

NATIONAL CONFERENCE
on
VOLUNTEERISM

AVA AVB AVAS

"A COLLABORATIVE MODEL FOR 1981 VOLUNTEERISM ISSUES"

(A PAPER SESSION)

Presented by:

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St. Johns, Michigan 48879

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Philadelphia, Pa.

"A COLLABORATIVE MODEL FOR 1981 VOLUNTEERISM ISSUES"

The Focus of this paper session is on Interagency
Coordination for the management and resolution of
Volunteerism Issues

SUMMARY of LEARNING OBJECTIVES:

- A. To describe/display how a Tri-County I.C.B.,
(Interagency Collaborative Board) in three (3)
distinct "community settings" in Michigan,
affected major Education/Work transition prob-
lems and issues for youth career options, choices,
changes and employment.
- B. The potential application of a "linkage model"
of this I.C.B. Project for managing the problems
and issues of Volunteerism-1981.
- C. To alert, stimulate and motivate the participant
member attendees of AVA-AVB-AVAS in the use of the
"collaborative process" as identified.

TOPICS TO BE COVERED:

- (1) I.C.B.s (Interagency Collaborative Boards) in
Michigan.
- (2) The Tri-County (Clinton-Gratiot-Isabella) I.C.B.
 - (a) Project Outcomes
 - (b) Significant Features
- (3) The Six Broad Issues of Volunteerism-1981.
- (4) The Correlation and Application of this I.C.B.
"linkage model" as A Collaborative Approach for
Issues of Volunteerism-1981.

"A COLLABORATIVE MODEL FOR 1981 VOLUNTEERISM ISSUES"

"The primary mission of the local Interagency Collaborative Bodies (I.C.B.s) is to develop, maintain and support collaborative processes at the local level among Educational Institutions, CETA Prime Sponsors, Service Organizations and the Private Sector, which lead to the maximum utilization of community resources to enhance the transition of youth and adults into the "world of work".

Project Director—Michigan Department
of Labor.

Six(6) separate ICBs were funded for the 1980-81 year and have now completed their projects(September 30,1981). One of these SIX was the "TRI-COUNTY ICB(CLINTON-GRATIOT-ISABELLA Counties) These three(3) rural counties, in mid-Michigan, were typical of such counties around the United States: unemployment was high in two of the counties and Agency jurisdictional boundaries were confused. However the potential for collaboration existed because of a shared realization that the problems of youth and adult training programs in all three counties were very similar and that some form of mutual aid could be equally beneficial.

<u>COUNTY</u>	<u>LOCAL ICB COMMUNITY</u>	<u>POPULATION</u>
CLINTON	ST. JOHNS	8000
GRATIOT	ALMA	10000
ISABELLA	MT. PLEASANT	23000

The "collaborative process" (as used herein)..is a voluntary local effort with broad community representation, organized for the purpose of increasing activities directed toward institutional change which improves the quality and quantity of education, employment and training related services, available in the community.

I.C.B. objective responsibilities are:

- A. To promote efforts which go beyond simple cooperative ventures and require a firm commitment and active involvement for which responsibility and accountability are shared.
- B. To motivate and guide joint planning, decision, implementation, monitoring and evaluation of collaborative projects and programs.
- C. To be instrumental in creating a climate in which members of the community see themselves as peers in such effort and feel comfortable in such relationships, trusting that "turf" issues can be managed and put aside for later resolution.
- D. To assist relevant segments of the community in identifying and recognizing their own needs and interests in employment and training.
- E. To serve as a balancing agent (with no vested interest) to promote the mutual advancement of the varied interests within a collaborative arena, toward a common concurred goal and outcome.

There are two very powerful*factors involved in dealing with "education/work transition": both are necessarily part of ICBs and a significant reason for the need for ICBs. Inherently and historically, their relationship is based on confrontation:

Both are mandated to deliver certain kinds of support service skills to their respective constituents - employability skills, career exploration information, etc.. The problem of duplication of effort is real and exists.

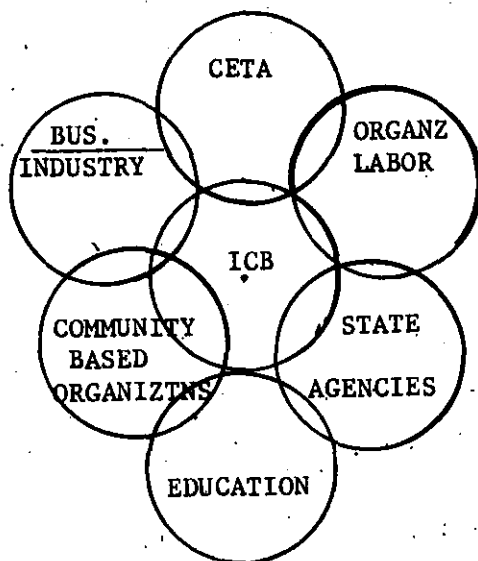
*CETA...LEAs

Competition for job sites with employers and boundary jurisdictions, pose high barriers in rural areas. Rural areas, with a limited industrial base, the field of site recruitment and placement, for CETA/LEA programs, is one of destructive overlap. The minimal number of employers and a host of programs-in and out of school- need those same employers as training sites for clients. The summative impact, of all the above is accentuated-- often exponentially.. explosively - when new programs are developed and not coordinated with ones already in process.

All three of these ICBs use a common organizational structure-a Work/Education Council, at the community level, which is the functional/operating, primary level of collaborative relationships; responsible for individual exploration, training, placement, planning and programming.

The three county ICBs, as a Regional Collaborative Board (Team), deal with parallel and/or joint programming and planning in the region.

ICB
MEMBERSHIP
STRUCTURE



SIGNIFICANT FEATURES & OUTCOMES
of
THE TRI-COUNTY I.C.B.
(CLINTON - GRATIOT - ISABELLA)

3 DYNAMIC WORK EDUCATION COUNCILS

A RESOURCE SHARING AGREEMENT

OCCUPATIONAL INFORMATION SYSTEM
(STATEWIDE)

MOIS

-CRV-

(COMMUNITY RESOURCE VOLUNTEERS)

VOLUNTEER SKILL BANK

STUDENT CREDENTIALS

STUDENT PLACEMENT

CAREER EXPLORATION
(COMPUTERIZED)

