



116
650
THS

THE ECONOMIC TREATMENT OF
BLIND PERSONS IN
THE UNITED STATES

Thesis for the Degree of M. A.

Arthur N. Magill

1935

THESIS

Blind-Employment
Tute

THE ECONOMIC TREATMENT
OF
BLIND PERSONS IN THE UNITED STATES

A Thesis

Submitted in partial fulfillment of
the requirements for the degree of

Master Of Arts

Michigan State College

-
Arthur N. Magill

1935

THESIS

ACKNOWLEDGMENT

The presentation of this study has been made possible through the particular kindnesses and personal efforts of Dr. Harold S. Patton, Head of the Department of Economics, and Professor William Haber of the Department of Economics in Michigan State College, East Lansing, Michigan.

PREFACE

The amount of information concerning the blind and their rehabilitation in useful occupations is extremely limited. The latest information available in the reports of the United States Census for the year 1920 indicates that there are some 68,000 blind persons altogether in the United States. Accurate studies concerning the problem have been made infrequently. The National Society For the Prevention Of Blindness, for example, estimates that the number of blind persons exceeds 115,000. The literature concerning the methods of assistance, occupational training and retraining, is also very sketchy.

Fortunately, this has been counterbalanced to a certain extent by other printed matter which deals with both the activities of the blind, and activities carried on for the blind. Knowledge has been disseminated through various media which have informed the public concerning the Braille system - how it is written, the libraries carrying a Braille department; the education, psychology, social and economic conditions of the blind; the recreational pursuits of the blind; and finally, the part played by science in the lives of the blind. Mention should also be made of the splendid work done by the National Society For the Prevention of Blindness.

The following pages are principally based on material dealing with the economic condition of the blind. This material was secured from the special research library of the American Foundation For the Blind through the assistance of Miss Helga Lende, librarian. It was in the form of articles written by both workers for the blind and instructors

of the blind, and appeared in The Outlook For the Blind, The American Association Of Workers For the Blind, and The American Association Of Instructors Of the Blind. Other data was secured from the files of the Department of Rehabilitation, Lansing, Michigan, through the kindness of Mr. John Lee and his secretary Miss Bassor. This material has been supplemented by information obtained from reports of surveys made in various states at different times. Very much assistance was also secured from the book by Dr. Harry Best entitled, "Blindness and the Blind in the United States."

Obviously the person handicapped by the loss of sight is economically at a terrific disadvantage in competing for a job. He can be employed in industry in only a limited number of occupations. His training for employment must be specially prepared. His knowledge of industrial conditions is not secured at first hand. Economically, he is dependent. To secure work he must frequently rely upon the good will and philanthropy of an individual or organization. "Bargaining power" normally possessed by industrial workers usually is not possessed by the blind man.

This thesis seeks to summarize the economic condition of the blind in the United States, to examine various methods of aid, both public and private, and to describe the special methods of Rehabilitation of 131 cases through the aid of the Department of Rehabilitation, and to evaluate the results.

CONTENTS

	Page
CHAPTER I. The Economic Condition Of the Blind In The United States.....	1
II. Public Assistance For Blind Persons.....	11
A. Pensions For the Blind.....	12
B. Workshops For the Blind.....	15
III. The Placement Of the Blind In Private Industry.....	22
A. The Blind In Competitive Industries..	22
B. Concession Stands.....	30
C. Blind Persons In Professions.....	31
IV. Vocational Rehabilitation Of the Blind In Michigan.....	33
V. Conclusions.....	49
Bibliography.....	52

TABLES

	Page
Table I. Percentage of the blind gainfully occupied in comparison to the percentage of total population gainfully occupied.....	1
II. Percentage distribution of the blind accord- ing to general occupation.....	2
III. Percentage of the blind self-supporting according to occupation.....	5
IV. Percentage of the blind gainfully employed according to amount of annual earnings in the different occupations.....	6
V. Percentage distribution of the blind accord- ing to the means of support.....	8
Case Studies of 131 Persons Who Contacted the Department Of Rehabilitation Of Michigan.....	36-43

.....

.....

.....

.....

.....

.....

CHAPTER I

The Economic Condition Of The Blind
In The United States

With increased industrialization the opportunities for the blind are limited. The development of our civilization has been made largely by visual initiative, with the inevitable consequence that sight is the prime requisite for practically every occupation or line of endeavor. Those who do not possess this requisite find it increasingly difficult to secure remunerative employment. But insofar as employment is secured, the reliance upon partial or complete aid is minimized.

The percentage of the blind in the United States, grouped according to age (ten years of age and over), sex, and race gainfully employed is indicated in the following table:

TABLE I: Percentage of the blind gainfully occupied in comparison to the percentage of total population gainfully occupied in the United States.*(1)

Race - Nativity	Per Cent Of				Total	
	Blind				General	
					Population	
	1910		1920		1920	
	Male	Female	Male	Female	Male	Female
Total.....	24.5	5.8	25.4	7.8	78.2	21.1
White.....	25.1	5.9	25.6	7.9	77.9	19.2
Native.....	26.7	6.2	26.8	8.5	75.1	19.3
Foreign Born.....	18.9	5.0	20.8	5.0	89.3	18.4
Negro.....	21.3	4.7	24.3	6.5	81.1	38.9
Indian.....	14.9	4.8	12.8	4.0	58.4	11.5

According to Dr. Bast, this table shows that a considerable portion of the blind are occupied, thus providing in part, at least for their main-

(1)Best, Harry "Blindness And the Blind In the United States" - pp.218. The statistics are taken from the reports of the United States Census Bureau of 1920 relating only to persons making special report. Statistics for the year 1930 are not available.

tenance. This group should be considered as the best among the blind, - those possessing the physical or business abilities necessary for holding a job. One-fourth of blind males are gainfully employed, while for the general population three-fourths are gainfully employed. Among blind females the proportion is less than one-twelfth (7.8 per cent), which is a little over one-third of that for the general female population. Of all the blind gainfully employed, 17.8 per cent are females as against 20.5 per cent for the general population.

In making these comparisons it must be borne in mind that many of those included among the blind have become blind as the result of senile decay, and are too old to do any work. It must also be kept in mind that many of the individuals who are blind are also suffering from some other handicap which prohibits their entering any occupation.

Table II indicates the distribution of the blind and of the population at large in the several general occupations from 1910 to 1920:

TABLE II: Percentage distribution of the blind according to general occupations.(2)

	Per Cent Distribution							
	Blind						General Population	
	1910			1920			1920	
	T.	Male	Fe.	T	Male	Fe.	Male	Fe.
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture.....	18.9	28.3	7.3	13.2	14.6	6.6	29.8	12.7
Extraction of minerals...	0.3	0.3	...	0.2	0.2	...	3.3	...
Manufacturing and mechanical industries...	30.1	27.9	43.6	43.1	41.8	48.8	32.9	22.6
Transportation.....	1.4	1.4	1.3	1.5	1.6	1.4	8.6	2.5
Trade.....	22.3	24.8	7.6	17.6	20.8	2.7	10.8	7.8
Public Service.....	0.3	0.3	0.1	0.5	0.5	0.5	2.3	0.3
Professional Service.....	15.7	14.6	22.5	14.0	12.7	20.0	3.4	11.9
Domestic and personal ser.	7.4	6.2	14.4	5.5	3.8	13.2	3.7	25.6
Clerical occupations.....	....	....	.....	3.9	3.5	5.8	5.1	16.7
Unclassifiable	3.6	3.7	3.1	0.0	0.5	0.9	...	...

The larger proportion of the blind are gainfully employed manufacturing and mechanical industries (43.1 per cent). While these are the callings

which have the largest representation in the population as a whole, the proportion is not as great as with the blind. Trade has the next highest proportion (17.6 per cent), which is also considerable larger than that of the general population. Professional service has the third highest proportion (14 per cent), which is approximately three times as high as with the general population. In the remaining groups the proportion for the blind (13.2 per cent) is about one-half that for the general population. In domestic and personal service the proportion (3.9 per cent) is about one-half. In transportation the proportion (1.5 per cent) is about one-fifth of that of the general population. The representation of the blind in this class of occupation is relatively the least of all, with the exception of the extraction of minerals (0.2 per cent). In public service the proportion (0.5 per cent) is about one-fourth of that of the population in general. The larger proportion of the blind in manufacturing and mechanical industries as compared with other occupations can be attributed to the lesser difficulties encountered therein, and also to the inclusion under this general head of certain processes often of simple handicraft character to which the blind have been able or permitted in limited measure to turn their hands. The high proportion in the professional callings can be accounted to the inclusion of such occupations as teaching and instruction in music. The proportion is also made up of a considerable number of blind persons who have found it possible to pursue their profession after their blindness. "As between the sexes, the proportion of male blind is relatively greater in agriculture, extraction of minerals, transportation, and trade; and of female blind, in the remaining occupations save public service (in which the proportions are equal). (3)

The majority of the blind are largely engaged in certain particular

callings. Approximately three-fifths (58.4 per cent) of the male blind listed pursue seven occupations, each of which gainfully employs more than 5%. These occupations are: broom making, farming, retail dealing, piano tuning, playing and teaching of music, chair caning, huckstering and peddling. Three-fourths (74.1 per cent) of the male blind are engaged in fourteen occupations, each employing more than 5 per cent. The additional occupations are : general laborers, agents and canvassers, agricultural laborers, newspaper carriers and news dealers, clerks and salesmen in stores, basket workers and clergymen. All but about one-sixth (15.2 per cent) of the male blind are engaged in twenty-seven occupations, each of which has more than 0.5 per cent. (4)* "Female blind persons are found to be fairly well represented in the occupations which have been regarded as especially suited for the blind, and for which special vocational training is provided - plain and fancy sewing, playing and teaching of music, chair caning, basket working, weaving, carpet and rug making, and broom making. Some of these represent handicraft processes engaged in at home, and taught possibly through special home instruction. (There are 19.2 occupations which characterize the special shops - some being engaged thereat in the homes.)" Needle trades are occupations to which blind women turn rather readily. Other occupations of a more general character, in which the proportion for the blind is larger than for the population at large include farming (as owners or assistants), agents or canvassers, boarding-house keepers, retail dealing, literary work, semi-skilled labor in printing, huckstering and peddling, and general labor. It might be significant to note that stenography is an occupation to which a large number of blind women are turning of late years. *(5)

(4) Ibid. pp. 226

(5) Ibid. pp. 230

In TABLE III is given the percentage of blind males and females who are reported as self-supporting in the principal occupations in which they are engaged, based on the Census of 1920:

TABLE III: Percentage of blind self-supporting according to occupation⁽⁶⁾

Occupation	Per Cent Of Total
Male	
Total	46.2
Agriculture:.....	54.2
Farmers	59.1
Agricultural laborers.....	41.4
Manufacturing and mechanical industries.....	37.9
Laborers, building and general.....	19.1
Broom makers.....	34.1
Piano tuners.....	61.7
Chair caners.....	15.5
Basket workers.....	24.5
All other.....	51.7
Trade.....	51.9
Retail dealers.....	64.0
Hucksters and peddlers.....	31.5
Newspaper carriers and news dealers.....	35.0
Clerks in stores and salesmen.....	51.8
Professional service.....	58.6
Musicians and teachers of music.....	52.2
All other.....	71.4
Domestic and personal service.....	38.0
Clerical occupations.....	36.9
Agents and canvassers.....	27.3
Female	
Total.....	30.5
Manufacturing and mechanical industries.....	13.9
Seamstresses and fancy workers.....	6.0
All other.....	19.5
Professional service.....	48.1
Musicians and teachers of music.....	34.8
Domestic and personal service.....	33.1

This table more fully reveals the actual economic condition of the blind. The proportion who are self-supporting is surprisingly small among those reported as engaged in some form of remunerative employment. Less than one-half (46.2 per cent) of the blind males gainfully employed are self-supporting. Less than one-third (30.5 per cent) of

(6) Ibid. pp. 244

the female blind are self-supporting. The proportion for both sexes is 43.4 per cent.*(7)

Table IV indicates the annual earnings according to occupations.

