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This Journal, in association with other institutions of man, is devoted to the study and treatment of human beings arrested in development, to the prevention of arrests in human development, and to the creation of a society biologically and culturally sounder than that of the present. The particular scope of this Journal embraces the field of so-called feeble-mindedness, or of mental deficiency, or of the sub-average groups.

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THE OCCUPATIONAL STATUS OF HIGHER-GRADE MENTAL DEFECTIVES IN THE PRESENT EMERGENCY. A STUDY OF PAROLEES FROM THE WAYNE COUNTY TRAINING SCHOOL AT NORTHVILLE, MICHIGAN *

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I. DESCRIPTION OF THE SUBJECTS

THIS report is built for the most part on data submitted to the Committee on Education and Training of the American Association on Mental Deficiency as a contribution to a survey of "Occupations for Mentally Deficient Youth During the Current Emergency." Because the study of parolees from the Wayne County Training School developed from our participation in a more comprehensive survey, our methods have been determined to a large extent by the blueprint drawn by the Committee on Education and Training. We have, however, included data not requested by the Committee. Furthermore, a paroled institutional group is the product of many selective factors which have not been operative in a similar group from the public schools. For this reason we hope that a separate report on our findings may be justified.

Our subjects were divided into two main groups on the basis of I.Q.: one, corresponding to the group studied by the Committee on Education and Training, with I.Q.'s ranging from 50 to 75 inclusive; the other with I.Q.'s above 75. Members of both groups

were selected as follows: They include (1) all boys and girls who were paroled from the Wayne County Training School between January 1, 1941, and December 31, 1942, inclusive; (2) at chronological ages ranging from 15-0 to 20-0 years; (3) with I.Q.'s of 50 and above; (4) and not returned to the Training School or enrolled in school in the community at the time of the study.

Among the series of intelligence tests recorded for our children we decided to use the first Binet (Stanford or Terman-Merrill) obtained in the Training School following admission. This test was assumed to be the one most comparable with the tests likely to be reported in the survey conducted by the Committee on Education and Training.

The Social Service Department of the Wayne County Training School furnished the data on occupational status as of January 1, 1944.* We call the

* The data were entered on the basis of available up-to-date information. No special investigations were carried out. The cooperation of the department and of Mrs. Mildred H. Ainsworth, its director, is gratefully acknowledged. We likewise acknowledge with thanks the contributions of Mr. Lynn C. Sullivan, Senior Vocational Supervisor; and of Mrs. Bessie Menge, Girls' Vocational Counselor. In the listing of data Mrs. Z. Pauline Hoakley, M.A., Director of the Psychological Department, provided the I.Q.'s from her case cards. The classification of skills was done with the help of Mr. Sullivan. Some computations were made by Dr. Ruth Melcher Patterson, Research Associate.

* From the Wayne County Training School at Northville, Michigan, Robert H. Haskell, M.D., Medical Superintendent.

TABLE I
PROPORTION OF KNOWN CHILDREN *

Occupation	Main Group			High I.Q. Group		
	Boys N=98	Girls N=52	All N=150	Boys N=38	Girls N=23	All N=61
Known	92.9%	73.1%	86.0%	86.8%	91.3%	88.5%
Not Known	7.1%	26.9%	14.0%	13.2%	8.7%	11.5%

* Among the group of children not known are included some already discharged from parole.

TABLE II
UNEMPLOYABLES AMONG KNOWN CHILDREN

	Main Group			High I.Q. Group		
	Boys N=91	Girls N=38	All N=129	Boys N=33	Girls N=21	All N=54
Employable	96.7%	92.1%	95.3%	100%	100%	100%
Unemployable	3.3%	7.9%	4.7%			

children having I.Q.'s from 50 to 75 inclusive the "Main Group," the children having I.Q.'s of 76 or more the "High I.Q. Group." Table I shows that 14 per cent of the 150 children in the Main Group and 11.5 per cent of the 61 children in the High I.Q. Group were not known to the Social Service Department in terms of occupational status as of January 1, 1944. Table II shows that among the known children of the Main Group 4.7 per cent were unemployable. One of these was listed as "mentally ill," two were reported to be in a mental hospital, one was reported to be in an institution, and the remaining two were listed as "unemployable." These six children must be excluded from further consideration. The number of unemployable in the paroled group is, to a great extent, determined by admission and parole policy. The study is concerned with paroled children who cannot be considered totally incapable for mental or physical reasons.

