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A study of the services rendered by the Georgia Veterans League to thirty veterans seeking on-the-job training during January, February and March, 1946

Lena Dunn Sayles

Atlanta University

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A STUDY OF THE SERVICES RENDERED BY THE GEORGIA VETERANS LEAGUE TO THIRTY VETERANS SEEKING ON-THE-JOB TRAINING DURING JANUARY, FEBRUARY AND MARCH, 1946

A THESIS

SUBMITTED TO THE FACULTY OF ATLANTA UNIVERSITY SCHOOL OF SOCIAL WORK IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF SOCIAL WORK

BY

LENA DUNN SAYLES

ATLANTA, GEORGIA

AUGUST, 1946
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CHAPTER I
INTRODUCTION

Significance of The Problem

According to the New Standard Dictionary, a problem is a matter of uncertainty requiring further light to determine the truth especially when difficult or uncertain. Concerning the veteran, W. C. Reaves says, that since fifteen million veterans or more will probably emerge from the Armed Forces at the close of World War II, the country faces an enormous problem in helping to find the best possible road back to civilian life. The situation presented is both social and economic.

Willard Waller confirms this statement by saying that the veteran who comes home is a social problem and certainly a major one during the next few years. His condition becomes acute because of his misfortunes and his needs, and because he is maimed, crippled, demented and sometimes cold and hungry. He is a victim of these things from no fault or desire of his own but solely because of what has been done to him. He has been used as an instrument of national policy. No man could have a better right to bitterness. These men will return to the community in a very uncomfortable frame of mind. It will be difficult to find the complacent, obedient boys who were sent away in the embittered, hostile veterans who return.

From a social point of view, it is difficult to determine from public utterances and writings, the magnitude or the province in which the task may lie. Major David Wright says that it is difficult to conclude to what

2 William C. Reaves, "Problems of Understanding Our Veterans, Unit of Instructional Material Issued By the National Education Association," School Review, LIII, (May, 1945), 254.
extent the problem is medical, to what extent psychiatric or to what extent educational and social. The fact that all psychiatric problems are at the same time social and educational ones, some differentiating lines must be drawn when one comes to the practical matter of deciding what agencies and what men can properly assume responsibility in aiding in the solution.

An increasing number of government and civilian agencies have made plans related to a particular aspect of the solution. They are educational institutions, medical agencies, trade unions, industries, religious establishments and veterans organizations. Hence, the adjustment of the returned soldier will depend to a large extent upon collaboration of physicians with statesmen, the sociologist, psychologist, industrialist, and in fact with society as a whole. There is evidence that the people of the United States have realized the importance of providing rehabilitation for disabled veterans and the able bodied too. Primarily there is a recognition of the need for social well being and economic adjustment on the part of the veterans.

The adjustment to be made to civilian status in the community may be a difficult one. Many soldiers will find the home town uninteresting. When they first left, home was all they knew in the world. In a large measure they will judge home by the yard stick of travel which has broadened many

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1 David G. Wright, "The Veteran Comes Home," The Compass, XXVI (June, 1945), 7.
2 Ibid.
3 Ibid.
of them, and which will often make home and home folks seem narrow and small.¹ The veteran must develop a new set of interests before he can regain the old satisfactions.

Interest in community problems, personalities, the church, politics and recreation will gradually return provided the veteran will be patient and give himself an opportunity to participate in local affairs. Then, too, the veteran's transition to civilian life will depend on how much he has changed in military service, how able and willing he is to compromise and how flexible the social environment is into which he steps. This is a double adjustment for the soldier to make. For not only is the veterans changed from the man he was, but the society to which he returns is a different one.²

Moreover, many a veteran will have to learn how to take responsibility and make decisions. His children and other people come to him for decisions and on these decisions will rest his happiness and theirs. For a prolonged period in the service his thinking was done for him. He will have to learn not to depend upon this prop to which he has become accustomed.³

On the other hand, the economic aspect of the problem is a very serious one. The soldier returns to a world of wide spread disruption because of the process of converting industry to a peace time basis. Much has been written upon this phase of the problem, particularly, as it applies to demobilization, the prospects of employment, and the agencies available for economic guidance and financial aid.⁴


² Willard Waller, op. cit., p. 113.

³ Christopher La Forge, op. cit.

Thinking with reference to the number of jobs that will be needed in the post-war period needs to be somewhat elastic. The concept of "full employment" in the United States after the war is a political, not a statistical concept.¹

Significantly, it now appears to be accepted by all political groups that there must be sufficient jobs. Most people have gotten accustomed to the idea that this is a public responsibility. It is commonly hoped as a result of the initiative of business men that jobs will be created, but it is accepted that if jobs are not available, the government will have to intervene to create employment.²

For the man who can find and have reasonable certainty of keeping a job the first and largest step toward adjustment is taken.³ Generally, the returned soldier fears the future. Many of them appear outwardly cocky and confident; but inwardly they wonder about their ability to get established in civilian life even though they can get their old jobs back. They raise doubts within themselves in regards to its stability, the likelihood for promotion, or whether their absence has gotten them out of the swing of the old job.⁴

Sooner or later the veteran must find work or return to school for further education or retraining. Some men, moreover, will develop an attitude that they should not work. But happiness and complete reintegration into a civilian life cannot be achieved unless they are willing

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2 Ibid.

3 Robert A. Nisbet, op. cit., p. 268.

4 William Maland, op. cit., p. 118.
to return to the accepted pattern of the community. This pattern requires that a man have a job and be self-supporting.

In a great many instances, the skills that the veteran learned in the army are not useful in civilian life; yet there are a few veterans who will benefit by these skills. In general, however, the picture is one of men who struggled very hard to acquire certain distinctions and find that with the end of the war they are useless.

In an effort to understand the problem of the individual veteran, there is some assurance that the men when they return will have a different philosophy of life from that which they had before entering the service. They will want to find their places and make their way in the same manner as everybody else.

Purpose

The purpose of this study is to describe the program of the Georgia Veterans League from the time it was organized to the present time, to describe the adjustment made by veterans engaged in on-the-job training secured with the help of the Georgia Veterans League in Atlanta; and to determine the need of a counseling service to render aid to returned veterans who wish to be helped with their problems.

Scope

This study will be confined to the city of Atlanta and Fulton County. It will include thirty veterans selected from among those served by the Georgia Veterans League during January, February and March of 1946 in Atlanta, Georgia.

Method

Interviews were held with key people in the Georgia Veterans League, the Atlanta Chapters of the American Legion and the Veterans of Foreign
Wars. Case records were used as a basis to show (1) what some of the problems of the veterans were and (2) what services were rendered to help meet these problems. Additional information was secured by reference reading on the returned veteran, community organization and vocational guidance.
CHAPTER II

COORDINATION OF COMMUNITY RESOURCES AS AN AID TO ADJUSTMENT

National Planning

In planning national and local services to veterans of the armed forces, the number of veterans, the rate of discharge and the individual needs of these men and women are among the factors to be considered. The desires of these veterans will vary with each individual.\(^1\) Broadly speaking, all discharged men and women will have to shift from military to civilian activity. Many will make the transfer to employment, to school or other activity without aid from the community or Government. Hence, friends, relatives and the ordinary process of community life will shape their adjustment.\(^2\)

Yet, there will be many veterans who will not have friends or relatives to assist them. Many will find the ordinary processes of community life insufficient. Some will not find jobs. Others will be in a new and strange community.

The discharged man or woman may require counseling on personal or family problems, general information, assistance with claims, financial assistance for dependents, hospitalization, medical and follow-up care, psychiatric and follow-up care, vocational rehabilitation, job training, employment service, unemployment compensation, readjustment allowance, insurance, home, business or farm loans and other problems.

