

Securing Employment for the Handicapped. By Mary La Dame, published by the Welfare Council of New York City, 151 Fifth Avenue, 1927, pages 133.

"According to the testimony of employers in New York as well as in Cleveland and Detroit, many handicapped workers, if placed in properly selected occupations, are equally, or more, satisfactory than others who are without a disability."

So reads one of the conclusions reached in the study made of placement agencies for the handicapped in New York City. To the layman, to whom the word "handicapped" conjures up a vision of a helpless cripple, these statements open up an astonishing new line of thoughts and possibilities. Who are the handicapped? What can they do? Who employs them? How do they find jobs?

Mary La Dame in her report, "Securing Employment for the Handicapped," suggests answers to some of these questions. The study was undertaken at the request of four organizations in New York who were placing handicapped, to determine what were their common problems and whether some method of co-operation was advisable in order to increase their usefulness and service to the handicapped. The survey included a detailed study of the twelve non-fee-charging employment agencies who were placing handicapped; such as the crippled and disabled, hard of hearing, cardiacs, arrested tubercular applicants. An analysis of the work for one month showed 1046 applicants used these agencies in this period, and of these 385 were placed in positions—in offices, factories, hotels, restaurants, institutions. Building and maintenance, skilled trades, domestic and personal service, and even the professional group were represented in this list.

The report is well written, and through the use of illustrated concrete presentation, makes interesting reading. To mention a few outstanding facts in the study, one is impressed with the much greater need for adequate employment service for this group than for the ordinary worker. The placing of the handicapped presents special problems, such as the importance of very careful guidance and supervision in training and placement of each individual job suitable to his particular needs and abilities. This presupposes a detailed knowledge, on the part of the placement secretary, of the requirements and hazards of various positions, of the nature of various kinds of handicaps and the work possibilities of the individual, the ability to interpret a medical diagnosis, and an understanding of the attitude of the applicant toward work and vocational adjustment. The approach to employers also presents a different problem, as it is a function of the placement secretary not alone to find possible openings but also to convince the employer of the possibilities and value in employing a handicapped worker, and to demonstrate to him how the particular applicant, in spite of his disability, can do a specified job satisfactorily.

The report includes a description of the placement services of these agencies, covering such points as manage-

ment, how financed, size and salaries of staff, publicity methods, and placement procedure. It gives statistics on the number of applicants dealt with during a period of a month, the number referred for medical care, training, social service and employment, methods of approach to employers, such as number of visits, telephone calls, letters written, and finally an analysis of the number placed, as to nature of handicap, occupation and wages paid.

As a result of this report, four of the agencies in New York City have since agreed to combine to form a Joint Employment Bureau for the Disabled.

The undertaking of this study shows a modern and practical use of the research method as a basis of determining action only after a careful analysis of the situation and need.

LOUISE C. ODENCRANTZ

The National Bureau of Economic Research, 474 West Twenty-fourth Street, New York, is engaged in a series of studies which are summed up as "A Study in Industrial Progress." It is highly desirable that the recent remarkable growth of American industry should be understood. Already the Bureau has made valuable contributions along this line. A survey of *changing productivity* is now being undertaken. Co-operation of manufacturers, from whose records the facts must be secured, is essential. Because of the high professional standing of the Bureau we recommend co-operation, if it be asked, by every member of the Taylor Society.

"Analyzing Wholesale Distribution Costs" has just been prepared by J. W. Millard of the Domestic Commerce Division of the U. S. Department of Commerce. The study was recommended by a group of fourteen executives, in widely diversified lines, who were called together in conference by Secretary Hoover last spring. Their active co-operation was also given in the preparation of this valuable material.

"Recognition of Craftsmanship" has just been published by the Committee on Recognition of Craftsmanship of the New York Building Congress. In Portland, Oregon, in Philadelphia and in New York the building congresses have been seeking during recent years to bring about a revival of craftsmanship in the building industry. This little pamphlet tells a dramatic story of the progress that has been made along this line by the New York Congress through its awards of certificates of superior craftsmanship and gold buttons to workmen for particular jobs.

"Suggestions from Employees" by Z. Clark Dickinson, Associate Professor of Economics, University of Michigan, has recently been published by the University's Bureau of Business Research, Vol. 1, No. 3, Michigan Business Studies. It is based on a detailed analysis of suggestion plans in more than seventy organizations and is well worth careful study.

Executive Secretary, Joint Employment Bureau for the Disabled.

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