

In women's centers, absenteeism from class—this is unauthorized absenteeism, I might add, was 3.5 percent. In the conservation center—this is really interesting—0.9 of 1 percent absenteeism, and in our demonstration centers, like the Capitol project here in Washington, it was running 1.3 percent, so that the overall average of the Job Corps was 2.5 percent, men's and women's conservation.

Mr. MEEDS. To what do you attribute this rather phenomenal success?

Mr. KELLY. I think that we have done in the last year is, I think we have made it very clear if you are going to be in the Job Corps, you are going to obey the rules, and we issued this code of enrollee conduct. We have also jacked up our staffs, and let me say we fired some people, and I had to unfortunately fire a director Friday of last week, because there was still a high degree of permissiveness in his center, and when I saw the absentee rate and the fact that the youngsters weren't doing what they were supposed to do, I fired him.

The name of the game is people. The people who come into the Job Corps can't be told it is a country club or a finishing school. If you don't want to work, you ought to get out. It is a voluntary program. If you volunteer to get in, it strikes me you ought to do what you are told.

Mr. MEEDS. Another problem that has been concerning me—half of my district is rural, and I have heard, and perhaps there is some validity to it, and I would like to check it with you, that there is difficulty in recruiting and setting up proper recruitment programs for rural youth as opposed to city and urban youth.

Mr. KELLY. You are quite correct.

Mr. MEEDS. And that the groups in the city are working much better.

Mr. KELLY. You are correct. The overall Job Corps, with 41,000 people in it, in terms of males, 19 percent are from rural America, and females, 5 percent are from rural America.

We have not done a good job of recruiting in rural America.

Mr. MEEDS. What will be done to recruit more from rural America?

Mr. KELLY. We entered into an agreement with the AFL-CIO and their Appalachian Council. They are recruiting for us in Appalachia. They promised to deliver 10,000 youngsters in fiscal 1968 from rural America into the Job Corps.

We also have an agreement with the Department of Agriculture, the Conservation Service, and they are working through—what do they call it—the extension agents, in terms of trying to identify youngsters in rural America who need this program, and the Agriculture Department said that they will deliver some 4,000 youngsters in fiscal year 1968 from rural America.

Now, those are the two specialized efforts we are making. I think they are both working fairly well, although in the case of the AFL-CIO, we have been in operation with them, I think, since March, and not all of the precincts have been heard from in terms of their success. We will know a lot better, say, by the end of this summer.

Mr. MEEDS. In the higher concentration areas, where there are more people, most of your recruitment efforts are going on through employment offices?

Mr. KELLY. That's right.