Several factors, however, make it inevitable and advisable that the nation, the various states and the local communities establish special

\(^1\) George K. Pratt, *Soldier to Civilian* (New York, 1944), pp. 203-204.

\(^2\) Ibid.
machinery at this time to plan and coordinate services to discharged veterans. These factors include the existence of a large group of citizens whose needs for community attention stem from a single source—their service in the armed forces. Special legislatures have granted certain privileges to this group. Then too, there is universal public opinion based on misconception of aims and methods of regular social services which creates a demand that services to veterans be separated from services to other citizens.2

There are three types of operations involved in a program to meet the special needs of the veterans. First, there is the job of planning and coordinating made necessary by the great interest in the problem. Second, there is the rendering of common services, such as the operation of information and referral centers, which involves the cooperation of all groups. Third, there is the actual administration of direct services to individuals.3

Since the prosecution of the war is an operation of the Federal Government, it is natural that national planning should center there.

On February 24, 1944, the President of the United States issued an executive order 9427, establishing the Retraining and Reemployment Administration. The executive order states:

There is hereby established in the office of War Mobilization a Retraining and Reemployment Administration, the function of which, subject to the general supervision of the Director of War Mobilization, shall be exercised by a Retraining and Reemployment Administrator to be appointed by the Director of War Mobilization.4

1 Community Service For Veterans, National Committee on Service to Veterans Under the Auspices of the National Social Work Council (New York, 1944), p. 5.

2 Ibid.

3 Ibid.

With the assistance of a Retraining and Reemployment Policy Board composed of a representative of the Department of Labor, the Federal Security Agency, the War Manpower Commission, the Selective Service System, the Veterans Administration, the Civil Service Commission, the Navy Department and the War Production Board, it shall be, the function of the Administration:

To have general supervision and direction of the activities of all government agencies relating to the retraining and re-employment of persons discharged or released from services or other war work including all work directly affected by the cessation of hostilities or the reduction of the war program; to issue necessary regulation and direction in connection there; and to advise with the appropriate committees of the congress as to the steps taken or to be taken with the respect there to.

One of the activities of this board has been to draw up a statement on information centers for veterans and workers. On the basis of this statement by the Policy Board, the Reemployment Retraining Administration issued, on May 17, 1944, order number I, covering the organization and operation of the veterans information centers. This order directs:

There shall be established in each state a veteran service committee composed of representatives of the Selective Service System, the War Manpower Commission and the Veterans Administration. Also, it is directed that in each community there shall be established a veterans service committee composed of representatives of the Selective Service System, the United States Employment Service of the War Manpower Commission, and the Veterans Administration insofar as any one or all these agencies have representatives available in the community.

Now, in order to provide a channel between local and federal efforts to meet the needs of returning veterans and to stimulate and advise local planning, many state governments have already established special commissions

1. Ibid.
2. Ibid.
3. Ibid.
4. Community Service for Veterans, National Committee on Services to Veterans, op. cit., p. 5.
5. Ibid.
or departments. Hundreds of planning groups have come into being locally through the action of the city or county governments or under a variety of other auspices. It is apparently the plan of the Reemployment Retraining Administration to work with and through such bodies.\(^1\)

Local Planning

The all important job of the community is that of making itself a coordinated, cooperative, well instructed and purposeful organism in which the returned service men can find the positions and stimuli they need.\(^2\)

The community and its various parts must define their goals and the direction in which they mean to go. They must provide the machinery, the jobs and the ways of accomplishing their purpose. Trustworthy leaders must also be provided.\(^3\)

The problem of the integration of veterans in civilian life can best be met by concerted action of the entire community.\(^4\) Any such program requires adequate planning and every interested group should share in the conception and supervision of the program including rehabilitation agencies, welfare groups, the council of social agencies, schools, organized labor, employment services, local medical and dental associations, service clubs, veterans organizations, the Chamber of Commerce, the manufacturers association and interested private citizens who know their community work.

This experience seems to indicate that the present opportunity for


\(^3\) Ibid.

achieving community integration through service to veterans has many latent possibilities looking toward welfare of the total population. Inasmuch as this everybody's business certainly everybody is indebted to those men and women who have sacrificed so much in military service. Certainly, everybody suffers when even a single veteran fails to make a satisfactory adjustment and becomes a continuing liability for the community.2

The job is not one to be accomplished by following a set of blue print rules. City after city could be cited to show that the knowledge comes from long experience in community organization in planning and working together. The committees which have succeeded in establishing effective programs almost invariably have a well developed social planning body.3 They have a strong welfare council or at least a successful Community Chest or a farsighted Chamber of Commerce.

According to George K. Pratt, all agencies and organizations interested in and equipped to serve returning members of the armed forces should work together in planning new services in expanding or adjusting established services and in furthering civilian understanding of returning veterans.4 Each agency should provide the type of service it is most competent to give. Up to date information about services should be available.

It is indeed a short-sighted community which does not work with and help the federal and state agencies in their effort to assist. The

1 Ibid., p. 148.

2 The Home Town Job, National Committee on Service to Veterans Under Auspices of National Social Work Council (New York, 1945), pp. 5-6.


4 Ibid., pp. 221-222.
veteran.¹ But even short-sighted is the community which says we pay taxes; let the Government do it. Neither Washington, D. C., nor the State Capital can guarantee that the veteran will have his head up a year or five years after he gets back. His family, friends, employer, club, civic and welfare organization of the home town will determine that.²

There are many small communities which have a few organized social agencies, but most communities have schools, churches and civic organizations. On the other hand, larger communities have one or more of the following types of agencies: A family service agency, a Red Cross Chapter, a United States Employment Service, a child care agency, a public welfare agency, a Travelers Aid Society, a YMCA, a YWCA, or a sectarian social agency.

Inasmuch as every community is different, no two localities will or should set up a veteran planning body in exactly the same way. Nevertheless, there are certain fundamental important points which should be stressed. First, there should be representatives of organizations rendering service in connection with the problems of veterans. Second, there should be citizens on the planning body who represent major community point of view.³

This committee should be accepted as the central planning body by all organizations and the public. It should be recognized by and have the cooperation of local representatives of the Reemployment and Retraining Administration. As a planning body, it should not engage in rendering direct services to individuals.⁴ This committee should further be the

¹ The Home Town Job, National Committee on Service to Veterans, op. cit., p. 6.

² Ibid., p. 7.

³ Community Service For Veterans, National Committee on Service to Veterans, op. cit., p. 7.

⁴ Ibid.
clearing house for all ideas and projects concerning the welfare of the returning veterans, to the end that every organization and individual may make the greatest contribution without duplication of effort. It should gather and make available the facts about the number of veterans returning to the community; determine the adequacy of direct service facilities to meet the needs of the veterans; plan and stimulate community action; determine the need for an information center and how it should be administered; and carry on a program of interpretation and information regarding the veterans.¹

In short, the real work of rehabilitation must be done in the local community. It is well to consider that every veteran is in need of some sort of rehabilitation. It is the job of the local community to make the veteran a civilian again.²

Experience has shown that all work must be organized and coordinated in such a way as to avoid duplication and competition of agencies and to make the full use of all agencies and community resources. There must then be really central planning and coordination in the attack upon the veterans problems.³

Therefore, in planning and organizing community facilities, there should be an avoidance of placing them on a temporary basis. The work of adjusting the veterans to society will necessarily last for several years. Machinery established for dealing with veterans should be a permanent part of the community structure. World War I has demonstrated that organized

¹ Organization and Operation of Veterans' Information Service Centers, Office of War Mobilization, Retraining and Reemployment Administration, op. cit., pp. 2-4.
² Willard Waller, op. cit., p. 270.
³ Ibid., p. 273.
community efforts tend to decline rapidly in the post war period.  

