

COUNCIL REPORTS

STRUCTURAL FERMENTATION LAB REPORT

STRUCTURAL PERMEATION LAB REPORT

Training, Inc.

Training, Inc. is a highly effective and innovative clerical training program which demonstrates the power of imaginal education. The program is currently serving CETA eligible persons who are unemployable and disadvantaged. The program has consistently placed at least 90% of its graduates in office jobs and graduated at least 95% of those who were enrolled.

The program has permeated all the sectors of society (as illustrated in the chart below) by demonstrating the effectiveness of a close cooperation between the sectors in meeting the employment needs of the community. It utilizes imaginal training methods in a thirteen-week curriculum developed by staff of the Institute of Cultural Affairs.

Location	Training, Inc. Oak Brook Illinois	Training, Inc. Chicago-North Illinois	Fifth City Business Careers-Chicago	Training, Inc. Chicago-South Illinois	Training, Inc. Indianapolis Indiana
Start Date	January, 1975	December, 1978	January, 1980	March, 1981	May, 1981
Private Sector Sponsors	Oak Brook Association of Commerce and Industry	Chicago United (Consortium of 30 major corps in Chicago)	Westside Business and Industry Sponsors	Chicago United	Indianapolis Alliance for Jobs
Public Sector Sponsors	Dupage County Office of Employment and Training	Mayor's Office of Employment and Training City of Chicago	Mayor's Office of Employment and Training City of Chicago	Mayor's Office of Employment and Training City of Chicago	Indianapolis Department of Employment and Training
Voluntary Sector Sponsors	Central YMCA Community College	Central YMCA Community College	Fifth City Industrial Promotion Corporation	Central YMCA Community College	Indianapolis University—Purdue University and Central YMCA College
Local Sector Served	100 students per year DuPage County	144 students per year City of Chicago	108 students per year City of Chicago	144 students per year City of Chicago	100 students per year Indianapolis
I C A Staff	Jan Ames Alice Baumbach Sharon Heiges Glenda Johnson Jean Long	Leah Early Lynnette Shanklin Robert Shropshire Mary Ann Wainwright Carol Walters Sheela Westre	Deborah Owens Karen Troxel Shirley Mueller Theo Mueller	Linda Chaney * Thelma Daniels* Beverly Hightower* Marti Lord Judy Montgomery Carol Pierce * Non-ICA related staff in training.	Anita Gibson Marty Lapka Sandra Moore Sandi Nichols* Jackie Speicher

Training, Inc.
July, 1981

THE PRIVATE SECTOR

Some 1,000 new employees have gone to work in the Private Sector since the program began--many of whom were Public Aid recipients.

Several corporations have been actively involved in the training by providing technical assistance, business excursions, and special training events.

A Training, Inc. staff person now serves on the Board of Directors of the Oak Brook Association of Commerce and Industry.

Chicago United (a consortium of major corporations like First National Bank, Peoples Energy Corporation, Commonwealth Edison, Standard Oil, Montgomery Ward, Continental Bank, etc.) made the following comment at a recent graduation luncheon:

"The reason we continue to support Training, Inc. is because that which had been promised a few years ago (a well-trained work force for the business community) continues to be delivered. And that comes down to the people who make the operation go on a day to day basis. That really means the staff! I think of all the programs that we get involved in, the individuals that we meet and work with on a day to day basis--the staff of this organization is most impressive." Bill Higginson.

THE PUBLIC SECTOR

LENS courses have been held with the staffs of the Mayor's Office of Employment and Training, the Chicago Alliance of Business Employment and Training, and a course has been set up with the DuPage County Office of Employment and Training.

The U. S. Department of Labor Employment and Training Administration named Training, Inc. as one of the top 10 classroom training programs in the country and has written a case study on the program to try to explain how such successful training outcomes have been achieved. This case study will be distributed to other training programs across the nation "to aid other grantees in improving their effectiveness."

DuPage County was recently presented with an award by the National Association of Counties for its sponsorship and role in providing Training, Inc. for its citizens.

THE VOLUNTARY SECTOR

The President of the Central YMCA Community College served on the Board of Advisors for the ICA Chicago Spring Campaign (A series of Community Forums with social service agencies across the neighborhoods of Chicago).

The ICA received \$12,000 in start-up funds from the Indianapolis Foundation to establish the Indianapolis program.

The Central YMCA Community College is interested in replicating the program outside of Chicago by providing staff training (The Trainer Training Program staffed by the ICA), and sharing technical assistance to insure the same quality program as the pilot model.

