

construction workers to perform remodeling, maintenance, and repair work.

In spite of the importance of population as a longrun determinant of changes in contract construction by State, other factors also play a significant role. Expenditures for national defense, natural resources development, highway construction, and other government programs, as well as shifts in industrial distribution, can obscure the relationship between population and contract construction employment. North Dakota, for example, ranked 3d in contract construction employment growth between 1947 and 1965, although it ranked 45th in population growth increase. Apparently the increase in construction employment was a result in large part of the increase in military prime contract awards and expenditures for construction of new plants.

Employment in heavy construction firms (who build highways, dams, pipelines, refineries, etc.), is not as dependent upon population as employment by general and special trade contractors, who are more likely to work on schools, homes, medical facilities, and perform necessary maintenance and repair.

UTILIZATION OF PUBLIC WORKS FACILITIES

Information gathered from various parts of the Nation revealed that, in the main, public facilities are being fully utilized, although there are a few instances, particularly in medical services, where utilization of facilities is below capacity because of shortages of skilled personnel, especially in the nursing profession.

Several hospitals were found to have delayed opening of additional facilities or new wings because of a shortage of nurses. The information gathered may indicate that in some instances construction of additional facilities may be delayed somewhat because hospital administrators find it difficult to staff additional facilities. However, most hospitals are required to operate and serve the community in spite of all difficulties. If necessary, this may sometimes mean lowering personnel requirements. But in hospitals, which deal with human lives, the possibility of lowering standards for doctors, nurses, etc., is extremely limited. Through the greater use of practical nurses, nurses aids, medical technologists, etc., manpower shortages have been lowered to some extent. In some States, an accelerated 2-year training program has been utilized to train associate nurses, who subsequently qualify as registered nurses.

In general, school systems seem to have much more leeway than hospitals in adjusting to personnel shortages by lowering standards. A school district faced with a pressing school population may be required to utilize all available classroom space with insufficiently accredited teachers. There is no widespread evidence that the education structures of this Nation are not being fully utilized. On the contrary, school construction expands each year throughout the Nation to meet the challenge of a growing population. In New York City, for example, the public school system has had a general shortage of accredited teachers. To solve this problem, the board of education has recruited out-of-city teachers and noneducation degree college graduates as qualified instructors.