

of 40 per cent. This turnover itself is evidence of crippling inefficiency. With this condition, there can be little effective casework or continuity between client and staff. It is noted that lack of job satisfaction is given as one of the key reasons for leaving.

It is also worth noting that of the 110,000, less than 2,000 have a degree in social work or the equivalent, and are mostly in administrative positions. This professional group also has a job turnover in excess of 20 per cent a year. In addition, the ratio of professionally trained personnel available for those needing skilled rehabilitative services is so abysmally low as to constitute a pretense of a social services program.

An expansion of cooperation between voluntary and government agencies could do much to close this gap.

The shift of the aged, disabled and blind to Social Security will ease the demand for social workers and permit the reintroduction of professionalism. An ultimate shift to a negative income tax or a similar form of income maintenance would provide still more opportunity to strengthen the social work aspect of the program.

## **8. PRIORITIES FOR CHILDREN**

The conferees felt, and the Steering Committee agreed, that special considerations and priorities should be given the children in welfare families, as well as those in the poverty and near-poverty families, so that they could be helped to break out of the cycle of dependency and ultimately take their place in our society as productive citizens.

Such considerations must include far more effective programs providing better education and educational opportunities, increased and improved health care, and better housing than now exists for them.

Unless special emphasis is placed on health, education and housing for these youngsters, it is doubtful that they will have the strengths, resources or capabilities of breaking out of the poverty cycle. The high social and economic cost of continued ineffectiveness and inaction in this area will be borne by coming generations. To this equation must also be added the factor of racial discrimination which has taken its toll not only of non-white children and adults who are the victims of it, but of the general population who bear the financial, social and moral responsibility for it. There was acceptance at Arden House of the statement that unless our country, including our Northern cities, solve the problems of the slum areas, the nation stands in danger of being torn apart or permanently divided into white and non-white communities—a type of apartheid by default.

## **9. JOBS AND JOB TRAINING**

The Committee agrees that industry can and should play an important role in helping to provide jobs and job training opportunities for youngsters old enough to work, and for all adults able to work. It welcomes the appointment by President Johnson of a national organization of leading