

assist the woman in the development of personal, social, academic, citizenship factors, as well as a vocational skill.

You seem to make some distinction between what is offered in the Job Corps and what might be offered in the conventional vocational schools. Am I correct in that assumption, or would you like to comment on it?

Dr. GEORGE. Yes. Thank you very much.

I feel that skill alone certainly is not enough. These women who have come to us, although we don't like the term deprived, there are some communities where they have been deprived of so many things that they will need in order to be employable. In other words, a girl could leave there with the ability to type 78 words a minute, as we did have a girl graduate last month. And ability to write shorthand satisfactorily and do all of the real chores, have all the skills for the job and still not be employable because she still doesn't know how to be on time or how to be dependable. She doesn't know the proper dress to wear. She may still have a few words in her vocabulary that need to be taken out and supplied with new ones. She still has to know how to eat with other people.

That sounds like a simple thing but it is an important thing with many of the young people who have never had a family meal experience, who have eaten come and go as quickly as they can and do something else. She still may not even know how to take a bath, to keep a bath clean.

One of the things we do for every girl is to have the first engagement with a hair dresser, not to dress the hair but to teach her about washing it and keeping it clean. Some of these girls have never had this done. They really do not know how to do it.

We may have to delouse her in order to make her ready for this job. So that there are many, many things involved in training her and making her employable besides the skill itself.

I think probably the strongest thing about Job Corps, as I see it, is its residential program where we not only have the responsibility for her, which is the way we feel about it, sometimes it gets to feel like a responsibility, but the opportunity to be effective and be available around the clock for her, learning how to live with people. They come there never having met a Negro before in their lives, never having seen a Negro before. And not from the South, may I say, mostly from northern Michigan and northern Wisconsin, who have never seen a Negro in their lives, and I find problems in learning to adjust to one another.

I am extremely concerned about keeping these youngsters from coming mostly from the region close by because you get such a homogeneous grouping. I think you have Indians from reservations and Hawaiians and Spanish-speaking youngsters, Spanish background young people as well as Negroes and whites. It is a tremendous experience for all of them. I can't find any Indian reservations near Cleveland, Ohio. I would like to be able to still furnish to these youngsters a variety of ethnic experiences, too. So I have strongly felt that we must find ways to keep what the residential program gives and to meet the special needs of these young people in giving them—

Mr. HAWKINS. If the Job Corps were to be discontinued, let us say in Cleveland, do you know any other place in Cleveland that these women could obtain such experience, such extra services?