TABLE IV: Percentage of blind gainfully employed according to amount of annual earnings in different occupations. *(8)

Occupation	Per Cent Of Total				
	Less.. than \$100	\$100 to \$399	\$400 to \$799	\$800 to \$1499	\$1500.. and Over
Male					
Total.....	12.8	37.2	25.7	15.8	8.5
Agriculture.....	15.3	42.6	19.4	15.5	7.3
Farmers.....	13.1	37.7	22.0	18.0	9.2
Agricultural laborers.....	26.1	55.0	10.0	7.1	1.4
Manufacturing and mechanical industries.....	13.3	40.1	28.7	12.8	5.0
Laborers, building and general.....	33.5	44.6	13.5	3.4	...
Broom makers.....	10.9	43.6	37.7	6.3	1.5
Piano tuners.....	6.6	21.3	21.6	34.4	16.3
Chair caners.....	19.6	57.3	21.7	1.4	...
Basket workers.....	20.8	41.6	35.1	2.6	...
Trade.....	10.4	35.2	26.5	16.4	11.5
Retail dealers.....	7.3	25.8	30.6	22.8	13.5
Hucksters and peddlers.....	16.9	56.0	22.7	3.6	0.9
Newspaper carriers and newsdealers.....	13.8	51.1	22.3	12.8	...
Clerks and salesmen.....	5.1	17.7	38.0	22.8	16.5
Professional service.....	9.7	24.7	20.2	27.2	18.2
Musicians and teachers of music.....	13.1	29.5	20.7	25.1	11.6
All others.....	6.2	19.7	19.7	29.3	25.1
Domestic and personal service.....	22.7	40.3	20.1	13.6	3.2
Clerical occupations.....	11.7	48.1	22.7	13.0	4.5
Agents and canvassers.....	14.0	55.4	20.7	8.3	1.7
Female					
Total.....	38.4	36.2	16.6	7.7	1.0
Manufacturing and mechanical industries.....	51.8	35.9	11.7	0.4	0.2
Seamstresses and fancy workers.....	76.9	20.5	2.1	0.5	...
Semi-skilled operatives.....	33.6	47.0	18.7	0.4	0.4
Professional service.....	12.9	35.6	29.4	20.2	1.8
Musicians and teachers of music.....	21.7	49.3	18.8	10.1	...
All other.....	6.4	25.5	37.2	27.7	3.2
Domestic and personal service.....	43.6	42.6	9.9	4.0	...

Among males, the sum of \$800. or over per annum is earned by more than one-third (36.3 per cent) retail dealers, and by almost two-fifths of clerks and salesmen (39.3 per cent), though by only a little more than one-fourth (27.9 per cent) of those employed in trade. It is also received by more

(7) Ibid. pp243

(8) Ibid. pp. 249

than one-fourth (27.2 per cent) of the farmers. The real proportion for farmers is considerably higher, as many of this group report only actual cash receipts, no allowance being made for products consumed on the farm. This same condition also exists in the case of retail dealers, some of whom fail at times to include personal expense met from business receipts. Well over one-half of the persons engaged in the remaining occupations earn less than \$400. per year - four-fifths of those employed as agricultural and general laborers, three-fourths of those employed as hucksters and peddlers, and two-thirds of those employed as agents and canvassers, newspaper carriers, news dealers, and domestics.

"Chair caning is the poorest paid of the employments of the blind, over three-fourths so engaged receiving under \$400. per year. Basket workers fare somewhat better, and broom-makers slightly better still, though almost two-thirds of the former class and over one-half of the latter have earnings under \$400. per year. The proportion in any of these occupations receiving as much as \$800. annually is extremely small. These amounts may be regarded as fairly typical of the earnings received in the so-called special occupations of the blind." *(9)

An appreciable per cent of the occupations reported by the blind are irregular pursuits and oddjobs, the earnings accruing therefrom amounting to very small sums, which at times are little more than charitable offerings.

With females, earnings in the several occupations are usually very low. In general professional service, slightly under one-fourth (22 per cent) receive \$800. or more per year. The proportion among musicians and teachers of music is about one-tenth, though in other professional pursuits it is much higher. On the other hand, a very large proportion

of domestic and personal service, and semi-skilled operatives receive less than \$400. per year; of the seamstresses who reported, over three-fourths earn less than \$100. About one-half of stenographers have earnings of \$800. per year or more.

"In table V is given the percentage distribution of the blind according to means of support as found on investigations in Massachusetts (1901, 1906, 1919, and 1925), New Jersey (1909 - 3 investigations) Pennsylvania (1909), Wisconsin (1922), Minnesota (1924), California (1926) 2 investigations, and New York (1928)." *(10).

TABLE V: Percentage distribution of blind according to means of support.

Means Of Support	Per Cent Distribution								New York	Wisconsin	Minnesota	California	
	Massachusetts				New Jersey		Penn.					(1)	(2)
	(1)	(2)	(3)	(4)	(1)	(2)	(1)	(2)					
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Self-supporting.....	...	...	...	...	...	20.7	28.3	...	16.1	14.4	....	20.0	26.0
Entirely self-supporting.....	43.8	10.0	29.3	18.9	17.2	....	....	9.7	....	....	16.0	16.6	....
Partly self-supporting.....	4.7	16.6	10.4	4.5	14.1	....	....	9.3	....	....	10.9	3.4	....
Independent income.....	...	16.3	....	13.4	9.3	....	6.5	9.0	14.2	....	5.9	3.2	....
Partly self-supporting or independent.....	....	....	....	....	....	....	....	....	....	....	....	....	18.9
Housekeeping.....	....	....	5.4	7.8	....	....	....	....	....	....	8.4	....	....
Dependent on family.....	....	30.0	20.8	....	33.2	....	....	....	27.7	....	22.8	15.2	....
Dependent on relatives.....	....	....	....	22.1	....	....	....	....	....	....	....	....	....
Dependent on family or relatives.....	33.3	....	....	....	....	....	....	....	....	....	....	....	....
Dependent on family, relatives or friends.....	....	....	....	....	....	69.7	62.8	42.7	....	....	....	....	....
Dependent on private aid.....	1.3	....	7.5	1.1	....	....	....	2.2	7.6	....	....	....	....
Dependent on relatives, friend or charitable societies.....	....	....	....	....	....	....	....	....	....	....	....	....	35.3
Inmates of private Inst.....	....	....	....	....	12.4	5.7	....	3.4	....	....	2.4	....	5.3
Dependent on pensions of all kinds.....	....	....	....	7.6	5.3	....	4.9	....	....	37.1	1.3	....	....
Dependent on general public pensions.....	1.7	....	....	....	....	....	....	6.8	....	....	....	....	....
Dependent on pensions for the blind.....	....	....	3.0	....	....	....	....	....	....	....	....	10.7	....
Dependent on public aid.....	....	19.6	....	2.1	....	....	....	....	....	....	....	....	....
Inmates of public Inst.	3.8	....	2.6	....	8.5	4.8	8.3	8.4	24.1	7.2	3.5	....	11.4
Inmates of Inst. of all kinds.....	....	....	....	8.6	....	....	....	....	....	....	....	....	....
Dependent on compensation, corporation benefits,etc.....	....	....	....	....	....	....	....	0.7	....	....	2.1	....	....
Mendicants.....	....	....	....	....	....	....	....	3.3	....	....	....	....	....

TABLE V:(continued)

Means Of Support	Per Cent Distribution												
	Massachusetts				New Jersey		Penn.		New York	Wis- con- sin.	Minne- sota	California.	
	(1)	(2)	(3)	(4)	(1)	(2)	(1)	(2)				(1)	(2)
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Minors.....	....	....	18.3	13.9	....	11.6	....	....	....	....	....	....	....
Dependent on other aid.....	....	....	....	....	....	....	....	....	....	41.3	5.5	25.6	....
Inmates of private institutions or supported by charity.....	....	....	....	....	....	....	8.9	....	....	....	....	....	....
Miscellaneous.....	11.4	7.5	2.7	2.6	....	....	....	4.5	10.3	....	21.2	5.3	3.1

A small proportion of the blind can be considered independent, as they are in possession of personal resources which afford them a private income. This proportion ranges, in different states and communities, from a few per cent to one-third, depending on the definitions involved. For the country as a whole, the proportion of the blind population, ten years of age or over, reported as living on their own means is 7.6 per cent for males and 4.9 per cent for females.

The remainder of the blind, or two-thirds of their entire number, are supported in three general ways: by the assistance of families or friends; by some form of private aid of less direct or personal character; but for the most part through almsgiving or institution and non-institutional provision.

Any conclusions concerning the economic condition of the blind must be hedged about with qualifying circumstances. The above quotations and tables indicate that only a very small proportion of the blind are entirely self-supporting. They are receiving an income from work, sufficient to support themselves, or are enjoying a private income.

Those who do not support themselves are unable to secure a position or are physically unfit. The individual may be both young and unfit, due to several reasons, which are important here only insofar as they prevent his employment. Others, blind because of old age, could no longer meet

• • • • •

•

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840. 84

• • • • •

[illegible]

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 1040 1

• • • • •

1

1

1

•

4

9

1

•

•

the demands of industry. Many are unable to procure a position due to the lack of vocational training, and placement agencies.*(11) It should be borne in mind that the blind man has relatively little bargaining power. Those blind who are working have secured their position in the majority of cases through the medium of a placement-man or agency established for this particular purpose.*(12)

On the whole it must be said that very few of the blind are self-supporting. The great majority are not able to secure employment either because of lack of opportunity, or they are physically incapacitated other than being blind.

(11) Irwin, R.B. "What Increased Rehabilitation Funds Might Do", Rehabilitation Review, V.6, No.3, Mar.1932. pp66-68.

(12) LaDame, M. "Securing Employment For the Handicapped; a study of placement agencies for this group in New York City. New York, Welfare Council of New York City, 1927. pp.133.

Leavitt, M.A. "Handicapped wage earners. New York. 1928. Jewish Social Service Association Inc. Chpt. 5.

CHAPTER II

Public Assistance For Blind Persons

Because such a small number of the blind are self-supporting, the great majority must receive aid in order to exist. A large portion of this aid is secured from the immediate family. In some cases this imposes burdensome responsibilities which cannot be borne and forces the individual to seek assistance from other sources.

The pension is a form of aid adopted by many states. It was thought that assistance in the form of an outright subsidy would be most beneficial to the blind. The granting of a small pension was considered less expensive than building and maintaining a large institution. This permitted the individual to be independent and to enjoy the comforts of his own home.*(13)

The establishment of workshops is another form of pension or subsidy. The philosophy underlying this workshop system is that the majority of the blind would rather earn or partially earn their living than to receive direct aid. In many instances the earnings of the workers offset to a large extent the expense incurred in their maintenance, which decreases the necessary governmental appropriations. These workshops offer both training and boarding facilities for the workers. *(14) Even though the workshop provides employment by which he may, in part at least, pay for his maintenance it is still a form of subsidy or pension.

(13) Baker, E.A. "Pensions For the Blind", Canadian Report.

MacKenzie, Clutha N., "Memorandum On Pensions For the Blind of New Zealand". Minutes and proceedings of House of Commons - Feb. 21, 1935. Canada.

Best, Harry "Blindness and the Blind" - theoretical consideration XLVII p. 534; practical appl. XLVII p. 549.

(14) Massachusetts, Special Commission on the blind. Report relative to the employment, training and placement of the blind. 1935. 55 p.

Leavitt, M.A. "Handicapped Wage Earners" New York. 1926.

