

INVALIDED SOLDIERS' COMMISSION

CANADA

CIRCULAR OF INFORMATION

Number

1

VOCATIONAL BRANCH

OTTAWA, CANADA

MILITARY HOSPITALS COMMISSION

VOCATIONAL BRANCH

CIRCULAR OF INFORMATION

NUMBER I.

March 1, 1918.

OTTAWA, CANADA

NOTE. Since this Circular was set up, the name of the Commission has been changed to the "Invalided Soldiers Commission".

FOREWORD

The Vocational Branch of the Military Hospitals Commission intends to issue from time to time CIRCULARS OF INFORMATION relating to its work, for the benefit of Vocational Officers, Instructors and others interested. The Vocational Secretary will be glad to receive articles relating to special features of the vocational work in any locality which are likely to be of interest and significance in other districts; also suggestions of subjects upon which special information might be obtained and set forth in a Circular.

OTTAWA, ONT.

March 1, 1918.

THE LENGTH OF RE-EDUCATION COURSES

In considering this question two extreme views are often expressed. First, that a man should be trained for a simple job in the shortest possible time; second, that a man should be given a prolonged course, covering not only the working practice of a trade or occupation, but a thorough grounding in the related theory and science of the occupation.

The Vocational Branch of the M.H.C. has endeavoured to steer a middle course between these two extremes. Although with the present abnormal demand for help of all kinds, it is possible to place many men after a very short course of training, it is realized that the men must be so trained that, with the added experience they gain afterwards, they will be able to hold their jobs when competition becomes keener after the war.

In England, the first courses were very short, but the tendency is to lengthen them at present. In France, the tendency at present is to shorten the courses. A note (p.15, Vol.V.No.1, American Journal of Care for Cripples) is interesting in this connection.

At the Inter-Allied Conference it was urged that every effort should be made to choose occupations for men which should not demand a period of training exceeding one year.

The average course in Canada is six and one half months and if the policy of training men in industrial establishments is carried out generally and men are trained in related trades in these establishments, it is considered that six months should be sufficient in the great majority of cases. In a number of instances, three months has been deemed sufficient for training a man in an occupation related to his former calling, or in which he has had some little experience.

SOME WRONG SELECTIONS

Recently a number of recommendations for changes in re-education have been received which would appear to indicate that sufficient care has not been given to the question of a man's intellectual fitness for the occupation selected in the first place.

This is quite marked in Commercial courses, to which many men are doubtless attracted through their desire to take up an easy indoor occupation.

Some men, well on in years, whose educational history and industrial experience were not at all indicative of their fitness for training in clerical work have been granted courses in Commercial branches or Civil Service. After several months it has apparently been evident that they were misplaced and a transfer to some simple manual course has had to be made.

In addition to the desire of many men for sedentary occupations, another probable reason why men unsuitable for such work often take it is that facilities for training in Commercial and Business courses are easily provided, and offer a solution in some cases for the difficulties of the D.S.T.B. Also, some men who are not very fit and take commercial work as occupational training during convalescence, are led to believe that the work is easy and congenial, but afterwards in the severer training of a re-education course, do not make good.

A competent observer (an army surgeon) who has just returned from a visit to most of our re-education centres, deplored to the Vocational Secretary the fact that in several Convalescent Hospitals visited, the class rooms for general and commercial branches were full and the workshops only sparsely attended. He expressed

the opinion that if the therapeutic advantages of manual work were better understood by the Medical Officers, more men would be ordered to spend a certain time each day in the workshops.

Probably if more men took manual work of some kind during convalescence, fewer would be attracted towards commercial work as a livelihood and some misfits in re-education would be avoided.

CIVIL SERVICE POSITIONS

The following resolution, passed at a recent Conference of the District Vocational Officers of the four Western Provinces, was presented to the Civil Service Commission recently:-

"RESOLUTION RECOMMENDING CHANGE IN QUALIFYING CIVIL SERVICE COURSE."

(1) Whereas the present course for the Outside Civil Service is wholly unsuited for adults of the type being trained in the Hospital Schools.

(2) Whereas many returned soldiers taking work in the Convalescent Hospitals leading to the Civil Service Qualifying Examination are anxious to learn Bookkeeping, Stenography, Typewriting or General Office practice.

(3) Whereas the time for preparation allowed the average returned soldier is too short to include one or more of these subjects in the full Civil Service Course.

(4) Whereas it is extremely difficult for some of the returned men, who have for a number of years been removed from study of any kind to do satisfactory work in the subjects of History and Geography.

(5) And whereas it would seem that a training in Bookkeeping, Stenography, Typewriting or Office Practice would fit a man better for a position, not only in the Civil Service but also in Commercial life."

"Be it resolved that in the opinion of this Conference it is advisable to revise the course of instruction required for the Civil Service, so that (1) a stronger trend be given the Commercial than the political and physical side of geography, (2) that civics and an historical basis be substituted for history, and (3) an option of bookkeeping, stenography, typewriting or office practice be permitted in place of history or geography. - Carried."

