

Summary of Selected Publications from Edwin Meléndez

Books

Latinos in a Changing Society

Martha Montero-Sieburth, Edwin Meléndez, Editors

ISBN: 0-275-96233-4

Praeger Publishers 2007

Given the importance of Latino issues in the current social and economic times, the publication of *Latinos in a Changing Society* is both timely and prescient in its contributions to the current discourse of how Latinos are being influenced by U.S. norms and culture and how Latinos are also affecting U.S. society. This volume contributes to our need for comprehensive analysis of how Latin communities compare and contrast with other underserved groups. It also examines how changes are taking place within specific Latino groups particularly between first and second generation Cubans, returning Puerto Ricans, Dominican poverty, and emergent Mexican leaders in the New England area. The opportunities that Latinos and dominant mainstream interests share are identified in this volume, but so are the many areas in need of change.

In this current atmosphere of anger and suspicion toward immigrants, this volume presents an analytical perspective that is too often absent from politically motivated debates about Latinos and their role in a changing society. Undocumented immigrants are often portrayed as people who come to this country to take advantage of a generous welfare system contributing little to the economic and social development of the country. This volume critically examines issues such as the Latino commitment to labor participation, the ways that Latino parents engage in schools and in their communities, health access and social programs, the policing concerns within the Latino community, the academic adjustments made by Latino college students as well as the educational opportunities that exist for Latinos across the country. Unlike publications that seek to summarize knowledge about the Latino population in the United States, *Latinos in a Changing Society* provides a broader range of insights into the types of policy analysis, research, and public consciousness needed to advance the educational, social, cultural, and political participation and incorporation of Latinos in the new century. This volume critically examines such issues as the disparity in poverty among Latino groups, the lack of access to health services, the Latino commitment to labor participation, the ways that Latino parents engage in schools and in their communities, and the educational dropout rates of Latinos across the country and the underlying causes of those rates.

Communities and Workforce Development

Edwin Meléndez, New School University, Editor

(The introductory chapter of this book is available in .pdf format:

<http://www.upjohninst.org/publications/ch1/cwfd.pdf>.)

ISBN 0-88099-316-2. 2004. 499 pp.

During the 1990s, several factors led to the emergence of a new breed of labor market intermediaries (LMIs). The growing demand for workers, the effects of welfare reform, and the revamping of federal employment and training programs under the Workforce Investment Act led LMIs to become more active, competitive, and specialized in their workforce development activities.

This volume reveals how, as a result of policy reforms at the national, state, and local levels, programming by different institutions converged with innovative professional practices to transform the employment services industry. The contributors show how these reforms spurred employment service providers to substantially revamp their operations by promoting the principles of universal access, integration of federal funding streams, devolution of policy to local authorities, and work-first as a starting point for employment services. As a result, many new programs were started by nontraditional institutions, traditional programs underwent rapid transformations, and some providers exited the industry.

The studies presented here constitute a first step towards a comprehensive assessment of the role that community organizations played in revamping the employment services industry. More importantly, they show how a new style of labor market intermediary has evolved from focusing almost exclusively on the provision of employment services to job seekers to simultaneously addressing the needs of both job seekers and employers.

Desarrollo Económico Comunitario: Casos Exitosos en Puerto Rico (Community-Owned Businesses: Learning from Best Practice Cases in Puerto Rico)

Edwin Meléndez Vélez and Nilsa Medina Piña

Puerto Rico: Ediciones Nueva Aurora, 1999

ISBN: 0-9650048-5-6

The main purpose of this study was to identify patterns of behavior and circumstances that support the success of community enterprises. The book summarizes the detailed investigation of four cases of community economic development. The cases were selected based on their success in reaching goals established by community leaders: creation of new jobs and increase of the community's income.

The cases represent urban and rural areas, manufacturing and agriculture, as well as both old and new projects, an approach that allows the authors to identify common factors of success, despite very different institutional frameworks. The book should interest those who want to establish community enterprises in Puerto Rico, as well as those who are interested in the study of community economic development, in general, and the achievement of a more autonomous Puerto Rican economy.

Borderless Borders: U.S. Latinos, Latin Americans, and the Paradox of Interdependence

Edited by Frank Bonilla, Edwin Meléndez, Rebecca Morales and María de los Ángeles Torres
Temple University Press, 1998.

This new reality—the Latinization of the United States—is driven by forces that reach well beyond U.S. borders. It asserts itself demographically, politically, in the workplace, and in daily life. The perception that Latinos are now positioned to help bring about change in the Americas from within the United States has taken hold, sparking renewed interest and specific initiatives by hemispheric governments to cultivate new forms of relationships with emigrant communities.

