

# CAREERS

## The End Of Jobs! That's Not A Joke

BY PROF. MCKINLEY BURT

No way is there any humor in such a declaration, for "The End Of Jobs" is the title of a new and frightening book on the Best-seller lists. And as indicated by the title, it deals with the traumatic changes (reductions) in the nation's workforce that would seem to threaten us all. And it will get worse.

I will review the book at a later date, but for now let me prepare you for this "future shock", by sort of tying the loose ends of concerns raised throughout the past year by my articles. Of course, these "loose ends" turn out to be not so loose at all when we think about it; economic models provided by descriptions of how "other" minorities (especially immigrants) are pooling their resources and talent to launch enterprises to provide jobs and also "seed" new ventures (just as Portland blacks once did).

And certainly, it was revealed and emphasized that African Americans have inspiring role models and

'how-to-do-it' plans dating back to the successes at the turn-of-the-century (E.F. Richings, "Evidences of Progress Among Colored People, 1902"), as well as personally-evaluated descriptions of Portland's black business community--1940's and 1950's. Then, too, there was the series on "Los Angeles" and how to exploit the opportunities presented by the market-place, though all of them may not have a point-to-point correspondence with one's particular degree or precession. And, again, as I did years ago in the business classes I taught at Portland State University, "go afield for new ideas and practices not being applied at home" (I even suggest "study out-of-town 'yellow pages' and newspapers). It works!

"The end of jobs" is not a process that has sneaked up on us, neither black nor white nor in between; from the rash of corporate mergers and junk bond-financed take overs and attendant down-sizing, to the early-retirement buyouts of senior

and tenured employees, it has all been right there for all to see. The "bottom line" has meant the "unemployment lines at an ever-increasing pace. Both firms and public agencies have used an inspired number of techniques to reduce the costs related to 'in house' personnel.

"Outsourcing" is a euphemism for the process of contracting out processes that were previously performed by a company's or agency's own employees. This makes possible the reduction of a number of personnel costs from pension contributions and medical plans to vaca-

tions, holidays and sick leave. And because of this, the workforce specs of new firms in the area exhibit a chilling reduction in jobs and wages.

For specific local trends in this process, we need look no farther than our city of Portland. Even before the June 17 "Oregonian" article by Cathy Kiyomura ("Auditor Urges More Competition In City Jobs"), there had been tense conversations among employees at lunch or break; who goes, who stays, who is vulnerable, is natural attrition going to help? And, as in all such cases, there is a scurrying and a worrying among retailers

and those who finance consume credit ("how long did you say you have been with the City ma'am?").

The article cites nine months of study and a recommendation that "we can gain cost savings...public agencies competing fairly and openly with private firms also would improve service." All very interesting, but we must note in passing, the nation-wide attacks on set-aside contracts for minority business firms as well as upon affirmative action in the area of jobs. Of course, the tooth fairy afficiandos will see no connections in a possible commercial and cul-

tural mix.

And always watch the classified sections of your daily newspaper. Always in times of economic downturn there is a rapid increase in certain types of advertising: "Sales", "Trainees", "Major opportunity", "Hot New Franchise", and soon. Next week here we will discuss a leadership that seems to have no new ideas to deal with new times, still talking about begging and marching instead of a decades-overdue program for marshalling capital, skills and consumer buying power.

### Historic College Celebrates Graduation

Two hundred and eleven graduates of Bethune-Cookman College, an historically black college in Daytona Beach, Fla., followed the path of the college's motto: "Enter to Learn and Depart to Serve" as they triumphantly received their bachelor's degrees April 24 before an overflow audience of more than 2,500 family members and friends.

Rodney E. Slater, federal highway administration administrator, delivered the commencement address.

He told the graduates that this was their day to reflect on all the roads they have taken.

"Look at all the means it took

you to get here," Slater said, "and use them as reasons to work to commit to do whatever life calls you to do.

"The administration at BCC has given you the opportunity to serve, and you are gifted and courageous enough to compete on the international level," he said.

"Life is a special thing and we have to live it. As you go forth, listen to the still, small voice and come forth, come forth," Slater said, referring to the responsibilities of being a productive citizen, as he concluded his inspirational message to the audience.

### Youth Volunteer Corps

The Youth Volunteer Corps of America is a national network of programs that offers young people the opportunity to improve their community through volunteering.

Locally, the Youth Volunteer Corps (YVC) is a program of the Portland Area Council of Camp Fire. YVC is now recruiting for its summer program, which will be held in two sessions, July 5-28 and July 31-

August 25.

Youth ages 11 to 18 are invited to attend an informational and sign-up night on Thursday, June 15, from 6:00 p.m. to 9:00 p.m. at Wilson High School, 1151 S. W. Vermont.

Youth who cannot attend the sign-up event may register with Kimberly Hazel or Craig Switalla, 503\_224-7800.

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