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REPORT ON MDTA INSTITUTIONAL TRAINING PROGRAM DEVELOPMENTS.

BUREAU OF EMPLOYMENT SECURITY, WASHINGTON, D.C.

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THE DATA ON MANPOWER DEVELOPMENT TRAINING ACT (MDTA) PROGRAM ACCOMPLISHMENTS DURING 1964 AND 1965 REFLECT THE INCREASING EMPHASIS ON ASSISTING DISADVANTAGED TRAINEES SUCH AS JOBLESS TEENAGERS, NONWHITES, AND PERSONS OF LIMITED EDUCATIONAL ATTAINMENT. ALMOST HALF OF THE 321,456 ENROLLEES RECEIVED TRAINING IN THE SKILLED AND SEMI-SKILLED CATEGORIES, NEARLY ONE-FOURTH IN THE CLERICAL AND SALES FIELD, AND MORE THAN ONE-SEVENTH IN SERVICE OCCUPATIONS, WITH THE LATTER TWO CATEGORIES CONTAINING LARGER PROPORTIONS OF TRAINEES IN 1965 THAN IN 1964. SOME 2,800 PROJECTS FOR ABOUT 154,000 TRAINEES WERE APPROVED IN 1965. THE AVERAGE DURATION OF TRAINING CONTINUED ITS SLOW UPTREND REFLECTING MORE TRAINEES IN SKILLED AND TECHNICAL TRAINING AS WELL AS LEGISLATIVE AMENDMENTS EXTENDING MAXIMUM PERMISSIBLE LENGTH OF COURSES. AS IN 1964, ABOUT 57 PERCENT OF THE FUNDS WERE USED FOR PAYING TRAINING ALLOWANCES. THE AVERAGE TOTAL COST PER TRAINEE WAS $1,893, APPRECIABLY GREATER THAN IN 1964, AS A RESULT OF 1965 MDTA AMENDMENTS LIBERALIZING TRAINEE ALLOWANCE PAYMENTS AND SUPPORT. ABOUT 91 PERCENT OF THOSE WHO COMPLETED TRAINING DURING 1964 OBTAINED EMPLOYMENT WITHIN THE SUBSEQUENT 12 MONTHS. OTHER DATA ARE PRESENTED CONCERNING (1) APPROVED PROJECTS, NUMBERS OF TRAINEES, AND COSTS, (2) EMPLOYMENT OF TRAINEES, (3) OCCUPATIONAL CONTENT OF TRAINING PROGRAMS, (4) CHARACTERISTICS OF TRAINEES, AND (5) EMPLOYMENT SERVICE ACTIVITIES. THE APPENDIX GIVES DETAILED COMPARATIVE DATA FOR 1964 AND 1965. (ET)

Report on

MDTA INSTITUTIONAL TRAINING PROGRAM DEVELOPMENTS

September 1966

For Administrative Use Only

U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary
MANPOWER ADMINISTRATION
BUREAU OF EMPLOYMENT SECURITY
Washington, D.C. 20210

REPORT ON MDTA INSTITUTIONAL TRAINING PROGRAM DEVELOPMENTS

Preface

The MDTA institutional program, directed increasingly to aiding disadvantaged persons, is promoting the development of the Nation's human resources through manpower training and related assistance. As a result, many Americans, particularly those for whom poverty, limited education and the waste of human resources is a hand-me-down from generation to generation, are gaining new hope, new skills and new jobs.

This report provides facts and figures regarding recent accomplishments in the MDTA program, with special emphasis on developments during the past calendar year. The publication was completed from information furnished by State employment security agencies.

The report was developed in the Division of Training Operations Evaluation and Review of the Office of Manpower Training Operations. The analysis was prepared by the Branch of Training Operations Reports Analysis, under the direction of Harry Novick. Acknowledgement is made to Melvin Rottenberg, John Marshall, Hubert Reeves, Arthur Evers, and Robert Mineart who assisted with the analysis. Delores Dudley, Paul Ralli, Melvin Cole, Rodney Mitchell, and Mirian Dailey assisted with the statistical work and secretarial services were provided by Christine White and Judy Ritter.

United States Employment Service

Frank H. Cassell, Director

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Report on MDTA Institutional Training Program

I. Summary

As of June 30, 1966, marking close to four years of actual MDTA program operations, a total of over 490,000 persons had been approved for institutional training. Under this program, the Federal-State employment security system and vocational education agencies have developed about 8,600 projects at an estimated cost of close to $755 million, including about $395 million in allowance costs and nearly $360 million in training costs. These projects have been approved in 50 States, the District of Columbia, Puerto Rico, Guam and the Virgin Islands.

Preliminary data indicate that as of the end of June 1966, about 400,000 persons (over four-fifths of the approved trainee total) had started training and close to 215,000 had completed their MDTA courses. Based on reports received for about 103,000 trainees completing courses, about 89 percent had obtained jobs, primarily in training-related occupations. Some 75 percent of all trainees were employed at the time of last contact in the year following training. State employment service agencies accounted for close to 7 out of every 10 job placements among these trainees.

Increasingly, the MDTA program has been focused on assisting disadvantaged trainees. This is reflected in this report on institutional training program accomplishments covering both 1965 and the previous year. As these data indicate, increased proportions of jobless teenagers, nonwhites and persons of limited educational attainment were included in training activities in the past year. In addition, participation of the long-term unemployed in the MDTA institutional program, while experiencing little change from 1964, remained about double the proportion of this group among all of the Nation's unemployed. Program emphasis on assisting the disadvantaged will be extended during the forthcoming year in view of the continuing difficulty experienced by hard-core unemployed in locating jobs despite the decline of the national unemployment rate.

Training was provided in several hundred different occupations in the past year. In terms of major occupational groups, almost half of the enrollees received training in the skilled and semiskilled categories, nearly one-fourth in the clerical and sales field, and more than one-seventh in service activities. Only the semiskilled and service groups reported larger proportions of trainees in 1965 than a year earlier, with Administration emphasis on job development and manpower training in service occupations contributing to the gains reported in this category. Almost three-fourths of the men were in training for skilled and semiskilled occupations while a slightly higher proportion of the women were training for jobs in the clerical and sales and service fields. More than half of all enrollees were reported in courses in 14 occupations or groupings of related occupations, including nurse aide-orderly-ward attendant, welder, metal working machine operator, typist and clerk-typist, stenographer-secretary, licensed practical nurse, automobile mechanic, automobile-service-station-attendant-mechanic, salesperson, automobile body repairman, draftsman, general office clerk, cook and electronics assembler.

II. MDTA Institutional Training Program Status--Approved Projects, Trainees and Costs

Some 2,800 projects for about 154,000 trainees, including special projects in redevelopment areas, were approved under the MDTA institutional training program in 1965. Despite a limited increase in funds available for project development in the past year, broadened allowance payments for dependents and other program modifications under the amended Manpower Development and Training Act significantly increased average trainee costs so that the trainee total was about 13,000 under the 1964 level (see Appendix Table 1). Approvals through December 31, 1965, raised the cumulative total of institutional projects funded since the program's inception in mid-1962 to about 7,600 for close to 430,000 trainees. Reflecting the program's current capacity for accelerated project development, more than four-fifths of the institutional training funds allocated to the States for fiscal year 1966 had been committed for approved projects within half of this period, i.e., by the end of calendar 1965.

Types of Institutional Projects

In contrast to 1964 when about 44 percent of all institutional trainees were approved in multioccupational projects, about 27 percent of the institutional trainees were approved for such projects during the past year. Increasingly, State agencies have found it feasible to provide the pre-vocational service and basic education components generally associated with the multioccupational program either prior to or concurrently with training in regular, single occupation projects. The intensive counseling, testing and other supportive services made available through the national network of Youth Opportunity Centers established in 1965 have been of particular assistance in this regard. Also, increased emphasis has been placed on the single occupation project as part of the stepped-up effort to utilize available MDTA funds as quickly and effectively as possible in providing training opportunities for the unemployed. This type of project has permitted the more rapid adjustment of fiscal obligations where cost revisions needed to be effected. On the other hand, advanced scheduling of numerous training sections in many, large multioccupational projects frequently has involved the commitment of sizable MDTA funds for later use.

As a result of these modifications, more than 2,600 regular, single occupation projects were approved in 1965 for a total of 107,700 trainees. The number of multioccupational projects funded in the same period dropped to 121 for 41,915 trainees. Included in these totals were 149 special youth projects approved for about 27,600 trainees; some 95 of these projects involving 25,414 trainees were multioccupational. In the less than class-group projects, utilizing existing public or private facilities, some 4,600 trainees were approved during 1965. A comparison of approvals for all types of institutional projects funded in 1965 and 1964 is provided in the following table.

Institutional Training Approvals in 1965 and 1964, by Type of Project 1/

Type of Project	1965 Number Projects	1965 Number Trainees	1964 Number Projects	1964 Number Trainees
Total	2/ 2,787	2/ 154,251	2,610	167,205
Regular, single occupation	2,622	107,770	2,412	91,687
Multioccupational	121	41,915	147	72,837
Individual referral	44	4,566	51	2,681

1/ Multioccupational and single occupation projects included 149 special youth projects for 27,589 trainees approved in 1965 and 172 such projects for 40,266 trainees approved in 1964; these projects were largely multi-occupational.

2/ Includes 61 projects for 2,237 trainees approved under section 241 of amended MDTA, relating to redevelopment areas

Approvals in States

Trainee approvals varied appreciably among the States in 1965 with projects funded in all jurisdictions. Within each State's allocation, primarily determined by labor force size and extent of joblessness, a number of considerations influenced MDTA project development. These included such factors as types of area occupational needs and level of post-training employment opportunities, available labor supply and relative interest in training, local desire to initiate needed projects, and the availability of vocational instructors and training facilities. Variations among States in trainee allowance costs and in the duration of training of funded projects influenced the number of trainee approvals significantly; some States tended to develop longer courses, particularly to meet local manpower requirements in skilled and technical occupations.

As in 1964, California was the leading State in number of approved MDTA trainees with a total of 16,222. New York and Illinois followed with 13,318 and 11,156, respectively. Seven other States--including Ohio, Michigan, New Jersey, Pennsylvania, Texas, Massachusetts and Washington--each reported between 5,600 and 9,200 trainees approved in the past year. The ten States accounted for about 58 percent of all institutional trainees approved in 1965.

Eight of the Nation's ten largest metropolitan centers were in these States, including New York City, Los Angeles-Long Beach, Chicago, Philadelphia, Detroit, San Francisco-Oakland, Boston and Pittsburgh. These areas, together with St. Louis and Washington, D. C., accounted for nearly one-fourth of the Nation's population and about 22 percent of all MDTA institutional trainees in the past year.

Among smaller jurisdictions, some have had a significantly larger number of trainee approvals than suggested by their relative size. Thus, Vermont has developed projects for about two and one-half times as many trainees as inferred by the proportion of apportioned funds to which the State was entitled. Similarly, Arizona and Washington, D. C. promoted projects for more than twice the number of trainees suggested by their respective apportionment percentages.

Special Training in Redevelopment Areas

Under the amended MDTA program, earmarking special funds for training in redevelopment areas, some 61 projects for 2,237 trainees were approved in 1965. These approvals supplemented local projects funded under the regular MDTA program and have been included in the overall totals. A total of 23 States have developed special redevelopment area projects since this program was implemented in the second half of the past year. Wisconsin, Pennsylvania and Alaska each reported project approvals for 200 or more trainees. Other States indicating 100 or more trainees approved under this program included Texas, Kentucky, California, South Carolina, New Jersey, and Michigan.

Training Approvals in Principal Occupational Groups

Occupational data for trainees approved for MDTA courses are incomplete since in multioccupational projects the type of training to be provided is generally determined after the qualifications and capabilities of individuals are assessed. Hence, enrollment data, reviewed in a later section if this report, provide a more representative indication of occupational training in the MDTA program. Nevertheless, approval data available for singleoccupation projects, provide a useful indication of the type of training being emphasized in newly funded projects.

A review of 1965 projects indicates that larger proportions of the MDTA trainees are being approved for training at higher skill levels than a year earlier (see Appendix Table 2). About three-fifths of all trainees were approved for skilled, semi-skilled, and semi-professional and technical training in the past year with their proportions approximating 28, 18, and 14 percent, respectively. In 1964, approximately 55 percent of the trainees were approved in these major occupational categories, with corresponding proportions ranging about one to three percent lower in each of these groups. Little change occurred in the service category which continued to account for about one-seventh of the approved MDTA trainees. However, the clerical and sales group, which comprised 25 percent of the trainee total in 1964 accounted for about 21 percent in the past year.