Borderless Borders describes the structural processes and active interventions taking place inside and outside U.S. Latino communities. After a context-setting introduction by urban planner Rebecca Morales, the contributors focus on four themes. Economist Manuel Pastor Jr., urban sociologist Saskia Sassen, and political scientist Carol Wise look at emerging forms of global and transnational interdependence and at whether they are likely to produce individuals who are economically independent or simply more dependent. Sociologist Jorge Chapa, social anthropologist Maria P. Fernández Kelly, and economist Edwin Meléndez examine the negative impact of economic and political restructuring within the United States, especially within Latino communities. Performance artist Guillermo Gomez-Peña, legal scholar Gerald Torres, political scientist María de los Angeles Torres, and modern language specialist Silvio Torres-Saillant consider the implications—for community formation, citizenship, political participation, and human rights—of the fact that individuals are forced to construct identities for themselves in more than one sociopolitical setting. Finally, sociologist Jeremy Brecher, sociologist Frank Bonilla, and political scientist Pedro Cabán speculate on new paths into international relations and issue-oriented social movements and organizations among these mobile populations. To supplement the written contributions, painter Bibiana Suárez has chosen several artworks that contribute to the interdisciplinary scope of the book.

Colonial Dilemma: Critical Perspectives on Contemporary Puerto Rico

Edwin Meléndez (Editor) Edgardo Melendez (Editor)
Publisher: South End Press, 1993.
ISBN: :0896084418

A collection of essays exposing and attacking misconceptions and ignorance regarding the role of the U.S. and other local issues in the context of the broader Puerto Rican struggle for self-determination.

Content: Introduction Edwin Meléndez and Edgardo Meléndez Reworking the Colonial Formula: Puerto Rico into the 21st Century Pedro A. Cabán The Puerto Rican Socioeconomic "Model": its Effect on Present Day Politics and the Plebiscite Carmen Gautier-Mayoral Will Puerto Rico Become the 51st State? Edgardo Meléndez Politics and Economic Reform in Postwar Puerto Rico Edwin Melendez The National Question in Puerto Rico Juan Manuel Carrion The Roots of Puerto Rican Feminism: The Struggle for Universal Suffrage Vamila Azize-

Vargas Migrants, Citizenship and Social Pacts Frank Bonilla Industrial
Reconversion and Economic Restructuring: The Challenge for the Puerto Rican
Labor Movement Carlos Ala Santiago Rivera American Solidarity with Puerto
Rico: Rockwell Kent, 1937 Carlos Rodriguez Fraticelli Chronology of Events:
Puerto Rico 1898-1990 Carmen Gautier-Mayoral.

Hispanics in the labor force : issues and policies

Edwin Meléndez, Clara E Rodríguez, and Janis Barry Figueroa, Editors
New York : Plenum Press, ©1991. ISBN: 0306437996 OCLC: 23869498

Contents: Hispanics in the labor force : an introduction to issues and approaches / Edwin Meléndez, Clara E. Rodríguez, and Janis Barry Figueroa -- An even greater "u-turn" : Latinos and the new inequality / Raul Hinojosa-Ojeda, Martin Carnoy, and Hugh Daley -- The effects of literacy on the earnings of Hispanics in the United States / Francisco L. Rivera-Batiz -- The effect of race on Puerto Rican wages / Clara E. Rodríguez -- Labor market structure and wage differences in New York City : a comparative analysis of Hispanics and non-Hispanic Blacks and Whites / Edwin Meléndez -- Latinos and industrial change in New York and Los Angeles / Vilma Ortiz -- Hispanic employment in the public sector : why is it lower than Blacks'? / Cordelia Reimers and Howard Chernick. Racial, ethnic, and gender employment segmentation in New York City agencies / Walter Stafford -- A comparison of labor supply behavior among single and married Puerto Rican mothers / Janis Barry Figueroa -- Work and family responsibilities of women in New York City / Terry J. Rosenberg -- Wage policies, employment, and Puerto Rican migration / Carlos E. Santiago -- Latino research and policy : the Puerto Rican case / Andrés Torres and Clara E. Rodríguez -- Latinos, class, and the U.S. political economy : income inequality and policy alternatives / Rodolfo D. Torres and Adela de la Torre -- Epilogue / Edwin Meléndez, Clara E. Rodríguez, and Janis Barry Figueroa.

Journal Papers

Day Laborers' Work Related Injuries: An Assessment of Risks, Choices, and Policies

Meléndez, E., M. A. Visser, A. Valenzuela, and N. Theodore.
International Migration (Forthcoming).

Literature and theory suggests that informal work arrangements may entail assuming various levels of risk and that the higher the level of risk in an employment arrangement the higher the premium paid to the worker. This study is designed to assess if a wage compensation for risk exists within the United States' day labor job market. To date, no literature adequately assesses whether there is a risk wage premium in the informal economy in the United States. This study finds evidence of a wage premium and that safety training offered by worker centers and other community organizations is effective in mitigating these risks.

In the Interest of Business: Business Associations and Workforce Development Collaborations

Edwin Meléndez, Josh Hawley, Lynn McCormick

International Journal of Business and Social Science Vol. 3 No. 1; January 2012

Using a national random survey of 716 business associations, our study finds that collaborations are important workforce development activities of both chambers of commerce and trade associations. The structure of collaborations is consistent across both types of business associations and for five categories of workforce development activities. Preferred partners for business associations are community colleges, schools, and government-sponsored one-stop career centers. Member participation and local labor market conditions affect the shared goals, expected benefits, and the kind of supportive processes needed to foster cross-sector collaborations. The overall findings from the study are consistent with the theory of an alliance marketplace, and indicate that business association partnerships and collaborations are an integral part of their workforce development programs targeting disadvantaged workers.

