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MANPOWER RESEARCH CENTER



Manpower Research Center
Institute of Industrial Relations
UCLA

U.S. Department of Labor
Manpower Research Institutional Grant Program

Summary of Activities

August 1, 1970 - March 31, 1971

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At the start of the grant period on August 1, 1970, a Manpower Research Center was established within the Institute of Industrial Relations. The Institute provides space for the Center and administers its Institutional Grant and other funds. However, the Center itself is a joint endeavor between faculty representatives of the Graduate School of Business Administration, the Department of Economics, and the Institute.

Professor of Law Benjamin Aaron, the designated Principal Investigator under the Institutional Grant, is also Director of the Institute. A Steering Committee determines all policy matters and determines the allocation and use of Grant funds. This Committee is composed of Professor Aaron; Professor James C. LaForce, Chairman of the Department of Economics; Professor Archie Kleingartner, Chairman of the

Department of Business Administration; Associate Professor Walter Fogel, Graduate School of Business Administration; Assistant Professor Robert Michael, Department of Economics; and Senior Lecturer Fred Schmidt, Institute of Industrial Relations.

The Committee used the first few months of the report period to assess various program alternatives and to make its existence and prospective programs known to the neighboring university and college communities, as well as local governmental agencies having manpower functions. Some of the items shown in the suggested form for use in making this report are scarcely applicable at this stage of the Center's development. They will become more applicable as we proceed.

For this first phase of the grant period the following is submitted:

I. Research Activities

A. Research Projects:

1. Evaluation of the Impact of the Transportation Opportunity Program

Paul Sultan, Professor of Economics, Claremont Graduate School, is principal investigator for this analysis of the impact the Transportation Opportunity Program, an MDTA project, has had upon the local trucking industry, the companies and organizations therein, and selected employees of the industry. The project is wholly supported by the Manpower Research Center, but only indirectly by the use of IG funds. The Center received \$15,000 from TOP for the study, and TOP also made an additional advance grant of \$2,000 directly to Professor Sultan. The Center was requested by the Manpower Administration's Office of Research and Development to contract for this research and to assist in its development. The project began on January 22, 1971, and is scheduled for completion on May 15, 1971. Objectives and procedures of the research are shown in Appendix A, attached. The research is proceeding on schedule.

2. Minority Youth and the Labor Market Study

Paul Bullock, Associate Research Economist, Institute of Industrial Relations, is principal investigator for this survey and analysis of the labor-market experiences, perceptions, and goals of low-income Chicano and Black youths in the Watts and East Los Angeles areas. A grant of \$5,500 was made from IG funds to support the project. Except for Mr. Bullock's time, this inquiry is directly supported by IG funds and will employ 7-8 students for the survey period. The project began March 15, 1971, and is scheduled for completion in September of this year.

3. Education and Fertility Study

Robert Michael, Assistant Professor, Department of Economics, is principal investigator of a study in the context of an economic framework which views a child as a consumer durable and examines the effects of the parents' education level on their desired number of children. The study is supported by the Carnegie Commission through NBER. A grant of \$1,041.60 has been allocated for Professor Michael to employ Edward Lazear, a departmental scholar in labor economics in the Economics Department, as a research assistant. The allocation is for the spring quarter during which Lazear will gain firsthand experience at formulating a research topic and implementing it empirically, using the computer and a large body of data. The study will deal with the relationship between labor force attachment of a married woman and the number (and spacing) of her children. The correlation between the two is known to be negative, and the standard models suggest that the causation runs from wages to fertility; Lazear and Michael will focus on the reverse causation. Advances are expected on both the theoretical issue involved and its empirical application.

(A 35-page progress report on the related research has been duplicated by the Center and is available on request.)

4. Study of Labor Market Experiences of Laid-Off Scientists and Engineers in the Aircraft and Aerospace Industry

Archie Kleingartner, Chairman and Associate Professor at the Graduate School of Business Administration, is principal investigator of this proposed study. The Center has allocated at least \$3,520 to Professor Kleingartner for a sabbatical leave supplement to enable him to complete the writing of a book he has in progress on engineers and technicians in the Aerospace Industry. This project began in 1965 as a collaborative project between Professor Ben Roberts of the London School of Economics, Marc Maurice of the Institut des Sciences Sociales du Travail, Universite de Paris, and Kleingartner. Because of recent large layoffs of scientists and engineers in this industry the Manpower Administration has expressed interest in hastening inquiries into their labor market experiences. Professor Kleingartner proposes to submit a separate proposal for a grant to the MA to make possible an early inquiry into this subject, and the Center's allocation is for the purpose of enabling him to incorporate new work to be done this spring and summer into his larger work on which he will be writing while on sabbatical during the winter and spring quarters 1971-72.

