

nately able, 2 years ago, to secure a small Ford Foundation grant to make a beginning at the Detroit Institute of Technology to reorganize it into a cooperative education institution.

Through a cooperative education program, we provide the chance for students not only to work, but to work in meaningful jobs which help both to pay the cost of their education—and I want to emphasize this—also to provide an important and relevant educational and future job experience.

I want to tell you about two of our young students who have just returned from their first work period. They began working for the Ford Motor Co. last September and finished their first work period this past February 1. They are each 20 years old.

One is a Negro boy who graduated from a Washington, D.C., high school and came to DIT to learn to be an engineer. Last week, he told me about his job, which our DIT coordinator had arranged, at the Gas Turbine Research Laboratory at the Ford Motor Co.

He was placed in the graphics section; and he executed drawings to picture the specifications of new parts for the turbine engine which the engineers wished to have made in the machine shop.

He told me that he found himself surrounded by a staff of engineers who answered his questions, checked and Ok'd his drawings. He showed me proudly over 85 receipts from the machine shop for his drawings which had been used to manufacture new parts for the experimental turbine engine.

By the way, he was earning \$522 a month while he was there.

He told me that he discovered that he could do this job in a very satisfactory fashion. He was transferred to a post of greater responsibility before he had completed this first work period.

His supervisor has already arranged for the job in the research laboratory that they want this Negro student to have when he returns to Ford Motor Co. for his second work period.

This student earned a very well paid income at Ford, but he told me that the most important thing he received from this work experience was the confidence that he now knows that he can become a successful engineer. He told me that he feels more comfortable with his schoolwork and has greater success with it now and that he is sure that he will complete his education.

An educationally related job has enabled this student to feel sure about his career choice of engineering and confident that he has the motivation to finish his education.

He told me that he had never felt positive about this before and had previously been of the opinion that he probably would stick it out to finish college.

May I just add that I talked with his father last night on the telephone for half an hour and he is delighted with what is happening to his son.

The second student is a Michigan boy who graduated from a Grand Rapids high school. He worked for the Ford Motor Co. Dearborn Iron Foundry at River Rouge. He was the foreman in charge of 47 men.

At this point, gentlemen, I would like to insert this statement in the prepared statement. The foundry is not the best place in the world to work. It is usually associated with dirty, noisy, and hard work.