

The original documents are located in Box 59, folder “1976/05/20-23 - American Assembly Conference on Unemployment (1)” of the James M. Cannon Files at the Gerald R. Ford Presidential Library.

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EXECUTIVE

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FGB-11-1/Cannon, James
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THE WHITE HOUSE

WASHINGTON

May 20, 1976

MEMORANDUM FOR JAMES M. CANNON

FROM: ROGER PORTER *RP*

SUBJECT: Unemployment Figures

I hope the following figures will be helpful to you at the ^XAmerican Assembly Conference on Unemployment:

1. There are 3.3 million more people at work today than were at work in March 1975.
2. The unemployment rate has declined from 8.9 percent in May 1975 to the current 7.5 percent.
3. The labor force continues to expand rapidly and the labor force participation rate (the proportion of the labor force which is either working or looking for work) is at a post-World War II high of 62.1 percent of the working age population (the non-institutional population over 16 years of age).
4. Over the last three quarters production has risen at an annual rate of over 8 percent. The recovery in production has been reflected in substantial gains in incomes. Real per capita disposable income in the first quarter of 1976 was up by 4.9 percent.

A copy of the memo I pulled together for Bill Seidman on the Humphrey-Hawkins full employment bill is attached.

Attachment

filed *Overview Attachment #*
7792



The American Assembly

COLUMBIA UNIVERSITY
NEW YORK, NEW YORK 10027

TO PARTICIPANTS IN THE AMERICAN ASSEMBLY ON MANPOWER GOALS

Welcome to Arden House

1. A word or two about the House. It was built just after the turn of the century by Mr. E. H. Harriman as a family residence. In 1950 his son, Mr. W. Averell Harriman, gave the House to Columbia University. Mr. E. Roland Harriman joined his brother in fitting Arden House for Assembly purposes.

Although it is called the Home of The American Assembly, and in fact was given for that purpose, Arden House was not intended for the Assembly exclusively. In accepting the gift, President Eisenhower regarded the property as an extension of the Columbia University campus. The House is occupied about fifty weeks of every year, under the management of Mr. John Plotczyk who has been in charge from the very beginning.

2. While at Arden House you are the guest of The American Assembly for all meals, lodging, and for beverages during the predinner social hours. We ask, however, that you sign for bottled drinks, after-dinner drinks, and long-distance calls. Please settle for these at the front desk before leaving.

3. Watch the bulletin board at the end of the Marble Corridor for phone calls and messages. We dislike having to break in on you during your sessions.

4. Assembly Procedure. As you see from the schedule, the Assembly is divided into discussion groups. These remain intact throughout the discussion sessions; there is no "table hopping." A single agenda ensures that each group discusses the same subject at about the same time. Each should cover the entire agenda.

On Saturday afternoon the drafting committee will work on a draft report of findings and recommendations. The committee consists of the editor, the discussion leaders and rapporteurs, and the officers of The American Assembly.

The report is not a compilation of the separate group reports added one to the other; it is an integrated report, a blend of highest factors of agreements throughout.

The most important session is held on Sunday morning. At that time the draft report will be placed before you in plenary session. It will be reviewed section by section-- and amended where necessary. The statement carries a preface to make clear that it represents general agreement, but that nobody was asked to sign it and that it should be clearly understood that not everybody agreed with all of it.



5. The American Assembly, by its nature and the limitations of law, takes no position on public questions. The chapters offer background, but what emerges from the Assembly as a final report will be the result of the deliberations of participants only in their discussion groups.

You will observe that the participants represent a spectrum of expertise, some being or having been involved in the problems at the working level, some at the academic level, and others having only a layman's contact. It is the function of The American Assembly to bring these disparate groups into a working relationship, and those with a citizen's interest should not let the presence of experts inhibit their discussions.

Everyone should take part actively; silence may be golden but not in this instance. Let it be said, however, that the Assembly process is not debate, which seeks to win its point; rather it is discussion, which makes its point, but seeks to get things done. The aim is not to highlight differences but to reach the highest measure of agreement.

6. One practice sets The American Assembly apart from some other public affairs organizations; we ask that after reading the background papers and taking an active role in the discussions, participants come to some conclusions--and having made them, not hid them. Therefore, the approved statement will be issued immediately to the press; and by Tuesday, May 25, it will have been printed under Assembly imprimatur and made ready for mailing. The first printing is 100,000 copies.

