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## CONNECTICUT VETERANS' SURVEY

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    An Analysis
        of the
Registration and Placement of Veterans
    and
    Study of the Unemployment Problum
            Affecting
        Connecticut Var Veterans.
            by
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The need for a study of the veterans' unemployment problem in Connecticut became apparent in the Spring of 1934, when the CWA program begen to taper off and the change to ERA was initiated. It was discovered then that while industry was experiencing an up-trend in employment, comparatively few of the occupationally qualified vetorns were returning to their old jobs in industry. Concurrent with the industrial pick-up there was a corresponding, if not quite so pronounced, return to employment in the large insurance companies and comercial houses. Here there were indications that veterans who had been released from clerical positions during the depression were not going back to their jobs.

While unemployed Connecticut veterans secured temporsmy relief under the several made work programs, it was realized that ultimate solution of the veterans' problem lay in their return to the vocations to which they had been trained. Accordingly, when the firct improvement in business resulted in the return to private employment of several thousend industrial workers, with but a small percentage of veterans included, it was realized that a careful study was needed of the conditions surrounding the failure of the veterens to return to work in factories, offices and mercantile estabiishments.

With no facilities available for a comprehensive study of the entire situation, and the means lacking for even a surale analysis of veterans' registretion caras, efiort was first made to learn the reasons for the existont conditions by contact with the employer. This was not entircly satisiactory. although such work as w.as done in thet direction did establish definite indicitions that economic factors were operating to the detriment of unomployed vetcrans of the Norld War and the Spanish American War. The methode involed in this preliminary and entirely cursory study of the problem vill be discussed in Part II of this report.

The creation by the Connecticut Emergency Relief Administration of made work projects for unemployed men and women whose vocations were in the commercial and professional fields made possible a study and analysis of the registration cards of 11,348 Conncticut war veterans (ste Tables I, II end III.) Through the kindly cooperation and assistanco extended b-t Miss Elianor H. Little, administrator, and George P. Fogg, supervising engineer of C\&P Projects, the veterans survey was the first of the so-called "white collar" projects to get under way. The work of anclysing the cards was started on August list, 1934 in the Connecticut State Employment Officos at Stamford, Bridgeport, New Haven, Waterbuiy, Hartford, Norwich, Ansonia, Torrington, and Putnam; and in the National Reemployment Offices at Norialk, Danbury, Meriden, 3ristol, New Britain, Middletown, and New London. The check was completed in most of the offices by October list, but in several offices it was necessary to extend the check through October 24 th to complete the study. Only veterans were employed, and at the peak of employment on the project, 27 statisticians and one draftsman wore on the payroll. One statistician and one draftsman continued on at headquarters to broak dom the mass of information into tables, graphs, and charts, ond a statistical picture which can only at best eerve as the bacis for a furthor study and perheps provide the groundwork for an obviously needed long range progrem of occupational readjustment for veterans in this and other industrial states. Thes survey was divided into two pieses: first, a genernl statistical break-down of such information as $i t$ was possible to securc from the registration cards, and sccond, a special and mor: completo study of the cards of veterans 40 yeare of age :ad over whose means of livelihood vas ordinarily along industrial lines, and the cards on vites and in the eloricil. ocrupational groups. The groups studich in the second arse seem to have
been peculiarly and particularly affected by the operation of the economic factors referred to heretofore.

It is pointed out that all the figures and percentages used in this report are only approximatcly accurate, yct sufficiently accurate to justify certain definite conclusions. It must be remembered that meny of the cards studied were made out during the rush experienced by employment office staffs during the mass piucement of rorkers on CWA projects during November and December, 1933. Inexperienced interviewers were prossed into service, and in many instances the data incorporated on the registration cards is incomplete. Then, too, many applicants purposely withheld true facts relative to their occupations, and in some instances their dependency status and education, in order to cualify for immedinte assignment to PWA jobs. Checkers were cautioned, however, to pass over cerds on which the data was patently inadequate or inaccurate. It is believed these instructions were generally observed, for the total or 11,348 cards checked is less by soveral thousand than the total number of veterans registered as of October 24 th, the final date of the check.

Thenis for assistance in preparing this report are due State Comissioner of Labor end Factory Inspection. Joseph M. Tone, Miss Helen Vood, Director of the Connecticut itate Employment Service, Arthur L. Clark, fiuperintendent of the State Board of Fisheries and Game, A. S. Boynton, Director of Vocational Education, and George Mercer.
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## VETERANS' SUFVFY

The first phase of the study of veterans' registration cards mas conifined to a general breakdown of the information contained on the cards. Cards in both the active and inactive files vere studied in order that a fairly true picture might be secured of the effect of the depression on veterans in the various occupational classifications.

A study of both the active and inactive files was also deemed essential, because many of the veterans whose cards were contained in the inactive files had not in fact returncd to their usual trades or profecisions. Many were working at occupations other than their own because of the narrow occupational scope of made work programs. Clerks, brokers, toolmakers, motormen, machinists, carpenters, end professional workers could and mey still be found working as common laborers on these relief projects, and in some instences with private employer:

Many examples of occupational mal-adjustment were discovered by the author of this report during the coursc of his regular duties. In one city a project was promulgited whercunder the fonces, fire escapes, and wood trin of schools were to be painted. Thic was not accomplished with the aid of Federal moncy, but was financed with City relief funds. No attempt was made to secure bona fide painters ond a check mado by this roporter disclosed the following:

| Total employed |  |
| :---: | :---: |
| Painters | 4 |
| Factory hands | 9 |
| Sties clerirs | 2 |
| Newispriper reporter | 1 |
| Blacksmith | 1 |
| Insurance agents | 2 |
| Corpenters | a |
| Bnokleeper | 1 |
| Mutownn | 1 |

During the progress of this painting project many painters were working as laborers on other projects, and a still greater number were unemployed.

The 11, 348 cards studied by the checkers and from which was secured the information contained in Part I of this report included 3,900 cards in the active file and 7,448 cards in the inactive file.

Tablo I gives a breakdown into occupations, age groups, marital status, dependency status, over 40 age group, disabled veterens, education and length of unemployment, of the 3,900 active cards. Table II gives this same information on the 7,448 inactive cards, and Table III covers the data on the combined active and inactive cards.

From these three tables may be gleaned a very general picture of the types of veterans affected by the depression, the length of unemployment, and some idea of the occupations most affected. These tribles also reveal the number of veterans without dependents and the numbers having from one to ten depondents, as well as a rough idea of their educational background. Percentages in the several tables are given for purposes of comparison. Seven charts are included with Part I of the Survey in order thet the component parts of the statistical brenkdown may be studied separately. It is not contended that really conclusive deductions may be secured from these charts or from the figures contained thereon, but it is believed that intelligent study of the eharts and figures will lead to $n$ fairly accurate idea of just what types of unemployed veterans should be the subject of further study and, perhaps, some good mey result from the presentation in statistical form of the veterans' unemployment problem.

It can be seen at a glance, for instance, that of the 3,900 veterans whose cards were active at the time the study was made, 1585 were over 40 years of age, that $21.2 \%$ of these veterans have been out of work
over three years, that educationally the majority of the vateans wore poorly equipped, and that over half the number had threu or more dependerits.

## OCCUPATTIONE.

| Clerks | 322 | 8.2 | 661 | 8.9 | 983 | 8.7 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Salesmen (store) | 76 | 1.9 | 97 | 1.3 | 173 | 1.5 |
| Salesmen (others) | 127 | 3.3 | 216 | 2.9 | 343 | 3.0 |
| Professional | 159 | 4.1 | 255 | 3.4 | 414 | 3.6 |
| Laborers (N.O.S.) | 976 | 25.0 | 1969 | 26.4 | 2945 | 26.0 |
| Carpenters, Roofers, | 295 | 7.6 | 657 | 8.8 | 952 | 8.4 |
| Machinists, Millwrights, |  |  |  |  |  |  |
| Toolmakers, etc. | 197 | 5.0 | 291 | 3.9 | 488 | 4.3 |
| Painters | 266 | 6.8 | 51.5 | 6.9 | 779 | 6.9 |
| Truckdrivers, Chauffeurs | 304 | 7.8 | 693 | 9.3 | 997 | 8.8 |
| Cooks, Chefs, Waiters, etc. | 73 | 2.2 | 125 | 1.7 | 204 | 1.8 |
| Ericklayers, Masons, Plasterers | 120 | 3.1 | 232 | 3.1 | 352 | 3.1 |
| Plunbers, Stcamitters, |  |  |  |  |  |  |
| Tinsmiths, Pipeṙitters | 114 | 2.9 | 281 | 3.8 | 395 | 3.5 |
| Electricians | 89 | 2.3 | 177 | 2.4 | 266 | 2.3 |
| Servants | 41 | 1.0 | 9 | 0.1 | 50 | 0.4 |
| Others and Unspecified | 753 | 18.8 | 1272 | 17.1 | 2005 | 17.7 |
| Not given | $\frac{2}{3900}$ | 100\% | $\overline{7448}$ | $\overline{100 \%}$ | $\frac{2}{348}$ | $\overline{100 \%}$ |

In this phese of the study, the occupational breakcown followed that used in similar etucies initisted by the Pennsylvania state Emplorment Service and other groups. It is believed the division into 14 occupational groups with those not specified carried in suother group is sufficient for this part of the study. Chart No. l shows this occupational breakdown as it affects active veterans cards in both the Connecticut State Employment Service and the Nationcl Reemployment Service offices.

The first, four groups: i.e., (1) clerks, (2) store salesian, (5) other salesmen, and (4) professional, comprise the white collar vorkers among the 3,900 active veteran registrants. Thore are 634 in the white collar class, or $17 \frac{1}{2} \%$ of the total. With 1 , 229 othor white collar vorkers contained in the inactive filos, the grend totel of 1,913 indicates that
this group is in urgent need of study and adjustment. It is known that many of the 1,229 "white collar" veterans whose cards were inactive at the time of the survey are temporarily engaged as laborers on work relief projects.

Laborers: (not otherwise specified). Includes veterans who work at semi skilled trades in factories as well as veterens who work in unskilled capacities in other lines. The total of 976 , when added to the 197 machinists, toolmakers and millwrights gives a totel of 1,173 veterans in the active file whose jobs lie in industry. This is slightly more than $30 \%$ of the total active file, and when reference is made to the occupations of the over 40 age group it will be seen that 604 are of these two industrial occupational groups. In other words, more than half the active industrial group are of ages at which it is difficult, if not inpossible, to secure employment in most manufacturing establishments.

Building Trados: The serious effect of the depression upon craftsmen of the building trades is manifested in the totals shom for carpenters, roofers, painters, masons, plastercrs, plumbers, steemíitters, tinsmiths, etc. Of the 3,900 active cards, 884 represent unemployed veterans in these occupational classifications. It is safe to say the majority of the 1,860 other building crafteren shown in the inactive file are working temporarily at occupations othei than their own, or have abandoned hope of securing work at their trades through the employment service and have failed to renev their registratinns.

Service: In the active file at the time of the check these were 79 cooks, chcf's, witers and bartondors, and 41 domostic servants. The incotive filc carries 125 cooks, otc. and 0 sorvants; and in this groun the proportion of recistrants placed in their own occupations is believed
to be greater than in any other classification. Absence of age barriers and a demand for the older workers is noted.

Truckdrivers: Question as to the accuracy of the totals shown for truckdrivers and chauffeurs is raised. While checkers were cautioned to count only those whose work records indicated experience in driving, it is believed many registrants who could drive automobiles, actuated by a desire to escape arduous labor, registered as chauffeurs and truckdrivers, giving fictitious work records. Lack of testing facilities made it difficult to check qualifications. At any rate, 304 of the 3,900 active and 693 of the inactive registrants are carried as chauffeurs and truckdrivers. In recent months, failure to secure placement or inability to qualify after referral has resulted in many of these applicants reregistering under their real occupational classifications.

AGE DISTRIBUTION.

| Years | Active | Pct. | Inactive | Pct. | Total | Pct. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 32 | 122 | 3.1 | 256 | 3.4 | 378 | 3.3 |
| 33 | 117 | 3.0 | 251 | 3.4 | 368 | 3.8 |
| 34 | 194 | 5.0 | 358 | 4.7 | 547 | 4.8 |
| 35 | 214 | 5.5 | 454 | 5.1 | 668 | 5.8 |
| 36 | 270 | 6.9 | 537 | 7.2 | 807 | 7.1 |
| 37 | 337 | 8.6 | 679 | 9.2 | 1016 | 9.0 |
| 38 | \%85 | 9.9 | 74.6 | 10.0 | 11.31 | 10.0 |
| 33 | 338 | 8.7 | 726 | 9. 8 | 1064 | 9.4 |
| 40 | 528 | 8.4 | 355 | 8.5 | 965 | 8.5 |
| 41 | 238 | 6.1 | 431 | 5.8 | 669 | 5.9 |
| 42 | 252 | 6.5 | 442 | 5.9 | 694 | 6.1 |
| 43 | 227 | 5.8 | 388 | 5.2 | 615 | 5.4 |
| 4.4 | 181 | 4.6 | 324 | 4.4 | 505 | 4.5 |
| 45 | 182 | 4.7 | 297 | 4.0 | 479 | 4.2 |
| $46-50$ | 265 | 6.8 | 51.2 | 0.9 | 777 | 6.8 |
| $5.1-55$ | 120 | 3.1 | 204 | 2.7 | 324 | 2.8 |
| $55-60$ | 86 | 2.2 | 143 | 1.9 | 229 | 2.0 |
| Over 60 | 34 | 0.9 | 54 | 0.7 | 88 | 0.8 |
| Not given | 10 | 0.2 | $\underline{16}$ | 0.2 | 26 | 0.2 |
|  | 3.900 | 100\% | 7,148 | 100\% | 11,348 | 100\% |

Chart No. 2 breaks down the ages shown on veterans' cards. It will be noted that thr youngest World Wiar veterans are in the 32 year old group, 378 being so recorded. It follows that in eight years all world War veterans will be affected by age barriers. Chart 20, included in Part II, gives a further breakdown of age distribution of 5,243 active carde studied in the most recent reeks of the survey. Cards numbering 1,343 not checked whon Chart No. 2 was prepared, are included in Chart 20. The latter chart shows an age range of from 3 ? years to 73 years, with the arithmetical average 40.7 years, the median average 39 , and the modal average 38 years. Vetcrans of the 38 year age group are most numerous, there being 541 in that class of the total cards represonted by Chart 20; 2,680 represent cards of veterans 40 years of age or over. This is 51.1 percent oi the cards studied for age distribution. This is slightly higher then the percentage of veterans 40 years and over shom on Tebles 1 and 3. Table l, covering 3,900 active cards, shows l,923 "40 and" or 49.5 percont, while Table III gives 5,369 "40 and over" in a total activc and inactive ilile of 11,348 cards. These figures may be checked by adding the number listed at age $\measuredangle 0$ under the heading "Age Group" to the total shown under the heading "Over 40 Age Group".

Difficulties attending the placoment of the 40 and over age group are further complicated by the number of vaterans beyond 50 years of age. Reference to Chart 20 will show 354 over 50 , of whom 73 are 60 and over, 26 are 65 and over, and 7 beyond 70 years of age.

MARITAL STATUS.
Chart No. 4 shows the maritel status of veterans registored in the offices of both the State Fmployment Service and the National Remployment Scrvice at the time the study was made.

|  | Active | Pct. | Inactive | Pct. | Total | Pct. |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Married | 2,778 | 71.3 |  | 5,407 |  | 72.2 | 8,185 |

Table I shows that 2,778 of the 3,900 active applicants, or 71.3 percent, aro married, and Table III discloses 8,185 or a total of 72.1 percent of the active and inactive applicants also married. The problem among single veterans is more complex than is indicated by either Chert No. 4 or the tebles referred to above. The fact that but 23.9 percent of the active applicents are single as shown on Table $I$, and but 23.5 percent of the total active and inactive registrants shown on Table III, might on its face indicate that 1,737 single vetcrans had been placed. This is not correct, for placement opportunities for single and other veterans without dependents are so limited on made work programs that many single veterans soon despair of securing employment and allow their cards to become inactive. Some others have gone into the soldiers' homes or have enlisted in Veterans' Conservation Camps, but relatively few have found employment in their own trades.

