

SPEECH BY HUBERT H. HUMPHREY
INTERNATIONAL CONVENTION
MINNESOTA DEPARTMENT OF MANPOWER SERVICES

ST. PAUL, MINNESOTA

JUNE 22, 1971

Vietnam has dominated the nation's headlines lately, and properly so.

I believe we must disengage from that tragic war -- and disengage promptly.

Until we do, we as a Nation will not be able to concentrate our attention, our energies, our talents on the urgent tasks before us here at home.

One of the most urgent of these is manpower -- the proper and just utilization of American manpower and the reduction of today's alarmingly high unemployment.

The average unemployment rate for 1970 was 6%.

Last month, unemployment was 6.2% -- more than 5 million Americans out of work.

Among Blacks the jobless rate reached 10.5 percent -- the highest since 1963.

Teenagers cannot find jobs either. 17.3 percent of those between the ages of 16 and 19 are out of work -- no summer jobs and little prospect of finding one.

The unemployment rate of Black teenagers has reached the frightening level of 31.8%

Vietnam Veterans face a similar no-job situation with 14.6 percent looking for work.

These figures are only part of the story.

There are about 700,000 more men and women who are a hidden source of unemployment. These are the underemployed -- part-time workers who cannot find full-time jobs and whose meager incomes keep them in poverty.

Across America there are now 739 areas classified as "centers of substantial or persistent unemployment."

I believe we should add another category to the unemployment statistics -- "catastrophic unemployment."

An economy can legitimately be classified as catastrophic when it produces recessions that cost state and local government \$6 billion in lost revenues, and that's exactly what's happening.

It should be classified as catastrophic when it will cost the federal government over \$30 billion in revenues over 1970 and 1971. And that's exactly what is happening.

It should be classified as catastrophic when the number of persons living in poverty, which declined during the '60's, begins increasing in the '70's.

But cold, hard statistics don't tell the whole story.

We cannot understand the true crisis of our economy until we realize that each percent of the current unemployment rate represents nearly one million people.

-- That is nearly one million who could be added to the work force.

-- Nearly one million people who could be helping our economy move forward.

-- Nearly one million workers idle, doing little but wanting to do much.

-- Nearly one million multiplied by six -- that is the true scope and tragedy of unemployment.

I say we have an urgent mission before us -- we must solve the manpower crisis of today.

And, we can do it by rejecting the economic nonpolicy of the current Administration in Washington.

We can begin with a policy that spurs and stimulates growth.

And, we can begin it now.

Manpower is our most precious natural resource.

But our manpower policies of the past have not worked as well as we had hoped.

We do have benchmark legislation such as MDTA and New Careers.

Yet we have not fulfilled the manpower mission of legislation that has been on the books for 25 years -- to provide full employment.

Why?

What lessons can we learn to guide our "new dimensions in manpower?"

The first lesson is that we must end the fragmented and piecemeal approach to manpower at the national level. We cannot continue to split responsibility among numerous government agencies.

Second, we must be more aware of scientific and technological demands that are extensively influencing America's labor markets.

Third, we must have a clear and long-term objective -- a mission -- for our manpower policy.

In short, the new dimensions in manpower should be directly related to national goals and to the changes in technology that are having such a widespread impact on our living.

Our first priority must be to establish the right of every American to a decent job at a fair wage.

To make our society an employed society, we must begin a three-pronged manpower effort:

First, we should expand the special programs for those living in poverty -- the seven million Chicanos, the Appalachian poor, the black and white unemployed of the urban ghetto, the Indians, the aged.

Second, the President must sign and quickly implement the Emergency Employment Act of 1971 -- providing for some 200,000 badly needed public service jobs.

Congress took the initiative in passing this legislation -- to meet a critical nationwide need and to help get the economy moving again.

This Act will help us open new doors to jobs in our hospitals, schools, and public facilities.

Under this legislation, Government can become the employer, not of last resort, but of first opportunity in America.

Third, Government must take the initiative to develop comprehensive plans for America's conversion to a peacetime economy.

Already, many sectors of the nation are feeling the stress of industry cutbacks.

And part of the reason for our high unemployment is that we have not developed new labor markets for out-of-work professionals, and skilled and unskilled workers.