After exclusion of the unknown and the unemployable the Main Group is reduced to 123 and the High I.Q. Group to 54 children. These groups may now be characterized further in terms of chronological age at the time of parole. (Graph I.) The average C.A. in the Main Group is 17.2 years; in the High I.Q. Group it is 17.1 years. 76.4 per cent of the Main Group and 77.8 per cent of the High I.Q. Group were from 16-0 to 18-0 years old at the time of parole.

We next review the I.Q.'s. As is seen in Graph II the mean I.Q. of the total group with I.Q.'s ranging from 50 to 96+ is 71.8. The Main Group with I.Q.'s from 50 to 76 has a mean I.Q. of 66.9; the mean I.Q. of the High I.Q. Group, with I.Q.'s ranging from 76 and beyond 96, is 82.6. Of the total group 71.7 per cent have I.Q.'s ranging from 61 to 81.

Tables III, IV, V, and VI throw some light on the selection of this group. Table III offers a breakdown of the

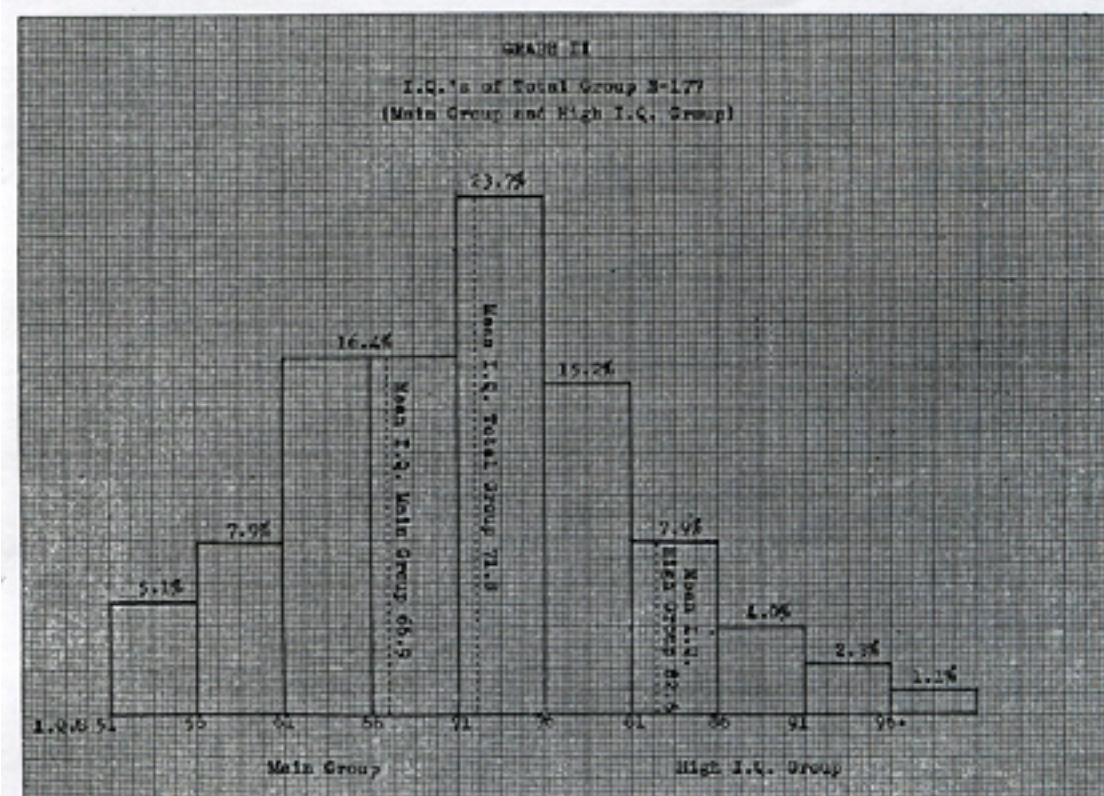
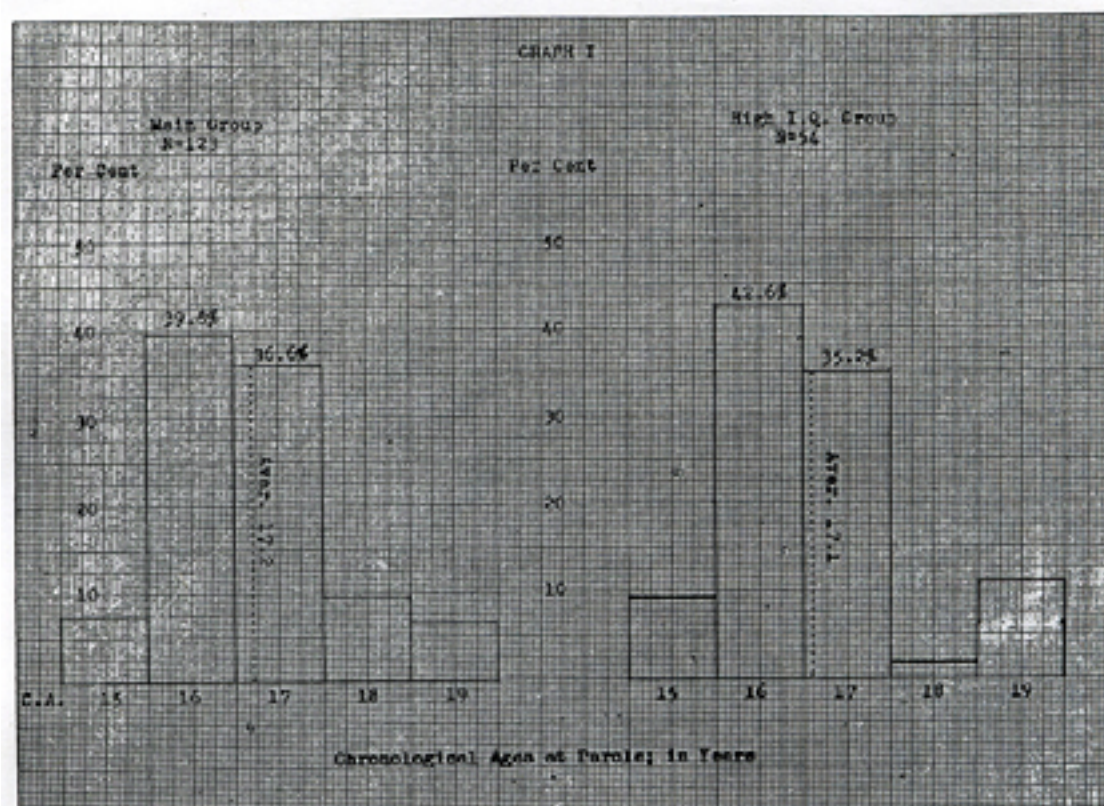