Changes in the Structure of Low-Wage Labor Markets and Skills Selectivity among Puerto Ricans Migrants

Edwin Meléndez, M. Anne Visser.

CENTRO Journal of the Center for Puerto Rican Studies 23.2 (2011).

This study provides an analysis of the occupational and educational selectivity of Puerto Rican migration to and from the United States using consolidated data from the ACS for the 2006 to 2008 period. Using existing theoretical explanations of migration, the study seeks to assess the extent to which existing explanations of migration are applicable to the most recent migratory flows. To ascertain the validity of the proposition that Puerto Rican migration flows are primarily composed of the most disadvantaged workers, we divided the sample into two labor market segments – those who are employed in low-wage occupations and those not in low-wage occupations. The main conclusions of this study are that net migration outflows from the island are likely to persist to the extent that growing disparities in labor market conditions between Puerto Rico and the United States persist, and that the patterns of selectivity predicted by various theories of migration are not unmistakably identifiable in current flows. Such evidence calls for a new look and consideration of the case of Puerto Rican migration.

Year 15 and Preservation of Tax-Credit Housing for Low-Income Households: An Assessment of Risk.

Edwin Meléndez, Alex F Schwartz, Alexandra de Montrichard.

Housing Studies 23.1 (2008): 67.

This paper examines the risk associated with the expiration of the initial 15-year period protecting affordability for housing units developed using the federal Low-Income Housing Tax-Credit (LIHTC). The paper finds that the primary determinants of risk for properties with credit allocated between 1987 and 1989 are reduced by three factors: whether not-for-profit sponsors are part of the ownership structure of the projects, the existence of additional affordability restrictions, and the rehabilitation costs associated with the conversion to market

rental. The proportion of properties in need of rehabilitation increased substantially in the post-1989 period, representing a different type of risk for tax-credit projects. It is concluded that state agencies have the opportunity to promote and support preservation measures by adding additional affordability restrictions as part of any refinancing related to capital improvements, by supporting non-profit sponsorship of projects, and by providing funding for rehabilitation.

The Economic and Workforce Development Activities of American Business Associations.

Lynn E McCormick, Joshua D Hawley, Edwin Meléndez.
Economic Development Quarterly 22.3 (2008): 213.

Renewed scholarly interest in clusters of firms has increased attention on institutions - including business associations - that serve them. Scholars investigating "labor market intermediaries" also wonder to what extent employers' associations conduct workforce development. Much research has been done on business associations in Europe and less developed countries; less studied are those in the United States. This article fills this gap by reporting survey results from 716 American business associations. The article asks, To what extent do American business associations engage in economic development activities beyond lobbying? Does involvement in economic development predict involvement in workforce development? and Are those who engage in more strategic economic development activities more likely to conduct strategic workforce development? Using regression analysis, we find that a substantial share are involved in more strategic economic and workforce development activities and that economic development - specifically, more strategic activities - is a strong predictor of engagement in workforce-related activities.

The Impact of Institutional Collaborations on the Earnings of Adult Workforce Education Completers.

Joshua D Hawley, Dixie Sommers, Edwin Meléndez.
Adult Education Quarterly 56.1 (2005): 21-38.

This article reports on findings from a mixed-methods study of the impact of collaborations between adult education organizations and nonprofit or business partners on the earnings of program participants. The project uses survey data collected from a network of state-sponsored educational institutions and unemployment insurance data from program participants. Findings from the study emphasize that collaboration between adult workforce institutions and business, government, or nonprofit partners increases the earnings of adult training participants. The effects differ for men and women. These results were estimated using regression analysis, which related changes in quarterly earnings to two aspects of institutional collaboration: the intensity of collaboration and employer involvement.

Lessons from Community College Programs Targeting Welfare Recipients

Edwin Meléndez, Luis M. Falcón , Alexandra de Montrichard
New Directions for Community Colleges 127 (2004), Pages 61 – 77.

Many community colleges have pursued aggressive initiatives to serve students on welfare, creating new academic programs or expanding existing ones. This chapter highlights case studies of best practices that illustrate how institutional initiatives targeting welfare students have resulted in an expanded capacity to educate and serve mainstream students.

Community College Participation In Welfare Programs: Do State Policies Matter?

Edwin Meléndez, Luis Falcón, Josh Bivens
Community College Journal of Research & Practice
Volume 27, Number 3 / March 2003

This article examines how, to what extent, and why community colleges have responded to welfare-to-work initiatives. Data from a national survey shows that 80% of community colleges have implemented programs targeting welfare recipients that include short-term training linked to degree programs, on-the-job internships with employers, and job readiness and soft skill courses. The number of hours that Temporary Assistance to Needy Families (TANF) recipients are required to work per week and the degree that states allow TANF recipients to substitute education for other work activities are important policies affecting community college participation in welfare-to-work programs.

