

100 Rust Ave.
Holly Springs
Mississippi
July 26, 1964

Dear Tom,

I want this to be a record of all my contacts, information gotten, questions general and specific that are in my mind, and scattered thoughts to date--anything possibly relevant to ARA or MDTA.

As you can see from the enclosed letter to Jack Wasserman, I have not been able to get a copy of the OEDP for Marshall County. You said that you have it--could you send a photo-copy? When I asked about ARA at the County Courthouse no one had anything to say. I asked for the Chamber of Commerce and was referred to Harris Gholson, president of a bank here and chairman of the "Industrial Council". He said that all their program involved was bringing perhaps 10 more factories to this area (ARA and OEDP didn't seem to ring a bell--if he knew what I wanted he was not responsive). I did get a list of the 10 factories now located here (from him):

Metalcraft (electric irons: one part)	employs c. 400
Holly Sprs. Mfg. Co. (rotisseries)	100
Machine shop just being built	
Wurlitzer Piano Co.	400
American Sandpaper Co.	100
Simpson Industries (cement blocks)	40
Walker Mfg. Co. (just starting)	will employ c. 500
¹ / ₂ owned by Kern Land Co., Bakerfield, Calif.	
Holly Sprs. Brick & Tile	employs 200 Negroes
Clay Products Co. (bricks)	200 Negroes
Southern Brick & Tile in Byhalia (12 mi. west)	100 Negroes
Gen Mfg. Co. also Byhalia	300

Except for janitorial positions, all employees outside of brick factories are white, Mr. Gholson said. Only office people at brick factories are white.

One set of groups all over the state who should at least be told what we and other Fed. Prog. people are finding out, is the Rural Community Development Clubs organized by the Agricultural Extension's Home Demonstration Agent in each county if she takes the initiative to do this along with her programs for young people (4-H, Future Farmers of America, etc.). In 57 ~~xx~~ of the counties there is in addition to the regularly two white agents, a Negro agent and thus the possibility of a Negro RCDC. Mrs. Betty Adams, the Negro H. D. Agent for Union County (for the last 9 years) gave me some detailed info. about the activities that are suggested for RCDC's, also gave me a list of the 57 counties that have Negro agents. I can send you this info. if you want it.

Interviewing Dr. Clark, Chief of Staff at John Gaston Hospital, the large charity hospital in Memphis which serves northern Mississippi as well, I learned about a projected MDTA program for on-the-job training of sub-professional hospital workers:

laboratory aids*	nursing technicians
operating ^{room} technicians*	dietary aids
inhalation therapists*	electronics technicians (for computers?)
record library aids	pharmacy aids
x-ray technicians	orthopedic aids

With requests for funds submitted to MDTA over a year ago, the ~~MDTA~~ Hospital has gotten a grant from the Health Department (I think) in order to start the three starred programs without waiting. These 3 programs are already operating, and Dr. Clark said that Miss. people who qualified could get the same on-the-job training (with full pay) without any obligation to stay in Memphis to work later. This is no solution from our point of view, but we should tell kids just graduating from high school about it. The Memphis Public Sch. System is putting up a new building to house the 16-wk. ~~MDTA~~ preliminary ~~MDTA~~ program (for all MDTA programs in Memphis I think, not just the hospitals' program). On-the-job training will eventually be given in the 6 City of Memphis Hospitals (including John Gaston Hosp.) and also in the Baptist and Methodist (all-white) Hospitals. Dr. Clark said that the City of Memphis Hospitals would welcome an MDTA program for Mississippi people incorporating them into that program in Memphis. He personally because of a high-paying private consulting practice with mostly high society Mississippi patients, and the City of Memphis generally because of the goods that people from northern Mississippi buy in Memphis, are willing to spend Memphis and Tennessee tax money on Mississippians. He felt that training Mississippi people ~~who would then work in Mississippi~~ who would then work in Mississippi would reduce the shortage of hospital personnel that they are facing in Memphis--they are almost having to close some services now, and will soon open a new 800 bed hospital~~s~~. In Memphis as a whole he said there are 100,000 unemployed or underemployed and 50,000 jobs going begging for lack of skilled ~~people~~ people. He said that Kentucky got MDTA arrangements two years ago and got a big slice of the pie so far as funds are concerned; Tennessee was slower; for a Mississippi program of any kind to be set up without the state's having gotten the standard umbrella grant would take two years he thought. He mentioned Miss. State Senator Wise as a man interested in Miss. hospitals and in increasing welfare payments etc. Assuming that people are now being sent out of state to be trained as staff for new Hill-Burton hospitals in Mississippi (one going up in Union County), I would like to know where they are ~~being sent~~ being sent and under what auspices. Or are out-of-state people being ~~sought~~ sought who will come to Mississippi to work?