In the professional and managerial group, the Nation's colleges continued as the principal source of such workers with MDTA training concentrating on preparing trainees at the semi-professional and technical level. Consequently, whereas 22 percent of the country's employed were engaged in professional and

managerial work in the past year, only 14 percent of the MDTA trainees were approved in this field. Among other groups, the proportion of trainees approved in the skilled category in 1965 was more than double the corresponding percentage of all employed persons in this field of work. Also, the proportion approved for service training was slightly in excess of the percentage of the Nation's employed in this type of work but in the semi-skilled and clerical and sales fields, the percentages of MDTA trainees were somewhat lower.

Duration of Training

Duration of occupational training continued its slow uptrend during the past year reflecting the approval of relatively more trainees in projects involving skilled and technical training as well as the legislative amendments extending the maximum permissible length of courses. Average course length of occupational instruction increased from somewhat over 22 weeks in 1964 to 24 weeks in 1965. In terms of hours, the average duration of training increased from 776 to 858 in the same period (see tables). In addition to occupational training, many trainees received basic education as well as counseling, testing, and other prevocational services during the past year which ranged up to 40 weeks in length. Duration data relate to trainees rather than projects since the wide variations in the number of trainees approved in individual projects do not make this type of data meaningful. Also, these averages exclude multioccupational projects for which only incomplete data regarding duration are available.

Percent Distribution of Trainees Approved for Occupational Training in MDTA Institutional Projects in 1964 and 1965, by Duration of Courses in Hours 1/

Hourly Duration of Occupational Training	1965	1964
Total	100.0	100.0
Under 100 hours	1.9	1.2
100 - 199 hours	10.8	14.8
200 - 399 hours	15.3	15.6
400-- 599 hours	12.6	14.3
600 - 799 hours	13.6	15.7
800 - 999 hours	11.5	9.1
1,000 - 1,499 hours	16.0	15.9
1,500 - 1,999 hours	13.4	10.1
2,000 and over hours	4.9	3.3

1/ Excludes multioccupational projects

Percent Distribution of Trainees Approved for Occupational Training in MDTA Institutional Projects in 1964 and 1965, by Duration of Courses in Weeks 1/

Weekly Duration of Occupational Training	1965	1964
Total	100.0	100.0
Under 5 weeks	7.9	8.0
5 - 8 weeks	13.3	14.4
9 - 13 weeks	11.6	13.0
14 - 19 weeks	11.0	13.8
20 - 26 weeks	17.8	17.0
27 - 36 weeks	13.6	13.0
37 - 46 weeks	9.7	8.3
47 - 52 weeks	13.9	11.8
Over 52 weeks	1.2	0.7

1/ Excludes multioccupational projects

Approved Project Costs

About $292 million were committed for approved institutional projects in 1965, some $53 million more than the amount obligated in the previous year (see Appendix tables 3 and 4). Both 1965 and 1964 figures were tentative since obligated costs were subject to revision, partiuularly as projects were implemented; obligations for 1965 were expected to be reduced more significantly than the already partially revised 1964 total. The 1965 commitments raised the cumulative total of funds obligated for approved projects since the inception of the MDTA program to about $650 million. As in 1964, somewhat more than half of the funds obligated for approved projects in the past year--about 57 percent--was for the payment of training allowances; the remainder covered such training costs as instructor salaries, supplies, and rental of facilities.

With the increased emphasis on regular, single occupation projects, about $189 million, or nearly two-thirds of the institutional funds, were approved for this type of training in the past year. In 1964, some $107 million, or close to 45 percent of total funds, were committed for single occupation projects. Conversely, the proportion of funds obligated for multioccupational projects dropped by more than 20 percentage points over the year to about three-tenths of the 1965 MDTA total, or about $89 million. Some $14 million was obligated for individual referral projects during the past year, more than double the 1964 total. Obligations for the various types of institutional projects in 1965 and 1964 are indicated in the following table.

Commitments for Approved Institutional Training Projects in 1965 and 1964, by Type of Projects

Type of Project	Approved Costs (in millions) 1965	1964
Total	1/ $ 292	$ 239
Regular, single occupation	189	107
Multioccupational	89	126
Individual referral	14	6

1/Includes about $4 million for projects funded under section 241 of amended MDTA, relating to redevelopment areas.

Costs in States

Obligations for approved projects varied significantly among States in the past year. Eight States each reported commitments in excess of $10 million, including New York ($32 million), California ($27 million), Illinois ($23 million), Ohio ($18 million), New Jersey ($17 million), Pennsylvania ($15 million), Michigan ($13 million) and Massachusetts (nearly $11 million). In two additional States, commitments approximated slightly under $10 million for Texas and about $9 million for Missouri. Total commitments in these ten States approximated 61 percent of the obligated funds. In 31 of the remaining jurisdictions, commitments ranged from $1 million to $5 million.

Based on funds committed for approved projects, average costs per trainee--approximating $1,893 in the Nation--varied appreciably among the jurisdictions, ranging from lows of $496 in the Virgin Islands and $849 in Connecticut to a high of $3,529 in South Dakota. Other jurisdictions with relatively low costs per trainee in 1965 were Maine ($952), Washington ($1,020), and Puerto Rico ($1,167). In addition to South Dakota, costs per trainee were highest in Alaska ($3,416), Kansas ($3,072), and Louisiana ($2,911). Among the principal factors contributing to these varying costs were the types of occupations in which training was approved, duration of training in these occupations, State differences in allowance costs for trainees, and differing training costs, including teacher salaries, equipment costs and training facility rentals.

The ten largest metropolitan areas--previously noted as accounting for nearly one-fourth of the Nation's population and trainees--committed some 21 percent of the funds for approved projects in 1965. The average cost per trainee in projects approved for these areas was $1,837, close to the national average for all MDTA trainees.

Special Training Costs in Redevelopment Areas

In addition to projects funded under the regular training program, more than $4 million has been committed for special redevelopment area projects authorized under the amended MDTA program during the past year. The largest obligations have been reported in Alaska ($660,000), Wisconsin ($391,000), and Michigan ($302,000). Eleven other States reported project costs in excess of $100,000 under this program, including Arkansas, California, Louisiana, New Jersey, New Mexico, New York, Pennsylvania, South Carolina, Tennessee, Texas and Washington.

Trainee Costs

Based on funds committed for projects approved in 1965, the average cost per trainee was $1,893, as noted earlier. This total was not directly comparable with the revised, but not fully reduced, 1964 cost per trainee of $1,456 since the latter figure was based, to an appreciable extent, on actual expenditures for completed projects while the former represented obligated funds. However, even when allowance was made for the fact that funds committed for a project often exceeded its actual cost, the average training cost in the past year apparently rose appreciably as the 1965 MDTA amendments liberalized trainee allowance payments, particularly for dependents and transportation, as well as extending training allowance support up to a maximum of 104 weeks. The expansion of the basic education program together with other prevocational services for the disadvantaged groups also contributed to added trainee costs.

III. Employment of Trainees

Follow-up reporting on individuals completing MDTA courses has been modified to provide more complete information on the extent to which the training program has contributed to subsequent employment as well as trainee ability to retain employment (see Appendix Table 5). While earlier reports have noted significant employment rates for trainees--with more than 7 out of every 10 "graduates" finding training-related and other jobs--these data have been somewhat limited since they generally related to trainee employment status within particular weeks some 30, 60, and 90 days subsequent to course completion. Current arrangements provide data on trainee employment in both particular reference weeks and in other periods during the reporting year at intervals of 3, 6 and 12 months following training completion.

These improved reporting arrangements indicate that, based primarily on three follow-up reports received for about 32,000 of the 50,000 persons completing MDTA courses during 1964, some 91 percent of the trainees obtained employment within the subsequent 12 months. Jobs were obtained principally in training-related occupations and largely within 90 days following the conclusion of training. For 1965, for which incomplete data are as yet available, about one-third of the reports received for persons "graduating"

during the year have been based on two trainee follow-ups with the remainder consisting of one follow-up. While not directly comparable with information for 1964 in view of these limitations, the reports indicate that some 83 percent of the 1965 "graduates" have obtained employment thus far.

First follow-up reports for 1964 and 1965, both covering trainee labor force status within three months after course completion, suggest that most of the 8 percentage point difference in the employment rates for these years will be erased as more complete data are received for last year's "graduates." These reports, accounting for the bulk of all trainees who have obtained employment in each of these years, indicate that the employment rate for 1965 is approximating 3 percentage points below the year-earlier level with this difference apparently largely attributable to the changing program emphasis. Proportionately larger numbers of non-whites, educationally deprived individuals, and other disadvantaged persons have been involved in training activities over the past year and these trainees, while achieving considerable success in finding jobs following training, have characteristically had a somewhat lower employment rate than the MDTA trainee average. Thus, in 1965, about 29 percent of those completing training were non-whites compared to 26 percent in the previous year. The employment rate for this disadvantaged group fell below the MDTA trainee average by 5 percentage points in both calendar years. Also, persons having less than a full high school education comprised about 47 percent of those completing training in calendar year 1965 as opposed to only 40 percent in 1964. This group's employment rate was below the national average by one to two percentage points in these calendar years.

Characteristics of Employed Trainees

Reports for 1965 and 1964 show some appreciable variations in trainee employment rates according to trainee characteristics. This is evident in reviewing the relationship of trainee employment and the sex, age, level of education, previous duration of unemployment, and race of trainees in each of these years.

Men have been more successful than women in obtaining jobs after completion of training with the male employment rate approximating 94 percent and the female rate 87 percent for 1964 "graduates". For persons completing training in 1965, this difference has widened according to available reports.

By age, it is significant to note that youths under 22 -- i.e., the age group experiencing the highest rates of joblessness in the Nation -- have had a post-training employment rate about equal to or somewhat above the MDTA trainee average in both 1965 and 1964. Also, the employment rate for trainees in the prime 22 to 44 years of age working group has equaled or somewhat exceeded the national average in both calendar years. For trainees 45 years of age and over, however, the employment rate in each of these years has been somewhat below the MDTA average.

MDTA training -- providing basic education where needed -- has helped erase but not completely overcome the employment impact on trainees of previous deficiencies in schooling. Thus, some 89 percent of the persons with less than a full high school education who completed training in 1964 obtained employment as compared to the 91 percent employment rate reported for all trainees. This difference has continued for 1965 "graduates." Also, it is important to note that even the most seriously under-educated trainees have been enabled to profit significantly from the MDTA program in developing their employment capabilities. The generally complete follow-up reports for 1964 trainees show 87 percent of those with less than 8 years of schooling and 91 percent of those with no more than a full grammar school education finding employment after completion of MDTA courses. The employment rate for 1964 MDTA "graduates" with at least a full high school education has approximated 92 percent.

The long-term unemployed, while achieving considerable success in job placement following training completion, have had an employment rate below the MDTA average in both 1965 and 1964. Some 87 percent of the 1964 "graduates" jobless for 15 weeks or more prior to MDTA enrollment have obtained employment, about 4 percentage points below the corresponding average for all trainees. For 1965 "graduates", available reports indicate this difference has widened, in good part apparently because hard-core jobless trainees in the past year have been a more seriously disadvantaged "group" experiencing somewhat greater post-training employment difficulties than in the previous year.

Nonwhites, while experiencing considerable success in obtaining jobs following training, have lagged behind the MDTA trainee employment average, as noted earlier. About 86 percent of the 1964 nonwhite "graduates" have obtained employment, as compared to 91 percent for all trainees. This difference has continued for 1965 "graduates." Occupational detail regarding the nonwhite post-training employment experience is provided in the following section.

Employment by Occupation

In view of the limited follow-up information available for 1965 MDTA "graduates," data for about 32,000 trainees -- somewhat over three-fifths of the 50,000 persons who completed training in 1964 -- have been compiled to obtain a representative view of job placements in the principal occupational groups. These data indicate that employment rates in the major occupational categories have been relatively high, ranging from 85 percent in the clerical and sales group to 96 percent for semi-professional and technical and agricultural trainees. Employment rates in the skilled, semiskilled and service categories have approximated 93, 91 and 89 percent, respectively.