Veterans Information Centers.--The organization of veterans' information centers has been proceeding rapidly as local communities prepare to welcome back increasing numbers of returning service men and women.

Generally, the primary purpose of an information center is to act as a liaison between the veterans and the resources of the local community. That is, it informs veterans of the services available to them; interprets the usefulness of such service and refers veterans to the appropriate service agencies. The information center should be the focal point around which the total program for servicemen and veterans operate. It is a place where servicemen, veterans and members of their families can go for information. The center is not intended to duplicate work already being done, but to reduce duplication and make it possible for the veterans to reach quickly, and easily the particular individual or group that can best help them.

Usually, when an information center is in the process of being developed, it is necessary first, to have a written understanding with each agency as to the type of problems that may be referred to the agency based on agency's program; second, the number of referrals. The National Committee on Service to Veterans believes that the most desirable procedure would be for the interviewer at the center to telephone the agency at the conclusion of the interview with the veteran and make an appointment for him.

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1 Ibid., p. 276.

2 Community Service For Veterans, National Committee on Service to Veterans, op. cit., p. 9.

3 A Guide for Information and Referral Centers, the Information and Referral Sub-Committee of the Governors Committee (Columbus, 1944), p. 5.
with the appropriate agency.\textsuperscript{1} Such arrangements should lead to a more intelligent use of services of both public and private agencies. This also avoids the necessity of refusals after referrals have been made, or the passing of referrals from agency to agency.

In the last analysis, the program of an information center is good or poor according to the qualifications of the Staff.\textsuperscript{2} It must be able to command the cooperation of professional as well as other community groups. It must be competent to do a job of securing and giving quick help, but recognizing those who need special help and the true nature of the problem presented so as to make proper referrals to appropriate agencies.

\textsuperscript{1} Community Service for Veterans, National Committee on Service to Veterans, \textit{op. cit.}, p. 12.
\textsuperscript{2} Ibid.
CHAPTER III

HISTORICAL BACKGROUND OF THE GEORGIA VETERANS LEAGUE

Lack of Organizations for Negro Veterans

For a long time, it has been the policy of the various veterans organizations, such as the American Legion and the Veterans of Foreign Wars, not to integrate Negroes in their Posts or set up jim-crow Posts for them in the South.

In an interview with Mr. William McRay, he stated that the Constitution of the American Legion was made by Congress of the United States. He further stated that there is not anything in it which says Negroes cannot join or set up posts. If Negroes have been refused admittance it is because of local policy. All posts in a given district must consent if a new post is to be organized. 1

Recently, the American Legion has sponsored what is known as the Tennessee Plan. This plan tends to create a special District and all Negro Posts will be assigned to it. The State of Georgia has made resolutions to the effect of adopting the Tennessee Plan in its 1946 Convention in Savannah. 2

A conference with Mr. Roy J. Millwood brought to light the attitude of the Veterans of Foreign Wars. He stated that the Constitution does not exclude Negroes. But, for a number of years, there have not been any whites who were interested in forming Negro Posts. A change has taken place, however, within the last few weeks--members of the organization

1 Statement by William McRay, 5th District Commander of the American Legion, First National Bank, Atlanta, Georgia, personal interview, April 22, 1946.

2 Resolution from Atlanta Post No. 1, Department of Georgia, Atlanta, Georgia, April 24, 1946.
have been trying to set up a Negro Post in Atlanta.  

Since there were not any veterans organizations interested in accepting the returned Negro Veterans, it was necessary for veterans of World War II to seek to organize their own. Thus, the Georgia Veterans League was organized.

Early Developments of The League

The seed of the Georgia Veterans League had its beginning in organizing a small group of veterans into a Veterans Club, March 4, 1944, at the United Service Organization Center. It was during the month of February 1944 that the Staff of the United Service Organization Center had begun to think in terms of sponsoring a Veterans Club. In this same month, four or five veterans were observed in the United Service Organization Center for the first time. Among these men were Messrs. James Patrick and Andrew J. Lewis, both of whom had been discharged and were voluntarily working at the United Service Organization. The subject of a Veterans Club was discussed with them. They thought well of the idea. Each promised to contact three or four other veterans and invite them to a meeting, at which time, a club would be formed.

The first meeting was scheduled for the third Sunday in March, 1944. By remarkable coincidence, there appeared an article in the Atlanta Daily World, calling all veterans to attend a meeting at the Butler Street YMCA. Mr. Charles Westbrook, a disabled veteran, initiated the idea.

Statement by Roy J. Millwood, Junior Commander, Post 3563, Veterans of Foreign Wars, Atlanta, Georgia, personal interview, April 26, 1945.

History of the Georgia Veterans League by Charles W. Greenlea, Director, United Service Organization, Service Men's Center, Atlanta, Georgia, personal interview, April 15, 1945.

Atlanta Daily World, "Veterans of World War II To Meet at YMCA," XVI (March 25, 1944), p. 5.
Mr. Westbrook was contacted and told about the contemplated plans of the veterans at the United Service Organization. It was then suggested that both groups formulate their plans on their respective days and meet together on the first Sunday in April, and form one big club at the United Service Organization Center. Thus, on the specified date, eleven young veterans met and started what was later to become the Georgia Veterans League.

At this first meeting, Mr. Charles W. Greenlea, suggested that the men serve as volunteers whenever needed at the United Service Organization, and also enjoy social recreation. This became the original purpose of the club. The men were enthusiastic and began to discuss the possibility of their little veterans group becoming a large and powerful organization. The group decided to meet the first and third Sundays in each month, at 5:00 o'clock. Two such meetings were held before officers were elected.

It was in May that the officers were elected. Mr. Charles Milton was elected president; and Mr. James Patrick was elected vice-president. None of the men seemed able or willing to assume the responsibility of becoming secretary. The report of the previous meetings was made verbally by volunteers.

The group decided to pay a joining fee of one dollar and fifty cents monthly dues. There was no particular purpose in mind for which the money was to be used. One member suggested that each member be given money or flowers in case of illness. The majority did not favor this opinion. Another member, however, suggested a portion of the funds be used for a dance to which the men could bring their wives, sweethearts and friends. It was finally decided to establish a treasury and defer discussion of its use for this time.

During the next three or four months the meetings were more or less
discussion groups. The veterans discussed their military experiences, the various problems they were meeting in seeking jobs, loans, pensions and housing. Later, it was decided that authorities would be brought to the group to discuss problems that interested the veterans. Among those who were asked to speak were Mr. J. B. Blayton, of Atlanta University, who discussed, "Small Business Ventures," Mr. Clark Hogan, of the United States Employment Service, who spoke on "Readjustment Allowance;" and Sgt. Robert Williams, Personnel Counselor, Fort McPherson, who spoke on the "G. I. Bill of Rights."

After several months of meeting, apparently several officers and members began to lose interest or had moved away. It was through this process that practically all the functioning officers of the group were gradually lost. At this time, the United Service Organization had acquired the services of Mrs. Lena Sayles to act as program director. Mrs. Sayles sat in some of the veterans' meetings. She was asked to assume the responsibility of secretary until a suitable veteran joined the club.

Eventually, the idea of the club having a constitution and by-laws arose. A committee composed of veterans and two Staff members worked on the project. After the adoption of the constitution the official name of the organization became the Fulton County Negro Veterans League.