Now

Now to the questions I have. Your first ARA mailing and the RAD pamphlet you sent got left out-of-town---when I get them back some things may be clearer. 1.)

I have gotten some conflicting information; I had understood that training is to be for anyone making less than \$1200 a year or family head making less than \$3000. Pamphlets on MDTA say that its to be open to ~~anyone~~

training programs are ~~for~~ anyone who is member of a farm family with total family income of less than \$1200/yr. Probably first set of figures apply to ARA training programs.**

2.) MDTA pamphlet entitled "Jobs, Training & You" says, "The act imposes no specific limitations on a length of training allowable, but weekly living allowances cannot be extended beyond 52 weeks." Limitations were specified to Dr. Clark before he drew up the proposed program in Memphis: only 16 weeks of school-room training were possible, and on-the-job training (which I believe involves no MDTA subsidy) could not extend beyond 2 years. Furthermore, the Memphis program is under MDTA and the MDTA pamphlets I have don't mention a 16-wk. training program; it is only 15-page (legal size) mimeographed material from Washington that mentions it, speaking of "the 16-wk. ARA tr. program"

** But ~~ex~~ 15 page mimeoed material says, "in ARA areas everyone who legally qualifies for work qualifies for training." (p. 4, #6) (p. 4, #3)

3.) One MDTA pamphlet ("Jobs, Training & You") says people ages 19-22 are eligible for training; another ("an explanation of MDTA") says ages 16-22 are eligible (p. 9). Related info.: no more than 5% of estimated total of training allowances may go to ages 19-22 (Manpower Research bulletin#3: "Young Workers", p. 19); living allowances for ages 19-22 cannot exceed \$20/wk. ("Jobs, Training, & YOU")---the implication seems to be that if training is available to 16-19 year-olds, living allowances during training are not.

4.) I had understood that the government (fed.? state?) could put up 90% in ARA loans. Page 1 of 15-page mimeoed material says for in-
65% is the limit of federal funds, and state and local sources must ^{industry} put up 15%. What about the other 20%?

General problems:

1.) ARA training is not available for people who are going to work in relocated factories (p. 2 at bottom, mimeoed 15 pages). According to Harris Gholson ~~some of the factories that have~~ (or it may have been Mr. Buchanan, former mayor now head of Welfare Office--sorry I don't know), a number of the factories that have and will come here have moved from the north (to enable them, he said, to pay their workers all beginning salaries which are sometimes hardly more than half of what senior workers have worked up to after a number of years). Is MDTA training available for relocated factories? Could ARA or MDTA training programs be gotten to help Negroes qualify for positions where present employees are all white (and ~~Negroes~~ there are not already qualified Negroes)--where there is really no shortage of qualified whites? ~~Is there a shortage of qualified whites?~~ Could plants forced by ~~the~~ pressure from civil rights groups (as recently in San Francisco area) to hire a reasonable percentage of Negroes (even if it means firing whites) utilize ARA or MDTA to train Negroes? ((This does nothing about the basic problem of automation. Incidentally, Dr. Clark thinks that in Tennessee and Mississippi it is the other way around: shortage of skilled whites and availability of skilled Negroes is forcing and will force integration in employment, rather than fair employment requirements forcing employers to seek out or train Negroes.))

2.) If the ~~size~~ size ~~of~~ of unemployment compensation payments and the number of people on the rolls is below what it needs to be in this state, it will affect training programs in two ways I havenoticed: One of five variables used to determine the amt. each state should get of federal MDTA funds is the total ~~amt.~~ amt. in unemployment payments the state is making to its people. ~~amt.~~ ("an explanation of MDTA" p15). And the ARA training allowances ("Occupational Training Pathway to Employment" p 5), also the MDTA training allowances ("an explanation.." p 12) are equal to the average rate of unemployment compensation payments that the state is making.

3.) Another of the five factors that make a state deserving of so much MDTA money is "the lack of appropriate full-time employment in the State" ("an explan." p15). The other factors are defined in such a way that as they are on the increase, MDTA money allotment increases. But the lack of appropriate jobs in the state would seem to be a counterindication for MDTA, indicating ARA instead. I don't understand.

