

States will be required to supply 10 percent, in cash or kind, of the costs of institutional training.

*The Institutional Training Program.*—With a background of experience in vocational training and a network of schools readily available, early programs were approved for specific occupations in which the employment service determined there were unfilled openings for training workers, thus adhering to the statutory requirement that training be in occupations where there is a reasonable expectation of employment. Persons selected for training were those who had the best potential for successful completion of particular courses. This selection, however, screened out many of the unemployed—those who lacked the necessary educational attainment. To meet the needs of the hard-core unemployed who previously had been screened out, various approaches were taken especially after the adoption of the 1963 Amendments. The most comprehensive of these—the multi-occupational approach permits training in a number of different occupations in one project. This approach starts with problems and needs of job seekers rather than with the need for workers. Most multi-occupational projects provide prevocational services, including an assessment of the prospective trainee's skill potentials and interests, work tryouts, and literacy training in addition to occupational training.

Also, many special youth projects were developed. The 1963 Amendments lowered the age of eligibility for youth allowances from 19 to 17 years and raised the ceiling on such allowances from 5 percent of total allowance payments to 25 percent of all trainees receiving allowances.

The program has helped match employers' needs for workers and workers' needs for jobs. Training has been given from semi-skilled and service jobs to skilled, managerial, and technical work. By early October 1965, institutional training had been approved for over 385,000 persons. It is estimated that 275,000 trainees had enrolled in training courses and 135,000 had completed training.

*The On-the-Job Training Program.*—The MDTA-OJT program did not get under way until late in fiscal 1963. Whereas institutional programs under MDTA could utilize the existing network of public training facilities, a new system of procedures and standards were needed for OJT. Despite staff limitations, the first on-the-job contract was signed some six months after the first appropriation became available for MDTA training. During the remaining few months of fiscal 1963 under OJT programs developed by the Bureau of Apprenticeship and Training and participating State Agencies almost 2,000 trainees were enrolled. The program expanded during fiscal 1964 with contracts developed providing training opportunities for more than 13,500 workers. In 1965, a four-fold expansion in the program occurred with about 53,700 trainees reached in OJT contracts. The 1966 goal has been set at 100,000 trainees. State Apprenticeship Agencies were encouraged to participate in the program, and agreements have been entered into by the Secretary of Labor with nine States, including the District of Columbia and Puerto Rico, to perform services on reimbursable basis in the promotion and development of OJT contracts.

*The Special Manpower Program.*—Experimental and demonstration projects found their beginning in the fact that too few of the