At this point, more highly educated and enthusiastic men were coming in. A desire to foster a state-wide organization was often discussed. Several members visualized an organization that could draw in a large percentage of the Negroes of Georgia who had returned from services. They also visualized becoming politically strong over the State and potentially able to protect the civil rights of the most insignificant Negro veterans in the smallest communities. This idea took on great importance as it appeared that the American Legion and Veterans of Foreign Wars were still established posts or organizing Negro Posts.
Significantly, in the summer of 1944, Governor Arnall invited representatives from veterans organizations in the state for a meeting. The purpose of this meeting was to discuss plans for a post-war veterans program. However, the Fulton County Negro Veterans League was not asked to participate. But, at one of its meetings, it was decided that the League would have two representatives present at this conference. Mr. Russell Carter, an ex-lieutenant and former Howard University law student, and Mr. Charles Milton, represented the League at the Governor's conference. Each took an active part in the discussions to the surprise of the white representatives. On one occasion, Mr. Carter was 'heckled' by a white veteran with the question, "What organization do you represent?" Mr. Carter, forgot the name of the local organization but said instead, "I am from the Georgia Veterans League and represent the many Negro veterans who have fought and died for this country. We want to share all the responsibilities that men have in our state, and we want to share the privileges too."

At a later meeting of the Fulton County Negro Veterans League, it was suggested that the accidental name which Mr. Carter had given should be adopted for permanent use. The new name carried a state-wide implication. In addition to the above reason, it had been debated for several weeks that the word Negro in the old name would be more of a handicap than a help. In the meantime, business and affairs progressed more or less on a routine basis for several months. During this time, several small social affairs were held at the United Service Organization. Authorities were still used to advise on various problems.

During the fall of 1944, a National Service Officer from the Disabled American Veterans asked Mr. C. W. Greenlea to submit the names of several veterans who were qualified and interested in becoming service officers and contact representatives at the Veterans Administration. Mr. Charles Greenlea recommended the president, Mr. Charles Milton. He was given a
preliminary examination and sent to the American University, Washington, D. C. He studied counseling for six months.

It was during the absence of Mr. Charles Milton that Mr. James Patrick, a student of Morehouse College, served as president. Under this administration, indications pointed toward securing a state constitution. Mr. Moss Kendrix, Membership Secretary of the YMCA was made chairman of the committee to draw up this state constitution. After the constitution was adopted it was recommended that immediate steps be taken in order to secure a state charter.

At the request of the League members, Lawyer Pruden Herndon was invited to attend the next meeting. She gave information necessary to secure a Charter. It was estimated that such proceedings would cost $90.00. The treasurer's report showed a balance of $40.50. The members enthusiastically pledged to raise the $90.00, in one month's time. In March 1945, Attorney Herndon brought to the Georgia Veterans League a Charter incorporated.

Meanwhile, Mr. Charles Milton returned from American University, the summer of 1945. The group voted to make all its local officers state officers. The local officers were vacated for the time being. It was then that Mr. Charles Milton became State Commander of the Georgia Veterans League.

The first program sponsored by the Georgia Veterans League under the new state officers was a discussion on hospitalization for Negro veterans. There had been much discussion in previous meetings that Negro veterans were not being adequately hospitalized and that they were objects of discriminatory practices. This hospital discussion was planned to coincide with a scheduled conference of the Veterans Administration in the city. General Bradley was invited to speak at the League's meeting. This meeting was intended to air grievances. Prominent Negro citizens were also invited to attend this discussion.
However, General Bradley did not appear but several subordinate officials came. Among those who addressed the group was Colonel Eugene Dibble, Director, Veterans Administration Hospital at Tuskegee, Alabama. The Georgia Veterans League went on record as opposing Jim Crow hospitals and demanded that Negroes be integrated into all phases and positions in the Veterans Administration. Much publicity was given to this meeting. From this publicity inquiries regarding the organization began coming in from many sections of the country. As a result, other veteran groups were formed in other states, patterned after the Georgia Veterans League. Notable examples of these are the South Carolina Veterans Organization, with headquarters in Charleston, South Carolina; and the Alabama Veterans Association with headquarters in Birmingham, Alabama.

Later Developments of the League

At this time when new leadership was recognized among the men, Messrs. John B. Turner, Horace Bohannon, Clarence Stephens and Robert Thompson connected themselves with the League. These men gave new life to the activities and were elected to offices. Mr. John Turner was elected president of the local Fulton County Chapter of the Georgia Veterans League; Clarence Stephens was elected chairman of the Civic Action Committee; Horace Bohannon, state organizer; and Perry Daugherty, Chairman of the program committee and Robert Thompson, local organizer and recruiter. He proceeded to organize veterans into councils throughout the city.

Now when men were being discharged in larger numbers, the newly elected president and his officers scheduled large veterans mass meetings at various churches and colleges in the community. They also composed a fourteen point program to be used as a guide for the organization. This was known as the Fourteen Points of Action.¹ These fourteen points contain

¹ See Appendix, Copy of Fourteen Points.
militant demands which the veterans felt would bring a measure of equality and justice to the Negro people of Georgia. It was also hoped that this appealing attraction would be instrumental in getting veterans to join the organization.

Another interest of the Georgia Veterans League was the fostering of state-wide activities. Mr. Horace Bohannon, State Organizer, had taken a position with an organization which required his traveling throughout the state. He lost no opportunity in contacting veterans in other cities and persuading them to form veterans groups. The members of the state organizing committee followed these contacts and set up chapters.

An increasing demand on the part of veterans for help in securing on-the-job training, was the basis for setting up a Counseling Center by the Georgia Veterans League. Not only are men placed on jobs according to their interest but counseling in other problems are also given. Mrs. Lena Sayles was hired as the counselor, January, 1946.

On April 7 and 8, 1946, the Georgia Veterans League sent three delegates to Chicago, Illinois, to help form a National Negro Veterans Organization. Those who attended were: Messrs. William Sullivan, James Bohannon and B. L. Ashmore. This national group formed the United Negro and Allied Veterans. Much discussions and debate prevailed before deciding to send the delegates. It was felt among many of the leaders that the wisest policy was to withhold affiliations with any national groups. The idea was to concentrate on building a large state membership, thereby placing itself in a position to bargain with any of the white organizations that offered the most. Finally, it was decided that the organization would throw its support behind the new National Negro Veterans Organization. At the same time, it maintained a future policy of trying to integrate all in the state even if they were members of other veterans organizations. It was believed that in this way, the Georgia Veterans
League would become the voice of all Negro veterans, in Georgia.

On April 14, 1946, representatives from seven communities of the state met at the United Service Organization to plan for a state-wide veterans conference. The Fulton County Chapter of the Georgia Veterans League acted as host to the group. Mr. W. B. Sheftal, President of the Macon County Chapter of the Georgia Veterans League, was elected chairman of the conference committee. Besides planning for a state meeting, plans were also made to intensify interest in the Georgia Veterans League, publicize its objective and stimulate the formation of more chapters. This meeting was followed by a second meeting in Macon County, April 28, at the Booker T. Washington Community Center.

The present status of the Georgia Veterans League include seven local chapters with approximately five hundred members. These chapters are located in Atlanta, Macon, Albany, Savannah, Brunswick, Valdosta, Waycross and Gainesville, Georgia.
CHAPTER IV

COUNSELING OFFERED BY GEORGIA VETERANS LEAGUE

"An understanding of general human behavior and insight into the specific meaning of the individual personal problem, are basic to all good counseling." 1

To do counseling effectively, the counselor must possess certain qualifications such as, an understanding of the problem of the veteran, a warm human interest in the veteran himself; skill in using recognized counseling technique; and knowledge of available community resources to meet the varied problems and needs of the returning servicemen. The counselor should also be a good listener, attempting always to understand and to encourage the veteran to obtain insight into his own attitudes and recognition of his own resources.