A Conference of the Civil Service Commission and officers of the Military Hospitals Commission took up this matter and the latter endorsed the foregoing recommendations regarding optional subjects for returned soldiers in the Qualifying Examinations for Civil Service. It was pointed out that if options as suggested in sec. (3) of the resolution were allowed, a man who did not obtain a position in the Civil Service would stand a much better chance of obtaining employment elsewhere than he would if he had taken the regular Civil Service subjects.

It is hoped that in consequence some optional subjects will be allowed, in accordance with a memorandum submitted by the Military Hospitals Commission, after the Conference with the Civil Service Commission.

TRAINING MEN IN INDUSTRIAL ESTABLISHMENTS

MONTREAL

While the conditions in Montreal and other Eastern cities lend themselves better to the policy of placing men in industrial establishments wholly or partially, for vocational re-education, than do the Western cities, the following list of courses being taken in Montreal on January 16, 1918, submitted by Capt. McKeen, D.V.O, is of interest and value.

The wide distribution of the men in a number of industries serves as an answer to the fear which has been expressed of the possibility of labour troubles arising from this policy. Up to the present, no difficulties have occurred and the Labor Unions are satisfied that the policy is not inimical to their interests.

A weekly visit or enquiry is made in each case by the District Vocational Officer and if any points of difficulty arise, a little explanation or adjustment is at once undertaken.

Where it is stated that the course is being taken in a School or Institution and in an Industry, it usually means that a preparatory course is given in our classes and a finishing course in an industrial establishment. In some few cases, part-time courses are arranged.

MILITARY HOSPITALS COMMISSION

RE-EDUCATION COURSES

IN MONTREAL

COURSE	WHERE TAKEN
3 Agriculture	MacDonald College, Ste. Annes.
1 Biologist	" " "
1 Hog Raising	" " "
1 Poultry Farming	" " "
4 Architectural Draughtsman	Montreal Technical School.
1 " " (Naval)	" " "
1 Armature Winder	McGill & Industry
2 Boiler Layer-Out	" " "
1 Bricklayer Foreman	" " Mtl. Tech. School.
1 Building Contractor	" " " " "
40 Business	Montreal Technical School.
2 Carpenter	Mtl. Tech. School & Industry
1 Carriage Stripper	Industry.
1 Chauffeur	McGill & Mtl. Tech. School.
2 Civil Service	Montreal Technical School.
1 Commercial Illustrator	Montreal Technical School.
1 Dental Mechanic	Industry.
5 (Electrician (Electric Wireman	McGill & Industry.

1	Engine Turner	Industry
1	Food Inspector	Montreal Technical School
1	Furrier	Industry
1	Garage Mechanic & Chauffeur	Mtl.Tech.School & Industry
1	Harness Fitter	Industry
2	Harness Stitcher	" Mtl.
1	Highway Construction	McGill & Tech.School
1	Interpreter	Montreal Technical School
1	Janitor	" " "
1	Joiner	" " "
1	Machine Tool Operator	McGill University
1	Machinist, General	" "
2	Machinist, Bench	" "
5	Machinist and Lathe Hand	" "
16	Machinist and Tool Maker	" "
9	Mechanical Draughtsman	Mtl.Tech.School & Industry
1	Medicine	McGill University
15	Motor Mechanics	Mtl.Tech.School & McGill
2	Music	McGill Conservatorium
1	Ornamental Plasterer	Industry
2	Pattern Maker	Mtl.Tech.School & Industry
1	Pneumatic Tool Repairer	Industry
1	Reedworker	Industry
1	Salesman	Montreal Technical School
1	Sanitary Inspector	" " "
1	Sculptor	Industry
4	Shoemaker and Repairer	Montreal Technical School
1	Sign Painter	Industry
4	Steam Engineer	McGill & Industry
	Stenographer	Montreal Technical School
2	Stove Fitter, Bench	Industry
2	Telegraphist	LeRoy Business College
2	Timekeeper and Watchman	Montreal Technical School
1	Tinsmith, Bench	Industry
1	Watchmaker	"
1	Weave Room Clerk	"
2	Wireless Telegraphist	McGill & Marconi Co.

160

Total number of cases----- 160

Total wholly or partly
in Industries ----- 40

Total number of occupations--- 56

T O R O N T O

The Officer in charge of Industrial Surveys in Toronto has recently made an interim report with respect to possible openings for men in local industrial establishments and a circular letter has been issued to Vocational Officers in Ontario as follows:-

"Toronto, February 5th, 1918.

"The following openings are now available with large and reputable concerns in Toronto for the training of disabled returned soldiers.

"It is of course distinctly understood that care and judgment will be exercised in selecting the men for the various trades and professions, and that past experience, training, environment, education and natural ability be carefully gone into and taken into consideration, together with general conduct during classes or convalescence, as well as a man's disability.

"It is also desirable and in some cases necessary that a man have personal references from Civil life, as in the case of Jewellery Manufacturing, where a man is continually handling gold and precious stones. In fact, we find in the great majority of cases where the employer takes an interest in the men, he desires to know something of their life before joining the Army.

