

yet they accounted for 22 percent of all the unemployed—three times their share of the labor force.²⁶ In addition, according to the OEO more than 1 million students still in high school needed NYC in-school program employment and counseling assistance to help them stay in school.

Labor Department projections for the composition of the labor force—cited in the response from the Office of Manpower Policy, Evaluation, and Research—point to “dramatic increases” in the number of workers under age 25 in the rest of this decade. Although labor force participation rates for young people have been declining, there will be millions more teenagers and 20- to 24-year-olds seeking employment. Training efforts need to be broadened substantially to reduce unemployment and promote greatest productivity in this group. In addition, many young people who are presently employed are not sufficiently trained to meet future labor market skill demands. Retraining may be required to reduce their prospects for future unemployment.

Training and manpower assistance programs of the Department of Labor aim primarily at assisting unemployed or unskilled workers in the mature age group. The manpower development and training program and the redevelopment areas program focus on direct training and retraining. The apprenticeship program promotes industry training systems for trades and crafts and seeks their improvement and expansion. The employment service and farm labor service provide a broad range of services to jobseekers and employers to facilitate matching existing manpower needs with manpower resources.

The Labor Department in its response to the committee questionnaire, reported that a comprehensive effort to assess the economic impact of the Manpower Development and Training Act was in process, with completion scheduled for late 1966. Estimates were to be developed showing (1) private benefits and costs to participating individuals; (2) social benefits and costs, covering impacts on the national economy; and (3) budget impacts, covering changes in Government tax receipts and expenditures.

Two earlier studies also were reported. One of these, concerned with the effectiveness of the training program under MDTA, produced data on personal incomes, placement of workers, earnings, productivity, and other benefits. The other dealt with the costs and economic benefits of retraining unemployed workers.

The first study reported on both institutional and on-the-job training, but apparently the conclusions were not so sharply defined as to permit definitive comparisons of the two systems of training. Sizable increases in earnings were reported for individuals who completed training and held jobs. Other benefits—and some failures to retain jobs—also were indicated.

The second study found that, for the sample of workers for whom data were collected, the benefits of retraining were considerably greater than the costs, and that benefit-cost ratios for the Government and the economy were much greater than for the individual. For workers who completed retraining courses, there were increases in earnings and reductions in the average number of weeks of unemployment. This.

²⁶ Forrest A. Bogan, “Employment of School Age Youth, October 1965,” *Monthly Labor Review*, July 1966, pp. 742-743.