7. Members of the press may be present. They are at liberty to audit all sessions. However, the group discussions at the tables are not for attribution; in these sessions no participant will be quoted by name.

Individual participants may be asked for an interview. Granting a press interview is at one's own discretion and in behalf of oneself.

8. The background volume Jobs for Americans (ed. Ginzberg) will be published in the fall.

We are indeed pleased to work jointly with The National Commission for Manpower Policy in this endeavor. And we acknowledge with thanks the generosity of The Ford Foundation and The Commission in underwriting the project.

I hope your visit with us will be pleasant as well as intellectually profitable.

May 20, 1976



Clifford C. Nelson
President



DISCUSSION GROUP ASSIGNMENTS

The American Assembly on Manpower Goals

Group I MUSIC ROOM

NATHAN, Richard
Discussion Leader
WHITING, Basil
Rapporteur

ABRAMOVITZ, Moses
AUTRY, George
BARROW, Timothy A.
BRENEMAN, David W.
EPSTEIN, Joseph
FOSTER, John D.
GINZBERG, Ruth
GREEN, Ernest G.
GUTCHESS, Jocelyn
HEARTWELL, William, Jr.
JOHNSON, Robert
LAMPMAN, Robert
MILES, Rufus E.
RICHEY, Charles R.
RUINA, Edith
SAMUEL, Howard D.
SCHULTZ, Arthur J.
STIEGLITZ, Harold
TALBOT, Allan R.

Group II SUN ROOM

SOLOW, Robert M.
Discussion Leader
McMANUS, Mike
Rapporteur

BENITEZ, Jaime
CLARK, Robert
CLAYMAN, Jacob
DILLON, Wilton S.
DOIGAN, Paul
FOLEY, Henry A.
GILMORE, Arthur
HENLE, Peter
KOLBERG, William
LEVY, Marilyn W.
LIVINGSTON, Frederick R.
MANGUM, Garth L.
MILLMAN, Michael
NYQUIST, Ewald B.
SCHIFF, Frank W.
SVIRIDOFF, Mitchell
WHITE, Barry

Group III OAK ROOM

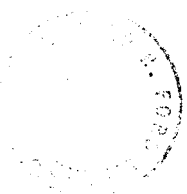
ULMAN, Lloyd
Discussion Leader
GRINKER, William
Rapporteur

ABRAMOVITZ, Carrie
AHART, Gregory
BRADFORD, Charles
CHERNEY, Hans C.
DAWKINS, Maurice
GOLDMANN, Robert
GUNDERSHEIM, Art
HOLT, Charles C.
KREPS, Juanita
OKUN, Arthur M.
PHILLIPS, Dail
ROGOFF, Edward
SCOFIELD, Nanette
SCOLLARD, Patrick
WINPISINGER, William

Group IV AUDITORIUM

ROSOW, Jerome
Discussion Leader
ANDERSON, Bernard
Rapporteur

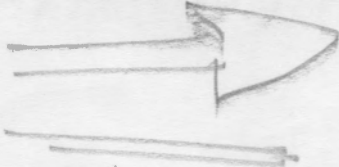
BERGMANN, Barbara
BERNSTEIN, Samuel C.
BRIMMER, Andrew F.
BROWN, Charles E.
CANNON, James M.
CARLOUGH, Edward, Jr.
HEWITT, William B.
MADDEN, Carl H.
METCALF, James
MIRON, H. Jerome
PORTER, John W.
RUTTENBERG, Stanley H.
SANFORD, Terry
SCHOOLMAN, Mary
SCHRANK, Robert
SOLOW, Barbara
STURZ, Herbert