We have placed too much of our manpower emphasis on molding men for jobs rather than molding jobs for men.

An interesting conversion job program is now in operation by the National League of Cities. This project recruits out-of-work aerospace engineers and places them in local and state governments that badly need management and systems skills.

That is the kind of program that expands job opportunities and fits the job to the talents of men, instead of the other way around.

A HEALTHFUL SOCIETY

Our second national goal must be to assure a healthy society.

We are now in the midst of a national debate over health insurance.

People are deeply distressed over the sharply rising cost of medical care and the serious limitations in the delivery system that administers that care.

They want hospitals and doctors close to them.

They want a medical care system geared as much to the prevention of illness as to the treatment of illness.

Adequate medical care means an increased number of medical personnel: more doctors, nurses, technicians, nutritional aids, and administrative support.

And, it means, above all, that we must take a new look at the job of being a doctor or nurse.

We can get better medical care by dividing the tasks: We can have office personnel, technicians who give blood tests and take medical histories, nurses who give injections and do preliminary work-ups, and finally the medical doctor who checks and rechecks, who prescribes and analyzes, and who has final responsibility for decisions.

This kind of program increases jobs. It increases flexibility, and it makes careers challenging.

EDUCATED SOCIETY

Our third national goal should be to establish the right of all Americans to a quality education to the full extent of ability and need.

The demand for education in our country is overwhelming.

And, the drive for quality education has direct and far reaching implications for manpower policy.

We will need teaching personnell -- for elementary, high school, college, and vocational schools.

Quality education will also demand instructors skilled in the new technologies of computer and program learning.

Expansion of educational facilities will require support personnel from janitors and construction workers torchitects and administrators.

Changes in national legislation, especially the new emphasis on early education -- pre-school education -- will have an effect on manpower demands.

Day care centers are part of that new legislation. Think what they will mean for manpower policy.

-- The control that a mother has over her own time will increase, allowing her to join the work force or to continue an uninterrupted education, or a host of other activities.

-- It will take people to run the centers -- to staff the kitchens, to plan recreation programs, to teach educational and mind stimulating lessons.

-- It will take manpower to build the physical plants and to keep them running.

Day care centers are exciting precisely because they allow for innovative use of manpower.

The development of the child, the expanding of the intellect for all children -- this is an imaginative and challenging enterprise.

The cliché says that children are our most important resource. But, if we do not have a national policy that recognizes the full range of opportunities that will become available when day care centers are in operation, then our country will be making a tragic and unredeemable error.

I believe we must give high priority to day care and the manpower requirements it implies.

But what these goals for Americans do indicate is evident: We must begin now to think about our future needs, and we must establish fundamental guidelines around which to plan our future policies.

Let me briefly suggest six propositions for future manpower policy.

First, I believe that manpower policy must take as its basic proposition the twin ideal of increasing national economic strength and promoting freely chosen, self-rewarding job opportunities.

Second, I believe we must continue to direct our manpower resources toward the unemployed, disadvantaged citizen.

Third, we should strive to provide stable jobs with growth rather than merely employment slots of questionable duration and worth.

Fourth, we must continually question and reassess the job structure -- what jobs are, what people do in them, and whether or not there are better ways to do the job in a more efficient and satisfactory manner.

Fifth, we should begin now to incorporate more sophisticated data gathering and interpretation systems for manpower planning and job forecasting.

Sixth, we must instill in the national government a responsibility for continuous oversight of manpower policy -- not with an eye toward directing all details but to see that we are moving toward achieving our manpower goals.

Principles and guidelines are only worthy if they are followed.

And, goals remain but in the fondest dreams if we do not commit ourselves to fulfilling them.

But, the truly sad and depressing fact that surrounds all of our goals and guidelines is that we will not be able to accomplish a single one unless we get this economy moving again.

We can talk and discuss and plan and philosophize, and we will get nowhere without a growing economy.

Without a sound economy, our problems will always seem greater than our solutions.

Without a growth rate that absorbs the fifteen million new workers coming to the market in the next six years, we will continue to have more of the same.

I have confidence that we can do better than we have been doing.

I believe that we can provide a better life for our people.

I believe that there are solutions to our problems.

I believe that we can make a manpower policy work in this nation.

