

Mr. HATHAWAY. I realize you cover an awful lot of skills, but do you think that high school training today equips a person so that he can take a training program in a factory and fulfill the needs that are required?

Mr. DAVIS. I would say on that that it would depend on the industry itself. It varies all over. Prior to taking on this assignment with the AFL-CIO I took leave from a previous assignment with the organization to work with the Equal Employment Opportunity Commission at its beginning.

There, I learned that if you took industry by industry you found that the requirements depending upon the competition for training varied.

You found that in some industries they wanted or they would prefer, let us say, people who had a year or two in college as an entry level requirement to some of the training programs.

In other industries you found that high school graduation was acceptable.

Mr. HATHAWAY. What industries would require a year or two of college?

Mr. DAVIS. In some of the higher skills, for example I know in the auto industry in the skilled trades for example if there were a number of applicants with college backgrounds or at least a year in college that they would probably get more preference than those who did not have that.

It was not a rigid requirement, that is the point I am trying to make, but there was always preference given to those who did have college.

Mr. HATHAWAY. I understand that because of the shortage in skilled workers a plant which I visited in Detroit was using high school graduates to do all the molding that was done formerly by college graduated engineers. After completing a training course, these high school graduates were starting at up to \$12,000 a year.

What I am getting at, is the additional education required or can we just take a high school graduate and put him into one of these training programs and have him come up to the level that maybe previously required a college degree or a couple of years in college?

Mr. DAVIS. I don't have the information to accurately answer that.

Mr. SESSIONS. I don't know if we have any statistics on hand. I suspect that what you are suggesting is true in many cases, that employers have artificially raised standards, that there are more jobs that people with less education can do than might seem to be so.

There are even jobs where illiteracy is an advantage. If you have a secret installation it is a help if the guy that empties the waste basket is illiterate.

But on the other hand I think it is quite clear that our own people or membership in the AFL-CIO is becoming more, at least a large percentage of it, is a white-collar and professional membership.

We have just organized for the first time in the AFL-CIO a professional workers council comparable to the building trades council.

I think this reflects a growing professional level in the work force.