

Bureau of Higher Education, and Dr. Ward Stewart, Director of Field Services in the Bureau of Higher Education.

Mrs. GREEN. We are delighted to have Dr. Valien and Mr. Stewart, both.

Mr. SIMPSON. The need for this legislation has become increasingly urgent and is well-documented.

In 1962, the Municipal Manpower Commission in its report, "Governmental Manpower for Tomorrow's Cities," documented the critical shortage of able administrative, professional, and technical manpower in State and local government.

Since then, a number of reports, including the reports of the Committee for Economic Development on "Modernizing Local Government To Secure a Balanced Federalism (1966)" and "Modernizing State Government (1967)," the Bureau of Labor Statistics publication, "Manpower in State and Local Governments, 1965 and 1975," and the report of the Presidential Task Force on Career Advancement have thoroughly substantiated this view.

The Bureau of Labor Statistics now estimates that, between 1965 and 1975, State and local governments will need to recruit an additional 2.9 million new administrative, professional, and technical personnel—key staff required to perform increasingly complex and technical governmental services. (This figure excludes needs for new teachers.)

Although the Federal Government's requirements for new administrative, professional, and technical personnel are not as large, it also needs to recruit a substantial number by 1975—900,000.

This demand stems not only from the large numbers who will be retiring in the next 10 years, but also from the growth and increasing complexity of our society, its expanding urbanization and suburbanization, and the rapid technological and economic change in all of our social institutions.

Additional and more highly educated personnel are required for provision of the expanded services demanded of Government in developing educational opportunity at the highest and lowest levels; protecting our people, industries, and natural resources from the ravages of environmental pollution; raising our standards of housing, health, and economic opportunity; preventing individual and family degeneration; rehabilitating the physically and mentally disabled; improving our systems of transportation; and training large segments of our population for jobs and careers ranging from semiskilled factory workers to research scientists.

Another index of the growing demand for more and better public servants is reflected in the growing Federal, State, and local investment in these programs.

Over the past 10 years, State and local expenditures have risen by \$30 billion—from \$57 billion to \$87 billion per annum, including the Federal contribution from grant-in-aid programs.

The latter totaled more than \$15 billion in 1967. By 1975, the total outlay (local, State, and Federal grants) is expected to be approximately \$128 billion.

To insure efficient application of these public funds, well-educated and creative planners and managers must be developed for all levels of government.