AFSCME Career Development Program Records
24 linear feet (24 SB)
1966-1975

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Accession Number: LR002369

Creator: AFSCME Career Development Program

Acquisition: The records of the AFSCME Career Development Program were deposited at the Reuther Library by the Program Development Department in 1976 and by the Public Policy Analysis Department in 1978. These two departments no longer exist, but the Reuther Library continues to serve as the official repository for other AFSCME departmental records.

Language: Material entirely in English.

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Related Material: Other activities of the AFSCME Program Development Department, including information on the Career Development Program, are covered in the AFSCME Program Development Department Records, Parts 1 and 2. Other activities of the AFSCME Public Policy Analysis Department are detailed in the AFSCME Public Policy Analysis Department Records. Information on the Career Development Program can also be found in the AFSCME Office of the President: Jerry Wurf Records, in the AFSCME Office of the Secretary-Treasurer: Gordon Chapman/Joseph Ames Records, and in the AFSCME Office of the Secretary-Treasurer: William Lucy Records.
History

Seeing success in a program run by AFSCME District Council 37 in New York City that upgraded Nursing Aides to Licensed Practical Nurses, the International union wished to bring career development training to its members who were hospital employees. As such, in 1967, AFSCME briefly created a Manpower Training Office whose coordinator began investigating how to develop hospital career development training programs. By 1969, AFSCME had created a Career Development Program headed by Betty Miller.

In 1969, AFSCME was awarded a grant from the Department of Labor and the Department of Health, Education, and Welfare (HEW) to work with hospitals in Boston, Cleveland, and Maryland. The project had two phases: first to design career ladders laying out steps different job classifications could take for greater job responsibility and to create curricula to train these workers; and second to implement the training plan and educate the employees. The design of the career ladders and curricula was sub-contracted out to the Economic Manpower Corporation. The programs were run jointly by the hospitals and AFSCME, and supervisors were also required to take courses. The programs taught healthcare-specific skills as well as general education skills, allowing employees to work toward both promotions on the job and high school equivalency. A crucial aspect of the program was that these courses took place during working hours, and employees continued to collect their wages.

In 1971, AFSCME received a second grant to take the Hospital Career Development Program (HCDP) to three new cities, Memphis, Detroit, and St. Paul. At this point, language guaranteeing funding for continuing career development began to enter negotiated contracts. In 1973, AFSCME received its third grant, which brought HCDP to three more cities, Houston, Milwaukee, and the District of Columbia. Also in 1973, the short-lived AFSCME Program Development Department was created. This Department worked on a number of topics, including the HCDP.

While AFSCME primarily focused on hospital employees, they helped with projects in other fields as well. In Memphis, they worked with city-employed mechanics. In Massachusetts and Minnesota, they worked with corrections employees. In Washington, DC, they assisted with career development for sanitation workers. And in Maryland, AFSCME helped with Project SERVE, which prepared welfare recipients for positions in the social work field.

In 1975, the AFSCME Program Development Department dissolved due to lack of funding. Its responsibilities were dispersed to other departments, including the Public Policy Analysis Department (created in 1976) and the Research and Collective Bargaining Department. The Research Department became responsible for the career development aspect of Program Development. In April 1979, Career Development, Inc. was created as a separate entity to receive federal grants, and through 1982 administered grants in health and safety, as well as career development. The Reagan administration did not renew funding.
Career Development, Inc. remained inactive for several years until the mid-1990s when it applied for and received grants from the Occupational Safety and Health Administration (OSHA). In the late 1990s, Career Development, Inc. changed its name to the AFSCME Training and Education Institute (ATEI). Administration of the ATEI records continues to be handled by the Research Department.

**Scope and Content:**

This collection documents the planning, execution, and evaluation of the AFSCME Career Development Program, 1966-1975, which primarily involved the Hospital Career Development Program (HCDP). HCDP developed and implemented career ladders and training curricula for hospital employees. The records are comprised of correspondence, reports, meeting minutes, curricula, job descriptions, organizational charts, contracts, press releases, news clippings, lesson plans, course schedules, graduation invitations and announcements, recruitment material, newsletters, and a small number of photographs.

**Important Subjects:**
- Career Development
- Hospitals—Employees
- Occupational training
- United States. Dept. of Health, Education, and Welfare
- United States. Dept. of Labor

**Important Names:**
- Miller, Betty
- Lucy, William
- Wurf, Jerry, 1919-

**Series 1:** General Files, 1969-1975

**Series 2:** Reports and Meeting Minutes, 1967-1975

**Series 3:** Correspondence, 1967-1975

**Series 4:** Publicity, 1967-1974

**Series 5:** Contract Proposals and Contracts, 1968-1974

Series 5 contains information related to contracts between AFSCME and various governmental funding agencies such as the Department of Health, Education, and Welfare (HEW) and the Department of Labor, to conduct career development training for its members.

**Series 6:** Job Descriptions and Career Ladders

**Series 7:** Curricula, 1967-1974
Series 8: Alphabetical Files, 1966-1975

Series 8 contains files related to organizations, healthcare, laws, and governmental funding agencies related to the AFSCME Career Development Program.

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Series 10: Cleveland, 1969-1974

Series 11: Detroit, 1970-1974


Series 14: Maryland, 1970-1975

Series 15: Memphis, 1971-1975

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18 St. Paul Ramsay Hospital Unit Assistant Curriculum Outline, 1971 December 8
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23 St. Paul Ramsay Hospital Career Development Program Phase I Report, 1972 January 20
25 An AFSCME Training and Development Institute - A Working Concept Paper, 1972 August 10
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