

## RECOMMENDATIONS

The Task Force recommends a number of specific proposals designed to offer incentives for the integration of Negroes with whites, to raise the level of social services to the poor within the central city or to create a more stable middle-class society within the city. Naturally there is a great deal of overlap between the objectives of each of these recommendations. None of them are pure "integration" or "up-lift" or "civilization" programs. We have made some judgments on the practicality of each of these recommendations. They are divided into those which might be possible under present social circumstances and those which depend on more fundamental changes in the attitudes of the American people.

Employment is the most meaningful, direct and permanent means of providing the poor American with an opportunity for full participation in society. The following recommendations regarding employment are intended for the short run, say the next five years.

1. The major problem with federally supported manpower programs is fragmentation between Cabinet agencies and within Departments. This proliferation of manpower programs, often with a special target group for each program, only compounds the difficulty of any city or agency has in designing and implementing a comprehensive and comprehensible employment and training effort.

The Task Force recommends the consolidation of presently separated manpower programs into a single comprehensive manpower grant. This move would allow development of sufficient local

manpower programs under the aegis of a single agency to absorb the important functions of recruitment, selection and processing, training, placement and follow-up of the poor. A first step would be the consolidation of those programs administered by the U.S. Department of Labor including institutional training, on-the-job training, neighborhood youth corps, concentrated employment program, and the employment service. Strong incentives for cooperation with vocational rehabilitation, and OEO employment operations should be explicit in the legislation.

2. In the absence of significant consolidation manpower programs, the Task Force recommends an expansion and refocusing of the on-the-job training program to provide higher subsidies to private industry to undertake the training of the poor. It has become clear that without the close cooperation and participation of private industry that permanent and meaningful employment will not result from even excessive employment and training expenditures. Reimbursement for training cost should be doubled and perhaps quadrupled and the 26 weeks presently allowed should be expanded to a full year. OJT should provide for a greater staff for job development and for counseling and follow-up after placement in a job training position.

3. OJT is most relevant in the development of commercial and manufacturing jobs for the poor in the area of the central city. In order to compensate for the decline of these jobs in the city the Task Force recommends an expansion in public employment - the Task Force recommends an expansion in the new careers idea in public employment such as



embodied in the Scheuer amendment to the Economic Opportunity Act.

This program combines the advantages of providing entry level employment for the poor with meaningful grading in work and professional training. When operated successfully it serves the goal of enrichment as well as that of assisting in the creation of a more stable middle class in central cities. This recommendation also takes into account the dramatic expansion in service related employment in the public sector.

4. The Task Force is impressed by the number of employment opportunities lost to central city residents because of their lack of access to the newer centers of employment in the metropolitan area. The HUD financed demonstration in the Watts area of Los Angeles has indicated the important relationship between deficient transportation to those sites and the willingness and ability of area residents to accept employment and training. We recommend an expansion in the number of such projects in major metropolitan areas which would include either new mass transit routes or subsidized fares.

5. The Task Force recommends a joint effort by HUD and the Department of Labor to negotiate the national model agreement for employment with the building trade unions which would permit large scale slum rebuilding experiments to make greater use of slum labor. We recognize that ~~this~~ the implementation of this recommendation would not solve any significant proportion of the employment problem but it would have useful symbolic value in the ghettos of central cities.

It is becoming increasingly apparent that integration of economic classes is a critical factor in educational achievement. The recommendations of the Task Force reflect this relationship.

1. Any program of Federal aid for elementary and secondary school construction should offer incentives for facilities designed to increase the integration of students. For example, "bonus" funds would be available for educational parks within cities, suburban exchange schools and for consolidated school districts. In addition, funds for the modernization and replacement of older school plants in central cities should be offered.

2. To help increase the mobility of the ghetto child and to make possible a variety of new educational institutions, we recommend a program of educational subsidies for low-income children which would be administered as scholarships for use at any approved elementary and secondary educational institution. Those funds which did not have the effect of integrating poor children with affluent children, would be available for compensatory educational programs in the central cities. Presumably, some parents may wish to have the "scholarships" aid in the creation of new institutions which might be operated by universities, corporations or neighborhood groups.

The Task Force recommends the following program(s) to assist returning servicemen who come from low-income backgrounds. (TO BE FILLED IN LATER - IDENTIFIED AS A GAP)

GAP - HOUSING RECOMMENDATION

GAP - OTHER EDUCATIONAL RECS



There are a number of recommendations which the Task Force feels are clearly beyond the capacity of the American political system at the present time, either because of their outright integrating objective or because of institutional defects not likely to be resolved in the immediate future. These include:

1. A program which would operate much like the GI Bill of Rights which would place entitlements in the hands of the poor to maximize personal choice in selecting educational, training and employment assistance. The funds could be used by the individual to gain certification in regular educational institutions or for training on the job with the employer receiving reimbursement for his training costs. The great advantage of this approach is in avoiding the seemingly endless tangle of referrals, delays, and insensitivity encountered in the present, fragmented system.
2. A program of bonuses tied directly to the degree of integration achieved in a school district, up to 25% Negro enrollment. Such a program would focus very clearly on integrating currently all-white suburban districts.
3. An expanded housing subsidy program which would grant or loan funds to Negroes for down-payments on homes outside the central city, etc.....
4. The development of metropolitan-wide institutions which would be responsible for opening housing and employment opportunities for central city Negroes. To facilitate increased housing for Negroes, the Federal government might institute a revolving development fund which would be available to these institutions. etc.....