4.) Bypassing state channels for MDTA is complicated by fact that after June 30, 1964, the fed. gov't. pays only half of cost of training programs and of training allowances. If an independent contract is made with HEW, will the fed. gov't. perhaps double the amt. it considers the state's fair share? I have not found any description of just how the state machinery is to be bypassed, and I don't know how to interpret statements like the following: "Training programs may not be approved for any locality or State unless the Sec. of Labor and of HEW are satisfied that such locality or State has not reduced its own level of expenditures for vocational education...under the Smith-Hughes and George-Barden Acts." ("an explanation of MDTA" p 15). Are there any precedents, any communities in the country that have brought in ARA or MDTA without state cooperation?

5.) Research programs regarding physical resources of an area (15-page mimeoed material, p 3 #C) and automation ("an explanation..," p 6) I would be in order for the whole ~~region~~ cotton-growing region, with picking machines changing the quality of the product (and its market), and synthetics replacing cotton. What will be the next thing for this area--corn? cattle?

6.) For public facilities, ARA can loan up to 100% of cost. Could private groups in urban areas bring in ARA to put in sewers and pave streets? If and when these towns are ready ^{to} to pave streets in Negro sections it will be a big job, and ARA loans can be used then if not before.

Other information:

1.) Some facts about 14-19 year olds in Miss. and Arkansas stand out in the tables of Manpower Research bulletin #3: Young Workers....

Four states in U.S. can expect between 1965 and 1970 a drop of 10% or more in the labor force age 14-19: Mississippi will lose 9000 or 11.4%, ~~Arkansas~~ Arkansas will lose ~~9,600~~ 9,600 or 18.4%, Kentucky will lose 11,700 or 12.9%, and W. Va. will lose 8200 or 20.0%. (Between 1960 and 1965, Miss. gains 1.0%, Arkansas loses 9.2%, Kentucky loses 3.9%, and W. Va. loses 5.3%. Those three are the only states in U. S. already experiencing a decline.) Other states that are to expect a decline in 1965-70 are ~~Alabama~~ Alabama (9.6%), Tenn. ~~6.6%~~ 6.6%, Georgia 6.7%, So. Carolina 6.5%, No. Carolina 7.2%, Oklahoma 0.8%, Va. 0.6%, Vermont 0.6%.

Proportion of out-of-school 14-19 yr olds in total labor force growth 1960-65 is over 24% for Miss. and Arkansas. For all other ~~southern~~ states it is under 11%; national average is 12.4%. ^{and Oklahoma} the table states that Miss. and Arkansas are the only Ss states expecting a decrease rather than growth of total labor force. So does it mean that outofsch. 14-19 yr olds will account for over 24% of the decline? obviously.

Percent of 14-19 yr olds labor force enrolled in school in 1950 was 41.0% for Miss. and 43.1% for Oklahoma, 32.3% for Arkansas and less for all other southern states incl. W. Va. In 1960 it was 46% for Miss., 47.3% for Ark., 58.1% for Oklahoma, and over 40% for W. Va., Georgia, Florida, Alabama, Louisiana, and Texas. ~~Miss. is the only one~~ I'm not sure what this depends on most for Mississippi: emigration of adult laborers, increase ~~in the percentage of~~ in the percentage of ~~working~~ 14-19 yr old school kids who are working, or increase in the percentage of working 14-19 yr olds who are ~~staying~~ staying in school. Note the correlation between this table and the last one: Miss., Arkansas, and Oklahoma are the first three southern states for both.

2.) An additional scrap of info. from Dr. Clark regarding Memphis hospital programs: for MDTA training they are not allowed to require a college degree to qualify.

3.) 1960 Census Report on the State of Mississippi: General Social and Economic Characteristics -"PC(1) 26C Miss." is available for \$2.00 from the Bureau of Census in Washington. Probably every project should have a copy. I have sent for one but not received it yet.

What I want to find out about next (in addition to questions strung throughout): What is MDTA Farm Training and how can it be set up without using the local and state channels outlined on pp 14-15 of mimeoed material? I would like to get ahold of the "MDTA Handbook" mentioned in last line on p 14. (I am writing to the Office of Manpower, Automation and Training, but that will probably take a month to get anything.) Also I am writing to Hill-Burton people in Washington, but if you know of any Mississippi people working with Hill-Burton hospitals who would be sympathetic enough to tell us anything it would save a great deal of time.

Most of all I want to know the details of how local people can deal directly with Washington to get ARA loans, ARA training programs, and MDTA training programs. Please send me anything you have and please take the time to write out what you and Steve Smith and Jesse Morris know about it. Of course I am writing to ONAT (sending a copy of this letter with certain sections marked--I should have done it the other way around, writing to them and sending you a copy). Time is short because I may be here only 3 weeks more.

I hope we can get somewhere. Best wishes,

Mary Jennings