I.C.B.
TECHNICAL ASSISTANCE MANUAL

THE SIX BROAD ISSUES OF VOLUNTEERISM - 1981

<p align="center"><u>ECONOMIC</u></p> <p><u>LOSS OF FUNDS-VALUE</u> <u>TAX CRISIS</u> FEDERAL/STATE MARKET BURN-OUT Organizations Products ObsoleteTechnology <u>INDIVIDUALS</u> CREATIVITY OPPORTUNITY</p>	<p align="center"><u>SOCIAL</u></p> <p><u>SURVIVAL NEEDS</u> WELFARE DEPENDENCY RIGHTS ENTITLEMENT SOCIAL SEC. <u>UNEMPLOYMENT</u> TEEN AGE ADULT</p>	<p align="center"><u>EDUCATIONAL</u></p> <p><u>EDUCATION-A NON-PROFIT ACT</u> <u>K-12-MANDATED-not FUNDED</u> Federal & State END Product Fails Market Expectation & Needs EDP-MANDATORY <u>PRE-EMPLOYMENT TRAINING-MUST</u> CAREER EDUC.MANDATED</p>
<p align="center"><u>GOVERNMENTAL</u></p> <p>EXECUTIVE STRUCTURE REORGANIZE MORE STAFF FUNCTION-DAY TO DAY LINE OPERATION BACK TO <u>COMMUNITIES.</u> Central Coordination on Broad, standardized functional needs. COORDINATION @ NAT'L LEVEL of common States Goals to acceptable Nat'l Stds. More Coalition of Communities for Power in allocation of dimishing funds.</p>	<p align="center"><u>COMMUNITY</u></p> <p>Sum total of all impacts on constituency of the <u>Community.</u> Bottom Line is more self- dependency-more mutual need & support:followed by collaboration and sharing resources on pre- <u>planned basis.</u> Realization of inventory of Human Resources;then useful economic,social and individual applicat- ion of <u>total skills.</u> <u>Volunteer opportunities.</u> More self-realization; quality of life;caring, contributing /belonging.</p>	<p align="center"><u>INDUSTRY/BUSINESS</u></p> <p>Increasing Demand for greater <u>Corporate&Business Response.</u> More \$ support/participation in welfare,education and employment/training for first jobs,labor market re-entry and career <u>changes.</u> Majority of citizens do not understand BUSINESS or how it <u>functions:what it does.</u> Business /Management tools & principles needed by Communities</p>

CORRELATION LINKAGE
ICB and VOLUNTEERISM ISSUES

VOLUNTEERISM ISSUES 1981 ↓	ICB STRUCTURE ↓	ICB-WEC COMMUNITY	STATE/LOCAL AGENCIES	EDUCATION	COMMUNITY CBO-WEC TASK FORCE	GOVERNMENT	BUSINESS/ INDUSTRY ORGANIZD. LABOR
ECONOMIC							
SOCIAL							
EDUCATIONAL							
COMMUNITY							
GOVERNMENTAL							
BUSINESS/ INDUSTRY							

"A COLLABORATIVE MODEL FOR 1981 VOLUNTEERISM ISSUES".

... ADDENDUM ...

- APPENDIX
1. A taxonomy of Terms and Acronyms
 2. Work Education Councils(WECs)CLINTON,GRATIOT,ISABELLA Counties.
 3. Work Education Management System-CGI.
 4. MOIS-SCHOOL SUBJECT CODES -"SSI"
 5. MOIS-1982 CODES- NUMERICAL INDEX(# 1-386)
 6. CRV-VRS CODES - "INTEREST,HOBBY,CRAFT"- IHC.
 7. STUDENT CREDENTIALS FORM.

Limited copies of the following pertinent information are available. In the event that you do not receive a copy,you may request by Title,using the form at the door.

- A. THE MICHIGAN OCCUPATIONAL INFORMATION SYSTEM
- B. MICHIGAN INTERAGENCY COLLABORATIVE INITIATIVE
- C. BUILDING RURAL LINKAGES (A Technical Manual)
(A GUIDE FOR WORK-EDUCATION COUNCILS)

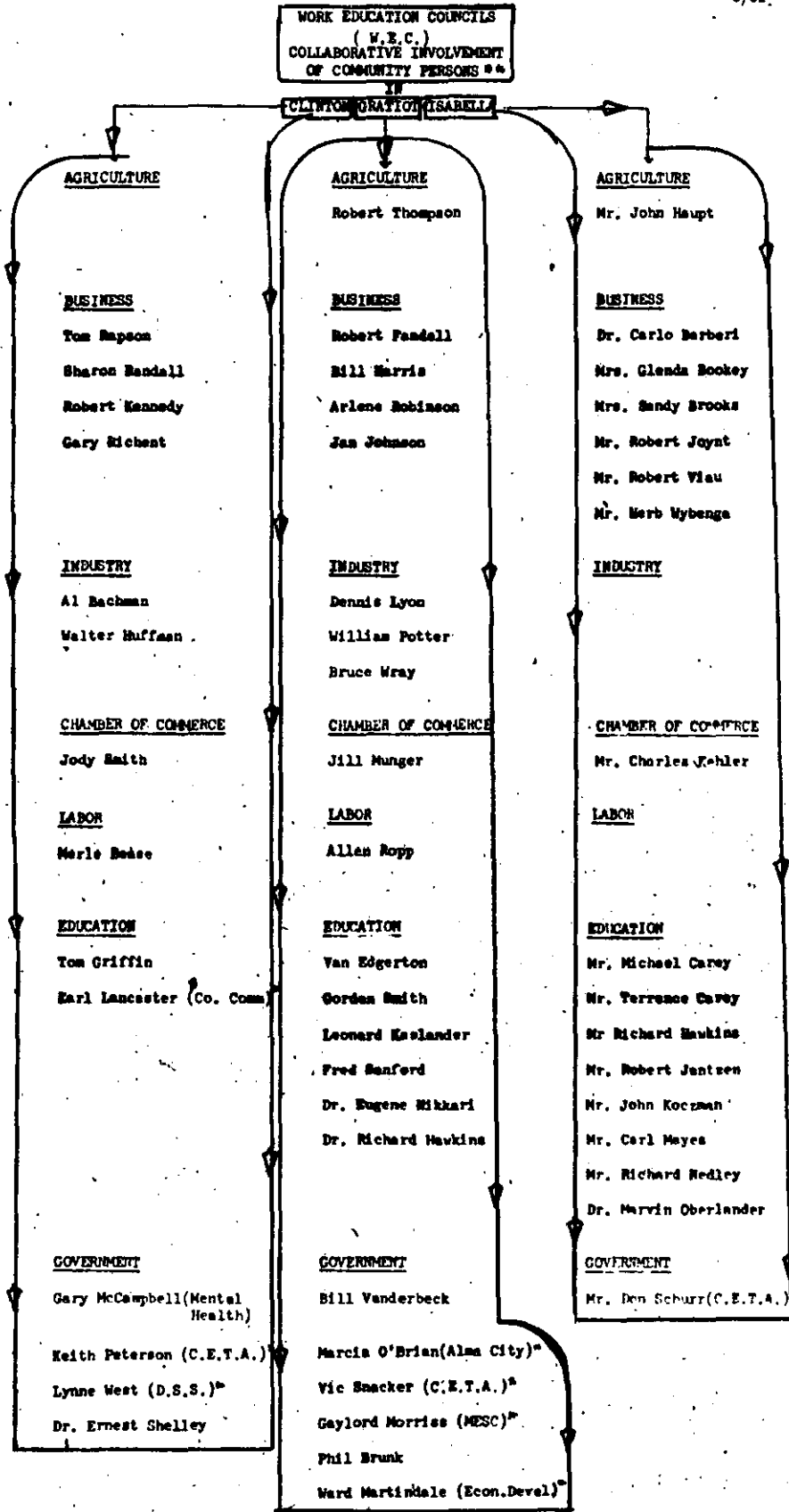
Please contact me if I may clarify,help or discuss any questions regarding this paper,the Project and or the CRV-VRS SYSTEM.