TABLE III

CHILDREN PAROLED AND DISCHARGED FROM THE WAYNE COUNTY TRAINING SCHOOL
1-1-41 TO 12-31-42 INCLUSIVE

		N	Mean I.Q.*
Paroles:			
Total Group studied (C.A. 15-0 to 20-0; I.Q. 50 and above) ..		177	71.8
Exclusions: Eligible but			
Not known	28		68.0
Unemployable	6		61.3
Total exclusions eligible	34		
Not eligible:			
C.A. below 15; all I.Q.'s.....	31		72.2
C.A. 20 and above; all I.Q.'s.....	28		58.6
Additional cases with I.Q. below 50.....	8		46.3
Additional cases returned to the Training School.....	13		64.0
Additional cases; in school in community.....	1		69.0
Total exclusions not eligible.....	81		
Total exclusions in paroled group.....		115	
Discharges from Training School:			
Exclusions: Presumably eligible if not discharged.....	8		69.4
Not eligible:			
C.A. below 15; all I.Q.'s.....	13		73.1
C.A. 20 and above; all I.Q.'s.....	3		73.3
Additional cases; I.Q. below 50.....	2		45.0
Total exclusions not eligible.....	18		
Total discharges		26	
Total exclusions paroled and discharged.....		141	65.5
Total group paroled and discharged.....		318	69.0

* First Binet following admission.

group of children paroled and discharged from the Training School in 1941 and 1942. Twenty-six children were discharged, and of these only eight might have been eligible for this study had they not been discharged.* Of the parolees, a large number, viz., 115, were excluded. However, the majority of these exclusions, viz., 81, did not meet the definite criteria set up and the number in each category is small. Furthermore, of the 34 eligible parolees who were excluded, only six were excluded by reason of unemployability. The column of I.Q.'s shows that the effect of the exclusions has been to produce a group where the I.Q.'s tend to

* This table does not account for children who may have left on vacation or truanted during the period and who, remaining in the community, with or without contact with the Social Service Department, were later discharged from the rolls.

be only slightly higher than in the total group paroled and discharged in 1941 and 1942. Table IV shows that the number of children paroled in 1941 and 1942 compares well with the numbers paroled in other two-year periods.

