

methods and their results can be made. For this reason it affords a clear illustration of methods which have been tried and proved successful.

Obviously the Re-Establishment Department in this branch of its work has to accomplish two things. It must train the man in a new occupation to such a degree of skill or efficiency that from that standpoint at least he is economically self sufficient. Further than this, it must re-establish the individual man. That is, it must see that he does not fail, until he recovers, in so far as is necessary the civilian point of view with which he left the shop or office three or four years ago in order to serve his country.

Part of the industrial training is done in an institution, but by far the greater share of it is done in the ordinary factory, shop or office, the chief difference between the veteran and his fellow employee being that the former is learning and while learning is on government pay and allowances. It not infrequently happens that while this process of training is proceeding the learner for no apparent reason fails to appear at his appointed task. When sought out by one of the Department's vocational officers—usually a returned soldier—the man being retrained will not be found lacking an apparently valid reason for his non-appearance. It may be “restlessness,” “lack of concentration,” “nervousness,” or simply that he had made up his mind to “chuck it.” The Department's representative takes the attitude of a brother; he neither threatens, coerces, nor cajoles, but reasons the matter out as between friends. He points out that economic independence is the