

Secretary WIRTZ. I think the limiting factor is personnel and the building up of experience with these programs. So there is a limiting factor of know-how and personnel.

Representative SCHEUER. No limiting factor as to ability of the factor to support these training and orientation programs or the ability of a need of the private and public sector to absorb these?

Secretary WIRTZ. To any extent—this is manpower. To the extent it has come from manpower agencies, it should alleviate this. There is no limitation.

Representative SCHEUER. From the point of view of general economic policy, the economy needs them, the economy can absorb them, and the cost of such a program would be paid in perhaps 2 years out of welfare expenditures; and, again, in the first 3 or 4 years of tax payments.

Secretary WIRTZ. Yes, sir.

Representative SCHEUER. Thank you.

(At this point Senator Proxmire resumed the chair.)

Chairman PROXMIRE. A very interesting line of questioning. You say the limiting factors are personnel and what else?

Secretary WIRTZ. Know-how.

Chairman PROXMIRE. What can we do to start moving as fast as we can in that area? What can we do about personnel in this tight market?

Secretary WIRTZ. That is very hard to answer, Mr. Chairman. I wish it could be answered more easily. The testimony this morning before the Government Operations Committee concerned social science research; and we ran into the same question there, with the same difficulty there. There just are shortages right now. We are trying to develop training programs of one kind or another. We tried, Mr. Chairman, 2 years ago, and the year before, to develop a summer training program of personnel; and it was called CAUSE. It was a program in which we took college graduates and put them through an intensive 12-week on-the-job training program. It didn't work too well. One, we were just that much ahead of the development of this program that we got them trained before the programs were ready to pick them up.

It was the year the Poverty Act passed, and so forth.

The other mistake we made was putting some questions on reactions and attitudes into a test which got us into all kinds of trouble.

We are trying very hard to present to the Congress an employment service bill which meets this problem where it is most serious, which is not in Washington, but in the State agencies of one kind or another. I do not believe there is any one single answer.

Chairman PROXMIRE. We also need some kind of priority system for training manpower, for the manpower that is capable of doing training, for teaching, who have been able to move in here so we can use at least the discretion of the Federal Government to make and break the bottleneck that way.

Secretary WIRTZ. Yes, sir. We are trying all varieties of ways. You have given us authority to authorize research in the colleges and universities and we are doing it frankly where they are not only getting research, but researchers.