TABLE IV

NUMBER OF PAROLES

Operational Years	July 1 to June 30
1933-35.....	310
1935-37.....	288
1937-39.....	247
1939-41.....	289
1941-43.....	323
Calendar years 1-1-41 to 12-31-42	292

As to ages on parole, a study by Kephart and Ainsworth* shows that the average age at the time of parole

* A Preliminary Report of Community Adjustment of Parolees from the Wayne County Training School. Proc. Am. Assn. Ment. Deficiency, 1938, Vol. 43, No. 2, p. 161.

TABLE V

RESIDENT POPULATION, ADMISSIONS, AND PAROLES

Resident Population as of June 30	Operational Years July 1 to June 30		
	Admissions	Paroles	
1933.....	684	1933-34..... 205	163
1934.....	670	1934-35.....	146
1935.....	709	1935-36.....	161
1936.....	706	1936-37.....	174
1937.....	700	1937-38.....	142
1938.....	688	1938-39.....	157
1939.....	710	1939-40.....	143
1940.....	705	1940-41.....	149
1941.....	703	1941-42.....	130
1942.....	631	1942-43.....	133
1943.....	588		

SUMMARY

Resident 6-30-33	684	Paroled 7-1-33 to 6-30-43.....	1,457
Admitted 7-1-33 to 6-30-43...	1,540	Resident 6-30-43	588
		Left School, Not Paroled 7-1-33 to 6-30-43..	179
Totals.....	2,224		2,224

of all parolees from the Wayne County Training School in the period July 1, 1927, to July 1, 1933, had been 16 years and 10 months. This age approximates the average ages of 17.1 and 17.2 years of our selected age groups. The Training School is not a custodial institution, but is designed to admit higher grade mentally defective children under 16 years of age for the purpose of training them for early return to the community. According to the annual report of 1943, only 7 per cent of the children resident in the school are 20 years old or older. That a great majority are actually paroled after a short period of training would be indicated by figures on the resident population, admissions, and paroles given in Table V. We see that for the period July 1, 1933, to June 30, 1943, there were a total of 179 children who had left the school without being paroled, while for the same period a total of 1,457 children had been paroled. On June 30, 1943, 588 children were in residence.

Table VI compares the total group studied with children admitted in the period during which a majority of the children studied were admitted. The comparison in terms of the medians of the first Binets obtained following admission shows that the group studied has a somewhat higher I.Q. than the run of mine of admissions and that the difference is significant; the lower grade of morons has been somewhat depleted due to selective factors.

To summarize briefly, avoiding a lengthy discussion of the problems involved, one may assume that the 177 parolees studied are fairly representative of Training School parolees in terms of their capacity for occupational adjustment. Furthermore, the large majority of admissions are paroled. Of the causes for exclusions that may have favored the group studied, two could not serve to conceal selective factors. We are referring here, first, to the exclusion of children who upon admissions were found to have an I.Q. below

TABLE VI
I.Q.'s OF ADMISSIONS

Period of Admission:	Median	Q ₁	Q ₃	N	$\frac{D}{P.E. (diff.)}$
7-1-36 to 6-30-37	68.0			172	
7-1-37 to 6-30-38	67.5			140	
7-1-38 to 6-30-39	68.5			156	
7-1-39 to 6-30-40	66.3			143	
7-1-36 to 6-30-40	67.5	61.5	72.5	611	7.1
Total group studied	72.0	64.5	78.0	177	

Proportion of I.Q.'s 50 to 59 inclusive among admissions with I.Q. above 49:

7-1-36 to 6-30-37	18.0%
7-1-37 to 6-30-38	17.1%
7-1-38 to 6-30-39	15.3%
7-1-39 to 6-30-40	23.7%
Total group studied	13.0% (Class interval 51 to 60 inclusive)

Proportion of I.Q.'s 50 to 59 inclusive among boy admissions with I.Q. above 49:

7-1-36 to 6-30-37	15.3%
7-1-37 to 6-30-38	16.5%
7-1-38 to 6-30-39	15.2%
7-1-39 to 6-30-40	20.8%
All boys studied	11.6% (Class interval 51 to 60 inclusive)