And, I believe that we can tap the resources of all of us to turn this country around and make it exciting and confident again.

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58th Annual Convention
"International Association of Personnel
in Employment Security."

SPEECH BY HUBERT H. HUMPHREY

INTERNATIONAL CONVENTION

MINNESOTA DEPARTMENT OF MANPOWER SERVICES

ST. PAUL, MINNESOTA

JUNE 22, 1971

President
Geo O'Malley -

Virginia Heniker
Prog. chairman

25 years ago - as mayor of mpls, I greeted
your convention

my
condolences

~~Ernest Cushing~~
Commissioner

(Mr. Cushing Passed away)

Viet

VIETNAM HAS DOMINATED THE NATION'S HEADLINES

LATELY, AND PROPERLY SO.

I BELIEVE WE MUST DISENGAGE FROM THAT TRAGIC
WAR -- AND DISENGAGE PROMPTLY.

L UNTIL WE DO, WE AS A NATION WILL NOT BE ABLE
TO CONCENTRATE OUR ATTENTION, OUR ENERGIES, OUR
TALENTS ON THE URGENT TASKS BEFORE US HERE AT HOME.

L ONE OF THE MOST URGENT OF THESE IS MANPOWER
-- THE PROPER AND JUST UTILIZATION OF AMERICAN
MANPOWER AND THE REDUCTION OF TODAY'S ALARMINGLY
HIGH UNEMPLOYMENT.

T THE AVERAGE UNEMPLOYMENT RATE FOR 1970 WAS 6%.

LAST MONTH, UNEMPLOYMENT WAS 6.2% -- MORE THAN
5 MILLION AMERICANS OUT OF WORK.

L AMONG BLACKS THE JOBLESS RATE REACHED 10.5 PERCENT
-- THE HIGHEST SINCE 1963.

L TEENAGERS CANNOT FIND JOBS EITHER. 17.3 PERCENT
OF THOSE BETWEEN THE AGES OF 16 AND 19 ARE OUT OF
WORK -- NO SUMMER JOBS AND LITTLE PROSPECT OF FINDING
ONE.

L THE UNEMPLOYMENT RATE OF BLACK TEENAGERS HAS
REACHED THE FRIGHTENING LEVEL OF 31.8%

L VIETNAM VETERANS FACE A SIMILAR NO-JOB
SITUATION WITH 14.6 PERCENT LOOKING FOR WORK.

L THESE FIGURES ARE ONLY PART OF THE STORY.

L THERE ARE ABOUT 700,000 MORE MEN AND WOMEN

WHO ARE A HIDDEN SOURCE OF UNEMPLOYMENT. THESE ARE

THE UNDEREMPLOYED -- PART-TIME WORKERS WHO CANNOT

FIND FULL-TIME JOBS AND WHOSE MEAGER INCOMES KEEP

THEM IN POVERTY.

Human Tragedy.

L ACROSS AMERICA THERE ARE NOW 739 AREAS CLASSIFIED

AS "CENTERS OF SUBSTANTIAL OR PERSISTENT UNEMPLOYMENT."

L I BELIEVE WE SHOULD ADD ANOTHER CATEGORY TO

THE UNEMPLOYMENT STATISTICS -- "CATASTROPHIC

UNEMPLOYMENT."

↳ AN ECONOMY CAN LEGITIMATELY BE CLASSIFIED AS
CATASTROPHIC WHEN IT PRODUCES RECESSIONS THAT COST
STATE AND LOCAL GOVERNMENT \$6 BILLION IN LOST
REVENUES, AND THAT'S EXACTLY WHAT'S HAPPENING.

↳ IT SHOULD BE CLASSIFIED AS CATASTROPHIC WHEN
IT WILL COST THE FEDERAL GOVERNMENT OVER \$30 BILLION
IN REVENUES OVER 1970 AND 1971. AND THAT'S EXACTLY

WHAT IS HAPPENING. \$120 Billion lost GNP

↳ IT SHOULD BE CLASSIFIED AS CATASTROPHIC
WHEN THE NUMBER OF PERSONS LIVING IN POVERTY, WHICH
DECLINED DURING THE '60's, BEGINS INCREASING IN

THE '70's at rate of 5% a year -
1,200,000 more in Poverty.

