

always going to have that fellow say, "I won't figure closing the building in because I will take a chance that it will be a mild winter" and all this sort of thing.

If this is a part of the specifications and a part of the accepted work practice then I think in the eventual long run we are going to develop some really remarkable new methods of closing in buildings so that you can work in the bad seasons.

Mr. O'HARA. I would heartily concur in that.

I would like to highlight the fact that you may not even, in many cases, have to enclose the site. I have been very impressed by some of the tremendous technological strides that were made in heating the open spaces.

Mr. FANCHER. Very much so.

Mr. O'HARA. You know about these infrared blower heaters. A number of examples come to mind but a lot of new buildings are being built with plenty of open spaces and sort of a doorway. You have an open entrance with a blast of heat that sort of forms a wall.

Mr. MURPHY. Don't go too far with that.

Mr. O'HARA. It is not the kind of wall you build. I might suggest though that when I was over in Great Britain a few years ago I happened to be chatting with the president of the bricklayers union over there and I got talking to him about apprenticeship and training programs and so forth and it was interesting to hear his observation. He said, "We are having difficulty getting enough apprentices and have taken a number of steps to try to make apprenticeship more attractive." He said, "But we just find that it is terribly hard to compete with some of the newer trades and skills that have year-round employment indoors where it is comfortable. We are having difficulty competing." And then he spoke of some of the steps they were taking to eliminate the seasonality factor.

His analysis of the situation was very much like the analysis you gentlemen have made with respect to the ability to attract new people to the trade and keep them.

Mr. FANCHER. Mr. Chairman, I think again you indicate your knowledge of this subject, and you have touched on what I consider a really important subject. It is, as President Murphy indicated, a little difficult to induce young people to come into a business that has the possibility of 3 or 4 or 5 months of not working.

Now, there is today in my estimation a sufficient work force of skilled people in this country to handle the construction industry if we can cure seasonality.

Now, if we can cure that, then we have no shortage of skilled people because they will work year round and production will be much higher and we will solve that problem.

Of course, we would have the additional inducement of getting young people to come in because they would have full employment. Every young fellow today who is entering the work force and planning on getting married is naturally looking for a way to take care of his family and there is nothing wrong with that.

We would like to offer him a better opportunity in this business and we can, if we can cure this one thing, this seasonality in the construction work.