

never allow ourselves to forget that the employment process involves fundamentally a human relationship.

At any rate, these developments should speed up the reemployment of employable workers who now spend unnecessary weeks looking for new work opportunity. Cutting down unemployment time for the so-called "frictional" group, who are in fact going to be re-employed in fairly short order, will reduce the total amount of down time in the economy. If the computerization of the Employment Service can cut only one week's unemployment for those now unemployed about a month, for example, there would be a small, but noticeable, reduction in the overall unemployment rate.

Most of our unemployed, particularly those who come into the labor market for the first time, know little about the opportunities that exist, even in their own community. And it is within their own labor market that most opportunities are to be found, and that computerization would have its greatest effect.

Special types of assistance are sometimes useful where jobs are more available in locations other than the city or town of immediate residence, such as in the case of the young worker displaced from a technologically advancing rural area. Some experimentation has been done with aids to mobility, not to force or direct people, but to open new opportunities on a purely voluntary basis. Efforts of this kind, on a more regular scale—perhaps tying into the growing body of information at the Department of Commerce on the growth areas of the nation—would cut into the nation's unemployment down time.

A comprehensive system of job vacancy information would speed up the process by which workers and jobs come together, and enable us to focus more sharply on the targets for which training is needed.

It is of course of great importance to take the variety of actions necessary to end arbitrary discrimination, and to end hiring standards irrelevant to job performance, as more and more employers are doing, either on their own or with the aid or prodding of the Government.

Fourth is the importance of cushioning the human and economic losses that arise when workers lose their jobs through no fault of their own. One of the quickest and surest measures we have in our group of stabilizers is the unemployment insurance system. It begins to operate automatically, provides an important income cushion for laid-off workers, and counteracts the effects of sudden or too abrupt employment adjustments.

This system needs improvement if it is to play a fully effective role in combatting economic and human adversity.

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Each of these four areas of emphasis involves many specific actions. Each action by itself is likely to have a small—often not easily measureable—effect on the overall unemployment rate, particularly the youth rate. But together they can have a sizeable impact, and can play an important part in efforts to combine high employment and a stable price level, while augmenting our drive to put an end to poverty.

An important companion step to action in each of these four areas is the improvement of the Government's ability to administer manpower programs effectively.

The current organization of the Manpower Administration in the Department of Labor is not satisfactory. There are too many lines to the field, and too little coordination of the planning and operating aspects of the programs. The states, cities and towns deserve a more understandable and responsive Federal partner. Major organizational improvements must be made at an early date. In order to remedy these deficiencies, alternative organizational structures are under consideration. Consultation is being initiated with interested groups to obtain their reactions and support.

Concurrently, a strong effort must be made to develop stronger relationships within the present or any proposed program content in the manpower field. As the President said in his Message to the Congress yesterday, "One of the priority aims of the new Administration is the development by the Department of Labor of a comprehensive manpower program, designed to make centrally available to the unemployed and the underemployed a full range of Federal job training and placement services. Toward this end, it is essential that the many Federal manpower programs be integrated and coordinated."