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(313) 288-3538.

A TAXONOMY
of
TERMS & ACRONYMS

C.B.O.s.	Community Based Organizations
CEPDs	Career Education Planning Directors -
CETA	Comprehensive Employment Training Act
CETA Consortium	Two(2) or more CETA Prime Sponsors organizations or contractors.
CGI	Clinton-Gratiot-Isabella-A Specific Interagency Collaborative Board of those three(3) Counties.
CRT	Cathode Ray Tube- the video screen -identical to a TV Screen used to display transmitted data sent or received simultaneously with the electronic signal.
CRV	Community Resource Volunteers. A non-profit Corporation(Michigan) A Volunteer Clearinghouse with a Computerized Skillbank. Advocate of Career Education.
CRV/VRS	Community Resource Volunteers/Volunteer Resource System
DSS	Department of Social Services-State of Michigan
EDP	A current funded Project Michigan Department of Education <u>EMPLOYABILITY DEVELOPMENT PLAN</u>
ISD	Intermediate School District-Michigan Department of Education (Usually one ISD in each County)
K-12	Public Schooling- Kindergarden thru 12th Grade.
Keyboard	Part of a Computer Terminal-functions as a typewriter inputting information or data into a computer.
LEAs	Local Education Agency
MDOE	Michigan Department of Education
MDOL	Michigan Department of Labor
MOIS	Michigan Occupational Information System
NOICC	National Occupational Information Coordinating Committee
SIC	Standard Industrial Classification.
WEC	Work Education Council

8/81

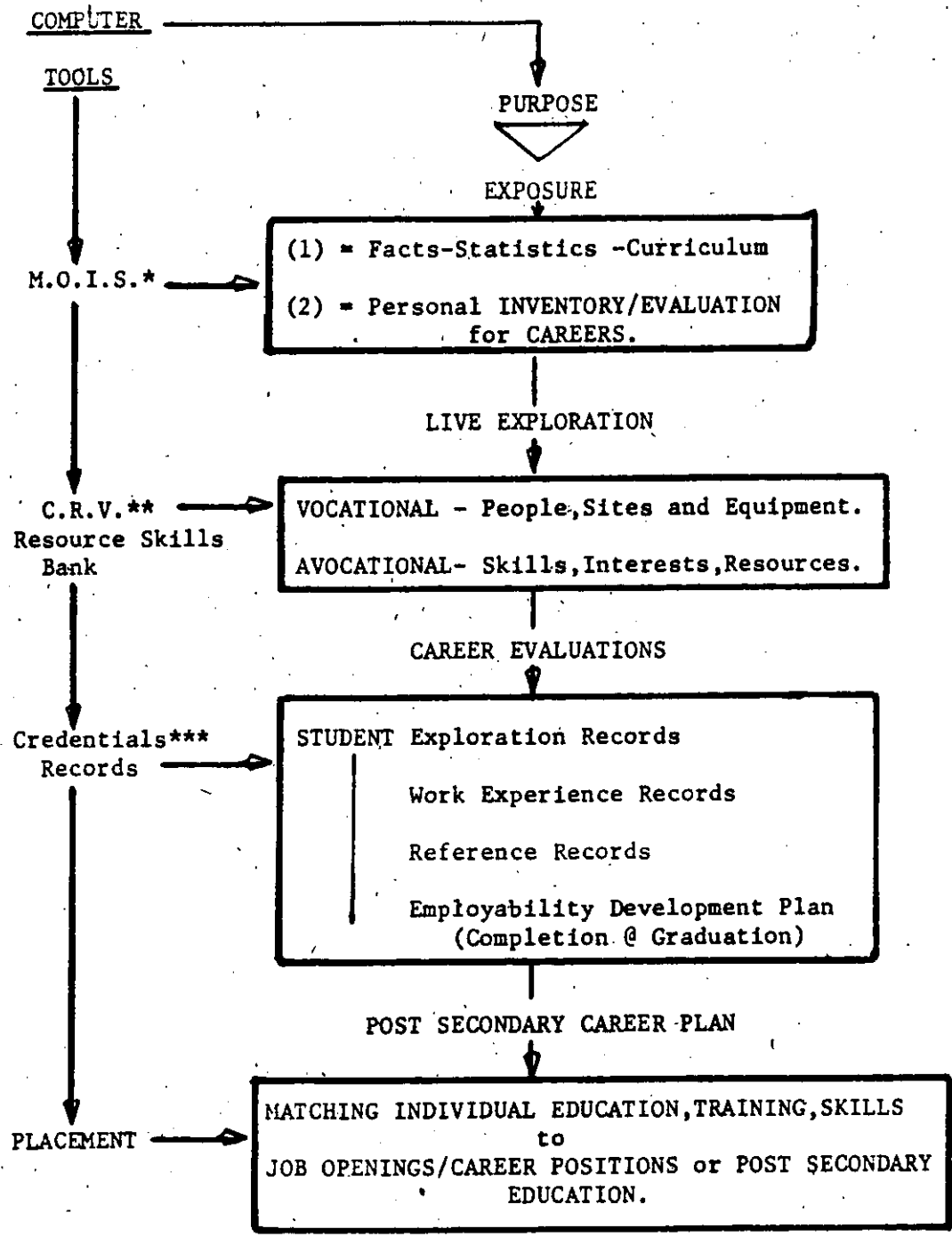


D.S.S. - Department of Social Services
 Co. Comm. - Clinton County Commission
 C.E.T.A. - Comprehensive Employment Training Act
 M.E.S.C. - Michigan Employment Security Commission
 Econ.Devel. - County Economic Development Corp

** W.E.C. Staff members are not listed. This list is of operating members of boards/councils. Specific Task Force persons and other community support people can be available.

CLINTON-GRATIOT-ISABELLA

WORK EDUCATION MANAGEMENT SYSTEM



*Michigan Occupational Information System-M.O.I.S.