↳ BUT COLD, HARD STATISTICS DON'T TELL THE WHOLE
STORY.

↳ WE CANNOT UNDERSTAND THE TRUE CRISIS OF OUR
ECONOMY UNTIL WE REALIZE THAT EACH PERCENT OF THE
CURRENT UNEMPLOYMENT RATE REPRESENTS NEARLY ONE MILLION
PEOPLE.

-- THAT IS NEARLY ONE MILLION WHO COULD BE
ADDED TO THE WORK FORCE.

-- NEARLY ONE MILLION PEOPLE WHO COULD BE
HELPING OUR ECONOMY MOVE FORWARD.

-- NEARLY ONE MILLION WORKERS IDLE, DOING LITTLE
BUT WANTING TO DO MUCH.

-- NEARLY ONE MILLION MULTIPLIED BY SIX -- THAT
IS THE TRUE SCOPE AND TRAGEDY OF UNEMPLOYMENT.

I SAY WE HAVE AN URGENT MISSION BEFORE US -- WE
MUST SOLVE THE MANPOWER CRISIS OF TODAY.

AND, WE CAN DO IT BY REJECTING THE ECONOMIC

~~AND~~ POLICY OF THE CURRENT ADMINISTRATION IN WASHINGTON.

Cure fever of inflation - with big doses of unemployment.

WE CAN BEGIN WITH A POLICY THAT SPURS AND

STIMULATES GROWTH

and restrains prices

Wage Price Board - Productivity Councils

- Economic Advisory Council

MANPOWER IS OUR MOST PRECIOUS NATURAL RESOURCE.

BUT OUR MANPOWER POLICIES OF THE PAST HAVE

NOT WORKED AS WELL AS WE HAD HOPED.

WE DO HAVE BENCHMARK LEGISLATION SUCH AS MDTA
AND NEW CAREERS.

L YET WE HAVE NOT FULFILLED THE MANPOWER MISSION
OF LEGISLATION THAT HAS BEEN ON THE BOOKS FOR 25

YEARS -- TO PROVIDE FULL EMPLOYMENT.

*Employ Act
1946*

~~WHAT?~~

L WHAT LESSONS CAN WE LEARN TO GUIDE OUR "NEW
DIMINSIONS IN MANPOWER?"

L THE FIRST LESSON IS THAT WE MUST END THE
FRAGMENTED AND PIECEMEAL APPROACH TO MANPOWER AT

THE NATIONAL LEVEL. WE CANNOT CONTINUE TO SPLIT

RESPONSIBILITY AMONG NUMEROUS GOVERNMENT AGENCIES.

L SECOND, WE MUST BE MORE AWARE OF SCIENTIFIC
AND TECHNOLOGICAL DEMANDS THAT ARE EXTENSIVELY
INFLUENCING AMERICA'S LABOR MARKETS.

L THIRD, WE MUST HAVE A CLEAR AND LONG-TERM
OBJECTIVE -- A MISSION -- FOR OUR MANPOWER POLICY.

IN SHORT, THE NEW DIMENSIONS IN MANPOWER SHOULD
BE DIRECTLY RELATED TO NATIONAL GOALS AND TO THE
CHANGES IN TECHNOLOGY THAT ARE HAVING SUCH A WIDE-
SPREAD IMPACT ON OUR LIVING.

h OUR FIRST PRIORITY MUST BE TO ESTABLISH THE
RIGHT OF EVERY AMERICAN TO A DECENT JOB AT A FAIR
WAGE.

John

L TO MAKE OUR SOCIETY AN EMPLOYED SOCIETY, WE

MUST BEGIN A THREE-PRONGED MANPOWER EFFORT:

L FIRST, WE SHOULD EXPAND THE SPECIAL PROGRAMS FOR
THOSE LIVING IN POVERTY -- THE SEVEN MILLION CHICANOS,

THE APPALACHIAN POOR, THE BLACK AND WHITE UNEMPLOYED

OF THE URBAN GHETTO, THE INDIANS, THE AGED,

~~youth unemployed~~

second ~~second~~, THE PRESIDENT MUST SIGN AND QUICKLY

IMPLEMENT THE EMERGENCY EMPLOYMENT ACT OF 1971 --

PROVIDING FOR SOME 200,000 BADLY NEEDED PUBLIC SERVICE

JOBS.

massive youth employment
program.