It has been equally difficult to place veterens of the older age grouns, who have grown children, for in many instances the employment of one or more of the children acts as a barrier to the employment of the parent on ccrtain types of relief mork. Veterans divorced or separated also offer placement probleus of varying degrees of comploxity.

| No. Dependents | Active | Pet. | Inactive | Pct. | Total | Pct. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| None | 565 | J.4.5 | 1016 | 13.6 | 1581 | 13.9 |
| 1 | 859 | 22.0 | 1556 | 20.9 | 2415 | 21.3 |
| 2 | 851 | 21.3 | 1615 | 21.7 | 2446 | 21.6 |
| 3 | 691 | 17.7 | 1377 | 18.5 | 2068 | 18.2 |
| 4 | 470 | 12.1 | 881 | 11.8 | 1351 | 11.9 |
| 5 | 210 | 6.2 | 464 | 6.2 | 704 | 6.2 |
| 6 | 115 | 3.0 | 267 | 3.6 | 382 | 3.1 |
| 7 | 63 | 1.6 | 129 | 1.7 | 192 | 1.7 |
| 8 | 25 | 0.6 | 49 | 0.7 | 74 | 0.7 |
| 9 | 8 | 0.2 | 19 | 0.3 | 27 | 0.2 |
| 10 | 9 | 0.2 | 20 | 0.5 | 29 | 0.3 |
| Not Given | 24 | 0.6 | 55 | 0.7 | 79 | 0.7 |
|  | 5,900 | 100\% | 7,448 | 100\% | 11, 54.8 | 100\% |

The depondoncy status of veterans registered in the Connecticut State Fmployment offices and those registered in the National Reemployment offices is shown on Chart 3. Tables I and II give the information for both servicas broken down into active and inactive registrants, whilc Table III gives the total active and inactive for the combined services.

Active registrants numbering 565 or 14.5 percent of the total active cards studied are without dependents, and 1,581 or 13.9 percent of the active and inactive registrants are without dependents. Here again the great number of single veterens in the inactive file probably indicates that many veterans without dependents failed to renew their applications and permitted their cards to become inactive.

Table III shows 1,408 veterans with 5 dependents or moro, of which 460 are active applicants. The average number of dependente is 3 plus. It is interosting to note that registrants with 7 dependents or more have been well cared for. But 9 of 29 veter:ns with 10 dependents have not been placed; but 8 oi 27 with 9 dependents; 25 of 74 with 8 dependents; and 63 of 120 with 7 dependeats have not boon placed. The
greatest number of veterans have two dependents, although the active file shows the veterans with one dependent raking first.

OCCUPATIONAL DISTRIBUTION Of OVER 40 AGE GROUP.

| Occupations A | Active | Pct. | Inactive | Pct. | Total | Pct. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Clerks | 121 | 7.6 | 205 | 7.3 | 326 | 7.4 |
| Salesmen (store) | 17 | 1.1 | 25 | 0.9 | 42 | 1.0 |
| Salesmen (other) | 63 | 4.0 | 68 | 2.4 | 131 | 3.0 |
| Professional | 41 | 2.6 | 100 | 3.6 | 141 | 3.2 |
| Laborers (N.O.S.) | 527 | 33.3 | 842 | 30.2 | 1369 | 31.2 |
| Carpenters, Roofers | 114 | 7.2 | 299 | 10.7 | 413 | 9.4 |
| Machinists, Millwrights, |  |  |  |  |  |  |
| Toolmakers | 77 | 4.9 | 100 | 3.6 | 177 | 4.2 |
| Printers | 93 | 5.9 | 214 | 7.7 | 307 | 7.0 |
| Truckdrivers, Chauffeurs | 92 | 5.8 | 165 | 5.9 | 257 | 5.9 |
| Cooks, Chefs, Wiaiters, etc. | 29 | 1.8 | 53 | 1.9 | 82 | 1.9 |
| Bricklayers, Masons, Plasterers | s 49 | 3.1 | 110 | 3.9 | 159 | 3.6 |
| Plumbers, Steanfitters, |  |  |  |  |  |  |
| Pipefitters, Tinsmiths | 4.1 | 2.6 | 103 | 3.7 | 144 | 3.2 |
| Electricians | 37 | 2.3 | 57 | 2.0 | 94 | 2.1 |
| Servants | 15 | 0.9 | 1 | 0.4 | 16 | 0.4 |
| Others and not specified | 269 | 16.9 | 453 | 16.2 | 722 | 16.5 |
|  | , 585 | 100\% | 2,795 | 100\% | 4,380 | 100\% |

The distribution of occupations in the over 40 age group is shown for the State Employment Service and the National Reomployment Service on Chart No. 5. Tables I, II and III are again helpful in breaking down the figures into active and inactive registrants.

The occupational distribution in the over 40 age group seems
important. Certain factors, largely economic, are operating against the return to employment of these veterans. Certainly in an industrial state like Connecticut the fixation of an age limit boyond which new employees will not be hired, offers an alarming situation. Special attention has been given to the industrially classified uncmployod veterans in Part II of this report.

The 1,585 active registrants shom above represent 40.6 percent
of the entire active file at the time the study was made, and 4,380 or $: 8.5 \%$ of the 11,348 active and inactive veteran registrsits may be subjoct to the restrictions set up by group insurance and compensation insurance carriers. Enactment of ola sge pension legislation will, of coursc, relieve the situation with respect to some of the older veterans. Unemployment insurance, too, can be nade an effective agency in renoving present age restrictions.

EDUCATIONAL STATUS.

| Active | Pct. | Inactive | Pct. | Total | Pct |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1244 | 31.9 | 2125 | 28.5 | 5369 | 29.7 |
| 1424 | 36.5 | 2885 | 38.7 | 4309 | 38.0 |
| 582 | 14.9 | 1109 | 14.9 | 1691 | 14.9 |
| 355 | 8.6 | 568 | 7.6 | 903 | 8.0 |
| 111 | 2.8 | 220 | 3.0 | 33.1 | 2.9 |
| 78 | 2.6 | 168 | 2.2 | 241 | 2.1 |
| 54 | 1.4 | 168 | 2.2 | 222 | 2.0 |
| 199 | 5.0 | 395 | 5.3 | 594 | 5.2 |
| 184 | 4.7 | -412 | 5.5 | 596 | 5.3 |

4,211
8,045
12,256

- The educational bockground of veterans registered with both employment services is shown on Chart No. 6. Tables I, II and III may also be used for reference. The active files checked showed a total of 2,658 veterans or 68.4 percent of the total active veteran registrants with 8 th grade or less in education. Only 78 , or 2.6 pereent of active registrants are college graduntes, although 1.11 or 2.8 percent had some college training. High School graduates in the active file number 335 , or 8.6 percent, while another 582 attended high school for verying periods. Supplemental education in business, trade or other schools was shown on the eards of 253 registrents, or 6.4 percont of the total active file.

In the inuctive file the statistical picture is much the same. It is important that inactive cards be considered, because bo many receis-
trants whose cards are contained therein are occupationally maladjusted. In the inactive files, 3,369 or 29.7 percent did not complete the eichth grade, and 4,309 did not enter secondary schools. Thus a total of 67.7 percent were educated only in the elementary schools. Some of this number, however, are likely included in the 222 who attended business colleges and the 594 who attended trade or other schools.

The lack of adequate educational background is belicved to be responsible for the failure of so many "white coliar" veterans to return to their old jobs. This will be dealt with in Pert II of this report.

## LENGTH of UNEMPLOYMENT.

|  | Active | Pct. | Inactive | Pct. | Total | Pct. |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Less then 12 months | 1448 | 37.1 | 2165 | 29.1 | 3613 | 31.8 |
| 12 to 24 months | 707 | 18.1 | 1487 | 20.0 | 2194 | 19.3 |
| 24 to 36 months | 538 | 15.1 | 1100 | 14.8 | 1688 | 14.9 |
| More than 36 months | 846 | 21.7 | 1749 | 23.5 | 2595 | 22.8 |
| Not Given | 311 | 8.0 | 947 | 12.7 | 1258 | 11.1 |
|  | 3,900 | 100\% | 7,448 | 100\% | $11,3 \leq 8$ | 100\% |

Chart No. 7 shovs the length of unemployment of veterans in both the active and inactive files of the Connecticut Itate Employnent Service and the National Reemployment Service. The 1,418 listed as unemployed for 12. months or less is 37.1 percent of the active veterans' file at the time of the study. The accuracy of these figures is questioned because many interviewers dated a registrant's period of unemployment from his last job, irrespective of whether or not thot job vas on a reliei project or of temporary nature and short duration. The chait shows 346 veterans in the active file who have been uncmployed for periods Ionger than three years. This represonts 21.7 of the totol ective file. The combined active and inactive files contain cords of 2,595 voterens who have boun idle three
years or more. The long periods of idleness experienced by industrial workers has further complicated their employment problems. They have become "rusty", so to speak, in their respective trades and few employers are willing to allow these men to "brush up". In fact, a number of employers in requisitioning the Connecticut State Employment Service or the National Recmployment Service for skilled or semi-skilled industrial Workers specifically state that they do not want men "who have been out of work for a long time."

CLERICAL - SALFS OCUUPATIONS (EDUCATION).

| Active | Pct. | Inactive | Pct. | Total | Pct. |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 36 | 4.2 | 74 | 4.8 | 110 | 4.5 |
| 238 | 28.1 | 372 | 25.1 | 610 | 25.6 |
| 156 | 19.5 | 269 | 11.9 | 425 | 17.8 |
| 178 | 20.2 | 308 | 21.0 | 486 | 20.4 |
| 79 | 9.4 | 143 | 10.3 | 22. | 9.3 |
| 46 | 5.4 | 123 | 8.9 | 168 | 7.5 |
| 50 | 5.8 | 108 | 7.9 | 158 | 6.6 |
| 50 | 5.8 | 120 | 8.8 | 170 | 7.1 |
| 8 | . 9 | 21 | 1.3 | 29 | 1.2 |
| 841 | 100\% | i,538 | 100\% | 2,579 | 100\% |

The clerical and sales occupational groups have offerfa exesptionally difficult placement problens, hence during the first phase of our survey an educational check was made. Later it was decided to secure even more detailed information relative to the cloricsl unemployed, and that group will be treated especially lator in this report.
T. ble No. $V$ 'shows the education of the clerical and sales
occupational groups in both the State Employment and Notional Reemployment active and inactive files. It will be observed that wlthough many in those sccupations once earned fairly large salarice, only 14.8 percent, or 125 in the active file, and 266 or 19.2 percent of the inactive files
represent college trained veterans. In the active filc 36, and in the inactive file 74 hed less than eichthgrade in education, while 258 active and 251 inective registrents completed the eighth grade. A total of 430 active, 51.8 percent, and 715 inactive, 4.18 percent, did not finish high school. It is reasonable to essume that many of these veterans are finding competition for their old jobs from juniors who have graduated from the high schools and universities during the years of the depression.

CONCLUSIONS and RECOMMENDATIONS.
While the picturo thus far presented is in no sense as complete as it might be had the registretion cards containcd accurate information and the study made by trained statisticians, it is believed the situation is prosented with sufficient clarity to indicate the necd for a more thorough analysis of the problem. The comploxities of adjusting large numbers of workers of mature yeers to new vocations are manifold. Such a course entails a study of the individual cases of unemployable veterans, the training of these unemployables to new vocations, and/or thoir absorption into governmental (Municipel, State and jederal) departments.

The priority provided for veterans on certain types of work relief has helped relieve the situation to some extent, but not to the degree likely anticipeted by the agencies resjonsible for the inclusion of a "veterans' preforence" in rogulations governing the oporation of certain of the relief progrems. In the distribution of jobs under the Civil Vorks Administration, whereunder there was a definite priority for veterans with dependente, it may be seen by Chart No. 2l. that the placcment of veterans excecded registration throughout the period boginnine January 1, 193'4 and endinp fugust ?1, 193:' except during Jenuary, when
registration oî botli veteran and non-veteran applicents was at a peak. Even in Jonuary the veterans placed wore over 96 percent of the total resistered, whereas less than 45 percent of all registrants, veterans and non-veterans, were placed during that month.

Comparative figures showing refistration and placement of veterans during the 10 -month period beginning January 1 , 1934 and ending October 31, 1934 axe shown below.

Jan. Fev. March April May June July Aug. Sopt. Oct.

| Vets. Reg. | 2349 | 466 | 729 | 428 | 457 | 397 | 406 | 411 | 373 | 364 |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Total. " | 21822 | 4417 | 6810 | 6016 | 5260 | 5582 | 6197 | 5339 | 5510 | 6280 |
| Vets.Placed | 22.70 | 637 | 1123 | 435 | 534 | 435 | 414 | 424 | 244 | 337 |
| Total. " | 9934 | 4802 | 4038 | 5142 | 5780 | 4264 | 4525 | 3833 | 2674 | 3203 |

It will be seen that veterans placements vore above veterans registrations from Fehrunry lst, to August 3ist, placements dropping below registrations in September and continuing so during October. Only in Fsbruary and May did the total lacements (vetoran and otherwise) exceed registrations. In Mey the Ciyil horks Administration geve way to the Emerency Relief Acministration, and under the latter program there was no priority for the war veteran. Placements were made on the basis of the relative need of the apnlicants in the selection of workers for ERA projects. This in effect mare the placement of veterans increasingly difficult because of the number who receive pensions ana disability allowances.

This monthly income, athough inadequate in most instances, operatid to the detriment of the recipient of such allowances. In the compiletion of the budgetary ruauirenents veterans who applied for work relief, income recoived as above was considered by the investigator for the town on city relief agreicy, with the rosult that the veteren'
need was not deemed as urgent as that of applicents without incone. Theoretically, veterans so affeeted were elisible for aid from a State fund maintained for the benefit of needy veterens and/or their families. Relief standards set up by tis Comectieut Emergeney Relief administration in conformity with Federni ERA requirements provided that munieipelities make $u_{2}$ in direct or work relief the difference between income and budgetary requirement. Actuclly, but few voterans were thus benefited, as the State Fund for Soldiers, Sailors and Marines was not large enough to permit auhercnce to these relief standards. In some municipalities, veterans in the above class who applied to local agencies for relief were referred to the agent for the State Fund, only to find that the resources of the State Fund did not permit the granting of relief along Federal standarde. Jack of aecord between some State Pund asents and social scrvice workers also acted to the detriment of veterans whose government allowanees were below Pederal standaris.

While placements held un through May, June and Jul.y, this was due largely to the operation of the vetorans priority on Public Forks Administration projects. For instance, in May the total number of veterans placed was 534, of which 243 were in PVA jobs, and 163 of the 425 placements in June were of similar nature.

The value of the Veterans' Placement Service in this State is indicated by the trend of placements Irom December l6th, 193z, when the VPS was instituted in Connecticut, to October 31, 1934, the end of the perion eovered by this repart (see Chart 21). The first report submitted by the Veterans' Placenent Representative shows 4,666 placements, oin a toti. 1 of 8,127 veterans tho registered between Eugust lst, 19 as and December 31st, 1935. The perecntege of placements to registrations was
60.2. By October ist, 1934, the percentege of plocenents had increased to 79.9 , there being 11,565 placuments and 14,475 registrations to that date. Unfortuntely, the number of vetersan included among the private placements roported by the Connecticut itate Emplcynent Service and National Recmployment Service is not knom. Daily rororts of placenents indicete that the number is relatively small. Some progress has been made in securing observance of a Connecticut vetcrans' preference statute. The statute has not been respected for years, and politicol opposition to any chengo in the present method of making appointments is difficult to overcome. An amendment designed to strengthen the existin" statute is contemplated.

With positions in State and locel governmental departments con-trolled by political influences, positions in industry and, to a lissscr extent, in commerce and trede, subject to age restrictions, relief vork distributed on the basis of relntive need, and opportunities for the placement of veterans on public wores projects oen only to veterans in a narrow bracket of occupations, the situstion respecting unemployed vetercns in Connecticut is alarming.