Spatial job search and job competition among immigrant and native groups in Los Angeles.

Michael A Stoll, Edwin Meléndez, Abel Valenzuela Jr.
Regional Studies 36.2 (2002): 97-112.

This paper examines the effect of immigrant job searchers on the employment and wages of native and immigrant groups in Los Angeles. Using data from the 1994 Los Angeles Survey of Urban Inequality, variation in the spatial job search patterns of immigrant groups is used to estimate the effect of immigrant job searchers on natives' labor market outcomes. First, the results indicate that the spatial job search patterns of native and immigrant groups are positively correlated, although the spatial job search patterns of immigrant groups are more strongly correlated than those between immigrant and native groups. Second, results show a negative influence of immigrants on the employment of more skilled native whites and on the employment and wages of less skilled native blacks in blue-collar occupations. Both positive and negative immigrant effects on the employment and wages of immigrant groups are found.

Matching the disadvantaged to job opportunities: Structural explanations for the past successes of the Center for Employment Training.

Edwin Meléndez, Bennett Harrison.
Economic Development Quarterly 12.1 (1998): 3-11.

The Center for Employment and Training (CET) is the only training program that through rigorous research has demonstrated a significant impact on participants' earnings and employability. This case study documents the extent to which program design and becoming part of employers' recruiting networks contribute to the success of the program. CET demonstrates that community-based training could and should be a key component of the emerging training system which is based on one-stop centers and school-to-work systems. The case study

has gained national attention since the US Department of Labor launched a national replication of CET.

Puerto Rican Migration and Occupational Selectivity, 1982-1988

Edwin Meléndez

International Migration Review, Vol. 28, No. 1 (Spring, 1994), pp. 49-67

This study examines whether or not the likelihood of Puerto Rican workers choosing to migrate to the United States depends on their occupations or skills. The study determined that the occupational composition among those migrating from the island to the United States generally corresponds to the occupational distribution in Puerto Rico. The exception is that, after controlling for labor market conditions in Puerto Rico and in the United States and for other characteristics of the migrants, farm workers, laborers, and craft and kindred workers are overrepresented in the flow of migrants. The two most important factors contributing to the occupational distribution of migrants are whether or not they already have job offers in the United States and whether they are currently employed in Puerto Rico. Among those returning to Puerto Rico, the study found no positive or negative occupational selectivity.

The Importance of Family Members in Determining the Labor Supply of Puerto Rican, Black, and White Single Mothers.

Figueroa, Janis Barry, Meléndez, Edwin.

Social Science Quarterly 74.4 (1993): 867.

The issue of whether access to informal child care resources through residential family members is important in determining labor supply is examined. Results indicate that co-resident adults can have either positive or negative effects, depending upon what aspect of the labor supply decision is being considered.

The Effects of Local Labor Market Conditions on Labor Force Participation of Puerto Rican, White, and Black Women.

Edwin Meléndez, Janis Barry Figueroa.

Hispanic Journal of Behavioral Sciences 14.1 (1992): 76.

It is examined whether the differing impact of local labor market conditions may help explain differences in the labor force participation of Puerto Rican, white and black women.

Accumulation and Crisis in a Small and Open Economy: The Postwar Social Structure of Accumulation in Puerto Rico

Edwin Meléndez

Review of Radical Political Economics, Vol. 22, No. 2-3, 231-251 (1990)

This paper presents a model of capital accumulation in a small and open economy, a model consisting of an investment equation and a profit equation. During the late 1960s and early 1970s, the erosion of the postwar social structure of accumulation, as reflected in declining profit rates, led to the current economic crisis. Econometric estimation of the model confirms the critical importance of lower profit-rate differentials in inducing a lower reinvestment of foreign capital, and it shows how the deterioration of the postwar social structure of accumulation has caused the decline of long-term profitability in Puerto Rico.

Editor of Special Issues of Journals

Pathways to Economic Opportunity

A Special Issue of CENTRO Journal of the Center for Puerto Rican Studies
Volume XXIII Number II Fall 2011

About one in three jobs in the U.S. are considered low wage, and the probability is that it is ten times more likely that those employed in these jobs will represent a minority group. Puerto Ricans are concentrated within this category. They also experience higher rates of unemployment and poverty than other Latino subgroups. Given this conundrum, eight established researchers have scrutinized the low-wage sector and explored the pathways of Puerto Ricans into this sector – and possible pathways out of it. In seven reports, a conclusion, and related commentaries, the researchers investigate such issues as the profile of migrants moving into the low-wage sector stateside; migration flows; public workforce development and the role of community-based organizations in the development of employment opportunities; an analysis of the pathways of Puerto Ricans transitioning into post-secondary education; and investigations into potential employment of Puerto Ricans in the energy-efficiency sector and into the fields of teaching and social work.

Latinos in a Changing Society

New England Journal of Public Policy. 11(1-2), 1995.