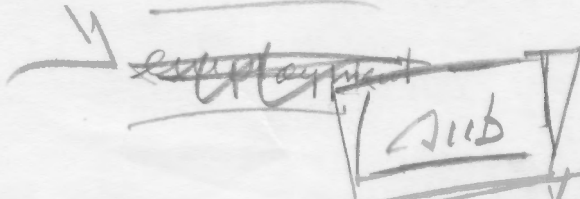
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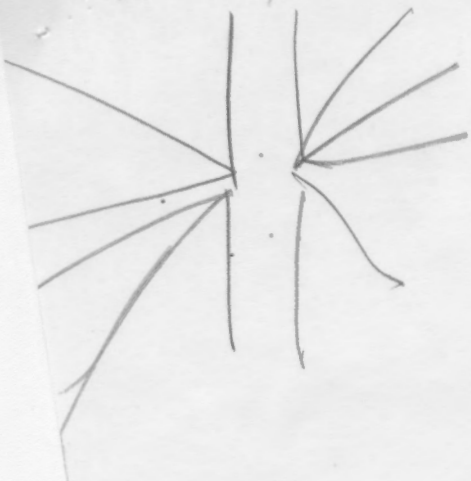
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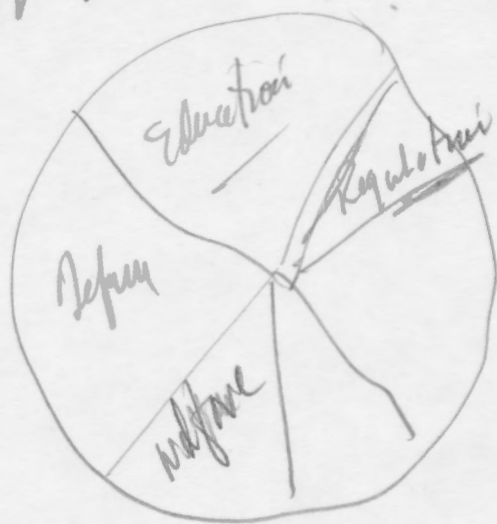
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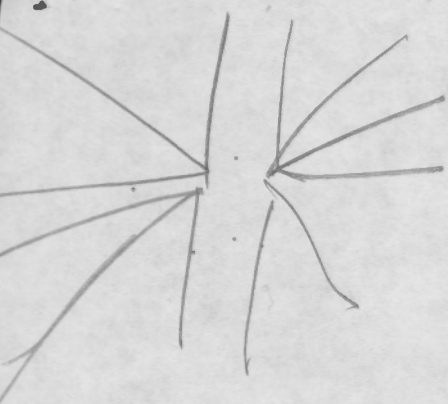
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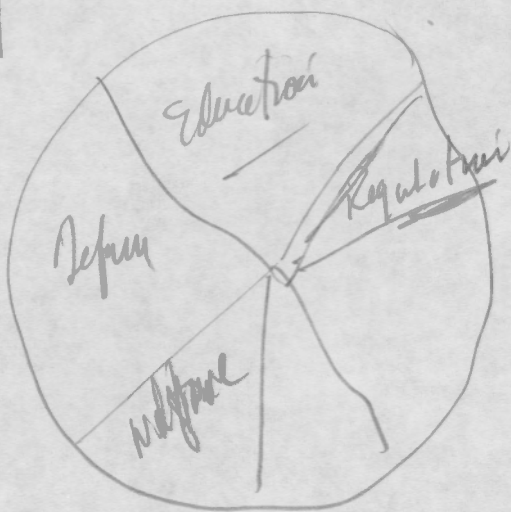


Dr. Thompson





Dr. Howard



THE AMERICAN ASSEMBLY ON MANPOWER GOALS

Questions for Discussion

First Session: Manpower Goals

1. What are the most important manpower goals that the United States should pursue?
2. How can a democracy with its high value on freedom for the individual develop a meaningful set of national manpower goals?
3. Given the diversity of groups and regions, can a single set of goals meet national needs--the older industrial North versus expanding manufacturing South?
4. How far does the term "manpower goals" stretch before it collides with educational, welfare, health and other goals?

Second Session: Full Employment

1. How does one define the full employment goal? Does it imply a fixed or moving target?
2. Does it include the severely handicapped, the retired, and all women now out of the labor force?
3. Does the concept carry certain implications regarding productivity, wage rates, opportunities for advancement, etc. ?
4. How does one assure that millions of people do not become permanently employed on the government's account?
5. How can a large full employment program be structured to minimize inflationary pressures and to constrain the rapid growth of the public sector?

Third Session: Jobs, Income, and Greater Equity

1. Should the United States be more concerned about equalizing opportunity or rewards; and how should it go about doing either or both?
2. Since income is based on the value of work performed, how does one take care of the income needs of households when the wage earner earns below a living wage?
3. How can income transfer systems--UI and AFDC--be integrated with manpower and employment policy?



Third Session: Jobs, Income, and Greater Equity (continued)

4. How can one avoid having some people permanently trapped in the worst jobs?
5. How can seniority and other job-related benefits be reconciled with greater opportunities for excluded groups?