The removal of certain subordinate government positions from civil service status for the bonefit os uncmioned veterns, broader provisions by City, Stete and Focieral governments Aor veterans priority in griployment, occupationol readjustment of technologically wemployed veterons and thos barred fron their former jobs br groun and compensation insurance, are needed.
(\%) 4

## INDUSTRIAL WORKFRS 40 YEARS OF AGE AND OVER.

In order to determine, if possible, the causes contributing toward the unemployability of veterens whose livelihood was gained from industry, a check vas made of 759 registration cards contained in the activo files. In every instance the veterans whose cards wore studied Were 40 years of age and over. The 739 cards checked represent 18.9 percent of the $\mathbf{3 , 9 0 0}$ active cards studied during the survey.

Table IV shows the marital status, dependency status, nativity, color, length of unemployment, and educational background of these 739 unemployed industrial workers. It is debatable whether or not this information can be of use in any program designed to correct the conditions preventing the return to employment of these veterans. In either event, the data will be available if needed.

As has been noted in the first part of this report, contacts made by the writer with mployers of industrial workers has substantiated a belief that many veterans over 40 years of age were not being reemployed by former employers. This hold true even in cases where individual work records showed long periods of uninterrupted cmployment with one employer. Excoptions werc noted in the case of tool makers and first class machinists, and, in one instance, an aluninum moulder aged 56 years was accepted. Each exception, however, was surrounded by circumstances which indicated thet the employers wore forced into accepting these "over 40" workers by a. dearth of highly skilled workers in these particular cccunational classifications.

It is intoresting to note that while in many Connecticut factories the average age of the employecs is ki hor at this time than in 1929 or other pre-depression years, this is likely due to the quite
general policy adopted by industry of retainin in mpleyment those workmen whose responsibilities wore relatively groatest. Ability, of course, was a determining factor when "ley-offs" bocome necessary, but when all things vere equal the employers relcasca thos whos need was least. In this way, meny single men without derendonts, men whose wives were geinfully employed or vice versa, and men and women with others of the ir resective families in gainful employment, were cromed.

With most firms this policy wes continued so long as it was economicelly feasible, but there came a time whon wany of the older workmen had to be released. In this grous were many of the veterens rhose registration cards were studied in this survey. The exporiences of the writer in his effort to securc the return of these veterons to their old jobs indicate that while incustry ha" tried to retain the older vorkmen in employment, industry is hositants to re-hire these men once they have been dismissed.

It may be assumed thet the cost of group incurnce and the requiroments of compensation insurance carriors affect the roenploym nt of thesc "over 40 veterans". Shilo most of the ermphoyers queried vould not aimit the existonce of an age dend line, suveral have admitter that 40 is the age buyond wich the will not hixe ercent when circumstances requirc deviation ifrou this policy. Onc omployment manger stated quite brusqucly, "Our ese ronge is 25 to 35 , excest for highly skilled men".

$$
\text { A better pictur of the rituation may } b \text { glenned, perbere, }
$$ from a roport, of the results of actual contacte made hy this writex. In each instance soluction vias madic of registration cares of fomer wowers of the particu? concon, workone wher wriod of empoment

was not less than three yeare，and in sore cases extinded uninterruptediy through iffeen years．It my be assumed the lone work records imply satisfactory service．In five visits made iri vicely separated sections of the state，in each of winch visit the employer was asko？to reemploy former employees whose mimes wore presented，the resulte werc ss follows：

Case 1：Effort made to socure reemploynt of five machine onorators．Two were age 42；one， 43 ；one，45；one，52．Three had rorked for this same employor for from 5 to 10 years，one rorked 12 nd one l马⿳亠口冋⿱一𧰨丶 years．The employer proaised to give these men consideration． Two weeks following the visit，the firm is know to have hirod murkers of these occupational qualificatisns．None oi the＂over 40 ＂veterens was hired．

Case 2：Twenty－two naines of former employees wore presented for an employment man fer＇s consideration．All were over 40 but none was over 50．Womic recordis ranced from 3 yeurs and 9 montks to 27 years． Occupations included drill press operators，serew machine onerators， surface crinders，buffers and nechinistis．The employnent manager Promised to rehire sone of these men＂within tro weeks＂．Two contacts wore made subsequent to the expiration of this poriod．None wis hired until three ronths after the initial visit，wen an operator of a Browne 2．Sharpe autometic screw machine wos hired during an acute shortage of this ty he of vorkmen．The veterun ao hired wes 43 yeurs of age and had worked 1l years for this employer．He had becn unemployed ior 28 monthe， save for a sevor week poriod with enother mployer and tho months on wre rilief as a laborer．

Cose $5:$ A herdvare manufetwor was solicited in the interust of seven vetertns，owh of whon hed meviously iorked ios this manuincturer．
"Over 40:" registrunts were purposely chosen. None hod vorked less than four yeare, and tho muxinurn work recurd was 15 years. The employer agreed that the rccords of all scven wore "rood", but was noncomittel on a request for consideretion for the vuterans. None has ever received a call to return, although three have remsoneliy enlicitec the ompyor. Four of the soven are gettine "rusty" as ERA laborers.

Case 4: Ton stilled and somi-skilleu industrial vorkers in the "over 40 " voterans active file selected. All had worked for the snne employer. Work records ranged from 2 yoars to 9 years. Agos ranged fron 41 to 47. The employrent menger refused to discuss the situation, and seid the veterens mould "bo considered in the reculer menner." This was in Mry. Only one, a recess die raker, aged 45, has been recmployed by this factery.

Case 5: Here açain, ton cards were selectod of former employes of a foctory. A.es ranged from 41 to 55 , wor's rocords fron 5 to $2 \Omega$ years. Eight of the ton hed heen unemplored since le32. The employment manager promised coniderntion, end emphdic. $12 y$ denice that "over 40 " morkers Were subjects of disorimination. First visit was made in hay; ubsequent visit in Junc resulted in emploment of two of the grou:, a turret lathe cperator aged $4 \varepsilon_{2}$, and a mechinist aged 4 . It was later learned that one other of the grou, aged 41, was slso hired but the veterm failed to lorly to a letter of inquiry.

The results of these contacts seen to indice te that exce, tions are oncaionally made for highly skilled workers, :ne infrequintly for semi-skilled "over 40 " workers. On the whole, the resulte imply complexities involving the placenent of "over 40" workers, even thurk it is conceded olaccaent is still possible for thoon when all is of hith standard.

## 21.

## MARITAL STATUS.

Chert No. 8 indicates that 518 , or 70.1 percent of the "over 40 " workers whose cards were studied are married, and 24.6 percent, or 382 , are single. A small percentage are either widowed, separated, or divorced. The fact that almost one-iourth of the total are single men tends to bear out the conclusion that industry has tried to retain the older men in employnent. However, on the return to employment littlo attention is given to the applicent's dependency status, and the younger men enjoys a preference. On requisitions received from emplovers by oifices the job specifications generally fix the age limit at "not over 40". Recently an exception to this condition was noted. A Pennsjivania employer securing toolmakers and die sinkers through our offices took men of long years of oxperience, regardiess of age. Of ten seleetea at one office, six were over 40, and thrce of the latter number werc over 50 . There are firms in Connecticut, too, where the age of 40 is not a barrier to employment of new workers or remployment of old workers, but their number is not great is the stories of despairing applicants may be accepted.

## DEPENDENCY STATUS.

The dependency status of the 759 "over 40" industrial workers is indicated on Chart No. 9. The average number of dependents is 3 plus, which is elso the average for the entire 3,900 activ cards studied. A total of 279 , or 37.2 pereent, have no dependents. Ninety-eight have five or more dependente, with 44 having five, 24 having six, po having seven, 5 with cight, one with nine, and four with ton.

## NATIVITY.

The high percentage of foreign born workers in Connecticut industry is attested to in Chart No. 10. Of the 739 "over 40 " workers a totel of 306 arc foreign born, although voterans of the World liar are for the most part naturalized American citizens. Isolated instances have been noted of veterans of the American forces who nevor went through the formalities of naturalization.

Only 258, or 34.9 percent, are netive born Connecticut citizens and 264 , or 22.2 percent, were borm in some other of the United States. Thsit there hes been considerable migration during the five years of economic disturbance has been substantiated. Connecticut employment files contain the cards of cosl miners, cotton gin operetors, shoe wakers, and other occupations foreign to Connecticut industry. In a check made recently for the Nationai Rocmploymont Service for New Hamphire, a number of weavers from that Sticte were found to hev, mirrated to Connecticut. Weavers from Rhode Island town have also taken up residonce here.

> COLOR.

The high percentage of white registrants to colored rugistrants in the "over 40" industrial group is not belicved accurate. The negro in this state has not taken advantage of the opportunitics for employment offorded by the employment offices, and failed to rugister. Unless that conclusion is correct, it must be assumed that but a small percentage of those employed in industry arc colored.

> LENGTH OI UNEAPLOYMSNT.
three years or more in the industrial group is furthor evidence of the seriousness of the situation respecting these veterans. Chart No. 11 shows that 284, or 38.4 percent, have been idle 36 months or more, except for such relief work as they maj have been able to secure. Over half the total covored by this study, or in numbers 371 of the 739 , have been unemployed for 24 months or longer. It is interesting to note thet 245 veterans in this group have been idle only from six months to a year. In this connoction, it has been noted in recent months that many new industrisl registrants have ajneared -- recistrants whe had apperently survived the depression until the lest year. A further stuady of this condition is necessory.

## PHYGICAL DISABILITY.

The problem of placing physicsliy disnbled veterans is becoming increasingly complex. To industry they represent compensation hazrers, and are not wanted. In the distribution of work relier jobs thuy fore poorly, either becouse montrily comensation or pencion payments affect their budgets, or because their dianbilitiee my result in protracted compensation cases. . On cther Fertural wort rolief pojocts they are physicelly unable to stand up under the arducus duties of wors of this nature. A very fev find employment $2 s$ vatchnen;' signal men, or water boys; but most contractors hesitate to craploy disubled veterans oven in these capacities, becuus: 0 compons".tion nazards.

A gradually growing bittcrness tovard condi.tions ha: b:en noticad among unemployed disablec veteras. In but, few insteners is the ailownee received adequate to maintsin the veteran'is fomily at decent standards. His efforts to supplont this income by enmines ars rarely sucvessrul.

His is a most serious problem, end one that would be difficult of solution even though by some stroke of macjic conditions returned to normal over night. An individual case study of the disabled group is urgently needed. Special problems are involved in the cascs of veterans who arc physically disabled as the result of non-service comected illness or accident. Chart No. 12 shows 48 service connected disabled veterans, 49 non-sorvice connected, end 11 who are disabled but whose cards do not indicate whether or not the condition is attributed to war scrvice. In other words, 108 of the 739 "over 40 " industrial workers represfnted in this survey have physical hendicaps to sumount in adaition to the age berrier. One of every seven of this group is affected by physical as woll as economic factors.

As the 32 to 40 year age classcs pass into the "over 40 " group, the situation will become even more criticel. Early attontion to the problem is imperative.

EDUCATION.

The condition disclosed by Chart No. 15 is of extreme importonce in any progran of roadjustnent which may be romulgated for the unemployable veterans of incustry. The chart shows that 539 of the 739 veterans have hod eighth grade or less in education. Only one is a college graduate, na but four had colloge training. Twnty-nine, oniy 3.9 porcent, graciunted from high schools, ond 56, or 7.6 percent, had high school training. The meagre education of 86.5 percent of the veterans in this group must necos-sarily be given adcquate consideration when and if rodjustivnt or retreining is planned. Whether or not the vocstionel r hatilitation of thousands of unemployable veterans in the industrial group is: cconomic-lly
advisable cen only bi determined by more comprehensive study than has thus far been made. It may ultimately be decided that the cost of rehabilitation would be prohibitive, in which cvent the recormendations in the succeeding paragraohs of this report may be of use.

CONCLUSIONS and RECOMMENDATIORS.

Their chances of returning to their old jobs in industry affected by aşe restrictions, anä in some cases by physicol disabilities; handicanped further by meager educational background, the 739 voterans included in this stualy should be the subject of an exhaustive investigation. It may well be assumed that conditions prevailing here are representative of the situation aifecting "over 40 " veterans in othrr iridustrial states. Results of research work done in Connecticut might reasonably be expected to be typical of conditions in othor industrial states. Corrective measures initiated here would in all probebility be sdapteble to other states.

Unless industry itself lifts the bars that heve been preventing the return to employment of the "over 40 " veteran industrial workers, action should be taken now to cope with a situation that will certainly leak to a campaign for nenwions by these unemploynbles. At the date of this writing, the number of industrial vetorns affected is subretentiel. In eight years the number rill heve increased by thousands. Remodial action taken now may save industry millions of dollars in taxes. It will save the government other nillione that vould necessarily go toward increased administretive costs.

Many of the unemployable veterans could bo given employment in governmental departments if the required changes could be made in civil service lavs. Veterans should be fiven an opportunity to demonstratc
their fitness for subordinate positions in all departments. Such procedure Sollowed for twenty years would go a long way toward solving the problem.

As an alternate plan, the colonisation of these unemployablos in subsistence homesteads might be undertaken. The rural hones project propared by the Dopartment of Parks and Forests of the Etate of Connecticut also offors a vchicle through which rehabilitation may also be accomplished.

The problem affecting the so-c: lled "white collar" unemployable is similar to that of the "over "O" incustrisl womer, in that factors over which the unemployed veteran hes no control ace opereting to prevent the return of the "white colrar" veteran to his old job. This group resides for the most part in urben centers where conditions heve brought about sharp reductione in the personnel of large business houses and rercentile establishments.

The experiences or this writer indicete beyond poradventure of coubt the.t meny clericel workers have lost their jobs to high school and college groduatis. The junioi, whose numer is legion anong the unemployed, is apparently willing to accept employment at far less romaneration then was being rcceived by the older men at their dierissal.

Almost on-third of the 396 umployed clems whose cerds vere tho subject of a special study curing this survey have had eighth grade or less in celuction. Some of the veterrns in this groun had, through merit, mowed themselves up to responsible and foirly remunerntive positions. The employex can hardy be condemed for hiring in place of torker of this type a junior of greator notontial value to the employin, and willing to sor for less money. Statuments made by applicants form the busis for for this conclusion. The experiencrs of some of those apparintly uncaployable clerical vorkers sinc: their separation from their regular jous are noted horewith:

Cose I: Cleries worker with 16 Jears whoriunce in tithe serching ane accounting. Idae ar eightucn monthe, ne then seurud


Case 2: A lawyer in practice for twenty years, but forced to five up his practice because of health conditions. Once worth a substential fortane, he is now almost destitute. Since 1930 has worked for short periods as clork, and seems to have abandoned hope of starting in the practice of law again.

Oase 3: An accountant or wide experience with fisms having CPA rating. Became idle in 19:0, nd has worked successively at radio repairing, lnbor, housework, and finally securee a position in a nursery where he seens content to work for about (1a, ₹ week.

Case 4: A pharmacist, properly licensod, :ith 13 years experionce, 6 of which was in the operation of his own drugstore. Fince the failuce of his businoss he wowed for 8 months as a clork, and subsequentiy as a road leborer. Is very bitter, and in bad shape financinlly.

Case 5: Sales manager, e Spanish bar voteran, fith a reord of thirty yeors successful seles experience, part on which was as sales manager for fime hending difiurent comodities. Has been placed as a slork and as a weighmaster through thic offics.

Case 6: fn accountant and bank toller over a period of fiftecn yeare. College man, now engated in layiny flooring.

Case 7: Roilwhy express agent, nisht manager for eiehteen years for hi: firm, and recoiving a anlary of $\$ 42.50$ ot his orparation from his job. Secured a position as stock clork at \$25. in a factory, vorker for oight months and was dismissed. Later secured a position as inspuctor
 woeks.

Case 8: Grocory clerk, vihose last job jnatel ten yous. He has worked rlternatuly as a paintur and laborur on mede wonk projects,
and seems to stend up under arduous manuil labor.
Case 9: Stock end bond selesman, with earnings of from 5,000 to $\$ 10,000$ annually. Hos secured temporary employment as á clerk and leborer end now is workine as a straw boss on on ERA project.

Case 10: Salesmen specializing in baked goods, rorking as a laborer.

Case 11: Clerik and salesman, rith a litutc more initiative than the average run of unemploysa veterans. He is mechonicelly inclined, ind in recent months has worked successfully as e truckdriver, bulldozer, and roller operator.