Table of Contents: Foreword, Edwin Meléndez; Social Networks and Employment for Latinos, Blacks, and Whites, Luis M. Falcon; Immigration Workers in the Cleaning Industry: The Experience of Boston's Central Americans, Karen Lado; Industrial Change, Immigration, and Community Development: An Overview of Europeans and Latinos, Ramon Borges-Mendez; Compatriots or Competitors? Job Competition between Foreign- and U.S.-born Angelenos, Abel Valenzuela; Latinos Need Not Apply: The Effects of Industrial Change and Workplace Discrimination on Latino Employment, Edwin Meléndez, Francoise Carre, Evangelina Holvino; Persistence of Poverty across Generations: A Comparison of Anglos, Blacks, and Latinos, Anna Santiago; Yolanda Padilla; Latinos and Labor: Challenges and Opportunities, Andrés Torres; "New" Civil Rights Strategies for Latino Political Empowerment, Seth Racusen; Mexican-American Class Structure and Political Participation, Jorge Chapa; Puerto Rican Politics in the United States: A Preliminary Assessment; Jose E. Cruz; Latina Women and Political Leadership: Implications for Latino Community Development, Carol Hardy-Fanta.

Puerto Rican Poverty and Labor Markets

Special Issue *Hispanic Journal of Behavioral Sciences*

Edited by Edwin Meléndez and Clara Rodríguez

Published by Sage Publications, Inc., Newbury Park, CA February 1992, Volume 14, Number 1.

Puerto Rican Poverty and Labor Markets: An Introduction Clara Rodríguez and Edwin Meléndez Trends in Labor Market Position for Puerto Ricans on the Mainland: 1970-1987 Luis M. Falcon and Charles Hirschman Household

Composition, Employment Patterns, and Income Inequality: Puerto Ricans in New York and Other Areas of the United States Mainland Havidan Rodríguez
The Effects of Local Labor Market Conditions on Labor Force Participation of Puerto Rican, White, and Black Women Edwin Meléndez and Janis Barry Figueroa. Welfare Dependency among Chicanos and Puerto Ricans: The Milwaukee Case William Velez. Patterns of Puerto Rican Segregation and Mobility Anne M. Santiago. Nativity, Gender, and Earnings Discrimination Andrés Torres Problematizing the Notion of Puerto Ricans as "Underclass": A Step toward a Decolonizing Study of Poverty Antonia Darder.

Puerto Rico: A Colonial Dilemma

Special Double Issue Radical America

Published by Alternative Education Project, Inc., Somerville, MA

Volume 23, No. 1, June 14, 1990, \$8.95

Introduction Edwin Meléndez and Edgardo Meléndez Reworking the Colonial Formula: Puerto Rico into the 21st Century Pedro A. Caban The Puerto Rican Socioeconomic "Model": its Effect on Present Day Politics and the Plebiscite Carmen Gautier-Mayoral Will Puerto Rico Become the 51st State? Edgardo Meléndez Politics and Economic Reform in Postwar Puerto Rico Edwin Meléndez The National Question in Puerto Rico Juan Manuel Carrion The Roots of Puerto Rican Feminism: The Struggle for Universal Suffrage Vamila Azize-Vargas Migrants, Citizenship and Social Pacts Frank Bonilla Industrial Reconversion and Economic Restructuring: The Challenge for the Puerto Rican Labor Movement Carlos Ala Santiago Rivera American Solidarity with Puerto Rico: Rockwell Kent, 1937 Carlos Rodríguez Fraticelli Chronology of Events: Puerto Rico 1898-1990 Carmen Gautier-Mayoral.

Sponsored Research Studies

American Business Associations and Workforce Development

Edwin Meléndez, Josh Hawley and Lynn McCormick.

In this study, we conduct a detailed analysis of associational activity in relation to programs that support low income or low skilled workers' access to good jobs. The analysis is based on the first national survey of 716 randomly selected business associations conducted in 2003. The sample reflects the geographic scope and organizational differences between chambers of commerce and trade or industry associations, and provides a system-wide understanding of the role of associations in workforce development. The survey emphasized the following areas: the prevalence of workforce development services among associations, the partnerships that associations engage in to provide these services, the connections to economic development, and the integration with member services provided by firms.

We found that business associations are more proactive economic and workforce development actors than previously thought. About one half of business associations overall are involved in workforce development activities. Chambers

of commerce were more likely to engage in workforce development than their trade and industry counterparts. The organizational characteristics, economic development priorities, and collaborations of associations help to predict their workforce development involvement. Though in general collaborations are an important factor in explaining business association participation in workforce development activities, Business associations seem to find a better match with community colleges and schools for student or education-related activities, and with OSCCs to help facilitate community relations and activities. In sum, business associations provide a structured way of engaging employers in workforce development activities.

Workforce Development Regionalism: Evidence, Prospects, and Policies

Edwin Meléndez, Ramon Borges.

