

SURVEY OF THE ENROLLEES OF THE
NATIONAL YOUTH ADMINISTRATION IN N.J.

N.J. Dept. of public instruction.
Vocational division

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A Study Conducted by
The National Youth Administration of New Jersey
and the
Vocational Division of the New Jersey Department
of Public Instruction

F O R E W O R D

As a result of the discussion of youth problems in New Jersey, we recognized there was a need for more factual information about the youth involved before any constructive program of cooperation between our two divisions could be established.

In order that this factual information might be obtained in the most effective manner, Mr. Irving Miner of the National Youth Administration and Mr. Richard Warr of the Vocational Division of the State Department of Public Instruction were appointed to act cooperatively and to prepare a report on the solution of youth problems in this state.

We wish to extend our thanks to the Institute of Human Engineering of Stevens Institute of Technology for their assistance in tabulating the facts and figures of this report. We also wish to extend our thanks to the NYA Project Supervisors and Foremen for the distribution of the questionnaire forms and to the Camden County Vocational School for the printing of these forms.

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State Youth Administrator

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Assistant Commissioner of Education
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State of New Jersey
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Vocational Division
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SURVEY OF THE ENROLLEES OF THE NATIONAL YOUTH ADMINISTRATION
IN NEW JERSEY

In October, 1939, arrangements were made for Mr. Bernard Miller, State Director of the National Youth Administration, to meet with the principals and directors of the vocational schools in New Jersey to present to this group some of the policies of the National Youth Administration in the state. As a result of the facts presented and the discussion which followed, a committee was appointed by Mr. John A. McCarthy, Assistant Commissioner of Education, who was chairman of the meeting at which the N.Y.A. objectives were outlined. The committee was given the responsibility of determining how the vocational schools of the state could cooperate in carrying out the N.Y.A. program.

The committee held several meetings and determined the problems involved some educational relationships which extended beyond those involved in occupational preparation. The committee then invited Mr. Howard Darc White, Assistant Commissioner of Education in charge of the secondary division, to serve on the committee and to participate in the discussion relating to the needs of the youth group.

As the committee discussions progressed, there was an indication of a need for "more factual information". This resulted in the appointment of a sub-committee, composed of one member of the State N.Y.A. staff and one member of the Vocational Division staff, to survey the enrollees of the N.Y.A. of New Jersey and to secure geographical, vocational, and educational information which was desired by the committee.

Preliminary investigations in February, 1940, revealed that N.Y.A. state and district offices did not, at that time, possess complete information about all youths enrolled on project work and in residence-camps. A questionnaire, therefore, was formulated by the survey committee. This was done with the approval of the State Director of the N.Y.A. and the State Director of Vocational Education. It was distributed to N.Y.A. enrollees through the various project supervisors in all parts of the state.

Questionnaires were filled out and returned to the N.Y.A. State Administrator's office during the latter part of April. The average N.Y.A. enrollment during this period, exclusive of the "In School" or "Student Aid" group, was 6,058. Returns were made by 5,163, or 85% of the youth on the rolls between April 18 and April 24. Questionnaires were not distributed to youth newly added to or about to be withdrawn from the rolls at that time, and it is estimated that about 90% of the youth who presented information in the survey are on the rolls at the present time (July, 1940).

Factual information requested by the vocational principals and specifically sought by the survey committee was as follows:

1. Who are those enrolled on N.Y.A. work projects and resident-camps?
2. From what areas of the state do they come?
3. What are the employment fields in which they are interested?
4. What is the desire of youth for future homes (rural or urban)?
5. (6) What fundamental qualifications - physical, mental, and educational - do they have to fit them for training for the occupations they would like to enter?
6. (12) What facilities are available, public or private, for youth

placement?

The "N.Y.A. Enrollment Record" questionnaire, a copy of which is included in the appendix, was used to determine the answers to the foregoing questions. Tabulations of the 5,163 returns are summarized in the following pages, which present total figures for the entire state. The breakdowns by counties are also included.

SUMMARY OF SURVEY FINDINGS

Section I; Who are those enrolled?

1. 3,082 enrollees are young men.

2,081 enrollees are young women.

2. 87% are white; the colored group represents 13% of the total enrollment. The total enrollment involves the following groups:

	<u>Male</u>	<u>Female</u>	<u>All</u>
White	2,682	1,855	4,537
Colored	399	225	624

3. 93 males and 64 females report they are married. This group represents 3% of the total.

Age of Enrollees:

Nearly 50% of the enrollees are 19 and 20 years of age, and 59% are in the 18 to 20 year group. 36.5% are of voting age, 21 years or over. Ages of all enrollees as of April, 1940, were reported as follows:

<u>Age</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
18	360	233	643
19	824	607	1,431
20	623	383	1,006
21	350	281	631
22	363	178	541
23	229	133	362
24	237	114	351
	<u>2,986</u>	<u>1,979</u>	<u>4,965</u>

4. Months enrolled on N.Y.A. -

More than one-half of the enrollees (53.2%) have been on N.Y.A. for less than six months; approximately one-quarter (24.9%) have been enrolled for seven to twelve months. More than three quarters (78.3%) have been N.Y.A. workers for one year or less. These are shown below:

1 to 6 months	2,758	53.2%	} 78.3%
7 to 12 months	1,286	24.9%	
13 to 24 months	887	17.2%	
Over 24 months	176	3.7%	
No report	56		

5. Homes -

The majority, 83%, make their homes with their parents. Only 35 come from state homes or other public institutions, and 75 are boarding or living alone.

6. Family income -

Sixty-two per cent come from families or households whose total reported income for the last twelve months is \$1,000 or less. Only 183 report their households supported by "relief funds only". However, many of those who reported an income of \$1,000 or less may have come from relief families. The number in each household is as follows:

1 to 3	926	(18%)
4 to 8	3,460	(70%)
9 or more	551	(12%)

7. Family support -

359 enrollees report themselves to be their families' "main support". Since N.Y.A. earnings are too limited to support a family, this group should

be given further consideration. Fathers and/or mothers furnish the chief support of 61% of the enrollees' families.

8. Family employment -

872 of the enrollees (16%) report their parent or guardian (one per family) to be unemployed. Another 12% (636) are W.P.A. workers. The balance are employed in the following general fields:

Professional occupations	-	83)	5%)	%
Technical "	-	33)			
Semi-prof., admin., sup., etc.-	-	88)	5.8%)	of
Sales and related occupations	-	144)			
Clerical occupations	-	94)	21%)	Total
Skilled trades	-	857)			
Service trades	-	477)	18.5%)	Reported
Semi-skilled trades	-	135)			
Unskilled labor	-	626)			
"Retired"	-	24			

(* Unclassified or not reported - 1,070

(* It is probable that a portion of this group is unemployed, although not reported as such. The unemployed heads of families and those on W.P.A. projects, constitute 37% of all reported.

Section II: From what areas of the state do they come?

1. Home communities of the enrollees were reported to be in all twenty-one counties of the state as follows:

<u>County</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Index*</u>
Atlantic	257	135	392	235
Bergen	166	110	276	76
Burlington	38	12	50	53

<u>County</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Index*</u>
Camden	415	291	606	240
Cape May	25	6	31	104
Cumberland	15	6	21	30
Essex	521	407	928	111
Gloucester	51	19	70	98
Hudson	365	431	796	115
Hunterdon	2	-	2	6
Mercer	240	126	336	179
Middlesex	274	73	347	163
Monmouth	139	28	167	113
Morris	12	31	43	39
Ocean	17	32	49	118
Passaic	348	204	552	182
Salem	24	11	35	94
Somerset	14	13	27	41
Sussex	4	1	5	17
Union	129	129	358	117
Warren	26	16	42	86

*Number per 100,000 of population - 1930 census.

It will be noted that 33% of the enrollees reside in Essex and Hudson Counties. On the other hand, the eleven predominantly rural and agricultural counties of Burlington, Cape May, Cumberland, Gloucester, Hunterdon, Morris, Ocean, Salem, Somerset, Sussex, and Warren combined provide only about 7% of the total enrollment. (These eleven counties contain 12.8% of the state's total population.)

