

tunities to which he can be referred, (c) opportunities for training or retraining if this is needed to improve his employability. It should help him determine through counseling, testing, and other services what immediate and long-range occupational or other goal is most suited to his interests and capabilities. It should reach out to serve the needs of those who are disadvantaged economically and educationally to help them prepare for, obtain, and hold jobs.

For the *employer*, the center must provide aid in solving his particular manpower problems. It may mean recruitment of a large number or a small number of workers—from professional to unskilled categories. It may mean assistance with an out-of-area recruitment campaign or in-plant manpower planning, such as guides for reducing high turnover. It means providing him with accurate manpower information about trends in employment and unemployment in his area and beyond.

For the *community*, the center should serve as the coordinator of government training programs to the end that they turn out workers with skills that are needed when they are needed. It should help each community understand its current economy and its potential for the future in terms of both industrial development and manpower development. This requires information on occupational changes, nature of jobs, economic trends, employment and unemployment.

To meet the challenge of providing comprehensive manpower services, the Task Force report to the Secretary made a number of recommendations. Among the more important ones were the following:

1. A new legislative mandate should be sought to clarify the role and mission of the Employment Service.
2. A separate, identifiable Employment Service should be established with administrative and physical separation from unemployment compensation activities.
3. Special efforts should be extended by the Employment Service to reach out to persons in need of specialized manpower services to improve their employability.
4. The Employment Service should serve in a coordinating role to implement various government training programs.
5. Personnel in the Federal-State System should be strengthened by raising hiring and promotional specifications and salaries.
6. Training and development of personnel should be expanded through more and better orientation, in-service and out-service training, tuition refund, and educational leave.
7. Exploration should be undertaken of ways and means of facilitating mobility of personnel within the Federal-State System to develop employees' competencies and enable the System to draw more effectively on all its resources.
8. Improvements should be made in the methods of development and dissemination of labor market information through better research methods and operating procedures.
9. The current inter-area recruitment program should be strengthened and the feasibility of utilizing automatic data processing in this program should be explored in depth.