The other forms of employment sought by the blind are in direct competition to sighted workers. But in order to compete adequately, they must receive training either at some of the schools for the blind or through some rehabilitation agency. Because the public is not accustomed to the competition of the blind in trade and commerce, it is difficult for them to secure employment without the aid of an organization. Thus they find that the bargaining power for their employment rests in the hands of an organization, or a representative of a placement organization.

PENSIONS FOR THE BLIND - The first public pension system for the blind in the United States was created in the City of New York in the year 1866, when the city department of charities was permitted to give the blind monetary assistance. The grant to one person was not to exceed \$50. a year, the total amount available being \$20,000. annually. (In 1897 the amount was to be increased to not more than \$100. for any person, the total amount not to exceed \$75,000. In 1913 the law was amended to permit the grant of \$100. to each applicant, with a total annual allowance of \$150,000.) In 1923 the maximum amount per person was raised to \$300., with \$200,000. as the total sum.

In 1898 a statute was enacted in Ohio as an amendment to the poor law permitting counties to grant the sum of \$100. a year to worthy blind men and women having no property or other means of support, and who had been in the state at least five years, and who had resided in that particular county at least one year. In 1908 a law was enacted which provided for the creating of special commissions in each county, who were to have control over the levying and distribution of the funds. Needy blind persons were also carefully defined, and permitted relief to the extent of \$150. per year in lieu of all other public aid. In 1913

the

ers.

per-

in

of

aid

gra

•(1

Ne

fo.

Co.

19

19

la

ti

x

t

e

the law vested the powers in the regular boards of county commissioners. In later years the laws have been amended.

In 1903 Illinois adopted a pension law for the blind, which was permissive until 1915 when it became obligatory. Wisconsin followed in 1907. In 1910 graduated relief was granted to the blind in the state of Massachusetts. In 1911 Kansas also adopted a pension law. Missouri added an amendment to her constitution in 1915, which provided for the granting of pensions to the blind. In 1920 this law was again amended.

(15) In 1915 four other states enacted pension laws: Iowa, Maine, Nebraska, and New Hampshire. Similar laws have been enacted in the following states: 1917 Idaho; 1918, New Jersey; 1919, California and Colorado; in 1920, New York; in 1921 Connecticut and Washington; in 1923, Arkansas; in 1924, Kentucky; in 1925, Minnesota and Nevada; in 1928, Louisiana; in 1929, Maryland; and in 1931, Utah.(16)

The above laws were enacted because it was felt that the particular individuals would receive the pension, would not be able to support themselves in any way, and were a charge upon either their friends or the community. (Although these laws have been called "pension laws", they cannot be compared with other laws bearing the same title. Numerous pensions have been granted to war veterans, widowed mothers and to those injured in industry, as a partial compensation for their previous contribution and service to society. Some pensions have been granted to handicapped groups, as the blind, not on the basis of compensation for service, but on the basis of incapacity due to physical disability, and

(15) Baker, E.A. "Pensions For the Blind"

MacKenzie, Clutha N., "Memorandum on pensions for the blind of New Zealand". Minutes and proceedings of House of Commons. Feb. 21, 1935. Canada.

Best, Harry "Blindness and the Blind" p. 534, 549.

(16) Sullivan and Snortum, "Problems in placing the handicapped" p. 551.

Best, Harry Ibid. p. 551.

th

af

ac

la

no

wo

so

pe

s

f

e

t

thus becoming an outright grant, or dole.

Many opposed to the granting of pensions to the blind, present arguments, discrediting the pension system, which will be discussed according to their significance. Dr. Best has said that if at least half of the blind in the United States were accorded a pension of not more than three hundred dollars a year, the cost to the tax payer would approximate thirteen million dollars. On the surface this seems prohibitive, but when one considers that a number receiving this pension should be obtaining an old age pension, the figures are less startling. It is somewhat true that such a pension is discriminatory from the point of view of other incapacitated groups who object on the grounds of partiality. They are of the opinion that it should extend to all classes of the disabled.

Perhaps the most outstanding criticism is that the pension has a degenerating effect upon its recipients. The individual, it is said, loses his initiative, no longer desires to provide for himself, and in many cases, develops a "pension-complex" - the government owes him a living; he no longer needs to work. There is often doubt in the mind of the pensioner, and the public at large, as to reasons for the pension. Neither party is certain as to whether the pension is a form of direct relief, or a form of compensation for a physical handicap.

Those supporting pensions for the blind also present arguments in favor of their beliefs, of which the most important is that the pension system is the only means of support for a portion of the blind. Workshops and institutions could not include all without sight, thus the pension is the only source of income for many. This type of relief is both economical and easy to apply. If the elastic rate were substituted for the flat rate, the law would be more just, for the amount the

individual would receive would depend upon his particular circumstance.)
 The receiving of a pension often means the welcoming of a blind individual into his home. The pension law has merits which should be the basis for its consideration. The pensions for the blind would not suffer because of the accusation of discrimination, for each pension covering a specific class should be based on the merits of that class.

(It is but natural that a law such as this should have many weaknesses. Vicious compromising often accompanies the passing of a law through the state legislature, necessitating additions and substitutions. However, there are numerous improvements which could be incorporated into the pension laws, in whole or in part, depending upon the particular law. The use of a flexible provision in the law to take the place of the flat rate has already been referred to. The applicant for a pension should be carefully scrutinized. Only those recommended by a certain number of reputable citizens should be eligible. The pension should consist of combined state and local funds. This would make the law uniform in all the counties within one state, and it would also place the county administrator in a subservient position subject to suggestion from state officials, which would in a large measure tend to do away with any political implication concerning the distribution, which may arise. *(17) The law should remove the stigma of direct relief, as much as possible.)

WORKSHOPS FOR THE BLIND - Workshops, as previously mentioned, have given aid to many blind people and originally were associated with schools for the blind. This affiliation was due, in part at least, to the belief that because vocational instruction had been given, it was their duty as a school to provide industrial employment for graduates and others.

In the year 1840, an employment department was opened for some of

(17) Baker, E.A., "The Canadian Pension Law". Special report on the blind.

the former pupils of the Perkins Institute in Boston. Three years later this was extended to include other adult blind. The school provided quarters for both classes. In 1850, a special appropriation from the state made possible in part a special plant. In 1863 a laundry was set up for women, but it proved a failure, and was abandoned in 1867, although the shop for men has continued with little change to the present day.*(18)

New York and Pennsylvania established shops for adults as an extension of their work which were soon abandoned. In 1845 an industrial department known as the "Home for the Industrious Blind" was created in Pennsylvania for graduates, which in 1849 was extended to include others. (In the year 1848 the state legislature appropriated funds for the direct benefit of the shop, which continued during the remaining years of its existence. Funds were also raised from private sources. It was soon found that the market did not absorb a large portion of the goods manufactured resulting in a glutting of the warehouses. After ten years of trial the trustees for the school admitted that the venture to provide permanent employment for adult blind was not a success. In 1857 it was stated that although the shop had continued operations, it had incurred a heavy loss. In 1862 the legislature repealed the laws relating to the shop, which automatically closed the industrial department of the school.

In the same year a charter was granted to the New York Mechanic's Association, an independent organization furnishing mechanical education to the blind, and assisting in procuring employment for those found capable. The financial support was derived from small intermittent appropriations of the state and city governments, supplemented by private endowment. This plan was discontinued after a trial of eight years. In 1851 Pennsylvania started a workshop in connection with its school. In 1883

(18) Massachusetts. Special commission on the blind. Final report of special commission to investigate relative to employment, training, and placement. 1925. 55p.

it was abandoned, although for the first twelve years of its existence it was considered a success. The founding of two other institutions of a private nature resulted in the reversal of its fortunes. In 1858 Maryland also established a department in connection with their school. As in the cases of the other states it only admitted graduates in the beginning, but in 1874, it accepted other adult blind. This was also abandoned after a trial of about four years. Maryland stated that she did not need this type of shop for the blind. The school however retained a department until 1908 for some of its graduates.

In several other states the matter of schools and workshops was proposed, among these were the schools in Illinois, Louisiana, Michigan, and New York. *(19)

The experiments of the schools are credited with little or no success for they were limited from the point of view of duration. It must be said, however, that they afforded an experimental proving ground upon which the independent shops were built.

The first independent workshop was located in Philadelphia, Pa. in 1874, and was known as the Working Home for Blind Men, designed to draw the adult blind from the institution. This institution still continues as a private concern although it has received aid from the state at various times. The next undertaking was in Louisville, in 1882, known as the Kentucky Manufacturing Establishment for the Blind, which continued operation for about a dozen years. The first direct public measure was the creation of the California Industrial Home for the Blind, at Oakland in 1885, which has been regularly in receipt of state support up to the present time. Four establishments came into being within the next five years, only one of which was of a permanent nature. In 1886

(19) Best, Harry. Ibid. p. 496.

Ohio established an Industrial Home at Iberia, which lasted for only ten years. In 1887 Illinois created the Illinois Industrial Home in Chicago which exists to the present. In 1888 a private establishment was created in St. Joseph, Missouri, which lasted but a few years. In 1890 Iowa created an Industrial Home at Knoxville, which was abandoned after about ten years. Dating from this period the shops which have been created, whether of a private or public nature, have been more or less permanent. This marked the spread of industrial workshops for the blind throughout the entire union.*(20)

As we know from our previous study a large percentage of the blind do not enter into competitive industries. Either they cannot secure employment or they are not capable of meeting sighted competition, - the workshop was designed to accommodate the latter group. The organizers of the workshop were of the opinion that although many of the blind could not wholly maintain themselves, they could all assist in their support. This would capitalize the individual's assets now lying dormant, and relieve the degradation of outright relief. Many of the blind prefer living in homes and sheltered institutions.

The organization of each workshop varies with the theory underlying its particular type. The shop in its simplest form is found in either a separate establishment or in connection with a school. This shop affords trade instruction and a limited amount of occupation for a selected few. A more complex type of organization is the industrial factory, which differs from the average only in that it employs blind labor, with a minimum amount of sighted labor for purposes of supervision of processes, etc. A third type which emphasizes instruction

(20) Establishment of Michigan Employment Institution at Saginaw in 1903.

Final Report of Massachusetts Commission. Ibid. pg. 41-48
Best, Harry. Ibid. pg. 502.

more than production, combines vocational training with boarding accommodations.*(21) The last type is the combination institution which differs from the above mentioned form only in that its labor is secured from two sources: the institution itself, and the adjoining residential district.

If the shops are privately owned, the sale of their products, private donations and sporadic governmental appropriations take care of the necessary running expenses. The state owned shops are supported from the sale of their goods, regular state appropriations, and private endowment.*(22).

Regardless of the ownership of the workshop, the problems surrounding the organization and its functions are more or less similar. These, for purposes of simplification, may be designated as internal and external. The internal problems are many and various, for although these shops are subsidized, their natural income is expected to defray the larger portion of their cost, which means that a certain degree of efficiency must be maintained. The policy of the shop must be determined. Is it to be a training school, or a productive unit? If a training school, a definite curriculum must be provided. The length of the course and the amount to be paid during training must be considered as well as the placement of the individual within the shop at the completion of his apprenticeship. The trades taught in this type of an organization are limited, and great care must be taken in the choice of workmen so that quality may be maintained. Those processes, prohibitive because of blindness, must be performed by sighted workers. The object of providing work for the blind is thwarted if too many visual workers are employed. Obviously, sight is necessary to supervise the quality of workmanship, and to carry on certain functions within the establishment.

(21) Massachusetts. Final Report of Commission. 1925.

(22) Best. Ibid. pp. 625, 615.

Massachusetts. Ibid. pp. 42-49.