2. Fifteen cities, as listed below, are the home communities of 63% of the enrollees reported:

		<u>Index*</u>
Atlantic City	272	410.9
Hammonton	50	714
Camden	498	418
Newark	549	124
Orange	68	194
Bayonne	118	132
Harrison	57	313
Hoboken	81	137
Jersey City	408	129
West New York	67	181
Trenton	336	273
New Brunswick	73	214
Perth Amboy	83	193

Paterson	455	329
Elizabeth	152	133
Total 15 Cities -	3,267	

*Number per 100,000 of population - 1930 census.

Section III: What are the employment fields in which they are interested?

1. Only 10% of the enrollees (318 males and 214 females) indicated that they were undecided about what they want to do in the future. 242 more gave answers that were vague or unclassifiable. The balance, 85%, stated that their first choices for future jobs were in the following general occupational fields:

	<u>Male</u>	<u>Female</u>	<u>Total</u>		
Professional occupations	187	107	294))	
Technical occupations	174	40	214)	13.8) %
Semi-prof., admin., sup., etc.	78	20	98))	of
Sales and related occupations	68	214	282)	37.9) Total
Clerical occupations	358	1,028	1,386))	Reported
Service Trades (pers., dom., etc.)	106	180	286))	
Skilled Trades (crafts)	1,416	166	1,582)	48.3)
Semi-skilled trades (prod.)	177	10	187))	
Unskilled labor	36	24	60))	
Unclassified	164	78	242		
Undecided	318	214	532		

It will be noted that the most frequent choices are in the field of skilled occupations (30.5%), and in the clerical field (26%). However, more than half (51.7%) expressed interest in the white-collar jobs. Less than 12% of the youth would choose occupations in the professional, semi-professional, and technical fields. The fact that the latter figure is so small, and that

the percentage of youth expressing definite occupational choices is so large, may or not offer evidence of vocational guidance through the schools or through N.Y.A. experiences. However, it may also be that the specific wording of the question (No. 25) caused considerable thought on this matter on the part of many of the youth.

2. The leading occupational choices made in the nine general fields are as follows:

		<u>Male</u>	<u>Female</u>	<u>Total</u>
Professional:	Teachers	52	38	90
	Nurses	3	55	58
	Engineers			
	(Civil, elec., Mech.)	32	-	32
	Lawyers	26	1	27
Technical:	Accountants	26	1	27
	Aviators	27	-	27
	Designers	9	19	28
	Draftsmen	43	-	43
	Commercial Art	31	13	44
Semi-prof., etc.	Journalists & Rep'rs.	17	5	22
	Radio Ann.	13	-	13
	Radio Ent.	11	12	23
Sales:	Salespersons			
	Inside	39	193	232
	Outside	18	19	37
Clerical:	Telephone Operators	7	18	25
	Typists	37	192	229
	Bookkeepers	43	37	80
	Clerks, file	17	36	53
	Clerks, general office	120	123	243
	Clerks, shipping	17	-	17
	Office Assistant	10	16	26
	Clerks, Uncl.	18	26	44
	Secretary-Stenog.	68	559	627
Service:	Chauffeurs	18	-	18
	Cooks	16	-	16
	Beauticians	-	46	46
	Seamstresses	-	58	58
	Waiters, Waitresses	14	58	72
	Postmen	20	20	40

Skilled:	Electricians	60	-	60
	Machinists	141	-	141
	Mechanics, Unc.	136	-	136
	Mechanics, Auto	328	-	328
	Mechanics, Av.	88	-	88
	Mechanics, Rad.	82	-	82
	Operators (Industrial Mach.)	95	115	210
	Painters	84	-	84
	Plumbers	30	-	30
	Printers	38	-	38
	"Sewers"	-	42	42
	Welders	63	-	63
	Carpenters	133	-	133
Semi-skilled:	Drivers (tr., etc.)	71	-	71
	"Lathers"	58	-	58
Unskilled:	"Factory Laborers"	18	24	42

104 different occupations were tabulated for "first choices".

Section IV: What is the desire of the youth for future homes?

1. Approximately 60% of the youth (1,469 males, 1,411 females) indicated that they prefer to work "in a city". Only 179 want to work and live on a farm, and 508 prefer "a small town". This is 13.5% of the total. The balance, 30%, stated that they do not care where they work after leaving the N.Y.A.

2. 60% also stated that they prefer to have their future jobs located near their present homes. About 10% would rather obtain jobs "away from home", and the balance have no preference.

Section V: What fundamental qualifications do they have to fit them for training for occupations they would like to enter?

1. Physical: In their own opinions, enrollees' health is as follows:

"Good "	4,460
"Fair"	629
"Poor"	36

No records of physical examinations are available. 44% report they are "never sick"; 51% state they are "seldom sick"; only .7% report they are "often sick". Among the latter are 17 males and 19 females.

Only 8% of the enrollees - 290 males and 134 females - reported that they had any serious physical disabilities:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Defective Vision	133	60	193
Defective Hearing	32	16	48
Rupture, Hernia, etc.	4	1	5
Partial Paralysis	18	17	35
Missing Member	8	1	9
Other serious disabilities	95	39	134
	<u>290</u>	<u>134</u>	<u>424</u>

2. Educational Qualifications:

a. While 30% of the enrollees had not progressed in school beyond the eighth grade, only 5% had left school before entering the seventh grade. Of this latter group, a small number had discontinued their schooling after completing only the third, fourth, and fifth grades.

69% of the enrollees had completed the ninth grade or higher; one-third of the total enrollees reported that they had completed the twelfth grade. Unfortunately, no tabulation was made of the actual number of high school graduates. The last school grades completed were reported as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
6th grade or less	209	82	291
7th grade	246	73	319
8th grade	655	279	934
9th grade	332	176	508
10th grade	414	269	683
11th grade	266	183	449
12th grade or higher	865	985	1,750

b. Regency of schooling:

Left school in 1935 or before - 24%
 Left school in 1936 or later - 76%
 Only 36% of the enrollees have attended public high schools or elementary schools since June, 1937.

c. Reasons for leaving school: 1,286 boys and 524 girls (35%)

reported that they had left school for reasons related to economic necessity. A slightly larger number stated that they had left school because of their feeling of completion or maximum progress. Other general reasons reported, in order of frequency, were:

- Desire to earn own money
- Employment opportunity
- Lack of interest in school work
- Poor health
- Lack of ability to do schoolwork (disciplinary difficulties included)
- Dislike of teacher
- Marriage
- Other unspecified reasons

These eight items together were reported by only 1,455 enrollees.

The economic need and the desire to earn their own money may have influenced many of those who left school before completing high school to give up their educational opportunities for the wages paid on N.Y.A. projects.

d. High school courses taken by enrollees: Of the 3,224 enrollees who reported that they had attended high school for one semester or more, nearly 47% had been enrolled in business or commercial courses. High school curricula followed by the 3,224, in order of frequency reported, are listed as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>	
General	566	378	944	30%
Commercial	319	488	807	47%
Bus. Practices	276	417	693	
(*) Colloge Prep.	218	187	405	13%

(*) Of this number, only 37% actually entered college.

	<u>Male</u>	<u>Female</u>	<u>Total</u>	
Vocational & Industrial Arts	150	9	159) 5%
Home Economics	1	11	12	
Scientific	116	4	120	3%
Other Courses, including Agri.	57	27	84	2%

e. Higher education: While 152 enrollees reported that they had attended college, only 82 completed one year or more.

Attended one year only	- 18	boys	- 9	girls
" two years	- 23	"	- 13	"
" three years	- 8	"	- 4	"
" four years	- 6	"	- 1	"

Eleven boys and six girls reported that they had received college degrees.

One boy and two girls stated that they had received "certificates of completion".

f. Nine per cent of the enrollees (328 boys and 137 girls) reported that they had attended vocational schools for at least one month. All but 71 of these had attended recognized New Jersey public vocational schools.

Vocational schools attended and numbers attending each were reported as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Atlantic City	59	43	102
Bayonne	18	6	24
Bordentown	7	2	9
Camden County	52	2	54
Thomas A. Edison (Elizabeth)	22	6	28
Essex Co. Voc. Sch. (Bloomfield)	17	-	17
Essex Co. Voc. Sch. (Irvington)	10	1	11
Essex Co. Voc. Sch. (Newark)	40	40	80
Middlesex Co. Voc. Sch. #1 (New Brunswick)	16	-	16
Middlesex Co. Voc. Sch. #2 (Perth Amboy)	19	-	19
Jersey City Voc. Schs. or Classes	3	2	5
Orange	6	5	11
Passaic	1	-	1
Paterson	17	-	17
Others (including out-of-state)	41	30	71

g. Only 26% of the enrollees listed above (79 boys and 42 girls) had actually completed vocational school courses.