**Community Resource Volunteers(C.R.V.-INC) developed computerized resource programs. linked to MOIS Programs, experiences and student records.

***Student Credentials Record-(PROFILE) computerized by CRV.

MOIS SCHOOL SUBJECT INDEX

(CLUSTER)

(SUB-CLUSTER)

CRV-SSI-CODES

(Alphabetical)

Computer Number	School Subject	Computer Number	School Subject
INDEX			
INTRODUCTION & "HOW TO USE"			
42	ACCOUNTING	48	GENERAL BUSINESS
1	AGRICULTURAL MECHANICS	68	GENERAL CLERICAL
2	AGRICULTURAL PRODUCTION/MANAGEMENT	81	GENERAL MATH
3	AGRICULTURAL RESOURCES	89	GENERAL MERCHANDISING
4	AGRICULTURAL SUPPLY/SERVICES	88	GENERAL SCIENCE
36	ALGEBRA	84	GEOGRAPHY
74	APPLIANCE REPAIR	88	GEOMETRY
8	ART	86	GOVERNMENT
75	AUDIO-VISUAL	84	GRAPHIC ARTS
76	AUTO BODY REPAIR	24	HEALTH EDUCATION
77	AUTO MECHANICS	87	HEATING, AIR CONDITIONING & REFRIG.
56	BIOLOGY	86	HISTORY
73	BLUEPRINT READING	87	HUMANITIES
48	BOOKKEEPING	88	INDUSTRIAL ARTS
79	BUILDING TRADES & CARPENTRY	11	INSTRUMENTAL & VOCAL MUSIC
44	BUSINESS DATA PROCESSING	34	INTERIOR DESIGN
46	BUSINESS ENGLISH	18	JOURNALISM
48	BUSINESS LAW	7	LANDSCAPING
47	BUSINESS MATH	88	LAW
36	CALCULUS	19	LITERATURE
57	CHEMISTRY	88	MACHINE SHOP
27	CHILD CARE	90	MECHANICAL DRAWING
28	CHILD GROWTH & DEVELOPMENT	81	METAL SHOP
29	CLOTHING & TEXTILES	25	NURSING AIDE
88	COLLEGE PREP	62	OFFICE MACHINES
18	COMPOSITION	83	OFFICE PRACTICE
37	COMPUTER SCIENCE	8	ORNAMENTAL HORTICULTURE
5	CO-OP EDUCATION — AGRICULTURE	89	PHILOSOPHY
21	CO-OP EDUCATION — HEALTH	12	PHOTOGRAPHY
30	CO-OP EDUCATION — HOME ECONOMICS	28	PHYSICAL EDUCATION
46	CO-OP EDUCATION — OFFICE/DISTRIBUTION	80	PHYSICAL SCIENCE
80	CO-OP EDUCATION — TRADE & INDUSTRIAL	81	PHYSICS
81	COSMETOLOGY	69	PHYSIOLOGY
10	CRAFTS	70	POLITICAL SCIENCE
82	CUSTODIAL SERVICE	13	POTTERY
22	DENTAL/MEDICAL ASSISTANT	71	PSYCHOLOGY
83	DRAFTING	82	RADIO & TV REPAIR
84	DRIVER'S TRAINING	88	SHOP MATH
58	EARTH SCIENCE	84	SHOP MECHANICS
63	ECONOMICS	54	SHORTHAND
85	ELECTRICITY & ELECTRONICS	86	SMALL ENGINE REPAIR
16	ENGLISH	72	SOCIAL STUDIES
31	FAMILY LIVING	73	SOCIOLOGY
23	FIRST AID	20	SPEECH
32	FOOD SERVICE	40	STATISTICS
33	FOODS & NUTRITION	14	THEATER & DRAMA
17	FOREIGN LANGUAGES	41	TRIGONOMETRY
6	FORESTRY	65	TYPEWRITING
		87	UPHOLSTERING
		86	WELDING
		88	WOODSHOP

AGR- AGRICULTURE

1	AGRICULTURAL MECHANICS
2	AGRICULTURAL PROD./MANAGEMENT
3	AGRICULTURAL RESOURCES
4	AGRICULTURAL SUPPLY/SERVICES
5	CO-OP EDUCATION - AGRICULTURE
6	FORESTRY
7	LANDSCAPING
8	ORNAMENTAL HORTICULTURE

CFA- CRAFTS & FINE ARTS

9	ART
10	CRAFTS
11	INSTRUMENTAL AND VOCAL MUSIC
12	PHOTOGRAPHY
13	POTTERY
14	THEATRE AND DRAMA

EFL- ENGLISH & FOREIGN LANGUAGES

15	COMPOSITION
16	ENGLISH
17	FOREIGN LANGUAGES
18	JOURNALISM
19	LITERATURE
20	SPEECH

HEA- HEALTH

21	COOPERATIVE EDUCATION - HEALTH
22	DENTAL/MEDICAL ASSISTANT
23	FIRST AID
24	HEALTH EDUCATION
25	NURSING AIDE
26	PHYSICAL EDUCATION

HEC- HOME ECONOMICS

27	CHILD CARE
28	CHILD GROWTH AND DEVELOPMENT
29	CLOTHING AND TEXTILES
30	CO-OP ED. - HOME ECONOMICS
31	FAMILY LIVING
32	FOOD SERVICE
33	FOODS AND NUTRITION
34	INTERIOR DESIGN

MTH- MATHEMATICS

35	ALGEBRA
36	CALCULUS
37	COMPUTER SCIENCE
38	GENERAL MATH
39	GEOMETRY
40	STATISTICS
41	TRIGONOMETRY

ODE- OFFICE & DISTRIBUTIVE EDUCATION

42	ACCOUNTING
43	BOOKKEEPING
44	BUSINESS DATA PROCESSING
45	BUSINESS ENGLISH
46	BUSINESS LAW

ODE- OFFICE & DISTRIBUTIVE EDUCATION (CONT'D)

47	BUSINESS MATH
48	CO-OP ED. - OFFICE/DISTRIBUTION
49	GENERAL BUSINESS
50	GENERAL CLERICAL
51	GENERAL MERCHANDISING
52	OFFICE MACHINES
53	OFFICE PRACTICE
54	SHORTHAND
55	TYPEWRITING

SCI- SCIENCE

56	BIOLOGY
57	CHEMISTRY
58	EARTH SCIENCE
59	GENERAL SCIENCE
60	PHYSICAL SCIENCE
61	PHYSICS
62	PHYSIOLOGY

SOS- SOCIAL SCIENCE

63	ECONOMICS
64	GEOGRAPHY
65	GOVERNMENT
66	HISTORY
67	HUMANITIES
68	LAW
69	PHILOSOPHY
70	POLITICAL SCIENCE
71	PSYCHOLOGY
72	SOCIAL STUDIES
73	SOCIOLOGY

