

from their environment for a period of time. This, I think, can shake them loose from perhaps very dilatory influences in their lives.

Mr. AYRES. Are there any figures available, Mr. Harris, as to how many of them return to their former employers?

Mr. HARRIS. Yes, if my memory serves me, I believe about 80 percent go back to the same neighborhoods and they are the ones who do not do as well as those who are back in their own hometown but have struck out on their own—getting their own apartments, for example. That is a sign of good independence. It does not mean they have to cut off from their family at all but it means somehow they are not living off the family anymore. This is a healthy thing.

Mr. GOODELL. You have quoted from your study here that 85 percent return to the same home. Is this to the same city as distinguished from the same neighborhood?

Mr. HARRIS. It is the same home, I believe.

Mr. GOODELL. There is quite an important distinction.

Chairman PERKINS. Mr. Quie.

Mr. QUIE. Going back to the questions I was pursuing, Mr. Harris, you have listed the qualifications of the young men, the patterns. I imagine that in different young people you saw differences of these patterns which are called success patterns and they may have some failure patterns along with them. But if a youth is over 18, highly motivated to join, for the first time away from home, hungry for skill training, eager to get away from home, priority given to school over economic pressures, not failing in school, out of work and wanting job training and can live with a different race then it is pretty likely that he would be a success in most any venture. Wouldn't that be true, that you are really dealing with a person there who is poor and probably is from an area where job opportunities are not great, and if you had a brush with all of those patterns there would be little doubt that there would be success. Wouldn't that be true?

Mr. HARRIS. I would say that the success pattern column represents what has been aroused in these people, what can be aroused by the Job Corps or other experience. In other words, if you can get someone hungry for skill training, if you can somehow get him to attend religious services on a regular basis, if you can get him to want job training, if you can somehow persuade him that there are advantages and not disadvantages in getting along with other races, then what you have is the prototype of what the failures can be converted into.

In other words, there are always two ways in which you can read data. You can say these are the elements that contribute to their success. These were obviously in them all the time; therefore, not a great deal has been done. I would say this, Congressman, and I have seen it in some instances, people who did not have these motivations, who have been the opposite of this, can have them instilled in them. Religious training is a perfect illustration. We have seen failing students who have dropped out of programs. I know the one at Yale University has been very successful. They take dropouts from all over the country and make them successes 2 years later. I implore you, when we say failure patterns, don't write these people off completely.

Mr. QUIE. If the Job Corps is going to perform a service, it should take the people who would fall into the failure pattern. You say they