In the first place, understanding the problems of veterans implies a knowledge of the broad program of benefits available to discharged service personnel and their dependents. This program consists of mustering out pay, insurance, disability pensions, or pensions for dependents, death gratuity pay, burial expenses, vocational rehabilitation training, educational benefits, medical care, hospitalization, readjustment allowance, employment placement and family assistance. These are some of the many benefits provided for veterans and their families through federal, state and local agencies.

A considerable amount of warm and human interest should be shown the

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veterans as individuals. J. William Hope, Coordinator of the Bridgeport, Connecticut Community Service, expresses a certain philosophy in regards to that community service. When he said, "We are trying to make every veteran feel that he is coming back to a community where everybody is interested in him and nobody is trying to take advantage of him." This philosophy expresses also the attitude of the counseling service in the Georgia Veterans League. There are times when the veteran's greatest need is to talk with someone who will accept him as he is, listen to anything and everything he says, and at least understand how troubled or anxious he feels, even if there is no immediate suggestion for solving his problem.

The counselor at the Georgia Veterans League Counseling Center tries to promote casual friendly relationship in all interviews and at the same time show a genuine interest in the veterans, their problems and their needs. In defining their problems it is necessary to consider not only what the veteran says but how he says it. Each veteran is approached according to his individual needs.

The counselor has to meet each individual at the point of his felt need and adjust himself at first to the attitude which the individual comes to him. But whatever the attitude with which the individual comes, the counselor must recognize that with the normal person as with the maladjusted one the only successful answer to any problem is that which the veteran works out for himself. Therefore, the counselor seeks to conduct the interview in a way which will enable the veteran to carry as much responsibility as he is able and throws as little of it as possible upon the

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1 J. William Hope, Coordinator of the Bridgeport, Connecticut Community Service Center, quoted by Agnes E. Meyer in Community Service Series Articles (March, 1945), p. 3.

2 Kenneth S. Kline, op. cit., p. 5.

counselor, for making his decisions. In whatever form the individual brings his problem, it is important for the counselor to get him to look at it in relation to the circumstances out of which it has arisen and in relation to his own personality.

While understanding the problems of the veterans are of major importance, skill in using recognized counseling technique is important too. For example, a veteran comes to the Counseling Center to seek information, but is in no mood to answer many questions. Much information can be secured for the initial interview of the case record by asking the veterans to see their discharge papers. This they will do without hesitancy but in most cases veterans are willing to talk.

On the other hand, the counselor must know the total community resources in order to help solve the various problems. A file of community resources should be made and kept on the desk. This saves time, and a quick referral can be made. A veteran should never be referred to a local, state or federal agency without the counselor first making a telephone call to the agency to explain the problem to an authorized person in the agency and to make an appointment for the veteran to see the right person at a given time. Referral cards are also given. This along with the telephone calls made to the agencies enable the veteran to gain security. For he knows they are expecting him and that he will receive help from the right agency.

In a counseling center a case record is kept for each veteran who comes for service. On the back of the case record the initial interview is recorded. A summary of the interviews is written on the other side

1 Ibid.
2 Ibid., p. 229.
3 See Case Records Attached to Appendix.
with the proper dates. Sometimes a veteran makes more than one trip to the center. Often he comes only for general information about the G. I. Bill of Rights. Then when he makes a decision as to what he wants to do he makes a return trip.

Thus, the counselor goes about the job with a knowledge that he is dealing with a problem where the future well being of a large segment of the American people is at stake. He knows too that he has just begun to scratch the surface of a large problem and that a great part of the job still lies ahead.1

Case illustrations of services rendered by the Counseling Center at the Georgia Veterans League.

Vocational Rehabilitation

Case 1

A veteran is entitled to vocational rehabilitation if he has been discharged under conditions other than dishonorable, receives a pension, has a vocational handicap and shows a need for vocational rehabilitation.

Mr. C, a married man, came to the center in a very despondent mood. He was nervous and kept twitching his hands. He complained that he lost his civil service job and wanted to get a job as an auto mechanic. In the course of the interview, Mr. C. said that he was 80 per cent disabled and receiving a pension. Recently, he had been discharged from the Veterans Hospital at Tuskegee, Alabama. While there the doctor wrote to the Civil Service Commission in Atlanta, Georgia, that his condition was such that he would no longer be able to perform the duties there. The Counselor tried to make Mr. C. understand his illness. She also explained Public Law 16 to him and suggested that he apply for vocational rehabilitation training. In the meantime, he would be sent to the Tech Guidance Center for counseling as to the type of work he can do. A referral card was given Mr. C. to give the contact representative at the Veterans Administration.

Family Problem

Case 2

Family discord is quite prevalent among many veterans. It often helps them to talk their problems over with a counselor.

1

Kenneth S. Kline, op. cit., p.10.
or social worker.

Mr. G. came to the Center with a troubled look on his face. He was frowning and stammered a great deal. Mr. G. is enrolled in one of the local colleges. He was having difficulty satisfying the financial demands of his wife. In response to the question as to the whereabouts of his wife, Mr. G. stated he and his wife are separated and she lives in another small town. At present Mr. G.'s only source of income is the $90.00 subsistence he receives from the Veterans Administration under Public Law 346. From this amount Mr. G. said he gives his wife $20.00 per month and his widowed mother, who is unable to work, $10.00 per month. Mrs. G. wrote the Veterans Administration that she was not receiving any money. It was suggested that Mr. G. produce evidence as to the amount of money he is contributing toward Mrs. G.'s support; also make a budget of his living expenses and talk further with a contact representative of the Veterans Administration. A referral card was given him.

Business Loan

Case 3

The law provides for a guarantee on loans to be used by veterans in purchasing any business, land, buildings, supplies, machinery or tools to be used in pursuing a gainful occupation.

Mr. F. a neatly dressed veteran, came to inquire about a business loan. He was confused at first as to the nature of the business he wanted to establish—merely stating that he wanted to get a business loan. During the discussion, he was interested in going into the poultry business. The Counselor wanted to know the extent of his knowledge and training in raising poultry. It was found that he knew nothing about poultry. It was pointed out to him that in order to get a business loan it is necessary for the veteran to have experience and training in a particular field. The Counselor suggested that he take advantage of Public Law 346, and learn all about poultry raising either at Hampton Institute or Tuskegee Institute. The Counselor further explained that the Veterans Administration would back him up to 50 per cent of the loan not to exceed $2,000.00, provided that the banker or a reputable loan agency would accept him. The veteran promised to think it over and return for further consultation if he decided to take the training under Public Law 346.

Home Loan

Case 4

The law provides for a guarantee of a loan obtained by a veteran to purchase property for residence, construct a home or repair a home.

Mr. B. came to inquire about securing a home loan. At the present time, he and his wife live with her mother and family. The house has four rooms and there are eight people...
living there. During the interview, Mr. B. said that he owned his lot and had a regular job. The Counselor explained to Mr. B. the background of getting a loan. That is, he must first see a banker, if the banker or loan agency will take him as a risk the Veterans Administration will back him up to 50 per cent of the loan as long as it does not exceed $4,000.00. She telephoned the secretary of the Atlanta Mutual Building and Saving Association and explained the situation, then made an appointment for him to talk further on his problem. A referral card was given him.

Housing

Case 5

Many veterans are living in very crowded conditions because of the housing shortage in Atlanta.

Mr. D. entered the center in a very grouchy mood. He said everyone is against him, even though he had risked his life in the service. He further stated that he had tried everywhere to rent a house, but no result. The Counselor told him she knew how he felt but Atlanta has a terribly overcrowded condition and it is sometimes very hard to find a place for rent. She telephoned about eleven Real Estate Companies. One said he had a house for rent. An appointment was made for Mr. D. to talk with this real estate man. A referral card was given to the veteran.

Old Job

Case 6

Every veteran is entitled to his old job if he wants it. If he has trouble obtaining it, his Selective Service Board will assist him.

