

fellows that are getting out after one hitch available than there are the retired people and that the person that is retired has a partial income at least, and he might not be quite as eager as this young fellow.

Now, would you suggest a formal school for these people in strategic locations throughout the country?

Mr. BURTON. We have supported an air academy, I don't remember the Congressman's name who is sponsoring this, but we are a strong supporter of the FAA Academy at Oklahoma City, and we think that should be expanded and used to a greater extent than it is.

Mr. PICKLE. All right.

Mr. BURTON. We think colleges and universities should sponsor courses which would lend itself to bringing people into this kind of business.

Mr. PICKLE. Now one last question and maybe I can say this a little better than you can:

I do not know whether there are any airline executives here. Why don't we encourage the airlines themselves to maybe run some institutional-type advertising in the flying magazines or possibly in other type magazines, more or less glamorize this job?

You have seen one of the major life insurance companies that runs, "Would you like your son to be an engineer? Would you like your son to be a doctor? Would you like your son to be this?"

See, I am a career salesman, I spend my entire life selling and I continue to sell. It seems to me that we need to glamorize this job some by advertising, by pointing out the tremendous responsibility for the public good that is available to the person that serves here.

I think it was just mentioned by my colleague, Mr. Brown. I wonder if the better people seek out the less pressure control areas than are in the high pressure control areas. My guess is that you have your best people in the high pressure because the right kind of person responds to pressure properly and responds to challenge.

The type we need is one that wants more responsibility, that wants an opportunity to serve, that wants to moonlight if it is necessary to save lives. So I think we ought to build up a challenge, the opportunity to serve through possibly encouraging, even industrial-type advertising by private industries, aircraft companies, and airlines companies to help you with your task.

Mr. BURTON. I would agree with you, Mr. Pickle.

I would like to point out one other thing: The O'Hare tower, the busiest in the world, perhaps, except Saigon, others are now catching up to it, it qualifies for a level 3 on one shift alone and jobs become open at grade 11 at other locations, which is one grade below the controller level at O'Hare, they are bidding out from O'Hare into the lower level activity to get less pressure and so on.

So, if we are going to glamorize it, I think we have to have a degree of compensation that makes it a practical one. Then I think we can progress, there must be some incentive to progress from the lower levels to the next higher levels.

I think there is one further step. If we recognize that their efficiency goes down after age 45, there should be some way we can take care of these people.