The determination of a wage rate is a serious problem. If the worker resides within the institution his expenses are less than that individual working in the shop, but living in a nearby community. It is essential that a fair wage be paid but its determination is a delicate problem. (In many cases the wages of the workers have been augmented in order to secure for them a so-called "fair wage". *(23)

The external problems confronting the workshops are as serious. There is the matter of marketing the finished products. Marketing the finished products in competition to similar goods generally necessitates selling below cost because the competitor is more efficient. To meet competition it is necessary that the quality of the goods be above reproach. The goods should be sold on their merits alone, and not because they are made by the blind. If the goods manufactured by the blind cannot be disposed of, the warehouse will be overstocked, meaning reduced output, - either a layoff, or a seasonal production, involving the establishment of shifts to provide part-time employment.

Some of the workshops' severest competition comes from other sheltered industries, - as broom making, chair caning, basket weaving, etc. Prison labor is the strongest competitor in the field of broom making, while eleemosynary institutions afford competition in the other industries traditionally relegated to the blind. If certain industrial pursuits were assigned to the workshops for the blind, and others were given to the prisons and other institutions, it would be possible to eliminate this vicious competition and duplication. By absorbing the products of these workshops the government would to a great extent solve their marketing problem. The articles needed by the state departments, should be purchas-

(23) Sullivan and Snortum. "Placing the handicapped..." pp. 413
Best. Ibid. pp. 490.

ed from these sheltered industries. Besides providing a constant market it would decrease governmental expenditure. The appropriations necessary for their maintenance would be less as their income would nearly approximate their costs.

Many criticisms have been levelled against the workshops for the blind. It has been charged that it would be much less expensive to grant a pension. It has also been charged that workshops are successful because the state grants to them a monopoly for certain types of products which the state departments purchase. These accusations are true from the point of view of pure business, but surely there are other considerations. The shops are more expensive than an outright grant, but the granting of a pension prohibits the recipient from earning what he receives. In the workshop his wages depend upon his ability. Thus in part he knows that he is assisting in his maintenance. The same principle applies to the accusation that jobs are created through forced buying of the several departments of the state. If these workshops are closed, a certain class of people are deprived of the "priceless blessing of toil", - the boon of mankind.

CHAPTER III

The Placement Of The Blind In Private Industry

(Up to this point in our study, we have considered the blind receiving direct relief through the pension system or working in industrial shops for the blind. As yet) we have not considered those taking a place in competitive industries, including those who are now working and those seeking employment. These individuals should not be considered more courageous because they desire to take their places in society as normal men and women rather than being sheltered. Those taking advantage of the pensions and workshops have done so for various reasons. Some prefer to retire from what seems to them a cruel world, and spend their lives cloistered, as it were, in some form of an institution. Others, through straightened circumstances, are forced to accept the relief offered, whether it be direct or through the medium of the shop system.

THE BLIND IN COMPETITIVE INDUSTRIES - Another group does not accept either alternative, but faces the world as individuals striving to take their places in society as normal men and women, and only want the opportunity to prove that they possess ability which can be capitalized. This type of individual is found working among those who possess sight, for he is able to resist the pressure to accept wage discrimination and unemployment.

This worker, or potential worker, should have vocational guidance, if he has not already had it. *(24) Our highly mechanized civilization no longer requires an individual to apprentice himself for a period of years to learn a trade. At the trade school a knowledge of a particular

(24) Bernstein, "Vocational guidance for the blind". Outlook for the Blind. v. 27 Feb. 1933. pp. 23-25, 31.

Joice, "Vocational direction". AAIB. 1926. pp. 242-247.

trade is gained,- this knowledge, coupled with experience makes the worker a master tradesman. Today he is expected to know his trade when he takes a position, at least he should have a working knowledge of the trade which he is desirous of pursuing. The individual who has already pursued his trade, is confronted with a different problem.) The blind man, like the average individual, needs training before entering a trade. His training is often the product of vocational guidance while in school. Each School for the Blind should have a comprehensive vocational guidance program, available to every student from the time of entrance through graduation.*(25) The program should assist him in the choice of a life's vocation, taking into consideration the individuals inherent aptitudes though being available to those whose sight was lost after their schooling was completed. Some, bereft of vision in middle life, also need vocational guidance, for they are now not able to pursue the occupation in which they were working when they became handicapped.*(26)

Each individual should be analyzed to find his potential vocational abilities. If possible the man who lost his vision in later life should be permitted to pursue his former vocation, for he would be more contented in work of his own choice.*(27) This return to a former occupation may not always be practicable, but some of the knowledge should be capitalized. For example, the young man, possessing technical skill in installing refrigeration for a livelihood, due to an accident lost his vision, and despaired of ever being able to continue his work. When he asked for vocational guidance, and his history was learned, it was suggested that he se-

(25) Birchard, "Vocational guidance.." A.A.I.B. 1924. p. 158-162.

Hayes, "Vocational training.." A.A.I.B. 1924. p. 162-166.

(26) Foster, "New developments in V.G." A.A.I.B. 1933. p. 13-17.

Meyer, "Responsibility of School" A.A.I.B. 1930 p. 505-511.

Immel, "Helping the blind adult" A.A.I.B. 1927. p. 58-63.

National Inst. for blind. "Employment" 1930. Bulletin No.1.

(27) Foster, "New Developments" - A.A.I.B. 1924. p. 13-17.

cure an agency for electrical equipment, including refrigeration. This enabled him to make a successful adjustment through the capitalization of his assets.* (28) Scores of interesting examples could be cited in which this principle has been applied with favorable results.) When an individual is applying for a different type of work or has never worked before, the same principle is applicable. A diagnosis of the individual should reveal his latent abilities as well as his past experience. This should be followed by a careful analysis of the position which is vacant. If the individual's abilities are the ones necessary for the position, a placement should be made. (Many individuals who have completed their schooling were not suited for their occupations, and have become dissatisfied. If a thorough and comprehensive vocational guidance plan had been available when they were starting, their present dilemma might not have existed.) Each and every person possesses some form of an asset, which if capitalized would work for him. (A rather extreme example of this was found in the case of the Buffalo negro. Besides being old and infirm, he was blind. There was nothing that he could do except pluck a chicken dry. This particular community had a large congregation of orthodox Jews, very strict in their preparation of food. They only eat chickens that have been plucked dry, and not scalded by water. The old colored man was able to capitalize on his assets to such an extent that he was removed from the poor farm in the spring to prepare chickens for his Jewish patrons. This filled a real need in the community, and demonstrated a splendid spirit of cooperation. True, it is an extreme case, but the principle is there, and it cannot be too well emphasized.* (29) The following of this policy to a logical end makes the enumeration of possible vocations unnecessary.) The blind, like their sighted companions, have abilities

(28)-(29) "Vocational guidance for the blind". Radio speech.
June 4, 1931.

leading in all and varied directions. Some are interested in work requiring manual dexterity, *(30) others meeting the public, find such occupations as salesmanship more enjoyable, while a few pursue the path of education desiring to secure a niche within the professions. It is true that the blind have very definite occupational limitations, but within these limitations they compete successfully with their sighted associates. New avenues are constantly being opened up to the blind. The employers becoming more conscious of the fact that blindness, with certain reservations, is not an industrial handicap, have opened fields of endeavor hitherto closed to the blind.

Manual work today usually takes the form of industrial employment. As a general rule the head of a concern is skeptical when told that there are certain jobs within his factory or plant, which could be efficiently handled by blind labor.*(31) His preconceived opinions of the blind and their total disability make these suggestions almost ludicrous. If the placement agent can sweep away these misconceptions, the employer usually counters with the statement that the blind are too big a hazard, and would cause an increase in the insurance rates if taken within the firm. This too is a misconception, for no compensation law specifically legislates against the blind. (Clunk states that Ohio has an amendment which permits the blind person to waive his rights to compensation, if the accident is due to his blindness. This law has never been tested, and it is a question as to how much real value it would be to the employer. Another exception is that of Ontario, Canada, where two years ago a special Blind Person's Compensation Act was passed, and

(30) "New Sources of work for the blind" - Beacon, August 1928.

(31) Clunk, J.F. "Selling blind labor over half a continent during the world's worst depression". A.A.W.B. 1933. pp.185-192.

by it, the employer is only charged for compensation claims up to fifty dollars, and any claim in excess of that is paid from provincial welfare funds, and is not charged to either the employer or his class.*(32)

When this is pointed out to the prospective employer, the actual selling of blind labor as a commodity begins.*(33) Contrary to most opinions, increased division of labor with its high degree of specialization has broadened the occupational horizon of the blind in industry. This division of labor confines a man's activity to one or more processes, many of which are purely manual, requiring no sight for their performance.(Protection in industry aside from compensation requirements can no longer be considered an insurmountable barrier.) The modern factory is so constituted that it will secure the greatest efficiency with least risk. New safety devices are constantly being introduced to protect the unthinking sighted worker. The blind worker is usually more cautious near machinery than the sighted man.*(34) He is more apt to abide by the rules of safety listed in the shop than the average worker.

Jobs should never be sought for the blind on the basis of their handicap. Only those jobs which can be done equally as well, if not better, by the blind should be considered,- jobs of a comparatively simple and repetitive nature.*(35) ("Be content with those jobs in which blindness is no handicap, and at which a blind person possessing proper qualifications can produce equally with the average sighted worker and without special arrangements."*(36))

(32) Fox, Journal of National Institute of Ind. Psy. 1931. No.6 pp. 332-343.

(33) Clunk, J.F. "Placement as a business" O.F.B. v. 26. 1932. pp. 16-19.

(34) McKay, E.C. Survey of factory employment. A.A.W.B. 1927 pp. 63-68.

(35) Dean, T.N. "Restoring the Disabled To Industry"

(36) Baker, A. and Clunk, J. "Employment of blind" World Conference. New York. 1931. Proceedings. p. 166-182.

The good placement man will always consider the point of view of the employer as well as his client.*(37) Jobs should never be secured for blind applicants if they cannot approximate the efficiency of their fellow-workers. The placement man should reject jobs, as well as suggest them, as this policy would gain favor with the potential employer who would be assured that the welfare of his concern as well as that of the blind worker is being considered. This will lead to greater satisfaction for both the employer and the employee, as the employee would be placed only at that type of work which he could do efficiently. When the blind individual is placed, in his job, it is essential that he be shown his particular function by the demonstrator accompanying him, for he will not be able to gain a knowledge of his particular function, through absorption, and as he will in all probability be the only one placed, the segregated method of instruction cannot be used.*(38) After placement, periodical visits should be made to him by the placement agent to see that he is an efficient worker. It should never be necessary for the employer to discharge the sightless man.*(39) His efficiency should be observed by the organization responsible for the placement which should remove him immediately, substituting another. As a general rule this is most satisfactory to the employer, for he feels that a sincere interest is being taken in his affairs, and that no effort is being made to make him subsidize handicapped labor through the donation of jobs. When the employer is first contacted and actually sold on the principle that those functions requiring handskill only, can be done efficiently by people without vision, the very fact that one or more needed to be removed, will not shake his faith in the principle.*(40)

(37) Clunk, J. "Placement..." O.F.B. v.24. No.1, June 1930 pp. 16-19.

(38) Sullivan, O.M. "Problems ..." Rehabil. Review. Oct. 1933. p. 92-109

(39) Nickerson, G. "Placement Work" O.F.B. March 1927. pp. 16-17.

(40) Nickerson, G. "Getting Jobs ..." O.F.B. Sept. 1930. p. 12-13.

Clunk, J.F. "Placement as a bus..." O.F.B. June 1930. pp. 16-19.