Fourth Session: Work, Leisure, and Values

1. To what extent should our society strive to provide more part-time work, supported work, and the opportunity for older people on Social Security to be able to earn more through work?
2. Is there any way for our society to alter the patterning of work during the life cycle--or at least introducing more options for individuals/families?
3. If large organizations tend to underutilize people, is there a basis in reality for the work ethic?
4. Would it be desirable to aim at reducing the work week in stages to 32 hours or even less?



PARTICIPANTS

The American Assembly on Manpower Goals

	<u>Room</u>	<u>Group</u>		<u>Room</u>	<u>Group</u>
ABRAMOVITZ, Carrie Stanford, California	71	III	BRADFORD, Charles Executive Director Human Resources Development Institute AFL-CIO Washington, D. C.	63	III
ABRAMOVITZ, Moses Professor of Economic History Stanford University	71	I			
AHART, Gregory J. Director Manpower & Welfare Division U.S. General Accounting Office Washington, D. C.	80	III	BRENEMAN, David W. Senior Fellow, Economic Studies The Brookings Institution	20	I
			BERNSTEIN, Samuel C. Assistant to the Mayor for Manpower Chicago	34	IV
ANDERSON, Bernard E. Professor of Industry Wharton School University of Pennsylvania	14	IV	BRIMMER, Andrew F. Ford Foundation Visiting Professor Harvard University	36	IV
AUTRY, George B. President Manpower Development Corporation Chapel Hill, N. C.	81	I	BROWN, Charles E. Vice President Honeywell Inc. Minneapolis	3	IV
BARROW, Timothy A. Institute of Politics Harvard University	92	I	CANNON, James M. Assistant to the President for Domestic Affairs The White House	2	IV
BENITEZ, Jaime Representative from Puerto Rico Congress of The United States	83	II	CARLOUGH, Edward J., Jr. General President Sheet Metal Workers' International Association Washington, D. C.	41	IV
BERGMANN, Barbara R. Professor of Economics University of Maryland	22	IV			



	<u>Room</u>	<u>Group</u>		<u>Room</u>	<u>Group</u>
CHERNEY, Hans C. Manager Personnel Planning IBM Poughkeepsie, N. Y.	80	III	FOLEY, Henry A. Executive Director Department of Social Services State of Colorado Denver	42	II
CLARK, Robert Professor of Economics and Business North Carolina State University	26	II	FOSTER, John D. Vice President Marcor Company Chicago	20	I
CLAYMAN, Jacob Secretary-Treasurer Industrial Union Department AFL-CIO Washington, D. C.	85	II	GILMORE, Arthur W. Director Training & Development Grumman Aerospace Corporation Bethpage, N. Y.	84	II
DAWKINS, Maurice A. Director National Government & Legislative Relations Service Washington, D. C.	30	III	GINZBERG, Ruth College of Physicians & Surgeons Columbia University	12	I
DILLON, Wilton S. Director Symposium & Seminars Smithsonian Institution Washington, D. C.	21	II	GOLDMANN, Robert The Ford Foundation New York	2	III
DOIGAN, Paul Manager, Recruiting & Entry Level Program Operation General Electric Company Schenectady, N. Y.	21	II	GREEN, Ernest G. Executive Director Recruitment & Training Program Inc. New York	63	I
EPSTEIN, Joseph Chief Division of Research Methods & Services U. S. Department of Labor Washington, D. C.	86	I	GRINKER, William Executive Director Manpower Demonstration Research Corp. New York	31	III



	<u>Room</u>	<u>Group</u>		<u>Room</u>	<u>Group</u>
GUNDERSHEIM, Art Executive Director National Committee for Full Employment Washington, D. C.	81	III	KOLBERG, William H. Assistant Secretary of Labor for Employment & Training Washington, D. C.	25	II
GUTCHESS, Jocelyn F. Senior Associate Ruttenberg, Friedman, Kilgallon, Gutchess & Associates, Inc. Washington, D. C.	90	I	KREPS, Juanita M. Vice President Duke University	73	III
HEARTWELL, William L., Jr. Executive Vice President Interstate Conference of Employment Security Agencies, Inc. Washington, D. C.	95	I	LAMPMAN, Robert Professor of Economics University of Wisconsin	82	I
HENLE, Peter Congressional Research Services Library of Congress Washington, D. C.	86	II	LEVY, Marilyn W. Rockefeller Brothers Fund New York	23	II
HEWITT, William B. Administrator Policy, Evaluation and Research Employment and Training Administration U. S. Department of Labor Washington, D. C.	72	IV	LIVINGSTON, Frederick R. Attorney at Law New York	93	II
HOLT, Charles Director Unemployment/Inflation Urban Institute Washington, D. C.	94	III	MCMANUS, Mike J. Fund for the City of New York	31	II
JOHNSON, Robert Director for Manpower Department of Health, Education & Welfare Washington, D. C.	42	I	MADDEN, Carl H. Chief Economist Chamber of Commerce of the U. S. Washington, D. C.	85	IV
			MANGUM, Garth L. Director Human Resources Institute Salt Lake City	91	II
			METCALF, James Director OECD Affairs U. S. Department of Labor Washington, D. C.	84	IV
			MILES, Rufus, E. Senior Fellow Rockefeller Public Service Awards Princeton University	91	I