Case 12: Sorting machine operator. This vetern worked for a good meny years in clorical capecities, his last job being on a sorting machine. He was reforred to a Gypsy Moun cradicetion mojcet, wich he was unable to hold, and subsequently gave up two other manual jobs. He is now working as a watchman.

Case 13: Shimine clerk with a large wholesale groccry house. Arter his diemissel in 1950, used his war aervice to secure a jub as bank guncd. A subscquent reculuction there made hir ag in unsminoyd. He took work $\because$ a road laborer and fared tell enough on this until he was assignod to mosquito eradicntion work in a swop, wich he was physically unable to stand.

MARITAL BTATUS.

Chart No. 14 covors the proportion of sjngle, narricd, bidow, divorced, nd andernted veter:ns anong the 396 whose enas wex atudied. About one-rourth, or 101 of the 369, aro aincle, wile \%6, sw 67.2 precht, are married. Two perent are vicomod, fop civoreoc, "nd . sct suparatid.

DEPENDENCY STATUS.

The number of dependunts of the 396 clericel workers are shown in Chart No. 15. It is interesting to note thet the cleris have more dependents then the incuatrial worikers. Over 50 percent of the 396 clerks are in the one or two dupendents class, while but 30 percent of the industrial workers are in this class. Nonc of the 398 has over 8 dependents, while there is one with nine end fow with ten in the 739 "over so" inaustrisl group. However, other comparisons are as follows: Cl.cers Industrial

| 8 | dependents | 1.1 | .7 |
| ---: | ---: | ---: | ---: |
| 7 | $" 1$ | 2.5 | 2.7 |
| 6 | $" 1$ | 3.7 | 3.2 |
| 5 | $" 1$ | 8.6 | 6.0 |
| 4 | $" 10.2$ | 10.6 |  |
| 3 | $" 1$ | 25.3 | 13.9 |
| $M 0$ | $"$ | 14.1 | 20.6 |

## NATIVITY.

While a high percentage of foreign born was noted in the starly of the industrial corcis, the oposite is true in the case of the clurke. Where 41.4 percent of the industrial workers were boin abroad, only 8.4 percent of the clerks are of foreign birth. A growter percentage of native born is show by the curks' carde, there being 54. z preant bow in Connecticut, compared vith but 2.4 .9 nercent native born citizens among the industrial workers. Of the 596 clurks, 35.6 purcent vere 10 wn in stotes other then Connecticut, while 22.2 porcent of the industrial wrers ore in this class. Chart No. 16 chons the distribution of the un mbowed clorks aecording to notivity.

## LENGTH OF UNEMPLOYMENT.

The length of unemployment arung clerks shown on Chart No. 17 seems to parallel that of the unemployed factory workers. Of the clerks, 49.5 percent have been idle for over tro years, and 50.2 of the shon men have been out of mork for a sinilar period. The industrial workers study shoved 16.3 porcent out of work for from one to two years, which compares with 18.7 percent of clerks.

## phycicri Disability.

The 51 clerks recorded on Chart No. 18 as having physicel handicops represent 19.8 percent of the total. Physicel disabilities are of relatively less importance to the elerk sceking work than to the factory worker, unless, of courso, the condition does in fect incapacitate. It is interesting to note, hovever, that the proportion of one disabled among every seven unemployed incustrial workers is almost duplicated in the check of the clorks' cards.
EDUC.iTION.

As has previously buen po nted out, almost one-third of the clerks did not go beyond the eighth grade in school. Chart No. 19 shows 14 with less thon sixth grode achooling, 10 vith seventh grode, and 94 witl: eighth grace. Of the lettor number, 21 suplemonted their elementery eduction by attondance at business and secretarisl achools. The check showed 108, or 27.? norcont, with some high cchool educstion; no los, or 27.5 percent, a havine greduated fron high school. Forty-three of the hich school students also hace acditionsl sckoo?ine. Thirty-cisht hect sone colloge treining s.nd 16 growluated from college. Only on of the
latter number engaged in postgradunte studics.
While the 118 clerks ath eighth grade or less in educetion are the most seriously affected in this group, personal contact by this writer indicates that many emong the high school treined hewe lost their jobs to youngsters who heve gredunted from coilege or high school during the depression. i.hatever program of rehabilitation is contemplated for unemployable clerks with menger educational background should be broad onough to caro for some of those $b$ ther equipnca educationally.

CONCLUSIONS and ReCommendmtons.

While a return to normal business conditions may por se solve the problem of the "white collor" workers, it would be economically unsound to depend upon this cventunlity. The unemployed in the "white collar" occupational classirfications secin the most berildered and most helpless of the 16 various groups with which this writer has had doalinge. Their morale secms to have beon most affected, and their plight is pitiful. Many have, in sheer desperation, osked assignment to arduous PliA jobs, but fev. have been able to stence up uncior the rigors of this tyne of monul vork.

For the purpose of securing data that might be used as the basis for a progrum of vocational rudjustment, a study was made of the work records of these 396 clorks. Where treining in other then clerical lines was noted, or natural aptitude for other vork indicnted on the card, it was recorded. Even hobbies were checked. The results are shown in Chart No. 23. Of sourse, tho information is far from complete, and only a careful study of individual casos will disclose the truc conditions. Outline of a plan which contemplates the training and the employment di not only war vetorans sut, or hysically handjeapned non-service apolicants as well, follow:s.

# OUITINE OF CONAUNITY SERVICE PROJECT <br> FOR RELIEF OE UNYMPIOYMENY AHONG WAR veterans and physichuly handicapped citizens. 

Field of Operation: The placement in gainful oceupations of the physically handicapped and ordinarily unemployable men and women of this state and the placement of war vetercns, many of whon have pasced the age dead-line fixed by industry during contemporary times, are the dual purposes of this plan. The plan contemplates having these war veterans and physically handicepped men and wonon treined to repair, refurbish and renovetc apperel and shoes of people on relier rolls, ard furniture of all public and private institutions engaged in socisl welfare work, the property of Municipal, State and Federn 1 public buildings, correctional institutions, ond public or privete hopitels caring for charity patients.

The Organizetion: The activities will be stre-wide, rith establishments located in ten citiec, viz: Stemford, Norwalk, Bridgeport, New: Haven, Taterbury, Meriden, Middetorn, Hartiord, Norvich and Ner. London. The project will operate under the direction of a Comunity Service Board of five members, which bourd shell include the State Emergency Relief Administretor, the Voterone' Placement Representative, the State Director of Vocational fenabilitation, and two other members to be selected by the three nomed. One of the remaining memburs sholl be a rom?n. The Board will sclect a state sumervisor and ten recionnl directors. Each rugionel director shell heve not to excued aix for men or instructors and such clerical assistonts as may be authorized by the state supervisor. The stete supervisor shell have such assistente as may be \&uthorizod by the Community Ěervic. Board.

Eligibility: The qualificetions for plecon nt on this project ore as follors: Applicent muct be on honorebly discharge: veteran of the United States frry, Nivy, or darine Coms; or a disoblon civilinn -ith ciependents ond with e recognizoble disebility of at leret 10 percent.

The veterans' period of service shall have been curing the war poriod of the Snonish emcric: $n$ Wra, the Boxer Fubllion, Philipine Incurrection, Mexicen Punitive Expedition (othor then Mexicen Border Service), or the horld war. The jeriod of the Forld far shall be service between fipril 6, 1917 and Noverbor 11, 1918.

Disebled non-service nplicents without depondents must heve a recocnizable dis bility or et least 50 percent. Civilisn rpaicnnts must be certified as to their disability by the Stcto Dircetor of Voctionel Rehabilitation. A viteren acy or mey not heve o survice connected disability, and the smount of cowensation he rec ives shell not affect the wages he it to recoive as in employce of the Comunity ervice Pruject.

Procelure: Appic.tion for enjorm on this roject shall be made by the vitoron to th: Veterens' Placemont Remrosintrive, ad by the Wysicelly diseblc civilion to the Stre Director of Vocetional Rehabilitrtion. Applicetion ay be ma. 'v throurh the loc Fmorency Relief Anninistrator. Every vetertn shall =urnish evilence of his wr suvic on certificetion as to his "isobility. Evcry civilion sholl furnish certification as to his isability frum the State Director of Vocetioncl Rehabilitation or the lattor's assistents. The question whethor or not the npplicent is oligiblr. for relicf will be seternie by the locel Lmergency Rolief inlministretor.

Rerionsl Comunity Sorvice Establishminte: Suit":le querters vill be provides, rent frec, ia each of the ton rogi mel hos iquartors by
the Emergency Relief Giministrator in the oity in which the esteblishm nt is to be located. Such quarters mast be aproved by the state supervisor. All necessary equiment, tonis, menincry end moterisle shall be secured by purchase, lease or loen by the Relief Acministrator, subject to approvel the state supervisor. Tontributions of materials in kind will be solicited fron institutions for wich wort is $t$, be cone by the Com unity Service. Meterials for the rupair of articles or apparel ouned by persons on r lief rolls shall be vai? for out of relief funcs or public founde.

Fucl, light, water and other generel sujp lies shall be furnished by the Emergency Reliof Dirvetor.

The peyroll will be prepriced by the regional director on regular forms furnished by the Energency Rclief Acministrator and payment will be made in accordance with existing Fwhirculatima.

Comunity Service iotivities: Each regional Community Service Establishnent will perform the following classee of mrik:

1. Reanir boots, shoos and other footwenr.
2. Cleen, press ant repair clothine.
3. Build sne repair houschold furniture.
4. Repair stoves.
5. Repair doneatic electrical applinnces.
6. Repair ane rebuila toys and other playthings.
7. Build end renair equiment for ublie playgrounds.
8. Repir athletic equi ment.
9. Build and repair hospital, library, govornment and institutional equi mont.
10. Remair garden and other work tools.
11. Rebind and repair school and library hooks.

1?. Such other work as may be authorized by the state supervisor.

Selection of Personnel: Every employee on thir projnct shall in a veteren or disabled civilisn, certifiod ber the State Vocntion 1 Rednbilita tion Director and/or the Veturans' Placement Represcntative. Perconucl
of the administrative force shall not be required to qualify as to dependents, but effort should be made by the Staie Supervisor enc regional directors to secure administrative vorkers who are eligible for relief.

Comensation: The compensation of the state supervisor shall be * 4 . per week, and that of the regional directors $\$ 36$. each per week. The compensation of other administrative force workers shall be fixed by the state supervisor, subject to the approvel of the Comunity Service Bosrd. The compensation of instructors and other workers shall be as followe:

| Journeynan mechanics | U1.0. ocr hour |
| :--- | ---: |
| Foremen \& instructors | 1.20 jer hour |
| Apprentices | .60 per hour |
| Loborers, helpers, etc. | .50 er hour |

Hours of Labor: The administrative force shall be required to be on duty 40 hours per week, not more than 8 hours of which shall be in any one day. Other employees on a weekly salary basis shall be required to be on duty 40 hours per week, not more than 8 hours of which shall be in any one day.

Laborers, mechanics, and other employees paid on an hourly hasis shall work not more then 8 hours in any one day and not more than 24 hours per week.

Termination of Employment: Administrative employees may be disnissed by the state supervisor. Instructors and formon may be dismissed by the state supervisor upon recomandation of the rogional dircctor.

The regional director shall have authority to dismiss workmen only for the following causes: Incompetence, insobriety, insolence, or insubordination. Any workman discharged may anyeel to the state sunervisor for a review of his or her case. The decision of the state supervicor shall be final.

## TR:IMIEG FACILITIES.

Any occupational readustmont mogran requirin mand training racilities vould find in this state completo machinery for such training. Connecticut's syster ni trade schools is emong the finest in the nation, and the schools are so located that veterns in every section of the state who werc selected for training could be cared for. There are schonls at Bridgeport, Danbury, Hartiorc, Manchester, Meriden, Middletown, Nev Britein, Putnem, Stamiord, Torrington and "ililinantic. . The faculty numbers 158 at present, and the enrollment for $1953-1934$ was 5,052. The total cost to the state last year was $405,608$. e a per stud nt cost of 70.89 . Federal funds received totaled \$01,744.76.

## OCCUPATIORE OF CLERICAL OORKPRS.

As a possi le basis for a training procram, the clerical workers represented in this study have been listed in age groups according to their accupations. The following tables also show training or experience in other lines for the clericel workers in these age groups. In all probability others included in the several groups listed heve had training or experience not shown on their resistration cards. Only by a study of the individual cases can this information be accurately obteined. According to the registration cards, approxinately one-third in each age group have had training along lines other then those which they ordinarily follow. Assuning that many of the veterans whose cards wore inactive and not checked sre elerical workers, it will be seen that the occunational readjustnent of this eroup is in itsolf a problem. The total occupations are shown in Table VI.

| Shipping Clerk | 9 |
| :---: | :---: |
| Stock Clerk | 6 |
| Goneral Office | 17 |
| Insurance Underwritor | 2 |
| Secretarial | 1 |
| Enployment | 1 |
| Order Clerk | 1 |
| Office Manager | 1 |
| Timekeeper | 9 |
| Production Clerk | 2 |
| Auditor | 4 |
| Boorkeoper: | 2 |
| Accountant | 2 |
| Banis Teller | 1 |
| Credit Clerk | 1 |
| Map Clerk | 1 |
| Receiving Clerk | 1. |
| Stenographer | 1. |
| Insurance Claim Dept. | 1 |
| Insuranco Asst. Mgr. | 1 |
| Tax Clerk Total | $\frac{1}{65}$ |
| Marital Status |  |
| Married | 40 |
| Single | 18 |
| Widowed | 2 |
| Divorced | 5 |
|  | 65 |

Dependoncy Status

| Nonc | 8 |
| :--- | ---: |
| 1 | 17 |
| 2 | 21 |
| 3 | 6 |
| 4 | 8 |
| 5 | 4 |
| 6 | $\frac{1}{65}$ |

Physical Disobilities
Survice Gonnected 6
Non-Service Comected $\frac{3}{9}$

## Other Training

Mgr. Bowling Alley 2
Instructor Chiropractic I
Salesman 4
Truckdriver I
Benking I
Chauffeur 2
Crane Operator I
Electrician J.
Electrician Helper I
Photographer I
Real Estate Maintenance 1
Store Manager 1 .
Store Sales Clerk I
Laborer 2
Caretaker $\quad \frac{1}{21}$.