The principle of blind labor as a commodity is only feasible, when this commodity is in demand, or can create its own demand. In the majority of cases, it is necessary to create its own demand which is usually accomplished by making a survey of various industries to determine which processes in each industry can be satisfactorily handled by the blind worker. In the year 1922, the Division of Re-education of the State Board of Education of Minnesota conducted an exhaustive and detailed survey of factories in St. Paul, Minneapolis, and Duluth. The plan followed, was to hire a blind man who could serve as a demonstrator. For this purpose Mr. John Stackpole, a graduate of the State School for the Blind, at Faribault, and an employee at the time for the Victor Broom Shop in Minneapolis, was engaged. He proved to have an all-around ability in mechanics, which was very useful in the experiment. The only possible drawback was the possibility that he did not represent an average or typical blind person. This was offset, however, by the consideration that at any rate, as far as the blind were concerned, the experiment was being made under favorable conditions. Much preliminary work had to be done in order to bring the nature of the experiment to the attention of employers of these three cities, and to emphasize the need of cooperation on their part. This was accomplished through the press, the platform, and personal visits. A classified list of industries and commercial plants was used, and a selected list made. By the process of elimination, those willing to help in the experiment were listed. The next step was to make a casual survey of the plant by one acquainted with industrial organization, in order to note operations that might be adapted to the try-out by the blind worker, (usually more were listed than could be used); talking with the plant superintendent, and the various foremen, and enlisting their good will in carrying out this experiment.*(41)

(41) Special research into opportunities for factory employment of the blind in Minnesota" - Bulletin, Misc. 463. pp. 3.

It is very encouraging to note the results of this survey. "It proved that ninety processes in the factories of the three cities were feasible for blind persons. Not all of these processes are feasible to the same degree nor are all of them organized as separate jobs. Sometimes the question of whether the particular process will constitute a job varies with the size of the factory; in other instances, the practice of the trade determines this."*(42)

The following summary of this survey made by the Division of Re-education of Minnesota might well be included here. "It may be said that the research was continued far enough to prove that a considerable number of factory occupations exist which could be performed by blind persons. Either further study in time of greater industrial activity or the constant every day efforts of agencies interested in the blind should reveal more and more of such opportunities, and bring about more and more placements of blind persons in this field. Along with and following any such efforts will undoubtedly need to be a prolonged publicity to acquaint employers with the possibilities to be found in blind workers, and convince them that it is better economically for the state to utilize handicapped persons in such a productive manner than to discard them, and eventually force them upon grants of public or private relief. At the same time that efforts are made to place such a program of factory employment for the blind before employers, attention should be given to acquaint the blind so that they may avail themselves of these openings. In most of the processes that have been listed, school or institutional training would avail very little. The necessary skill must be attained on the job. However, there undoubtedly are alterations in the plan of education of the blind, which could be made to pre-

pare them better for factory life and factory workers' mode of livelihood. Entry into such varied fields as have been described would tend to bring the blind more into contact with the normal population, and to decrease the tendency to make of them a segregated and peculiar fraction which exists now partially upon the few occupations open to them.)

CONCESSION STANDS - Let us now consider those individuals who preferring to meet the public, earn their living by salesmanship. For this group the concession stand affords a most desirable form of occupation. There are three general types of concession stands: "the dry stand", usually located in hospitals, city halls, and public buildings, which sells articles of the package variety; "the canteen" is a combination stand usually located in a factory, and sells both package goods and limited hot refreshments; "the cafeteria", the final and more complex type, handles complete line of refreshments and package goods involving a much larger layout than the other two.

Canada has an interesting method of handling her concession stands, which differs from the method prevalent in the United States. According to Clunk their stands are a combination of the chain store and independent ownership. They are chain stores, in that all operating rights are held by the Institute, and any operator can be removed at will; nor can he sell, lease, or dispose of the concession in any way. Regardless of his investment in the equipment, he has only operating rights. The business is individual, in that the operator is responsible for his purchases and contracted liabilities. He enjoys the full profits, and is permitted to continue indefinitely subject to satisfactory service to his patrons, and management acceptable to the Institute.

In the United States the concession stand may be secured by an agency. As a general rule, it is given outright to the individual selected to operate it, or this individual may secure the stand for him-

self. The operator in the United States is entirely independent of an organization. He owns the equipment, and the continued operation of the stand depends upon the type of service rendered, its profitability and the policy of the building management. When the management finds it necessary to remove the operator, the concession is generally lost to any other blind person. The Canadian organization never loses a concession stand. If the individual is not giving the type of service or quality demanded by his patrons, he is removed, and another man takes his place. This maintains the concession for the blind, and permits no opportunities for blind employment to escape through carelessness or mismanagement.

In Canada the operator also receives the benefits of a plan known as the "Merchants' Association", which enables him to buy from the Institute, which in turn buys at jobber prices, and distributes merchandise to him for cash. The net profits at the end of a three month period are divided in proportion to the purchases of the members. This dividend is received in addition to their ordinary and regular retail profits.

BLIND PERSONS IN THE PROFESSIONS - Some of the blind prefer professional work, and therefore have pursued higher education.*(43) "The percentage of blind who receive a higher education and take up a profession is relatively small. According to the data obtained from various countries, it appears that eight percent of all the blind, capable of education and employment, are receiving a higher education. In this eight per cent are included, also, those who take training in music, commercial occupations, and massage. If you will omit these last mentioned occupations, two per cent would be more correct.") If this small percentage is to be placed efficiently in professions, it is essential

(43) Strehl, Karl. "Higher education of the blind and their chances in the professions" pp. 3,8,9.

that, "only the exceptionally talented, physically healthy and determined blind person, who has a decided preference for mental work should be encouraged to enter a University. If these requirements are fulfilled, the blind intellectual worker will probably make a better living than a blind manual worker; eyesight will be less missed by the blind man in the intellectual field than by the blind handworker.."(44)

There are a number of positions in public or private offices, or in the open employment market, which could be filled by the really competent blind persons. It is essential to give individual guidance in order to put the right man in the right place. (It will never do to divide the academically trained blind into a few groups and give them this or that kind of work indiscriminately, but individual guidance will make the most of vocational potentialities. It is always easier to find an opening for one or two, here or there, than to find work for whole groups of job seekers.)

(44) Strehl, Karl. "Higher education of the blind..." pg. 10.

CHAPTER IV

Vocational Rehabilitation Of The Blind In Michigan

Public interest was aroused on behalf of handicapped people in civil life by the passage of a congressional act which provided for the rehabilitation of disabled soldiers, sailors, and marines following the World War. The question arose during this time of the feasibility of extending this program to include that far greater army of persons disabled in civil life. Statistics revealed that approximately two million were crippled each year in industry, with a probability of sixty thousand of this number being so crippled as to be subject to charity unless some remedial provision was made. The same statistics reveal that for every non-fatal industrial accident there were two non-industrial accidents, which did not include an even greater number disabled by disease and congenital conditions. Many of this group are cripples of long standing, who have been deprived of an education and vocational experience.

The majority of those who receive an injury which results in a disability are immediately relegated to that group of labor considered as unemployable. This means that employment for them in the future will be rare unless economic conditions demand the expanding of the labor market, or a position is secured on the basis of charity which almost invariably means a subsistence wage. If a position is secured through the facilities of an agency the bargaining power of the individual worker is enlarged, and he is able to procure employment on the basis of his economic utility.

The passage of the Federal Civilian Rehabilitation Act, effective July 1, 1920, provided for the systematic functioning of a rehabilitation program within each individual state. This act provided for an

annual allotment of federal funds on the basis of population to be available on condition that for each dollar of federal money expended the state must appropriate at least an equal amount. By the passage of Act No. 211 of the Public Acts of 1921, Michigan accepted the provisions of the federal act and appropriated the required amount of money.

On April 8, 1930, the Michigan State Board for Vocational Education adopted a plan which was later approved by the federal board, providing for more intensive rehabilitation service for the disabled people of Wayne County by centralizing the service and reducing the duplication of effort of the many and varied social agencies. The plan was to continue for a period of one year, and if at the end of that time it was found to be satisfactory to all cooperating agencies, it was to be renewed. This plan of cooperation has continued to date.

The Rehabilitation Department is an agency within the state, supported by both federal and state funds and dedicated to the job of reclaiming the human wreckage of our industrial and social society. This reclamation takes the form of attempting to re-establish in industry those who have within themselves some economic asset which can be capitalized. Vocational guidance assists the handicapped individual to determine the possible future source of his income. The Department provides special training wherever it is necessary and practicable, from the standpoint of both the individual, and the local community. If the program of retraining is not found to fit the individual case, placement without training is resorted to when a vacancy occurs which the applicant can fill with efficiency. No position is sought by the Department on the basis of sympathy or charity. Only positions which can be successfully filled by disabled individuals are sought.

The activities of the Rehabilitation Department have been substantially increased by F.E.R.A. aid, dating from December 15, 1933. In a

period of one year the case load increased approximately 35 per cent; the number in training increased 33 per cent. The number placed in employment in the first nine months of this fiscal year (1934-35) was 38 per cent greater than the number placed during the first nine months of 1933.

The following chart summarizes 131 cases of blind persons (5% vision or less) which were handled by the Department Of Rehabilitation of the State of Michigan in the Department of Public Instruction from the time of its inception in 1921, until April 1935.

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN

36.

| Case No. | Sex | Age | Locality | Number Dependents | Education | Cause of Blindness | Date of Contact with Rehabilitation Department | Types of Training | Cost of Training | Subsequent Occupational Experience | Earnings | |
|----------|-----|-----|---------------|-------------------|-------------|-----------------------------|--|--------------------------------------|------------------|--|-----------------|----------------|
| | | | | | | | | | | | Before Training | After Training |
| 1 | M | 21 | Big Rapids | None | High School | Accident- 5% vision | April 1923 | Salesmanship and Business methods | \$25. | | | \$15. wk. |
| 2 | M | 30 | Big Rapids | 2 | 6 th grade | Electric flash from welding | February 1922 | College Preparatory Ferris Institute | \$100. | Auto and brass shop; farmer | | 70¢ hr. |
| 3 | M | 21 | Detroit | None | 8th grade | Shot on hunting trip | December 1924 | Piano tuning | \$39. | Piano tuner; typist broom making | | \$3.50 day |
| 4 | M | 18 | Rockford | None | | Dynamite explosion | January 1928 | Typewriting | \$55. | Carpenter | | \$15. wk. |
| 5 | M | 35 | Grand Rapids | 2 | None | Explosion | June 1923 | | | Finisher in furniture factory | | 37½¢ hr. |
| 6 | M | 43 | Detroit | 5 | | Birth | June 1931 | | | | \$112.50 month | \$3600. yr |
| 7 | M | 22 | Detroit | None | 8th grade | Spinal Meningitis | October 1929 | Piano tuning | \$98. | Hemmed towels Detroit League for Handicapped | | \$10. wk. |
| 8 | M | 45 | Menominee | 1 | | Cataracts | November 1922 | Chiropractor | | Chiropractor 12 years | \$1000. annum | \$100. month |
| 9 | M | 31 | Manistique | 4 | | | March 1922 | Cigar and confectionery store | | Construction work | | \$15. wk. |
| 10 | M | 19 | Grand Rapids | None | High School | Birth | August 1931 | Massaging Y.M.C.A. Grand Rapids | \$300. | | | \$10. wk. |
| 11 | M | 31 | Concord | None | 11th grade | Scarlet fever | November 1924 | Practical Poultry | \$35. | Day laborer | | \$20. wk. |
| 12 | M | 28 | Detroit | None | | | January 1924 | Piano tuning | | | | \$10. wk. |
| 13 | M | 18 | Detroit | None | High School | | February 1924 | Typing and Dictaphone | \$18. | | | \$15. wk. |
| 14 | M | 39 | Detroit | 6 | | | October 1931 | | | Inspector in Ford Motor Co. | | \$42. wk. |
| 15 | M | 38 | Highland Park | 2 | High School | Congenital | October 1931 | | | Inspector in Ford Motor Co. | | \$42. wk. |
| 16 | M | 43 | St. Joseph | None | | | August 1922 | Salesmanship | | Broom maker | | \$20. wk. |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

37.