50. Second, we are referring to the exclusion of children definitely unemployable. Among the concealed selective factors, some may not have been favorable to the group. Thus, the improved employment conditions of 1941 and 1942 may have led to the parole of some children who, in other times, would not have been considered ready for parole or who, in other times, could not have been satisfactorily placed. Furthermore, if the group studied is thought of in terms of I.Q. and chronological age, it must be remembered that it is an institutional group and thus could not represent a random selection from a population correspondingly stratified with respect to I.Q. and age. In view of the splendid facilities for special education in Wayne County, the bias in the selection of an institutional group from among a group of children of given I.Q.'s is likely to be unfavorable in terms of potential capacity for occu-

pational adjustment. We should, on the other hand, keep in mind that the paroled group studied tends to have a slightly, but apparently significantly higher I.Q. than the run of mine of admissions, and that the lower grade of morons is present in a somewhat smaller proportion than is the case among the admissions.

II. OCCUPATIONAL STATUS

We now turn to the occupational status on January 1, 1944, of the 177 parolees studied. Table VII shows that 88.6 per cent of the Main Group and 87 per cent of the High I.Q. Group are "employed." The "employment" of boys may be divided into three types: viz., various civilian jobs, war plant jobs, and armed forces. Among the boys in the Main Group, 61.4 per cent are directly participating in the war effort as workers in war plants or as members of the armed forces. In the

TABLE VII
OCCUPATIONAL STATUS, JANUARY 1, 1944

	Main Group			High I.Q. Group		
	Boys N=88 %	Girls N=35 %	All N=123 %	Boys N=33 %	Girls N=21 %	All N=54 %
"Employed":						
Married; own home (girls).....		25.7	7.3		33.3	13.0
Various civilian jobs.....	27.3	45.7	32.5	9.1	52.4	25.9
War work.....	30.7	17.2	26.8	36.4	9.5	25.9
Armed forces.....	30.7		22.0	36.4		22.2
Total "employed".....	88.7	88.6	88.6	81.9	95.2	87.0
Delinquent or unemployed.....	11.4	11.4	11.4	18.2	4.8	13.0

High I.Q. Group of boys the percentage is somewhat higher, viz., 72.8. For the armed forces alone the percentages are: Main Group 30.7; High I.Q. Group 36.4.

Girls in both groups tend strongly to be employed in their own homes or on various civilian jobs. Of a total of 16 girls "employed" in their own homes twelve are married and four are helping out at home.

Our main objective in this survey is to throw some light on the ability of our subjects to take advantage of the employment opportunities offered under war conditions. A thorough analysis of skills, responsibilities, and quality of performance, carried out by statistical as well as case study methods, would be particularly valuable. Unfortunately, time did not permit such a study. The

following information, summarized under five headings, is, however, of some interest.

1. *Relationship to employer.* One might ask if the high rate of employment is due to the fact that these subjects are employed by their families, relatives, and close friends and thus enjoy special consideration and protection. Table VIII shows that in both groups the proportion of individuals employed in such protected situations is quite low.

2. *Period of service on the same job.* The length of the period during which an individual has held the same job, even under war conditions, may in some measure indicate ability and stability, particularly if the job is not of an unskilled type. Information available on skills and responsibilities

TABLE VIII
CIVILIAN JOBS

	Main Group			High I.Q. Group		
	Boys N=51 %	Girls* N=22 %	All N=73 %	Boys N=15 %	Girls* N=13 %	All N=28 %
Relationship to employer:						
Family, relative, close friend.....	5.9	9.1	6.8		7.7	3.6
No relationship.....	78.4	90.9	82.2	86.7	84.6	89.3
Not known.....	15.7		11.0	13.3	7.7	7.1

* Outside own home.

does not lend itself to a fine classification, but the jobs which require only unskilled work are quite clearly designated. Almost all the unskilled workers with lower than average wages belong in the Main Group, but even in this group their number is small. (Table IX.) Table X shows that the majority of the members of both the Main Group and the High I.Q. Group, who are employed by strangers, have been employed on their present jobs for three months or more. Finally, according to

Table XI, there is no evidence that those who hold higher type jobs, or earn average or better than average wages, are relatively more likely to have held their jobs for less than three months than are the unskilled workers with less than average wages.