363 of the total that reported having attended vocational schools indicated how long they had been enrolled in vocational courses. Of this number, 218 had attended less than one year; 83 had attended from 13 to 24 months; 62 had persevered for more than two years.

h. Vocational courses taken: Those attending vocational schools listed forty-two different courses. The leading courses in number of enrollees are as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Aviation Mechanics	12	-	12
Auto "	36	-	36
Baking	7	12	19
Beauty Culture	-	10	10
Carpentry (including Woodwork)	47	-	47
Machine Shop	29	-	29
Painting	24	-	24
Plumbing	11	-	11
Printing	19	-	19
Sheet Metal	12	-	12

i. Other schools attended: 1,111 enrollees reported having attended other schools, mostly part-time, before enrolling in N.Y.A. This figure represents 21% of the total enrollment surveyed.

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Night School, unclassified	237	393	630
W. P. A. Night School	46	63	109
Private Secretarial	48	136	184
" Vocational or Technical	55	41	96
Continuation Schools	46	46	92

65% of this group attended these schools 6 months or less
 33% " " " " " " 7 to 24 months
 2% " " " " " " over 2 years

Subjects studied in above schools:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Commercial	187	444	631
Vocational	85	62	147
Social Studies and English	69	73	142
Industrial Arts	47	23	70
Home Economics	-	19	19

j. 204 males and 247 females, 8% of the total enrollment surveyed, are now attending part-time schools or classes outside of the N.Y.A. 242 are in unclassified night schools, 76 are enrolled in W.P.A. classes, 47 in private secretarial (35 girls), 66 in private vocational or technical, and 20 in continuation schools.

Nearly half of the above (62 males, 156 females) are taking secretarial courses; 48 males and 38 females are studying "vocational subjects". 60% of this group are spending six hours per week or less in classrooms. Only 15% attend their part-time classes more than 10 hours per week.

k. School subjects liked best: "In all schools attended", 22% of the enrollees reported that business and/or secretarial was their favorite subject. School subjects preferred by the balance were listed as follows:

<u>Favorite Subject</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
Mathematics	516	173	689
Sciences	252	94	346
Social Studies	568	209	777
English	443	443	886
Industrial Arts	63	21	84
Home Economics	10	67	77
Vocational	483	21	504
Foreign Languages	41	39	80
Business	186	223	409)
Secretarial	194	566	760) 1,169 - 22%

N.Y.A. district offices did not maintain complete records of enrollees.

3. Employment Experience - Private:

a. 2,147 males, 1,140 females (63%) had one job or more before enrolling in N.Y.A.

1,121 males, 492 females (31%) had two jobs or more.

b. Types of work done on these jobs were reported in such a way as to make classification or tabulation practically impossible. It was, however, possible to tabulate the time element involved in previous employment.

	"Last Job"			"Next to Last Job"		
	Male	Female	Total	Male	Female	Total
Part-time	849	463	1,312	468	195	663
Full-time	1,298	677	1,975	653	321	974
How long held:						
1 to 3 months	719	492	1,211	492	259	751
4 to 6 "	563	251	814	363	107	470
7 to 12 "	275	102	377	104	41	142
13 to 23 "	240	101	342	77	46	123
2 years or more	303	93	396	105	39	144

c. Reasons for leaving last job: Approximately 40% of the enrollees who had previous experience in private employment reported that they had been "laid off" for various reasons. Only 4%, on the other hand, admitted that they had been actually discharged or "fired" by their last employers. Other reasons reported, in order of their frequency, were listed as follows:

"Other" reasons (including seasonal nature of job)	1,198
Poor pay	203
Health	108
Disliked work	70
Chance of better job	58
Returned to school	56
Hours long	44
Worked "too hard"	23
Disliked employer	20

d. Less than 3% of the enrollees surveyed (81 males, 61 females) reported that they were employed up to the time they were enrolled in N.Y.A.

4. N.Y.A. Work Experience: Approximately 60% of the males enrolled received work experience on various types of construction projects. Numbers

of enrollees employed on all types of work projects were listed as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Construction Projects	1,852	-	1,852
Wood Working Shop	374	-	374
Sewing Rooms	-	775*	775
Clerical Projects	395	993#	1,388 ^o
Recreational Projects	126	67	193
Nursery Projects	-	56	56
Residence Centers	156	-	156
N.Y.A. Warehouses	49	-	49
Auto Repair Projects	5	-	5
Landscaping Projects	41	-	41
Photography Projects	7	-	7

* 40% of Females

52% of Females

^o 29% of Total

b. Related Training: 43% of the enrollees (1,235 males and 997 females) reported that they had received related training in connection with their project work.

This phase of the N.Y.A. program, at the time of the survey, was a fairly new development. Inasmuch as many of the enrollees did not realize that instruction received in connection with their project work was referred to as "related training", the replies to this question may not be considered as presenting the true picture.

5. Relationship of occupational desires to previous schooling -

To determine what relationship existed between the occupational desires of the youth surveyed and the progress they had previously made in school, the tables which appear in the appendix of this report were compiled from questionnaire returns. Table I breaks down the groups that indicated their choices for future occupations in nine general fields, and lists the percentages of each group that had completed each of the last school grades. This table also shows the number in each general occupational field that had

attended high school, and the percentages of this number that had taken the various high school courses. Percentages of the total in each occupational group that had attended vocational schools are indicated in the extreme right-hand column.

Tables II-A and II-B list corresponding figures for the youth that made specific choices in the most frequently reported occupations.

Table I indicates that among the youth that would choose occupations in the professional field, 43% of the males and 40% of the females had not completed high school. These professional fields usually require four years of college training for which high school completion is the first essential. Of the youth in this group that did complete their secondary education, only one-quarter took courses that prepared them for college entrance. In the technical and semi-professional groups, the percentages of boys and girls who did not complete high school and failed to take college preparatory courses, appear still higher. Obviously, a majority of the 600 youth who desire future jobs in these three fields need either further training, if they persist in their choices, or guidance into other occupational channels for which they are or can be better fitted without having to spend several years in preliminary training. In most cases, the former course, needless to say, would be both extremely lengthy in the matter of time and economically impossible.

Similar observations are to be drawn from other groups of figures in these tables. Of the 565 girls, for instance, who desire to be secretary-stenographers (see Table II-B), 27% did not complete high school and nearly 10% did not progress beyond the ninth grade. Only 56% of the total in this group had received any school training in business or commercial courses of any kind. A study of employment requirements of modern business organizations will indicate

the necessity for special handling of this group and others listed under the general heading of clerical occupations. Incidentally, it is to be seriously questioned whether it is practical to encourage 1,301 girls and 360 boys to persist in their choice of clerical occupations in view of the tremendous army of youth now being trained in public and private schools, and particularly in view of the rather limited opportunities existing in the business world for young people who have the necessary educational qualifications and special training.

A comparison of the occupational desires and training received by the youth in their high school courses, as graphically illustrated in Figure III, is also worthy of serious consideration. A glance at this picture will show that there is little or no correlation between these two items. In studying the following tables, it will be well to note the small numbers in each group that have received vocational training, and to bear in mind the educational standards now adhered to by employers in the various occupational fields.

Section VI. What facilities are available for youth placement?

In the Enrollment Record questionnaire, all enrollees were asked to list the employment agencies, both public and private, with which they had registered during the last six months. All of them, in accordance with the policies of the N.Y.A., are registered with the New Jersey Employment Service offices in their home communities. The actual number of agencies with which the enrollees are listed were tabulated as follows:

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Registered with 1 agency only (N.J.E.S.)	2,107	1,302	3,409
" " 2 different agencies	472	290	762
" " 3 agencies or more	417	439	856

(31% of the total are registered with employment agencies other than the N.J.E.S.).