| | | | | | | | | | | | | |
|----|---|----|---------------|------|-------------|------------------------------|----------------|---|--------|--|-------------------|-----------------------|
| 17 | M | 32 | Flint | 2 | 5th grade | | April 1923 | | | Imperial Wheel Works
Champion Ignition
Flint Varnish Works | | 40¢ to 50¢
per hr. |
| 18 | M | 40 | Detroit | 2 | High School | Injury | April 1932 | | | Placement Agent for
State of Mich. and
Canadian Government | \$57.69 wk. | \$30. wk. |
| 19 | M | 25 | Ann Arbor | 1 | High School | | November 1921 | Literature, science
and arts at U.ofM. | \$82. | Placement Agent for
Blind | \$1200. Yr. | |
| 20 | M | 34 | Detroit | None | 7th grade | Injury | October 1928 | Revised Braille
Insurance Sales | \$150. | Sales Work | | \$24. wk. |
| 21 | M | 23 | Saginaw | None | 6th grade | Injury | April 1923 | Shoe repairing | | Munition Plant | | |
| 22 | F | 39 | Saginaw | None | 11th grade | | November 1923 | | | Switchboard opera-
tor for 16 yrs. | \$18. wk. | 25¢ hr. |
| 23 | M | 61 | St. Charles | None | 6th grade | | February 1922 | | | Farm hand for 45
years | \$18. month | \$12. wk. |
| 24 | M | 24 | Saginaw | None | 4th grade | Injury | September 1922 | Shoe repairing | | Piano tuner | \$24. wk. | \$40. per
month |
| 25 | M | 37 | Detroit | None | 4th grade | | March 1931 | | | None | | \$15. wk. |
| 26 | M | 49 | Highland Park | None | 8th grade | Injury in
army | October 1931 | | | Assembler 12 yrs.
Engineer in army | | \$42. wk. |
| 27 | F | 18 | Jackson | None | 8th | Accidentally
shot | January 1922 | Home weaving | | | | |
| 28 | M | 23 | Jackson | 1 | 8th grade | Sore eyes
at birth | January 1922 | | | Common laborer | | 40¢ hr. |
| 29 | M | 46 | Detroit | 2 | 10th grade | | August 1929 | Insurance Sales- | \$50. | Insurance Agent | \$30. wk. | \$20. to
\$25. wk. |
| 30 | M | 19 | Detroit | None | High School | Injury | February 1929 | Dictaphone opera-
ting | \$75. | | | \$10. wk. |
| 31 | M | 17 | Detroit | None | | Congenital | September 1926 | Piano tuning | \$156. | Orchestra - tenor
banjo | | \$25. wk. |
| 32 | M | 41 | Flint | None | None | | April 1923 | | | Sailor for 25
years | | 50¢ hr. |
| 33 | M | 23 | Ionia | None | 7th grade | Struck in eye
steel chips | March 1922 | | | Pipe fitter, fire-
man and millwright | 50¢ to
75¢ hr. | 60¢ hr.
\$10. wk. |
| 34 | M | 50 | Detroit | 1 | 10th grade | Paralysis of
optic nerve | June 1931 | Chair caning | | | | |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

38.

| | | | | | | | | | | | | |
|----|---|----|-----------------|------|----------------|---------------------------|-------------------|--|--------|---|-----------------------|-----------------------|
| 35 | M | 55 | Flint | 1 | | | April 1923 | | | Stone cutter
25 years | \$20. wk. | 40¢ hr. |
| 36 | M | 35 | Detroit | 1 | 8th
grade | atrophy of
optic nerve | January
1931 | salesmanship | \$35. | Laborer | \$34. wk. | \$14. wk. |
| 37 | M | 26 | Flint | None | 11th
grade | | May 1923 | | | Shipping
Clerk | \$24. wk. | 40¢ hr. |
| 38 | M | 54 | Ann Arbor | None | 6th
grade | acid thrown
in eyes | November
1924 | | | Typewriter
machinist | 35¢ to
85¢ hr. | \$110. month |
| 39 | M | 30 | Detroit | 1 | 8th
grade | | June 1933 | | | Foreman; stock
clerk - Herman
Keifer; and Doyle | \$12. to
\$25. wk. | \$10. wk. |
| 40 | F | 20 | Grand
Rapids | None | High
School | Birth | September
1928 | Social Service
Work | \$143. | | | \$15. wk. |
| 41 | M | 30 | Ann Arbor | 2 | High
School | Injury | November
1931 | Braille and
Typewriting | \$60. | U.S. mail carrier
10 yr.; distribut-
or of candy mach.. | \$40. wk. | \$20. to
\$25. wk. |
| 42 | F | 28 | Lansing | None | High
School | Disease | March 1922 | Music, pipe-organ
analysis; counter-
point | \$329. | | | \$65. month |
| 43 | M | 23 | Sandusky | None | 8th
grade | Hereditary | June 1922 | Shoe repairing
Frank T. Perrigo
Saginaw, Mich. | \$160. | None | | \$18. to
\$20. wk. |
| 44 | M | 43 | Detroit | None | 6th
grade | Birth | October
1931 | | | Inspector at Ford
Motor Co. | \$35. wk. | \$42. wk. |
| 45 | M | 39 | Detroit | 2 | 10th
grade | Injury | October
1931 | | | Sales Manager for
Toner Commission Co. | \$75. wk. | \$25. wk. |
| 46 | M | 30 | Detroit | None | High
School | Ophthalmia | October
1931 | | | Clerk for 3 yrs. | \$12. wk. | \$12. wk. |
| 47 | M | 29 | Detroit | None | High
School | Birth | March 1932 | | | Detroit Twist
Drill Co. | \$25. wk. | \$20. wk. |
| 48 | M | 24 | Detroit | None | 6th
grade | Birth | January
1932 | | | Pianist in small
orchestra | \$15 to
\$30. wk. | \$20. wk. |
| 49 | M | 57 | Saginaw | None | | Injury | October
1923 | | | | | \$76. 10
month |
| 50 | M | 52 | Saginaw | 6 | High
School | Accident | February
1922 | Shoe repairing and
Trades for Blind | | Teacher of Trades
used by the Blind | \$3. day | \$50. month |
| 51 | M | 18 | Flint | 2 | 8th
grade | | April 1923 | | | Trucking business | | 40¢ hr. |
| 52 | M | 44 | Dodgeville | 3 | None | Blasting in
mine | November
1921 | | \$250. | Miner - 19 yrs. | | |
| 53 | F | 18 | Ionia | None | High
School | Rifle wound
in head | November
1921 | Teacher's course | \$123. | | | |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

39.

| | | | | | | | | | | | | |
|----|---|----|------------|------|-------------|------------------------------|----------------|------------------------------------|--------|---|--------------|----------------------|
| 54 | M | 59 | St. Ignace | None | 1st grade | Injury | March 1922 | Shoe repairing | | Laborer, Fireman in lumber camp, farmer, teamster | | |
| 55 | F | 26 | Flint | None | High School | Birth | March 1922 | Vocal training Evangelistical Work | | Box folding | 26¢ hr. | \$10. wk plus fees |
| 56 | M | 60 | Flint | None | 4th grade | Injury | February 1932 | Braille | \$90. | Carpenter; electric truck driver | | |
| 57 | M | 38 | Bessemer | 6 | 3rd grade | Blasting | October 1925 | Poultry husbandry | \$35. | Miner for 16 yr. | | |
| 58 | F | 30 | Saginaw | None | 11th | Congenital | October 1923 | | | Switchboard operator and weaving | | 25¢ yard for weaving |
| 59 | M | 27 | Detroit | None | High School | Injury | October 1931 | | | Machine operator Sewing machine | \$10. wk. | \$23. wk. |
| 60 | M | 38 | Detroit | None | 11th grade | Congenital | October 1931 | | | Inspector at Ford Motor Co. | | \$42. wk. |
| 61 | M | 18 | Detroit | None | 7th | Atrophy of optic nerve | September 1930 | | | | | \$10. wk. |
| 62 | F | 28 | Manistee | None | High School | Congenital | November 1929 | | | | | \$12. wk. |
| 63 | M | 41 | Lansing | None | High School | Injury | July 1923 | Shoe repairing | \$40. | Broom maker - 17 years. | | \$12. wk. |
| 64 | M | 41 | Orleans | None | High School | Birth | September 1922 | Shoe repairing | | Piano tuner and broom maker | | \$15. wk. |
| 65 | M | 24 | Grawn | None | High School | Resulting from illness | May 1923 | Shoe repairing | | | | \$30. wk. |
| 66 | M | 25 | Gladstone | None | 8th grade | Scratched eyes with scissors | March 1928 | Shoe repairing | \$60. | | | \$18. to \$20. wk. |
| 67 | M | 49 | Detroit | 1 | 8th grade | | May 1925 | Piano tuning | \$36. | Salesman; watchman | \$90. month | \$15. to \$18. wk. |
| 68 | M | 67 | Leslie | 1 | High School | Birth | March 1922 | Operation of rivet machine | | Salesman; music teacher | | 53¢ hr. |
| 69 | M | 20 | Detroit | None | High School | Eyeballs frozen | November 1921 | Literature, arts and science | \$184. | | | \$2000. yr. |
| 70 | F | 26 | Detroit | None | College | | July 1922 | Detroit Teacher's College | | Teacher | \$140. month | \$200. month |
| 71 | M | 50 | Detroit | 7 | 8th grade | Injury | September 1931 | | | Millman - Morgan and Wright, Detroit | \$36. wk. | \$10. wk. |
| 72 | M | 53 | Dowagiac | 3 | 11th grade | Injury | May 1924 | Shoe repairing | \$139. | Broom maker 10 yrs. | | \$65. month |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

40.

| | | | | | | | | | | | | |
|----|---|----|---------------|------|-------------|-------------------------|----------------|----------------------------|--------|---|-----------------------|-----------------------|
| 73 | M | 36 | Saginaw | 1 | 8th grade | Cataract formation | January 1924 | Broom work | | Farmer; employee Texas Oil Co. | \$5. to \$6. day | \$20. wk. |
| 74 | M | 41 | Chesaning | 2 | 8th grade | Shot through head | November 1923 | Shoe repairing | \$160. | Millwright and wood worker | \$1.75 to \$5. day | \$15. wk. |
| 75 | M | 21 | Flint | None | 4th grade | | March 1923 | | | Laborer - 7 yrs. | 40¢ hr. | 40¢ hr. |
| 76 | M | 29 | Lansing | 2 | 11th grade | Explosion | June 1922 | Electric shoe | \$75. | Copper refiner, Lake Shore Smelting Co. | \$6. day | \$22.50 wk. |
| 77 | F | 45 | Essexville | None | | Injury | January 1923 | Weaving and caning Saginaw | | | | |
| 78 | M | 51 | Detroit | 1 | 8th grade | Cataract formation | April 1932 | | | Private chauffeur Police commissioner | | \$10. wk. |
| 79 | M | 28 | Flint | 1 | 8th Grade | Birth | April 1932 | | | Farmer | | 40¢ hr. |
| 80 | M | 19 | Detroit | None | 6th grade | Shot by cap of dynamite | March 1925 | Shoe repairing | \$140. | Sold papers | | |
| 81 | M | 50 | Lansing | 2 | High School | | October 1925 | Establishment of stand | | Prudden Wheel Co. | | \$168. month |
| 82 | M | 52 | Detroit | 2 | 8th grade | Gun shot | April 1931 | | | Die maker | \$40 to \$50. wk. | \$10. wk. |
| 83 | M | 54 | Highland Park | None | 11th grade | Strain of optic nerve | October 1931 | | | Tool maker at Ford Motor Co. - 8 yrs. | \$50. wk. | \$42. wk. |
| 84 | M | 48 | Hancock | 3 | 3rd grade | Explosion | September 1921 | Shoe repair business | | Miner - 15 yrs. | | |
| 85 | M | 30 | Flint | 2 | 4th grade | | January 1923 | | | Machinist - 7 yrs. Buick Motor Co. | | 40¢ hr. |
| 86 | M | 49 | Lansing | 7 | 2nd grade | Tumor | July 1922 | Cobbling | \$120. | Cobbler, farmer, huckster | \$3. to \$5. day | |
| 87 | M | 38 | Detroit | None | 10th grade | Birth | January 1932 | | | Saxophone player | | \$20. wk. |
| 88 | M | 32 | Detroit | None | 8th grade | Birth | February 1931 | | | Ford Motor Co. | \$24 to \$45. per wk. | \$40. wk. |
| 89 | M | 32 | Flint | None | 8th grade | | January 1923 | | | Carpenter - 12 yrs. | \$7. day | 60¢ hr. |
| 90 | F | 43 | Birmingham | None | High School | Birth | January 1924 | Rush Seat Weaving | \$15. | Librarian, music teacher, chair caner | | \$5. to \$7. per seat |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

