

Dr. PARKINSON. You are asking me to define what is a dropout from our school. This is a person who terminates for any reason whatsoever before the end of his program.

Mr. QUIE. No matter how long he has been there?

Dr. PARKINSON. That's right.

Mr. QUIE. What kind of program do you require the people from the continuation school to go through before they start their vocational training?

Dr. PARKINSON. First, there is a diagnostic stage in which we analyze their problems, they get psychological testing, they get interviews and counseling, and they go through a diagnostic quarter in which they get the beginning of their group guidance, group therapy, and at the end of that time the students and parents and teachers meet.

School is out for 2 days. They meet and decide the area in which the student is going to work as long as he is with us. That is the first stage.

The reason for that for us, originally in this school a kid would be moved from the automobile shop to the cabinet shop to the foundry, because the teachers didn't like him.

This sets the kid. This gives him a status. He is going to work in a certain field, and it is up to the teacher to see that he moves along in that field, you see.

After that has been determined, he goes into a preliminary——

Mr. QUIE. How long a period is that?

Dr. PARKINSON. That is 12 weeks for everybody.

After that, he goes into a preliminary training period where he is trained—again, he continues in his group guidance and group therapy, his personality orientation. He is trained in the employable arts, what we call pre-employment training. He is taught to be on time, and comb his hair. He has to wear decent clothes so he is respectable.

These things he is taught, and he is given an exploratory training in the field for which we are going to ultimately train him for a job. That is phase 2. That usually runs from one to two quarters.

Then you can really put him in the shop and start training him for employment.

Mr. QUIE. What do you do if a person has, say, a literacy equivalency of less than sixth grade, or one who has more?

Dr. PARKINSON. If he has more than that, he will go rather promptly into job training, but if it is below the sixth grade, he must obtain a functional literacy before he goes into job training. We have to bring him up to that. We call it eighth-grade completion. Actually, it may be second- or third- or fourth-grade completion when he starts.

Eighth-grade completion means he must be able to read at the sixth-grade level.

Mr. QUIE. How long does it take to bring a person up to competency?

Dr. PARKINSON. That is the same question the chairman asked me, and it varies widely. If a person is absolutely illiterate, you may work with him up to 18 to 20 months. On the other hand, if he is bright and catches on quickly, you may be able to bring him up to this level in a matter of 3 or 4 months. It is a question of achievement; not how long it takes.

We keep working with them until they get there. You have to.