

Later in this session of Congress, I shall submit additional proposals to enable the government to attract and retain the public servants it needs.

But nowhere is the magnitude of government manpower greater—and the accompanying challenge more critical—than at the State and local levels. Consider the following:

—Between 1955 and 1965 employment in State and local governments increased from 4.7 million to 7.7 million, or four times the rate of growth of employment in the economy as a whole.

—By 1975, State and local government employment will grow to more than 11 million.

—Each year, from now through 1975, State and local governments will have to recruit at least one quarter of a million new administrative, technical, and professional employees, not including teachers, to maintain and develop their programs.

—One out of every three of the Nation's municipal executives, and one out of every two municipal health directors will be eligible for retirement within the next 10 years.

—There will be 2 vacancies for each new graduate of a university program in city and regional planning.

These statistics show that States and local governments are flourishing as they never have before. But they also contain a clear signal that in the chain of Federal-State-local relationships, the weakest link in the emerging shortage of professional manpower.

We can strengthen that link, or later pay the price of weakness with inefficient government unable to cope with the problems of an expanding population.

I believe we should take positive action now.

I recommend two legislative proposals to improve the quality of government in the years ahead—the Public Service Education Act of 1967 and the Intergovernmental Manpower Act of 1967.

My fiscal 1968 budget includes \$35 million for these proposals:

—\$10 million for the Public Service Education Act, and

—\$25 million for the Intergovernmental Manpower Act.

These measures are demanding. They will require the support of Congress, the Executive Branch, State and local governments, and colleges and universities and private organizations.

1. The Public Service Education Act of 1967 [now Educational for the Public Service Act]

This legislation has a single clear goal; to increase the number of qualified students who choose careers in government.

The measure would authorize the Secretary of Health, Education, and Welfare to provide fellowships for young men and women who want to embark on the adventure of government service.

It would provide support to universities seeking to enrich and strengthen their public service education programs.

This financial assistance can be used to support a broad range of activity including:

—Research into new methods of education for government service;

—Experimental programs, such as study combined with part-time public service;

—Plans to improve and expand programs for students preparing for government careers;

—Training faculties, establishing centers for study at the graduate or professional level, conducting institutes for advanced study in public affairs and administration.

2. The Intergovernmental Manpower Act of 1967

This legislation is designed specifically to deal with the varied manpower needs of State and local governments.

It would authorize the Civil Service Commission to:

—Provide fellowships to State and local government employees.

—Make grants of up to 75% to help State and local governments develop and carry out comprehensive training plans and strengthen their personnel administration systems.