

A third area that I want to comment on involves improved efficiency of the labor market itself. There are some interesting developments coming along in that field. One is the job bank that is now operating in Baltimore, Md. A daily list of job openings in the area is run through a computer and that list is made available to all the Employment Service offices. I am going to talk in a minute about national or regional labor markets, but most jobs, of course, are found in a local labor area. This important device should be some help.

In Utah we have the beginnings of a job-matching system that has just been put into place. We are watching its development and trying to learn from Utah's experience. I feel that it has national potential.

Now, I have been emphasizing the positive aspects of this subject. But I want to add a note of caution. Arrangements on the part of an individual to take a job and of an employer to put someone to work involve personal considerations that are not subject to computerization and, indeed, these must be carefully preserved in a free and open labor market. We must never allow ourselves to forget that the employment process fundamentally involves a human relationship, an intense human search which may be assisted by a computer process.

There have been some experiments with mobility benefits, not to direct people forcibly, but to open new opportunities on a voluntary basis. These experiments are worth following and continuing, and perhaps we can tie them into the growing body of information the Department of Commerce is developing on growth areas of the Nation.

We are also working on the job vacancy data and hope to develop a better system of job vacancies information.

I can't pass by this subject without taking note of the fact that discrimination in employment continues to exist. It is important to keep working on the elimination of arbitrary discrimination through hiring standards irrelevant to job performance. More and more employers recognize this. Employers have had the interesting experience of working with the hard core and being surprised at how well things have actually worked out. This has had quite some impact on their own thinking about what they do in the vestibule of employment in indoctrinating people and bringing them into the work force.

Fourth, I want to call attention to the importance of cushioning the human and economic losses that arise when workers lose their jobs through no fault of their own. I believe our unemployment insurance system is exceedingly important. We need to study it and improve it if it is to play a fully effective role in combating economic and human adversity.

Each of these four areas of emphasis involves many specific actions. Each action by itself is likely to have a small, often not easily measured effect on the overall unemployment rate, particularly the youth rate. But together they can have a sizable impact. They 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.

I think in the manpower area an important thing for us to do and which we have been working on very hard, particularly Arnold Weber, Assistant Secretary of Labor for Manpower, is to see if we can't organize the management of this flow of funds better. And we are working, as I say, very hard on that. We think the States, cities,