B. Dissemination of Research Results:

It is too early in the grant period to have research projects ready for publication. At this point, the Center has duplicated copies of the papers mentioned in IV, A (2) (except for the Pascal paper, which was already printed) and has made them available to participants in the Area Workshop on Manpower

and Human Capital and to others on request. Most of the research of persons associated with the Center and its supporting departments is published through other channels and is generally available through the Institute's reprint and publication series. The Institute's publication list is shown in Appendix B.

C. Research Plans:

The Center's Steering Committee has deliberately avoided moving quickly in selecting research projects to support. It wishes first to make its existence and the availability of funds known to as many of the researchers in the area as possible. By so doing, a more discriminate selection of possible projects can be made. Thus, it is felt that in the second phase of the first-year grant the direction and nature of longer range research plans will become more clearly defined.

II. Educational Activities

A. Students:

1. No students were receiving direct financial assistance from institutional grant funds during this report period, since necessary student support was already arranged at start of the grant period.
2. The students presently involved in manpower programs and taking manpower-related courses are generally those already committed to such courses prior to receipt of the Institutional Grant. Therefore, it would be inappropriate to attribute their number to grant activities. However, to provide a base line for future reports it should be observed that the Department of Economics has nine students at the Ph.D. level certifying labor economics as a field of concentration, four or five of whom will do their dissertations in that field, and the Graduate School of Business Administration has seven students at the Ph.D. level in the field of Industrial Relations, Manpower and Human Resources.

A graduate seminar in Manpower Policies was offered at GBA in the winter quarter. Fourteen graduate students drawn from GBA and the Department of Political Science took the course for credit. The facilities of the Center were essential to the development of this course, and its Manpower Research Reading Room was an invaluable part of the instructional program.

The distribution of students among other manpower-related courses will be given in subsequent reports.

3. The Center has established a Manpower Research Reading Room in which are gathered unpublished research reports, duplicated copies of research from the Clearinghouse, publications and reports of the Manpower Administration, selected Bureau of Labor Statistics publications, and standard manpower reference volumes.

The Reading Room is widely used by faculty and students on this campus and with growing frequency by students from off campus. To date, 241 research studies have been checked out of the Reading Room by faculty and students. Many others have been consulted on the premises.

B & C. Programs and Future Plans:

At the present time there is no degree program as such in the manpower field. There are degree programs in Industrial Relations within the Graduate School of Business Administration, and in labor economics in the Department of Economics. Courses that are proper components of the field of manpower studies are offered in both GBA and the Economics Department. These courses and the faculty responsible for them are listed in our initial proposal, and have not since been changed.

Efforts are under way to develop a field of Specialization in Manpower at GBA. The scope and direction of this effort is contained in the documents dated December 17, 1970, attached as Appendix B.

Under encouragement from Dean Harold Williams of GBA and with the support of the Center 13 faculty members of GBA have indicated their desire to be part of a newly forming Study Center in Human Resources, Manpower and Industrial Relations. The number of participating faculty will likely be increased. The memorandum from Chairman Kleingartner dated March 9, 1971, attached as Appendix C, states the purpose of the Study Center. Interested students both from within and outside the Graduate School of Business Administration will be attached to the Study Center. From this it is hoped that sufficient faculty and student interest can be gathered to develop degree programs appropriate to the manpower field.

III. Faculty Participation

Faculty participation in the Center begins with the activities of the Steering Committee described in the introductory section of this report. Other faculty participants and their activities are shown in Sections IV, A, B, and C of this report. No faculty members are presently receiving remuneration from grant funds. Additional faculty manpower research and activities are detailed in the Center's grant proposal; however, these are not at this stage attributable to Center activities.

IV. Extension Activities

A. The Manpower Research Forum and the Area Workshop in Manpower and Human Capital have been the Center's principal extension activities.

1. Manpower Research Forum:

Meets at least monthly for the purpose of presenting announcements and exchanging information of interest to researchers and students

specializing in manpower studies. The Forum provides an opportunity for the participants to become acquainted with the work being done and to meet public agency officials most directly concerned with manpower problems. At each meeting of the Forum reports are presented of selected research conducted in Southern California. Over 150 persons from seven universities and colleges and private research organizations are carried on the roster of participants. Mailings on program activities and summaries of announcements of interest are mailed to persons on this roster each month. Attendance at the Forum meetings has been 30-50 persons. Research reports presented thus far include the following:

Professor Anthony Pascal, UCLA, "An Overview of Manpower Studies Completed and In Progress at RAND Corporation"

Dr. David Greenberg, RAND Corporation, "Effects of Income Maintenance Plans on Work Behavior"