Section VII: Addenda:

An additional questionnaire, submitted to all enrollees but not requiring them to sign their names, included the following items:

1. Do you think that your N.Y.A. work has done anything to fit you for the kind of job you want to enter in the near future? (Check item that fits your case: Nothing at all; very little; a little; some; a great deal; more than anything else).

2. In what way or ways do you think your N.Y.A. work has helped to fit you for the kind of job you want in the future? (Check items such as physically, mentally, in skills, habits, etc.).

3. How do you spend your spare time when not engaged in N.Y.A. project work?

At the present time, tabulations of answers to these questions are not available. Coding of questionnaires, sorting, etc. was done by a group of N.Y.A. clerical project workers. Tabulation of questionnaires was handled through the offices of the Institute of Human Engineering, Hoboken, New Jersey. Summarizing and totaling of tabulations were done solely by the survey committee.

CONCLUSIONS

1. The study involved 5,163 youth. This is 85% of the youth enrolled - April 18 to 24, 1939.

2. The colored group represents 13% of the total enrollment. This total number of colored youth - 18 to 24 - represents only 6% of the total youth group - 18 to 24 - in the state. There are, therefore, more than twice the number of colored youth on N.Y.A. projects, as their race representation in the total youth group, 18 to 24, in the state. There are, however, about 18% more females in the colored group, 18 to 24, in the state, but the male colored enrollees on N.Y.A. projects are 75% more than the female colored enrollees.

3. Approximately 3% of the enrollees are married. The percentage of married males is 3% of the male group and also the percentage of married females represents about the same percentage - 3% of the female group. It would seem desirable, therefore, to recognize the males as heads of families and, if they need employment, to make provisions for them on projects planned for adults. This would enable them to earn sufficient money to maintain his family on a higher economic level than is possible on the N.Y.A. wages.

4. Approximately 60% of the total enrollment is less than 21 years of age, and approximately 37% are of voting age.

5. There is an indication that some youth intend to remain on N.Y.A. projects because 20% of the total enrollment have been on these projects for one to two years or more. Approximately 56 of the youth failed to indicate the length of time they were enrolled.

6. The youth group come from low-income families. 62% report incomes of \$1,000 per year or less. About 3.6% come from relief-supported families.

Approximately 37% come from families where the heads are unemployed or on W.P.A.

7. There is an indication that 359 of the youth now on N.Y.A. projects belong on adult projects. This number reports they are the main support of the family.

8. N.Y.A. enrollments do not represent an equitable selection in the counties on the basis of population of 1930 census per 100,000. Camden and Atlantic counties each have more than twice the number per 100,000 population than have Hudson and Essex counties. There are eleven rural counties in the state which have 12.8% of the state population. However, these same counties have only 7% of the N.Y.A. enrollees. This is due largely to the lack of sponsorship of N.Y.A. projects in the rural areas.

9. The lack of equality in N.Y.A. enrollments is more pronounced when whole communities of enrollees are considered. Hammonton has an index (number per 100,000 population) of 714 as compared with Newark of 194. Atlantic City has an index of 410.9; Camden 418; and Harrison 313. The concentration of N.Y.A. enrollments in these local communities does not give an equal opportunity to youth in other communities in the state. Again the problem of sponsorship of N.Y.A. projects is involved.

10. One of the outstanding results of the study is the interest which the enrollees expressed in certain occupational fields. More than 32% of the boys (32.1%) expressed an interest in white-collar jobs, but 76.4% of the girls expressed an interest in the so-called white-collar fields. Approximately 46% of the boys were interested in the skilled trades - about 25% of these were interested in auto mechanics. There is considerable evidence of need for guidance because many of the enrollees are not prepared to enter the 164 occupations indicated as first choices.

The extent to which the public schools are involved in the educational and guidance problems of youth in New Jersey may be seen in Figure III in the appendix. This chart shows that many youth want to enter occupations other than those in which parents or guardians are engaged and that the college preparatory and business and commercial courses in the high schools attract more young people than actually require this type of educational program to prepare them for the things they want to do. The schools in general do not provide enough vocational courses to meet the interests of pupils or to prepare young people to enter the predominate occupations of the state.

11. Many of the city youth are interested in making their future homes in rural areas or in small towns. 13.5% of the youth enrolled expressed a preference for rural or small-town living. Actually, the percentage expressing this wish is 15.2% of the total, because 1,649 boys and girls said they did not care where they lived after leaving N.Y.A.

12. The health of the enrollees seems to be good. This is, however, a subjective opinion of the youth themselves. Since there are no physical examinations, the opinions of the boys and girls on this matter must be accepted. The most prevalent defect reported was defective vision, which, in most cases, can be corrected.

13. Many of those on the National Youth rolls cannot secure a job until they acquire further schooling. Almost 65% (64.6%) of the enrollees have not completed high school and only 36% (35.4%) have completed high school or have had further schooling. Those who lack a high school diploma have a definite job handicap where employers are asking for evidence of high school completion. (See charts Figures IV-V in Appendix).

14. Economic need is the chief reason for leaving school before graduation. There is no indication that the economic need is entirely a family need because there is considerable evidence that many leave school to earn money which they consider their own. It is the desire to earn their own money which is responsible for many boys and girls leaving schools to earn the wages paid on N.Y.A. projects.

There is considerable evidence that parents or guardians are still affected by economic changes of the past several years. A comparison of the usual occupations and the present occupations of parents and guardians (see Figure I in Appendix) indicates the degree to which persons in various job classifications have had to make adjustments to other jobs some of which are of a lower social and economic order.

15. The number of young people who leave school without completing high school creates a difficult situation in any community. The school progress of 5,034 N.Y.A. youth shown in Figures II - IIA which are included in the appendix presents the evidence of the degree to which these young people escape from educational opportunities which are afforded to them.

16. There is evidence that many of those who did attend high school did not make a wise selection of courses, because 47% of these participated in commercial and business courses. This number is far in excess of employment opportunities in these fields.

17. Of the entire group which went to college only 10.3% received a degree.

18. The percentage of those who attended vocational schools and completed their courses is more than two and a half times the percentage of those who completed college courses. Again, Atlantic County is in evidence,

because more than 26% of all those enrolled in N.Y.A. attended the Atlantic City Vocational School. However, 14% of all the enrollees in Newark attended the vocational school in Newark and 11% of the Essex County enrollees attended vocational schools in the county.

19. The statistics relating to part-time and evening classes which the N.Y.A. enrollees attended again indicates the interest in white-collar jobs, because approximately 57% (56.7%) who attended evening schools were enrolled in commercial courses.

20. 3% of the enrollment surveyed are attending school. Again, there is evidence of a need for guidance in the selection of courses and the selection of schools. There are 20 reported attending continuation schools. The New Jersey Continuation School Law only affects the 14-16 year group. Either the 20 are under the age required for N.Y.A. enrollment or they are attending a school that does not meet their needs.

21. The tendency toward white-collar jobs is again evident in the selection of courses and in the indication of best-liked subjects.

22. The N.Y.A. program has been largely of the constructive type. 60% of all the males were engaged in construction work. The females, however, were engaged in sewing (40%) and clerical (52%).

23. The New Jersey Employment Service is the agency with which all N.Y.A. workers are registered for placement. There are, however, 20% of the youth enrollees who have been on the N.Y.A. for one to two years or more and have not been placed. This is evidence of a need for attention to be given to the placement phase of guidance.

24. The most revealing phase of the study is the analysis of occupational interest and schooling. These interests, in many cases, are far beyond

the school achievements. For many jobs, there are recognized minimum requirements such as high school graduation. The study indicates that many boys and girls who have only seventh grade completion have expressed an interest in jobs which require the usual high school completion. 49 boys and 97 girls who have seventh grade or lower schooling wish to enter occupations of a professional, technical, or semi-professional type which requires a minimum schooling of high school or better. Some of those who had some high school work have taken courses which do not have a close relationship to the occupations in which they are interested.

25. There is no doubt about the need for a strong guidance program conducted by a well selected and well trained guidance personnel. There is some doubt of the ability of those who lack the necessary schooling to secure the fundamental requirements for the job in which they are interested. There is also doubt about the persistency of the enrollees who are in the early stages of manhood and womanhood to complete the necessary training required for entrance to the occupation.

