

Of the 113,000 new OJT trainees enrolled during 1967, about two-thirds were disadvantaged. This experience taught us that in order to attract hard-core recruits and move them through training into steady employment, a broader type of program would be needed. More counselling, health assistance and other supportive services would be needed; and the additional costs incurred by employers through loss of productivity, unusual supervision needs and other extra burdens would have to be taken into account. In 1968, the OJT program is emphasizing jobs with career potential, and is providing positions in private industry for many young persons initially enrolled in the Job Corps and Neighborhood Youth Corps.

Under the JOBS program, the Government will locate and identify the hard-core unemployed. Cooperating companies will furnish jobs and bear the normal costs of training, while the Government will underwrite additional costs such as literary training, transportation, health services and counselling.

The President also announced the establishment of a National Alliance of Businessmen to help launch the program. Leading business executives are spearheading the effort in the 50 largest cities. An expenditure of \$106 million from available manpower funds has been programmed for Fiscal Year 1968, with an increase to \$244 million planned for Fiscal Year 1969.

The CEP and JOBS programs permit combining the resources available to meet hard-core unemployment under both the Manpower Development and Training Act and the Economic Opportunity Act—so far as the administration of the EOA programs has been delegated to the Department of Labor. These include the New Careers program, the Special Impact program, Operation Mainstream and the Neighborhood Youth Corps.

These programs funded under the Economic Opportunity Act are budgeted for \$745 million in fiscal 1969. Training programs under the Manpower Training and Development Act are budgeted for \$513,044,000. In addition the Department will be administering the work incentive program for AFDC recipients, with an expected enrollment of 110,000 recipients in fiscal 1969.

The grants budget for administration of state employment security agencies requests \$616,573,000 for 1969. I will not take time to tell the whole story of how the employment services are redirecting their efforts to serve those in greatest need, but it is an exciting story indeed.

All in all, programs administered by the Department of Labor will provide 1,300,000 training and employment opportunities in 1969.

In summary, regarding this matter of hard-core unemployment, I suggest the importance of recognizing fully all that remains to be done—and equally what is currently being accomplished.

As well as I can advise you, not only the population of the Nation as a whole *but every group within it* has—*by any past measure*—made unparalleled gains during the past five years so far as employment opportunity is concerned. When particular statistics are picked out to buttress a contrary conclusion, it only confirms that computers can now, like the scriptures, be drawn upon selectively to support almost any proposition.

One of the significant things that is happening is that each gain which is made in increasing employment opportunity draws additional people into the work force. The development of effective training, work-training, and employment opportunities for the hard-core unemployed encourages those who had given up to try again. There is still only partial realization of the extent to which the intensification of efforts—and the increased effectiveness of the efforts—to meet the problem of hard-core unemployment in the city slums is drawing the nation's disadvantaged more rapidly into the cities.

This is not remarked in complaint. The most important thing that has happened in these past five years is probably that we have rejected, as the measure of our achievement, any standard of previous performance—substituting instead the measure of the human potential. What we were able to do before is irrelevant, any gain by that standard immaterial. If this means feeling at the end of each day like a greyhound chasing a mechanical rabbit that can never be caught, it also means starting the next morning with the ennobling realization that man has finally shaken the false ideologies of predestination and determinism and has accepted responsibility for perfecting the human ideal.

This leads to a final point.

The first stage in the development of a national policy regarding employment and unemployment accepted the non-use of people—i.e. unemployment—almost entirely as part of the product of a national economic equation. The purpose was