

business. The same was true when I was an official of the city of New York. We kept up a lively search all the time for competent Negro secretarial and other office help. It is not easy to come by, Mr. Rees. It is just not.

Representative GRIFFITHS. The real truth is, secretarial help is hard to come by in any city, at any time, today. But there has to be some other reason than the fact that the wages are not good and this or that. I suggest to you that one of the real answers to this is that there is no opportunity beyond a certain point. You get to a certain point and it levels off to a plateau and that is the end of it. Furthermore, it is a terribly hard job. A woman working with a manual typewriter lifts more weight than a ditchdigger. I used to be a secretary.

Mr. LESSER. I was going to agree and stress the point of promotional opportunities. I do point out, and I can cite experiences from many areas, like the health area, the education area, where much has been done in training people and creating of job ladders so there can be promotional opportunities.

In other words, I think with Government as an employer, in these areas, this can be done and it is terribly important that there be the promotional opportunities. In other words, you may start a person with very little skill and very little training at a very low place in, say, a hospital. But if you have built-in training, and job ladders, he will come in much more easily and much more readily if he sees progression ahead than if he is just going to come in and handle bedpans for the rest of his life.

Representative GRIFFITHS. What, in your opinion, would be a proper job training program? Do you think the present job training programs are really working?

Mr. LESSER. Well, I think some of them are. I think one of the problems is the actual availability of jobs, decent jobs, for which you are going to train people. I think that is a key part of the problem. The materials that I have seen indicate that at this stage, without the Government as an employer of last resort, there just are not going to be enough jobs. Many of the areas where we have the needs and where jobs should be performed are areas such as the health field and other fields where the jobs just are not going to be available without Government financing.

Representative GRIFFITHS. Mr. Levitan, may I ask you, how can you keep any sort of guaranteed annual income, negative income tax, or whatever you may call it from actually being a child allowance system?

Mr. LEVITAN. First of all, under a guaranteed income, families who do not have children will still get income maintenance.

Representative GRIFFITHS. But if you have more children, you will probably get more money, right?

Mr. LEVITAN. Unless you imposed some kind of limit on the number of dependents in a household.

Representative GRIFFITHS. So you impose the limit. What will happen?

Mr. LEVITAN. It depends upon the stage at which you impose the limit. If the maximum income guarantee is imposed on the basis of six children a small proportion of families is going to be affected.