More than two-fifths of these persons completed training in skilled and semi-skilled occupations. About one-fourth completed training in clerical and sales activities while slightly over one-sixth were in the service group;

women comprised the bulk of these trainees. Some 10 percent of the MDTA "graduates" were in semi-professional and technical occupations with less than 5 percent in agricultural activities. Generally, there was a close correspondence between the proportions of trainees completing MDTA courses and the proportions obtaining employment for all major occupational groups.

Employment rates have been substantial in many of the leading occupations in which training has been conducted. Thus, licensed practical nurse trainees -- accounting for more than half of all persons completing MDTA courses in the semi-professional and technical group -- have had an employment rate of 96 percent. Draftsmen -- acounting for one-seventh of the "graduates" in the same major occupational category -- have had an employment rate of 97 percent. In the female dominated clerical and sales category, where seven-tenths of the trainees have completed courses in less than a handful of occupational groups, some 87 percent of the stenographers, 85 percent of the typist and clerk-typists, and 82 percent of the general office clerks have obtained jobs. Slightly over half of the persons completing training in the service category have been nurse aides, orderlies and ward attendants with nine-tenths of these "graduates," mostly women, finding employment. Among the skilled -- where almost one-half of the trainees have completed courses as welders, automobile mechanics and automobile body repairmen -- the employment rate in each of these three key occupations has approximated 96 percent. In two significant occupations in the semiskilled group, about 96 percent of the persons completing training as machine operators and 97 percent of the electronics assembler "graduates" have obtained employment.

The tendency for nonwhites -- among whom significant post-training employment success has been reported -- to, nevertheless, lag somewhat behind the MDTA trainee employment average has been reflected in most major occupational categories. Nonwhite employment rates have been two percentage points below the average in the agricultural group, 3 percent lower for service and clerical and sales trainees, 4 percent lower in the skilled category, and 7 percentage points below the average in the semiskilled group. In the semiprofessional and technical category, however, the nonwhite employment rate has exceeded that of all trainees by one percentage point. Among the specific key occupations in which employment rates for nonwhites have lagged were draftsman, typist and clerk-typist, general office clerk, stenographer, cook, nurse aide-orderly-ward attendant, welder, automobile mechanic, automobile body repairman, general machine operator and electronics assembler. The nonwhite employment rate has exceeded the average for all trainees completing MDTA courses in the licensed practical nurse group. Specific employment rates reported in these occupations follow:

Occupation	Nonwhite Employment Rate	Employment Rate for All MDTA Trainees
Draftsman	08	97
Licensed Practical Nurse	97	96
Automobile Mechanic	93	96
Automobile Body Repairman	95	96
General Machine Operator	88	96
Welder	93	96
Electronics Assembler	95	97
Nurse-Aide Orderly-Ward Attendant	87	90
Stenographer	85	87
Typist and Clerk-Typist	83	85
General Office Clerk	78	82
Cook	71	78

Employment Retention Following Training

While insufficient time has elapsed to provide adequate employment retention information for persons completing training in 1965, follow-up data have been compiled for about three-fifths of the 50,000 persons concluding training in 1964 to obtain an indication of the program's ability to aid trainees to maintain employment during the year following course completion. According to these reports, some 83 percent of the trainees obtaining employment in the year after course completion, primarily within 90 days after training, were still employed at the time of last follow-up. Job losses within the year following the conclusion of training were occasioned by seasonal and other employment curtailments, trainee or employer dissatisfaction, labor force withdrawals and other factors.

Employment retention rates have varied to some extent in accordance with trainee characteristics. Thus, whereas some 85 percent of the male trainees obtaining employment in the year following training were still employed at the time of last contact, the corresponding proportion for women was 80 percent. Similarly, nonwhites had an employment retention rate of 80 percent as compared to the aforementioned 83 percent average for all MDTA trainees. In terms of age, both youths under 22 and older workers 45 and over showed significant ability to maintain employment after obtaining jobs, with their employment retention rates ranging from 79 to 82 percent. In the prime 22-44 years of age working roup, the employment retention rate was 85 percent. Educationally disadvantaged persons have been relatively successful in maintaining employment after training with retention rates approximating 79 to 81 percent among all groups having less than a full high school education; trainees with 12 or more years of schooling have had an even higher rate. Hard-core unemployed have experienced somewhat more difficulty than the average trainee in maintaining employment although the retention rate for the long-term jobless, nevertheless, has approximated 80 percent.

Terminations From Training

Terminations from training were somewhat higher in 1965 (32 percent) than during 1964 (29 percent). To some extent, this increase was associated with larger proportion of disadvantaged trainees participating in the MDTA program in the past year; numbers of trainees lacked sufficient motivation to pursue classroom instruction successfully. Also, the Nation's improved employment situation in the past year was a contributing factor to the increase in dropouts as trainees left for available job opportunities. Men terminated training to a greater extent than women in both 1965 and 1964, with the dropout rate for men increasing from 34 percent to 37 percent in this period and that for women from 22 to 25 percent.

Completions and Terminations Among Enrollees in MDTA Institutional Projects, by Sex, 1965 and 1964

Training Status	Enrollees	
	1965	1964
Total		
Total enrollments	100	100
Completions	68	71
Terminations	32	29
Men		
Total enrollments	100	100
Completions	63	66
Termination	37	34
Women		
Total enrollments	100	100
Completions	75	78
Terminations	25	22

With regard to the characteristics of trainees terminating MDTA courses, men with limited educational attainment, notably those with 8 through 11 years of schooling, had a tendency to separate from training at an appreciably higher than average rate in both 1965 and 1964. While educationally disadvantaged women (i.e. those with less than a full high school education) had an above average dropout rate in 1964, only female trainees with 9 through 11 years of schooling showed a higher than average termination rate in the past year. In terms of age, youthful male and female trainees tended to terminate training at higher than average rates in both 1965 and 1964. To some extent, difficulties experienced by disadvantaged young persons in accepting a school situation may have contributed to the higher dropout rate among trainees under 22 years of age in 1965 than in the previous year. In relation to previous duration of unemployment, long-term jobless male trainees showed a greater than average tendency to terminate training in 1965 and to a somewhat lesser extent, also in 1964. Among women, previous duration of joblessness did not appear to influence terminations from training appreciably. The following tabulation indicates the percent of trainees among those originally enrolled terminating MDTA courses, by level of education, age, and previous duration of unemployment.

Percent of Trainees Terminating Training of Those Originally Enrolled in MDTA Courses, by Level of Education, Age, and Duration of Unemployment 2/

Selected Trainee Characteristics	Terminations as Percent of Enrollments in 1965			Terminations as Percent of Enrollments in 1964		
	Total	Male	Female	Total	Male	Female
Education						
Total	32	37	25	29	34	22
Less than 8th grade	32	34	25	31	31	30
8th grade	39	44	25	34	37	27
9th to 11th grade	38	43	29	35	40	27
12th grade	27	30	23	24	29	19
Over 12th grade	28	32	24	25	29	21
Age						
Total	32	37	25	29	34	22
Under 19 years	40	49	29	32	40	23
19-21 years	36	41	29	34	39	26
22-34 years	30	34	24	29	33	22
35-44 years	28	34	22	26	31	20
45 years & over	23	24	21	22	25	18
Duration of Unemployment						
Total	32	37	25	29	34	22
Under 5 weeks	30	34	24	28	32	21
5-14 weeks	34	38	26	29	33	22
15-26 weeks	32	38	24	30	34	22
27-52 weeks	33	39	26	29	34	22
Over 52 weeks	32	42	26	30	42	23

1/ Duration data exclude underemployed and family farm worker trainees.

IV. Occupational Content of Training Program

Reports covering close to 94,000 trainees -- about two-thirds of all persons enrolled in MDTA institutional courses in 1965 -- indicate that training was provided in several hundred specific occupations. In terms of major occupational groups, almost half of the enrollees received training in the skilled and semiskilled categories, nearly one-fourth in the clerical and sales field, and more than one-seventh in service activities (see Appendix Tables 6 and 7). Only the semiskilled and service groups reported larger proportions of trainees in 1965 than a year earlier, with Administration emphasis on job development and manpower training in service occupations contributing to the gains reported in this category. Almost three-fourths of the men were in

training for skilled and semiskilled occupations while a slightly higher proportion of the women were training for jobs in the clerical and sales and service fields.

More than half of all enrollees were reported in courses in 14 occupations or groupings of related occupations. All major occupational categories, with the exception of the agricultural group, were represented among these principal occupations. The largest occupational enrollments included nurse aide-orderly-ward attendant, welder, metal working machine operator, typist and clerk-typist, stenographer-secretary, licensed practical nurse, automobile mechanic, automobile service station attendant-mechanic, salesperson, automobile body repairman, draftsman, general office clerk, cook and electronics assembler.

Among the various types of institutional training, multioccupational projects -- in which about one-third of the trainees were reported in 1965 -- did not differ substantially from the overall MDTA program in its proportionate distribution of enrollees by major occupational groups. However, these projects tended to include relatively fewer trainees in skilled and semi-professional and technical occupations and a larger percentage in service occupations. This situation also obtained in special youth projects which were centered on disadvantaged trainees and were largely of a multioccupational character; about one-fifth of all trainees were enrolled in these projects. On the other hand, individual referral projects -- in which only limited numbers of enrollees were reported in 1965 -- were including more sizable proportions of their trainees in professional and technical and in clerical and sales activities; little semiskilled training was being provided in these less than class-group projects being conducted in private institutions and public facilities.

During the past year, the institutional training program continued to provide unemployed and underemployed workers with significant new job capabilities as well as upgrading the skills of many workers. Thus, whereas less than 3 percent of the trainees were primarily employed in the professional and managerial field prior to MDTA training, about 10 percent of the trainee total received training in this category in 1965, chiefly in semi-professional and technical occupations. Similarly, only 6 percent of the trainees worked in skilled jobs before training but about 29 percent were preparing for employment in this category. One-fifth of the trainees were preparing for semiskilled work while less than one-sixth of all enrollees had been in this field previously. Also utilizing the MDTA program to develop new employment capabilities, some 16 percent of the MDTA enrollees were unskilled and 20 percent had only entry or no work experience prior to participation in training.

The MDTA program was being utilized effectively by both men and women in promoting their job capabilities. While 48 percent of the male enrollees were being trained in skilled occupations, only slightly more than 9 percent had been primarily employed at that skill level prior to enrollment. Over one-fourth of the men were being trained for semiskilled work whereas little more

than one-fifth of all male trainees were in this field prior to their MDTA participation. At the other end of the scale, half of the male enrollees formerly involved in unskilled jobs were preparing for skilled occupations under the training program. Similarly, more than two-fifths of the male enrollees who had entry jobs or no previous work experience prior to training were taking courses leading to skilled work while an additional one-third in this pre-training group were enrolled in semi-skilled courses.

Women also were upgrading their skills through MDTA training. Close to half of the female trainees were enrolled in courses preparatory to typist, stenographic and other clerical and sales careers; about one-fourth of these women held jobs in this field prior to training. About 14 percent of the women were receiving instruction in practical nursing and other professional and managerial occupations whereas about 3 percent worked in this category prior to training. Among women holding entry jobs or having no previous work experience prior to MDTA participation (comprising slightly over one-fifth of their total), half were training for clerical and sales employment and an additional one-fourth for nurse aide and other service occupations.

Among the principal categories of employment, men formerly employed in skilled activities and women with prior clerical and sales experience were especially seeking to promote their occupational interests within these fields. Thus, about two-thirds of the male enrollees with pre-training jobs in skilled occupations were training for new employment in this major occupational category. Similarly, more than seven-tenths of the women with previous clerical and sales experience were improving or updating their qualifications in this field.

In various instances, unavailable job opportunities in occupations in which they were formerly employed, limitations in individual capabilities, or other factors were leading enrollees to seek training at a reduced skill level. Thus, in the skilled field, somewhat more than one-fifth of all trainees who had formerly been employed in this category were preparing for semiskilled jobs. Another 5 percent of those previously engaged in skilled work were training for clerical and sales employment.

Characteristics of Occupational Enrollees

Male trainees, accounting for three-fifths of the program's total, dominated enrollments in skilled, semiskilled and agricultural occupations, as in the past year. Men constituted well over nine-tenths of the skilled, more than four-fifths of the semiskilled and practically all of the agricultural enrollees in 1965. In the clerical and sales field, however, women accounted for close to seven-eighths of all trainees while in service occupations they comprised more than seven-tenths of those in training. Women also continued to account for a majority of the enrollees in semi-professional and technical occupations although their proportion fell about 2 percentage points over the year to about 57 percent of the trainee total in this field.

