

Table 23
Proportion[†] (Percentage) of Males
in the Total Disadvantaged Youth Population
Within Different Education Categories
(Years of Schooling)[†]

	1978		1979		1980		1981		1982	
	US	KS	US	KS	US	KS	US	KS	US	KS
Under 9 years	47.59	34.23	52.34	44.92	52.18	72.73	52.31	46.90	49.85	49.46
9 - 11 years	50.29	45.45	45.98	58.10	47.12	46.38	46.99	49.31	49.72	41.92
12 years	34.62	68.42	38.58	n	34.88	55.79	39.08	65.23	40.70	16.88
13 - 15 years	37.83	18.99	41.91	n	40.48	38.89	37.25	32.61	39.75	89.29
16 or more years	61.28	n	35.00	n	14.81	n	23.76	n	28.04	100.0

n = number too small to provide a reliable estimate

[†]e.g., in 1978, 47.59% of total CETA-Eligible Youth with less than 9 years of school were male.

Source: Current Population Survey

V. CONCLUSIONS

In considering the conclusions that can be drawn from the above analysis, it is important to remember that the youth group under consideration here consists of workers aged 14-21 years, defined as "disadvantaged" by the criterion of eligibility for any of the CETA categories covering this age group. Also important to remember is that the "total population" referred to is the total population aged 14 years and over.

With these restrictions in mind, the following conclusions are indicated by the analysis presented above:

- 1) Whereas youth (aged 14-21 years) as a percentage of the total population (14 years and over) declined steadily in the nation during the period, this percentage fluctuated in Kansas, being lower than the national percentage most of the time.
- 2) Young disadvantaged workers were a substantial proportion of total disadvantaged workers in the United States and in Kansas, the percentage being somewhat lower and more variable from year to year in Kansas than in the nation.
- 3) Both young and total disadvantaged workers were a smaller proportion of the total population in Kansas than in the United States as a whole.
- 4) Young disadvantaged workers in Kansas differed from young disadvantaged workers in the nation as a whole in a number of ways, the most notable being:
 - a. Whereas at the national level the percentage of female youth who were disadvantaged was higher than the percentage among male youth, the reverse was the case in Kansas through 1979 to 1981.
 - b. The young disadvantaged workers in the United States were predominantly female throughout the period, whereas in Kansas in 1980 and 1981 there were slightly more young male disadvantaged workers than female.
 - c. In the United States as a whole, the percentage of minority disadvantaged workers rose slightly between 1981 and 1982, but in Kansas this percentage dropped substantially during this time.
 - d. Whereas in the United States as a whole minorities were approximately the same percentage of young disadvantaged workers as they were of total disadvantaged workers throughout the period, in Kansas in some years the minority percentage was higher among young disadvantaged workers than among total disadvantaged workers; in other years it was lower.

- e. Whereas in the United States as a whole the percentage of young disadvantaged workers who were employed part-time because they could not find a full-time job was lower throughout the period than the corresponding percentage of total disadvantaged workers, in Kansas the percentage of young disadvantaged workers in this category exceeded the percentage of total disadvantaged workers in 1979 and 1982.
 - f. In the United States as a whole, young disadvantaged female workers had a higher rate of unemployment than disadvantaged female workers in general throughout the period, but in Kansas young disadvantaged female workers had a lower rate of unemployment than the total disadvantaged workers in two of the five years.
 - g. Young disadvantaged workers in Kansas had a higher level of education than young disadvantaged workers in the nation as a whole except in 1979.
 - h. The patterns for young or disadvantaged workers in Kansas concerning 1) the relationship between the unemployment rates of males and females, 2) occupational incidence, and 3) the importance of wages and unemployment compensation as sources of income did not correspond to the patterns observed in the United States.
- 5) Young disadvantaged workers in Kansas differed from total disadvantaged workers in a number of ways, the most notable being:
- a. In some years during the period, the sex composition of the young disadvantaged worker population changed in the opposite direction to the change that took place in the sex composition of the total disadvantaged worker population.
 - b. Minorities were a higher percentage of the young disadvantaged worker population than they were of the total disadvantaged worker population.
 - c. Unemployment among young disadvantaged workers exceeded unemployment among total disadvantaged workers.
 - d. The percentage of young disadvantaged workers who were in part-time employment fluctuated during the period whereas the percentage of total disadvantaged workers in part-time employment declined steadily.
 - e. In some years, the percentage of young disadvantaged workers who worked part-time because they could not find a full-time job was above the percentage of total disadvantaged workers who worked part-time for the same reason; in other years it was below.
 - f. In some years, the difference between the percentage of males receiving wages or salaries and the percentage of females was greater among young disadvantaged workers than among total disadvantaged workers; in other years it was smaller.
 - g. The education level of young disadvantaged workers was lower than that of total disadvantaged workers.

- h. The pattern of occupational incidence among young disadvantaged workers differed from that of total disadvantaged workers.

The analysis presented in this monograph probably understates the extent of the true differences between young disadvantaged workers and total disadvantaged workers in Kansas because the young disadvantaged workers were included in the figures of total disadvantaged workers and formed a substantial proportion (about one third) of this group.

VI. POLICY IMPLICATIONS

From the conclusions presented in the preceding section, it is evident that labor market and job training policies for young disadvantaged workers in Kansas need to be based on the specific characteristics and labor market experience of this in-state group. Policies appropriate for the young disadvantaged worker population of the nation as a whole would not be appropriate for young disadvantaged workers in Kansas because they demonstrate significantly different characteristics and labor market experience from those of the national young disadvantaged worker population. Nor would policies based on the character of the total disadvantaged worker population of Kansas be appropriate to young disadvantaged workers in Kansas because these have significantly different characteristics and labor market experience from those of the total disadvantaged worker population (probably even greater than those revealed by this analysis).

It is evident that a national approach to labor market policies and job training programs which treated the total disadvantaged worker population as though it were homogeneous would fail to meet the particular needs of young disadvantaged workers in Kansas.

This broad policy implication of the present study is particularly important in view of the fact that young disadvantaged workers constitute such a major proportion of the total disadvantaged worker population.

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