26. The additional needs of those who require further schooling cannot be met by the courses now functioning in the schools. There is a need for a school program to supplement the N.Y.A. project. This program should include as much related technical content as is necessary to carry out the project, but the program must also include a broader type of education that will tend toward much better living and personality development.

27. There is a need for more complete records of N.Y.A. enrollees. These should be maintained in the state or district offices and should include all information needed for effective guidance. These records if possible should be maintained on a unit card that is readily available for rapid analysis either

through machine or hand sorting. The individual record forms which were inspected were not complete. They lacked much of the information which was expected to be included on the enrollee history blanks.

TABLE I-A

SPECIFIC OCCUPATIONAL CHOICES AS RELATED TO SCHOOLING - (MALES)

Occupational Choice	* Total	Last School Grade Completed				High School courses taken (if any)						Attended Voc'l. Schools
		7th or Lower	8th	9th 10th 11th	12th	Gen'l.	Coll. Prep.	Bus. Comm.	Sci. Tech.	Voc'l. Ind'l. Arts	Other	
Elec. Engrs.	18	1	3	6	7	4	3	3	-	1	1	3
Lawyers	22	3	1	6	13	5	1	1	3	3	1	3
Pharmacists	25	1	2	8	13	9	2	2	5	-	-	1
Teachers	51	7	3	8	31	13	12	12	3	1	3	3
Accountants	25	-	-	2	22	4	3	17	-	-	-	4
Aviators	28	1	2	6	18	7	5	2	2	5	1	-
Draftsmen	43	-	2	17	24	16	3	2	5	3	4	7
Com'l Artists	31	1	2	12	16	7	3	10	4	-	1	3
Journalists	13	-	-	2	11	3	1	6	1	-	-	1
Radio Mech.	13	1	1	5	6	3	1	3	1	-	-	-
Salesman - Inside	38	3	10	14	11	7	3	8	2	1	-	4
Salesman - Outside	18	1	2	9	6	3	1	4	3	1	-	2
Typists	37	1	1	8	26	7	1	24	-	-	-	-
Bookkeepers	42	-	-	8	32	8	2	27	1	-	-	2
File Clerks	16	1	3	3	8	2	3	4	-	-	-	1
Gen'l Off. Clerks	121	4	7	28	81	26	10	64	2	2	2	5
Shipping	17	5	1	5	6	7	-	5	-	-	-	-
Chauffeurs	18	4	6	3	3	4	1	3	-	1	-	-
Waiters	17	4	8	4	-	-	2	2	-	-	-	2
Electricians	60	6	15	26	12	11	1	4	6	6	1	12
Machinists	142	15	38	52	25	29	7	14	10	8	1	25
Mechanics	135	32	38	45	15	20	7	18	2	5	1	15
Mach. Oprtrs.	99	12	33	33	14	18	4	16	3	6	3	21
Painters	84	23	24	25	6	8	2	7	1	3	4	13
Printers	38	4	5	20	8	6	1	7	-	9	2	10
Auto Mechs.	345	89	106	117	26	51	9	30	12	15	2	27
Aviation Mechs.	91	4	14	37	32	29	10	11	7	9	2	11
Carpenters	133	34	40	42	13	15	3	15	2	7	3	25

* Totals not complete due to some enrollees not reporting schooling.

APPENDIX

TABLE I-B
SPECIFIC OCCUPATIONAL CHOICES AS RELATED TO SCHOOLING - (Females)

Occupational Choice	Total	Last School Grade Completed				High School Courses Taken (if any)						Attended Voc'l. Schools
		7th or Lower	8th	9th 10th 11th	12th	Gen'l	Coll. Prep.	Bus. Comm.	Sci. Tech.	Voc'l. Ind'l. Arts	Other	
Nurses	57	3	7	15	31	33	25	31	-	1	3	9
Teachers	38	1	4	4	29	8	13	10	-	-	-	1
Designers	18	-	2	11	5	4	4	4	-	1	2	2
Comm'l Art	13	-	1	4	8	2	3	6	-	-	-	1
Radio Entertainers	12	2	3	4	2	3	1	3	-	-	-	1
Salesladies	194	11	52	98	24	25	12	66	-	1	4	14
Telephone Oprs.	18	1	1	7	8	1	2	13	-	-	-	1
Typists	194	51	3	31	101	33	13	126	-	-	1	14
Bookkeepers	39	6	2	5	25	8	1	26	-	-	-	2
File Clerks	34	1	3	10	19	7	5	13	1	1	-	1
Gen'l Off. Clerks	123	2	5	42	72	27	12	67	-	-	1	10
Office Assts.	17	-	-	5	12	5	1	8	-	-	-	1
Secr'y-Stenog.	565	15	16	104	416	76	41	371	3	-	6	34
Beauticians	45	4	11	15	9	10	2	11	-	-	1	6
Seamstresses	59	16	16	19	5	7	5	7	-	-	4	10
Waitresses	63	8	23	24	5	8	2	11	-	1	5	5
Machine Operators	123	27	35	52	9	22	2	22	-	1	1	9
Sewers	47	10	21	14	2	3	2	6	1	-	-	5
Unclass. Unskl'd. Factory Labor	25	7	10	4	2	2	-	3	-	-	-	-

OCCUPATIONAL CHOICES AS RELATED TO SCHOOLING
(GENERAL FIELDS)

Occupational Choice	Total	Last School Grade Completed				High School Course Taken (if any)						Attended Voc'l. School
		7th or Lower	8th	9th 10th 11th	12 th	Gen'l.	Coll. Prep.	Bus. Comm.	Sci. Tech.	Voc'l. Ind'l. Arts	Other	
<u>Male</u>												
Prof.	191	17	14	44	111	58	39	27	20	5	6	15
Tech.	175	3	13	58	97	44	25	36	15	14	8	22
S.-Prof.	76	10	5	23	38	18	11	19	2	1	-	5
Sales	67	4	15	27	21	13	6	15	6	2	-	7
Clerks	360	15	15	77	246	82	26	182	6	3	4	17
Service	110	28	33	35	17	23	7	14	1	1	1	8
Skilled	1450	281	410	499	206	223	50	154	56	85	26	213
Semi-Skilled	202	30	72	71	27	34	10	22	15	6	5	28
Laborers	40	11	13	11	4	4	1	6	1	1	-	3
<u>Female</u>												
Prof.	115	5	14	25	69	33	25	31	-	1	3	9
Tech.	44	0	4	20	20	6	10	16	1	1	2	4
S.-Prof.	25	3	4	8	8	6	3	9	-	-	-	1
Sales	217	11	60	106	30	27	14	73	-	2	4	16
Clerical	1031	78	31	213	678	166	79	646	4	1	9	68
Service	185	32	54	68	19	28	9	32	-	1	11	23
Skilled	192	43	64	61	14	27	5	30	1	1	3	14
Semi-Skilled	9	0	4	4	1	1	-	-	3	-	-	-
Laborers	25	7	10	4	2	2	-	3	-	-	-	-

TABLE II-A

RELATION OF YOUTHS' SPECIFIC OCCUPATIONAL CHOICES TO THEIR PREVIOUS SCHOOLING - (MALES)

