

deploying an OJT Developer to each area of concern, we can expect to localize sub-contracts and thereby provide opportunity to area constituents. The latter we will reach by maintaining active liaison with those community agencies having the preferred community outreach. The results of this experiment should provide a solid basis for pursuing the establishment of self-contained OJT Projects within those areas having a firmly established need. It is anticipated that all such outposts can be included under a single Urban League proposal, to assure that each will benefit from our agency's job development and employment know-how. Needless to say, the success of this effort will depend upon the co-ordinated thinking of all persons responsible for its successful completion.

Accordingly, a good analysis of each staff responsibility is necessary with assignments made so that each can function effectively.

The objectives to follow are considered basic to any OJT Project desiring broad outreach and good continuity. We actually attribute our current success to their having been given proper priority in operational planning.

1. Develop and maintain industry information, which will lead to OJT placement in those occupations able to absorb both the unskilled and those considered underqualified.

A very recent employment analysis indicates that three out of every five Negro males are considered unskilled or semi-skilled. In addition, more than 50% of the Negro males over 25 years of age have less than a high school education. It is no wonder that one out of every three Negro males has suffered from unemployment within the last three years.

2. Establish and maintain a knowledgeable and effective referral service, thereby providing the applicant with an assist on as broad basis as possible. Referral should not only include vocational training, occupational therapy and vocational guidance, but also provide for inter-agency exchange of OJT opportunities. The latter could be made possible with the establishment of a central clearinghouse for all OJT Projects.

Current employment statistics indicate that non-white joblessness increased in July, 1966, at the same time national unemployment fell to 4.5%. Less than 4% of the white working force was jobless while non-white employment actually decreased. The non-white unemployment rate continues to be double that of white, and there is current speculation that it could become worse. We must, therefore, give good direction to all those deserving to attain their rightful place in our society.

3. Maintain appropriate counseling and follow-up, offering encouragement to all trainees suggesting that they take full advantage of very opportunity which could lead toward the development of their fullest potential.

Almost any urban population statistics will point-up a ghetto situation involving its minority constituents, and this forms the real basis for multi-frustration. With opportunities grossly limited, there is the realization that they form the bottom of the economic ladder. By often receiving the least education due to inferior schools, motivation is further impaired and leads to a high incidence of drop-out. We feel obliged, therefore, to assist and direct on an individual basis, in an effort to overcome this deep-seated discouragement.

It is apparent from the foregoing that counseling, as a staff function is needed and required in direct support of good job development. We should make certain, therefore, that all Urban League prime contacts include provision for this important function, as part of the staffing requirement. *Agencies established to serve a particular community constituency, as ours, must maintain a close continuity in agency/applicant relationship to assure effective matching of people and jobs.*

In addition, each of the above objectives could be greatly enhanced through a subsidized program permitting our agency to couple certain types of institutional training with that of On-The-Job Training. *When we are able to supplement the employer's occupational training efforts with training in those basic educational skills required on the job, additional and important OJT areas will open to us.*

It is our sincere wish that the information in this report will serve to expedite the release of future funds as needed to permit implementation of the Urban League OJT Program. It is fortunate that the Urban League's years of sound program experience would permit its immediate implementation to the fullest extent. Proposal cost, therefore, should be viewed in terms of both immediate and long range values and not be the sole factor to govern decision.