

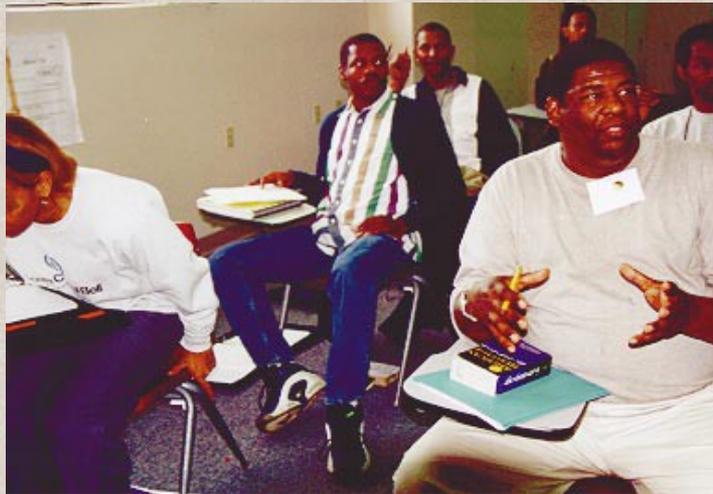
JOB PLACEMENT: **The Chance and the Challenge**

**Xavier University Deep South Center
for Environmental Justice**

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WHAT WE DO

- PLACEMENT ACTIVITIES DURING TRAINING
 - Interviews/Observation of Trainees
 - Job/Trainee matching





What We Do Cont'd

- PLACEMENT ACTIVITIES AFTER TRAINING
 - Cold calls to employers
 - Personal contacts
 - Publications
 - Collaboration with agencies/organizations (swapping)
 - Mass mailings with follow up



Job Placement Chances and Challenges

WHAT WORKS

- Placements – usually 75% to 85%
- Interventions – assisting graduates with legal or other crisis situations
- Retention – most graduates work steadily, although not with same employer
- Tracking – have maintained contact with over 80% of all graduates

OBSTACLES

- “Wrong to Work” Laws
 - Pay scale is less
 - No apprenticeship programs
 - Safety regulations are not observed
 - Fewer jobs
 - Most jobs offer no benefits
 - No job longevity



THE BIG PICTURE

- National Statistics: Union vs. Right to Work



DEATHS AND INJURIES IN RIGHT-TO-WORK STATES

RTW States	Fatalities 1997 (1)		Injuries/Illnesses 1997 (2)
Alabama	6.5	34	8.1
Florida	5.4	28	6.6
Georgia	6.4	33	5.5
Louisiana	7.2	42	4.9
Mississippi	8.36	44	N/A
Nevada	6.5	34	7.8
Texas	4.8	22	5.6
Utah	6.3	31	8.3
Total or Nation Average:	Nat. Avg = 4.7 TW Avg. = 6.7	17 RTW's are among the worst 25 states for work related deaths	National Rate = 7.1 Most RTW's were higher than Nat. Avg. or did not report

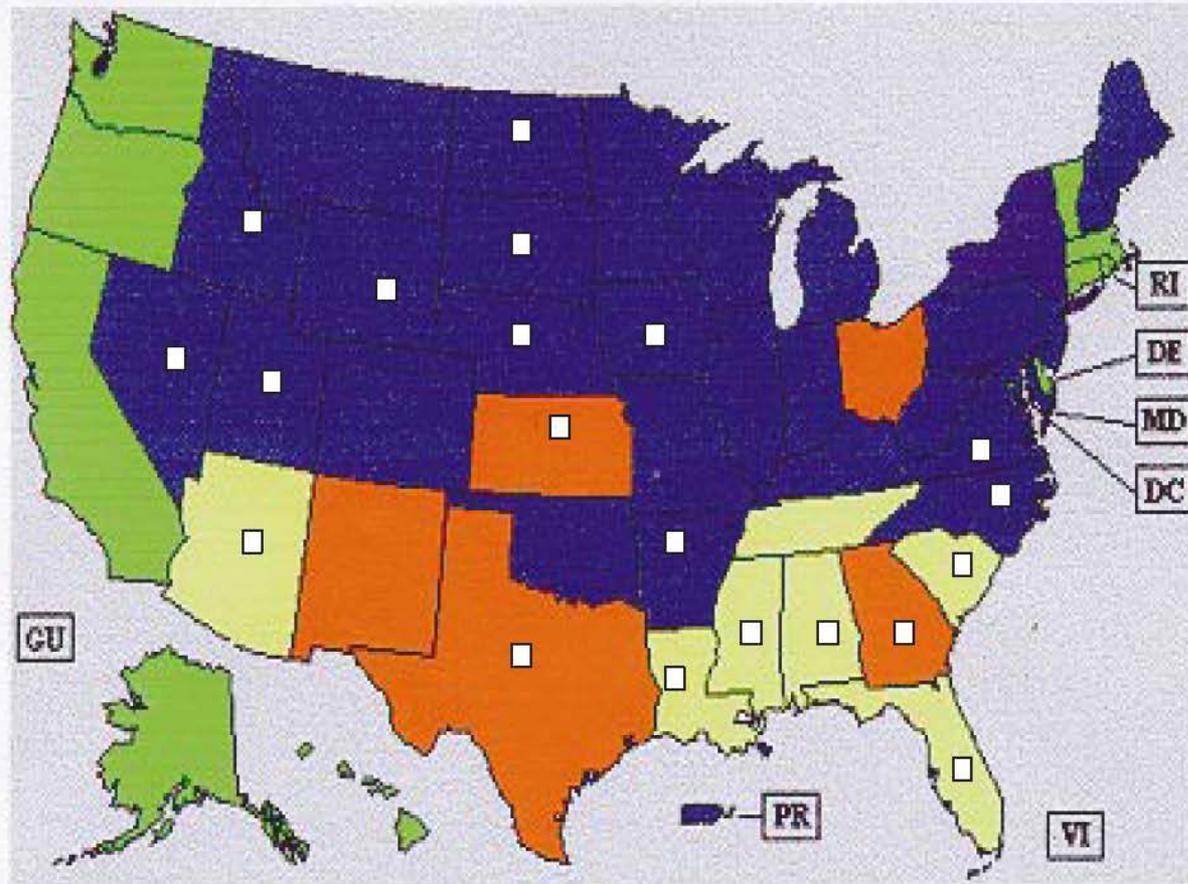
Source: AFL-CIO Department of Occupational Safety and Health – April 1999

Tabulated and arranged by the DSCEJ

¹Bureau of Labor Statistics; rate per 100,000 workers.

²Bureau of Labor Statistics; rate of total cases per 100 workers. Number and rate are for private sector only. An additional 585,400 cases occurred among state and local government employees in 25 states where this data is collected.

21 of 22 Right to Work states had work-related fatality rates higher than the national average



 States with minimum wage rates higher than the Federal

 States with minimum wage rates the same as the Federal

 States with no minimum wage law

 States with minimum wage rates lower than the Federal



RIGHT TO WORK STATES, 1999

NEEDS/OPPORTUNITIES

- More Union involvement in Remediation-related fields
- Public or private advocacy for Environmental Remediation workers

