AN ANALYSIS OF REQUESTS FOR SERVICES BY
VETERANS OF THE ATLANTA URBAN LEAGUE
DURING 1946 AND 1947

A THESIS
SUBMITTED TO THE FACULTY OF THE ATLANTA UNIVERSITY SCHOOL OF
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CHAPTER I

INTRODUCTION

Significance of Study

After every major war in the history of this country, services and benefits have been provided for veterans on the federal, state, and local levels, and by voluntary agencies. Until 1917 benefits were confined to pensions, land grants, and domiciliary care for disabled veterans in soldiers' homes. The War Risk Insurance Act and amendments then established compensation for service connected disability and death. Government Life Insurance, hospitalization, and vocational rehabilitation were at this time provided. The recent trend is from monetary benefits to services which will help the veteran to get back in the "main stream" of civilian life.¹

Federal laws grant general benefits to veterans and are intended to apply to all veterans regardless of race, color, or creed. However, it is in the administration of these laws that Negro veterans are confronted with special problems. "Federal agencies particularly in the South have discriminated against Negro veterans."² Such discrimination is difficult to

measure since federal agencies keep few statistical records of service according to race. One reason for the almost automatic discrimination produced by the federal agencies in the South may be found in the employment of almost exclusively white personnel. "In Atlanta, Georgia only seven out of 1,700 employees of the Veterans Administration are Negroes."1 This pattern of employment of Negro personnel by the agency persists throughout the South.

No federal program regardless of its liberalities can be expected to effectively assist Negro veterans in making an adequate adjustment to civilian life unless it recognizes the veteran as an individual with individual problems and as a member of a minority group living in a community which has social, economic, and cultural patterns peculiar unto itself. Any program which purposes to render adequate services to veterans can achieve its purpose only through the combined efforts of the community.1 The coordination of community resources to meet the specific needs of veterans is not an automatic process, but rather, it is the result of well organized efforts initiated by persons who have a definite interest in the existing problem and a workable knowledge of the veterans and the local community.

1 Ibid., p. 20.

Many Negro veterans in an attempt to find satisfactory solutions to their problems have resorted to the services of social welfare agencies staffed with Negro personnel. One such agency is the Atlanta Urban League. When functioning in its primary program area, this agency employs the community organization process as its approach in meeting the social welfare needs of the Negro community.¹

Purpose of Study

The purpose of this analysis, which is concerned with requests for services by veterans of a selected social welfare agency, is (1) to ascertain the disposition of veterans' requests for services of the Atlanta Urban League; (2) to determine the extent to which the agency was functioning in its program area; (3) to classify requests in terms of services offered by the agency in relation to community needs.

This study further is to determine the relationships that exist between the federal, state, and local veterans agencies providing services, to ascertain the general characteristics of veterans served and to determine the sources from which these veterans were referred.

Scope and Limitations

The scope of this analysis has the following limitations:

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(1) this analysis includes four hundred and seven veterans' requests for services of the Atlanta Urban League for which records have been filed; (2) it is limited to a period of two years, 1946 and 1947. This study does not indicate the entire number of veterans' requests for services during this two year period. Records had not been kept on all veterans who were served and many of the records on file were not sufficiently completed to be used in this study.

The records included such types of data as: name, address, branch of service, service rank at time of discharge, source of referral, employment status, educational status, services requested and disposition of requests.

Method of Procedure

The following methods were employed in collecting these data: (1) interviews with the agency executive secretary and other staff members who were instrumental in rendering services to veterans; (2) a schedule was prepared and data from each record were recorded and tabulated; (3) an analysis was made of data collected; and (4) a study was made of the agency's annual report, constitution and by-laws, other agency records, published and unpublished material pertinent to this study.
CHAPTER II

BACKGROUND AND ORGANIZATIONAL STRUCTURE
OF THE ATLANTA URBAN LEAGUE

Development

The Atlanta Urban League is a social welfare agency which functions primarily in the area of community organization in its approach to meeting the welfare needs of the Negro community. This agency was organized in 1920 as the result of the combined efforts of an interracial group of local persons interested in improving the living and working conditions of Negroes and in creating conditions which would make for better understanding and cooperation between Negro and white citizens of Atlanta.\(^1\)

