

These two things have to go hand in hand and, of course, that is contemplated in the Intergovernmental Personnel Act. And many States simply have not appropriated funds for this purpose.

Mr. BRADEMAs. That is what concerns me. The States and local authorities who would stand most to benefit from the kinds of programs contemplated here apparently have not done much.

Mr. DENNY. In the case of the State of Washington, the State legislature has been generous in its support of the University of Washington's program, but I would emphasize that the fellowship area and the competitive nature of the kind of fellowship program, competitive for students I am talking now, competitive nature of the kind of fellowship program that is proposed in this legislation is not something that the State of Washington would be likely to mount as successfully as the program proposed here.

So I would put the greatest emphasis from the point of view as I see it, on the fellowship program and on the training of professors.

Mr. BRADEMAs. You said, Dr. Conoway, that New York State's annual quota for public administration has never been met.

What kind of jobs would these MPA's do?

Mr. CONOWAY. They would go in the full range of staff positions, personnel administration, financial administration, organization, and methods analysis.

Some, I think, the most fortunate ones become assistants to commissioners, secretaries.

Mr. BRADEMAs. I have one other question.

Dr. Denny, I was struck by two points you made in your testimony—one, that professional programs of the kind contemplated in this legislation would help enormously in recruiting young people, and the other, that if we passed this bill it would, itself, mean a drain on public service manpower.

Isn't it really more sweepingly true that all of these Federal programs we have been passing in the last several years from elementary and secondary education to medicare to poverty and all the rest of them, impose a tremendous drain on manpower?

I know in my own State in Indiana we do not take part in the water program. The reason is that we cannot find any technically qualified people to do so.

Mr. DENNY. I think that is exactly correct. The water programs I have had some experience with, and I think this is exactly the situation, we are not producing the kind of qualified leadership and professional people for these positions in anything like the numbers that these vital new programs demand.

Mr. BRADEMAs. I would make just one final plea, Madam Chairman. That is that the very consideration of this bill, whatever happens to it this year, would trigger among State political leaders across the country some desire to do something in their own States.

I know in the State of New Jersey, Governor Hughes has launched a program of internships for people who are going to be water pollution control experts.

It seems to me conceivable that if a person got a fellowship from his own State in public funds he might pledge to work in that State for a year or so. But here is a great role for the State to show initiative because they are the ones that in a large measure would benefit.