

- e) An affidavit system to determine eligibility, with spot checks similar to those used by the Internal Revenue Service, should replace the costly, demeaning and inefficient investigations now used almost universally. This would free scarce staff to try to keep people off the assistance roll, instead of making certain they should stay on.
8. Staff turnover in public welfare departments averages close to 30 per cent a year with some states in excess of 40 per cent. This is evidence of crippling inefficiency. Of the 110,000 people employed in the field, less than 2,000 have a degree in social work or the equivalent. This professional group also has a job turnover in excess of 20 per cent a year. With this condition, there can be little effective casework or continuity between client and staff.
9. Improved health, education and housing are vital if the cycle of dependency is to be broken. Unless welfare recipients, and particularly the youngsters, are given the strengths, capabilities and resources to break that cycle, future generations will bear the high social and economic costs of this discrimination. Failure to act continues a trend toward polarization of the country into white and non-white communities—a type of apartheid by default.
10. Jobs and training for jobs are vital parts of any effort to reduce dependency on welfare. While the private sector can do much, and is now making a considerable effort to provide such jobs and training opportunities, Government, as a long-range goal, should pursue policies and actions leading to productive employment for all who can work.
11. The lack of legislative action on various proposals for obvious reform costs taxpayers huge sums, as well as prevent effective and efficient change.
12. Unless our country, including our northern cities, solves the problems of the slum areas, the nation stands in danger of being torn apart.
13. The Committee does not expect that its recommendations can be carried out without further analyses, studies, public awareness, experimentation and demonstration, but it urges that these not be used as excuses for inaction but rather that steps be taken as quickly as possible to implement these suggestions.