

enough to know definitely whether he or she has a genuine "call to social work.

4. The average woman or man under thirty starts handicapped for case work with families by reason of age (a side-light - the prefix "Mrs." compensates much for youth and is an asset at any time in establishing confidence.)
5. The best sources of material for case-workers are the Public School Teaching Staff, young widows and women in business offices between thirty and thirty-five years of age.

If my premises are correct, then I submit the following argument. There should be three distinct types of training offered:-

1. To the young man or woman who, feeling the call early, takes a University degree as did Carolina Woerishoffer for example, with social work definitely in view - graduating in Arts and emphasizing Political Economy - Philosophy and Biology; to such there should be offered a fifth year (if mature in other ways) in field work and Applied Sociology. If not mature, or perhaps in any case, they should be advised to teach for three or four years in public schools or do other work before taking their Diploma in Applied Sociology.
2. To the case-worker type pure and simple there should be offered a year's certificate course in the elements of Political Economy, Philosophy and Biology; together with Applied Sociology and field work.
3. To the volunteer - Members of Boards of Trustees and case-worker volunteers - Extension Courses should be offered.

What are we to offer the many people engaged in social work who have had no University education and no special training for social work? Some of them undoubtedly would be better employed elsewhere, others have all the natural qualifications but lack the general and special education. I have in mind, as I write, a woman many years in social work who, asked as to the presence of feeble-minded children in her institution, replied "yes, we have had some but they have "grown out of it!" Many of them would be incapable of absorbing even Elementary lectures in Economics, Philosophy, et cetera. I shall refer to these classes as A., B. and C. in the following paragraphs:-

- A. The graduate student seeking a diploma in social work.
- B. The student seeking a case-worker's certificate.
 1. Giving whole time
 2. Giving part time.
- C. The person already engaged in social work without having a broad general or special education.

For all three classes I suggest a year's work in Applied Sociology consisting of five hours lecture per week (see schedule A.); for A. and B. and for as many of C. as could find time this should be supplemented by Field Work of two kinds:

- A. visits to typical organization.
- B. Actual service in a