Mr. H. was very unhappy because his former employer refused to give him his old job back. He was formerly employed in a drug store, developing films and carrying mail. Mr. H. asserted that he was offered a job as a janitor with less pay. This he refused to accept. The Counselor explained the prerequisites of obtaining the old job. Mr. H. was given a referral card to talk the situation over with his Selective Service Board.

Pension

Case 7

Pensions are awarded to veterans on a percentage of disability basis, depending on the degree of physical handicap they have sustained as a result of active duty.

Mr. G. wanted information regarding his pension. He had received a ten per cent rating from the Veterans Administration of which he was not pleased. In response to a question as why he was displeased with his rating, he stated that the
rating was given with incomplete records. Mr. G. felt that a rating should have been withheld until all records were sent in. The Counselor made a check with a contact representative at the Veterans Administration. He advised that Mr. G. return to the Veterans Administration and he would see what else could be done for him. A referral card was given him.

Financial Assistance
Case 8

A veteran may receive financial assistance from the Red Cross if he needs it provided his claim for a pension is in the process of adjudication.

Mr. W. came to the center in regards to financial assistance. He said that he is the sole support of his mother. At the present time Mr. W. is in high school, under Public Law 346. He asserted that he had been in school over a month and had not received his subsistence allowance. Mr. W. had also filed claim for a pension and it is in the process of adjudication. A telephone call was made to the office of the Red Cross. The Counselor explained the problem to the social worker there. An appointment was made for Mr. W. to talk with the social worker that day. A referral card was given him.

Educational Counseling
Case 9

Educational Counseling is most valuable to veterans who are undecided whether to go to school or seek on-the-job-training.

Mr. G. was perplexed as to whether he should go back and complete his last year in college or take on-the-job training. His mother had suggested the latter. Mr. G. said he had an inclination to take an engineering course since he had a major in mathematics and physics. The Counselor tried to show him the advantage of completing his college course and the weakness in not completing it. She advised him to think it over and make his own decision.

Readjustment Allowance
Case 10

Veterans often apply for readjustment allowance to help tide them over a period of unemployment or partial unemployment.

Mr. H. desired information regarding readjustment allowance. The Counselor explained to him that a veteran must register and continue to report to the United States Employment Service; he must be able to work and be available for work. Skill in certain fields and physical condition will be taken into consideration. It was also explained, too, that if one leaves suitable work without a good cause or if he is discharged because of poor
conduct, failing to apply for suitable work, or decline to accept suitable work or if he participates in a labor dispute which causes stoppage or work, he will be disqualified from receiving any further payments. These benefits are also available to the self-employed man if he can show that his total income for the month is less than $100.00. In that event, he will be paid the difference between the sum he actually earned and $100.00.
CHAPTER V

ON-THE-JOB TRAINING OPPORTUNITIES SECURED FOR VETERANS

Apprenticeship Program

"Apprentice training as conducted in American industry under modern methods is a system of training in which an employee is given thorough instruction and experience, both on the job and in the classroom, in all the practical and theoretical aspects of the work in a skilled trade." An apprentice is employed and trained on the job in all the operation and work processes in a skilled trade. He becomes part of the working force the first day he is employed. In addition to his on-the-job training, he receives supplementary classroom instruction four hours a week in subjects related to the work on the job.

Significantly, apprentice training is regaining today the popularity it once enjoyed in the days of the craft guilds. This is borne out by the surprising number of veterans who seek apprentice training to prepare for industrial careers.

It is fairly recently that the people have begun to appreciate the progress of the nation. The wealth and strength is due largely to the skill and ingenuity of the craftsmen. That is why a nationwide program to maintain the skilled labor force has been developed. It is called the National Apprenticeship Program. This program was established by Act of Congress in 1937, at the insistence of employers and labor. Its function is to formulate standards to safeguard the welfare of the apprenticeship,


2 Ibid.

and to bring employers and labor together on program of apprenticeship in order to maintain a national skilled labor force.¹

The objective of the program is to get employers and labor organizations to do the training job, with the American Training Service functioning as a clearing house to advise and assist in setting up programs. To carry out this idea, two committees were set up: One a Federal Committee on Apprenticeship composed of representatives of management and labor and government to determine and approve standards of employment and training for apprenticeship; another, the General Committee on Apprenticeship for the Construction Industry. This committee is made up of leading representatives of management and of labor in the construction field.² It concentrates on promotional efforts and policy formation for apprentice training in its own industry. A number of states have followed this pattern by setting up state apprentice councils in State Departments of Labor to bring management and labor together. Obviously, the planning and policy making at the top are geared to the local programs where apprentices are actually employed and trained.

An increasing number of veterans have trained and are training under Public Law 346, the Servicemen's Readjustment Act of 1944, and Public Law 16, the Rehabilitation Program of the Veterans Administration. If the veterans elect apprentice training under the G. I. Bill and apply for subsistence allowance, they may receive, if they qualify, a subsistence allowance not in excess of $65.00 per month, if without dependent or $90.00 per month if they have a dependent or dependents. The total amount received during the training including the apprentice wage, plus the

¹ Ibid.
² Ibid.
³ Ibid.
monthly subsistence, may not at any time exceed the wage rate of the journeyman in the trade in which they are given apprentice training.  

If veterans are in need of vocational rehabilitation to overcome the handicap of such disability, apprentice training is available, if they qualify in order to restore employability. A subsistence allowance is paid in addition to their pension. A veteran is paid $105.00 per month if there are no dependents, $115.00 per month if he is married, $10.00 per month for one child and $7.00 additional for each additional child and $15.00 for a dependent parent. The total in wages paid by the employer and subsistence paid by the government must not exceed the amount paid a journeyman in the trade.  

General Characteristics of the Veterans  

Age and Marital Status.—The majority of the veterans in this study served by the Georgia Veterans League were under thirty years of age. The average age of all the veterans was 26.0 years. Six of the veterans' ages ranged from 30-39; of the thirty veterans, fifteen were married and fifteen were single. The average age of the married veterans was 26.1 years, while the average age of the single veterans was 25.8 years.  

Educational Status.—The educational background of the veterans disclosed that two graduated from college; one attended college; six graduated from high school; thirteen attended high school; and eight attended elementary school. From an educational point of view, the majority of the veterans were of the high school level.  

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2. Ibid.
TABLE 1

AGE AND MARITAL STATUS OF VETERANS SEEKING ON-THE-JOB TRAINING

<table>
<thead>
<tr>
<th>Age Grouping</th>
<th>Total</th>
<th>Single</th>
<th>Married</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>30</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>15 - 19</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>20 - 24</td>
<td>14</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>25 - 29</td>
<td>9</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>30 - 34</td>
<td>5</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>35 - 39</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
</tbody>
</table>

*The Mean Average

TABLE 2

THE EDUCATIONAL STATUS OF VETERANS GIVEN ON-THE-JOB TRAINING

<table>
<thead>
<tr>
<th>Educational Status</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>University</td>
<td>-</td>
</tr>
<tr>
<td>College Graduate</td>
<td>2</td>
</tr>
<tr>
<td>Attended College</td>
<td>1</td>
</tr>
<tr>
<td>High School Graduate</td>
<td>6</td>
</tr>
<tr>
<td>Attended High School</td>
<td>15</td>
</tr>
<tr>
<td>Attended Elementary School</td>
<td>8</td>
</tr>
</tbody>
</table>

Dependents.—The majority of the veterans had dependents. Four did not have any dependents; eleven had only one; nine had two; five had three; and one had four.
TABLE 3
NUMBER OF DEPENDENTS OF VETERANS GIVEN ON-THE-JOB TRAINING

<table>
<thead>
<tr>
<th>Dependents</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>30</td>
</tr>
<tr>
<td>None</td>
<td>4</td>
</tr>
<tr>
<td>One</td>
<td>11</td>
</tr>
<tr>
<td>Two</td>
<td>9</td>
</tr>
<tr>
<td>Three</td>
<td>5</td>
</tr>
<tr>
<td>Four</td>
<td>1</td>
</tr>
</tbody>
</table>

Types of Job Placements.—The job placement revealed that five were placed in auto mechanic shops; four were placed in cleaning and pressing plants; three were placed with the Brick Masons Union; three were placed in interior decoration establishments; three were placed in shoe repairing shops; two were placed in a rug cleaning shop; and two were placed in hotels as chef cooks. The largest number was placed in cleaning and pressing plants and auto mechanic shops.