Persons with less than a full high school education comprising slightly more than half of the trainees in 1965 -- a somewhat larger proportion than a year earlier -- were distributed unevenly in the major occupational groups. These educationally disadvantaged were centering their training efforts in the skilled, semiskilled and service categories in each of which they accounted for about three-fifths of the trainees. In the relatively small agricultural category, they accounted for nearly four-fifths of the trainee total. On the other hand, limitations in formal schooling reduced the proportion of educationally disadvantaged to about 15 percent of the trainee total in the semi-professional and technical field. Also, in the clerical and sales field -- dominated by female enrollees with a full high school education or better -- the educationally disadvantaged comprised less than three-tenths of the trainee total.

Youths under 22 years of age were taking more than average advantage of training opportunities in semiskilled, service, and clerical and sales occupations during 1965 while their participation in skilled activities was about in line with their proportion of the occupational trainee total. Persons in this age group, however, were showing a relatively lower than average interest in agricultural occupations. Educational limitations also were hampering youth participation in semi-professional and technical training. Persons 45 years of age and over, on the other hand, were participating in farm training opportunities in relatively sizable numbers and displaying a somewhat more than average interest in service, semi-professional and technical occupations. These older workers were also showing a proportionate interest in clerical and sales occupations but lagged somewhat in their participation in skilled and semiskilled training.

Nonwhite participation in occupational training has varied significantly among men and women. Among nonwhite males, comprising about one-sixth of all trainees, relatively sizable participationhas been evident in skilled, semiskilled and agricultural occupations; between one fifth and one-fourth of all trainees in these categories have been nonwhite men. Nonwhite male representation in the service field, however, has been below the corresponding percentage of this group among all trainees. Also to some extent, educational limitations have hampered nonwhite male participation in semi-professional and technical occupations, with relatively few involved in such training. About seven-eighths of the nonwhite women were enrolled in training in clerical and sales, service and semi-professional and technical occupations in 1965. While accounting for one-sixth of the trainee total, nonwhite women were participating at relatively double this level in clerical and sales and in service training. Sizable numbers were in training as typist, clerk-typists, stenographer, salespersons, general office clerks, nurse aides, cooks and waitresses. Nonwhite women have also participated significantly in semi-professional and technical occupations, particularly in licensed practical nurse training. Among nonwhite women in the semiskilled field, more than one-third have received training as electronics assemblers.

Training Developments in Principal Occupational Categories

Significant variations in trainee characteristics also were evident within the major occupational groups. These differences, as well as other noteworthy over-the-year developments in the principal occupational categories, are reviewed in the following paragraphs:

Professional and Managerial

The proportion of all institutional trainees enrolled in professional and managerial courses, principally in semi-professional and technical occupations, continued to approximate 10 percent in 1965. Somewhat over half of the trainees in this field were women, largely involved in licensed practical nurse training and refresher courses for trained nurses. Among men, particular interest was displayed in training for draftsman and programmer. Five States -- Illinois, California, Washington, Michigan and Pennsylvania -- accounted for more than half of all enrollees in the professional and managerial field during the past year. In three States -- Minnesota, North Dakota and Washington -- the proportion of enrollees in this occupational category exceeded one-fifth of the trainee total.

Enrollees in this field had a significantly higher level of education attainment than the MDTA trainee average with close to two thirds of the total having a high school diploma and another 20 percent reporting some post-high school education. The proportion of educationally disadvantaged -- i.e., persons with less than a full-high school education -- participating in training in this occupational category declined about 4 percentage points during the past year.

Relative participation of youth in this type of training was below their corresponding percentage among all occupational trainees. Slightly over one-third of the professional and managerial trainees were under 22 years of age, about one percentage point above the year earlier level; persons in this age group accounted for about two-fifths of all trainees. Trainees in the 22-44 years of age group accounted for 54 percent of the enrollees in this field in 1965, slightly lower than in 1964. In the "older" worker category, persons 45 years of age and over increased their participation in these occupations over the year to about 12 percent of the total.

Nonwhite participation in professional and managerial training, involving relatively few males, dropped by 6 percentage points over the year to about 18 percent of the total in this field. This was close to three-fifths the proportion which nonwhites comprised among all occupational trainees.

Clerical and Sales Occupations

While somewhat below the previous year, the proportion of trainees preparing for clerical and sales jobs in 1965 was about 23 percent of the total. Nearly seven-eights of these enrollees were women, largely in training in clerical occupations. The bulk of all trainees were enrolled in courses for typist and

clerk-typist, stenographer-secretary, retail salesperson, general office clerk and key-punch operator. Close to half of the enrollees were in six States including California, New York, Ohio, Minnesota, Illinois and Kentucky. In three jurisdictions -- Nebraska, California and Guam -- more than two-fifths of all trainees were in the clerical and sales field.

Educational attainment among clerical and sales trainees was significantly above the MDTA trainee average. More than seven-tenths of the enrollees in this field had a high school education or better as compared to about half of all institutional trainees. Nevertheless, an appreciably larger percentage of persons lacking a full high school education was involved in clerical and sales training during 1965 with the proportion of these educationally disadvantaged trainees increasing by 4 percentage points over the year.

More than two-fifths of the clerical and sales trainees were under 22 years of age, somewhat above the proportion which youth in this age group represented among all institutional trainees. However, youth participation in training in this field was one percentage point below the year-earlier level. Persons in the 22-44 years of age group increased their participation in clerical and sales training in the past year to account for nearly half of the trainees in this category while the "older" worker percentage was relatively unchanged in this period.

Nonwhite involvement in clerical and sales occupations rose significantly to about one-third of the total, an increase of 3 percentage points over the year. Nine-tenths of the nonwhite trainees were women, with their rate of participation in this field about double that in the entire MDTA institutional program.

Service Occupations

Over one-seventh of all institutional trainees were enrolled in courses in service occupations in 1965, an increase of more than one percentage point above the year-earlier level. Administration emphasis on the need to relieve long-standing manpower stringencies in this field, along with significant job development activities in service and related occupations, contributed to this uptrend. More than seven-tenths of the service trainees were women as compared to about two-thirds a year earlier. Most enrollees in service occupations were preparing for employment as nurse aide-orderly-ward attendant, cook and waiter-waitress. Nine States -- California, Pennsylvania, Florida, Ohio, Michigan, New York, Georgia, South Carolina and Virginia -- accounted for about half of the trainees in the service-category in the past year. Hawaii and New Mexico reported a majority of their institutional trainees in the service group while over two-fifths of Arizona's enrollees were in this occupational category.

Responding to the increased training opportunities in this field, the educationally disadvantaged accounted for about 6[illegible] percent of the enrollees in the

past year, about 2 percentage points above the 1964 level. Persons with less than a full high school education comprised about half of all occupational enrollees in 1965.

In terms of age, the most significant change in service training participation during the past year occurred among youth. Persons under 22 years of age comprised about 42 percent of the trainee total in 1965, an increase of 7 percentage points over the 1964 level. Most of this gain occured in the under 19 years of age group.

Nonwhites accounted for 43 percent of the service trainees enrolled in the past year, somewhat below the year-earlier level. While the rate of nonwhite male participation in service training declined, nonwhite women comprised one-third of the trainee total in this field in 1965, about twice their rate of participation in all occupational training.

Agricultural Occupations

The proportion of all institutional trainees enrolled in agricultural occupational courses approximated 4 percent in 1965, relatively unchanged from the year-earlier level. Nearly all trainees in this field continued to be men. In order of the number of enrollments, about two-thirds of the agricultural trainees were taking courses for general farmer, truck farmer, general farm hand, groundskeeper and gardener during the past year. Puerto Rico and California accounted for about 80 percent of all MDTA agricultural trainees, with nearly half of the institutional enrollees in Puerto Rico participating in this type of training.

Close to five-sixths of the 1965 enrollees in agricultural training had less than a full high school education, whereas half of all occupational trainees had comparable limitations in educational attainment. Further reflecting these defiencies, more than one-third of all agricultural trainees had less than a complete grammar school education as compared to about 7 percent of the MDTA occupational trainee total with corresponding limitations in schooling.

Youth participation in agricultural training rose sharply over the year to account for 21 percent of the enrollees in this field. However, the proportion of trainees under 22 years of age in agricultural activities remained well below the percentage of persons in this age group among all occupational trainees. On the other hand, while little change occurred in the level of "older" worker participation, persons 45 years of age and over accounted for three-tenths of the agricultural trainee total in 1965. This was about triple the rate of participation of "older" workers in the entire MDTA program.

Nonwhite participation in agricultural training again accounted for one-fourth of all enrollees in this category in 1965. Nevertheless, participation of nonwhite males in this field continued to exceed the corresponding proportion among all occupational trainees significantly.

Skilled Occupations

During 1965, more trainees were enrolled in courses leading to future employment in skilled jobs than in any major occupational category. While somewhat below the year-ago level, the proportion of trainees preparing for skilled

work was about 29 percent of the total. Men continued to dominate enrollment in this field accounting for 97 percent of all trainees. In order of the number of enrollments, close to half of the trainees were taking courses for welder, automobile mechanic, automobile body repairman, and carpenter. States in which the proportions of enrollees involved in training for skilled occupations were especially sizable -- i.e., ranging from about half to two-thirds of those in institutional training -- included Louisiana, Montana, New Jersey, Mississippi, Connecticut and New Hampshire. In addition, all enrollees in South Dakota were training in skilled occupations. Half of all skilled trainees were enrolled in ten jurisdictions, including Pennsylvania, New York, Illinois, Massachusetts, Connecticut, Ohio, Michigan, Texas, Puerto Rico and Indiana.

Significantly, educationally disadvantaged persons were taking more than proportionate advantage of opportunities to participate in skilled training. Thus, about three-fifths of the enrollees in skilled occupations had less than a full high school education prior to enrollment whereas half of all enrollees in occupational training had a comparable level of educational attainment. Participation of the educationally disadvantaged in skilled training was also slightly above the year-earlier level.

Similarly, disadvantaged and other youth were participating in skilled training in relatively sizable numbers. Some 39 percent of the skilled trainees were under 22 years of age, only slightly below the corresponding proportion of persons in this age group among all occupational trainees. Youth participation in skilled training in 1965 was about 5 percentage points above the 1964 total.

Nonwhites also increased their training participation in skilled occupations, accounting for about one-fourth of the trainees enrolled in this field in the past year. The 1965 proportion was about 2 percentage points above that noted a year earlier. Nonwhite male participation in skilled training was especially significant with this group comprising 24 percent of all trainees in this category as compared to about 17 percent in all occupational programs.

Semiskilled Occupations

About one-fifth of all MDTA institutional trainees enrolled in semiskilled courses in 1965, somewhat more than one percentage point above the year-earlier level. Men continued their heavy involvement in this field, accounting for five-sixths of all semi-skilled trainees. Most enrollees were in courses for metal working machine operator, electronics assembler, aircraft subassembly installer, and automobile service-station attendant/mechanic. Eight States accounted for half of all semiskilled trainees, including, in order of the number of enrollees, Illinois, Washington, Pennsylvania, Ohio, California, New York, North Carolina and Alabama.

Nearly three-fifths of the trainees enrolled in semiskilled courses in 1965 were educationally disadvantaged individuals. While somewhat below the year-earlier level, this was about 8 percentage points above the proportion of trainees with less than a full high school education found among all occupational enrollees.

Youth participation in semiskilled training dipped somewhat over the year with persons under 22 years of age nevertheless, accounting for 43 percent of the enrollees in this field in 1965. Only the 22-34 years of age group showed a relatively increased involvement in this type of training over the past year as the proportion of these trainees rose by 3 percentage points to 37 percent of the semiskilled total.

Nonwhites accounted for three-tenths of all trainees enrolled in this field in the past year, slightly below the 1964 level. Three-fourths of the nonwhite trainees were men with their rate of participation insemiskilled training well above the corresponding proportion among all occupational enrollees. Nonwhite women -- while accounting for more than 7 percent of the semiskilled trainees as compared to about 16 percent of the trainees in all occupations -- showed about twice the rate of participation in training opportunities in this field than white women.