TRI- TRADE & INDUSTRIAL

74	APPLIANCE REPAIR
75	AUDIO-VISUAL
76	AUTO BODY REPAIR
77	AUTO MECHANICS
78	BLUEPRINT READING
79	BUILDING TRADES AND CARPENTRY
80	CO-OP ED. - TRADE AND INDUSTRIAL
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93	SHOP MATH
94	SHOP MECHANICS
95	SMALL ENGINE REPAIR
96	UPHOLSTERING
97	WELDING
98	WOODSHOP

CPR- COLLEGE PREP

99	COLLEGE PREP
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AVB-RCK
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1982

MOIS NUMERICAL INDEX

CRV-VRS

1 ASSEMBLY LINE WORKER	76 DISHWASHER	151 PHYSICIST	226 TABULATING MACHINE OPERATOR	301 TRUCK & BUS MECHANIC
2 COMPOSITOR & TYPESETTER	77 EQUIPMENT & VEHICLE CLEANER	152 SALES EMPLOYEE	227 TELEGRAPH OPERATOR	302 WELDING MACHINE MECHANIC
3 CUTTING MACHINE OPERATOR	78 FIRE FIGHTER	153 SURVEYOR	228 WARD CLERK	303 CHIROPRACTOR
4 DRILL PRESS OPERATOR	79 FOOD COUNTER WORKER	154 AUTO BODY REPAIRER	229 WAREHOUSE CLERK	304 ELECTROCARDIOGRAPH TECHNICIAN
5 FURNACE OPERATOR	80 FOOD SERVICE MANAGER	155 AUTO MOUNT REPAIRER	230 BELT/LOP & BAGGAGE PORTER	305 ELECTROENCEPHALOGRAPH TECH
6 FURNACE TENDER	81 GUARD	156 CLIMATE CONTROL MECHANIC	231 FUNERAL DIRECTOR	306 NUCLEAR MEDICAL TECHNOLOGIST
7 GRINDING MACHINE OPERATOR	82 HOUSEKEEPER	157 COMPUTER SERVICE TECHNICIAN	232 MEATWRAPPER	307 NURSE ANESTHETIST
8 HEAT TREATER	83 INSPECTOR	158 FARM IMPLEMENT REPAIRER	233 MESSENGER	308 OPTICIAN
9 INDUSTRIAL SEWING MACH. OPR.	84 JANITOR/CUSTODIAN	159 HEAVY EQUIPMENT MECHANIC	234 METER READER	309 OPTOMETRIC ASSISTANT
10 MACHINE OILER	85 LAUNDRY & DRY CLEANING WORKER	160 HOUSEHOLD APPLIANCE REPAIRER	235 PHOTO COPY ATTENDANT	310 PHOTOGRAPHER
11 MACHINIST	86 LOGGING & HOUSE CLEANER	161 LIGHT PERSON	236 PEST CONTROLLER	311 ORTHODONTIST/PROSTHETIST
12 MANUFACTURING INSPECTOR	87 MAIL HANDLER	162 RADIO & TV REPAIRER	237 POSTMASTER & MAIL SUPERVISOR	312 PHYSICIAN'S ASSISTANT
13 MANUFACTURING PAINTER	88 MEAT CUTTER	163 TELEPHONE INSTALLER/REPAIRER	238 TAILOR	313 PODIATRIST
14 METAL JOB & DIE BETTER	89 POLICE OFFICER & DETECTIVE	164 CLINICAL TECHNOLOGIST	239 USHER	314 PSYCHIATRIC AIDE
15 METAL MOLDER	90 POSTAL CLERK	165 DENTAL ASSISTANT	240 WAGONER	315 SPEECH PATH & AUDIOLOGIST
16 METAL PLATER	91 REFUSE COLLECTOR	166 DENTAL HYGIENIST	241 COLLEGE ADMINISTRATOR	316 SURVEICAL TECHNICIAN
17 METAL WORKING MACHINE OPR.	92 SHERIFF/BAIFF	167 DENTAL LABORATORY TECHNICIAN	242 SPECIAL EDUCATION TEACHER	317 VETERINARY ASSISTANT
18 MILLWRIGHT	93 STOCK HANDLER	168 DENTIST	243 VOCATIONAL EDUCATION TEACHER	318 CHILD ADVOCATE
19 PACKER & WRAPPER	94 TELEPHONE OPERATOR	169 DENTIST	244 VOCATIONAL REHAB COUNSELOR	319 CITY MANAGER
20 PATTERN & MODEL MAKER	95 WATER/WAITRESS	170 EMERGENCY MEDICAL TECHNICIAN	245 AUTO PARTS SERVICE CLERK	320 HALFWAY HOUSE RESIDENT MGR
21 PHOTOENGRAVER & LITHOGRAPHER	96 WATER/WAITRESS ASSISTANT	171 HEALTH ADMINISTRATOR	246 METEOROLOGICAL WORKER	321 HOUSING REHABILITATION SPEC.
22 POLISHER & BUYSER	97 COLLEGE INSTRUCTOR	172 LICENSED PRACTICAL NURSE	247 AUTOMOBILE SERVICE ADVISOR	322 RECREATION WORKER
23 PRINTING PRESS OPERATOR	98 ELEMENTARY SCHOOL TEACHER	173 MEDICAL RECORD TECHNICIAN	248 WHOLESALE SALES MANAGER	323 RELIGIOUS WORKER
24 PUNCH & STAMPING PRESS OPR.	99 LIBRARIAN	174 NURSE AIDE/ORDERLY	249 ASBESTOS & INSULATION WORKER	324 SERVICE AIDE
25 STATIONARY ENGINEER	100 LIBRARY ASSISTANT	175 OCCUPATIONAL THERAPIST	250 CONSTRUCTION INSPECTOR	325 ACTOR/ACTRESS
26 TOOL & DIE MAKER	101 TEACHER AIDE	176 PHARMACEUTICAL WORKER	251 DRYWALL INSTALLER	326 AUTHOR
27 UPHOLSTERER	102 SCHOOL ADMINISTRATOR	177 PHYSICAL THERAPIST	252 EARTH DRILLER	327 COMMERCIAL ARTIST
28 WELDER	103 SECONDARY SCHOOL TEACHER	178 PHYSICIAN	253 ELEVATOR CONSTRUCTOR	328 DANCER
29 ACCOUNTANT	104 INSURANCE AGENT	179 RADIOLOGIC TECHNICIAN	254 FLOOR LAYER	329 INDUSTRIAL DESIGNER
30 ADVERTISING AGENT	105 MANUFACTURERS REPRESENTATIVE	180 REGISTERED NURSE	255 LATHER	330 INTERPRETER & TRANSLATOR
31 BANK TELLER	106 REAL ESTATE AGENT	181 RECREATION THERAPIST	256 PAPERHANGER	331 LANDSCAPE ARCHITECT
32 BILLING CLERK	107 RETAIL SALES AGENT	182 VETERINARIAN	257 PLASTERER	332 MODEL
33 BOOKKEEPER	108 RETAIL SALES CLERK	183 ATHLETE	258 RWEEVER & FASTENER	333 RADIO & TELEVISION ANNOUNCER
34 BOOKKEEPING & BILL MACH. OPR.	109 RETAIL SALES MANAGER	184 CLERK	259 SANDPAPER	334 SIGN PAINTER