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THE VOLUNTARY SECTOR

Dr. Ralph Lee, President of the Central YMCA Community College refers to the program as "one of the shiniest stars in our crown." And says of the ICA involvement, "Our special thanks to the Institute of Cultural Affairs which provides the training and philosophic background which really forms the guts of Training, Inc."

THE LOCAL SECTOR

Students say the following about their training experience:

"I have gained a great deal of confidence in myself. With my newly acquired skills, I am a Super-Employee--ready to go out in the business world and be an asset to any company, who is fortunate enough to hire me."

"My instructors not only instructed me, but also cared about me."

"Anybody who gets into Training, Inc. will come out a new person."

"Unlike most schools, the staff makes the work both challenging and fun."

"This school has changed my whole outlook on life. It has made me feel as if I can do anything."

"The program has enhanced my motivation, thinking, and my outlook on life."

"I have felt good; I have been prepared and ready to get up every morning since I started at Training, Inc. I have been on time and have never missed a day."

THE ICA STAFF

The five programs operate with over one million dollars of CETA training dollars. There are 25 staff persons, 14 of whom are symbolic order members with a self-support income of at least gross \$275,000 per year. There are 7 staff members who are regional colleagues with extensive ICA training and backgrounds and 4 who are ICA non-related being trained in imaginal education methods.

The head of the State Board of Education, Department of Adult Vocational and Technical Education (Chicago Office)--Athie Garrison--says the following about the program.

"I congratulate the staff. We have approximately 75 other schools training in various types of occupations. And in no school--and I have been in this for about 17 years--do we have a staff that with every group that comes into the school have students go all the way through the program and without constant complaints. This staff continues to mold its students into a working cohesiveness.

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MINIA UNIVERSITY:CAIRO

The ICA relationship with the Sociology Department of Minia University began programmatically in 1979-80 with a LENS seminar for the entire faculty of the department. As a result of this event two graduate students were assigned to work with the Bayad Human Development Project. The second event was the department's participation at last year's Formation Fortnight in Brussels, where one faculty member attended the full two weeks. Professor Abd El Noneim Showky, Chairman of the Department, was a Global Symposium speaker. The third major programme involvement was with the Regional Consult which, retitled the Conference on Rural Development of North Upper Egypt, was co-sponsored by the University at the instigation of the Department of Sociology. A task force of 4 faculty carried the major portion of the set up burden, and the University's co-sponsorship provided the prestige which allowed major participation from officials of the Governorates (States) of Minia, Beni Suef (where Bayad is located) and Fayrum, as well as the Assistant Director of the National Planning Department.

Faculty both translated and participated fully in the Symposium. The Practicum and the Assembly, as well as undertook the translation of the document into Arabic. At this time, it was proposed by the President of the University that further programming of mutual benefit be developed and that the University's involvement with the Institute be broadened and deepened. The University Exchange Programme was first proposed at that meeting, and it was agreed that the Sociology Department could send participants to the Formation Fortnight to flesh out the practical details of the programme in a global setting, and to make the first approaches to potential sister universities in Europe. Two faculty members were sent one of them Professor Shawky's "right hand man", Dr. Ahmed Rafat, and other, Mahmoud Mastafa, probably the most promising of the teaching assistants.

The University Exchange Programme, as developed during the Global Symposium Guardians Meeting of the Fortnight calls for groups of students from a single university in Europe to agree to spend one academic year under the study and field work supervision of the Sociology Department at Minia. The six to nine month credit work would be preceded by an orientation session and would be corporately written which dealt with the social and personal ethical insights which had been revealed through the side-by-side work with "the poorest of the poor". A number of calls on universities in Belgium have been made, and it is possible that this first phase of the programme could be launched within the next 12 to 18 months. A second phase would involve students from Minia working in community development efforts in Europe under the supervision of European Universities.

Minia University

This programme has been developed in order to 1.) broaden the context of the European academic world, 2.) allow European students the opportunity for third world development experience, 3.) expose the excellence of the Minia University programmes to other universities, 4.) create a practical tool for the Institute's 4 year strategy of the ethical declaration of the New Humanness. This programme could easily be broadened to include universities anywhere in the globe. Beyond these implications, the continuing relationship to the university of Minia has the following implications: 1.) the social process triangle has been established as a basic analytic tool for the university, 2.) Professor Shawky, internationally acknowledged as Egypt's foremost development expert, will attend the Global Council and serve on the IERR International Committee, 3.) the department has offered to send faculty to any global training event and make them available on a short-term (2 months) basis to any house in Europe, 4.) the frame of our work in Egypt is in a new orbit, with invitations to launch projects and conduct training programmes in both Minia and Fayum, as well as in Beni Suef, 5.) the promise of a group of educated and dedicated Muslims, eager to be trained in our methods who can be our greatest practical resource in the eventual task of transparentizing Islam.