## Eaucation

Less than 6th grade 2
7th grade 2
8th grade 12
Some high school 24
High school graduate 17
Eone college 6
College graduats 2
8th grade and
other schooling $\quad 1$
High school and
other schooling 7
Nativity
Forcign born 7
Eorn in U.S.A. $\quad 20$
Eorrı in Conn. 36
Not Given $\frac{2}{65}$
Length of Unemployment
6 months and under $1 ?$
6 - 12 months 14
18-18 months 8
18-84 months I
2.4-56 months 11

Over 36 months 17
Not given $\quad-\frac{1}{65}$

| Rezular Occupations |  | Dther Training |  |
| :---: | :---: | :---: | :---: |
| General Office | 69 | Salesmen (Insurance 7) | 15 |
| Receiving Clerk | 4 | Rubber Tumer | 1 |
| Shipping Cler's | 21 | Building Construction | 1 |
| Stock Clerk | 4 | Textile Finisher | 1 |
| Order Chaser | 1 | Carpenter | 3 |
| Paymaster | 2 | Dance Instructor | 1 |
| Accounting | 12 | Truckdriver | 2 |
| Chief Clerk | 2 | Auto Electrician | 1 |
| Office Mansges | 7 | Leborers | 4 |
| Time Clerk | 6 | Store Cleriks | 4 |
| Bookkeeper | 10 | Iondscaping | 1 |
| Purchasing Agent | 3 | lectricel Inspector | 1 |
| Express Agent | 1 | Gas station Attendent | 1 |
| Benir Clerk | 3 | Machinist | 1 |
| Hotel Olerk | 1 | bindow Trimoer | 1 |
| Credit Clerk | 2 | Bent Guard | 1 |
| Statistical Clerk | 5 | Chain Etore Manager | 1 |
| Cashier | 2 | Garage fttendant | 2 |
| Treasurer | 1 | Painter | 2 |
| Stock Transfer | 1 | Electrician Helper | 1 |
| Insurance Underwriter | 4 | Moulder | 1 |
| Mail Carrior | 1 | Sheet Pretal hork | 1 |
| Brotures Giork | 1 | Grinding | 1 |
| City Editor | 1 | Counterman | 1 |
| Stenographer | 1 | Musician | 1 |
| Money order Clerk | 3 | Assembler | 3 |
| Supervisor | 1 | Cook | 1 |
| Claim Agent | 1 | Piano Tuner | 1 |
| Personncl officcr | 1 |  | 54 |
| Failroad Clerk | 7 |  |  |
|  | 177 | Dependoncy Etatus |  |
| Maitol Status |  | None | 31 |
|  |  | 1 | 45 |
| Married | 123 | 2 | 44 |
| Single | 45 | 3 | 20 |
| Viidowed | 5 | 4 | 17 |
| Scparated | 1 | 5 | 9 |
| Livorsed | 3 | 6 | 7 |
| Not Given | 2 | $7$ | 1 |
|  | $\overline{177}$ | Wot Given | 3 |
|  |  |  | 177 |
| Nativity |  | Physical Dicabilities |  |
|  |  |  |  |
| Foreikn Born | 15 |  |  |
| Born in U.G.L. | 58 | Sorvice Commected | 5 |
| Born in Conn. | 100 | Non-Scrvice Cornected | 10 |
| Hot Given | $\frac{4}{177}$ | Unknow? | $\frac{5}{3.8}$ |

## Education

| Less than 6th grade | 2 |
| :--- | ---: |
| 7 th grade | 5 |
| 8th grade | 41 |
| Some high schonl | 42 |
| High school graduates | 54 |
| Some college | 22 |
| College graüuates | 7 |
| 8th grade and |  |
| other schooling | 4 |
| High school and other |  |
| schooling | 22 |
| Not given | 4 |

AGE GROUP 41 to 45 Inclusive
Reguiar Occupations
Stock Clerk 10
General Office 33
Timekeeper 6
Shipping Clerk 14
Order Clerk 2
Receiving Clerk 4
Office Manager 4
Production Clerk 3
Accounting 7
Bookkeeper
Stock Transier
Statistician 2
Auditors 3
Insurance Underwriter $\Omega$
Map Clerk I
Yard Clerk 1
Insurance Adjuster I
Registration Clerk 1
File Clerk I
Cazhier I
Investigator 2
Raiiroad Clerk I
Industriel Engrs.Clerk I
Lumber Chec'rer I
lieil Clerk is
Despatch Clerk I
Corres.School Mgr. 1
Erokerage Clerk $\quad 2$
Secretery

## Lensth of Un:mployment

6 months and under ..... 25
6 - 12 months ..... 27
12. - 13 months ..... 29
18-24 months ..... 10
24-36 months ..... 2.8
Over 36 months ..... 56
Not given ..... $\frac{2}{177}$

Other Training
Salesmen (Insurance 4) 11
Carpenter ..... 1
Bakelite Moulder ..... 1
Laborer ..... 3
Milling dechine 0 p. ..... 1
Landscaper ..... 2
Rolling Mill Foreman ..... 1
Podman ..... 1
Painter ..... 2
Millwright ..... 1
Developing $\&$ Printing ..... 1
Silver Printing ..... 1
Weaver ..... 1
Tire Building ..... 1
Typerriter Assembling ..... 1
Elevator Operator ..... 1
AssemblerStore Clurk1
-78
Marital E'tatus
Married ..... 76
Single ..... 38
Widowed ..... ?
Divorced ..... I
Soparated
Not Given$\begin{array}{r}2 \\ -3 \\ \hline\end{array}$


Dependency Status

| None | 1 |
| :--- | :--- |
| 1 | 7 |
| 2 | 5 |
| 3 | 7 |
| $\vdots$ | 1 |
| 5 | 1 |
| 7 | 23 |

## Education

| Less than 6th grade. | 2 |
| :--- | :--- |
| 7 th grade | 1 |
| 8th grade | 5 |
| Sone high school | 8 |
| High school graduate | 5 |
| Some colleae | I |
| College graduates | 1 |
| 8th grade and |  |
| other schooling | I |
| High school ond other |  |
| schooling | 5 |

OVER 50 AGE GROUP
Regular Occupations

| Accountant | 1 |
| :--- | ---: |
| Office Supervisor | $?$ |
| Oifice Manager | 2 |
| General office | 3 |
| Shipning Clerk | 1 |
| Stock clerk | 3 |
| Production Clerk | 1 |
| Town Clork | 1 |

Marital status
Merried 12
Singie
I
Fidowed
Not Given

## Nativity

Foreign boin 5
Born in U.E.A. 9
Born in Conn. $\frac{9}{23}$
Length of Unernployment
5 months and under 4
6-12 months I
12 - 18 months 3
18-24 months 2
20 - 36 months 5
Over $z 6$ months $\frac{8}{23}$
Physical Dissbilities
Non-service connected 2
(Total 14)
Other Trainins
Gardener I
Drill Press Dnerator 1
ClubSteward I
Solucrer I
Jenitor $\quad \frac{1}{5}$

Nativity
Foreign born ?
Born in U.C.f. $\quad ?$
Born in Conn. 4
Not given


Physic: 1 Iisability
Non-Service Connectea i

## Educ tion

```
Less then 6th grade I
8th grade 5
E`me high school ?
High school graduates 5
8th grade and
other schooling
Not given
```

Dependency Status

| None | 1 |
| :--- | ---: |
| 1 | 5 |
| 2 | 4 |
| 5 | 3 |
| Not given | 1 |
|  |  |

Length of Unemployment

| 6 months and under | 3 |
| :--- | :---: |
| $6-12$ months | 2 |
| $12-18$ months | 1 |
| $18-24$ months | 1 |
| $24-36$ months | 3 |
| Over 36 monthe | 3 |
| Not given | $\frac{1}{1!}$ |

## CONNECTICUT RITRAL HOAES PLAN.

The Cornecticut Rurel Hones Plen offers the opportunity to secure homes end self supporting employment for a number of Conrecticut veterans who ind it dificicult to obtain employment becausc of advancing age, partisl disability, or educational sendicans.

The plan ceills for acquisition of low priced 1500-acre tracts, the erection thereon of one-family houses, allutant of two and one-half acre subsistencf gerdens, seeds, farn tools and poultry to each emily, as well as providing small stock herds, pasturage, forests and wood lots, water supply and agricultural machinery for the comnon benefit of each unit. It would seem that fuads earmorked for docentralication of overbelanced populations in industrial centres should be mede available for the inaugurstion of such a plan.

Incone and suivsistence efter estabishment of the units would eventuaily hove a sustenance vilue to each family of pproximately ${ }^{*} 650$. per year, thus binging about possible economies in municioal and state relief funds, as well as fiving employment to veterans who are ectually unemployable and who heve not directly bencifited from such national recnvery plens as have thus far been acopted.

Subsistence sections of the plen are based on crons, egas, milk, and meat roiscd by the farniles thusclves, with fucl suplicd by the forests. Cash income would be derived from part time enoloyment, home industries, operating the areas as managcd game prescrves, vith sole of shonting rights and furs, and rental of cenv sites. From forestry activitics, income from the sele of groens for decor itive jurposes, as vell an: from wood for fuel and matcrial for wood-using industries, ins bcen included.

Before going into the detrils of the plan, it might be well to point out that during the present period of econoric disaster, the most pressing of Connecticut's problems have arisen from a too intensive concentration or peonles in urben centers. As the veteren populstion is charaetcristic of the state population, it may be assumed that problems affecting the industrial population of Connecticut affect also, and beceuse of afe conditions to a greater degree, the veterans in that industrial population.

Out of the lee towns in the state, there are at presunt 32 towns with populations of over 20,000 . These 169 toms are grouped as 26 torns urban, 35 tows smnil urban or suburben, 58 as rurel rith manufacturing, and oniy 50 toms as strictly rursi. Seventy pereent of the totsi population of the state lives under urban eonditions within very limited confines, due to the requirments of high prespure manufcturing. Roughly, the pronortion of workers in non-agricultur-1 industries is ono to four of the totel population. Due to this concentration, the offects of unemployment have been increased many fold, nd have mado the veteran's problen more difficult of solvion then it rould have been if the populetion hec been sproad over a Iercer ara.

It is believed thero are many veterne living in industrial centers who, becauje of a rural backeround, sre not acianted to the rork nor to the environment which thiy find in cities. In efrectine fn economic adjustment, it is quite ns important to give such peo le an opportunity to return to rurnl employment as it is to utilize the Ind for groving those crons to which the lend is acopted. Ih utilization of sumarginl and foir agrieultural lond jor the growing of the forest and wild life erons, and the more fertile areas for purt time subsistence
farming, could be accomplisied vithout further agmravation of agriculturnl problems.

The Connecticut Rural Fones Flan would provide each veteran's family rith sufricient cash end subsistence to maintain a healthy living under good conditions, and to become entircly sclf supporting even within the space of one yoar.

Needy veterans' families could be carefully selected and esteblished in suitable homes, to be constructed. Revenuc to be secured from the principal crops of vild life and forest procucts vill furnish arrt timo employment to the supporting meribers of the families living on the area, instead of full time employment to a for: people. The cesh income for each family will be sufficient to purchese stople foods, clothing, end other necessities. That, supmemented by subsistence from the yrdens, domestic animals and poultry, fuel from the forocts and rent in exchance for lobor, Wiil be sufficicnt to mantain each ramily in good nealth under living conditions wheh coniora to Americen stenderde.

The homes should be constructed under architectursl supervision, to ensure the use of sound materisils and good vorlmenshin. They should be economicul, becouse of stenderd design and the purchase of materis is in quantities. The minimura estimate of cost (\$1000.00) inciudes an allownce for labor, and cont mplates, whercver possible, the cmployment of those who will later occupy the homes. The maximum estimate ( ${ }^{2} 1500.00$ ) vill provide for a larger house for familics of four or more, and for a cellar, which, under the minimum estimate, would be built by the onc occupying the home.

Approximately $2 \frac{l}{2}$ acres of land will be allowd for ach homustend. The cost of estriblishing ench horactead includes the construction of a
modern poultry house, a standard flock of 15 good quality hens, and feed during the first year.

Provision should be macie for the purchase of the home under certain restrictions. The homez have been so designed that additions may be made to the original unit without dotracting from the outward appearance.

Tables bearing upon the rural homes plan are appended as follows: Table A - The Need for Fedistribution of Population in Connecticut. Table B - Anmual Mintenanco Fequirements One Paily After First Year. Table C - Forest Home Purchase Plan. Table D - Cost of Establiching One Fraily in Community. Table E - Cost oi Establishing One Comunity Unit, Twenty Families. Teble $\bar{F}$ - Totel Cost of Connecticut Pural Hones Plan. Table G - Classificution and Use of Aree, Based on 1500 ncre Unit. Table H - Cost of Developing end Plenting Bazis of One Unit - 1.600 Acres. Table I - Value of fur Resources. Table J - Value of Vild Life Resources. Table K - Value of wood-Using Industries.
48.

TADLE A.

THE NEED FOR REDISTPIBUTION OF POPULATION IV COWNECTICUT.

Present Overdeveloped Urbanization:
a. Hifnly industrialired.
b. Fourth in density of population in U.S.A.

1. Area
2. Population
ㅈ, 194, 445 acres
1, $054,000-19: 2$
(Stat. Abstract U.S. 19z?)
c. Fovulation employed, apring of 1932
3. AEriculture and forestry 7,135
4. inl other industries 538,523

Total 345,650
d. Population unemoloved, foring of 1932

145,000 -- 3.9君 of total poulation
(Estimate on Connecticut Unemployment Comission)
e. Pooulation dependent on relief, Nov. ]., 1934

1. Number of persons, 183, 72?
iI. $3 \%$ of 1935 estimated population
(Divisior of Researeh,
Connecticut Emergency Relief Administration)
2. Number of families 40,849
(averege 4.5 persons per family)

## TABLE B.

## ANNUAL MAINTCNANCE RECUIRENENTS DNE FAMILY AFTE FIRET YEAR。

Indirect Revenue:
Subsistence - iome produce

| Vegetabl.es | 71.00 |
| :--- | ---: |
| Milk (2 quarts per day) | 73.00 |
| Meat (calf and poultry) | 40.00 |
| Eggs (120 dozen) | 55.00 |
| Fuel - own cut | 95.00 |
| Rent, payable in labor | 1.20 .00 |

Direct Pevenue:
Home proulucts or
Cooperative projects $\quad 15.00$
Regular part time employment
Forest-Villa Life projocts
Local industry
$\$ 550.00$
MOTE: The estimate of cost for eatablishins one family in a community includes a sum of s40. For support for the first year in lieu of subsistence gardens, paycble by lebor, end an equal sum for regular labor for the ierst year, total "480.00.

## TABIEC.

FORFPI HOME PURCHASE PIANT.

In the event tirt a ramily of the commity desires to purchese thcir own home withi: the first ive yeern, the rurchasc ririce shall be $\$ 185.50$ without interest. After inve yems, interest will be chareed st 4 nejecont per annam.

Pubulation of home cost:

## House

$$
\begin{array}{r}
7,500.00 \\
159.00 \\
1.04 .50 \\
\hline \therefore 1.854 .50
\end{array}
$$

Chicken house, chickens, etc. tu9.0n $2 \frac{3}{3}$ acros of land in howe unit lon.00
1 share in the Comanity bunetit.s

COST OF ESTABLIOHING ONE EAMILI I COMMUNTY.

House, 5 rooms and bath (standard unit)
G1,500.00
Unit equipment:
$\begin{array}{lr}\text { Evood stoves (coon and heat) } & 75.00 \\ \text { Shares in water cupyly } & 100.07 \\ \text { Tools (garden tools and share in furm tools) } & 25.00\end{array}$
Poultry house, flock of 15 hens, ifeed for first year 100.00
Share in tractor at 800.00
40.00

Share in comunity horses (s pair) at $100.00 \quad 20.00$
Share in herd of six cows at $86.00 \quad 19.50$
Feed for horees and cows, community herd, first year 22.50
Share in comunity truck(i) T. trensportetion) 25.00
Gas, oil, tires and repuirs, truck and tractor 50.00
Transportation to the forest home 11.00
Medical attention (first yoar) 12.50
Fire insurrace on houss 15.00
Develonment and plenting of land 109.03
Home garden seod ind A゙ertilizer 20.00
Emblymont of forost vorkexs:
Regular labor to provide cash riquarements 240.00 Support, for first year in lieu of
cubeistence gardene, paybole by labor 240.00
Genercl contingeni furd $5 \% \quad 130.00$
Adrainistration $5 \%$
Totel minjmum estimato
130.00
-20,875.50

Based on statistice Iron fid Comassions of four cities and twolve towns in Conncticut and on from requirmments in equipmont :nd stock as shown in Furm Mrnagenent surviy of 12 towns, ardapted to comunity nan with directimal id end supervision.

