

A View From The Governor's Office

By Gov. Raymond P. Shafer

Over 200 years ago Benjamin Franklin wrote

"When men are employed they are best contented . . . On idle days they are mutinous and quarrelsome"

Franklin's observation comes to mind as a result of this Administration's all-out effort to help the disadvantaged and others with limited education, skills or physical handicaps find dignity in gainful employment

In order to help alleviate our manpower problems I recently established a Governor's Manpower Task Force to get the job done.

This Task Force is headed by the Secretary of Labor and Industry as Chairman, and includes the Secretary for Legislation and Public Affairs, the Secretary of Administration and Budget, and the Secretaries of Community Affairs, Commerce, Public Welfare, Health, Highways, Agriculture, Education, and the Chairman of the Commission on Human Relations.

Franklin's 200 year-old advice is not necessarily the reason for this task force, nor is it the prime objective, although it may be appropriate to the times. Basically, it is the Task Force's duty to pull together the various programs and to avoid

overlapping and duplication of efforts and programs.

Its objective is to identify and solve existing manpower problems and to coordinate planning and implementation of programs of all agencies concerned with manpower policies. Effective joint planning will make it possible to avoid duplication of program efforts and to fill gaps in services offered.

Research on the manpower situation in Pennsylvania has revealed the need to:

— 1) Develop "awareness" training programs for employers in an effort to help them realize the needs of individuals from disadvantaged backgrounds. These people need reassurance, acceptance, and motivation in their job — a new and alien environment to them.

— 2) Stimulate and accelerate training programs.

— 3) Add supportive services in training programs that will aid persons from minority groups to participate.

— 4) Provide adequate facilities where training programs can be conducted.

— 5) Develop housing facilities in areas where new industries are developing or old ones expanding.

— 6) Search for applicants for state and federal training programs.

— 7) Develop counseling and guidance in connection with job-related programs

— 8) Provide work orientation needs for youth.

— 9) Make Adult Basic Education programs more meaningful and geared to employer needs.

— 10) Provide more in-school work-experience opportunities for youth.

In order to tailor manpower activities to the needs of each locale, Secretary Jones regularly invites groups from specific areas to meet with the Task Force to discuss their problems.

At these meetings, area representatives have an opportunity

to present what they consider to be their major manpower problems, what is being done to alleviate the problems, and what is needed in the way of additional resources to eliminate them.

Immediate action plans are formulated that outline what each (the community and the state) will do to attack the problems. Following the initial meeting, periodic follow-up meetings are held to evaluate progress made. Only through the cooperative effort of all governmental agencies, industry, labor unions, Community Action Agencies and all others concerned with manpower problems will we succeed in eliminating them.

Insular Possessions

The United States acquired its first insular possessions in 1898, when it annexed Hawaii and obtained Puerto Rico, the Philippines and Guam as a result of the war with Spain

The value of good farm records should be recognized at any time of the year and especially, at the close of the year's business. Time spent summarizing and evaluating the farm records should be time well spent for every farm operator. Income tax returns require accurate records and these same records should be utilized to plan future farm enterprises. Not only do good records quickly tell us profit from loss, but they also should be used as a guide for expansion, or for dropping one of the farm enterprises



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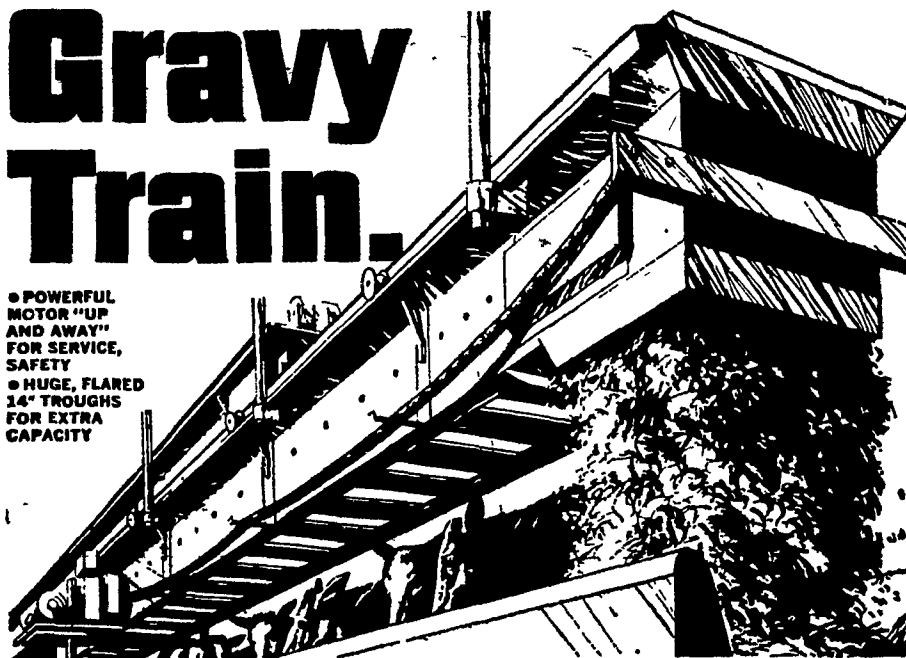
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