

Training Newsbeat . . .

Administration's Manpower, Education Proposals Detailed

WASHINGTON, D.C.—Special Manpower Revenue Sharing — the Nixon Administration's proposal for uniting several previously fragmented manpower activities under a single umbrella, is outlined in this special report to ASTD by Mr. Jack Cawthorne, vice president of Tom Tucker & Associates, Inc.:

The Administration's proposal will consolidate 30 categorical aid to education programs into five broad funding channels. So far this hasn't been received very well by the House general education subcommittee.

Under the new plan, aid to education would be funneled to states in the broad categories of aid to the disadvantaged, aid to the handicapped, vocational education, assistance to schools affected by federal activities (IMPACT) and support services.

Some critics say the allocation formula for aid to the disadvantaged would shift funds from large urban states to poor rural ones.

The Administration's strategy for achieving manpower special revenue sharing will be based on the Department of Labor's pilot Comprehensive Manpower Program (CMP). Under CMP, bloc grants will be given to elected officials or designated city, county or state governments who would act as prime sponsors and plan which manpower programs will best meet their needs. Funds from various categorical programs existing within their planning area would be consolidated to form a single bloc grant. Currently,

federal agencies designate grants for each categorical program.

To date, six areas have been considered eligible as pilot areas: Albuquerque, N.M.; Dade County, Fla.; Luzerne County, Pa.; Omaha, Neb.; and the states of South Carolina and Utah.

Emphasis will be placed on multijurisdictional planning based on functional labor market areas in large SMSA's. Manpower planning for non-metropolitan and rural areas will generally be controlled by state governors.

The President has requested a budget of \$1.34 billion for these programs of which \$950 million will be shifted *administratively* to state and local governments.

Maine Public Employee Study Notes Training Needs

ORONO, MAINE—The Bureau of Public Administration, University of Maine at Orono, has completed a public employee training needs survey. State, municipal, county, legislative, special district and public officials were contacted in order to determine what was needed in terms of training in order to improve the job performance of all professional, administrative, technical and supervisory personnel.

Some of the major findings were:

(1) More than 90 per cent of the state employees that were contacted indicated a need for a continuous, comprehensive career development program.

(2) More than 14 training programs were identified as needed to improve job performance of all professional, administrative, technical and supervisory personnel throughout all levels of Maine government.

(3) Few governmental units or agencies budget specifically for training employees. Indeed, 90 per cent of all units (state and local) are not organized (training coordinator, budgeted funds for training, training needs identified, training plan for the year) to improve job performance of individuals within the agencies.

(4) Principal public officials from more than 235 communities have indicated a need for a variety of training programs.

Training in the public sector in Maine is virtually non-existent. The realization that quality training can and will improve job performance is just beginning to surface as an integral part of a manager's or supervisor's responsibility.

This personnel-training needs assessment study is unlike many other surveys in that the major portion of the Bureau's 1973 training calendar is a direct reflection of the data collected . . . a public service training effort planned and conducted on the basis of diagnosed needs.