3. *Wages.* In Table XII the various civilian jobs of Table VII have been divided into two groups, viz., "Other factories" and "Miscellaneous." War workers consistently tend to receive the highest wages; workers with miscel-

TABLE IX

CIVILIAN JOBS

	Main Group			High I.Q. Group		
	Boys N=51 %	Girls* N=22 %	All N=73 %	Boys N=15 %	Girls* N=13 %	All N=28 %
Skills and responsibilities:						
Unskilled with lower than average wage**	17.7	13.6	16.4	6.7	7.7	7.1
Unskilled; wage average or higher**	7.8		5.5			
Higher type jobs	49.0	77.3	57.5	80.0	76.9	78.6
Not known	25.5	9.1	20.6	13.3	15.4	14.3

* Outside own home.

** Based on the average for boys and girls separately.

TABLE X

CIVILIAN JOBS; EMPLOYMENT BY STRANGERS

	Main Group			High I.Q. Group		
	Boys N=40 %	Girls N=20 %	All N=60 %	Boys N=13 %	Girls N=11 %	All N=24 %
Length of service:						
Less than three months	17.5	5.0	13.3	15.4	36.4	25.0
Three months or more	80.0	95.0	85.0	84.6	63.6	75.0
Not known	2.5		1.7			

TABLE XI

CIVILIAN JOBS; EMPLOYMENT BY STRANGERS; TOTAL GROUP

	Unskilled with Less than Average Wage		Higher-Type Job; or Wage Average or Better		Not Known N	Totals N
	N	%	N	%		
Length of service:						
Less than three months	3	23.1	9	14.8	2	14
Three months or more	10	76.9	52	85.3	7	69
Not known					1	1
Totals	13		61		10	84

laneous jobs consistently tend to receive the lowest wages (in fact, only a little more than half the earnings of the former). The High I.Q. Group tends to receive higher wages than the Main Group, but the difference is not large. Girls' wages tend to be lower than boys' wages, but even girls on miscellaneous jobs make an average of \$22.67 per week.

4. *Manner of obtaining job.* One may also inquire whether or not our subjects show independence in obtaining jobs. Table XIII shows that only a comparatively small proportion has received the assistance of the Social Service Department in obtaining the jobs reported, that the largest number has

* These proportions may not correspond to those prevailing at other times. It is at present not so necessary or so advantageous to approach employers for the purpose of obtaining jobs for the children.

obtained these jobs that the Main Group probably with the High

5. *Relationship wages.* In the preferences which might reflect superior performance of the High I.Q. Group from time to time, instances which might the Main Group and it has been our Main Group has compared with the terms of these findings to throw additional light, the relationship wages and I.Q.'s for the 48 boys known, exclusive of Table XIV we ma

TABLE XIII

CIVILIAN JOBS

	Main Group		
	Boys N=51 %	Girls* N=22 %	All N=73 %
Job obtained through:			
Social Service Department	13.7	31.8	19.2
Self with aid of Social Service Dept.	2.0		1.4
Relative or friend	21.6	18.2	20.6
Agency	3.9		2.7
Self	43.1	45.5	43.8
Not known	15.7	4.5	12.3

* Outside own home.

TABLE XIV

CIVILIAN WAGES AND I.Q.'s*

		I.Q.s		
		51-60	61-70	71-80
Average Wage \$42.43	{ Superior Wage	3	10	9
	{ Inferior Wage	4	7	10
	Totals	7	17	19

* For all boys, exclusive of farm boys, whose wages are known. Superior wage=better; inferior wage=below average.

laneous jobs consistently tend to receive the lowest wages (in fact, only a little more than half the earnings of the former). The High I.Q. Group tends to receive higher wages than the Main Group, but the difference is not large. Girls' wages tend to be lower than boys' wages, but even girls on miscellaneous jobs make an average of \$22.67 per week.