The main objective of this study is to understand the dynamics of workforce development regionalism. We examine whether stakeholders are responding favorably to the regional labor markets in which they operate, and how are they responding to such changes. Our analysis of three cases selected for in-depth study (the Sacramento Employment and Training Agency, Job Works, Inc. in North Eastern Indiana, and the Joint Venture in the greater Pittsburgh region) indicates that the degree to which there is greater programmatic cohesiveness in the workforce development system is largely a function of how the public system has aligned resources and organized the provision of services, whether the publicly funded system has adopted a truly regional perspective in their deployment of program activities, and to what degree the leading organization commands authority over the various streams of financial support for employment and training services broadly conceived.

The central role of the public sector in the coordination and management of workforce development programs and other regional activities is complemented by a vast array of workforce intermediaries and industry-focused organizations that provide direct services to workers and employers and articulate a response to the specific needs of the region. System building and netting activities are an essential component of a regional workforce development system. Yet, “system netting” activities are not generally recognized as an important dimension of the system that requires dedicated funding and greater attention by policy makers, civic leaders and advocates.

Beyond Year 15: Strategies for Preserving Tax-Credit housing for Low-Income Households

Alex Schwartz, Edwin Meléndez.

The Low Income Housing Tax Credit (LIHTC) has helped finance the development of more than 1.1 million affordable housing units since its inception in 1986. Today, the LIHTC is by far the most important source of subsidy for low-income multifamily rental housing. However, the Tax Reform Act of 1986, which created the LIHTC, specified that tax-credit units must remain affordable to low-income renters for a minimum of 15 years. Subsequent legislation in 1989 imposed an extended affordability period of 15 additional years, but gave owners the ability of opting out under certain conditions. The affordability restrictions for

the earliest tax-credit developments expired in 2002. Thousands more tax-credit units face the expiration of their affordability restrictions in the next few years. Even though projects completed after 1989 enjoy additional affordability protections, their preservation as low-income housing is not assured. Additional resources will be required to buy out owners who choose to opt out, plus tax-credit housing will require increasing amounts of capital investment as the stock ages. The study examines alternative strategies for keeping the existing stock of tax-credit housing affordable for low-income households after the tax credits have expired. The research combines interviews with experts on tax credit housing with a national survey of developers of tax-credit housing, to identify and evaluate alternative preservation strategies. Based on the findings from the study, the authors make recommendations about specific ways by which nonprofit housing groups, foundations, and government agencies can contribute to this effort.

On The Corner: Day Labor in the United States

Abel Valenzuela, Jr., Nik Theodore, Edwin Meléndez, and Ana Luz Gonzalez

January 23, 2006

http://www.sscnet.ucla.edu/issr/csup/uploaded_files/Natl_DayLabor-On_the_Corner1.pdf

This report profiles, for the first time, the national phenomenon of day labor in the United States. Men and women looking for employment in open-air markets by the side of the road, at busy intersections, in front of home improvement stores and in other public spaces are ubiquitous in cities across the nation. The circumstances that give rise to this labor market are complex and poorly understood. In this report, we analyze data from the National Day Labor Survey, the first systematic and scientific study of the day-labor sector and its workforce in the United States.

This portrait of day labor in the United States is based on a national survey of 2,660 day laborers. These workers were randomly selected at 264 hiring sites in 139 municipalities in 20 states and the District of Columbia. The sheer number of these sites, combined with their presence in every region in the country, reflects the enormous breadth of this labor market niche.

Our findings reveal that the day-labor market is rife with violations of workers' rights. Day laborers are regularly denied payment for their work, many are subjected to demonstrably hazardous job sites, and most endure insults and abuses by employers. The growth of day-labor hiring sites combined with rising levels of workers' rights violations is a national trend that warrants attention from policy makers at all levels of government.

In some cities, the rise of day labor has been accompanied by community tensions, in part because of inaccurate and unsubstantiated portrayals of these workers. The aim of this study is to provide sound empirical data on the day-labor phenomenon that can inform public discussions and provide the basis for thoughtful policy approaches to this complex issue. Below, we present some of the most important findings from the National Day Labor Survey.

A National Study of Urban Community Development Corporations

Edwin Meléndez, Lisa Servon.

This study, based on a random sample of 409 community development corporations (CDCs) nationwide, is the first systematic and comprehensive examination of the community development industry. This survey will provide baseline data for what we hope will be a longitudinal study of the industry, enabling us to track trends in numbers of and location of CDCs, as well as characteristics such as size, programmatic focus, and funding sources. In particular, we have completed two of a series of papers based on this data. The first is an assessment of the preservation and production of affordable housing by the non-profit, community-based urban development organizations in our sample. The second examines the evolution of community-based urban development organizations.

When the System Works: The Value-Added Contribution of CBOs to One-Stop Career Centers

Edwin Meléndez, Ramon Borges-Méndez.