	<u>Room</u>	<u>Group</u>		<u>Room</u>	<u>Group</u>
MILLMAN, Michael Harriman Scholar Columbia University	22A	II	ROSOW, Jerome M. President Work in America Institute Scarsdale, N. Y.	15	IV
MIRON, H. Jerome Executive Director National Center for Community Action Washington, D. C.	83	IV	RUINA, Edith Director Work in Technology and Science Massachusetts Institute of Technology	23	I
NATHAN, Richard Senior Fellow Governmental Study Program The Brookings Institution Washington, D. C.	14	I	RUTTENBERG, Stanley H. President Ruttenberg, Friedman, Kilgallon, Gutchess & Associates, Inc. Washington, D. C.	60	IV
NYQUIST, Ewald B. Commissioner of Education State of New York Albany	35	II	SAMUEL, Howard D. Vice President Amalgamated Clothing Workers New York		I
OKUN, Arthur M. Senior Fellow The Brookings Institution Washington, D. C.	94	III	SANFORD, Terry President Duke University	1	IV
PHILLIPS, Dail Director Office of Planning & Program Analysis U.S. Department of Labor Washington, D. C.	40	III	SCHIFF, Frank W. Vice President & Chief Economist Committee for Economic Development Washington, D. C.	93	II
PORTER, John W. Michigan State Superintendent of Public Instruction Lansing	92	IV	SCHOOLMAN, Mary Harriman Scholar Columbia University	24	IV
RICHEY, Charles R. Judge, U. S. District Court Washington, D. C.	6	I	SCHRANK, Robert Social Development Office The Ford Foundation New York	4	IV
ROGOFF, Edward Harriman Scholar Columbia University	22A	III			



	<u>Room</u>	<u>Group</u>		<u>Room</u>	<u>Group</u>
SCHULTZ, Arthur J., Jr. Associate Deputy Administrator Veterans Administration Washington, D. C.	26	I	ULMAN, Lloyd Director Institute of Industrial Relations University of California Berkeley	30	III
SCOFIELD, Nanette Scarsdale, N. Y.	24	III	WHITE, Barry Examiner Office of Management and Budget Executive Office of the President Washington, D. C.	82	II
SCOLLARD, Patrick J. Vice President The Equitable Life Assurance Society New York	4	III	WHITING, Basil The Ford Foundation New York	15	I
SOLOW, Barbara Professor of Economics Boston University	70	IV	WINPISINGER, William International Association of Machinists & Aerospace Workers Washington, D. C.	96	III
SOLOW, Robert M. Professor of Economics Massachusetts Institute of Technology	70	II	<u>THE AMERICAN ASSEMBLY</u>		
STIEGLITZ, Harold Vice President The Conference Board New York	33	I	GINZBERG, Eli Editor/Director	12	
STURZ, Herbert President Vera Institute of Justice New York	5	IV	NELSON, Clifford C. President	7	
			Nelson, Mrs. Clifford C.	7	
SVIRIDOFF, Mitchell Vice President The Ford Foundation New York	5	II	MORTIMER, David Secretary	9	
			WHITE, Robert Treasurer	9	
TALBOT, Allan R. Executive Director Citizens Housing & Planning Council New York	60	I	CHRONE, Michele	8	
			LU, Sylvia	8	
			SANCHEZ, Enrique	32	
			SINCLAIR, Norma	8	



MANPOWER GOALS: CONCLUSIONS

The most important manpower goal to be pursued in the United States is to provide useful and productive work for all who are willing and able to accept employment!

While fully aware of the serious difficulties associated with achieving this goal, we believe this nation must accept a moral commitment to achieve full employment within a reasonable time frame and maintaining full employment once it is achieved.

