

TRAINING

"THE KEY TO EMPLOYMENT today, more than ever before, is education and training. There are today in the nation's work force between 2 and 3 million more people unprepared for skilled jobs than there are unskilled jobs available. With unemployment running consistently around 4 million people, it takes no mathematical genius to see that herein lies our unemployment problem."

This was pointed out by Arthur A. Chapin, Special Assistant to the Secretary of Labor, in an address in Hartford, Conn., before the Association for the Study of Negro Life and History.

"Today," he said, "refusal to hire a man just because of his race or color occurs in fewer and fewer places, fewer times. Job opportunities are opening up rapidly." He added that this leaves us with the ironical fact that those who didn't get the education and training to do skilled work have lost their unskilled jobs to machines. "They are now unprepared for the skilled jobs which are suddenly open to them."

"IF EVERY TRACE of racial prejudice could be magically removed from every American mind tonight," Chapin continued, "tomorrow would be free of discrimination, but the Negro would still be shackled by the disadvantage of a century of poor education and training. To really believe in equal employment opportunity is to recognize that removal of

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prejudice is only one of three necessary steps. The other two are training and increasing the number of jobs for everybody. It won't do any good to take down the signs that read 'Whites Only,' if they are replaced by other signs reading 'No Vacancy,' as Labor Secretary Wirtz has pointed out."

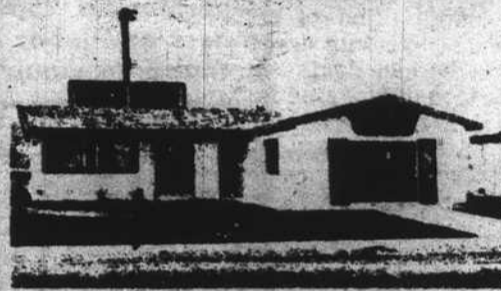
Chapin noted that thousands of Negro men and women are now being trained at government expense under the Area Re-development Act and the Manpower Development and Training Act. He told of experimental projects of the Labor Department's Bureau of Employment Security under which training is being given in the basic literary skills—the three R's—to prepare the disadvantaged for voca-

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tional training.

Counseling is provided for young trainees in the selection of occupations for which they show aptitudes. Intensive placement efforts will be made by the public employment service to help these young people find jobs when their training is completed. Older workers, too, are receiving attention. Chapin cited a project in Norfolk, Va., to train older workers.

"A LARGE PROPORTION of the trainees in the present projects are Negroes," Chapin stated. "And Negroes will benefit from more such training as these projects spread across the Nation under the impetus of the recent improvements to the Manpower Development and Training Act signed by President Johnson last December."



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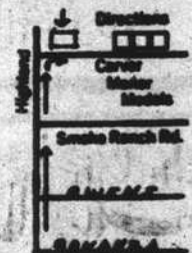
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