In 1986, Lawrence Mead introduced a series of studies on welfare culture. Mead compared changes in income levels and welfare benefits across urban dwellers from the 1960s through the 1980s. Mead's studies suggest that over half of all welfare recipients will not need to stay on welfare for more than 10 years, yet only 12% will be off welfare in less than 3 years. Mead concludes that welfare has demonstrated some proven effects for helping impoverished families meet their basic needs and find employment, thus acting as a tool for empowerment