4. *Manner of obtaining job.* One may also inquire whether or not our subjects show independence in obtaining jobs. Table XIII shows that only a comparatively small proportion has received the assistance of the Social Service Department in obtaining the jobs reported, that the largest number has

* These proportions may not correspond to those prevailing at other times. It is at present not so necessary or so advantageous to approach employers for the purpose of obtaining jobs for the children.

obtained these jobs without help, and that the Main Group compares favorably with the High I.Q. Group.*

5. *Relationship between I.Q. and wages.* In the preceding reviews, differences which might be thought to reflect superior performance on the part of the High I.Q. Group have appeared from time to time. However, differences which might be taken to favor the Main Group have also appeared, and it has been our impression that the Main Group has done well as compared with the High I.Q. Group in terms of these findings. In an attempt to throw additional light on this problem, the relation between civilian wages and I.Q.'s have been examined for the 48 boys for whom wages were known, exclusive of farm boys. From Table XIV we may conclude that there

TABLE XIII

CIVILIAN JOBS

	Main Group			High I.Q. Group		
	Boys N=51 %	Girls* N=22 %	All N=73 %	Boys N=15 %	Girls* N=13 %	All N=28 %
Job obtained through:						
Social Service Department	13.7	31.8	19.2	33.3	15.4	25.0
Self with aid of Social Service Dept.	2.0		1.4			
Relative or friend.....	21.6	18.2	20.6	13.3	7.7	10.8
Agency.....	3.9		2.7	6.7		3.4
Self	43.1	45.5	43.8	33.3	69.2	50.0
Not known	15.7	4.5	12.3	13.3	7.7	10.8

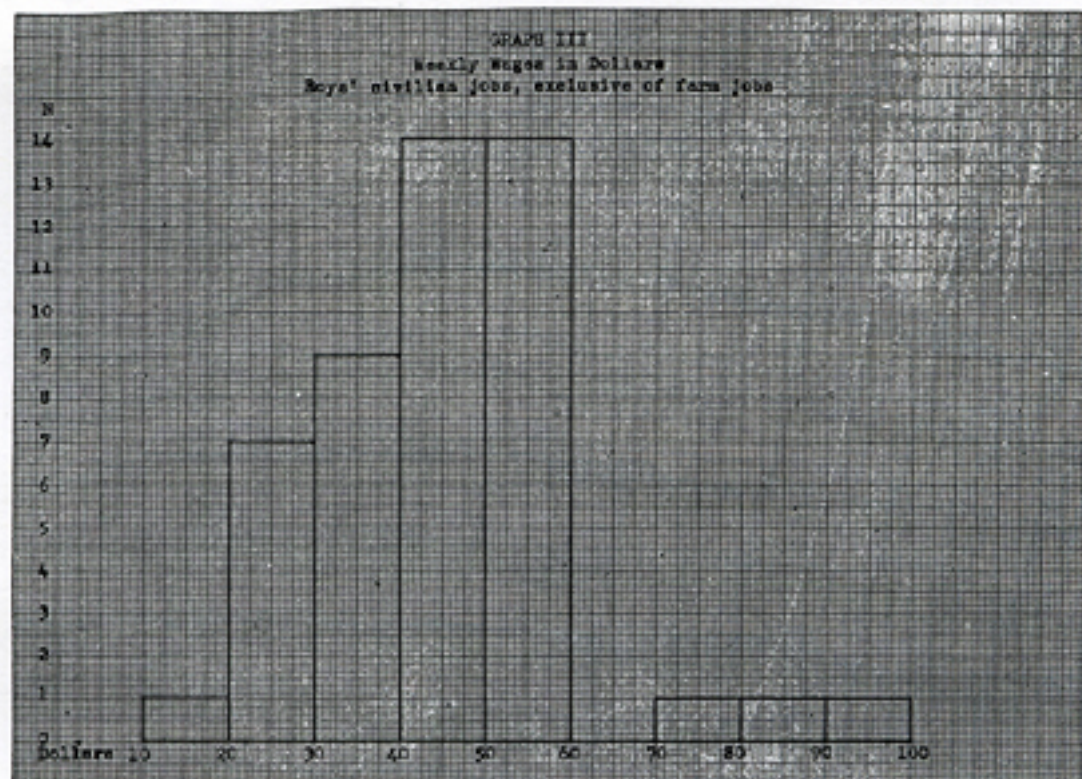
* Outside own home.

TABLE XIV

CIVILIAN WAGES AND I.Q.'s*

Average Wage \$42.43		I.Q.s				Totals
		51-60	61-70	71-80	81-90	
	{ Superior Wage	3	10	9	2	24
	{ Inferior Wage	4	7	10	3	24
	Totals	7	17	19	5	48

* For all boys, exclusive of farm boys, whose wages are known. Superior wage=average or better; inferior wage=below average.



is no evidence of a relationship between wages and I.Q.'s in these data.*

Graph III shows that the majority obtains weekly wages ranging from \$40 to \$60 per week. This also represents, with few exceptions, the upper limit of earning power. The group earning less than \$40 per week is quite large. The frequencies taper off fairly gradually and do not indicate the existence of a low-wage group sharply differentiated from the majority. Still, the differentiation in wages is sufficiently large to justify our inquiry into the relationship between wages and I.Q.'s.

