

entry level and in the very large gaps between the steps on the ladder which makes the actuality of upward mobility on the job very difficult.

Can you think of any programs or any legislation that would solve the problem of the scarcity of public service talent in our Federal civil service and in our State civil service systems?

At the present time, as I understand it, we have about 500,000 public service jobs at State, county, and municipal levels which have been budgeted for and which haven't been filled. At the same time we have the paradox that it is very difficult for a low-income person to break into the civil service.

To be a charwoman you have to fill out a form 57 and list your graduate degrees, your European travel, your published papers and whatnot. The civil service agencies, Federal, State, and local, have not come of age, have not opened up their ranks, have not opened up the entry level at a point that would be meaningful.

Do you have any ideas how we can move these institutions to accommodate themselves to the realities of today's labor market, and in particular to gear their entry requirements and their promotion and advancement practices to the special needs of the structurally unemployed poor?

Secretary WIRTZ. I would be grateful for an opportunity to supplement the record on this point, Mr. Chairman, because my answer to the question right now will give you bits and pieces. They will include what I know to be the Civil Service Commission's efforts along this line. They will include our efforts, for example, in the concentrated employment program, to find in the indigenous group qualities of this kind which I don't think have been thoroughly explored.

My answer would include a reference to what we have in mind as far as this provision of H.R. 8311 is concerned. They would include a reference to the employment service bill and they would include, and this would be my point in asking for an opportunity to develop it more fully, this use of volunteer interests that are available in this country.

And it would include finally, Mr. Scheuer, despite what seems to be a pessimistic inventory, an optimistic note, because if I understand the youth in this country today, they are just waiting for an opportunity to do exactly the kind of thing we are talking about. They are willing to serve and they want to serve in those capacities in which there is an opportunity to be where the action is and they are talking about social action.

So that although I have responded in terms of not having worked this out yet, my understanding of these youths is that this is exactly the kind of thing they want to do and I think they can be tapped.

So, if I may supplement the record on that point, Mr. Chairman, I would be grateful.

Chairman PERKINS. Yes; without objection it is so ordered.

Mr. SCHEUER. I certainly appreciate your testimony very much, Mr. Secretary. I think we are all optimistic up here, mostly because of the thrust and leadership that you and your professional aids have given this program.

It is said that optimism is to a politician what courage is to a general. Maybe we have to be optimistic to survive. But I think from what we have learned in working with you and your staff people we have great reason to be optimistic.