

The remaining 34 percent returned to gainful employment at about the same income level attained earlier. Median pretraining earnings for all trainees, institutional and OJT, were \$67 per week, compared with \$73 after training. Median earnings of male institutional trainees, when the survey was made, were \$13 per week higher than for women. Significantly, nearly half of the trainees surveyed had already received a promotion and/or wage increase. For the most part, they credited their MDTA training for their advancement.

The institutional training program not only provides unemployed and underemployed workers with usable work skills, but in the process helps them to climb the rungs of the occupational ladder.⁵ Before entrance into training, only 2 percent of the trainees performed work of a professional, semiprofessional, technical, or managerial nature. Yet 10 percent of all MDTA trainees are being trained in some occupation in that broad grouping. This trend of upward mobility applies to both men and women.

There are ongoing manpower programs in all 50 States and in Puerto Rico, Guam, the Virgin Islands, and the District of Columbia. Ten States account for more than 50 percent of all approved trainees: California, New York, Illinois, Pennsylvania, Michigan, Ohio, Massachusetts, Connecticut, Missouri, and Kentucky. With the exception of the last two, these are heavily industrial States. In view of wide geographical dispersion of the programs and the large number of trainees, both the number of projects and the number of trainees will conform roughly to the population and industrial distribution of the Nation.⁶

In September 1965, the Department of Health, Education, and Welfare analyzed trainee data tabulated on the basis of the urban or rural classification of the county of residence.⁷ Using the Census definition (i.e., if 50 percent or more of the population of the county reside in towns of 2,500 or over, the county is classified as urban) it was ascertained that 78.7 percent of the trainees reported in fiscal year 1965 were classified as urban residents, with 21.3 percent from rural areas. The analysis further revealed that there is a greater concentration of training in the skilled and semiskilled occupations for persons from rural areas, while among persons from urban areas over three times as many are being trained in unskilled occupations as in skilled and semiskilled occupations. Nonwhite trainees from rural areas are less well represented in the subprofessional, clerical, and sales training courses than nonwhites from urban areas.

In evaluating the impact of a program, a different perspective can be afforded by supposing what might happen if that effort were non-existent. A recent study has underscored the necessity of making an increased effort to provide training programs for American workers. It stresses that approximately 20 million persons, of the more than 52 million studied, are high school dropouts without any formal training. It estimates that if the present pace of education and training continues, the Nation can anticipate having 32 million adult, non-high-school graduates in the labor force in 1975.⁸ These figures (projections) seem more critical in the light of an economy that is

⁵ Ibid.

⁶ "Education and Training: The Bridge Between Man and His Work." Apr. 1, 1965.

⁷ Staff paper, New MDTA Data. Sept. 7, 1965, Mrs. Jean Williams.

⁸ "Formal Occupational Training of Adult Workers." USDLE, 1965.