V. Characteristics of MDTA Institutional Trainees

During 1965, some 145,000 new trainees were enrolled in MDTA institutional projects, about one-third above the 1964 total. Along with expanded enrollment, MDTA legislative amendments and other shifts in program emphasis contributed to broadened participation of various disadvantaged worker groups in institutional training activities. Increased proportions of jobless teenagers, nonwhites, and persons of limited educational attainment were included in training activities during the past year. In addition, participation of the long-term unemployed in the MDTA program, while experiencing little change from 1964, remained about double the proportion of this group among all of the Nation's unemployed (see Appendix Tables 8 and 9).

Detailed information was available by the end of the year on the sex, race, age, education, duration of unemployment, and other personnel, social and economic characteristics of about 103,000 of the trainees enrolled in MDTA institutional classes in 1965. These trainee characteristics and the principal changes from the 1964 pattern are discussed in the following paragraphs.

Sex and Family Status

Approximately three-fifths of the trainees enrolled in MDTA institutional courses in 1965 were men, generally unchanged from the 1964 level, and just above the proportion of males among the Nation's unemployed in the past year. The relatively sizeable involvement of women in MDTA activities, with females accounting for 40 percent of all trainees as compared to 43 percent of the unemployed, continued to reflect their substantially enlarged participation in the post-war labor force. The number of working women has increased more than 50 percent in the past two decades; in fact, women have accounted for about two-thirds of the increase in the Nation's labor force in this period.

MDTA program administration has continued to place heavy emphasis on the participation of family heads in training activities. Slightly over half of the 1965 MDTA trainees were heads of families or households, somewhat below the 1964 level.

However, the proportion of trainees who were heads of families remained substantially in excess of the 36 percent of all unemployed in this category. During the past year, almost three-fifths of the male enrollees were heads of families as compared with half of all jobless males. Women with family responsibilities were also involved in MDTA training to a sizable extent; some 41 percent of the female enrollees headed their families as compared with only 17 percent of all unemployed women. Some further decline in the ratio of trainees who were heads of families appeared probable as a result of the MDTA amendment permitting regular allowance payments to a member of a family other than the head of the household when the head of the household was unemployed or such payments were necessary for the individual to undertake or continue in training.

Color

Although numerous gains have been registered in recent years by nonwhite workers, their unemployment rate has remained about double that of whites; during 1965, the jobless rate for nonwhite members of the labor force was slightly over 8 percent as compared with about 4 percent for white workers. The higher rate for nonwhites reflects their continued concentration in less-skilled blue-collar and service jobs more subject to seasonal and other cutbacks, layoffs related to lower seniority, deficiencies in formal education, inadequacies in previous work experience, environmental limitations and other factors.

To alleviate this disproportionately high unemployment rate, efforts have been made to expand training opportunities for nonwhite jobseekers through the MDTA program. Evidencing this emphasis, the proportion of nonwhites enrolled in MDTA institutional courses has continued to increase, rising from about 30 percent in 1964 to almost 34 percent in 1965; during the past year, nonwhites comprised about one-fifth of all unemployed. Nonwhite male MDTA participation rose from 27 percent to a total of 29 percent in the past year but the increase among nonwhite women was appreciably greater approximating 5 percentage points. Despite these gains, the scope of the MDTA program has not as yet reached a point where substantial reductions in nonwhite unemployment through training activities have been made possible.

In accordance with the continuing emphasis being placed on the development of special training projects for disadvantaged youth, approximately 43 percent of the nonwhite trainees were under 22 years of age in 1965. This percentage, somewhat above the year-earlier level, was 7 percentage points higher than the proportion that persons in this age bracket represented among the Nation's nonwhite unemployed. The percentage of nonwhite teen-agers participating in MDTA training, however, remained well below the corresponding proportion of jobless persons under 19 years of age among the nonwhite unemployed total. While the proportion of trainees between 22 and 44 years of age edged downward, this bracket still accounted for about half of all nonwhite enrollees. The percentage of older nonwhite MDTA trainees -- those 45 years of age and over -- was relatively unchanged over the year approximating 6 percent of the total; the training gap in this category remained significant, however, as jobless nonwhites in this age group constituted almost one-fifth of all unemployed nonwhites.

Under the MDTA amendments, nonwhites handicapped in pursuing training because of deficiencies in formal education increasingly have been provided opportunities for acquiring needed basic education. However, much remains to be done in increasing the participation of under-educated non-whites in training since only 7 percent of the nonwhite enrollees had less than 8 years of schooling in 1965 whereas some 25 percent of all unemployed nonwhites had this limited level of educational attainment. At the other end of the scale, about 46 percent of the nonwhite trainees had 12 or more years of schooling, as compared with 27 percent of all unemployed nonwhites. Nonwhite female trainees generally had a higher level of educational attainment than the males. Among the women, only 3 percent had less than 8 years of formal schooling and 59 percent had a high school diploma or better. Among males, some 10 percent had less than an eighth grade education, while only 34 percent had completed 12 years or more of school work.

For many years, nonwhite workers have accounted for a disproportionately large share of long-term unemployment. In 1965, nonwhites constituted 11 percent of the labor force, 20 percent of the unemployed, 23 percent of all persons out of work 15 weeks and more, and 25 percent of those unemployed more than 26 weeks. The MDTA program has been particularly successful in reaching the long-term jobless nonwhites. Some 38 percent of all MDTA trainees jobless for 15 weeks or more prior to training were nonwhites in 1965, up from 34 percent in 1964. In the very long-term unemployment category -- those out of work 6 months or more -- 40 percent of all MDTA trainees were nonwhites in 1965 as compared with 35 percent in the preceeding year.

In terms of previous employment experience, almost half of the 1965 nonwhite enrollees had less than 3 years of gainful employment, while about 1 out of 5 had worked 10 years or more; this was a somewhat more limited work background than that of white trainees. Approximately 16 percent of the nonwhite enrollees had been on public assistance rolls prior to training, with the proportion of women in this category exceeding men 19 percent to 14 percent.

Age

In terms of age, two categories of the jobless -- teenagers and older workers -- have encountered particular, although somewhat varying, employment difficulties. Whereas jobseekers under 19 years of age comprised about 9 percent of the labor force in 1965, they experienced a disproportionately high level of unemployment, accounting for 22 percent of the unemployed. The rate of joblessness for this age group was almost 14 percent during the past year, about three times the national rate. Workers aged 45 and over, while experiencing a lower rate of unemployment than the national average in view of their greater job seniority and other factors, have been confronted, on the other hand, with relatively long periods of unemployment following a job loss. This situation among older workers has been abetted by a tendency to lag in level of formal education, lower degrees of job mobility, difficulties in meeting present-day requirements following disemployment, and to some extent, restrictive hiring specifications. Also, reemployment problems have been compounded by decreased opportunities in a number of occupations and industries which formerly provided jobs for many workers advanced in age, particularly males.

Reflecting the increased emphasis which has been placed on initiating training programs for youth, the percentage of MDTA institutional trainees under 19 years of age continued to rise during the past year from 15 to a total of 18 percent. Males accounted for most of the over-the-year gain in enrollment of teenagers. These youths were being recruited increasingly from among the disadvantaged. Thus, about 56 percent of the youths in this age group enrolled in training in 1965 had less than a full high-school education (compared to 54 percent in 1964), some 44 percent of those jobless were in the long-term unemployed category (43 percent in 1964) and 31 percent were nonwhite (30 percent in 1964).

No appreciable change occurred over the year in the relative involvement of trainees in the 19-21 and prime 22-44 years of age brackets in the MDTA program, with participation of both groups remaining well above their corresponding proportions of the unemployed. At the same time, the difficulty in involving older workers -- 45 years of age and over -- in training activities continued. To an appreciable extent, this appeared to be related to the relatively greater reluctance of older workers to undertake training (in part, because of the possibility of utilizing previous work experience as a means of qualifying for employment) as well as inadequate assurance of job placement after completion of courses. As a result, the proportion of workers 45 years of age and over participating in training continued to approximate 10 percent whereas persons in this age bracket accounted for 25 percent of the Nation's unemployed in 1965.

Education

Since low educational attainment has been a prime factor associated with high levels of unemployment, the MDTA program has attempted to reach as many educationally disadvantaged jobseekers as possible. This end has been furthered by program amendments extending the training period to a maximum of two years including provision for basic education, where needed.

Participation of the educationally disadvantaged in training continued to rise during the past year with the proportion of MDTA trainees having less than a full high school education increasing by one percentage point to a total of 51 percent. This gain was not uniform among all groups of the educationally disadvantaged. Thus, the proportion of trainees with less than an eighth grade education showed little change during 1965 approximating 7 percent, somewhat less than half the corresponding proportion of this group among the Nation's unemployed. Trainees with an eighth grade education fared slightly better over the year to approximate 10 percent of all MDTA participants; persons in this educational group comprised 13 percent of the Nation's jobless total in 1965. The proportion of trainees with 9 to 11 years of schooling rose one percentage point to a total of 34 percent between 1964 and 1965, well above this group's corresponding proportion among all of the unemployed.

Educationally disadvantaged persons who were heads of families were participating in the MDTA program in relatively significant numbers. Thus, during the past year, nearly two-thirds of the trainees with no more than a grammar school

education and 55 percent of those with 9 to 11 years of schooling, were heads of families as compared to 44 percent of the trainees with a full high school education and 51 percent of those having more than a high school education. As previously noted, slightly over one-third of the Nation's unemployed were heads of families in 1965. Similarly, the proportion of persons under 19 years of age who were educationally disadvantaged and participating in the MDTA program exceeded the corresponding percentage of all youth in this age group in training. The educationally disadvantaged person also tended to have a somewhat longer duration of unemployment prior to training than the average trainee.

Female trainees generally continued to be better educated than males. Almost 3 out of 5 of the 1965 female enrollees had at least a full high school education as compared with about 2 out of every 5 males. On the other hand, only one-tenth of the women had no more than 8 years of schooling as compared with almost one-fourth of the men.

Duration of Unemployment

In both 1965 and 1964, almost 9 out of every 10 MDTA enrollees were unemployed with the remainder consisting of family farm workers, reentrants to the labor force, and underemployed persons. Over the year, the proportions of family farm workers and underemployed declined somewhat to 2 percent and 8 percent of the trainee total, respectively. Reentrants to the labor force (primarily women) for whom incompleted data were available in 1964, accounted for about 4 percent of all trainees in 1965.

One of the most significant achievements of the MDTA program has been its success in reaching relatively large numbers of the long-term unemployed, i.e., persons jobless for 15 weeks or more. Some 44 percent of the jobless MDTA enrollees were long-term unemployed in 1965, little changed from 1964, but double the corresponding proportion of this group among the Nation's unemployed. Three out of 10 of the 1965 trainees were in the very long-term unemployed category -- those without work for 6 months or more -- as compared with only 1 out of 10 of the Nation's unemployed in the past year.

Labor Force Experience of Trainees

The influx of youth into MDTA training has resulted in a continuing increase in the proportion of trainees with limited periods of previous work experience. Over the year, trainees with relatively short periods of employment experience (i.e., less than 3 years) rose from 38 percent to 43 percent of the enrollment total. Slightly over half of the female enrollees in 1965 had less than 3 years of gainful employment experience as compared with 36 percent of the males. the other hand, nearly three-tenths of the male enrollees during the past y had extended periods of previous work experience (i.e., 10 or more years), about twice the proportion reported for women.

Handicapped Trainees

MDTA training for handicapped workers supplements the older retraining program provided by the Vocational Rehabilition Administration for such persons. During 1965, some 7,700 handicapped individuals participated in institutional training

projects, about 8 percent of all MDTA enrollees for the year. The proportion of handicapped trainees was relatively unchanged from the year-earlier level.

Four-fifths of the handicapped trainees were males, compared with three-fifths of all MDTA trainees. Sixty-two percent were heads of families, significantly above the overall MDTA average. The handicapped trainees tended to be older and have less formal education than all MDTA enrollees. In addition, greater than average proportions were in the very long-term unemployed category.

Among the handicapped trainees, relatively more women than men were in the relatively youthful (i.e., under 19) as well as "older" worker category (45 years of age and over). A considerably higher percentage of women than men also had a high school education or better.

Nonwhites constituted only 21 percent of the handicapped trainees although comprising 34 percent of all MDTA enrollees. Nearly one-fourth of the handicapped women in training were nonwhites, significantly above the corresponding male percentage.