41.

| | | | | | | | | | | | | |
|-----|---|----|---------|------|-------------|--------------------------------------|----------------|-----------------------------------|----------|--|------------------------|--------------------|
| 91 | M | 42 | Saginaw | None | High School | Spike thrown in eye | October 1923 | Shoe repairing | \$104. | Farmer, clerk
Bookkeeper in Restaurant | | |
| 92 | M | 20 | Detroit | None | 10th grade | Birth | October 1931 | Piano tuning | \$222.12 | None | | \$22. per wk. |
| 93 | M | 43 | Detroit | None | High School | Congenital condition | September 1931 | | | Inspector at Ford Motor Co. | | \$42. wk. |
| 94 | M | 25 | Flint | None | High School | Congenital condition | October 1931 | | | Broom maker, rug weaving, chair caning | | \$50. month |
| 95 | M | 21 | Flint | None | 10th grade | | April 1923 | | | Sailor - 2 yrs.
Lathe worker | | 50¢ hr. |
| 96 | M | 20 | Detroit | None | 5th grade | Injured by fire shovel; bicycle acc. | June 1923 | Dictaphone operator | | | | \$1. to \$1.50 day |
| 97 | F | 34 | Detroit | None | 11th grade | Congenital cataracts | June 1928 | Braille music
Social Service | \$108. | Sales promotion
Organist, director of music | \$19. to \$45. week | \$20. wk. |
| 98 | M | 20 | Flint | 2 | 8th grade | | March 1923 | | | Grocery business | \$35. wk. | 50¢ hr. |
| 99 | M | 50 | Detroit | 2 | 10th grade | Accident | March 1932 | Chair caning | | Machinist
Apple vendor | \$25. wk.
\$5. wk. | \$15. wk. |
| 100 | M | 53 | Detroit | 1 | 5th grade | Glaucoma | March 1922 | Piano tuning | | Pattern maker | \$1. to \$1.45 per hr. | \$5. per piano |
| 101 | M | 47 | Detroit | 4 | 10th grade | | October 1931 | | | Inspector 13½ yrs | \$30 to \$42 week | \$42. wk. |
| 102 | M | 24 | Lansing | None | 10th grade | Shotgun accident | July 1923 | Shoe repairing | | | | \$20. wk. |
| 103 | M | 31 | Flint | 5 | 3rd Grade | | April 1923 | | | Farm work and truck driving | | 45¢ hr. |
| 104 | M | 40 | Pigeon | None | 8th grade | Injured eyes - points of shears | August 1923 | Shoe repairing
Perrigo-Saginaw | \$208. | | | \$65.88 month |
| 105 | M | 26 | Flint | 3 | 9th grade | | April 1923 | | | Operator in gas company | \$200. month | 55¢ hr. |
| 106 | M | 29 | Monroe | 2 | 4th grade | | November 1922 | | | Chair caning, news paper, street musician | \$7. wk. | \$12. wk and up |
| 107 | M | 56 | Detroit | 1 | 8th grade | Gradual loss -80% | February 1935 | | | Inspector at Briggs Mfg. Co.; miner in Quincey mines | \$32. wk. | \$32. wk. |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

| | | | | | | | | | | | | |
|-----|---|----|-----------|------|-------------|--------------------------|---------------|--|----------|---|--------------------------|-------------|
| 108 | M | 35 | Detroit | None | High School | Disease | January 1935 | | | Machinist; relief mail carrier | \$42. wk. week | \$14. wk. |
| 109 | M | 47 | Detroit | 3 | 8th grade | Atrophy of optic nerve | March 1934 | | | Shipping Dept. Ford Motor Co. | \$35. wk. | \$30. wk. |
| 110 | M | 60 | Saginaw | 3 | 4th grade | Inflammation of eyes | December 1934 | Concession stand | | Broom maker 40 yr. | \$25. month | \$6. wk. |
| 111 | M | 42 | Detroit | 4 | 6th grade | Disease | May 1933 | | | Inspector at Ford Motor Co. | \$33. wk. | \$30. wk. |
| 112 | M | 26 | Detroit | None | 9th grade | Snowblindness | February 1935 | | | Dodge Bros.; sales man for Blind Prod. | \$29. wk.
\$12. wk. | \$22. wk. |
| 113 | M | 45 | Detroit | 2 | High School | | October 1934 | | | Electrician, Detroit Edison Co. | \$35. wk. | \$30. wk. |
| 114 | M | 21 | Detroit | 7 | 10th grade | Cataracts | March 1934 | | | Newspapers, Laborer Goodwill Industries | \$5. wk.
\$8. wk. | \$24. wk. |
| 115 | M | 40 | Detroit | 4 | 10th grade | Blind - light perception | March 1934 | | | Assembler Ford's 10 yrs. | \$15. to
\$35. wk. | \$25. wk. |
| 116 | M | 40 | Detroit | None | 5th grade | | June 1933 | | | Columbus stamping Co. Studebaker, grinder; Hudson Motor Car Co. | | \$18. wk. |
| 117 | M | 22 | Detroit | None | 9th grade | Ulcers 10% in one eye | March 1933 | Braille, insurance selling, and piano tuning | \$125. | Packard Motor Co. | \$24. wk. | \$22. wk. |
| 118 | M | 46 | Detroit | 3 | 8th grade | Detachment of retina | November 1933 | | | Toolmaker | \$42. wk to
\$48. wk. | \$14. wk. |
| 119 | M | 32 | Kalamazoo | | 7th grade | Struck with sunflower s. | June 1933 | | | Moulder in D'Arcy Foundry | \$40. wk. | |
| 120 | F | 19 | Lansing | None | College | Birth | May 1931 | Voice and Piano | \$473.32 | | | \$19. month |
| 121 | M | 29 | Detroit | None | 5th grade | | May 1922 | Piano tuning | | | | \$12. wk. |
| 122 | M | 43 | Detroit | 5 | 4th grade | Flying chip | November 1932 | Commercial work | | Sweeper in Briggs Mfg. Co. | \$30. wk. | \$22.50 wk. |
| 123 | M | 21 | Detroit | 2 | 10th grade | Birth | May 1934 | Sewing machine operator | | Salesman | \$10. wk. | \$15. wk. |
| 124 | M | 43 | Detroit | 2 | 9th grade | Glaucoma | August 1933 | Sewing machine operator | | Rigger - Detroit Construction Co. | \$50. wk. | \$15. wk. |
| 125 | M | 36 | Detroit | 3 | 4th grade | Scrofula | August 1931 | | | Stock room clerk Grocery inspector | \$27.50 wk.
\$20. wk. | \$22.50 wk. |

CASE STUDIES OF PERSONS WHO CONTACTED
DEPARTMENT OF REHABILITATION OF MICHIGAN
(continued)

43.

| | | | | | | | | | | | | |
|-----|---|----|----------|------|----------------|-----------------------------|-------------------|----------------------------|---------|--|-----------|-------------|
| 126 | M | 53 | Lansing | 2 | College | Congenital | April 1934 | | | Organist - 14 yr.
piano tuner | | \$25. month |
| 127 | M | 48 | Detroit | 2 | High
School | Birth | March 1934 | Sewing machine
operator | | Chair caner | \$11. wk. | \$12. wk. |
| 128 | M | 18 | Detroit | None | 9th
grade | Ophthalmia | September
1930 | Broom and mop
making | | | | \$8. wk. |
| 129 | M | 40 | Bay City | 2 | 7th
grade | Gunpowder
blaze | November
1934 | | | Pool room operator
Clerk in grocery | | \$18.75 wk. |
| 130 | M | 40 | Detroit | 2 | High
School | Birth | March 1934 | Sewing machine
operator | | Chair caner | \$11. wk. | \$12. wk. |
| 131 | M | 16 | Detroit | | 11th | Anterior polar
cataracts | December
1928 | Auto trimming | \$85.45 | Washer - Red Arrow
Bottling Works | \$24. wk. | \$14. wk. |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| • | • | • | • | • | • | • | • | • | • |
| • | • | | | | | | | | • |
| • | • | | | | | | | | • |
| • | • | | | | | | | | • |
| • | • | | | | | | | | • |
| • | • | | | | | | | | • |
| • | • | | | | | | | | • |
| • | • | • | • | • | • | • | • | • | • |

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

•

Before drawing any conclusions it is necessary to insert a preface to the effect that the information secured in this survey of 131 cases, 117 males and 14 females, is very fragmentary, and in many instances necessary uniform data was not available.

Fifty-eight of the one-hundred and thirty-one received special training from the Rehabilitation Department, which means that training facilities were provided in each individual case. These facilities for the most part took the form of institutional training or schooling, and special tutoring as in the case of shoe repairing, piano tuning, etc. The total cost of this training is not available, but the cost for 39 of the 58 is \$4,592.32, or an average cost of \$117.75. Forty-nine (81 per cent) of those receiving special training followed the occupation in which they were trained. The total wages received by this group are not available, but the wages of 39 of them were \$427.62, or an average wage of \$18.65 per week. Out of the one-hundred and thirty-one cases studied, information concerning wages before rehabilitation was available in only 49 cases, that is, wages before disability or contact with the Rehabilitation Department as in the case of blindness of long standing. The wages for this group were \$1,797.59, or an average wage of \$30.46 per week. The dearth of data in this instance can be attributed in part to the large number of cases in which no previous wage was earned due to accident before the industrial age was reached. The information, however, is more complete after rehabilitation for it includes 117 cases. The wage received by this group was \$1,372.74, or an average wage of \$11.64 per week. The 14 cases not accounted for are either not earning, or have not reported the wages which they received.

Out of the 131 cases studied, 44 were congenitally blind, 14 blind

due to industrial accidents, and 71 due to miscellaneous causes. Regardless of the cause of blindness, the Rehabilitation Department attempts to adjust the handicapped individual in such a way as to provide his own support. In drawing up a program for each individual case, the Department takes into consideration the past experience of the individual, whether or not he has been blind from birth; his subsequent employment; his hopes, ambitions, initiative, and desires. If the applicant has no definite plans regarding his future, the department attempts to formulate for him a plan based upon an analysis of his background. The plan may involve a definite form of training which might benefit the particular applicant. It might involve an adjustment without any particular training, such as an inspector and assembler in the Ford Motor Car Company, or the Buick Motor Company; sewing machine operators, cigar and candy stands, etc. The type of training to be followed depends upon his program for the future, or that of the Rehabilitation Department for him. The Rehabilitation Department recognizes no definite set or form of training. Most important, it adapts the particular methods to the individual case,- the prime requisite for a successful rehabilitation. It is interesting to note that the majority are placed without lengthy or particular training, showing that future or successful employment of the rehabilitant does not necessitate special training. If the applicant has definite plans for the future, the Department assists him toward their completion as far as they are economically sound. The individual who has been deprived of his sight from birth receives no different treatment from the Department than the individual who became industrially blinded. The past experience of both, their initiative and personality are equally weighed and measured. A man blinded in industry may be more easily replaced in that form of employ-

ment due to conceptions previously established, but it does not preclude the industrial placement of a man congenitally blinded, for he may reveal latent mechanical or industrial abilities which would make for a successful industrial employment.