TABLE 4
TYPES OF ON-THE-JOB TRAINING GIVEN VETERANS

<table>
<thead>
<tr>
<th>Types of Jobs</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>30</td>
</tr>
<tr>
<td>Auto Mechanics</td>
<td>5</td>
</tr>
<tr>
<td>Cleaning and Pressing</td>
<td>4</td>
</tr>
<tr>
<td>Brick Laying</td>
<td>3</td>
</tr>
<tr>
<td>Interior Decoration</td>
<td>3</td>
</tr>
<tr>
<td>Shoe Repairing</td>
<td>3</td>
</tr>
<tr>
<td>Chef Cook</td>
<td>2</td>
</tr>
<tr>
<td>Spray Painting</td>
<td>2</td>
</tr>
<tr>
<td>Bicycle and Locksmiths</td>
<td>1</td>
</tr>
<tr>
<td>Cabinet Making</td>
<td>1</td>
</tr>
<tr>
<td>Carpentry</td>
<td>1</td>
</tr>
<tr>
<td>Drug Store Manager</td>
<td>1</td>
</tr>
<tr>
<td>Maintenance</td>
<td>1</td>
</tr>
<tr>
<td>Rug Cleaning</td>
<td>1</td>
</tr>
<tr>
<td>Shipping Clerk</td>
<td>1</td>
</tr>
<tr>
<td>Tailoring</td>
<td>1</td>
</tr>
</tbody>
</table>
Case Illustrations

Case 1

Mr. E. came to the center seeking on-the-job training as a cabinet maker under Public Law 346. The law was thoroughly explained to him. The Counselor wanted to know what he had done to get himself placed on the job. He stated that he had walked everywhere trying to get a job in a cabinet shop but no results. He proudly showed his certificate of eligibility and said the contact representative at the Veterans Administration told him if he found a place in the community that would accept him, the Veterans Administration would approve it. Mr. D's Form 100 showed that he worked in a shipyard in civilian life and was a truck driver in the army. Mr. D. asserted he used to help his father nail around the house and had always wanted to become a cabinet maker. The Counselor telephoned several proprietors of cabinet shops. A white proprietor asked that Mr. D. be sent to him for an interview. The Counselor sent a letter of introduction to the proprietor, along with Mr. D.

Case 2

Mr. L. came to the center seeking on-the-job training as an auto mechanic under Public Law 346. The main facts of the law were pointed out to him. Mr. L. was a little disgusted because he had been tramping the streets for nearly three weeks, trying to find an auto mechanic shop that would give him apprenticeship training on-the-job. Mr. L. had his certificate of eligibility. The Counselor read his discharge papers and Form 100; found that Mr. L. had been a barber in civilian life and had been trained as an auto mechanic in the army. He liked the latter so well that he desired further training in it. The Counselor contacted several auto mechanic proprietors, several excuses were offered. Then, finally, a colored proprietor said he would interview the veteran. A letter of introduction was sent to the proprietor, along with Mr. L.

Case 3

Mr. W. desired on-the-job training as a drug store manager under Public Law 346. During the interview, Mr. W. stated he had a job that paid him very well, but it did not have a future. He was a personnel officer in the army. He had a degree in Business Administration, but was unable to get in the business field. The Counselor contacted the proprietors of two or three drug stores. His problem was explained to them. A colored proprietor asked that he be sent to him for an interview. A letter of introduction was sent, also a referral card was given Mr. W. to give the contact representative at the Veterans Administration to get his certificate of eligibility.

1 Army of the United States Separation Qualification Record Form 100 Unit A, (Indiantown Gap, 1945), 8-74-3.
Case 4

Mr. G. came to the center with a worried expression on his face. From the discussion it was learned that Mr. G's wife had left him and he had not been in the mood to work for several weeks. He now feels that if he were employed he would feel better. Mr. G. stated that he had tried to secure on-the-job training as a shipping clerk but had no luck. Public Law 346 was explained. His Form 100 and discharge papers showed that he had had experience as truck driver in the army and worked in a warehouse in civilian life. The Counselor telephoned several shops. A white proprietor said that he would interview him. A letter of introduction was sent to the proprietor. The veteran was also given a referral card to the Veterans Administration to file an application for his certificate of eligibility.

Case 5

Mr. H. said he wanted on-the-job training as a cabinet maker. He thought the Counselor had a list of these jobs on file. She explained that sometimes employers do telephone and let her know the types of jobs they have available, but most of the time she has to make her own contacts. These contacts are made according to a man's interest and aptitude. In a response to a question whether he had a second choice of job in the event he was not placed in a cabinet shop, Mr. H. replied that cabinet making was his second choice. His first choice is cooking but he had tried so hard to get on-the-job training in this skill that he had given it up. The Counselor read his Form 100 and discharge papers and found that Mr. H. had civilian and military experience as a cook. A colored hotel proprietor was contacted by telephone. The problem was explained to her. She said send veteran for an interview. A letter of introduction was sent to the proprietor. The veteran was also given a referral card to the Veterans Administration, to make application for his certificate of eligibility.

Basically, the services rendered to the thirty veterans before they were placed on-the-job training were similar to the services rendered in the preceding case records. Generally speaking, they may be classified as (1) explaining of Public Law 346 or Public Law 16, which ever law they came under; (2) contact various employers by telephone—taking always into consideration the veterans' interest and aptitude; (3) sending a letter of introduction to the employer and also a referral card¹ to the Veterans Administration to file for Forms 1950 or 1900 in order to get

¹ See attached referral card in Appendix.
the certificate of eligibility, if they do not have one; and (4) follow-up. This is a check to see if the veteran was actually employed and how he is adjusting on the job.

The plight of the Negro veteran in obtaining on-the-job training has been most disheartening. Generally speaking, they are told before leaving the Separation Centers that they can get training in most any skill they wish. Often the veteran tramps the streets for months before he finds anything to do.

In a large measure, this condition is produced by the attitudes of the employers. Some white and colored employers will not take veterans if they have to pay and train them. This has been noted particularly in the tailoring trade. The excuse is, it takes too much supervision to train them and then have to pay them too. Other outstanding attitudes among employers are: (1) "The Veterans Administration should pay the employers to train veterans;" (2) "I could not train a Negro as a mechanic, but could use him as helper;" (3) "We will not accept Negroes;" (4) "We would not use a Negro as a porter or a janitor;" (5) "The employees will object to working with a Negro;" and (6) "We would just as soon train a Negro veteran as to train whites if they are willing to work." This last attitude has helped the Counselor to place a number of Negro veterans in white establishments.