U.I. Claimants and Public Assistance Recipients

Some 16 percent of all MDTA enrollees in 1965 were unemployment insurance claimants at the time of their referral to training, somewhat below the percentage in 1964. However, with the increased participation of youth in training activities, the proportion of former claimants who were heads of families edged downward from 68 percent to 67 percent. About one-fifth of the male trainees were claimants for unemployment insurance benefits in the past year as compared with only one-tenth of the females.

In line with the increased involvement of disadvantaged persons in the MDTA program, the proportion of trainees who were on public assistance rolls prior to training, rose slightly from under 10 to a total of 11 percent during the past year. As in 1964, about half of the public assistance recipients in training were female.

Trainees Receiving Allowances

Between 1964 and 1965, the proportion of all MDTA enrollees eligible for regular and other training allowances increased from 64 percent to a total of 71 percent, reflecting the liberalization of eligibility provisions. The increased participation of young persons in training raised the proportion eligible for youth allowances by about one and one-half percentage points during the past year to nearly 22 percent of all trainees having allowance eligibility. Males accounted for nearly three-fifths of those eligible for youth allowances in 1965 but comprised two-thirds of all trainees eligible for allowances.

Trainee Characteristics in Multioccupational Projects

Multioccupational projects have provided trainess with referral opportunities to a broad range of occupational programs. These projects -- generally furnishing intensive counseling, testing, basic education and other job-related assistance along with vocational training -- have been especially effective in assisting disadvantaged persons. In particular, many individuals with limited educational attainment have been enabled to profit from occupational training by obtaining needed instruction in reading, writing, arithmetic and language skills.

Enrollments in multioccupational projects approximated 32,200 in 1965, an 89 percent increase over the previous year's total. Women accounted for 39 percent of the trainees in these projects in 1965, about 7 percentage points above their year-earlier proportion and only somewhat below their corresponding percentage in the entire MDTA institutional program.

Reflecting the assistance being provided to disadvantaged individuals in multioccupational projects, nonwhites accounted for 44 percent of the enrollees in these projects in 1965, about 10 percentage points above their corresponding proportion of all trainees. Persons with less than a full high-school education comprised almost two-thirds of the enrollees in multioccupational projects as compared with slightly over half of all MDTA trainees. The long-term unemployed have been sizably involved in these projects with persons jobless for 15 weeks or more comprising about half of the trainees in multioccupational programs as compared with 45 percent of the MDTA trainee total. Also, more than three-fifths of the trainees enrolled in multioccupational projects during the past year were youths under 22 years of age whereas persons in this age group accounted for two-fifths of all trainees. In this connection, special youth projects for disadvantaged individuals -- concentrated in metropolitan areas in which Youth Opportunity Centers have been established -- have involved trainees predominantly in programs of a multioccupational character.

Trainees Receiving Basic Education

Basic remedial education has been of appreciable assistance to disadvantaged persons under the MDTA program. For sizable numbers of trainees, elementary education, usually in the general areas of reading, writing, language skills, and arithmetic, has been coupled with prevocational services, including counseling, testing, and other aid in developing constructive job attitudes and motivation towards satisfactory employment. This emphasis on improving individual educational and related competence has helped promote successful occupational training.

Based on comparable data obtained through a special review of projects approved in the latter half of the past two calendar years, basic education opportunities were available for nearly half of the trainees in projects approved in each of these periods. In 1965 and 1964, the corresponding proportions for these periods was 48 and 45 percent, respectively.

About two-thirds of the enrollees in basic education courses in 1965 were men. Persons having no more than an eighth grade education accounted for over one-third of the trainees, about twice the percentage that individuals with comparable limitations in educational attainment comprised among all trainees. Similarly, the percentage of basic education trainees having 9 to 11 years of schooling was about 10 percentage points higher than the proportion of individuals with a corresponding educational level reported among all MDTA trainees. The long-term unemployed were heavily represented among the jobless trainees participating in basic education, accounting for well over half of the total. Three-fifths of the basic education trainees were youth under 22 years of age whereas trainees in this age group comprised about two-fifths of the MDTA trainee total. Nonwhites were also participating sizably in this program, accounting for more than half of the basic education trainees as compared to one-third of all trainees.

Trainee Characteristics in Rural Areas

A special tabulation of trainees enrolled in MDTA institutional projects predominantly in calendar 1965 provides significant information on the characteristics of trainees in rural areas. These data, based on county of trainee residence, indicate that about one-fifth of all trainees have been recruited from rural localities although these areas account for close to three-tenths of the Nation's population.

Much of this difference appears attributable to the relatively greater employment opportunities available in urban centers along with insufficient awareness of training possibilities among rural area residents and their greater difficulty in taking advantage of training opportunities because of transportation and other factors.

In line with the emphasis placed in the MDTA program on assisting disadvantaged trainees, special efforts have been made to promote training opportunities for rural area residents. These have included courses to upgrade the skills of low-income, self-employed farmers as well as the provision of training opportunities in seasonal farm activities and sub-professional agricultural occupations. Attention is also being directed to Statewide recruitment and individual referral methods as a means of extending training opportunities to rural area residents.

Trainee characteristics data indicate that men comprise approximately seven-tenths of the rural area participants in the MDTA program, about 12 percentage points above their urban area proprotion. In consequence, rural areas show one-eighth more heads of families taking advantage of training opportunities than urban localities. The proportion of rural area trainees completing high school (51 percent) is somewhat above that of the urban sector (49 percent). However, one-fifth of the rural area trainees show no more than a grammar school education as compared to about one-seventh of the urban area trainee total. Participation of youth in MDTA training is relatively more limited among rural area residents with persons under 22 years of age in these localities accounting for 40 percent of the trainee total, about 3 percentage points below that in urban areas. Similarly, rural areas indicate relatively fewer long-term unemployed in the MDTA program with persons jobless 15 weeks or more in these areas comprising 38 percent of the trainee total, as compared with 45 percent in urban localities. Non-whites account for one-sixth of the rural area trainee total, less than half of their corresponding proportion among urban area trainees.

VI. Employment Service Activities

As previously noted, enrollments in MDTA institutional training rose about one-third from 110,000 in 1964 to 145,000 in 1965. As a result, Employment Service activities conducted to implement the MDTA training program increased significantly. Based on annual averages for 1964 and 1965, these over-the-year increases approximated nearly 25 percent for screening as well as counseling interviews, 32 percent for specific aptitude tests, about 12 percent for the General Aptitude Test Battery, and 18 percent for proficiency tests. In the same period, referrals to MDTA training rose by more than 50 percent (see Appendix Table 10).

Reflecting the extensive use of counseling and testing in aiding in the selection of trainees, local office counselors conducted about 278,000 total counseling interviews in 1965, or nearly one for every three total screening interviews. The General Aptitude Test Battery was administered to close to 105,000 persons, specific aptitude tests to about 120,000 and proficiency tests to some 15,000. Referrals to MDTA training totaled 186,000, including 72,000 youth, during the past year. Also, the ratio of initial screening interviews to referrals continued to decline to 3.5 in 1965 (as compared with 4.4 persons initially screened for each referral in 1964), further reflecting program efforts to broaden the availability of MDTA training opportunities for disadvantaged workers.

Appendix

(Tables 6 and 8 and post-training employment data in table 5 are based on reports processed through November 15, 1965)

Table 1. MDTA Institutional Trainees Authorized by State, Calendar Year 1964 and 1965

States	1965 1/	1964
Total	154,251	167,205
Alabama	2,336	4,670
Alaska	705	1,483
Arizona	1,800	1,444
Arkansas	1,287	863
California	16,222	17,447
Colorado	1,260	2,387
Connecticut	5,127	3,189
Delaware	376	452
Dist. of Columbia	1,225	1,536
Florida	3,846	4,768
Georgia	1,928	3,991
Guam	60	85
Hawaii	269	438
Idaho	354	325
Illinois	11,156	10,530
Indiana	1,796	3,624
Iowa	1,806	1,438
Kansas	1,284	1,541
Kentucky	2,276	2,921
Louisiana	1,400	905
Maine	1,539	2,780
Maryland	1,470	2,086
Massachusetts	6,397	7,601
Michigan	7,151	7,947
Minnesota	2,000	5,233
Mississippi	951	2,095
Missouri	4,264	4,211
Montana	677	615
Nebraska	949	2,375
Nevada	481	999
New Hampshire	886	1,001
New Jersey	6,887	2,240
New Mexico	563	657
New York	13,318	14,228
North Carolina	1,219	2,822
North Dakota	699	607
Ohio	9,115	7,605
Oklahoma	742	4,058
Oregon	1,445	3,116
Pennsylvania	6,729	6,683
Puerto Rico	1,827	3,980
Rhode Island	729	611
South Carolina	1,961	1,080
South Dakota	467	346
Tennessee	3,412	2,795
Texas	6,131	3,483
Utah	693	516
Vermont	696	575
Virginia	2,435	2,881
Virgin Islands	214	128
Washington	5,660	3,857
West Virginia	1,582	487
Wisconsin	4,049	3,294
Wyoming	400	177

1/ Includes projects funded under the supplementary redevelopment area training program, section 241 of the MDTA.

Table 2. Major Occupational Groups and Selected Occupations for Which MDTA Institutional Training Was Authorized in Calendar Years 1964 and 1965

Occupational group and selected occupations	Trainees Authorized 1965	Trainees Authorized 1964
Total Number	1/ 154,251	167,205
Multioccupation projects	41,915	72,837
Individual referrals	4,566	2,681
Single occupation projects	107,770	91,687
Percent distribution of single occupations	2/ 100.0	3/ 100.0
Professional and managerial	13.9	11.0
Nurse, professional (refresher)	1.9	.8
Draftsman	2.6	1.6
Nurse, practical licensed	4.6	6.1
Laboratory technician and assistants	.9	.8
Clerical and sales	21.0	24.6
Clerk, general office	1.5	3.3
Office machine operator	1.7	2.2
Stenographer/secretary	6.8	8.5
Salesperson (all types)	2.9	1.8
Typist/clerk-typist	4.9	6.2
Service	14.2	13.8
Cook (all types)	2.0	2.2
Waiter/waitress	1.0	1.0
Nurse-aide/orderly	6.3	6.4
Agriculture	4.4	5.7
Farm hand (all types)	1.7	1.2
Gardener/groundsman	.8	.8
Skilled	28.4	27.4
Machinist (all types)	.9	.8
Welder	5.3	3.7
Pipefitter/plumber	.8	.6
Automobile mechanic	4.5	4.6
Automobile-body repairman	2.8	2.4
Semiskilled	17.7	16.9
Machine operator, general	6.7	5.3
Subassembly installer II	1.8	1.5
Automobile-service-station attendant/mechanic	1.6	2.5
Preapprentice and other	.4	.0

1/ Includes 2,237 trainees in redevelopment areas approved under section 241 of the MDTA.

2/ Based on available reports for approximately 98,000 trainees in single occupation projects.

3/ Based on available reports for approximately 90,000 trainees in single occupation projects.