35 BUILDING MANAGER	110 SERVICE STATION ATTENDANT	185 COUNSELOR	260 TILE SETTER	335 TECHNICAL WRITER
36 BUYER	111 STOCKBROKER	186 PSYCHOLOGIST	261 AIR-TRAFFIC CONTROLLER	336 COOP EXTENSION SERV WKR
37 CALCULATING MACHINE OPERATOR	112 WHOLESALE SALES REP.	187 SOCIAL WORKER	262 AIRLINE DISPATCHER	337 FISH & WILDLIFE SPECIALIST
38 CASHIER	113 BRICKMASON/STONEMASON	188 ARCHITECT	263 AIRPLANE PILOT	338 FORESTER
39 CLERICAL SUPERVISOR	114 BULLDOZER OPERATOR	189 DECORATOR & WINDOW DRESSER	264 FLIGHT ENGINEER	339 FORESTRY TECHNICIAN
40 COMPUTER OPERATOR	115 CABINET MAKER	190 DESIGNER	265 INDUSTRIAL TRAFFIC MANAGER	340 MILLER
41 COMPUTER PROGRAMMER	116 CARPENTER	191 EDITOR & REPORTER	266 LOCOMOTIVE ENGINEER	341 ORNAMENTAL HORTICULTURIST
42 COMPUTER SYSTEMS ANALYST	117 CARPET INSTALLER	192 MURKIN & COINTEGRATOR	267 LONGSHORE WORKER & STEVEDOR	342 PRODUCE GRADER & PACKER
43 COUNTER CLERK	118 CEMENT MASON	193 PAINTER & SCULPTOR	268 MASTER, MATE & PILOT	343 RANGE MANAGER
44 ECONOMIST	119 CONSTRUCTION LABORER	194 PHOTO PROCESS WORKER	269 RAILROAD BRAKE OPR & COUPLER	344 ANTHROPOLOGIST
45 ESTIMATOR	120 CONSTRUCTION PAINTER	195 PHOTOGRAPHER	270 RAILROAD CONDUCTOR	345 ARCHAEOLOGIST
46 FILE CLERK	121 CRANE, DERRICK & HOIST OPR.	196 URBAN & REGIONAL PLANNER	271 RAILROAD SWITCHMAN	346 ARCHIVIST & CURATOR
47 FINANCIAL MANAGER	122 ELECTRICIAN	197 FARM WORKER	272 AGRICULTURAL/ASTRONAUT ENB.	347 GEOPHYSICIAN
48 INSURANCE ADJUSTER	123 EXCAVATING/ROAD MACHINE OPR.	198 FARMER/FARM MANAGER	273 AGRICULTURAL SCIENTIST	348 HISTORIAN
49 JUDGE	124 FORK LIFT OPERATOR	199 GROUNDSCAPER	274 BOTANIST	349 POLITICAL SCIENTIST
50 KEYPUNCH OPERATOR	125 GLAZIER	200 LOGGING WORKER	275 BROADCAST TECHNICIAN	350 SOCIOLOGIST
51 LAWYER	126 PLUMBER & PIPE FITTER	201 BLACKSMITH	276 ECOLOGIST	351 MINER
52 OFFICE MACHINE OPERATOR	127 ROOFER	202 BOLLERMAKER	277 ENERGY EFFICIENCY TECHNICIAN	352 COURT REPORTER (CLERK)
53 OFFICE MANAGER	128 SHEET METAL WORKER	203 BOOKBINDER	278 GEOLOGIST	353 PLACEMENT SPECIALIST
54 PAYROLL CLERK	129 STRUCTURAL IRON WORKER	204 BOTTLING & CANNING OPERATOR	279 INDUSTRIAL HYGIENE TECHNICIAN	354 WORD PROCESSOR
55 PERSONNEL WORKER	130 BUS DRIVER	205 CRYSTAL TECHNICIAN	280 MARINE SYSTEMS	355 FBI AGENT
56 PRODUCTION COORDINATOR	131 DELIVERY/ROUTE DRIVER	206 ELECTROTYPE & STEREO TYPE	281 METALLURGICAL ENGINEER	356 FORENSIC POLYGRAPH EXAMINER
57 PUBLIC RELATIONS SPECIALIST	132 DISPATCHER	207 FORGE & HAMMER OPERATOR	282 METALLURGICAL TECHNICIAN	357 MAIL CARRIER (90)
58 PURCHASING AGENT	133 FLIGHT ATTENDANT	208 FURNITURE & WOOD FINISHER	283 METEOROLOGIST	358 AIRPORT MANAGER
59 RECEPTIONIST	134 FREIGHT & MATERIAL HANDLER	209 METAL WEAVER	284 MINING ENGINEER	359 ACTUARY (F&B)
60 SECRETARY	135 TAXICAB DRIVER	210 MOTION PICTURE PROJECTIONIST	285 NUCLEAR QUALITY CONTROL INSP.	360 AGRICULTURAL ENGINEER
61 SHIPPING & RECEIVING CLERK	136 TICKET AGENT	211 NUMERICAL CONTROL TOOL PROG.	286 RADIO OPERATOR	361 ASTRONOMER
62 STATISTICAL CLERK	137 TRUCK DRIVER	212 POWER STATION OPERATOR	287 RESEARCH WORKER	362 LASER TECHNICIAN
63 STOCK CLERK	138 BIOLOGICAL SCIENTIST	213 PRECISION MACHINE OPERATOR	288 STATISTICIAN	363 NUCLEAR ENGINEER
64 SURVEY WORKER	139 CHEMICAL ENGINEER	214 ROLLER & FINISHER, METAL	289 SURVEYOR HELPER	364 PETROLEUM ENGINEER (90)
65 TYPIST	140 CHEMICAL TECHNICIAN	215 SAWYER	290 AIRCRAFT MECHANIC	365 BIOMEDICAL EQUIPMENT TECH
66 BAKER	141 CHEMIST	216 BOLDER	291 AUTO ACCESSORIES INSTALLER	366 FLUID POWER MECHANIC
67 BARBER	142 CIVIL ENGINEER	217 WATER TREATMENT PLANT OPR.	292 ELEC. SIGN INSTALLER/REPAIRER	367 PSYCHIATRIST
68 BARTENDER	143 DRAFTER	218 ASSESSOR, CONTROLLER & TREAS.	293 INDUSTRIAL MACHINE REPAIRER	368 MARRIAGE COUNSELOR
69 BUILDING INTERIOR CLEANER	144 ELECTRICAL & ELECTRONIC ENG.	219 BILL & ACCOUNT COLLECTOR	294 JEWELER & WATCHMAKER	369 FLORIST
70 CHILD CARE WORKER	145 ELECTRICAL & ELECTRONIC TECH.	220 COPY READER & PROOFREADER	295 LOCKSMITH	370 LEGAL ASSISTANT
71 CLOTHING MAKER	146 INDUSTRIAL ENGINEER	221 CREDIT & COLLECTION MANAGER	296 OFFICE MACHINE REPAIRER	
72 CLOTHING PRESSER	147 INDUSTRIAL TECHNICIAN	222 DUPLICATING MACHINE OPERATOR	297 PIANO & ORGAN TUNER	
73 COOK/CHEF	148 MATHEMATICIAN	223 HOTEL-MOTEL MANAGER	298 RAILROAD & CAR SHOP REPAIRER	
74 COSMETOLOGIST	149 MECHANICAL ENGINEER	224 REAL ESTATE APPRAISER	299 SHOE REPAIRER	
75 CROSSING GUARD	150 MECHANICAL TECHNICIAN	225 STENOGRAPHER	300 SMALL ENGR. REPAIRER	

