

I agree with this suggestion—the first is that we must keep constantly in mind that the way we measure unemployment in this country limits it only to those who are looking for work and unable to find it. It does not include those who have given up or who are non-participants in the work force for one reason or another and does not include an undercurrent factor of which we are becoming increasingly aware and concerned.

Agreeing completely with this statement, I note three points:

First, as regards the concept of unemployment itself, a person is counted “unemployed” if he has no job and is actively seeking one. This omits significant factors of “nonparticipation in the work force,” and underemployment.

Second, there is an enormous variation in the elements which are taken together to develop an “average” unemployment rate.

The rate of unemployment in the United States for 1966 was 3.9 percent.

It was only 1.3 percent for professional personnel, but 31.1 percent for Negro teenage girls.

It was only 1.9 percent for married men as a whole, but 21.2 percent for Negro teenage boys.

It was only 2.8 percent for skilled workers, but 7.3 percent for the unskilled.

The first two points preface the third: We are developing manpower policies and programs aimed directly at *hard core* unemployment.

This means not waiting for the unemployed to come to us, but going out to reach them with programs which will help motivate them, enhance their employability as well as their basic education, give them occupational training, develop and place them in jobs, and follow them up with support services so that whatever initial success is achieved with them “takes.”

Employers are being much more active participants in the development of recruitment, referral, training, and work-training programs.

Two-thirds of the training slots available under the Manpower Development and Training Act are being allocated to the hard-core unemployed. The trainee population now includes much larger proportions than before of youth, minority group members, and long-term unemployed (table 1).

The remaining third of the training opportunities under MDTA are being used to help meet particular and serious skill shortages. During this fiscal year, about 82,000 trainees out of the projected total of 235,000 are being deployed explicitly in that direction. Special training programs are being set up for hard-to-fill occupations requiring only relatively brief periods of learning, such as nurses aids and hospital orderlies, and for some of the entry jobs in the repair and mechanic fields. Refresher training is also being provided for professional personnel for whom there are large unfilled demands. For example, refresher training for 10,000 professional nurses was authorized for this fiscal year, 10 times the corresponding number for last year. In 1966, more than one out of every four persons enrolled in MDTA courses (27 percent) received training for occupations in which personnel shortages had developed.