

Mr. DELLENBACK. Have you studied it for other groups?

Mr. HARRIS. For industry, yes, sir. We have done this in a number of places in industry, as a matter of fact.

Mr. DELLENBACK. Where you look at programs that are comparable to the Job Corps?

Mr. HARRIS. No. You see, one of the marks of industry today is that large numbers of people such as these Job Corps young people are totally missed. Industry does not hire a lot of them. So I would say the work we have done in this area and other places has been quite a cut above what the Job Corps does.

Mr. DELLENBACK. You mean so far as the group that is involved?

Mr. HARRIS. Yes, you are dealing with people, young people who have been bouncing along the bottom of society. There are not very many endeavors in our society to do anything about this group.

Mr. DELLENBACK. Have you made any studies of groups that are at all comparable where you had to hit those quite as far down the ladder—

Mr. HARRIS. In terms of performance of the job?

Mr. DELLENBACK. In terms of the success of the program aimed at making success out of failure. Have you had any studies made by your organization for industry or anybody else which were aimed at attempting to find out whether or not a program aimed at turning failures into successes had really proven effective?

Mr. HARRIS. Congressman, I would say these did not deal with young people at as low a level of society as this.

Mr. DELLENBACK. Mr. Chairman, without—

Mr. HARRIS. Might I just restate that and say that about 8 years ago we did a study for the Carnegie Corp. of Americans serving overseas. We took such elements as capabilities of understanding people of another country as against going native, let us say, and looked at the degree to which this contributed to job success or failure. So that has been done but these were by and large people with quite a lot of education.

Mr. DELLENBACK. I don't think we can fairly ask Mr. Harris to turn over any results to us if he has a contract with some other employer—

Mr. HARRIS. The Carnegie study was published.

Mr. DELLENBACK. Would it be possible for you to give us some list of what other types of studies you have made so that we may determine whether or not we can either go to you or the employer to get the results of these for help in connection with our studies here?

Mr. HARRIS. I would feel somewhat remiss and I realize Congress has the power to obtain these, but I would feel it would be a breach of confidentiality to take some of these we have done for industry.

Mr. DELLENBACK. We are not asking for the results.

Mr. HARRIS. They were done for internal use, but again the Carnegie study was published so that is a survey that could be obtained.

Mr. DELLENBACK. Could you give us the names of any studies if you have made any as such, that were aimed at determining whether programs of training instituted by private enterprise, a special type of training, would turn a failure into a success?

Mr. HARRIS. I would be delighted to search the literature on this and help on this.

Chairman PERKINS. Mr. Steiger.