STRUCTURAL PERMEATION LAB REPORT

Rural Ventures, Inc.

PURPOSE

The small family farm is in decline in North America, around the world causing major shriveling of population and social/cultural resources in the rural. Rural Ventures Inc. was formed to plan, initiate and manage comprehensive programmes for rural revitalization and creation of small scale agriculture related rural environments. RVI assembles technology of physical and social sciences, critical management know-how, public and private funding in order to create holistic solutions to rural problems.

ORGANIZATION

Control Data Corporation, one of the few MNC pioneering in community/industry projects, initiated Rural Ventures Inc. in 1978. It is a consortium of organizations who are shareholders and whose resources and experience are drawn upon for project actuation. The members include:

1. CENEX - major farm cooperative
2. DELTA FOUNDATION - Mississippi based minority contractor
3. HEALTH CENTRAL - rural health care delivery
4. HUBBARD MILLING - regional flour company
5. LAND - O'LAKES - major midwest dairy cooperative
6. EUGENE DAHL - chairman, Slegger tractors
7. CATHOLIC CHURCH - 5 Minnesota Diocese
8. Elmer Anderson, - chairman, H.B. Fuller Co., former Minn. governor
9. Jeff Loudae - ICA guardian, Harvard Trustee, overseas dev. net
10. SUPERVALU - Chain grocery store wholesaler
11. Control Data Corporation - computer technology and financial services
12. Institute of Cultural Affairs - citizen participation and planning methods.

ICA INVOLVEMENT AND COMMITMENT

Bud Philbrook, guardian of ICA in Minneapolis Region, was hired as business developer for RVI in 1978 for 4 years we have been involved in 3 ways:

1. Consortium Level

- a. our concept of human development as a necessary factor for social/education development was communicated through appointments, discussions, etc. with ICA.
- b. After 2-3 projects, human development became part of RVI philosophy and planning methods became primary too.
- c. In 1980 ICA became a formal member on the consortium with voice on the Board of Directors.

2. Staff Level

- a. Bud Philbrook hired in 1978 as a business developer and replaced by Pat Moriaty in 1980.
- b. Seleiuk, Alaska project hires Ken Gilgren, Dave Coggeshall, Jackie Cress and John Poole for short term positions.
- c. Randy Williams is hired for project management in 1981.

3. Consultant Services

ICA is contracted to do method consultation and facilitation in:

1. Pine County Cooperative, Minnesota
2. Princeton, Minnesota
3. East Central Minnesota

RURAL VENTURES, INC, July 1981

4. Seleviuk, Alaska
5. Pisinimo Project
6. Cannonball Project
7. ten county Project in Virginia
8. Midwest Iowa Project

ICA involvement as a member does no way commit us to work in any given project. Each project is evaluated on its own regarding ICA participation (whether to, in what way, which office, etc.)

MEASURABLE CHANGE

1. The foundational context of RVI has expanded to include Human Development as a necessity for economic development.
2. ICA seen as authority in planning consensus methods.
3. LENS and team management seen critical for projects and internal staff use.
4. Board Membership gives ICA a voice on RVI strategy and decision making.
5. ICA currently seen as having made the largest contribution among the consortium members to date.

IMPLICATIONS

1. RVI is a true partnership, no one group is in control.
2. RVI is considering international expansion.

SOCIAL IMPACT

The social importance of this lab is the provision of resources for local communities which have energized their development. Another importance is its forging of how high technology corporations can increase their scope and accelerate existing efforts to meet the needs while simultaneously maintaining their own enterprise.

REVOLUTIONS

The lab touches 5 of the 7 revolutions directly and 2 indirectly(youth, & women)

of the pressure points, this lab hits 7 of the 9 directly.

Inclusive Myth - use of high technology to deal with local needs,

Community Groupings - focusing technological benefits toward clusters of communities

Knowledge Access - farmers linked to latest broad information.

Anticipated Needs - relating social needs and resources

Formal Methods - Basic skills, relevant education and practical access to the latest resources are education delivery transformation.

Bureaucratic Systems/Deliberative Systems with all the above, doors are opened to new forms of connecting infrastructure systems to communities

CONTRADICTIONS

The contradictions dealt with are , among others:

1. Gap between post modern resources and post modern needs.
2. Training the grassroots for effective resource use.
3. Coordination of disrelated, local, change forces.