REV. Sept. 1980 ^②
 190-Interior Designer
 WAS "Designer"
 231-Mortician
 WAS "Funeral Dir."

NEW (9/1/80) ^②
 371-Private Investigator.
 372-Ceramic Engr
 373-Biomedical Engr.
 374-Industrial Hygienist
 375-Instrument Repair'r.
 376-Alarm Systm. Instllr.
 377-Nursng Home Administrtr
 378-Medical Asst

NEW (3/17/81) ^②
 379-Ophthalmic Lab Techn.
 380-Biochemist
 381-Employmt Counselor
 382-Reinfrcrg Iron Worker
 383-Bowlg Pin Mach. Mechanic
 384-Admin. Law Examiner
 385-Fish/Game Warden (337)
 386-Driving Instructr.

App. - 5
 AVB-RCK-10/81

MOIScript DELETED FROM	MOIS NUMBER	NEW MOIScript ASSIGNED TO THE MOIS NUMBER	MOIScript NAME CHANGES
Crystal Technician	205	TIRE BUILDER	
Electro/Stereo Typer	206	CALENDER OPERATOR	
Solderer	216	PLASTIC MOLDING MACH. OPER.	
Tabulating Machine Oper.	226	TRAVEL AGENT	
Telegraph Oper.	227	CEMENT MFGRG. WORKER	
Airline Dispatcher	262	Solar Energy Systems Instllr.	
Ecologist	276	Home Health Aide	
Energy Efficiency Technician	277	Geophysicist	
Housing Rehab. Specialist	321	Activities Therapist	
Research Worker	287	Ultrasound Technologist	
82 Housekeeper			82 Housekeeper to Exec. Housekeeper
183 Athlete			183 Athlete to Sports Professional
185 Counselor			185 Counselor to School Counselor
189 Decorator & Window Dr.			189 Decorator & Window Dr. to Display Decorator & Designer.
308 Optician			308 Optician to Dispensing Optician