# 51. <br> TABLE E. 

COST OE ESTABLISFIMG ONA COMUNITY UGIT
TVENTY PAMLEEC。

Percent
Labor Materials
60\% $40 \%$ Houses in comunities of 20 , 4 persons to a house

40\% 60\% unit equisment: heatins, water supply, tools

100\% Poultry House: equiment, ilock of 15 per family, feed for one year

100\% Tractors: 1 per unit
100\% Horses: 2 pairs per unit
$100 \%$ Cowis: Herd of 6 per unit
 $l$ truck per unit
500." truek 500.00

Ges, oil, tires and repsirs to truck nend tractor

100\% Feed: cows and horses for first year, 15 tons per unit
30. " ton
450.00

20\% Develoment, jlanting and utilization of clenred land

Home gardens, seedio \& fertilizer
20. " grrden
$\therefore, 00.0 .00$
400.00

20\% Transportation of fumilies to forest home urita
11. "fonily 220.00

Regular lobor
Fxtra support first yoar in return for lebor

Medicsl ettention first year
12.50 " fomily
$=50.00$
100\% Fire Insurence
100\%

10\%
Genersi contingent Aund: when applied to fanily, to be repaid by labor
15. " house
600.00
ndministration: $5 \%$ of total cost

Totel Minimun Estimetu


## 5?.

## TABLE G.

```
        clacgifICGTIDN AND uSE OF AREI, BASED
        ON 1,500 ACRE UHIT.
Voodland, 70% - Forest and bild Life:
    20% Revenue producing woodrnc and gank covex zo0
    23% Sprout land and game cover
                                345
        40 year crop
    27% Potential roodlend and game cover &05
        60 -. }80\mathrm{ yoar crop
Open Land, 30% - Community:
    3.z% Forest homes, 2% noree family 50
    .3% Recroation area 5
    2.7% Evocial cror (commmity mosect) 40
    4.0% Fasture, C cows 60
    2.1% Hay for stock, baxis of ons ton per ncre %?
    2.0% Crain for stack (15 tons for 6 covs, 4 hor30s) 30
    2.0; mnmual fove stri, (grein) 30
```



```
        20
    5.5% Shrubs -- Wirter food fo%game, song and 
    6.7% Spocial devolo ment for vild lisee anत
        public rocreation
                                100
                                    1.500
Total game arom, 1325 acres
    Sanctuary 10* 125 acres 1200 acres
Non ge me arca
30% acre%
    1.50) acrea
```


## TABLE H.

## COST OF DEVELOPMENT AND PLANTING <br> BASIS OF ONE UNIT - 2500 ACRES <br> $30 \%$ CLEARED LAND AND 27\% POTENTIAL WOODLAND



TABLE I.

## VALUE OF FUR RESOURCES.

Estimate based on record of special trappers appointed by Connecticut State Board of Fisheries and Game for trapping on 300 ) acre proserve.

| Kind | 1932 | 1933 | Fur Value Normel Year | Average 2 years |  | Estimate for 1500 acre unit |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Fox | 18 | . 9 | \# $\%$ 3.00 | 13 | \$39.00 | - |  |
| Mink | 20 | 6 | 8.00 | 13 | 104.00 | 4 | 32.00 |
| Coon | 6 | 7 | 3.00 | 6 | 18.00 | - |  |
| Skunk | 45 | 16 | 2.50 | 30 | 75.00 | 16 | 40.00 |
| Muskrat | 77 | 46 | . 75 | . 61 | 45.75 | 50 | 37.50 |

Value average price normal year 281.75
Estimate for 1500 acre unit \$L09.50
Deduct for variable fluctuations
9.50

Annual Revenue (ostimnted) \$100.00
$\frac{90 L}{419}$
$03 T$
OO2T
צ2T
92ET
รจエวย $\leftrightarrows \angle \Sigma$ ．


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DU®T uəcio

| $\frac{98^{\circ} \pi \pi+7}{06 \cdot 6 \pi}$ |  |  |  | 105 Tて707 ぞも＇セ OO <br> us patetr <br>  <br> －TTケnb รวエขบ GL xov GO\＆ <br>  ‘OOOT LT <br> Ot sser | 09 <br> 7บทรъวบฮั <br> əบ <br> TM． <br> O． asno．．． <br> uv quesbou <br> ก T७ȚวədS さ̦セnも рuて UT OOT） \＆ 8 squas $\dot{O} 00 \tau$ | Ч7โฺ рэхชบs Ч7Țム paxひus <br> पर xof padota ＇səxコ兀 OGれ <br> งマ．xo Got pur วขud－รวปวษ <br> วsnoxy－sax | puet uado sa puctpooa s <br>  puてt pəzost <br>  Ghe purit qno <br> OOE puetp | xวセ 006 <br> ．วอ 00 \＆โ <br> qu！ <br> ［nD \％os <br> 70さ 滈L <br> IuS \％\＆己 <br> วแとき <br> oon \％\％ <br> әury <br> HO MOIL | 707 于० \％ <br> โ นəđ̃o <br> umpoo： <br> OITISCHI | $7 \text { ד̣qqug }$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 42．892 | $G_{Z} \cdot G^{\circ}$ | $\varepsilon 6 \varepsilon$ | $\angle B L$ | $\% 07$ | $2 t \varepsilon_{\mathrm{L}}$ | $\text { ELOT } \% \mathcal{L}_{1}$ | $\begin{aligned} & G_{8} \varepsilon ट \\ & 0 \varepsilon \end{aligned}$ |  | $\begin{aligned} & \text { USL } \\ & \text { US } \\ & \text { OOS } \\ & \text { OD } \\ & \text { OL } \end{aligned}$ |  |
| OC＇9 | OG．St | \％ | 82 | $\% L T$ | ¢E | टI 啚Gट | GTr |  | $S T$ | －poopoo！ |
| $0 S^{\circ} \mathrm{CIT}$ | 05． $00 . \tau$ | zot | 902 | $\mathscr{R}^{\text {G }}$ | Gle | $G 2 \mathrm{G}$ G\％ | 005 | ［－I | 006 | १urstay |
| $00^{\circ} 08$ | $05^{\circ}$ OS． | 06 | 08L | $\% \square^{\prime}$ | $0 \not 02$ | 09 F | 00\％ | 己－T | OOt | ITEne |
| $00 \cdot$ ¢ | U．U． $0^{\circ}$ T\＄ | LE | HL | $\% G 2$ | 00t | $05 \% 0 ¢$ | $0 G T$ | こ－T | $00 \varepsilon$ | asnoxy |
|  |  |  |  |  |  |  |  |  |  | $\overline{\text { satcodS }}$ |




 $\% 02$
まurs
\＆OOt asnoxy－saxวs OO\＆puetpoon

## 56.

ThBTIL K.

## ESTABLISHMLNT OF VOUN-USLAG INDUSTRIES

 TO PROVIDE FOR ANAUAL MAIMTENANCE REQUIREMENTS.Based on 1050 Acres. (Forest land per unit)
Estimated Value of Woodland crop.

## Age Class

| $35 \%$ | Sapling | $1-20$ years | First | Thinnings | $20-30$ years. |
| :--- | :---: | :---: | :---: | :---: | :---: |
| $32 \%$ | Cordwood | $20-40$ years | $"$ | $"$ | Immediateiy |
| $25 \%$ Polewood | $40-60$ years | $"$ | $"$ | $" 1$ |  |
| $8 \%$ | Tie \& Timbor $60-100$ years | $"$ | $"$ | $"$ |  |

## Revenue

Conservatively estimated, tine returns on a selectjve, sustained yield, continually stocked plan would be tho50. per year indefinitely - berring unforseen conditions.

## Plan of Utilization

To establich small rood-ucing industries (private capital preferred), one to every five forest units ( 5250 acres forest land), each industry giving full time employment to twenty people, four per community, 250 days at ${ }_{4}^{*} 4$. per day on chare rork plon ( 20 family community).

```
<l,000. per year per nerson
20,000. per year per industry (5 units)
    4,00). por yerx per comunity
            200. ner yeme jer family.
```







CONNECTICUT VETERANS' SURVEY
Combined N.R.S. \& S.F.S. Active \& Inactive
Chart No. 6 Elucation

Oct. 15, 19:




Dependency Status
Chart No. 9
Oct. 15, 1934



Active File Cards Checked 739 Length of Unemploymont
Chart No. 11


# CONNECTICUT VETERANS' SUKVEY <br> Industrial Age to fover Active File <br> Physical Disabiiity 

Chart No. 12 Oct. 15, 1934





CONNECTICUT VETERENS SURVEY
Clericel Active file
Cards Checked 396
Nativity Status
Chart No. 16
Oct. 15, 1954


Chart No. 17
Oct. 15, 1934



```
CONNECTICUT VETGRANS' EURVEY
    Clerical mctive File
    Cards Checked 396
        Education
```








| ： |  |  |  |  |  |  |  |  | $\begin{aligned} & \stackrel{-}{U} \\ & \stackrel{+}{\oplus} \\ & \stackrel{y}{*} \end{aligned}$ |  | $\begin{aligned} & \omega_{2} \\ & 0 \\ & 0 \\ & \tilde{0} \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ | $H$ <br>  <br> 4 <br> 0 <br> 0 <br> 0 <br> 0 <br> 0 | $\begin{aligned} & \text { s. } \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  | $$ | $\left\|\begin{array}{lll} c_{2} & 2 \\ + & 0 \\ 0 & 5 \\ d & - \\ c_{1} & + \\ 0 & 0 \\ 0 & 1 \end{array}\right\|$ | r 0 0 1 0 $\square$ $\square$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  | W | $\stackrel{\sim}{\circ}$ | 08 | N | ↔ | n $\sim$ 0 | $\xrightarrow{\sim}$ | 号 |  |
|  |  |  |  |  |  |  |  |  |  | － | $\stackrel{\sim}{\square}$ | － | $\begin{aligned} & 10 \\ & \therefore o \\ & \hline \end{aligned}$ | N | － | 29 |  |
|  |  |  | $\begin{aligned} & \hline \because-3 \\ & O \\ & C \\ & O \\ & H \end{aligned}$ |  | $\stackrel{\rightharpoonup}{\circ}$ | 6 | $\infty$ | $\sim$ | $\sigma$ | u | $\ldots$ | W | N | rs | c | － <br> O <br> 8 <br> 0 <br> 8 <br> 0 <br> 0 <br> 0 <br> 0 |  |
|  |  |  | $\begin{aligned} & \underset{\sim}{N} \\ & \mathcal{N} \end{aligned}$ | $\stackrel{\sim}{\infty}$ | F | ம | $\cdots$ | O | $\stackrel{N}{\sim}$ | F | $\sim$ | $\stackrel{\rightharpoonup}{6}$ | $\begin{aligned} & \boxed{r} \\ & \mathrm{n} \end{aligned}$ | $\underset{\sim}{\underset{\infty}{*}}$ | $\stackrel{H}{n}$ | \％ |  |
|  |  |  |  | $\begin{aligned} & N \\ & N \end{aligned}$ | ¢ | － | $\square$ | $\bigcirc$ | $\begin{aligned} & \text { w } \\ & \text { ru } \end{aligned}$ | $\begin{aligned} & \sigma \\ & \therefore 0 \end{aligned}$ | $\begin{aligned} & 0 \\ & i \end{aligned}$ | $\begin{aligned} & \text { W } \\ & \text { ic } \end{aligned}$ | G | $\begin{aligned} & 10 \\ & 1 \\ & \square \\ & \hline \end{aligned}$ | io | $\cdots$ |  |
| $\begin{aligned} & \text { H} \\ & \stackrel{+}{+} \\ & \underset{\sim}{\square} \end{aligned}$ |  | $\begin{aligned} & \text { O} \\ & \stackrel{+}{\leftrightarrows} \\ & \text { H} \\ & \text { H } \end{aligned}$ | $\begin{aligned} & 0_{2} \\ & 0 \\ & \vdots \\ & 4 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  | $\begin{gathered} \text { ry } \\ 0 \\ + \\ \vdots \\ \end{gathered}$ |  | $\begin{aligned} & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & \hline \end{aligned}$ |  | $\begin{aligned} & \text { B } \\ & \text { H. } \\ & \text { + } \end{aligned}$ | $\begin{aligned} & O \\ & \underset{\sim}{O} \\ & \underset{H}{2} \end{aligned}$ | $\begin{aligned} & \text {-3 } \\ & 0 \\ & \stackrel{+}{+} \\ & \sim \end{aligned}$ |  | $10$ | $\begin{aligned} & c \\ & 0 \\ & 0 \\ & i \end{aligned}$ |  |  |  |
| $\stackrel{\sim}{\circ}$ | $\stackrel{\square}{\square}$ | $\stackrel{5}{6}$ | $\underset{\infty}{\sim}$ |  | W |  |  | $\omega$ | w |  | W | $\stackrel{\square}{\square}$ | $\begin{aligned} & 0 \\ & N \\ & \infty \end{aligned}$ | $\stackrel{+}{\square}$ | $\begin{aligned} & \text { W } \\ & \text { on } \end{aligned}$ | 谷 | $\begin{aligned} & 30 \\ & 0 \\ & 0 \\ & 0 \\ & \cline { 1 - 3 } \\ & 0 \end{aligned}$ |
|  | － | $\begin{aligned} & \sigma \\ & \dot{\sigma} \end{aligned}$ | $\dot{\sigma}$ | $\\| \underset{\text { ex }}{\stackrel{~+}{c}}$ |  |  |  |  |  |  |  | ■ | N + + | $N$ 0 0 | F | 01 |  |
|  |  |  |  |  |  |  |  |  |  |  | $\begin{aligned} & N \\ & U \\ & 1 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  | $\underset{\sim}{1}$ | $\begin{aligned} & \underset{1}{1} \\ & \stackrel{1}{1} \\ & \sim \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ | $o$ <br> 3 <br> 0 <br> 0 <br> $0_{2}$ <br> $n_{2}$ <br> 0 |  | － |
|  |  |  |  |  |  |  |  | N | w | $\begin{aligned} & 0 \\ & \\ & \hline \end{aligned}$ | $\stackrel{9}{2}$ | N | $\cdots$ | $\stackrel{\sim}{w}$ | － | \％ |  |
|  |  |  |  |  |  |  |  |  | F | － $\cdots$ $\cdots$ | $\underset{\infty}{\square}$ | $\omega_{\infty}^{w}$ | N | $\underset{F}{\square}$ | $\stackrel{\underset{F}{F}}{\sim}$ | 29 |  |
|  |  |  |  |  |  | $\begin{gathered} \text { - } \\ \text { O } \\ \stackrel{+}{\oplus} \\ \stackrel{1}{2} \end{gathered}$ | 运 |  |  | College Grad． | Some College | High School Grai |  | $\begin{aligned} & \infty \\ & 0 \\ & \vdots \\ & 0 \\ & 9 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 5 \\ & 0 \\ & 0 \\ & \vdots \\ & 5 \\ & 0 \\ & \vdots \\ & 0 \\ & \hline \end{aligned}$ |  | $\begin{aligned} & 0 \\ & \stackrel{0}{2} \\ & \stackrel{\rightharpoonup}{\circ} \\ & 0 \\ & \text { H } \end{aligned}$ |
|  |  |  |  |  |  | च | った | N | $\cdots$ | $\vdash$ | F | O | －1 | N | C | O | $\forall$ |
|  |  |  |  |  |  |  | ： | － | $\stackrel{\square}{\square}$ | in | G | is | ion | ＋ | Éc | is | $\hat{f}$ |

CONNECTICUT VETFRANS' SUPVEY
Combined N.R.S. and S.E.S. Grand Total for State Clerical Sales Active and Inactive Cards Checkod 2051

Table V.

| Education | No. | \% | Training in Other Fields of Endeavor | No. | \% |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Less than 8th Grade | 110 | 5.4 | Laborers (N.0.E.) | 183 | 8.9 |
| 3th Grade | 610 | 29.7 | Corpenters, Roofers | 31 | 2.5 |
| Some high school | 425 | 20.7 | Machinists, Millwrights, Toolmakers | 37 | 1.8 |
| High School Grad. | 488 | 23.7 |  |  |  |
| Some College | 722 | 10.8 | Cooks, Chefs, Vaiters, Bertenders | 15 | 0.7 |
| College Graduate | 169 | 8.2 | Psinters | 36 | 1.8 |
| Business School | 158 | 7.7 | Truckdrivers, Chauficure | 85 | 4.1 |
| Other School | 170 | 8.2 | Brickleyers, Masons, Plastertrs | 61 | 3.0 |
| Not Given Total | 23 | 1.4 | Plumbers, Steamfitters | 13 | 6 |
|  | 2379 |  | Eloctriciens | 35 | 1.7 |
|  |  |  | Servants | 6 | 0.5 |
|  |  |  | Others $\&$ Unopecified | 664 | 52.4 |
|  |  |  | Total | 1166 |  |



|  |  |  |  |
| :---: | :---: | :---: | :---: |
| Accounting | 25 | Map Clerks | 2 |
| Auditing | 8 | Money Order Clerks | 3 |
| Bank Clerks | 3 | Office Managers | 14 |
| Bank Tellers | 1 | Office Supervisors | 3 |
| Bookzeepers | 20 | Order Clerks | 4 |
| Brokerage Clerks | 3 | Paymasters | 4 |
| Cashiers | 4 | Production Clerks | 15 |
| Chief Clerks | 1 | Purchasing | 4 |
| City Iditora | 1 | Rajlroad Clerks | 8 |
| Corres. School Mgr. | 1 | Receiving Clerks | 10 |
| Cost Clerk | 1 | Registry Clerks | 1 |
| Credit Clerks | 5 | Secretarial | 2 |
| Despatch Clerks | 1 | Shipping | 46 |
| Employment Work | 1. | Statjatical | 7 |
| Express Clerks | I | Stenographors | 2 |
| File Clerks | ]. | Stocir Clerss | 25 |
| General Office | 118 | Stock Transfer Clerks | 2 |
| Hotcl Clerks | 1 | Supply Clerks | 1 |
| Industrial Frigineer | 1 | Tax Clerks | 6 |
| Insurance Asst. Mgr. | 1 | Time Clerks | 6 |
| Insurance Claim Work | 3 | Timekeepers | 17 |
| Insurance Underwriters | 8 | Traffic Managers | 1 |
| Investigators | 2 | Treasurers | 1 |
| Lumber Checkers | 1 | Town Clerks | 1 |
| Mail Carriers | 1 | Yard Clerks | 1 |
| Mail Clerks | 4 |  | 596 |