Community-based organizations (CBOs) are long-standing and invaluable to workforce development participants in local employment systems. The main objective of this study is to assess CBOs' participation in the new workforce development system being developed under the WIA of 1998 and anchored by the existing network of One-Stop Career Centers (OSCCs). Based on four in-depth case studies, we assessed the CBOs' impact on the performance of the One-Stop system considering WIA goals and performance indicators. The cases describe the context in which the performance enhancement occurred, describing how the CBOs' role leveraged the improved performance for the system as a whole. In general, we found that CBOs that have assumed prime responsibility for the operations of OSCCs represent a new type of workforce development, community-based, labor market intermediary. Key findings from the study include: CBOs add value to the workforce development system by enhancing universal access to services through their unique ability to reach and serve particular disadvantaged communities and populations; These organizations made significant reductions in the duplication of services, and achieved the consolidation and streamlining of service provision mandated by the WIA; CBOs implemented innovative strategies to provide disadvantaged job seekers with skills building opportunities; As OSCC administrators, CBOs have adopted employer-focused strategies including the provision of individualized employer assistance (in the form of needs assessment, customized referral/placement packages, access to and facilitation of searches and the promotion of all available tax incentives), employer summits, job fairs, and the provision of supportive service information; CBOs have garnered the financial and managerial capacities, including the deployment of performance management system mandated by the WIA, necessary to fulfill the role of a major intermediary; As OSCC administrators, CBOs are critical partners of local authorities in the monitoring and reporting system implemented to uphold WIA standards, including assisting in the selection of contractors and establishing agreements and contracts with other partners. CBOs' participation as OSCC operators is clearly one of their most important value-added contributions to the implementation of the WIA and the One-Stop System in many cities. The

emergence of relatively large CBOs as intermediaries managing the OSCCs and articulating relations among service providers is one of the most interesting and promising developments in the transition from the JTPA to the WIA.

Day Labor in New York: Findings from the NYDL Survey

<http://www.newschool.edu/milano/cdrc/pubs/daylabor.pdf>

The NYDLS is a collaborative project that was developed and implemented by a group of New School University and UCLA researchers under the direction of Dr. Abel Valenzuela Jr. and Dr. Edwin Meléndez. The NYDLS is one of two components of the New York Day Labor Project, a groundbreaking, multi-method study that seeks to understand how workers participate in and acquire access to jobs in a public setting (e.g., street corners). It presents descriptive data on a host of indicators that allow us to empirically assess day laborers and their work in the greater New York metropolitan area. The primary objective of this report is to present original findings about a highly visible yet relatively unknown labor market in New York.

Union-Sponsored Workforce Development Initiatives

Beverly Takahasi and Edwin Melendez

<http://www.newschool.edu/milano/cdrc/pubs/r.2002.3.pdf>

This paper examines what unions do in workforce development and what is different about union-led initiatives when compared to community-based or other more traditional workforce development programs. This project examined three union-sponsored initiatives within the framework of what is known about workforce development projects that target the disadvantaged and what is known about unions.

The Welfare-To-Work Policy Shock: How Community Colleges are Addressing the Challenge

Edwin Meléndez, Luis Falcón, Carlos Suarez, Lynn McCormick and Alexandra de Montrichard

This study examines how, and to what extent, community colleges have implemented welfare-to-work programs in response to welfare policy changes. In part, the community colleges' responses have been determined by the various regulations enacted by state legislatures, as well as by the implementation of those regulations and funding allocations by local authorities. State regulations vary tremendously in terms of time limits and definitions of work-related activities. The degree of flexibility of state guidelines regarding the type of job training activities that contribute to program participants' job readiness is particularly important to community colleges' ability to design training programs. But, ultimately, we found that the extent to which community colleges have responded to the new policy initiatives has been determined by internal factors such as: the college leadership's commitment to a comprehensive mission for the college; the existence of programs and prior experiences servicing the disadvantaged; faculty and staff attitudes towards non-degree programs; and on-going relations and collaborations with local labor, businesses, industries and social service agencies.

Case Study 1: Welfare Reform and Education: Its Influence on Community College Programs in New York City by Lynn McCormick
Case Study 2: The SU PARTE Welfare-to-Work Initiative (University of New Mexico-Valencia Campus) by Alexandra de Montrichard and Edwin Meléndez

Case Study 3: Welfare-to-Work Initiatives in California and Los Angeles (Los Angeles City College & Los Angeles Trade Technical College) by Alexandra de Montrichard and Edwin Melendez

Case Study 4: Community Colleges as Primary Skill Developers and Labor Market Intermediaries (Fresno City College) by Carlos Suarez and Edwin Meléndez

Case Study 5: Making Connections to Jobs, Education, and Training (The Essential Skills Program of the Community College of Denver) by Carlos Suarez and Edwin Meléndez

Opening College Doors for Disadvantaged Hispanics: An Assessment of Effective Programs and Practices

Edwin Meléndez and Carlos Suárez

This study assessed and collected data on four training demonstration projects funded by the U.S. Department of Labor and developed in collaboration with the Hispanic Association of Colleges and Universities. The projects aimed to create or promote innovative strategies and approaches within community colleges and universities to provide training and employment opportunities for economically disadvantaged Hispanics.

