

nizing that he may want to do a different kind of work and that his interests may be better served in an urban setting.

Counseling services will be made available to workers employed in agriculture, and each worker will be afforded the opportunity to realize his full potential. He will be exposed to all the jobs for which he is qualified, and he will not be limited to agricultural employment. Training programs will be developed to prepare him for higher skilled agricultural employment or for nonfarm jobs. Over 20,000 workers have been or are being trained nationwide in a wide variety of agricultural skills. Further, workers who are customarily employed in nonagricultural jobs will be exposed to farm employer requests.

A problem of continuing seriousness is the substantial number of rural youth to be absorbed by the economy. A great deal of Farm Labor Service time will be spent with the individual problems of rural and other youth who wish to work in agriculture and related industries. Again, fitting the individual to the particular job will in great measure be accomplished through appropriate training and other supporting services.

To service the worker as a human resource, it will be necessary to open additional local offices in rural areas—local offices that will serve as community manpower agencies, able to advise workers and employers alike. Available at these offices will be current information and projections of the manpower outlook for the immediate area and for the country. Some of the offices may be tied into a national automatic data processing communications network.

Rapid communication systems feeding worker availability and job inventory information to and drawing it from a central ADP storage point are now under development and should be operational by 1970. These systems will reduce many of the operational problems involved in moving large numbers of seasonal workers. Farm Labor Service personnel will thus be released from attention to seasonal worker problems and will be able to turn to worker employment problems brought on by greatly magnified skill demands in agriculture and the need for shifting much of our present agricultural work force to urban, industrial jobs.

In addition to dealing with the immediate suitability of an individual for a job, the Farm Labor Service will be increasingly involved with such peripheral but important issues as housing, transportation, health, and the mobility of individual workers.

A human resources approach to the individual worker will require program coordination between the Farm Labor Service and the employment service. This may lead to the assignment of a full-time agricultural employment advisor in each rural office, and to selected urban offices.

It will be necessary to expand the collection of data which reflect trends in employment, wages, and working conditions. The Farm Labor Service, or universities through research grants, will investigate subjects of particular interest to the agricultural community, such as productivity; farm labor costs; manpower requirements resulting from technological changes or employer innovations; economic impact of relocation; and economic effects of out-migration on rural communities.