The on-the-job training program, if properly administered does permit the sharing in that decision of the employer and the public. We have continued to proceed on the assumption that as we make the on-the-job training procedures more flexible, reduce the amount of redtape, diminish the number of restrictions upon it, be more flexible about it, and leave more to the employer's discretion, we perhaps move toward the same result that you are talking about in connection with the tax credit.

Now, you realize from what I have just said and from your proper reporting of the previous development I am by no means ready to propose to do away with that approach. I would go through with it—I would go through with the on-the-job training program. We would concentrate the subsidy on the cases which needed it most.

Representative RUMSFELD. Does the category of opportunity which you are referring to as on-the-job training program offer the same advantages as would a tax-credit incentive to the private sector in terms of seeing that the individuals once trained are trained for a job that does in fact exist? This is a problem. You were talking about statistical information with Mr. Curtis concerning what openings really exist. The knowledge, it seems to me, as to what is actually needed and available, exists in the private sector. And I am wondering if this apparent advantage in the tax credit mechanism—in addition to the on-the-job training, might be sufficient to swing you over.

Secretary WIRTZ. We are still proceeding on the assumption that if we perfect the on-the-job training there can be the full measure of the employer direction of the program and the particular training.

We are also hoping to meet this other situation. If you put a tax credit into effect and an employer has the possibility of on-the-job training, of Mr. A whom the employer is relatively sure he can make into a good working asset within 6 months, and Mr. B, who also requires some basic education, and who, therefore, probably will take 2 years to become a comparable asset, he will take A. We are hoping we can make arrangements which will encourage him to consider B if we supply the supporting services of one kind or another. But I didn't mean to take advantage of your question to answer another one.

I do think that the on-the-job training program can properly be administered with sufficient delegation, not in the constitutional sense, of authority to the employer, and can achieve the full purposes of the tax credit.

Representative RUMSFELD. You mention real take-home pay was lower at the end of 1966 than at the end of 1965. I would like to have those figures; and for 1960, also.

Secretary WIRTZ. We can give them—the figures are relatively complete for the production workers in the manufacturing industries and we can give you those. The tables are incomplete when you get outside of that. You want only the end round figures for production workers and manufacturing.