

understanding of this emphasis is crucial in judging how well the Program has succeeded.

Evaluating the effectiveness of the Work Experience and Training Program has been seriously hampered by the almost complete lack of any baseline or normative data with which actual Title V results can be compared. In essence, we have very little information on which to base an estimate of how participants in the Program would have fared in its absence. As a result, claims of success or failure based on the same facts have been rampant. The truth of the matter is that no one knows whether an overall placement rate of 50 percent is good or bad. On an absolute scale, it does not, perhaps, look good. But that standard is clearly not the relevant one. What is required is an estimate of how the lives of participants have been *changed* by the Title V Program.

Unfortunately, we have, at present, partial data on only one side of this calculation; that is, we have some knowledge about what happened to participants after completing the Program, but we are quite ignorant of what would have been the experience of the group of participants as a whole had they not been in Work Experience and Training. As a result, any aggregative analysis, such as how many participants are employed or unemployed, is practically meaningless for evaluative purposes. It is for this reason that so-called anecdotal or individual case records have frequently been used in demonstrating Program success. The main advantage of such examples is that they give a subjective notion of what the future for an individual could reasonably be expected to have been if the opportunity to participate in Title V had not been available and how this future has been changed by the fact of participation.

Individual case histories tell a dramatic story and it is safe to say that such examples of success can be found in every project throughout the country. We will cite only one.

The following is the statement of Mrs. Virginia Mix who participated in a Title V project in Arkansas during 1966. The statement was written in its entirety by Mrs. Mix without any assistance from the Title V staff or facility and she has given her consent to having it reproduced here:

"When I was sixteen I married; therefore, my school days were over. During my thirteen years of marriage, homemaking, and raising my three children was a full time job until my husband and I separated. What I was trained to do was of no use to me in trying to earn a living. Waitress work at \$26 a week or clerk in a five-and-dime was all I could ever hope to get; wherever I looked for work, the first question ended the interview. 'Have you had any experience?' The more I searched, the more hopeless and defeated I felt.

"How could I ever hope to make enough money to support myself and three children? My parents were wonderful. They were willing to help all they could, but they were in no position financially to help for any extended length of time.

"I was working as a waitress and one of my customers told me she was going to school. She told me about the work program, where I could go to inquire about it. The whole thing sounded too good to be true. There had to be a catch to it somewhere. People just don't get something worthwhile for nothing. My next day off I went to our local welfare office. I was excited and full of plans, but the man soon burst my bubble of happiness. They could not pay me anything because we lived with my parents, and my divorce wasn't final. After my divorce was final, I went for my second interview with a less optimistic view than I had on my first visit. The man told me I had come on a good day. The Supervisor of the program was in the office. He talked with me and took me completely by surprise by asking me if I could begin school in two days. My answers to his questions were very satisfactory, I am sure. When he asked me what course I wanted to take, I was at a loss. What did I want to do? I did not have the faintest idea what a job in public was like. In fact, the whole idea was terrifying. I shuddered at the idea of having the responsibility of making a decision on my own. How had I ever gone through with my divorce? Really, I was so unsure of myself, no wonder no one had considered me as an employee. Could I be an asset to any company?

"My first two months of school I was a complete wreck, physically and mentally. My mother talked with me, tried to calm and console me, finally resorting to threats. She told me if I did not stop worrying so about it I wouldn't be able to attend school. So I had a heart-to-heart talk with myself. Surely they did not