L CONGRESS TOOK THE INITIATIVE IN PASSING THIS
LEGISLATION -- TO MEET A CRITICAL NATIONWIDE NEED
AND TO HELP GET THE ECONOMY MOVING AGAIN.

L THIS ACT WILL HELP US OPEN NEW DOORS TO JOBS IN
OUR HOSPITALS, SCHOOLS, AND PUBLIC FACILITIES,

L UNDER THIS LEGISLATION, GOVERNMENT CAN BECOME
THE EMPLOYER, NOT OF LAST RESORT, BUT OF FIRST
OPPORTUNITY IN AMERICA.

#3 L-1, THIRD, GOVERNMENT MUST TAKE THE INITIATIVE TO
DEVELOP COMPREHENSIVE PLANS FOR AMERICA'S CONVERSION
TO A PEACETIME ECONOMY.

L ALREADY, MANY SECTORS OF THE NATION ARE FEELING
THE STRESS OF INDUSTRY CUTBACKS.

L AND PART OF THE REASON FOR OUR HIGH UNEMPLOYMENT
IS THAT WE HAVE NOT DEVELOPED NEW LABOR MARKETS
FOR OUT-OF-WORK PROFESSIONALS, AND SKILLED AND UNSKILLED
WORKERS.

L WE HAVE PLACED TOO MUCH OF OUR MANPOWER EMPHASIS
ON MOLDING MEN FOR JOBS RATHER THAN MOLDING JOBS
FOR MEN.

L AN INTERESTING CONVERSION JOB PROGRAM IS NOW
IN OPERATION BY THE NATIONAL LEAGUE OF CITIES.

L THIS PROJECT RECRUITS OUT-OF-WORK AEROSPACE ENGINEERS AND
PLACES THEM IN LOCAL AND STATE GOVERNMENTS THAT BADLY
NEED MANAGEMENT AND SYSTEMS SKILLS.

L THAT IS THE KIND OF PROGRAM THAT EXPANDS JOB
OPPORTUNITIES AND FITS THE JOB TO THE TALENTS
OF MEN, INSTEAD OF THE OTHER WAY AROUND.

A HEALTHFUL SOCIETY

L OUR SECOND NATIONAL GOAL MUST BE TO ASSURE A
HEALTHY SOCIETY.

L WE ARE NOW IN THE MIDST OF A NATIONAL DEBATE
OVER HEALTH INSURANCE.

*Comprehensive health care +
the ways + means to finance it.*

h PEOPLE ARE DEEPLY DISTRESSED OVER THE SHARPLY
Hospital
RISING COST OF MEDICAL CARE AND THE SERIOUS LIMITATIONS
IN THE DELIVERY SYSTEM THAT ADMINISTERS THAT
CARE.

h THEY WANT HOSPITALS AND DOCTORS CLOSE TO THEM.

h THEY WANT A MEDICAL CARE SYSTEM GEARED AS MUCH
TO THE PREVENTION OF ILLNESS AS TO THE TREATMENT OF
ILLNESS. Neighborhood Health center.

h ADEQUATE MEDICAL CARE MEANS AN INCREASED NUMBER
OF MEDICAL PERSONNEL: MORE DOCTORS, NURSES, TECHNICIANS,
NUTRITIONAL AIDS, AND ADMINISTRATIVE SUPPORT.

AND, IT MEANS, ABOVE ALL, THAT WE MUST TAKE
A NEW LOOK AT THE JOB OF BEING A DOCTOR OR NURSE.

↳ WE CAN GET BETTER MEDICAL CARE BY DIVIDING THE

TASKS: WE CAN HAVE OFFICE PERSONNEL, TECHNICIANS

PARAMEDICS
WHO GIVE BLOOD TESTS AND TAKE MEDICAL HISTORIES, NURSES

WHO GIVE INJECTIONS AND DO PRELIMINARY WORK-UPS, AND

FINALLY THE MEDICAL DOCTOR WHO CHECKS AND RECHECKS,

WHO PRESCRIBES AND ANALYZES, AND WHO HAS FINAL

RESPONSIBILITY FOR DECISIONS.