That the absence of a relationship is not due to a continued selection of favorable cases in the low I.Q. classifications is indicated in Table XV. It is

*The χ^2 obtained from Table XIV is .4481. For three degrees of freedom χ^2 will exceed this value between 90 and 95 per cent of the time.

true that a few extreme I.Q.'s have been eliminated from our group of 48 wage earners, but the range is still 56 to 91 and the proportion of cases in each I.Q. classification is practically the same as in the original group of boys studied.

That the absence of a relationship between I.Q.'s and wages is not due to race discrimination is evident from the fact that the twelve negroes included among the 48 wage earners make an average of \$45.78 per week. Only three make less than the average wage for the whole group of 48. The twelve have an average I.Q. of 70.8.

III. SUMMARY AND COMMENTS

1. This study is concerned with the occupational status on January 1, 1944, of 177 parolees from the Wayne County Training School. The subjects were all paroled in 1941 and 1942. Their mean

TABLE XV
I.Q.'s OF BOYS STUDIED

	All N=121 %	All Civilian Jobs N=66 %	All Wages Known * N=48 %
51-55	4.1	3.0	
56-60	7.4	12.1	14.6
61-65	19.8	22.7	18.8
66-70	16.5	15.2	16.7
71-75	24.8	24.2	25.0
76-80	14.9	13.6	14.6
81-85	4.1	4.6	6.3
86-90	5.8	3.0	4.2
91-95	1.7	1.5	
96+	.8		
		11.6	15.2
		36.3	37.9
		39.7	37.8
		9.9	7.6
			35.4
			39.6
			10.4

* Exclusive of farm jobs.

age at parole was 17.2 years; their mean I.Q., 71.8.

2. The composition of the group has been reviewed in some detail. It is concluded that the subjects may be assumed to be fairly representative of Training School parolees and, furthermore, that the large majority of admissions are paroled. Among the selective factors some may not have been favorable to the group. Among findings suggesting favorable factors we should note a mean I.Q. which is slightly, but significantly, higher than the mean I.Q. of the run of mine of admissions, and that the lower grade of morons is present in a somewhat smaller proportion than is the case among the admissions.

3. Eighty-eight per cent of these parolees are "employed," i.e., not delinquent or unemployed. Approximately two-thirds of the boys are in the armed forces or working in war plants. The proportion of girls in war plants is comparatively small.

4. We are interested in showing what these handicapped individuals can do if given a chance to adapt to a job in their own way at a time when competition with more intelligent and effective per-

sonalities is reduced. Inadequate ability to impress an employer at first sight, or to adapt to the job so readily as to be acceptable to an employer who is subject to keen competition and has a wide latitude in the choice of employees, does not necessarily imply lack of capacity to handle the same responsibilities after a longer period of experience under guidance. If that capacity is potentially present, then the interests as well as the obligations of society require that it be developed.

Time did not permit a thorough analysis of skills, responsibilities, and quality of performance. The information available supports the view that a large proportion of these subjects are actually capable of handling substantial jobs. They should be able to find adequate occupation in a society organized for full employment of all employables. We could, however, not claim that the present figures represent exactly the picture which would be obtained under more settled conditions.

5. (a) In our findings these individuals are shown not to be dependent to any significant extent on the consideration and protection provided by

employment by their own families, by relatives, or close friends.

(b) A large proportion work above the unskilled level.

(c) Among those who are employed by strangers, the large majority have held their jobs for three months or more. There is no evidence that those who hold a higher type of job, or earn an average or better than average wage, are relatively more likely to have held their jobs for less than three months than are the unskilled workers with less than average wages.

(d) Wages are high. War workers

make on the average \$48.39 per week. The lowest wages are received by girls holding miscellaneous jobs. But even this group earns an average of \$22.67 per week.

(e) A large proportion of the group has been able to obtain their present jobs without the aid of the Social Service Department of the Training School.

(f) Throughout, the lower I.Q.'s have compared well with higher I.Q.'s. An analysis of I.Q.'s and wages for 48 civilian boys shows that there is no indication of a relationship between these factors in the present data.

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