Dr. Stephen Carroll, RAND Corporation, "Relationships of Unemployment Rates of Subgroups in the Population"

Professor Marvin Adelson, UCLA (formerly of Systems Development Corporation), "Manpower Adjustment, and the System"

Dr. Sinclair Coleman, RAND Corporation, "Racial Discrimination and Income" (Scheduled April 2)

Dr. Arthur Alexander, RAND Corporation, "Structure of Internal Labor Markets and Opportunities for Disadvantaged Workers" (Scheduled April 2)

The major products of the Forum, other than those mentioned above, are the information network it has provided for this area and the creation of an "honest broker" between Forum participants and the agencies and projects in search of persons with highly specialized fields of knowledge. Records are kept on the research interests of each person on the Forum roster. These records have enabled the Center to meet requests from a wide range of agencies and organizations in search

of the technical assistance of researchers. The agencies and organizations calling on the Center for this purpose include, among others, the California Manpower Coordinating Committee (CAMPS), City of Los Angeles' Office of Urban Development, Southern California Association of Governments, Los Angeles Economic and Youth Opportunity Agency, Los Angeles County Federation of Labor, Town Hall of California, and the Annual Management Research Conference of UCLA.

A further product of the Forum is a central employment information service for manpower specialists. This service is newly created and has not been fully tested. It is designed primarily for students with a background in manpower studies and seeks to place them in graduate research assistant positions in the various University departments or to place them in other jobs upon graduation.

The value of these Forum products cannot be fully assessed at this time. There appears to be a sustaining interest in Forum meetings despite the difficulties widely separated people have in meeting on a regular basis. Defining the topics for discussion at Forum meetings presents a challenge in achieving the proper "mix" to interest professional researchers, students and program-oriented agency administrators. Our efforts to date appear to have been reasonably successful in this regard. Several different formats are being considered for future Forum meetings to meet the needs of the participants.

One thing is clear: the Forum has made the presence of the Manpower Research Center known to a broad group of individuals. Forum mailings have proven valuable in disseminating information on items of interest to manpower researchers. The many inquiries coming to the Center as a result of these mailings suggests that it would be worthwhile to consider circulation of a more formal and complete newsletter in the future.

Finally, it is anticipated that additional workshops on specialized topics will "spin off" the Forum, as has the Area Workshop in Manpower and Human Capital.

2. Area Workshop in Manpower and Human Capital

This Workshop is for the purpose of presenting and discussing research papers in the fields of manpower and human capital. The level of presentation and discussion is more technical than would be appropriate at Forum meetings. Consequently, attendance is generally limited to faculty and advanced students. Over 20 persons have attended each of the sessions thus far held. Papers presented were the following:

Dennis Wembem and Frank Mittelbach, GBA, -
February 16, 1971, "Housing Quality and Human
Capital"

Anthony Pascal, RAND Corporation, March 1, 1971
"Racial Discrimination in Organized Baseball"

Walter Fogel and Dan Mitchell, GBA, March 15, 1971
"Higher Education Decision Making and the Labor
Market"

Donald Yett, U.S.C., March 29, 1971
"The Labor Market for Nurses"

Future papers will be:

Robert Michael, Dept. of Economics, April 5, 1971
"The Effect of Education on Fertility"

Mather Lindsay, Dept. of Economics, April 19, 1971
"Measuring Human Capital Returns"

R. Ratajczak and J. DeVanzo, Student in Dept. of
Economics, May 3, 1971, "Labor Force Participation
and Fertility in Developing Countries"

Bruce Herrick, Dept. of Economics, May 17, 1971
"Labor Force Participation in Venezuela"

- B. The Center used grant funds to bring Professor Garth Mangum, McGraw Professor of Economics at The University of Utah, to join a manpower panel on "Changing Concepts in the World of Work: A Discussion of Changes in Our Work Ethos." The occasion for this was the 25th Anniversary Conference of the Institute of Industrial Relations, a day long program on October 17, 1970. The program also featured addresses by former Chief Justice Earl Warren, Secretary of Labor James D. Hodgson, Former Secretary of Labor Willard Wirtz, and Deputy Undersecretary of Labor George H. Hildebrand. Included on the panel with Professor Mangum were Professors Frederic Meyers and Robert Singleton and Mr. Fred Schmidt. The panel presentations are now in the process of being published.
- C. The involvement of faculty members and students at UCLA in off-campus manpower related activities is extensive and has been an on-going involvement predating the Institutional Grant and the establishment of the Manpower Research Center. Many of these activities were listed in our grant proposal. The following listing is for illustrative purposes to show the off-campus manpower activities of persons closely associated with the Center, or whose activities have been assisted by the use of grant funds.
1. Center Steering Committee members Benjamin Aaron, Robert Michael, and Fred Schmidt attended the San Francisco meeting of the Western States Regional Manpower Advisory Committee, at its request, to explain the prospective programs of the Center.
 2. Paul Bullock of the Institute staff participated in the Conference on Labor Market Information Systems held in Berkeley November 4-6, 1970. Mr. Bullock is Project Director of the Pico Union project, a large-scale economic and rehabilitation program in Los Angeles. He participates in several other manpower projects