Case Study 1: The HispanicNET Program of the Albuquerque Technical Vocational Institute of New Mexico

Case Study 2: The Better Opportunities for Hispanics Program of the Miami Dade Community College of Florida

Case Study 3: The Direct Care Workers Program at the Borough of Manhattan Community College in New York

Case Study 4: The Accelerated Associate's Program for Licensed Nurses of the Inter-American University of Puerto Rico

An Evaluation of Massachusetts' Workforce Development Programs: The Earnings and Employment Impacts of Participation in Employment and Training Programs on Low-Income Adults

Michael A. Stoll, Steven Raphael, Edwin Meléndez, Alexandra de Montrichard and Michael P. Massagli

<http://www.sscnet.ucla.edu/issr/csup/pubs/papers/item.php?id=13#dl>

This report provides an evaluation of the effectiveness of Massachusetts' workforce development programs on the labor market outcomes of disadvantaged adults in the late 1990s using Job Training Partnership Act (JTPA) Title IIA participant data and unemployment insurance wage records. The Massachusetts Commonwealth Corporation, a quasi-public organization responsible for administering, delivering and evaluating a wide range of the state's workforce development initiatives, commissioned this study and provided the data that we analyzed. This evaluation measures the effect of participation in JTPA Title IIA funded workforce development programs on the earnings and

employment of low-income adults. After using multiple assessment techniques, we find that Massachusetts' JTPA Title IIA funded workforce development programs have a uniformly positive effect on the earnings and employment of disadvantaged adults. In particular:

- The workforce development services received under JTPA Title IIA increase the average annual earnings of participants by \$2,200 in the second year after program completion (or on average a little more than \$400 per quarter) compared to the earnings of individuals who only participated in objective assessment.
- The positive effects of participating in a workforce development program are somewhat larger for men than for women. In the second year after program completion, men experience an average annual earnings increase of \$2,800 compared to the annual earnings of the comparison group, while, on average, the increase for women is approximately \$2,100.
- People who participated in workforce development programs are more likely to be employed two years after completing the program than individuals with similar characteristics who did not enroll in the program. The magnitude of the effect for men and women is similar, about 5 percentage points.

The results from this study implies that Massachusetts' workforce development programs appear to be contributing to significant human capital (i.e., skills) enhancements of program participants. This interpretation is based on evidence from the study that those participants with relatively strong labor force attachment post program completion experience substantial increases in earnings. Since these participants are less likely to increase their work hours, these results suggest that part of the earnings gains experienced by workforce development program participants are operating through increased wages per unit of work effort. We also find that part of the earnings gains of program participants are operating through increased work hours. This evidence suggests that Massachusetts' workforce development programs seem to be affecting participants' motivation and other "soft skills" as well. The effects of participating in a workforce development program on earnings in this Massachusetts study are similar to past evaluations of similar training programs.

Ohio Higher Skills Partnership Evaluation: A Review of the Development of Partnerships between EnterpriseOhio Network Campuses and Adult Workforce Education Centers

Joshua D. Hawley, Dixie Sommers and Edwin Meléndez

The Ohio Higher Skills Partnership initiative promotes the formation of comprehensive service partnerships across Ohio between EnterpriseOhio Network campuses and Adult Workforce Education Centers. These comprehensive service partnerships are being formed to provide fast, flexible, total training and assessment solutions to employer and employee skill upgrading needs. The initiative's early projection was to create 17 partnerships and the

Governor's Workforce Policy Board allocated a total of \$1,275,000 towards the initiative. The goals of the initiative included to promote the formation and strengthening of partnerships; to provide employers with fast, flexible and complete training solutions; and, to improve coordination with and responsiveness to the needs of local One Stop Career Centers, Chambers of Commerce and Economic Development Agencies. Overall, the Higher Skills Partnership Initiative has been successful in achieving, and in some respects exceeding, its goals. The initiative helped to develop 28 Partnerships, and over 50 percent of the EnterpriseOhio Network Campuses (52 percent) and Adult Workforce Education Centers (56 percent) in the state join the Partnership. In addition, they also improved employer training solutions than in improving coordination with local one-stops, Chambers of Commerce, or economic development agencies.

Barriers to the Employment and Work-Place Advancement of Latinos

Edwin Meléndez, Evangelina Holvino, and Françoise Carre

This study was commissioned by the Federal Glass Ceiling Commission. The objective was to assess how recent changes in the organization of industry and discrimination in the workplace affect the employment of Latinos. The report concludes that the Latino workforce is affected primarily by the compositional shift of employment away from manufacturing, which has resulted in further concentration of Latinos in farming and service occupations, both of which entail low wages and few benefits. Additionally, the erosion of internal labor markets will probably result in even further diminished opportunity through seniority and experience for Latino incumbent workers who might have a chance at internal labor markets, in reduced numbers of job opportunities for future cohorts, and in the rise of part-time and temporary work.

Competing Explanations of Latino Poverty

Edwin Meléndez

This project was part of the Persistent Poverty Project co-sponsored by the Rockefeller and Boston Foundations. The report examined the different causes of Latino poverty when compared to African American poverty and the relative importance of immigration in explaining those differences. The results of the study were used in several community forums to facilitate coalition building among communities of color in the Greater Boston Area.