

could be developed had to be sought out in some of the most impoverished and economically blighted areas of our Nation. Persons most in need of training were all too frequently the most difficult to train and the least equipped to meet current job requirements. The development of training projects to afford the trainees a reasonable opportunity for employment also had to take into account the limitations imposed by the Act. The effect of restricting the number of weeks for which training allowances could be paid to a maximum of 16 meant that most ARA training was confined to the lower spectrum of occupational skills. Lack of travel and subsistence allowances also restricted the program's range and adaptability.

The ARA training was able to achieve considerable magnitude and diversity by employing certain basic concepts and approaches. First, training activity was geared to the people involved—their skills, their aptitudes, interests, previous work experience, and attitudes. Second, the training was job-oriented; i.e., designed to equip unemployed individuals with marketable skills. Finally each training proposal took into account the special needs of the area and was geared to its blueprint for economic growth.

Despite the preponderance of training for lower skill levels, training for all major occupational categories was conducted. Courses were developed to meet the needs of a variety of new and expanding firms and a number of these afforded opportunities for future training by the employer to upgrade skills.

The 1,060 training projects which were approved since the beginning of the program authorized the training of some 45,000 persons. The training activity as a whole took place in many different economically distressed areas, such as industrial centers in the Northeast, former mining communities in Appalachia, rural areas in the South, and Indian reservations in the West.

The Manpower Act of 1965 amended the MDTA by adding Section 241 authorizing the Departments of Labor and Health, Education, and Welfare to provide a supplementary program of training in redevelopment areas. The new section became effective on July 1, 1965, concurrently with the expiration of the ARA and repeal of Sections 16 and 17.

This legislative change represented an increased Federal commitment but with a continuity of operations. The basic purposes and emphasis of the program were kept intact by Section 241 which provides for: (a) determination of occupational training and retraining needs by the Secretary of Labor in consultation with the Secretary of Commerce, to assure that training activities are coordinated with the redevelopment effort, (b) continued eligibility for training allowances of any unemployed and underemployed persons residing in redevelopment areas without regard to MDTA eligibility requirements, and (c) exemption of the funds appropriated for the supplementary program from State apportionment and State matching requirements. At the same time, the more liberal provisions of the MDTA regarding duration of training, extent of allowances and other benefits, were intended to overcome the serious limitations to which occupational training under ARA was subjected.