Recently, it was pointed out by Julius A. Thomas, Director of Industrial Relation for the National Urban League, that the Veterans Administration and the United States Employment Service are to blame for the bad state of affairs. The Veterans Employment Service of the United States Employment Service is offering Negroes only traditional Negro jobs. The major problem confronting Negro veterans in the majority of cities

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studied have to do with employment training and counseling. There was no well organized effort to secure on-the-job training for Negroes in any city.¹

According to George S. Mitchell, Director of the Veterans Service of the Southern Regional Council, if the South continues to give only menial jobs to 90 per cent of its veterans in minority groups, there will be trouble. He further stated that both the federal government and local communities have failed to provide adequate job opportunities to veterans of minority groups.²

¹ Julius A. Thomas, op. cit., 1.
CHAPTER VI

RECOMMENDATIONS AND CONCLUSION

Demobilization of veterans from the armed forces has brought to the attention of the American people the great problems that face these men. These problems must be faced squarely if the veterans are to find a road back to civilian life. Many veterans present problems because of their misfortune and need, because they are maimed, crippled, demented and sometimes hungry. This if often true through no fault or desire of their own but solely because of what has happened to them. The question arises to what extent these problems are medical, to what extent psychiatric, or to what social and in whose province they lie.

Generally speaking, in order for the veterans to adjust, it is inevitable and advisable that the nation, the various states and the local communities establish special machinery at this time to plan and coordinate services for discharged veterans. There are three types of operations involved in a program to meet the special needs of the veterans: First, there is the job of planning and coordinating made necessary by the great interest in the problem; Second, there is the rendering of common services such as the operation of information and referral centers which involves the cooperation of all groups; and Third, there is actual administration and direct services to individuals.

Since the prosecution of the war is an operation of the Government, it is but natural that the planning should center there. On February 24, 1944, the President of the United States issued an executive order 9427, establishing the Retraining and Reemployment Administration. The function of the Administration is "To have general supervision and direction of the activities of all government agencies relating to the retraining and re-employment of persons discharged or released from services or other war
work." One of the activities of this Board has been to draw up a statement on information centers. On the basis of this statement, the Reemployment Retraining Administration issued on May 17, 1944, Order Number 1, concerning the organization and operation of veterans information centers. This order directs that there shall be established in each state a veterans service committee composed of representatives of the Selective Service System, the War Manpower Commission, and the Veterans Administration. Also, it is directed that each community shall establish a Veterans Service Committee.

In order to provide a channel between local and federal efforts to meet the needs of returning veterans and to stimulate and advise local planning, many state governments have already established special commissions or departments to serve the veterans. It is apparently the plan of the Reemployment-Retraining Administration to work with and through such bodies.

The Georgia Veterans League has played a leading role in Negro Veterans' affairs in Georgia. It was necessary to organize the Georgia Veterans League because of the attitude and policy of other veterans' organizations, such as the American Legion and the Veterans of Foreign Wars. For a long time these organizations would not accept Negroes in their posts or set-up a jim crow post. In the early stage of the League, a few disabled discharged veterans saw the need of the veterans coming together and discussing their mutual problems. The program in the early stage was group discussion of problems, social, recreation, and lectures by authorities or certain problems. The growth was slow but the men felt proud of their organization. Later as demobilization became more rapid, better leadership was recognized. Large mass meetings were scheduled in various parts of the cities with the idea of acquainting veterans with their rights. Under this leadership, a fourteen-point program was formulated. These fourteen points contained
militant demands which, it was hoped, would help bring a measure of equality and justice to the Negro. The program at present is based on organizing chapters over the State of Georgia.

For some time it has been a known fact that the Negro veterans were having a hard time getting on-the-job training. The Georgia Veterans League, recognizing this fact, decided to add a counseling service to its program, at the United Service Organization - Service Men’s Center. The purpose was to help place the men on-the-job and to help with any other problems they may present. Many veterans were helped with their problems in vocational rehabilitation, family problems, business loans, home loans, housing, old jobs, financial assistance, readjustment allowance and education counseling. These men were counseled and put in contact with various community resources that help them further with their problems. The on-the-job training was the hardest of all the services for the Negro veteran to secure. Sometimes they tramped the streets for months without success. When they came to the counseling center, every effort would be made to place them on the job according to their particular interest and aptitudes. Before they were actually placed certain services were rendered. First, the counselor explained Public Laws 346 and 16, which ever Bill he came under; second, community contacts were made by telephone to various employers. If an employer decided to interview a veteran for a job, a letter of introduction was sent along with him. If the veteran did not have his certificate of eligibility, a referral card also was given him to take to Veterans Administration to file for Forms 1950 or 1900 in order to secure this certificate of eligibility. Finally a follow-up check was made.

It was found that the thirty men placed on-the-job training secured various types of jobs, such as auto-mechanics, bicycle and locksmiths, bricklaying, chef cooks, cleaning and pressing, drug store manager, interior
decoration, rug cleaning, spray painting, shoe repairing and shipping clerks. The largest number of men desired to be trained as auto-mechanics and cleaners and pressers. Of the thirty men placed on-the-job, twenty-four were satisfied with their training, one was given a different job, one received no training, two had little supervision, one left because employer failed to get establishment approved and one just lost interest in the job.

Since this seems to be the hardest problem for Negro veterans, it is recommended that:

1. More interpretation of the problem of men seeking on-the-job training should be made to white and colored employers in the community.

2. An on-the-job training committee should be set up to help carry out this interpretation plan.

3. A vocational school should be established in the community.
APPENDIX
PURPOSE:

To organize the Veterans of Georgia into an organization which will assure each veteran full enjoyment of the G. I. Bill of Rights and the Medium through which an aggressive program for civil and economic rights may be pursued.

FOURTEEN POINTS OF ACTION

WE DEMAND:
1. A fair application of the G. I. Bill of Rights for all veterans.
   (a) On-the-job training for Negro veterans in technical and industrial establishments.
   (b) Vocational and technical school training.
   (c) Loans to Negro veterans without discrimination.
2. Negro veterans hospitalized in all veterans’ facilities without discrimination.
3. Negro veterans employed in the Veterans’ Administration and all Federal agencies on all levels: national, regional and local.
4. Negro veterans employed at their highest skills by all employers.
5. Full civil and political rights and protection for every person.
   (a) The League will work for every Negro of age becoming a registered voter.
7. Equal school facilities for Negro children, including physical plants and equipment.
8. Equal pay for equal work in all occupations and professions.
10. Equal and adequate provisions in public health and hospital facilities.
11. Equal justice under the law.
13. Cooperation with organized labor.
14. Cooperation with other organizations and efforts that work for the general welfare of the community.

The Georgia Veterans League intends to employ every intelligent and honorable means desirable to carry out these points of action throughout the State of Georgia. Methods include united organization, the ballot, publicity, picketing, parades and boycott.
by:

APPOINTMENT CARD
GEORGIA VETERANS LEAGUE, INC.
ATLANTA • FULTON COUNTY
1000 HUNTER STREET, S. W.

To: _______________________________________________________

Address ___________________________________________________

This will introduce Mr. ___________________________ with whom
you have an appointment at __________________________ on

Please return this card with a statement of services rendered.
Source of Referral: ________________________________ Pr. Res. ________________________________

Age ____________________ Single  Married  Other ________________________________ No. Deps. ________________________________

Branch Service: ________________________________ Rank: ________________________________ Date Indc: ________________________________ Date Disc: ________________________________

Foreign Service: ________________________________ Type of Discharge: ________________________________

EDUCATION
Grade School: ____________________ Years  High School: ____________________ Years  College: ____________________ Years  Other: ________________________________

Pre-Service Work: ________________________________ Kind: ________________________________ Disability: ________________________________

Military Duties: ________________________________ Kind: ________________________________

Post-Service Work: ________________________________ Kind: ________________________________

Recreation Facilities: ________________________________

Church Affiliations: ________________________________ Former Member of: ________________________________

Y.M.C.A.  Boy Scouts  Boys' Club  Other: ________________________________

Affiliated with what Veterans Organization?: ________________________________

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