Adjuster
Air Brake Repairur
Aligner
assembier
Automatic Spindle isch.
Bead Rolling Mich. Op.
Bench fork
Bleach House (Textile)
Blowing foom (Hats)
Blacksmj.th
Body Tuiner
Boiler Maker
Boiler Repeirer
Boiler Eivetea
Boot Work, Gencral
Boring \&: Reaming
Box Naker
Brake Liner
Brazing
Buffer
Carder
Carpentur
Cabinet Wher
Chain Weldar
Gastor
Cheuffeur
Chipper

| 3 | Clipper | 3 |
| :---: | :---: | :---: |
| 1 | Color Mixer | 2 |
| 3 | Comb Sewirg | 1 |
| 25 | Compounding (Rubber) | 1 |
| 3 | Coner | 1 |
| 1 | Core Weker | 1 |
| 2 | Counter (Fubber Mfe.) | 1 |
| 2 | Crane Operator | 2 |
| 4 | Crating | 1 |
| 2 | Curing Fubber | 1 |
| 1 | Cupping Bearings | 1 |
| 8 | Cushion Meker \& Cutter (Rubber) | 2 |
| 1 | Cutlery Dapt. | 1 |
| 1 | Cutter-Gfi ( Poxtile) | 1 |
| 1 | Cutting sur | 1 |
| 2 | Di maker | 4 |
| 4 | Dippine (Pubber) | 1 |
|  |  |  |
| 1. | Dorier | 1 |
| 1 | Drill Press Operatorio | 22 |
| 12 | Drop Forgers | 5 |
| 1 | Lrum Printer | 1 |
| 2 | Iryer (Hats | 1 |
| 4 | Dyer | $\epsilon$ |
| 1 | Electrician | 5 |
| 5 | Fnamel sprayor | 1 |
| 1 | Fircman (etationary) | 5 |
| 1 | Finishır | 14 |


| CONNECTICUT VETERANS' SURVEY Industrial hase 40 \& Over Table IX (Continued) |  |  |  |
| :---: | :---: | :---: | :---: |
| Filer | 1 | Machine Operator | 64 |
| File Cutter | 1 | Machine Repairer | 1 |
| Fitting Pens | 1 | Maintenance Man | 2 |
| Fitting Pumps \& Piping | 1 | Metal Spinner | 1 |
| Flanger | 1 | Metalurgist | 1 |
| Folder Op. (Printing) | 1 | Melting | 1 |
| Foreman | 8 | Milling Wch. Operator | 12 |
| Forman, Assistrnt | 3 | Millwright | 7 |
| Frame Tender | 1 | Millwright Asst. | 3 |
| Gate Tender | 1 | Mouldor | 27 |
| Gluer | 1 | Moulder (Fubber) | 1 |
| Grinder | 24 | Napping (Hats) | 1 |
| Hardener | 6 | Oiler | 1 |
| Heat Treating | 1 | Packex | 1 |
| Horse Shoeing | 1 | Paintor | 2 |
| Inspector | 12. | Pickle Tub Moulding | 1 |
| Instal Clock Movements | 5 | Pattern Maker | 3 |
| Ironvorker | 1 | Pin maker | 1 |
| Janitor | 1 | Platers | 8 |
| Laborers | 121 | Polishers | 17 |
| Lacquer Sprayers | 2 | Power House | 1. |
| Lathe Operator | 8 | Presser (Textile) | 1 |
| Leading Primers | 1 | Press Room (Fubber) | 3 |
| Lockmeker | 2 | Pross Man (Paner) | 1 |
| Loom Fixer | 6 | Press Man (Hats) | 1 |
| Machinist | 48 | Press Mon (Records) | 1 |
| Machine Design | 1 | Profiler, Gun Stocks | 1 |


| CONNESTICUT VETERANS' SURVEY <br> Industrial Age 40 \& Over <br> Table IX (Continued) |  |  |  |
| :---: | :---: | :---: | :---: |
| Punch Press | 5 | Steel Worker | 1 |
| Printer | 2 | Stiffener (Hats) | 1 |
| R.R. Repairman | 1 | Stock Shaping (Guns) | 2 |
| Rivet Maker | 1 | Store Room | 2 |
| Rolline Mill Operator | 1 | IStriking Out (Hats) | 1 |
| Rolling Mill Helper | 5 | Tap Grinders | 1 |
| Rubber Turner | 3 | Tempering | 2 |
| Rule Meker | 1 | Tire Maker | 2 |
| Sawyer | 1 | Tester | 1 |
| Service Adjuster | 1 | Tool Grinding | 1 |
| Setting Up Mechines | 1 | Tool Maker | 10 |
| Setting Up Elevators | 1 | Tool Sharpener | 1 |
| Shear Tender | 1 | Tool Setter | 5 |
| Shipping Room | 6 | Truckdriver | 6 |
| Shoe R Boot Maker | 1 | Tire Makor | 2 |
| Shoe Ititcher | 1 | Twizting (Textilc) | $?$ |
| Silveremith | 1 | Uphoisterer | 1 |
| Shoe Case Mrg. | 1 | Tes shmen | 3 |
| Sizer | 5 | Wetchman | 4 |
| Solderer | 2 | Finaver | 23 |
| Soft Solderer | 2 | Welder | 5 |
| Speeder Tender | 1 | Wctting Down (Hats) | 1 |
| Spinner | 5 | vire Mrn | 1 |
| Spoki Dept. | 1. | Vire Drawer | 1 |
| Spooling er Warping | 1 | Viire Tester | 1 |
| Steamer Op. (Textile) | ]. | Vir inciver | 2 |
| Steancr Op. Helpur | 1 | "Oot Finishur | 1 |
| Steamfittcr | $?$ | .in dworter | 3 |



Table XI.
Oct. 15, 1934


## Age Distribution

Table XXII. Active File Cards Checked 5243

Dct. 15, 1934

| $\begin{aligned} & D \\ & 0 \\ & 0 \\ & \hline 0 \end{aligned}$ |  | $\begin{aligned} & \square \\ & \stackrel{y}{5} \\ & \underset{\sim}{3} \\ & \stackrel{2}{2} \end{aligned}$ | $\begin{aligned} & 3 \\ & \stackrel{3}{3} \\ & \stackrel{0}{0} \\ & \stackrel{y}{0} \\ & \hline \end{aligned}$ | $\begin{aligned} & 3 \\ & 0 \\ & \frac{7}{3} \\ & \stackrel{3}{3} \end{aligned}$ | $\begin{aligned} & \text { c. } \\ & \substack{c \\ 3 \\ \hline} \end{aligned}$ |  |  |  | $\begin{aligned} & \stackrel{\rightharpoonup}{\vec{T}} \\ & \stackrel{y}{\square} \\ & \stackrel{\rightharpoonup}{a} \\ & = \end{aligned}$ | $\begin{aligned} & 6 \\ & 0 \\ & 2 \\ & 0 \\ & 0 \\ & 0 \\ & 8 \\ & 8 \\ & 7 \\ & 7 \end{aligned}$ |  | 0 3 3 3 0 0 0 | $\begin{aligned} & \text { 를 } \\ & \stackrel{1}{3} \\ & \stackrel{-}{0} \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  |  | $\begin{gathered} 3 \\ 0 \\ 0 \\ 0 \\ 0 \\ + \\ + \\ 0 \\ 0 \end{gathered}$ |  | $\left.\begin{gathered} 1 \\ 0 \\ 0 \\ 0 \\ 0 \\ 3 \\ 3 \\ 3 \\ 2 \\ 2 \end{gathered} \right\rvert\,$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 32 | 27. | 6 | 2 | - | 2 | 3 | 5 | 4 | 1 | 3 | 1 |  | 6 | 1 | 5 | 1 | 67 | 2 |
| 35 | 41 | 11 | 7 | 3 | 3 | 10 | 12 | 13 | 9 | 7 | I | 5 | 10 | 6 | 14 | 2 | 152 | 2.8 |
| 34 | 64 | 30 | 9 | 6 | 5 | 10 | 16 | 17 | 6 | 12 | 1 | 4 | 32 | 10 | 23 | 10 | E55 | 4.9 |
| 35 | 63 | 24 | 20 | 9 | 1 | 11 | 12 | 35 | 10 | 19 | 4 | 3 | 30 | 6 | -36 | 11. | 234 | 5.4 |
| 36 | 74 | 37 | 17 | 9 | 8 | 10 | 23 | 37 | 18 | - 27 | 4 | 8 | 41 | 12 | 20 | 10 | 360 | f. 9 |
| 37 | 107 | 56 | 33 | 10 | 15 | 20 | 34 | 28 | 18 | -25 | 2 | 9 | 42 | 14 | 36 | 20 | 449 | . 6 |
| 38 | 119 | 62 | 33 | 11 | 14 | 32 | 31 | 46 | 19 | 30 | 9 | 12 | 49 | 14 | 42 | 13 | 541 | 10.3 |
| 39 | 108 | 46 | 18 | 11 | 11 | 20 | 27 | 42 | 24 | 34 | 4 | 4 | 40 | 17 | 34 | 15 | 45.5 | 8.6 |
| 40 | 91 | 43 | 43 | 12 | 10 | 19 | 35 | 27 | 20 | 27 | 7 | 7 | 43 | 14 | 28 | 16 | 442 | 8.4 |
| 41 | 80 | 26 | Fs | 10 | 10 | $\overline{9}$ | 37 | 27 | 19 | 80 | 3 | 8 | 85 | 7 | 26 | 10 | 576 | 7.2 |
| 42 | 72 | 28 | 5 ? | 7 | 6 | 15 | 2 | 29 | . | 20 | 2 | 5 | 28 | 0 | 24 | 11 | 55 | 6.2 |
| 43 | 57 | 50 | 16 | 14 | 6 | : 4 | 29 | 17 | 13 | 28 | 2 | 5 | 30 | 11. | 19 | 11 | . 304 | 5.8 |
| 44 | 57 | 26 | 50 | 11 | 5 | 12 | 10 | 13 | 15 | 10 | - | 9 | 20 | 6 | 19 | 5 |  | 4.8 |
| 45 | 48 | 21 | 13 | 6 | 3 | 19 | 2 | 12 | 11 | 11 | - | 8 | 22 | 8 | 25 | 1 | 23 | . 4 |
| 46 | 32 | 9 | 20 | 8 | 3 | 10 | 17 | 7 | 12 | 11 | 2 | 4 | 18 | 4 | 15 | 2 | 155 | 2.3 |
| 4. | 21 | 15 | 7 | 5 | 1 | 7 | 16 | 10 | 3. | 4 | - | 2 | 5 | 5 | 4 | , |  | 2.0 |
| 48 | 18 | 10 | 4 |  |  | 1 | 2 | 5 | , | 6 | $\underline{1}$ | 2 | 2 | 4 | 5 | 1 | 65 | 1.2 |
| 49 | 9 | 3 | 2 | 1 | 1 | 1 | 3 | 3 |  | $?$ | 2 | - | 6 | 4 | 1 | - | 38 | 10.7 |
| -50 | 10 | 1 |  | 2 | 2 | 1 | 3 | 3 | 2 | 9 | 1 | 1 | S | - | 3 |  | 54 | 10.6 |
| 5 | 10 | 8 | 1 |  | - | z |  |  | 5 | 5 |  | - |  | - | 1 | - | 29 | 0.6 |
| 52 | 5 | 1 | 3 | 1 | 2 | 1. | 6 | 1 |  |  | $=$ | 1 | 7 | 1 | 3 |  | 31 | 0.6 |
| 53 | 7 | 6 | - | - | 1 | 3 | - | - | $=$ | 5 | - | 1 | 2 | 1 | 5 | 1 | 30 | 0.6 |
| 54 | 7 | 4 | 4 | 1 | - | 1 | 1 | 2 | 1 | 4 | 2 |  | 3 | 1 | 3 | , | 35 | 10.7 |
| 55 | 8 | 2 | 1 |  | - | 2 | 2 | 2 | 2 |  |  |  | 7 | - | 3 |  | 30 | 10.6 |
| 56 | 9 | 3 | 2 | 1 | 1 | 1 | 2 |  |  | 1 | - | - | 3 | - | 4 | S | 29 | 2. 6 |
| 57. | 7 | 2 | 2 | - | 1 | 2 | - | - | 2 | 2 | 1 | - | 1 | - | ? | 1 | 2 | O. 4 |
| 58 | 3 | 1 | - | - |  |  | 3 | 1 | 2 | 1 | - |  | 7 | - | 4 | 2 | \% | 0.4 |
| 59 | $\epsilon$ | 2 | - | - | - |  | 2 | 1 |  |  | = | - | 1 |  | ? | - | 19 | 0.4 |
| 60. | 5 |  |  | 1 |  | 2 |  | 1 |  |  | - | - | 1 | 1 |  |  | c | 10.2 |
| 61 | 1. | 1 | 5 | - | - | 2 | - | E |  | 1 | - | - | 1 | - | - | 1 | 14 | 0.5 |
| 62 | 2 | - | - | - | - | - | - | 1 | - | - | - | $\cdots$ | 2 | - | 1 | - |  | 0.] |
| 63 | 2 | 2 | - | - | 1 | 1 | 3 | 1 |  |  | - | 1 | - | - | - | - | 11 | C.え |
| 64 | - | - | - | - | - | 1 | 4 |  |  | 1 | - | - | 1 | - | - | - |  | 0.1 |
| 65 | 2 |  | - | - | - | 1 | - | - | 1 |  | 2 |  |  | - | - | - | 7 | 0.1 |
| 66 | 2 | 1 | - | - | - | 1 | - | 1 | - |  | - |  | - |  | 2 | - | 7 | 0.1 |
| 67 | - | - | - | - | - | - | - |  | - | - | - |  |  |  |  | 1 | 2 | 0.0 |
| 68 | 1 | 1 | - | - | $=$ | - | - | - | - | - | - | - | - | - |  |  | 2 | 0.0 |
| 69 | - | 1 | - | -- | - | 1 | - | - |  |  | - | - | - | - | - |  | 2 | 0.0 |
| 70 | 2 | - | - | $=$ | - | 1 | - | - | - | - | - | - | $=$ | - |  |  | 3 | O. |
| 71 |  |  | - | - | - |  | $=$ | - | - | - | - | - | 1 | - | - |  | 1. | . |
| 72 | - |  | - | - | 1 | - |  | - |  |  |  |  |  |  | - |  | 1 | . |
| 73 |  |  |  |  |  |  |  | - | -. |  |  |  | 1 |  | $=$ |  | 1 | Q. |
| fotal | 1175 | 199 | 367 | 139 | 115 | 275 | $38 ?$ |  | 233 | 35 | 51 |  | 498 | 15 | $\therefore 02$ | 154 | 56 |  |
| \% | 38.4 | 9.5 |  | 12.7 |  | 5.2 | 2.3 |  | 4.1 | 6.0 |  |  |  |  |  | 2.0 |  |  |



New Haven - Active File
Industrisl Morkers 403 Over
Sample Study lz8 Cards
Dct. 15, 193 $0^{2}$
Table XIV.










