

ple on their budgets and pay them adequate salaries, of course the people are not going to stay in the places where they are needed.

Now, I might say, Mr. Chairman, this is a problem that we face in almost every single activity. I am now generalizing beyond air pollution, beyond water pollution, nursing, nursing homes, hospitals—you take anything that we touch in the Department of Health, Education, and Welfare that involves a new program, we find a tremendous shortage of personnel. The need for training and adequate salaries and then retention by the States and localities, I think is almost a No. 1 problem in developing a program and getting the program more effectively implemented throughout the country.

Mr. DADDARIO. I would agree that that's so. I think that we have to give due attention to our national problems and this is certainly one of the greatest problems which exists. It comes to mind that over the course of time we have developed a rapport between the Congress and the scientific community. I think the Congress will continue to appropriate research and development funds and I think that these can be increased to meet such important challenges.

I wonder if there should not be some kind of stimulus within the scientific and technological community to meet this challenge. What do we do to incite activity in this area?

Mr. COHEN. Well, I wouldn't pretend to know the whole answer. My first reaction to you is, first the great universities of the country must in their schools of public health, in their engineering faculties, in their sciences generally, begin to recognize these whole areas of environmental pollution as an important aspect of university training and development.

From the Federal Government standpoint I think we will need to help them develop their staff and to train people and out of this will come both the people who will be doing the control work and I hope some of the scientists who will be helping in technological development and scientific improvement which are necessary in this area.

On the other hand, I think the relationship with industry is extremely important and I would hope that both the Federal Government as well as the universities could work jointly together—the Federal Government, universities, and industries in common attack on this kind of a problem.

Mr. DADDARIO. An article in this morning's New York Times was called to my attention. The article says that the Delaware River is to get a cleaning, and although it refers to water, you can draw an analogy to the air problem. It states that the cost of cleaning up this river will involve many millions of dollars. The article acknowledges that this costly project would require use of waste treatment processes that are now of questionable technological value.

The analogy is, that in the area of air pollution control, we are also using questionable technological means to meet the challenge. This fits in with your manpower situation. There is a need for people to do the research which will bring the cost down so that we can have an effective program.

Mr. COHEN. I think until the American people are galvanized into recognizing that the problems of environmental pollution are going to possibly engulf our children and our grandchildren if not ourselves