Table 3. Authorized Cost of MDTA Institutional Training Projects, by State, Calendar Year 1965 1/

State	Total	Training	Allowance
Total	$291,977,134	$125,169,822	$166,807,312
Alabama	4,330,336	2,333,536	1,996,800
Alaska	2,408,593	1,088,785	1,319,808
Arizona	3,479,422	1,575,312	1,904,110
Arkansas	2,450,574	813,010	1,637,564
California	26,897,852	10,061,868	16,835,984
Colorado	2,688,702	1,084,887	1,603,815
Connecticut	4,351,020	2,105,630	2,245,390
Delaware	473,216	208,104	265,112
District of Columbia	1,686,828	699,309	987,519
Florida	6,212,351	2,537,999	3,674,352
Georgia	4,572,732	1,689,377	2,883,355
Guam	98,715	47,055	51,660
Hawaii	322,579	107,911	214,668
Idaho	924,145	310,146	613,999
Illinois	22,932,424	10,384,164	12,548,260
Indiana	3,744,909	1,635,043	2,109,866
Iowa	3,869,624	2,144,977	1,724,647
Kansas	3,945,718	1,216,821	2,728,897
Kentucky	5,362,229	1,753,596	3,608,633
Louisiana	4,075,161	1,387,949	2,687,512
Maine	1,466,647	763,321	703,326
Maryland	2,510,744	926,915	1,583,829
Massachusetts	10,894,340	4,157,441	6,736,899
Michigan	12,869,409	5,397,117	7,472,292
Minnesota	4,440,885	1,850,345	2,590,540
Mississippi	2,605,986	999,262	1,606,724
Missouri	8,871,690	2,702,014	6,169,676
Montana	905,186	408,504	496,682
Nebraska	1,551,379	563,044	988,335
Nevada	831,287	335,442	495,845
New Hampshire	1,513,882	569,505	944,377
New Jersey	16,718,845	8,278,764	8,440,081
New Mexico	1,232,291	430,103	802,188
New York	32,206,001	19,906,623	12,299,378
North Carolina	2,486,866	939,278	1,547,588
North Dakota	1,742,168	537,806	1,204,362
Ohio	17,798,087	7,543,412	10,254,675
Oklahoma	1,235,610	522,434	713,176
Oregon	2,533,543	921,717	1,611,826
Pennsylvania	15,740,852	6,011,952	9,728,900
Puerto Rico	2,132,873	728,647	1,404,226
Rhode Island	1,533,879	885,908	647,971
South Carolina	2,999,800	1,047,171	1,952,629
South Dakota	1,651,9[illegible]	631,249	1,020,687
Tennessee	5,860,017	2,329,093	3,530,924
Texas	10,085,696	3,449,472	6,636,224
Utah	1,466,827	637,862	828,965
Vermont	1,337,351	550,030	787,321
Virginia	4,214,078	1,405,313	2,808,765
Virgin Islands	106,204	59,961	46,243
Washington	5,772,113	2,266,448	3,505,665
West Virginia	2,806,402	1,007,432	1,798,97[illegible]
Wisconsin	6,226,076	3,008,775	3,217,301
Wyoming	800,754	211,983	588,771

1/ Includes slightly over $4 million approved under section 241 of the MDTA (relating to redevelopment areas).

Table 4. Authorized Cost of MDTA Institutional Training Projects, by State, Calendar Year 1964

State	Total	Training	Allowance
Total	$ 238,571,974	$ 122,550,762	$ 116,021,212
Alabama	4,435,613	3,022,393	1,413,220
Alaska	2,602,524	1,462,079	1,140,445
Arizona	1,955,150	1,364,991	590,159
Arkansas	971,407	521,903	449,504
California	24,211,377	10,785,213	13,426,164
Colorado	3,763,446	1,559,919	2,023,527
Connecticut	2,203,712	1,286,381	917,331
Delaware	626,743	371,058	255,685
Dist. of Col.	1,082,511	564,072	518,439
Florida	4,371,816	2,565,660	1,806,156
Georgia	5,307,938	2,987,233	2,320,705
Guam	222,857	146,457	76,400
Hawaii	613,475	342,115	271,360
Idaho	429,573	204,518	225,055
Illinois	18,013,403	9,971,376	8,042,027
Indiana	7,484,983	4,301,189	3,183,447
Iowa	2,780,553	1,587,106	1,193,447
Kansas	3,290,615	1,471,792	1,818,823
Kentucky	4,893,518	1,828,610	3,064,908
Louisiana	1,644,085	900,143	743,942
Maine	2,352,978	1,361,285	991,693
Maryland	2,268,540	1,441,955	826,585
Massachusetts	11,397,646	5,009,964	6,387,682
Michigan	18,293,031	8,658,686	9,634,345
Minnesota	9,890,671	4,146,628	5,744,043
Mississippi	2,823,959	1,473,250	1,350,709
Missouri	5,692,509	2,362,685	3,329,824
Montana	1,178,486	654,787	523,699
Nebraska	3,778,011	1,886,557	1,891,454
Nevada	1,889,951	977,329	912,622
New Hampshire	1,139,076	613,686	525,390
New Jersey	2,280,378	1,264,182	1,016,196
New Mexico	677,407	312,130	365,277
New York	21,262,025	13,880,557	7,381,468
North Carolina	3,434,400	1,915,115	1,519,285
North Dakota	1,291,209	418,128	873,081
Ohio	10,244,947	4,937,436	5,307,511
Oklahoma	2,033,504	1,026,005	1,007,499
Oregon	3,532,277	2,209,599	1,322,678
Pennsylvania	12,394,945	5,717,300	6,677,645
Puerto Rico	3,634,515	1,661,317	1,973,198
Rhode Island	823,672	482,090	341,582
South Carolina	2,215,404	1,260,680	954,724
South Dakota	816,522	221,346	595,176
Tennessee	3,641,608	1,765,472	1,876,136
Texas	4,552,323	2,047,620	2,504,703
Utah	937,001	411,610	525,391
Vermont	893,929	523,239	370,690
Virginia	3,390,798	1,878,249	1,512,549
Virgin Islands	90,675	64,891	25,784
Washington	4,035,304	2,094,931	1,940,373
West Virginia	423,688	217,924	205,764
Wisconsin	3,943,312	2,266,079	1,677,233
Wyoming	411,974	143,842	268,132

Table 5. Enrollment, Completion, and Posttraining Employment of MDTA Institutional Trainees, August 1962 through December 31, 1965

State	Enrollments	Completions	Posttraining Employment 1/	
			Percent Obtaining Employment Since Training	Percent Employed as of Last Contact
Total	319,524	171,399	88.2	74.0
Alabama	6,900	3,644	78.3	65.1
Alaska	1,543	973	83.2	70.1
Arizona	3,344	1,749	94.0	79.4
Arkansas	3,890	2,190	93.4	83.8
California	27,773	15,283	86.6	68.2
Colorado	3,209	1,543	87.2	72.5
Connecticut	8,287	5,754	92.7	82.1
Delaware	809	485	68.2	53.8
Dist. of Col.	3,066	1,631	84.6	67.7
Florida	7,849	4,965	85.0	71.8
Georgia	5.166	2,279	84.8	69.3
Guam	106	13	2/	2/
Hawaii	714	512	93.5	81.2
Idaho	816	413	89.3	78.9
Illinois	23,343	9,567	93.6	77.4
Indiana	6,770	3,046	87.9	75.9
Iowa	2,701	1,421	95.2	83.8
Kansas	3,046	1,559	94.0	77.7
Kentucky	10,271	6,605	83.6	73.5
Louisiana	1,700	665	80.0	80.0
Maine	3,756	2,517	91.3	75.3
Maryland	2,741	1,322	88.8	74.5
Massachusetts	12,570	5,833	88.5	76.4
Michigan	17,296	8,135	92.8	83.1
Minnesota	4,925	2,295	92.5	80.0
Mississippi	1,754	754	78.4	59.3
Missouri	10,107	5,508	87.6	72.3
Montana	1,211	853	96.6	86.7
Nebraska	2,793	1,431	88.5	75.6
Nevada	1,708	1,077	76.4	64.4
New Hampshire	2,003	1,225	93.8	68.1
New Jersey	5,997	3,564	88.7	76.6
New Mexico	1,601	1,116	87.7	65.6
New York	23,468	12,886	90.8	74.8
North Carolina	3,388	1,677	92.3	80.3
North Dakota	1,178	656	94.0	80.6
Ohio	14,526	7,886	85.9	71 4
Oklahoma	4,553	2,446	86.4	67.4
Oregon	3,803	1,939	87.0	65.6
Pennsylvania	18,816	7,921	89.1	77.3
Puerto Rico	7,784	5,483	93.0	83.1
Rhode Island	1,416	742	94.2	81.9
South Carolina	6,822	3,789	77.2	61.3
South Dakota	835	121	90.6	82.8
Tennessee	7,708	4,377	85.0	71.2
Texas	8,340	5,009	90.5	74.0
Utah	1,551	943	89.3	64.8
Vermont	1,170	756	94.7	84.4
Virginia	5,406	3,105	85.6	70.9
Virgin Islands	275	148	2/	2/
Washington	9,160	6,093	91.0	76.1
West Virginia	4,095	2,654	74.7	62.6
Wisconsin	4,884	2,521	94.2	80.3
Wyoming	581	320	96.3	68.4

1/ Based on report received for about 75,000 trainees. 2/ Reports not yet available.

Table 6. Occupations for Which Persons Were Trained In MDTA Institutional Projects in 1965, and Primary Occupation of Trainees Before Training

Occupation Trained For	Total Trainees	Trainees whose primary occupation before training was - Professional and Managerial	Clerical and sales	Service	Agriculture	Skilled	Semi-skilled	Un-skilled	Entry
Total----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	10.2	53.4	13.0	14.6	1.8	6.8	5.7	5.5	9.0
Clerical and sales----------	22.8	13.6	55.3	22.3	2.9	5.3	9.5	9.8	30.4
Service---------	14.6	5.4	8.9	32.8	6.8	4.8	7.7	11.1	17.3
Agriculture-----	3.8	.5	.5	1.5	44.0	2.4	1.7	2.5	1.3
Skilled---------	29.5	19.4	12.9	15.9	29.8	60.3	47.0	43.4	21.8
Semiskilled-----	19.1	7.7	9.4	12.9	14.7	20.4	28.4	27.7	20.2
Men----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	7.4	29.7	16.4	6.2	1.7	6.8	5.0	4.9	10.8
Clerical and sales----------	4.6	6.4	15.0	5.1	1.2	2.5	2.8	2.7	7.0
Service---------	6.8	5.6	5.5	18.6	3.5	3.6	4.4	7.2	6.3
Agriculture-----	6.2	1.2	1.7	4.3	47.1	2.6	2.1	3.0	2.4
Skilled---------	48.0	42.1	41.6	40.9	31.5	63.5	55.2	51.7	40.7
Semiskilled-----	27.0	15.0	19.8	24.9	15.0	21.0	30.5	30.5	32.8
Female----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	1.4	73.0	11.5	19.0	2.9	6.4	9.0	8.4	7.2
Clerical and sales----------	49.8	19.6	72.6	31.3	25.6	49.4	43.9	44.4	55.2
Service---------	26.3	5.2	10.4	40.1	51.9	23.0	25.3	30.3	28.9
Agriculture-----	.1	2/	2/	2/	2.9	2/	2/	.1	.2
Skilled---------	2.1	.6	.6	2.9	6.0	10.1	4.3	3.0	1.7
Semiskilled-----	7.3	1.6	4.9	6.7	10.7	11.1	17.5	13.8	6.8

1/ Most training in this group is at the semiprofessional or technical level.
2/ Less than 0.1 of 1 percent.

Table 7. Occupations for Which Persons Were Trained In MDTA Institutional Projects in 1964, and Primary Occupation of Trainees Before Training

Occupation Trained For	Total Trainees	Trainees whose primary occupation before training was - Professional and Managerial	Clerical and sales	Service	Agriculture	Skilled	Semi-skilled	Unskilled	Entry
Total----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	11.1	35.0	12.4	18.1	2.5	7.3	6.6	6.5	12.5
Clerical and sales----------	23.4	22.6	58.6	21.8	1.6	5.2	9.3	9.9	29.6
Service---------	13.9	7.2	8.8	31.1	5.5	5.6	8.5	11.3	15.8
Agriculture-----	4.5	1.5	.5	1.2	53.8	1.9	2.2	3.8	.7
Skilled---------	30.1	24.2	12.1	15.0	23.4	62.1	49.1	44.0	23.3
Semiskilled-----	17.0	9.5	7.6	12.8	13.2	17.9	24.3	24.5	18.1
Men----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	8.0	27.5	15.6	7.5	2.6	6.9	5.5	5.2	12.5
Clerical and sales----------	4.2	9.7	14.2	4.3	.9	2.6	2.2	2.5	6.3
Service---------	7.8	6.3	7.5	22.6	2.5	4.7	5.7	8.1	7.0
Agriculture-----	7.6	2.3	1.5	3.4	57.2	2.0	2.7	4.6	1.4
Skilled---------	49.4	40.7	43.2	40.3	24.9	65.8	58.6	53.3	44.1
Semiskilled-----	23.0	13.5	18.0	21.9	11.9	18.0	25.3	26.3	28.7
Women----------	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional and managerial 1/--	15.6	45.5	11.2	23.4	1.4	13.8	11.7	12.3	12.4
Clerical and sales----------	51.4	40.8	75.0	30.6	12.1	46.9	42.6	42.0	53.9
Service---------	22.8	8.3	9.3	35.4	48.3	19.4	22.1	25.5	24.9
Agriculture-----	.1	.4	.1	.1	4.6	2/	.1	2/	2/
Skilled---------	1.9	1.1	.6	2.2	2.6	4.3	4.2	3.6	1.7
Semiskilled-----	8.2	3.9	3.8	8.3	31.0	15.6	19.3	16.6	7.1

1/ Most training in this group is at the semiprofessional or technical level.