We accept that the danger of inflation is both real and sobering. However the danger of accepting high levels of unemployment for an indefinite period may be even greater. If we are to maintain a democratic society and an efficiently functioning free market economy we must prove our system is capable of productively utilizing its manpower resources.

The constraints on economic policy are understood but there is a disturbing tendency to place too much emphasis on these constraints and too little on potential. Conventional wisdom too often goes unquestioned and new ideas are shunned without being tested and evaluated.

There is, of course, a limit to the rate of inflation which this nation can accept but there is a strong suspicion we can pursue a more stimulative economic policy and stay within that limit.

Selective policies to resolve structural problems must receive greater attention, and direct and indirect incentives to encourage the private sector to increase employment more rapidly during the upswing in the economy must be tested.



Such policies have the potential of stimulating employment with a minimum impact on overall fiscal and monetary policy.

While pursuing our full employment objective we must continue to strive for a reasonable standard of living for our population which requires that problems associated with maintaining continual economic growth and increasing productivity must not be ignored.

Our battle against discrimination in employment has met with some success but we are still far short of our goal. A high priority must be given to a renewed effort to achieve equality in both access to employment and opportunity for promotion for minority groups and women.

We must place emphasis on devising methods to better integrated education and the world of work with highest priority given to smoothing the transition between school and work to help reduce the high incidence of youth unemployment.

The special problems of large urban areas in attempting to reduce both unemployment and discrimination must be recognized and high priority must be assigned to devising more successful methods to deal with these problems.

Lastly, it is important that we fuse the problem of reducing the disparity between high and low level jobs. This effort must go beyond raising the incomes of unskilled workers. It requires that we once again seriously address the problem of improving the dignity of all work and bettering the conditions at the workplace.



THE AMERICAN ASSEMBLY ON MANPOWER GOALS
Arden House, Harriman Campus, Columbia University

Manpower Goals for American Democracy

Thursday, May 20

12:45 p. m.	-Sherry (Lounge)
1:00 p. m.	-Luncheon.
2:45 p. m.	-First Group Discussion Session (to 5:45 p. m.).
4:15 p. m.	-Tea (Marble Corridor--to 4:30 p. m.).
6:15 p. m.	-Social Hour (East Room).
7:00 p. m.	-Dinner.
8:15 p. m.	-First Plenary Session.
	-Address by Chairman Eli Ginzberg, National Commission for Manpower Policy.

Friday, May 21

7:30 a. m.	-Breakfast.
9:00 a. m.	-Second Group Discussion Session (until noon).
10:30 a. m.	-Coffee (Marble Corridor--to 10:45 a. m.).
12:15 p. m.	-Sherry.
12:30 p. m.	-Luncheon.
2:30 p. m.	-Third Group Discussion Session (to 5:45 p. m.).
4:00 p. m.	-Tea.
6:15 p. m.	-Social Hour.
7:00 p. m.	-Dinner.
8:15 p. m.	-Second Plenary Session.
	-Panel Discussion: Messrs. Kolberg, Okun, and Winpisinger.

Saturday, May 22

7:30 a. m.	-Breakfast.
9:00 a. m.	-Fourth Group Discussion Session (until noon).
10:30 a. m.	-Coffee.
12:00 noon	-Sherry.
12:15 p. m.	-Luncheon.
1:15 p. m.	-Bus leaves for West Point. Options: Lacrosse, Army vs. Long Island Athletic Club; Tour of West Point.
1:30 p. m.	-Drafting Committee meets to draft final report.
6:15 p. m.	-Social Hour.
7:00 p. m.	-Dinner.
8:15 p. m.	-Third Plenary Session.
	-Panel Discussion: Drs. Kreps and Brimmer



Sunday, May 23

7:30 a. m.	-Breakfast. *
9:00 a. m.	-Final Plenary Session
	-Review of Final Report (until noon).
	-Mr. Nelson presiding.
12:15 p. m.	-Luncheon.
1:30 p. m.	-Departure of Coach for Grand Central Terminal.

*Those participants planning to take the Coach to Grand Central Terminal
should place their luggage outside their doors before coming to breakfast.

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Group I meets in the Music Room (Main Floor).
Group II meets in the Sun Room (Main Floor).
Group III meets in the Oak Room (Mezzanine).
Group IV meets in the Auditorium (Main Floor).

Plenary Sessions meet in the Auditorium.

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