↳ THIS KIND OF PROGRAM INCREASES JOBS. ↳ IT INCREASES

FLEXIBILITY, AND IT MAKES CAREERS CHALLENGING.

EDUCATED SOCIETY

L OUR THIRD NATIONAL GOAL SHOULD BE TO ESTABLISH
THE RIGHT OF ALL AMERICANS TO A QUALITY EDUCATION
TO THE FULL EXTENT OF ABILITY AND NEED.

L THE DEMAND FOR EDUCATION IN OUR COUNTRY IS
OVERWHELMING.

L AND, THE DRIVE FOR QUALITY EDUCATION HAS DIRECT
AND FAR REACHING IMPLICATIONS FOR MANPOWER POLICY.

L ^{*add. formal*} WE WILL NEED TEACHING PERSONNEL -- FOR
ELEMENTARY, HIGH SCHOOL, COLLEGE, AND VOCATIONAL
SCHOOLS.

L QUALITY EDUCATION WILL ALSO DEMAND INSTRUCTORS
SKILLED IN THE NEW TECHNOLOGIES OF COMPUTER AND
PROGRAM LEARNING.

L EXPANSION OF EDUCATIONAL FACILITIES WILL REQUIRE
SUPPORT PERSONNEL FROM *custodial* JANITORS AND CONSTRUCTION
WORKERS TO ARCHITECTS AND ADMINISTRATORS.

L CHANGES IN NATIONAL LEGISLATION, ESPECIALLY
THE NEW EMPHASIS ON EARLY EDUCATION -- PRE-SCHOOL
EDUCATION -- WILL HAVE AN EFFECT ON MANPOWER DEMANDS.

L DAY CARE CENTERS ARE PART OF THAT NEW LEGISLATION.

L THINK WHAT THIS WILL MEAN FOR MANPOWER POLICY.

L-- THE CONTROL THAT A MOTHER HAS OVER HER OWN
TIME WILL INCREASE, ALLOWING HER TO JOIN THE WORK
FORCE OR TO CONTINUE AN UNINTERRUPTED EDUCATION, OR A
HOST OF OTHER ACTIVITIES.

L-- IT WILL TAKE PEOPLE TO RUN THE CENTERS --
TO STAFF THE KITCHENS, TO PLAN RECREATION PROGRAMS,
TO TEACH EDUCATIONAL AND MIND STIMULATING LESSONS.

L-- IT WILL TAKE MANPOWER TO BUILD THE PHYSICAL
PLANTS AND TO KEEP THEM RUNNING.

L-- DAY CARE CENTERS ARE EXCITING PRECISELY BECAUSE
THEY ALLOW FOR INNOVATIVE USE OF MANPOWER.

young + old to help!

THE DEVELOPMENT OF THE CHILD, THE EXPANDING OF
THE INTELLECT FOR ALL CHILDREN -- THIS IS AN IMAGINATIVE
AND CHALLENGING ENTERPRISE.

L THE CLICHE SAYS THAT CHILDREN ARE OUR MOST
IMPORTANT RESOURCE. BUT, IF WE DO NOT HAVE A NATIONAL
POLICY THAT RECOGNIZES THE FULL RANGE OF OPPORTUNITIES
THAT WILL BECOME AVAILABLE WHEN DAY CARE CENTERS
ARE IN OPERATION, THEN OUR COUNTRY WILL BE MAKING
A TRAGIC AND UNREDEEMABLE ERROR.

L I BELIEVE WE MUST GIVE HIGH PRIORITY TO DAY
CARE AND THE MANPOWER REQUIREMENTS IT IMPLIES.

↳ BUT WHAT THESE GOALS ~~REVEAL~~ DO INDICATE
IS EVIDENT: WE MUST BEGIN NOW TO THINK ABOUT OUR
FUTURE NEEDS, AND WE MUST ESTABLISH FUNDAMENTAL
'GUIDELINES
GUIDELINES AROUND WHICH TO PLAN OUR FUTURE POLICIES

Plan

↳ LET ME BRIEFLY SUGGEST SIX PROPOSITIONS FOR
FUTURE MANPOWER POLICY.

FIRST, I BELIEVE THAT MANPOWER POLICY MUST
TAKE AS ITS BASIC PROPOSITION THE TWIN IDEAL OF
INCREASING NATIONAL ECONOMIC STRENGTH AND PROMOTING
FREELY CHOSEN, SELF-REWARDING JOB OPPORTUNITIES.