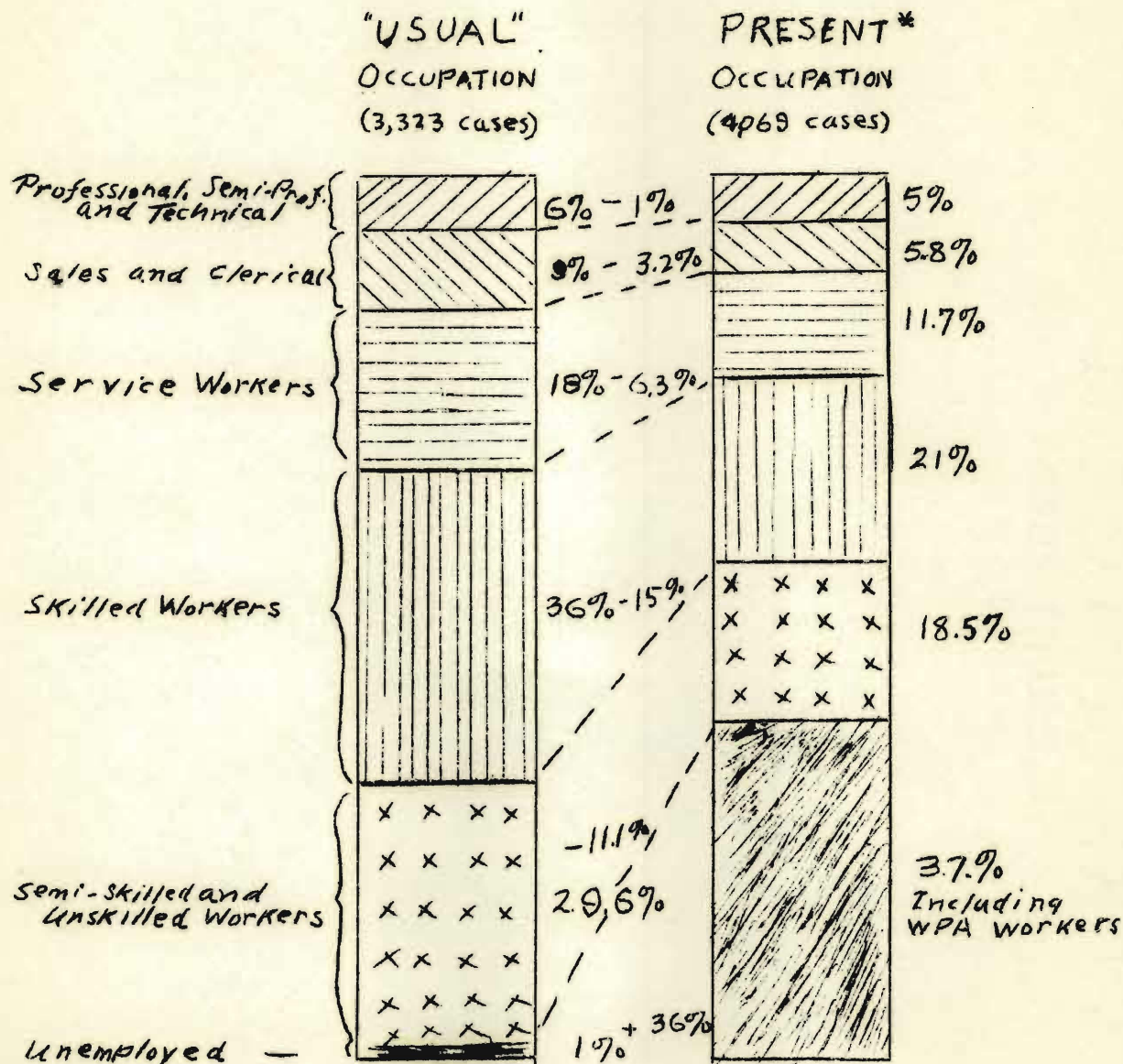
Occupational Choices	No. of Youth	Last Grade Completed and Per Cent in Each Grade							No. Att'd H.S.	High School Courses and Per Cent Taking Each						Per cent Attend-ed Voc. Schools
		6th or Lower	7th	8th	9th	10th	11th	12th		Gen'l.	Coll. Prep.	Bus. Comm.	Sci. Tech.	Voc. Ind. Arts	Other	
Auto Mechs.	345	11	14	31	14	12	7	7	143	35	7	21	9	10	1	7
Machinists	142	4	7	27	13	17	5	17	76	38	111	18	13	12	1	17
Mechanics	135	11	12	21	12	22	5	11	60	33	11	30	3	2	1	11
Carpenters	133	14	11	30	18	11	4	11	55	27	6	27	4	14	6	18
Gen'l. Off. Clks.	121	1	2	5	5	5	12	70	106	25	9	63	1	1	1	4
Machine Oprs.	99	4	8	33	5	22	6	14	47	36	8	32	6	12	3	21
Avia. Mechs.	91	-	3	12	6	19	9	31	69	41	13	16	6	12	2	10
Radio Mechs.	91	6	12	31	16	8	3	17	39	31	5	30	2	13	2	15
Truck Drivers	91	9	12	36	10	16	9	5	36	31	-	25	14	11	2	11
Painters	84	13	14	28	10	12	6	7	31	25	6	24	3	10	13	15
Welders	63	3	14	20	19	20	3	23	40	37	2	22	7	5	5	15
Electrician	60	5	5	25	13	20	10	20	38	30	3	11	16	16	3	20
Lathe Hands	58	2	5	28	8	31	8	17	38	37	16	21	13	-	6	22
Teachers	51	14	-	6	-	8	8	62	39	31	27	27	4	1	4	6
Draftsmen	43	-	-	5	15	12	15	56	33	50	9	6	15	9	12	16
Bookkeepers	42	-	-	-	3	3	14	76	38	20	5	71	3	-	-	10
Store Sales	38	-	8	24	16	10	10	25	21	30	15	40	10	5	-	10
Printers	38	2	8	13	16	25	13	22	25	24	4	28	-	36	8	26
Typists	37	-	4	4	6	8	8	70	30	16	4	80	-	-	-	-
Comm. Artists	31	-	3	6	16	11	14	50	25	28	12	40	16	-	4	10
Plumbers	30	14	16	40	7	7	7	3	9	25	10	25	10	30	-	28
Aviators	28	3	-	8	8	12	3	64	22	30	25	8	8	25	4	-
Pharmacists	25	4	-	8	4	16	12	52	18	50	10	10	30	-	-	4
Accountants	25	-	-	-	-	4	4	88	24	16	14	70	-	-	-	16

TABLE II-B

RELATION OF YOUTHS' SPECIFIC OCCUPATIONAL CHOICES TO THEIR PREVIOUS SCHOOLING - (FEMALES)

Occupational Choices	No. of Youth	Last Grade Completed and per cent in each grade							No. Att'd. H.S.	H.S. courses and per cent taking each						Per cent Attended Schools
		6th or Lower	7th	8th	9th	10th	11th	12th		Genr'l	Coll. Prep.	Bus. Comm.	Sci. Tech.	Voc'l. Ind'l. Arts	Other	
Secretary - Stenographer	565	2	0.5	3	3	8	7	73.5	497	15	8	74	0.6	-	1	6
Salesladies	194	1.5	4	27	19	21	10	12	108	23	11	61	-	0.9	3	7
Typists	194	24	2	1	3	6	7	52	172	19	7	33	40	-	0.5	7
Gen'l Off. Clk.	123	-	2	4	4	15	15	58	107	25	11	63	-	-	0.9	8
Machine Oprs.	134	8	14	28	22	15	6	7	48	46	4	46	-	2	2	7
Waitress	63	3	9	36	22	12	3	7	27	29	7	40	-	4	19	8
Nurses	57	3	2	12	10	10	5	54	45	42	22	31	-	2	2	10
Sewers	47	6	15	45	4	21	4	4	12	25	16	50	9	-	-	11
Beauticians	45	4	4	24	15	9	9	20	24	42	8	46	-	-	4	13
Bookkeepers	39	15	-	5	-	10	2	64	35	23	3	74	-	-	-	5
Teachers	38	3	-	10	3	3	5	76	33	24	39	30	-	-	6	3
Factory Labor	25	16	12	40	8	4	4	8	5	40	-	60	-	-	-	-

Figure I: Parents or guardians of N.Y.A. enrollees (one per family): comparison of "usual" and present* occupations.



* April, 1940.