The data covering those who have not contacted the Rehabilitation Department is not available. It is logical to assume that the wages received by those who have contacted the Department and availed themselves of its services are higher. This is due to the training facilities offered, and the ability of the Department to place individuals in positions which they could not have secured through their own bargaining power.

As far as the figures are available, it would appear in the long run, that training after disability would be more remunerative to the individual, than placement without training. However, it must be mentioned in this connection that no follow-up work is carried on in this Department which precludes the assurance of permanent placement either with or without training. In the case of training, which leads to the establishment of an individual enterprise, the chances are that the element of permanency would be stronger.

The data at hand indicates that there is a tendency for the wage to be higher before disability and subsequent rehabilitation than after disability. This is true, of course, only in the cases where the individual met with an accident in industrial life. In judging this conclusion, it must be taken into consideration that if the rehabilitant had not received the services of the Department, his income would no doubt have been negligible.

Obviously the Rehabilitation Department is limited in the amount of work it can do. It can logically handle only those who can be placed

in some form of remunerative employment. Those who have been injured to such an extent that future employment is unthinkable cannot be among its applicants. Then, too, the amount of appropriation which this Department receives naturally limits its activities. This means that in many cases it is not able to provide adequate services.) Lack of finances prohibits the pursuance of a comprehensive follow-up program, thus tending to weaken the work they have already accomplished by not being able to safeguard the permanency of their placements. Without this follow-up procedure, each applicant is considered as a new case, regardless of whether or not he received service at some previous date. {

The work of the Department of Rehabilitation cannot be extolled too frequently or with too much fervor. It is seriously limited by inadequate funds it is true, but this branch of the state is quite young and the future bids fair to be a fruitful one for those in the twilight zone of employability. Unemployment breeds restlessness, discontent, and dissatisfaction, especially if the unemployment is caused by a handicap received while pursuing the daily economic activities of life. Insecurity gives birth to despair and a perverted outlook on life; a feeling that society is the cause of the trouble and therefore should be made to pay. The Department, to some extent, meets this social and economic emergency, and at a relatively low cost per unit. Its various facilities enable it to place the handicapped individual in some form of employment which not only provides for his economic necessities, but restores to this person the feeling of security and self respect. It is a state department, and when this fact is made known to the employer, he cooperates more heartily and with greater results.

Aside from the element of influence which the Department wields unconsciously, the successful results can also be attributed to the workers within the Department itself. These individuals feel that

their work is vital. They are intensely interested in each individual case in a personal way that inspires confidence in the applicant - a very necessary element in a rehabilitation program. The past work of this Department is commendable, but it is the opinion of the writer that the future will see far greater activity along this line. This will be accomplished by more adequate financial support from governmental sources, and by a greater degree of cooperation among the different groups interested in those who are disabled; as instanced in the past few months by a survey of the entire blind population of Michigan made through the combined efforts of several of the state departments. It is to be hoped that this type of cooperation will be continued, resulting in more and efficient economic adjustment of the blind in the future.

CHAPTER V

Conclusions

So long as approximately one per cent of the total population is devoid of sight, their economic adjustment is extremely pertinent, at least to those suffering from this handicap. It is possible to diminish the number of blind through prevention. This may take the form of medical care at birth, and proper medical attention through life. The recent study carried on in the State of Michigan shows that blindness due to disease and congenital conditions is gradually decreasing. This means that the number needing such facilities as the schools for the blind will tend to be less in the future if such preventive work is developed.

If in the future, society is fortunate enough to have only about one-fourth as many blind as we have today, the problem of adjusting that fourth would still exist. The study carried on in Michigan further indicates that the number losing its sight through industrial accidents is increasing, which makes it more essential that an intelligent working plan should be inaugurated to take care of those needing the service.

The public should be intelligently informed concerning the blind in order to break down the detrimental misconceptions which have been built up around them. This could be accomplished by means of printed material, lectures, and exhibitions. By education of the public, the way is made easier for the adjustment of the blind into an economic, or partial economic freedom. The attitude of the public would thus be changed, making possible the enactment of essential remedial legislation where and when necessary. An equitable pension law should be passed, which would provide for a subsistence income for those who are too old to enter a workshop or compete in industry and commerce.


This pension should be flexible in nature to permit its adjustment to the individual case. For those who would rather not accept a pension and are able to assist in their maintenance, workshops should be provided, either of the factory or boarding house type. These factories or workshops should be run as economically as possible which can be accomplished in part by the government providing a market for their products. Penal or eleemosynary institutions should not be permitted to compete with these workshops, but each workshop should be required to make the product which it can produce with the greatest degree of efficiency. By purchasing the products of these workshops the government could reduce its appropriations, as it would mean that they would be practically self-supporting, thus requiring less pecuniary aid.

The greatest problem lies in the placement of those injured who are not eligible for a pension and do not desire to enter the workshops, but would rather face competition in the markets of the world. As the Michigan study has shown, the number of industrial injuries is on the increase, which means that greater stress must be placed upon some form of placement agency or agencies, such as the Rehabilitation Department, to take care of this group. This also means that in the future less and less emphasis will be placed upon vocational guidance and training within the walls of the schools for the blind, and more and more emphasis placed upon vocational guidance and retraining through the facilities available within the state for placement. Therefore, it is essential that adequate machinery be set up to cope with the problem which now exists and which will exist to a greater extent in the future.

It would be useless to become categorical, precise or dogmatic about the positions which can be filled by the blind. Each blind man

and woman is an individual, and as such possesses latent possibilities which, under the proper guidance, can be capitalized and made to earn for the individual. The form this employment might take is almost as varied as the employments followed by those who possess their sight. There are definite limitations it is true, but within these limitations the individual qualities determine the occupation. All cannot be broom makers and all cannot be college professors, but each possesses some asset which can be capitalized.

- - -



B I B L I O G R A P H Y

Documents

- (1) Baker, E.A. "Canadian Pension Law". 1930. Toronto, Canada.
- (2) MacKenzie, Clutha N., "Memorandum On Pensions For the Blind Of New Zealand" (Minutes and Proceedings Of the House Of Commons: February 21, 1935, Canada).
- (3) Massachusetts. Special Commission On the Blind. Final Report of the Special Commission on the Blind to investigate relative to the employment, training, and placement of the blind. Boston, Wright and Potter printing company, legislative printers, 1925. 55p.
- (4) Special Research Into Opportunities For Factory Employment Of The Blind In Minnesota. Bulletin Misc. 483. p.3.

Books

- (5) Best, Harry "Blindness And the Blind In the United States" (New York: Macmillan Company, 1934)
- (6) Dean, T.N. "Restoring the Disabled To Industry"
- (7) Leavitt, M.A. "Handicapped Wage Earners" (New York: Jewish Social Service Association, Inc. 1928) Chpt. 5.
- (8) Strehl, Karl "Higher Education Of the Blind And Their Chances In the Professions" p.3,8,9.
- (9) Sullivan, Oscar M. and Snortum, Kenneth O. "Disabled Persons Their Education and Rehabilitation" Chpt. 1.

Magazines and Periodicals

- (10) American Association Of Instructors For the Blind (A.A.I.B.) -
 - Abel, Georgia Lee. "Present day vocational opportunities and how to train for them." A.A.I.B. 1934. p. 152-154.
 - Birchard, F.W. "Vocational guidance in schools for the blind". A.A.I.B. 1924. 158-162.
 - Hayes, Charles B. "Vocational training of the blind girl" A.A.I.B. 1924. 162 -166.
 - Joice, B.S. Vocational direction. A.A.I.B. 1926. p. 242-247
 - Meyer, George F. "The responsibility of the school for vocational guidance and placement. A.A.I.B. 1930. p. 505-511.

Mulligan, R.J. "Training in habits of industry". A.A.I.B.
1926. p. 252-254.

(11) American Association Of Workers For the Blind (A.A.W.B.)..

Allen, M.B. "Placement in a rural community". A.A.W.B. 1933.
p.38-42.

Berinstein, Benjamin. Vocational guidance for the blind.
A.A.W.B. 1933. p. 18-27.

Campbell, C.F.F. "Work among the seeing". A.A.W.B. 1907.
p. 101-104.

Clunk, J.F. "Selling blind labor over half a continent during the world's worst depression. A.A.W.B. 1933.
p. 185-192.

Foster, Terry C. "New Developments in vocational guidance with special emphasis on diagnosis. A.A.W.B. 1933.
p. 13-17.

Griffith, R.A. "The specialized agency in a community program." A.A.W.B. 1929. p. 105-110.

Holmes, C.W. "Employment bureau" A.A.W.B. 1907. p. 105-108.

Hooper, J.T. "Placing the young graduate in society and industry" A.A.W.B. 1929. p. 120-129.

Immeln, H.M. "Helping the blind adult to select an occupation" A.A.W.B. 1927. p. 58-63.

McKay, E.C. "Survey of Factory Employment" A.A.W.B. 1927.
pg. 63-68.

(12) Atlantic Monthly..

Adams, Chas. Magee "The world and the blind man". Nov. '24.

(13) Beacon

New sources of work for the blind; exploration by appointments board of the National Institute. August 1928. p. 1-4.

(14) Journal Of National Institute Of Ind. Psychology..

Fox, C.B. "Industrial psychology applied to the blind. 1931.
No. 6. p. 332-343.

(15) Outlook For the Blind..

Berinstein, Benjamin. "Vocational guidance for the blind".
v. 27. Feb. 1933. p. 23-25, 31.

- Birchard, Florence W. "Present difficulties in placing blind people." v.22, No.4, March 1929. p. 36-38.
- Brown, C.L. "Procedure in placement work". v. 26, 1932. p. 156-160.
- Campbell, E.K. "A vocational guidance course for the blind" June 1927. p. 29-31.
- Clunk, J.F. "Placement work as a business". v. 24. No.1, June 1930. p. 16-19.
- Dresdjen, W.F. "First hand views on placement for the blind" v. 16, 1922. p. 101-105.
- "Getting a job for the blind". v.17, 1932. No.2. p. 22-24.
- Nickerson, G. "Getting jobs for blind people." v. 24, No.2, September 1930. p. 12-13.
- , "Placement work". v. 20, No.4, March 1927. p. 16-17.
- Wessborg, Eric. "Twenty-one placements in a depression year" v.26, 1932. p. 39-41, 48.

(16) Rehabilitation Review:

- Bickhan, M.H. "Placement centers for the handicapped workers" v. 5, No. 10, October 1931. p. 246-254.
- Irwin, R.B. "What increased rehabilitation funds might do for the blind". v.6, No.3, March 1932. p.66-68.
- Sullivan, Oscar M. "Problems in placement of the handicapped" v.7, No.0. October 1933. p. 308-314.

BULLETINS AND MISCELLANEOUS

- (17) Baker, E.A. and Clunk, J.F. Employment of the blind in work for which sight was formerly considered essential. World conference on work for the blind, New York, 1931, Proceedings, p. 166-182.
- (18) La Dame, M. Securing employment for the handicapped; a study of placement agencies for this group in New York City. New York, Welfare council of New York City, 1927. 133 p.
- (19) McKay, Evelyn C. Vocational guidance of the blind; address given at meeting of Minnesota Council of Agencies for the Blind. June, 23, 1928.

- (20) McKay, Evelyn C. Vocational guidance for the blind; radio speech. June 4, 1931. 6 p. (typewritten)
- (21) National Institute for the Blind. Employment of the blind; employment of blind persons in ordinary factories and workshops; sub-contracting as a means of finding new occupations. 1930. (Bulletin, No. 1.)
- (22) Nickerson, G. Placement work. 1930. 4 p. (typewritten paper)

ROOM USE ONLY

Dec 27 '36

Jun 21 '37

May 22 1948

Feb 5 1949

INTERVIEW BY

My 19 '52

Jun 6 '58

JAN 23 1965

ROOM USE ONLY

MICHIGAN STATE UNIVERSITY LIBRARIES



3 1293 03145 0376