(2) SECOND, I BELIEVE WE MUST CONTINUE TO DIRECT

OUR MANPOWER RESOURCES TOWARD THE UNEMPLOYED, DISAD-

VANTAGED CITIZEN.

(3) h THIRD, WE SHOULD STRIVE TO PROVIDE STABLE

JOBS WITH GROWTH RATHER THAN MERELY EMPLOYMENT

SLOTS OF QUESTIONABLE DURATION AND WORTH.

(4) h FOURTH, WE MUST CONTINUALLY QUESTION AND

REASSESS THE JOB STRUCTURE -- WHAT JOBS ARE, WHAT

PEOPLE DO IN THEM, AND WHETHER OR NOT THERE ARE

BETTER WAYS TO DO THE JOB IN A MORE EFFICIENT

AND SATISFACTORY MANNER.

(5) FIFTH, WE SHOULD BEGIN NOW TO INCORPORATE MORE

SOPHISTICATED DATA GATHERING AND INTERPRETATION

SYSTEMS FOR MANPOWER PLANNING AND JOB FORECASTING.

(6) SIXTH, WE MUST INSTILL IN THE NATIONAL GOVERNMENT

A RESPONSIBILITY FOR CONTINUOUS OVERSIGHT OF MAN-

POWER POLICY -- NOT WITH AN EYE TOWARD DIRECTING

ALL DETAILS BUT TO SEE THAT WE ARE MOVING TOWARD

ACHIEVING OUR MANPOWER GOALS.

PRINCIPLES AND GUIDELINES ARE ONLY WORTHY IF
THEY ARE FOLLOWED.

AND, GOALS REMAIN BUT IN THE FONDEST DREAMS

IF WE DO NOT COMMIT OURSELVES TO FULFILLING THEM.

↳ BUT, THE TRULY SAD AND DEPRESSING FACT THAT
SURROUNDS ALL OF OUR GOALS AND GUIDELINES IS THAT
WE WILL NOT BE ABLE TO ACCOMPLISH A SINGLE ONE UNLESS
WE GET THIS ECONOMY MOVING AGAIN.

↳ WE CAN TALK AND DISCUSS AND PLAN AND PHILOSOPHIZE,
AND WE WILL GET NOWHERE WITHOUT A GROWING

ECONOMY.

*- need ^{over} 2 million new jobs
a year -*

↳ WITHOUT A SOUND ECONOMY, OUR PROBLEMS WILL
ALWAYS SEEM GREATER THAN OUR SOLUTIONS.

L WITHOUT A GROWTH RATE THAT ABSORBS THE FIFTEEN
MILLION NEW WORKERS COMING TO THE MARKET IN THE
NEXT SIX YEARS, WE WILL CONTINUE TO HAVE MORE OF THE
SAME.

L I HAVE CONFIDENCE THAT WE CAN DO BETTER THAN
WE HAVE BEEN DOING.

L I BELIEVE THAT WE CAN PROVIDE A BETTER LIFE
FOR OUR PEOPLE.

L I BELIEVE THAT THERE ARE SOLUTIONS TO OUR PROBLEMS.

I BELIEVE THAT WE CAN MAKE A MANPOWER POLICY
WORK IN THIS NATION.

L AND, I BELIEVE THAT WE CAN TAP THE RESOURCES
OF ALL OF US TO TURN THIS COUNTRY AROUND AND MAKE IT
EXCITING AND CONFIDENT AGAIN.

###

I SAY WE CAN BUILD AN AMERICA THAT MAY BE SEEN
THROUGHOUT THE WORLD -- AND BY US -- AS CARL SANDBURG

SAW US:

"I SEE AMERICA, NOT IN THE SETTING SUN OF A
BLACK NIGHT OF DESPAIR AHEAD OF US, I SEE AMERICA IN
THE CRIMSON LIGHT OF A RISING SUN, FRESH FROM THE
BURNING, CREATIVE HAND OF GOD, I SEE GREAT DAYS
AHEAD, GREAT DAYS POSSIBLE TO MEN AND WOMEN OF WILL
AND VISION."

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