REV ②-980
 REV ③-3/81
 RAK ④-9/81

001-Abidjan	042-ChoirSinging	081-Greenland	119-NatrlResources	160-SailBoating	201-WoodSculptg.	241-CoinCollectg	301-Animals	359-Tattooing	420-424 OPEN
002-Acrylic	043-Choreography	082-Gouache	120-Needlepoint	161-SandPainting	202-RugHooking	242-Reading	302-Clowns	360-Whittling	425-PioneerLif
003-Adults	044-ClaySculptg	083-Golf	121-Northern U.S.	162-Sculling	203-Crochet	243-Music	303-Economics	361-PaintingChl	426-Competency
004-Africa	045-Climbing	084-GroupSinging	122-Oceanography	163-SellingBiz	204-Ceramics	244-Cooking	304-Farming	362-People-Lay	Certifier.
005-Adults	046-Coaching	085-Gymnastics	123-OilPainting	164-Skiing	205-Sewing	245-HouseDecoratg	305-Geography	363-People-Reso	427-JobShadow
006-Alaska	047-CollageAsm.	086-Handicapped	124-Ornithology	165-Soccer	206-ArtexPainting	246-Gunsmith	306-Flags/Banners	Research	Siteb
007-Anatomy	048-CollageLayers	087-Hats	125-Outerspace	166-Socializatio	207-CakeDecoratg	247-RepairMusic	307-Kites	364-PeopleStude	428-EBCK
008-Antiques	049-Coordinator	088-Hiking	126-Parkas	167-SocialService	208-	248-Repairs	308-Magic	(HighSchoo	429-Coop/POS.
009-Archery-	050-Competition	089-Historical	127-Parkas	168-SoftShoeDance	209-ToilePainting	249-PlayingCards	309-Make-up	365-Old Toys	430-TransAidEQUI
010-Asia	Dancing	Places	128-PasteDrawing	169-Solitaire	210-Knitting	250-Doga-Raising	310-MimeDancing	366-Alt. Energy	431-449 OPEN
011-Assembling	051-Concnc	090-HoldingCarin	129-PencilDrawing	170-SoloSinging	211-Re-weaving	251-Spanish	311-Playwrtting	Sites	450-Safety
012-Astrology	052-Consplng	091-Hunting	130-Pen/InkDrawg	171-SouthAmerica	212-Leatherworkg	252-French	312-Product-Direct	367-Pundling(Sou	451-WaterSafety
013-Astronomy	053-Consulting	092-IceBoating	131-People(History	172-Southern U.S.	213-DoughArt	253-Norwegian	313-Puppetry	368-DemoEquip.	452-474 OPEN
014-Autographs	054-Continual	093-IceSkating	132-Percussion	173-SouthPacifc	214-Carpentry	254-Dutch	314-SmallEngine	369-Candles	475-TypingChilds
015-Australia	Process	094-Iceland	133-PeriodicHistory	174-Spoons	215-Crowel	255-German	Repair	370-Felt	Stories
016-Backgammon	055-Convertng/ Combining	095-India	134-PersonalServic	175-SquareDancing	216-StainGlass	256-Swedish	315-StockMarket	371-MiscCrafts-	476-Volunteering
017-Badminton	056-Cribbage	096-IndustrialEng.	135-PlanoPlaying	176-Stamp	217-WindowHanging	257-Eskimos	316-Theatre	372-CrystalTrng	477-DrivingOthers
018-Ballroom	057-Croquet	097-InfantsCarin	136-PlacesHistory	177-StoneSculptur	218-Quilting	258-Japanese	317-Whistling	373-Quilling	
Dancing	058-Countries	098-InfomalSarin	137-PlasticsIndy	178-String-Music	219-Cook-Baking	259-Italian	318-JuniorAchvmt	374-Prinmaking	
019-Banking	059-Demonstrator	099-Insttution-	138-Poker	179-Swimming	220-StringArt	260-265 OPEN-	319-Car Racing	375-Braille	
020-Baseball	060-DesignEngr.	Business	139-PopularDancing	180-SystemsEngrg	221-Embroidery	266-Hockey	320-323 OPEN	376-CPR	
021-Basketball	061-Dolls	100-Institution	140-PowerBoating	181-TableTennis	222-Appliance	267-Marbles	324-Germany	377-Non-Tradtl	
022-Beadwork	062-EasternU.S.	Industrial	141-ProductBiz	182-Teacher	Repair	268-Bookkeeping	325-Sweden	Bolus	
023-BeadJewelry	063-Education	101-Insuring	142-Professional	183-TapDance	223-BasketMaking	269-	326-Holland	378-VanPoling	
024-Bicycling	064-ElectriclEngr	102-Japan	Business	184-Tennis	224-Batik	270-	327-Turkby	379-CarPoling	
025-Biology	065-Electronic	103-Jumping	143-Racing Boats	185-TheatricSing'	225-BulletinBoard	271-WaterSkiing	328-Spain	380-399- OPEN	
026-Bookbinding	066-Europe	104-LeatherJury	144-RawMatlIndustry	186-ThrowingSport	226-Carpentry	272-Snowmobiling	329-France	400-United Way	
027-Books	067-Events	105-Linoleum	145-Reconciling	187-ToeDancing-	227-Costuming	273-	330-Italy	401-Calligraphy	
028-Botany	068-Exercises	BlockPrint	146-RecordsCollect	188-TrainingSport	228-CrossStitchg	274-Backpacking	331-Norway	402-404 OPEN	
029-Bowling	069-Exploring	106-ListeningCar	147-Rec-directing	189-TransportInd.	229-Displays	275-Bacquetball	332-Tahitian	405-AvocOper.	
030-Bridge	070-Fabric	107-Machining	148-RegulatoryBiz	190-Trees/Plants E.D	230-GlassEtching	276-290 OPEN.	333-Mexico	406-409 OPEN	
031-BritishIsles	071-Fabricating	108-Macrame	149-Responding	191-Tutor	231-IndianHistory	291-Gardening	334-Hawaii	410-SeniorCitiz	
032-Buttons	072-Fencing	109-Magazin es	150-Rehabilitata	192-Utillty-Public	232-CivilWar	292-NatureStudy	335-Travel(Hobby)	411-4-11	
033-Camping	073-Fibers	110-Manufacturing	151-Religion	193-VolleyBall	233-Scouting	293-SanthClass	336-350 OPEN	412-GirlScoutb	
034-Canada	074-Fishing	111-Maps	152-ResearchBiz	194-Watercoloring	234-Culter	294-Poetry	351-GourmetCookg	413-Explor."	
035-Canoing	075-FlowerArrang.	112-Mediterranean	153-Rivers	195-WeatherSystem	235-WritingFictin	295-Archeology	352-HolidayDecor.	414-Spac Educ.	
036-Cans	076-Football	113-MetalSculptur	154-RockHunting	196-Weaving	236-Photography	296-PlaceCollectg	353-HomeMaker	415-Catholic	
037-CentrAmerica	077-FormalSinging	114-Models-No clay	155-RockJewelry	197-Western U.S.	237-Drama	297-OrganicFarmg	354-PaperSculptg	416-Avoc Progr	
038-Chem. Engr.	078-FossilHunting	115-ModernDancing	156-Rocks	198-WoodbikPrintg	238-PublicSpeakg	298-C.B.	355-Printng-Lettrg	417-AvocSoftwre	
039-Chess	079-Geology	116-Monopoly	157-RollerSkating	199-WoodwindInstr	239-Fly-tying	299-WorldAffairs	356-Cartooning	418-AvocEquip	
040-Children	080-CinRummy	117-Mountains	158-Running	200-WoodJewelry	240-Woodworking	300-Acting	357-Sketching	Owners	
041-China		118-Nations	159-Russia				358-StageDesign	Suppliers	

CRV-VRS: INTEREST-HOBBY-CRAFT:

I.H.C.-Rev.
Change # 102
4/9/81: RCK.
Numeric

STUDENT CREDENTIALS

AVB-RCK
APP.- 7

TYPE A RECORD OPT'N'L SERIAL* EMPLY'T., REG. OTHER

NAME	*LAST	FIRST	INITIAL	SOC SEC #
ADDRESS NOW	ST.	CITY	STATE	ZIP
PERMANENT				
				PHONE
				GENDER F M
				*DATE OF BIRTH

JOB INTERESTS / WORK DESIRED

DATE AVAILABLE

TITLE	*CAREER GOALS	MOIS CODES	TITLE	*WORK EXPERIENCE	MOIS CODES

TITLE	ACADEMIC MAJORS	SSI CODES	TITLE	AVOCATIONAL INTERESTS	IHC CODES

SCHOOLS	CITY	ZIP	COUNTY	FROM (MONTH/YEAR)	TO (MONTH/YEAR)	DEGREE EARNED / EXPECTED	GRADUATION DATE (MONTH/YEAR)	PLAN AFTER GRADUATION	(CIRCLE ONE)
									None <input type="checkbox"/>
									1 Year School <input type="checkbox"/>
									2 Year School <input type="checkbox"/>
									Military <input type="checkbox"/>
									Work/Exec <input type="checkbox"/>

WORK/EXPERIENCE CREDIT	*CO-OP 1	VOC. EDUC. 2	EBCE 3	4: EMPLOYER TRN'G. 5	6

WORK/EXPERIENCE (FULL-PART TIME, CO-OP, INTERN, VOLUNTEER, SUMMER, MILITARY)							
EMPLOYER	NAME	ADDRESS	CITY	STATE	JOB DESCRIPTION	DATE	MONTH YEAR

REFERENCES:					
NAME	TITLE	ORGANIZATION	ADDRESS	CITY	PHONE

OTHER INFORMATION -

MACHINES/EQUIPMENT YOU CAN OPERATE.

SIGNATURES.

STUDENT _____ Date Signed _____ COUNSELOR _____