

to be undertaken to overcome problems of large-scale unemployment and underemployment.

Population in the 16-21 year age group will continue to exceed the rate of growth for the total population. The number and complexity of employment problems encountered by these young people, particularly those at a disadvantage in education, will require comprehensive counseling services to help them in determining fields of work for which they have potential and the types of academic or vocational training necessary to improve their employability. They will need specialized employment service assistance to find and hold suitable jobs.

Older workers, members of minority groups, and the handicapped—many of whom make up the hard-core unemployed—who are least able to migrate in search of new jobs, who are underemployed, whose skills are outdated, or who lack education required for job opportunities will require specialized employment and training services tailored to their particular needs.

A sharply increasing number of military retirees who are mostly in the older worker group are joining the labor force each year. Many of them will require specialized employment service assistance to find opportunities which will utilize the skills that they developed during their military careers.

By 1968, employers of 25 or more persons will be covered by the provisions of the Civil Rights Act of 1964. This means a five-fold increase in the number of employers to which the provisions are applicable compared with 1965 when employers of 100 or more were covered. In finding qualified or potentially qualified workers and helping employers comply with this Act, additional responsibility will be placed upon the public employment service.

There will be increasing demands to provide training activities geared to available or potential job opportunities, to undertake and carry out community economic development, and to provide meaningful counseling and other actions essential to the matching of workers and jobs. These activities cannot be carried on effectively without extensive and up-to-date job market and occupational information. There will be increasing need for job vacancy and manpower requirements and labor supply information by occupation, industry, and area.

Technological changes will continue to call for the cooperation of employers in providing early warning of changes to come. The collection, processing, and flow of such information will need to be accelerated by the use of modern data processing and communications equipment. Changes in old occupations and emergence of new occupations will require that job descriptions be kept up-to-date and be widely disseminated to employers, workers, educators, community planners, and those concerned with economic development and the implementation of an active manpower policy. Employment counseling and job market information for workers affected by technological changes, and who must be retrained to meet changing occupational requirements, will have to be improved and expanded to reach more of those who need service.

If the current downward trend in the unemployment rate should continue, shortages can be expected in professional, technical, and