2/ Less than 0.1 of 1 percent.

Table 8. Characteristics of Trainees Enrolled in MDTA Institutional Projects in Calendar Year 1965, by Sex, Color, Age and Education

Characteristics	All trainees	Sex: Male	Sex: Female	Color: White	Color: Nonwhite	Age: Under 19	Age: 19 to 21	Age: 22 to 44	Age: 45 and over	Education: Less than 9 years	Education: 9 to 11 years	Education: 12 years	Education: Over 12 years
Sex Total	100.0	----------		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	60.0	----------		64.5	51.8	61.0	61.7	59.9	54.1	78.9	63.9	51.3	46.5
Female	40.0	----------		35.5	48.2	39.0	38.3	40.1	45.9	21.1	36.1	48.7	53.5
Family status: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Head of family or household	51.4	58.3	41.0	51.6	52.6	9.5	31.1	73.2	71.0	63.3	54.6	44.2	50.8
Other	48.6	41.7	59.0	48.4	47.4	90.5	68.9	26.8	29.0	36.7	45.4	55.8	49.2
Age (years): Total	100.0	100.0	100.0	100.0	100.0	----------				100.0	100.0	100.0	100.0
Under 19	18.4	18.7	17.9	18.3	15.9	----------				20.1	20.1	18.6	1.8
19 to 21	23.6	24.3	22.6	22.0	27.2	----------				15.1	25.8	25.8	17.8
22 to 44	48.0	48.0	48.0	47.7	50.8	----------				45.3	46.9	48.1	63.2
45 and over	10.0	9.0	11.5	12.0	6.1	----------				19.5	7.2	7.5	17.2
Education (grades): Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	----------			
Less than 8	7.1	9.7	3.2	6.6	7.1	6.3	3.7	6.8	17.9	----------			
8	9.9	12.6	5.8	10.8	7.8	12.2	7.2	9.2	15.2	----------			
9 to 11	33.9	36.1	30.6	30.9	39.2	37.2	37.3	33.0	24.5	----------			
12	43.2	37.0	52.5	45.4	40.5	43.7	47.3	43.2	32.2	----------			
More than 12	5.9	4.6	7.9	6.3	5.4	0.6	4.5	7.8	10.2	----------			
Years of gainful employment: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 3 years	42.7	36.3	52.3	40.1	45.9	92.9	74.0	16.3	6.0	34.1	45.2	46.1	30.0
3 to 9 years	34.9	35.6	33.9	35.6	34.7	7.0	25.7	52.6	22.0	27.8	35.3	36.6	40.8
10 years or more	22.4	28.1	13.8	24.3	19.4	0.1	0.3	31.1	72.0	38.1	19.5	17.3	29.2
Labor force status prior to enrollment:													
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployed	86.2	87.5	84.2	86.1	87.7	87.3	88.3	85.5	82.0	85.9	88.6	85.2	80.3
Family farm worker	1.8	2.9	0.2	1.8	1.2	0.7	0.9	1.9	5.8	6.6	0.9	0.8	0.3
Re-entrants to labor force	3.6	1.1	7.3	3.7	2.3	4.5	2.0	3.6	5.8	2.8	3.3	3.6	7.9
Underemployed	8.4	8.5	8.3	8.4	8.8	7.5	8.8	9.0	6.4	4.7	7.2	10.4	11.5
Duration of unemployment: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 5 weeks	32.8	36.7	26.3	34.5	29.2	34.9	36.1	31.9	23.3	29.4	31.5	35.1	32.2
5 to 14 weeks	23.3	26.0	19.3	24.5	21.9	21.5	25.1	23.9	19.8	22.4	23.6	23.7	22.1
15 to 26 weeks	13.2	13.8	12.3	12.9	13.9	10.5	13.1	14.2	13.7	13.1	13.9	12.5	14.0
27 to 52 weeks	11.0	10.2	12.3	10.6	12.2	10.2	10.2	11.3	13.7	10.8	11.4	10.8	11.5
Over 52 weeks	19.7	13.3	29.8	17.5	22.8	22.9	15.5	18.7	29.5	24.3	19.6	17.9	20.2
Color: Total	100.0	100.0	100.0	----------		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Nonwhite	33.7	28.9	40.7	----------		30.5	38.5	35.0	20.6	30.1	39.1	31.0	30.3
White	66.3	71.1	59.3	----------		69.5	61.5	65.0	79.4	69.9	60.9	69.0	69.7

Table 9. Characteristics of Trainees Enrolled in MDTA Institutional Projects in Calendar Year 1964, by Sex, Color, Age and Education

Characteristics	All trainees	Sex: Male	Sex: Female	Color: White	Color: Nonwhite	Age: Under 19	Age: 19 to 21	Age: 22 to 44	Age: 45 and over	Education: Less than 9 years	Education: 9 to 11 years	Education: 12 years	Education: Over 12 years
Sex: Total	100.0	----------		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	60.0	----------		63.3	53.6	58.6	62.9	60.0	55.8	80.5	66.3	49.0	48.9
Female	40.0	----------		36.7	46.4	41.4	37.1	40.0	44.2	19.5	33.7	51.0	51.1
Family Status: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Head of family or household	53.1	63.4	37.8	51.1	51.7	9.4	30.1	73.2	71.9	67.5	56.3	44.9	55.1
Other	46.9	36.6	62.2	45.9	48.3	90.6	69.9	26.8	28.1	32.5	43.7	55.1	44.9
Age (years): Total	100.0	100.0	100.0	100.0	100.0	----------				100.0	100.0	100.0	100.0
Under 19	15.3	14.9	15.8	15.1	14.5	----------				16.1	16.8	15.7	1.4
19 to 21	23.8	24.9	22.0	21.9	27.9	----------				24.4	26.4	26.0	19.0
22 to 44	50.3	50.3	50.5	50.3	51.9	----------				48.1	49.0	50.5	63.8
45 and over	10.6	9.9	11.7	12.7	5.7	----------				21.4	7.8	7.8	15.8
Education (grades): Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	----------			
Less than 8	7.6	10.4	3.4	7.2	7.4	6.6	3.7	7.2	19.8	----------			
8	9.4	12.4	4.9	10.4	7.0	11.3	6.6	9.0	14.6	----------			
9 to 11	32.9	36.3	27.8	30.4	37.8	36.3	36.6	32.0	24.2	----------			
12	43.9	35.8	55.9	45.7	41.6	45.2	48.1	43.9	32.1	----------			
More than 12	6.2	5.1	8.0	6.3	6.2	.6	5.0	7.9	9.3	----------			
Years of gainful employment: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 3 years	38.2	31.7	48.0	35.1	43.4	91.8	71.1	13.5	5.4	27.3	39.7	42.7	27.4
3 to 9 years	36.6	36.8	36.3	37.5	35.7	8.0	28.6	52.4	20.4	30.0	37.2	38.1	41.2
10 years or more	25.2	31.5	15.7	27.4	20.9	.2	.3	34.1	74.2	42.7	23.1	19.2	31.4
Labor force status prior to enrollment:													
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployed	89.5	88.8	90.6	89.5	90.3	91.9	91.5	86.6	86.0	85.8	91.4	89.7	89.0
Family farm worker	2.3	3.6	.4	2.4	1.2	1.1	1.2	2.3	6.8	9.0	1.2	.8	.4
Re-entrants to the labor force	.7	.2	1.4	.7	.5	.5	.2	.8	1.1	.4	.6	.7	1.3
Underemployed	7.5	7.4	7.6	7.4	8.0	6.5	7.1	8.3	6.1	4.8	6.8	8.8	9.3
Duration of unemployment: Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 5 weeks	31.5	35.5	25.7	33.1	28.0	35.0	34.6	30.3	24.5	30.6	29.8	33.4	30.5
5 to 14 weeks	23.1	26.4	18.3	23.6	22.5	21.6	25.1	23.3	20.0	21.7	23.8	23.1	22.9
15 to 26 weeks	12.8	13.3	11.9	12.9	12.8	10.8	12.4	13.5	13.1	12.0	13.4	12.6	12.8
27 to 52 weeks	11.0	10.6	11.6	10.7	12.0	8.3	10.0	11.7	14.1	11.9	11.2	10.3	11.9
Over 52 weeks	21.6	14.2	32.5	19.7	24.7	24.3	17.9	21.2	28.3	23.8	21.8	20.6	21.9
Color: Total	100.0	100.0	100.0	----------		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Nonwhite	30.4	27.0	35.6	----------		29.5	35.8	31.1	16.6	26.3	35.2	28.4	30.0
White	69.6	73.0	64.4	----------		70.5	64.2	68.9	83.4	73.7	64.8	71.6	70.0

Table 10 -- Selected MDTA Training Program Activities Conducted by State Employment Security Agencies, Calendar Years 1964 and 1965

Year and Month	Screening Interviews		Counseling Interviews		Specific Aptitude Tests		General Aptitude Test Batteries		Proficiency Tests		Referrals to Training	
	Total	Youth	Total	Youth	Total	Youth	Total	Youth	Total	Youth	Total	Youth
1965 ----------	886,665	308,752	277,634	132,719	120,145	37,780	104,833	42,584	15,038	4,594	186,220	71,978
January -----	93,373	34,945	31,497	16,022	10,181	3,364	11,499	5,174	1,355	393	21,262	9,380
February ----	74,093	27,317	27,487	15,006	8,452	3,269	10,130	4,441	1,257	378	15,362	6,024
March -------	74,556	25,869	24,889	12,453	8,293	2,646	9,472	4,435	1,496	378	14,911	5,868
April -------	63,099	20,844	18,908	9,305	7,883	2,413	7,427	3,215	996	281	11,944	4,132
May ---------	58,779	20,357	17,210	8,039	7,612	2,223	6,978	2,814	809	272	10,266	3,726
June --------	76,616	30,564	20,367	9,649	11,073	4,243	7,666	3,289	1,383	545	14,396	6,404
July --------	76,046	27,085	20,971	9,800	12,013	3,743	8,814	3,255	1,598	593	14,345	5,484
August ------	86,280	29,518	26,352	11,980	12,280	3,927	9,714	3,584	1,568	439	19,481	7,983
September ---	78,062	26,177	24,756	11,127	11,801	2,642	9,013	3,266	1,162	294	19,534	7,229
October -----	68,539	22,925	21,249	10,367	10,964	3,232	8,232	3,170	1,181	326	16,530	5,958
November ----	69,821	22,148	21,259	9,352	9,452	2,410	7,623	2,898	1,083	352	14,287	5,001
December ----	67,392	21,003	22,689	9,610	10,141	2,668	8,165	3,043	1,150	343	13,902	4,780
1964 ----------	715,392	236,730	226,045	99,616	90,043	25,497	93,848	35,235	12,761	3,947	122,923	43,584
January -----	58,165	17,288	15,447	5,280	7,812	1,608	8,442	2,487	1,160	334	9,847	2,805
February ----	53,293	16,320	15,093	4,837	8,326	1,835	8,165	2,498	1,355	321	6,991	2,306
March -------	46,581	13,987	14,981	5,423	6,884	1,772	6,778	2,036	1,133	263	6,152	1,706
April -------	40,386	12,699	12,601	4,681	5,279	1,329	5,976	1,735	932	440	5,539	1,502
May ---------	40,485	14,616	13,435	5,941	4,591	1,305	5,306	1,868	605	159	5,772	1,935
June --------	56,497	20,530	17,016	8,217	6,886	2,456	6,635	2,797	999	332	7,644	2,974
July --------	72,148	24,702	21,014	10,618	9,110	2,629	8,342	3,874	1,218	413	13,611	5,190
August ------	70,963	23,866	23,355	10,774	9,216	2,738	8,947	3,401	1,170	437	12,483	5,277
September ---	70,783	22,757	23,810	10,872	8,883	2,647	9,633	4,060	1,393	502	14,027	5,016
October -----	70,050	23,092	21,822	9,915	8,396	2,615	8,421	3,240	1,059	250	14,441	5,091
November ----	63,852	21,614	21,122	10,518	7,077	2,444	7,489	3,247	788	251	13,132	4,712
December ----	72,289	25,249	26,319	12,540	7,583	2,119	9,714	3,992	899	245	13,284	5,020

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