FIGURE II: SCHOOL PROGRESS OF 5,034 N.Y.A. YOUTH

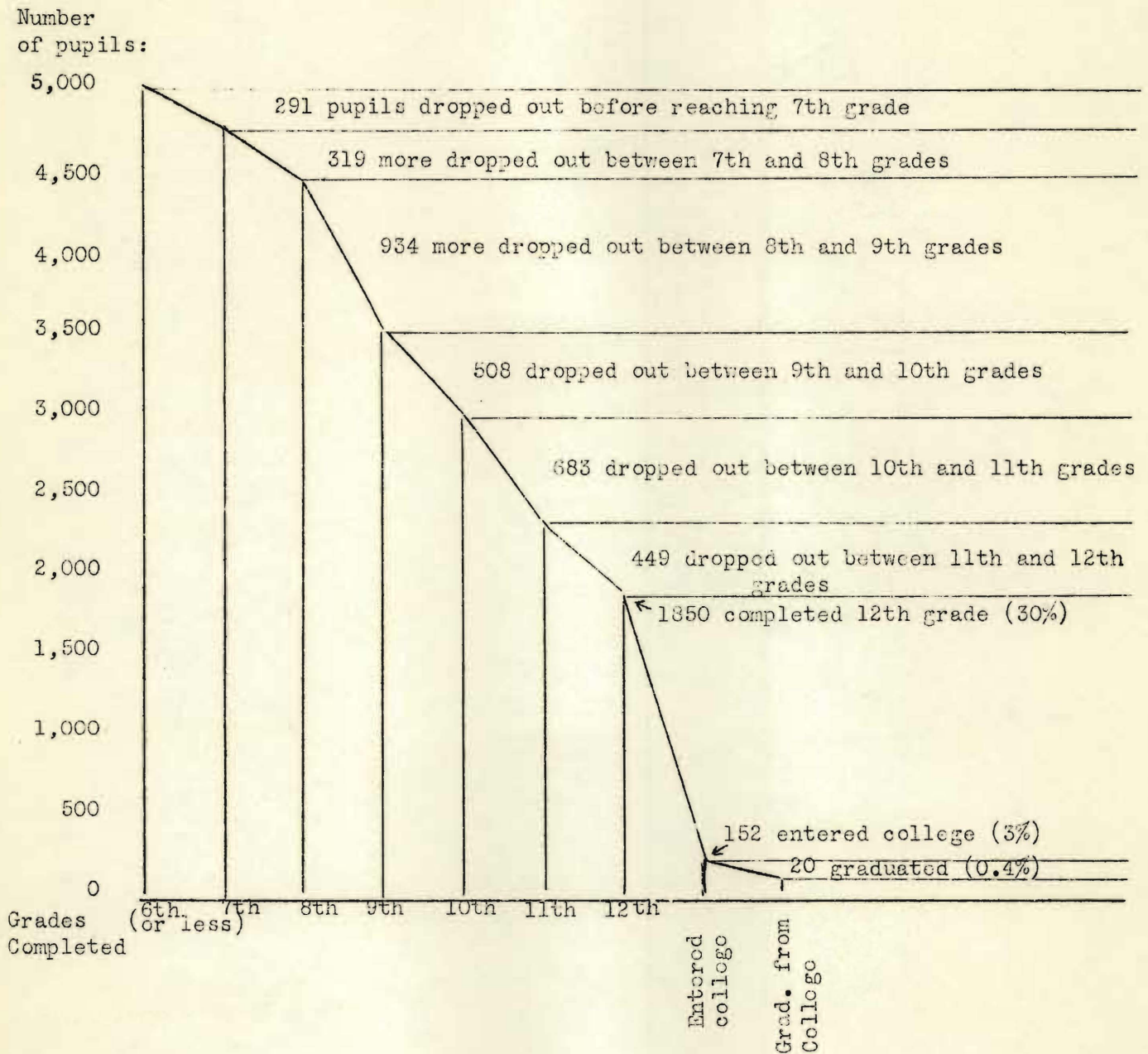
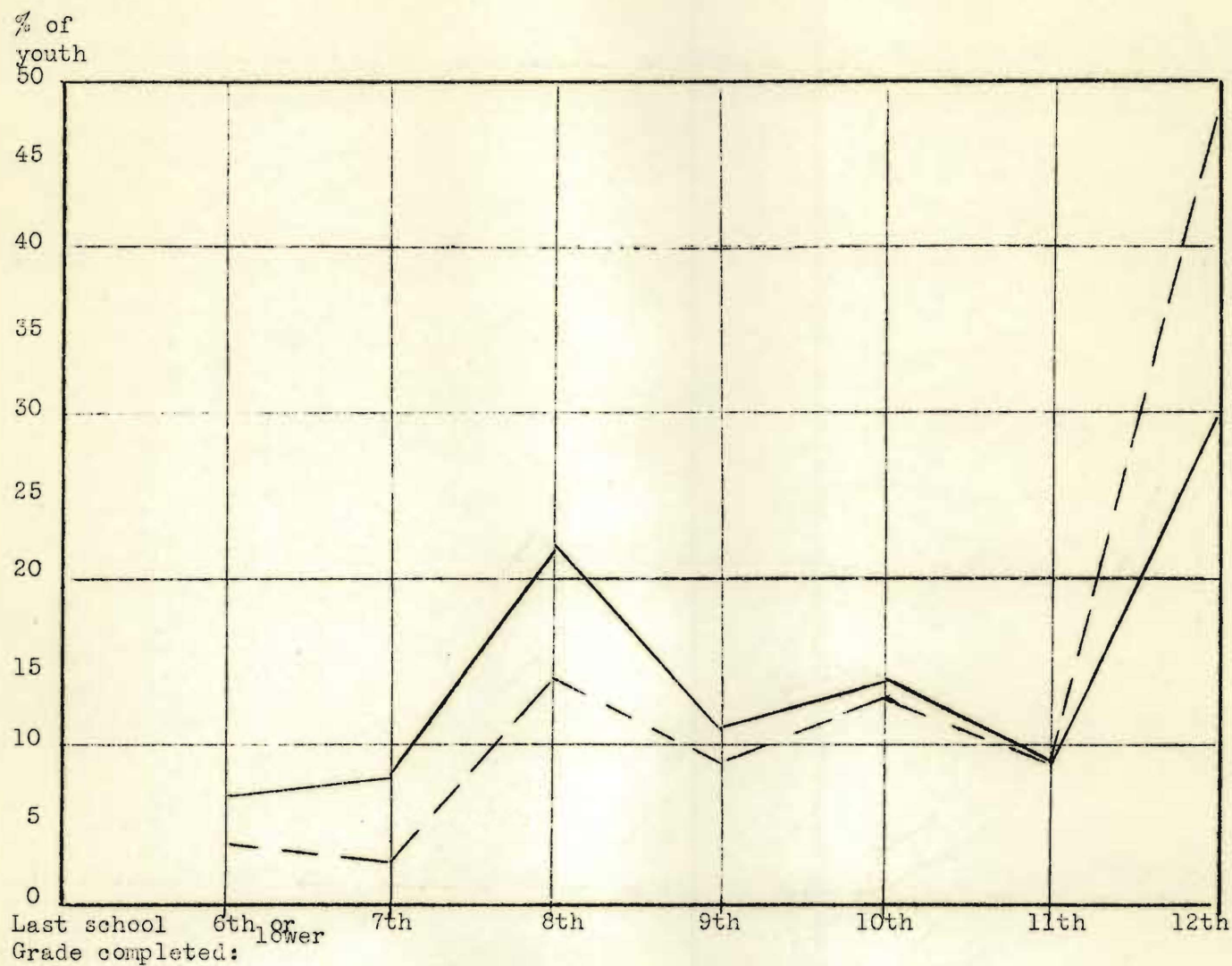


FIGURE II-A: COMPARATIVE SCHOOL PROGRESS OF MALE AND FEMALE N.Y.A. YOUTH.



KEY: ————— Males
- - - - - Females

FIGURE III: COMPARISON OF PARENTS' OCCUPATIONS, YOUTHS' OCCUPATIONAL DESIRES, AND HIGH SCHOOL COURSES TAKEN BY THESE YOUTH IN PREPARATION FOR OCCUPATIONS



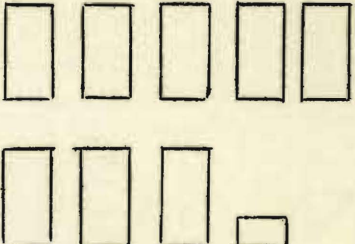
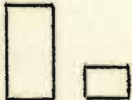

