

of Economic Opportunity and other departments of this Government with regard to the question of the hard-core unemployed.

One, find him; two, recruit him; three, train him; and four, place him. It seems to me this is a very important area. We have before us a wonderful opportunity now to begin to do something about this. I would like to know what is being done about it?

Secretary WIRTZ. Thank you, Mr. Meeds. Now we are on a tough point. This other was easy. We don't know exactly how many but we probably are talking about 2 million and a million and a half remaining hard-core problems in this country. You ask what we are doing about it. The first thing we did about it, at the President's instruction last fall, was to find out where they are.

They are not scattered all over the country. The first thing we have done is to send people into the slums and ghetto areas and to find out where they are concentrated and start planning our program on that. This is a first and important step.

Mr. MEEDS. May I interrupt? Do these people just come out and place an ad in the paper?

Secretary WIRTZ. No, they do not.

Mr. MEEDS. How do you find them?

Secretary WIRTZ. I will tell you how hard it is. When we instituted the concentrated employment program here in the District of Columbia area, I went to a group of Negro leaders one night. They said to me exactly what you are saying now. "Nothing you have done so far will even get in touch with these people. You don't talk their language. They don't like your institutions, any of them. You have to get through to them to find where they are."

Your question suggests the heart of the problem. What we are doing on that point in the concentrated employment program is to line up a group of people, whom we are calling coaches. These coaches go out into the community, and find out by name and by individual who these people are. The people enter in a 2-week entry program of one kind or another. The heart of our present answer to the question you raise is that we are now working with that group on a ratio of no more than 20 to 1, so that we are going to identify one person to work with finding 20, and bringing them through this entry program. We are getting them into a training program and staying with them on a person-to-person basis, getting them jobs and staying with them even after they get the jobs.

Mr. MEEDS. Do you find, Mr. Secretary, that the type we are talking about now is generally ready for on-the-job training?

Secretary WIRTZ. No, sir; in most cases not.

Mr. MEEDS. Why not?

Secretary WIRTZ. There are three answers. One, he probably dropped out of school before he had any kind of sufficient basic education. Two, there is probably a factor of very real alienation at this point. Call it lack of motivation, I wish we had some shorter words for it.

As a matter of developed skill and as a matter of attitude he is just not yet a good risk as far as even an on-the-job program is concerned. We have to meet that problem.

Mr. MEEDS. At that point you find a real reluctance on the part of industry, and understandably so, to accept this person in an on-the-job training position.