Oct. 15, 1934

Table XXII.
Age Distribution

Total Age 40
Total Agc 41
Total Age 42
Total.inge 43
Total AEE $44^{4}$
Total Age 45
Total 46 - 50 Incl.
Total 51-55 incl. Over 55

Dependency Status
No dependents
1
2
3
$\frac{4}{5}$
6
7
8 and Over

Marital Status
Married
Single
Widowed
Divorced
Separated








|  |  | $\begin{aligned} & \text {-9 } \\ & 0 \\ & \stackrel{+}{9} \\ & \hline \end{aligned}$ |  | $\left[\begin{array}{l} \infty \\ 0 \\ 0 \\ 4 \\ 0 \\ 3 \\ 0 \\ 0 \end{array}\right.$ | Hattors |  |  |  |  |  |  | Carpenters, Roofors | $\begin{array}{\|l\|} \hline 5 \\ 0 \\ 0 \\ 0 \\ 3 \\ 0 \\ 0 \\ 0 \\ 0 \\ 3 \\ 0 \\ 0 \\ 0 \\ 0 \\ 0 \end{array}$ | $\begin{aligned} & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 8 \\ & 0 \\ & \hline \end{aligned}$ |  | 2 <br> 0 <br> 0 <br> 0 <br> 0 <br> 3 <br> 0 <br> 3 <br> 2 <br> 2 <br>  <br> 0 <br>  <br> 0 <br> 0 <br> 0 | $\begin{aligned} & \stackrel{\rightharpoonup}{\beta} \\ & \hat{\beta} \\ & \underset{\sim}{\alpha} \end{aligned}$ |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\pm$ | $\stackrel{\sim}{\omega}$ | $\cdots$ | 1 | w | 1－1 | 1 | N | N | 1 | $\therefore-$ | $u$ | $\stackrel{\text { 上 }}{\square}$ | $\ldots$ | ャ | A | A | 気 |  |
|  |  |  | $10_{0}^{\circ}$ |  | 克 | 下 |  | $\cdots$ | N |  | $\stackrel{\star}{\infty}$ | $\dot{0}$ | $\begin{aligned} & \text { un } \\ & \text { un } \end{aligned}$ | $\begin{aligned} & 1 \\ & i \end{aligned}$ | $\begin{aligned} & \text { p } \\ & \text { is } \end{aligned}$ | $\stackrel{+}{\infty}$ | $\stackrel{+}{\infty}$ | 2. |  |
| $\stackrel{-}{0}$ |  | $\begin{aligned} & \underline{u} \\ & 1 \\ & 1 \\ & u_{1} \end{aligned}$ | $\begin{aligned} & =f \\ & \underset{\sim}{n} \\ & \end{aligned}$ | A | N | ث | 寺 | A | － | W゙ | $\stackrel{\omega}{\omega}$ | w | W | $\cdots$ | f | $\omega$ | w | \％ |  |
| $\stackrel{\infty}{\omega}$ | $\mapsto \sim$ | N | $\infty$ | u | 9 | v | 1 | 心 | u | 03 | c | $\omega$ | $-7$ | N | $\checkmark$ | N | $\omega$ | 2 |  |
|  | －in | N | $\begin{gathered} 6 \\ \infty \\ \infty \end{gathered}$ | $\dot{0}$ | i | $8$ |  | 0 |  | $\infty$ | Ej | $\begin{aligned} & w \\ & \dot{\sigma} \end{aligned}$ | $\left[\begin{array}{l} u_{0} \\ 0 \\ 0 \end{array}\right.$ | $\begin{aligned} & N \\ & \stackrel{N}{2} \end{aligned}$ |  | $\stackrel{N}{\stackrel{N}{4}}$ | $\left[\begin{array}{l} w \\ 0 \\ 0 \end{array}\right.$ | 03 |  |
|  | $\xrightarrow{-3}$ | $\checkmark$ | a | $\cdots$ | A | w | 心 | $\cdots$ | 㤩 | $\begin{aligned} & 6 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ | $\begin{aligned} & H \\ & 0 \\ & + \\ & B \end{aligned}$ |  |  |  | $\left\lvert\, \begin{gathered} 5 \\ \vdots \\ 0 \\ 0 \\ \vdots \\ \vdots \\ \vdots \\ 0 \end{gathered}\right.$ |  |  |  |  |
|  | $\stackrel{0}{\omega}$ | N | 1 | u | $\stackrel{\sim}{\sim}$ | ＋ | $\stackrel{-}{\sigma}$ | $160$ |  |  | ¢ |  | N | 1 | 1 |  | \％ | 능 |  |
|  |  | N |  | $8$ | $5$ | $\begin{array}{\|l} \text { Fr } \\ 0 \\ 0 \\ \hline \end{array}$ | $\begin{aligned} & 10 \\ & \stackrel{0}{\circ} \end{aligned}$ | O | $\begin{array}{\|l} 1-\infty \\ 0 \\ 02 \\ \hline \end{array}$ |  |  |  | $0$ |  |  | $\begin{aligned} & 8 / \% \\ & \dot{\sim} \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { PI } \\ & 1 \\ & \hline \end{aligned}$ | 0 2． | 疗 |
|  |  | $\begin{gathered} -3 \\ \stackrel{-}{c} \\ \stackrel{y}{\ominus} \\ \hline \end{gathered}$ |  |  | $\begin{aligned} & \text { T } \\ & + \\ & + \\ & + \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  |  |  |  | 0 0 0 0 0 0 0 0 |  |  |  |  |  |  | $\stackrel{\leftrightarrow}{8}$ | 0 3 0 0 0 0 3 0 0 0 3 0 0 | 心 |
|  | $N \sim$ | w | $1-$ | 1 | $\stackrel{-}{\square}$ | 1 | 1 | 1 | 1 | 1 | 1 | $1-$ | A | － | $\ldots$ | $\mapsto$ | N） | \％ |  |
|  |  | $\begin{aligned} & \infty \\ & \vdots \\ & i \end{aligned}$ | $w_{i}$ |  | $\begin{aligned} & W \\ & \omega \\ & \hline \end{aligned}$ |  |  |  |  |  |  | $\because$ | 它 | W | $\omega$ | $\omega$ | $\dot{0}$ | 38 |  |
|  |  |  | $\begin{aligned} & 1 \\ & \hline \end{aligned}$ |  |  |  |  | $\begin{aligned} & - \\ & 0 \\ & \stackrel{+}{\circ} \\ & \vdash \end{aligned}$ |  | $\begin{gathered} 00 \\ 0 . \\ 0 \\ 0 \\ 0 \\ \vdots \\ \vdots \\ 0 \\ 0 \end{gathered}$ |  |  |  |  |  | $\begin{gathered} \alpha_{2} \\ \stackrel{1}{5} \\ 8 \\ 8 \\ 0 \\ 0 \\ 0 \end{gathered}$ |  |  | $\begin{aligned} & 0 \\ & 0 \\ & \vdots \\ & \vdots \\ & \vdots \end{aligned}$ |
|  |  | $\checkmark$ | $\omega$ | 1 | － | $)^{3}$ | $\left\lvert\, \begin{gathered} 3 \\ 1 \\ 1 \\ 0 \\ 0 \end{gathered}\right.$ | $\\|_{1}$ | $\vdash$ | A | $\omega$ | 1 | ＋＇ | 1 | $\stackrel{+}{\square}$ | $\stackrel{\sim}{\circ}$ | W | 菏 | $\underset{\sim}{\omega}$ |
|  | 1 | $15$ | $\begin{aligned} & w \\ & 0 \\ & 0 \end{aligned}$ |  | $\begin{array}{r} i \\ i \end{array}$ | $\begin{aligned} & \underset{\sim}{\infty} \\ & \stackrel{+}{i} \\ & i \end{aligned}$ | $\left\lvert\, \begin{array}{c\|\|} \hline 0 \\ 0 \\ 5 \\ \hline \end{array}\right.$ |  | $1$ | $\stackrel{\uparrow}{\mathrm{o}}$ | $\begin{aligned} & w \\ & 0 \end{aligned}$ |  | $\begin{aligned} & \text { i } \\ & \text { in } \end{aligned}$ |  | $6$ | $\cdots$ | $\underset{c}{w}$ | O |  |







|  |  |  |  | $\begin{aligned} & \hline 0 \\ & 0 \\ & 4 \\ & 4 \\ & 0 \\ & + \\ & \vdots \end{aligned}$ |  |  |  |  |  |  |  | 0 0 3 0 0 0 + 0 0 0 0 10 0 0 0 0 3 4 |  |  | $\begin{aligned} & \hline 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & \hline \end{aligned}$ |  | $\begin{aligned} & Q \\ & 0 \\ & 2 \\ & 2 \\ & 0 \end{aligned}$ |  | $\begin{array}{\|cc}  & 114 \\ 0 & \\ 0 & \\ 0 & \\ 0 & \\ 0 & \\ 0 & \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | O－ | N | 1 | N | － | $1-$ | N | $\omega$ | 2 | $\omega$ | A | $\stackrel{\text { 上 }}{\square}$ | $\omega$ | － | 1 | is | ${ }_{3}$ |  |
|  |  |  | W |  | ¢ | $\stackrel{F}{r}$ | ir | $\begin{gathered} 0 \\ 0 \end{gathered}$ | $\stackrel{+}{+}$ | E | $\stackrel{+}{+}$ | － | F | $\stackrel{+}{+}$ | p |  | N0 | b9 |  |
| $\begin{aligned} & \dot{H} \\ & \stackrel{+}{+} \\ & \stackrel{1}{2} \end{aligned}$ |  | $u$ $\sim$ 1 $u$ | 右 | $\stackrel{\sim}{\text { E }}$ | \＄ | ఉ | N | F | － | wo | $\mathrm{C}_{0}$ | w | 耑 | 出 | $\underset{\sim}{\omega}$ | $\omega$ | N | 动家 |  |
| 8 | $\mapsto \quad 1$ | $N$ | の | $\omega$ | N | $\omega$ | $\cdots$ | $N$ | $\checkmark$ | $\omega$ | $\checkmark$ | G | 15 | N | N | $\cdots$ | $\omega$ | \％ | $\stackrel{5}{6}$ |
|  | ए | $\begin{aligned} & \pi \\ & 0 \\ & \hline \end{aligned}$ | －${ }_{0}^{\infty}$ | $\stackrel{+}{+}$ | $10$ | $\begin{aligned} & f \\ & i \end{aligned}$ | $\stackrel{y}{7}$ | $\stackrel{y}{0}$ | $\begin{aligned} & 5 \\ & \omega \\ & \hline \end{aligned}$ | $\stackrel{i}{i}$ | $\begin{aligned} & \text { F} \\ & \stackrel{\sim}{*} \end{aligned}$ | $\begin{aligned} & 7 \\ & \hline \end{aligned}$ | $\sqrt{5}$ | $\begin{aligned} & 0 \\ & 6 \end{aligned}$ | $0$ | $i^{\circ}$ | $1$ | a |  |
|  | － 0 + $\stackrel{\beta}{\circ}$ | $\begin{aligned} & \infty \\ & 1 \\ & 0 \\ & 0 \\ & 1 \\ & 0 \\ & \hline \end{aligned}$ | $\cdots$ | a | jr |  | $\omega$ | N | $\stackrel{\square}{ }$ | $$ |  | $\begin{aligned} & \text { 曷 } \\ & + \\ & \stackrel{+}{\rho} \end{aligned}$ | $\begin{aligned} & \infty \\ & 0 \\ & 0 \\ & 1 \\ & \hline \\ & \hline \\ & 0 \\ & 0 \end{aligned}$ |  | 3 0 0 0 0 0 0 0 0 |  | $\begin{aligned} & \text { d } \\ & \text { 筑 } \\ & \mu . \\ & 0 \\ & 0 \end{aligned}$ |  |  |
|  | 8 | 1 | $\stackrel{\square}{ }$ | － |  | $\stackrel{\omega}{\omega}$ | $\longmapsto$ |  | $\stackrel{\leftarrow}{\sim}$ | 0 | $\begin{gathered} \underset{\sim}{4}+ \\ \hline \end{gathered}$ | $\bigcirc$ | 1 | 1 | A | $\stackrel{\sim}{\square}$ | $\pm$ | － |  |
|  |  |  | $\cdots$ | $10$ | $1 \begin{gathered} 10 \\ 0 \\ \hline \end{gathered}$ |  | $\begin{aligned} & 18 \\ & 0 \\ & N \end{aligned}$ | $\begin{aligned} & \infty \\ & \infty \\ & \infty \\ & \hline \end{aligned}$ | $\begin{aligned} & \underset{0}{0} \\ & i \end{aligned}$ |  | in |  |  |  | $\begin{aligned} & 10 \\ & 0 \end{aligned}$ | $\begin{aligned} & \mathrm{N} \\ & \mathrm{O} \end{aligned}$ | $\begin{aligned} & 8 \\ & 1 \\ & \hline \end{aligned}$ | 04 |  |
| $\left\|\begin{array}{l} 1-3 \\ 0 \\ 0 \\ 1 \\ 1 \end{array}\right\|$ |  | $\begin{aligned} & \text { H } \\ & \stackrel{+}{+} \\ & \stackrel{+}{+} \end{aligned}$ |  | $$ |  |  |  |  |  |  |  | 0 0 0 0 0 0 0 0 0 0 6 1 -0 0 0 0 0 0 | $\begin{aligned} & 6 \\ & \hline 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \\ & 2 \\ & 0 \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ |  |  | 0 0 0 0 0 3 0 0 20 0 0 0 0 0 | $\begin{aligned} & 0 \\ & \stackrel{y}{0} \\ & 0 \\ & 73 \\ & \end{aligned}$ |  | ¢\％ |
| 0 | 湯 | N |  | 1 | － | $\vdash$ | $\mapsto$ | $\mapsto$ | $\vdash$ | A | $\longmapsto$ | $\mapsto$ | $\omega$ | 1 | 1 | 1 | N | O |  |
| O <br> y |  | $\begin{aligned} & w \\ & w \\ & w \end{aligned}$ | 保 |  | $\begin{aligned} & 1 \\ & \text { iv } \\ & \hline \end{aligned}$ | $\begin{gathered} \text { I } \\ \text { in } \\ \hline \end{gathered}$ | $\stackrel{1}{i}$ | $\begin{aligned} & \text { It } \\ & \text { in } \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { I } \\ & \text { in } \\ & \hline \end{aligned}$ | $\stackrel{\rightharpoonup}{2}$ | $\begin{aligned} & \text { f } \\ & \hline \end{aligned}$ | it | $\begin{aligned} & \text { í } \\ & \text { in } \end{aligned}$ |  |  |  | ¢ | 50 | ＋ |
|  | $\begin{aligned} & \text { ↔-9 } \\ & \stackrel{+}{+} \\ & \mapsto \end{aligned}$ |  |  |  |  |  |  | $\begin{aligned} & \text { H} \\ & \stackrel{+}{+} \\ & \stackrel{+}{\bullet} \end{aligned}$ | $\begin{aligned} & \hline Z \\ & 0 \\ & + \\ & \Omega \\ & \Omega . \\ & \vdots \\ & 0 \\ & 3 \end{aligned}$ |  |  | $\begin{array}{ll} 0 & 0 \\ 0 & 0 \\ 0 & \ddots \\ 0 & \ddots \\ 0 & 0 \\ 0 & 0 \\ 0 & 0 \\ 0 \end{array}$ |  |  |  | $\begin{aligned} & \infty \\ & \stackrel{+}{5} \\ & \stackrel{1}{f} \\ & \text { f } \\ & 0 \\ & 0 \\ & 0 \end{aligned}$ | bat さ0 0 0 50 0.0 0.0 |  | $\underset{\sim}{6}$ |
|  | 9 | － | N | N | 1 | $\bigcirc$ |  | 8 | $\omega$ | 1 | 1 | 1 | 1 | N | N | $\stackrel{+}{\infty}$ | $\omega$ | 2 |  |
|  |  | $\begin{array}{r} \square \\ \vdots \end{array}$ | W | N | N | $\frac{k}{2}$ | $H_{c}^{1}$ |  | $\stackrel{+}{+}$ |  |  |  |  | ＂ | B | $\begin{aligned} & 0 \\ & 0 \\ & i r \end{aligned}$ | \％ | $180$ |  |







