(d) A large expansion of day-care facilities is vital to enable welfare mothers with preschool-age children to work, if they can. These programs should be educational as well as custodial.

(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 rolls, instead of making certain they stay on.

(8) Staff turnover in public welfare departments averages close to 30 percent a year, with some states in excess of 40 percent. 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 percent 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 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 needed reform costs taxpayers huge sums, and prevents effective 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 and that steps be taken as quickly as possible to implement these suggestions.

In a foreword to the report, Mr. Wilson said:

"We are terminating our activities at this time humbled by the magnitude of the task but wiser as a result of our participation. As a group, we are committed to the idea that the facts and figures as we have come to know them be made available to all Americans.

"We know that both our personal and social responsibilities have only just begun. Armed with appropriate knowledge, we are convinced that the American public will join in the effort required to close the poverty gap of their 30 million fellow Americans."

Members of the steering committee were:

Joseph C. Wilson (Committee Chairman), Chairman of the Board, Xerox Corporation
Joseph C. Block, Chairman of the Executive Committee Inland Steel Company
John A. Coleman, Senior Partner Adler, Coleman & Co. (N.Y. Stock Exchange)
Gilbert W. Fitzhugh, Chairman of the Board Metropolitan Life Insurance Co.
Philip M. Klutznick, Managing Partner, KLC Venture, Limited
Gustave L. Levy, Chairman of the Board of Governors, New York Stock Exchange
Baldwin Maull, Chairman of the Board, Marine Midland Corporation
Arjay Miller, Vice-Chairman of the Board, Ford Motor Company
Alfred C. Neal, President, Committee for Economic Development
A. L. Nickerson, Chairman of the Board and Chief Executive Officer, Mobil Oil Corporation
Harvey C. Russell, Vice President, Community Affairs, Pepsico, Inc.
Samuel J. Silberman, Chairman of the Board, Consolidated Cigar Corporation

Victor Weingarten, of New York, who was director of the Governor's Conference on Public Welfare, also headed the staff which worked with its steering committee.