

future. In the interests of stability, if industry is to be manned by efficient and satisfied workers, it must do its share toward removing difficulties which from the beginning tend to produce or aggravate the opposite result. So long as the entrance of juvenile workers into jobs remains as at present without direction, the outcome will likewise remain a matter of chance.

The home and the school are even more important as the early training ground of our workers. If a lively sense of responsibility, loyalty and fair-play is not established there, if the pre-industrial experience of the child fails to produce a conviction that success and reward depend ultimately upon service rendered, then the evil result will appear in industry to the cost moreover of those who are not directly responsible. The moulding of the child's attitude in matters of work and rewards is a continuous process operating consciously or unconsciously in the atmosphere of the home and the school, and is put to a crucial test on his entering productive industry.

The evidence at hand indicates that on the whole children who go to work respond to the immediate wage they can secure with little regard for their prospects or for their earning power in terms of the knowledge or skill they possess. Moreover it is apparent that within rather wide limits the earnings of children leaving public school at the present time are not dependent upon the grade or the age at which they leave and consequently the latter questions do not appeal to these children or their parents as reasons for continuing at school.

Under these circumstances what is required in juvenile employment is not one expedient here and another there, but a practical policy with scope broad enough to include and co-ordinate the influences which continuously mould and modify the work-attitude of children. The getting and keeping of a job is only one element of the many involved in employment; it is, however, a testing out of the mental habits and moral attitudes which constitute the individual and unless this foundation be sound the success of the work-experiment is in