in the community, is a member of the Editorial Advisory Board of Poverty and Human Resources Abstracts, the ad hoc Task Force of the California Manpower Coordinating Committee, and is chairman of the New Careers and Job Development Task Force of Los Angeles County Delinquency and Crime Commission.

3. Fred Schmidt has worked on several recent projects with the Human Resources Committee of the Southern California Association of Government, the Economic Development Administration, the Transportation Opportunity Program, California Rural Legal Assistance, Inc., Los Angeles Office of Urban Development (Manpower Programs), and others. He represented the Center at the Rural Manpower Conference at the Center for the Study of Human Resources of the University of Texas, February 12, 1971.
4. Gilbert Duarte, graduate research assistant with the Center, also serves as Coordinating Information Specialist at Jobs for Progress, Inc., at the National Office of Operation, SER.
5. Walter Fogel, Professor, Graduate School of Business Administration, serves as Chairman of The National Manpower Policy Task Force Associates.
6. Robert Michael, Professor, Department of Economics, is a member of the research staff of The National Bureau of Economic Research, New York City, currently engaged in research on human capital. Michael spoke at the recent World Congress of the Econometric Society in Cambridge, England, on the effect of education on consumer behavior.
7. Bruce Herrick, Professor, Department of Economics, serves as an advisor to Venezuela's National Planning Office in the area of human resources and continues his studies of the effects of reduced human fertility on economic change in Chile.

8. Benjamin Aaron, Professor, School of Law and Director of Institute of Industrial Relations, serves as Chairman of UCLA's Academic Senate, which presently preempts most of the time he formerly gave to off-campus manpower matters.
 9. Marshall Porter, graduate student engaged in manpower studies, heads the students' Minority Businessmen's Advisory Group at UCLA's Graduate School of Business Administration, is Job Coordinator at Locke High School, and represented the Center at the HEW Secretary's Regional Conference on Vocational Education at San Mateo, March 29-30, 1971.
 10. Marvin Adelson, Professor, School of Architecture and Urban Planning, made presentation on new manpower concepts to the California Manpower Coordinating Committee in Sacramento as arranged through the Center.
- D. The plans for future extension activities are to increase wherever possible the present level of activities and to gain in these the involvement of more faculty and students.

V. Administrative Organization

- A. The Institute of Industrial Relations is the administrative unit for the Manpower Research Center.
- B. Fred H. Schmidt of the Institute staff is directly assigned to day-to-day administration of Center activities. He is assisted in this by other members of the Institute staff, principally Miss Shirley Matthews, who handles all of the secretarial work and also maintains the Manpower Research Reading Room. Mr. Gilbert Duarte, Graduate Research Assistant, is assigned to Mr. Schmidt to work exclusively on manpower activities.
- C. No formal advisory groups have been established, since the Steering Committee (see Introduction and III. Faculty Participation) is interdisciplinary in its composition and is representative of the major faculty groups

engaged in manpower research. The Manpower Research Forum (see IV. A. 1.) provides a means for agencies and organizations outside the University to bring their research needs to the attention of professional researchers. Furthermore, Center staff members have met with all of those manpower agencies and program administrators who have inquired about the work of the Center or who have wished to urge that it give consideration to certain problems or procedures. This policy has proved helpful and will be continued.

D. No changes in administrative organization are expected at this time.

THE FOLLOWING APPENDIXES WILL BE FURNISHED UPON REQUEST:

APPENDIX A - TRANSPORTATION OPPORTUNITY PROGRAM

Basic Data Generation and
Study of Safety Records,
Minority Penetration of
Labor Market
Field Interviewing of Trainees
Field Interviewing of Control
Group
Union Organization Interviewing
Employer Interview
Data Flow - Data Analysis -
Report Prep
T.O.P. Evaluation

APPENDIX B - PUBLICATIONS LIST, INSTITUTE OF
INDUSTRIAL RELATIONS

APPENDIX C - Memorandum dated March 9, 1971,
from Archie Kleingartner,
Graduate School of Business
Administration, UCLA, to All
Members of the Faculty re
Study Center in Human Resources,
Manpower and Industrial Relations