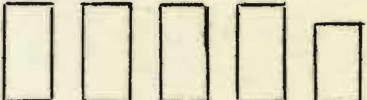



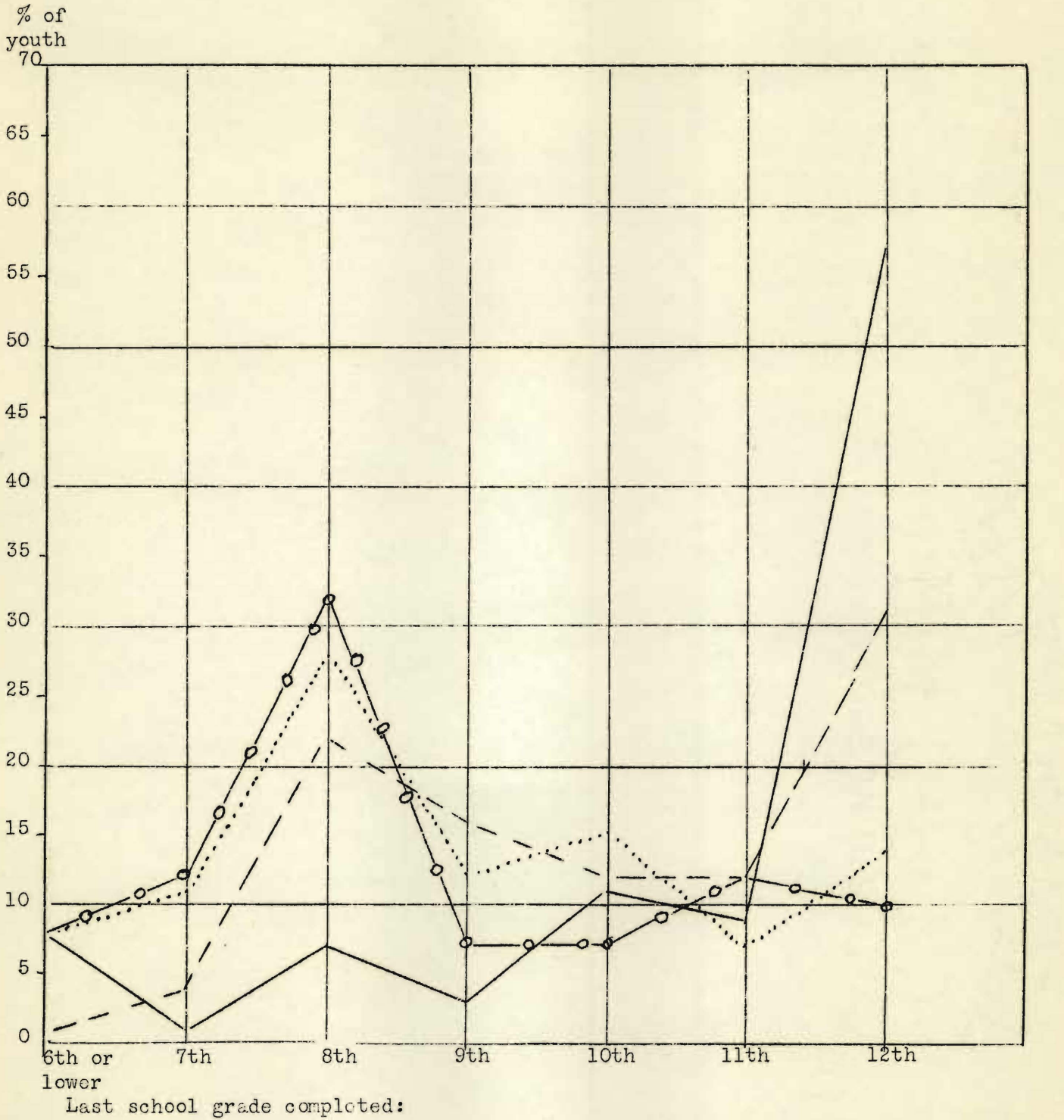
	Professional, Semi-professional, and Technical	Sales - Clerical	Skilled, Semi-skilled, Service, & Unskilled Trades
WHAT THE PARENTS DO:-	6% 	9% 	83% 
WHAT THE YOUTH WANT TO DO:-	13.8% 	37.9% 	48% 
HIGH SCHOOL COURSES THE YOUTH HAVE TAKEN	46%  Coll. Prep. - 13% General - 30% Scientific - 3%	47%  Business & Commercial	5%  Voc'l., Industrial Arts, Home Economics

FIGURE IV: SCHOOL PROGRESS OF MALE YOUTH DESIRING JOBS IN VARIOUS OCCUPATIONAL FIELDS



KEY:

—————	Youth desiring Professional jobs
-----	" " Sales "
.....	" " Skilled "
—●—○—	" " Unskilled labor jobs

FIGURE V: SCHOOL PROGRESS OF YOUTH DESIRING JOBS IN VARIOUS OCCUPATIONS

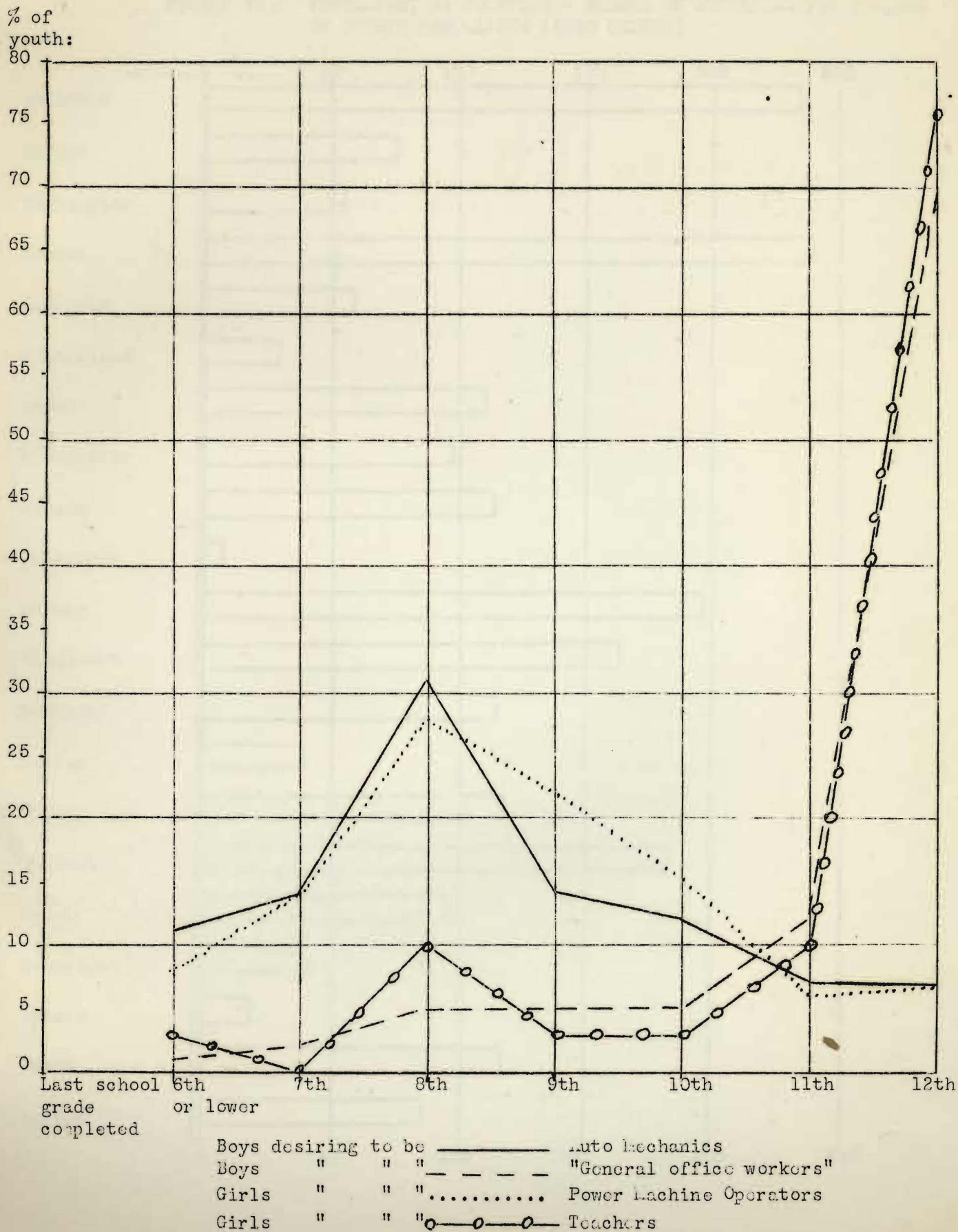


FIGURE VI; ENROLLMENT BY COUNTIES - NUMBER OF ENROLLEES PER 100,000 OF COUNTY POPULATION (1930 CENSUS)

