

far removed from predestination and foreordination, although we did not quite realize it in those terms. I think the most important thing that has happened is today we have rejected any comparison with the past as being almost irrelevant, almost immaterial, and we have accepted the proposition that we can do almost anything that we set out to do—at least as far as this area is concerned.

I think that is the most important change there has been.

Now we meet this situation. Every gain we make today means instead of approaching our goal, we are a little further from it than we were before, because we are setting a new goal in terms of human capacity. And this is a very realistic thing. It is as real as the fact reported in the newspapers last week, that when Detroit recently opened its employment gates almost without limit of any kind, the result was to increase unemployment in Detroit, because it brought more people into the work force, indeed it brought more people into town.

We face the fact that as we make our programs to meet unemployment in the slums more effective, unemployment in the slums is likely to increase because of the people coming into the city from outside the city. It is a significant fact that several million people will move from the countryside to the cities in this decade, a great many of them, the underprivileged, the disadvantaged—because of the superior opportunities that they feel are presented in the cities as far as employment is concerned.

Now, I do not say this in complaint. It is simply a reflection of the fact that the country now senses that it can meet a much higher standard than it did before. And it is a grand thing to throw away the measures of the past, and to have a new standard set for you every time you approach the old one. I have suggested here that it does sometimes, at the end of the day, make you feel like a greyhound chasing a mechanical rabbit, that you can never catch up with it—and yet, it permits you, the next morning, to wake up realizing that in a kind of economic way man has rejected the old idea of determinism, and has accepted the proposition that we can perfect the human ideal.

That leads me to my final point. It is a point of emphasizing the unfinished part of this business. There have been three stages in evolution of the manpower program. They ought to be clearly marked. The third one we are just moving into, and it is the one I want to mention here in conclusion.

We started our first official recognition of the unemployment problem in the middle thirties—we started out by talking about unemployment insurance, and employment exchanges—the Social Security Act of 1935, and the Wagner-Pizer Act of 1933.

The closest we came to a recognition of the individual's significance in the unemployment situation was to say if you are out of a job, drop by such and such an address. And furthermore, if you have worked for the system, we will now pay you unemployment insurance benefits for a while. That is the only road of recognition of the individual there. It was a system-oriented kind of thinking about the whole business—the only jobs we were thinking about were those which the system wanted to have filled. And we furthermore thought about unemployment in this country, until this decade, in terms of