"In the case of the more desirable callings such as draughtsmen, bronze and brass chasers and finishers, lens grinders, etc., it is absolutely essential that the Vocational Officer take into consideration the general character of the applicant, as one undesirable or unsuitable man placed with a large concern does irreparable injury to the entire movement.

"In the great majority of cases, these concerns have signified their willingness and intention of

absorbing the more successful and desirable men, and making them a part of their permanent staff, so that the opportunity presented to the men is one that should not be too lightly dealt with.

"Further information regarding any of the openings in the following list will be furnished on request by this office at any time."

OPENINGS FOR TRAINING WITH INDUSTRIAL CONCERN IN TORONTO

TO TRAIN FOR:-

General Blacksmith
Book-Binders
Biscuit Bakors
Boot and Shoe Repairing
Bronze Chasers and Finishers
Brass Chasers and Finishers
Brass and Bronze Fitters
Cash Register Assemblers
Cigar Making
Draughtsman, Ornamental Iron
Draughtsman, Mechanical
Draughtsman, Structural Steel
Elevators, - Operators and repairing
Electrical Work - Any Branch
Engraving, Photo
Furniture Manufacturing
Glass Cutting
Harness Manufacturing
Jewellery Manufacturing
Jewellery Ring Making
Jewellery Silver Polishing
Jewellery Silver Soldering
Jewellery Stone Setting
Leather Goods Manufacturing
Linotype Operators
Machinists
Machinists Tool Maker
Monotype Operators

Moving Picture Operators
Ornamental Iron Mechanics
Packing House work, including all branches
Pattern Making
Tailor
Tinware Manufacturing
Tool Makers
Upholsterers

REVIEWS

RE-EDUCATION, by GEORGE EDWARD BARTON

Recently there has come to our attention a book of considerable interest to those engaged in work with the disabled and crippled. "Re-education" by George Edward Barton, is a timely contribution to the general subject of Reconstruction. Through its sub-title it claims to be an analysis of the Institutional system of the United States. Although the greater part of the book is devoted to the problem of industrial disabilities of all times, nevertheless the general principles of treatment are equally applicable to war cripples.

Mr. Barton believes that the disabled may be made almost entirely self-supporting, thus not only lifting the burden of his support from the shoulders of the people and willing philanthropists, but making the man himself bigger through the exercise of all his

latent powers.

The author is quite convinced of the therapeutic value of occupational work during sickness, and considers it the more valuable if the work itself has some definite vocational end in view. Further, he realizes the need of vocational guidance based on some physical and mental tests, that the disabled man may rapidly get the right start on his Re-education course.

While no definite courses are outlined in the book, yet emphasis is laid on the necessity of individual instruction suited to the particular needs of the case.

In the latter part of the book he refers to the work being done in France by Dr. Bourillon and Dr. Amar, and quotes from the Bulletins of the Military Hospitals Commission.

Although we are apt to think of the work of Re-education as peculiarly a war problem, there runs throughout the book the sentiment, that so a great a work, conceived of and developed for the benefit of the war cripple, must not cease with the war, but be carried on for the benefit of the industrial cripples of all nations.

The author, who is the Director of Consolation House, a School and Vocational bureau for convalescents at Clifton Springs, N.Y., and President of the National

Society for the Promotion of Occupational Therapy, is highly qualified to write on this subject, both from personal experience and prolonged investigation.

Vocational Officers would do well to give the book a careful reading.

OUR SCHOOLS IN WAR TIME AND AFTER

by ARTHUR D. DEAN, Professor
of Vocational Education, Teachers College, Columbia
University, Boston, Ginn & Co., 1918. 335 p.

"To the schools of America the war has come as an opportunity for developing a closer relation between education and life, between life and service." The author sees a quickening of our whole educational system, due to the demands upon us of the war. Schools everywhere are becoming alive to their possibilities, and are reaching out to the war. Vocational and Trade schools may be schools of special preparation, and also of industrial readjustment. They may train material for the war, and re-educate the disabled after the war.

The book is very general in its scope, covering the whole field of educational work. It treats in turn "Industrial and Trade schools", "Colleges and Technical

Institutes", "Manual and Household arts" and "Red Cross work."

A chapter on "Re-education of the Disabled" reviews the work already being done in France, with references to the Bulletins of the Military Hospitals Commission, and also touches briefly on our work in Canada. To one who is studying the subject carefully, this chapter is largely a repetition of what he has read elsewhere.

In any general survey of the literature on the subject, this book must not be overlooked.

An interesting article appears in the "Industrial Arts magazine" for January 1918, on the subject of "Red Cross problems in English schools." The author, Mr. John Y. Dunlop, outlines the work of the Manual arts classes in the English schools. Practically their entire time is devoted to making articles required in the hospitals, the work being under the supervision of the Red Cross society. Fairly complete directions, with accompanying diagrams, are given for such articles as, Hospital "rest", or simple portable resting couch, crutches, bed rest, bed tray, bed cage, and splints. Vocational officers should find the suggestions useful in their woodworking classes in Convalescent Hospitals.