

APRIL 25, 1967.

Hon. W. WILLARD WIRTZ,
Secretary of Labor,
U.S. Department of Labor,
Washington, D.C.

Mr. FRANK NEHER,
Regional Director, Bureau of Apprenticeship and Training, U.S. Department of
Labor, New York, N.Y.

DEAR SIR: Since 1965, the Urban League of Westchester County, Inc. has been responsible for the development of the On-the-Job Training Program for the Westchester County area. The Urban League, because of its long history in the struggle for social, economic and educational equality, was considered the most logical organization to carry the concept of On-the-Job Training to the community.

The report which follows shows the project's accomplishments and our goals for a future program.

Sincerely,

MONROE R. LAZERE,
Chairman, Economic Development and Employment Department.

INTRODUCTION

On November 29, 1965, the Urban League of Westchester executed a contract with the United States Department of Labor, Bureau of Apprenticeship and Training, to conduct an On-The-Job-Training (OJT) Program for the county of Westchester. This program provided the vehicle through which a concerted effort was made for the development of job opportunities combined with skill improvement in actual work situations.

The initial project called for the development of three hundred (300) trainee positions for semi-skilled, and underskilled job seekers, who were unemployed or underemployed. As of March 1, 1967, the Urban League of Westchester fulfilled its commitment under the initial contract and will propose a new and expanded On-The-Job-Training Program for Westchester County.

ROLE OF THE URBAN LEAGUE OF WESTCHESTER

Since its organization in 1918, the Urban League of Westchester has been involved in the struggle to end economic and social inequities which exist throughout Westchester County. The Westchester Urban League has concerned itself with some of the housing, economic, and educational inequities faced by minority people.

During the past decade, the League has focused on the area of job development and employment. It has maintained a Job Development and Employment (JD&E) which interviews, screens, and refers job applicants to positions developed by the League, within industry.

In 1965, the Job Development and Employment Department of the League was involved in special projects aimed at orienting and preparing youngsters for entry into the job market. The League maintained its Volunteer Employment Service which operates as part of the National Urban League's Skills Bank Program for direct job placement.

Through the many activities of the Job Development and Employment Department, the League has seen the need for new and better ways of closing the gap between minority workers and job opportunities. The National Urban League's Skills Bank has pointed out that there are more jobs available than qualified persons to fill such jobs.

On the national level this gap prompted legislation calling for job training and re-training programs to bring the utilization of minority manpower into line proportionately with that of the community at large. With this purpose in mind the Westchester Urban League developed, in conjunction with the National Urban League and the United States Department of Labor, an On-The-Job-Training Program under the Bureau of Apprenticeship and Training (BAT).

PROGRAM NARRATIVE

The purpose of the On-The-Job-Training Program was to develop training positions in industry for three hundred (300) marginally skilled minority job applicants who were unemployed or underemployed.

The On-The-Job-Training Program offers the employer personnel recruitment