

Mrs. BAKER. Yes.

Mrs. GREEN. I think your point of having grants made directly to private agencies is one that is made very advisedly. But I must say after my experience with the juvenile delinquency control program, I do not see anything in this bill that will really result in grants to private agencies. It says "with community action organizations." But the community action organization is very likely to be a committee appointed by the mayor, which again would require a comprehensive program without the grant going directly to an agency. Do you think this is possible?

Mrs. BAKER. I think your observation is certainly true.

Miss MOFFETT. It is to that very point that we are trying to speak here. Maybe we should have been a little more blunt. It is the material on page 3. We are saying we are not underestimating the role of the comprehensive plan and the coordinating agency but we would like somewhere in the administration of this program the freedom to make a grant outside of that piece of machinery for the innovating pioneering program. Obviously, it can't be out of step with the comprehensive plan, it should not be, it ought to fit in with any comprehensive plan. But we are trying to pinpoint the possible difficulty of having everything divided into such large units that you can't get a pioneering effort introduced.

Mrs. GREEN. I am particularly interested in your comments in regard to personnel. I happen to agree with you on the lack of personnel that may be available for this kind of program, and the success of the program will depend on the personnel. Now, we have had people outline to us the shortage of teachers. If I remember correctly, we need 8,400 additional teachers in the elementary and secondary schools that we are not getting. For each year in this decade, we have that much of a shortage.

We need 321,000 additional college teachers in this decade, and we require a 75-percent increase in nurses.

I am a little bit concerned when people say that we will have no problem, the personnel is available.

Mrs. BAKER. I did not intend to give quite that impression that we will not have problems.

Mrs. GREEN. But others have said people will respond to this program; but it may be that they will respond only at the expense of already established programs. We have a shortage of personnel in almost every professional field—or otherwise, the committee has been misled in previous testimony—and in other legislative hearings.

Mrs. BAKER. I think we have a real shortage, for instance, in the teaching force in the country. But there is a third point I think in my presentation that we may not have emphasized enough, which is new approaches.

I am struck, for instance, by the approach of the Henry Street Settlement House in New York City which is unearthing a large body of personnel from the community and retraining them. These are people who live in the community, who understand the community, and its problems. Henry Street Settlement House is dedicating itself to training those people to work with the children, with the teenagers, and so forth. I think there is a large body of that sort of resource that we have bypassed far too long.