

things like reports on the opportunity crusade or OJT—and there are many with similarities——

Mr. GOODELL. It is our concept they would be meshed together. An employer could use OJT to pay for equipment and costs and overhead costs.

OJT presently does not permit the payment for any portions of wages. The industry youth corps would make money available to pay up to a quarter of the wage.

In addition it has proved to be appropriate to the OJT type of thing. The problem with OJT nationally, and I would be interested in your comment, has been that the very large companies generally are not participating.

By that I mean more than 100 employees. That your employers—maybe 30 to 50, who have participated have had under 100 employees—but very small employers have not participated. Apparently, smaller employers are not participating for the same reason the very large employers are not.

They bear the supervision and cost themselves, and the smaller employers don't want to get into the applications and forms and reviews. When you get down to eight or 10 employees it is understandable that the paperwork becomes a more burdensome thing to them.

Mr. CARSTENSON. I think the small contractor—if he has to go to some distance to a sponsor—he does have a problem. In Arkansas, it is kind of unique.

Mr. CARSTENSON. It is a Federal OJT contract to the Arkansas Farmers Union although the State is involved but it is a Federal contract. We are trying to do an outreach job into rural areas.

We are also considering doing something in the area which has never been tried before and we hope that our board is given approval but we have not gotten around to doing some of the work necessary to get the application processed of seeing what can be done also on the farm on-the-job training.

As far as we know this has never been done and also older worker training.

I agree the large industries have not been going into it as much as they should. The more we can do in this area, the kinds of things you have proposed and more OJT and being more experimental in this area, there are a lot more jobs out there than are now being filled.

I would like to urge then that the present Neighborhood Youth Corps programs be used more for the younger boys and girls and that the industry ought to be more focused on the older teenager or young adult and this would be a good emphasis.

I think there would be perhaps less criticism of possible exploitation.

Mr. GOODELL. Apparently in your contract and program, the farmers union has experienced more flexibility than OJT programs nationally. We are seeking this industry youth corps and administrative structure that will give the flexibility in structure which you apparently accomplished. You are almost unique in this respect. Our concept has a community action board administering it and supervising it and negotiating with the employers involved. The decisions and details can be made at the local level rather than an application going into the Federal level.