The league is an affiliate of the National Urban League which was organized in 1910 and is the oldest and largest social service agency primarily concerned with improving Negro welfare and race relations. The league's National Office in New York city coordinates and supplements the work of fifty-seven local Urban Leagues in twenty-nine states and the District of Columbia.\(^2\)

The relationship that exists between the local leagues and

\(^1\) Jesse O. Thomas, "The History and Development of the Atlanta Urban League" (Atlanta, Georgia, Urban League, 1925), p. 1. (Mimeographed.)

the national body is not clearly defined and varies from one local agency to another. In the Atlanta Urban League a high degree of control resides in the local organization where the agency's policies and programs are determined. The degree to which national aims and programs are followed varies according to the discretion of the local leagues. A variety of national and local relationships has prevailed among national associations in the field of social work. As regards national and local relationships Ray Johns states:

In general, the pattern of mixed national-local control seems to be emerging as the prevailing basis of relationship. Cooperative establishment of national policies and plans by authorized representatives of local units, with national leadership and administration assigned to national officials, combined with a sense of mutual accountability, seems to be evolving as the more generally accepted practice.1

Purpose of the agency.—The stated purpose of the Atlanta Urban League as it is outlined in the agency's annual report for 1947 is:

1. To encourage, assist, and engage in the improvement of economic, industrial, social, and cultural conditions of the Negro community.

2. To discover community needs affecting Negroes and to interest individuals and groups in undertaking to meet them.

3. To coordinate and cooperate with existing agencies and organizations to further its aims.

---

4. To promote and improve the race relations and to further cooperation of all groups in behalf of the common welfare.1

Function.--The function of the league as a social work agency engaged in community organization was to develop community resources to meet the social welfare needs of the Negro population. The methods used were fact finding as a basis for locating the needs and determining the types and volume of service required to meet such needs; organizing groups to plan effective action; and building public opinion to supplement this action. During 1946 and 1947 the league worked primarily in the areas of health and hospital care, industrial relations, housing, public education, and veterans advisory and employment services.2

Source of finance.--The Atlanta Urban League is a private social welfare agency which is supported financially, almost exclusively, by the Greater Atlanta Community Chest. The league became a member of the Community Chest in 1924, the year the chest was organized in Atlanta. Other sources of finance were donations, special gifts, and membership dues which ranged from one dollar to ten dollars.3

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2Statement by Mrs. Grace T. Hamilton, Executive Secretary, Atlanta Urban League, Atlanta, Georgia, personal interview, March 18, 1948.

3Ibid.
Organizational Structure

In the Atlanta Urban League there was a small group which was responsible for the execution of the agency's program and purposes. This responsibility was placed in the Executive Board of Directors which further delegated responsibility to the Executive Secretary who with the assistance of a professional staff and clerical personnel executed the agency's policies and program. Other constituencies which facilitated program execution were standing and special committees and the general membership.

Executive board of directors.—The responsibility for the agency's program, policy making, selection and supervision of the executive secretary, and financing of the league was the function of the Executive Board of Directors which was an administrative board. It was an interracial body composed of twenty-one members who served in a voluntary capacity. Board members were nominated by a Board Committee and were elected by the membership to serve for a period of three years. Members were eligible for reelection after having served one term. The period of consecutive tenure on the board was two terms. Regular meetings of the board were held once each month to plan and evaluate program.

Standing committees.—To facilitate program execution and planning in the league, the board appointed four standing committees to which were delegated responsibility for conducting various phases of the agency's program. The functions of these
four standing committees according to the constitution of the agency were as follows:

1. Executive Committee: In the interim between meetings of the board of directors and the executive committee, this body shall conduct the regular work of the league and shall perform such special duties as the board shall assign to it.

2. Financial Committee: This committee shall consist of the treasurer, the chairmen of the program planning and personnel committees. It shall be charged with the duty and responsibility of devising ways and means to get financial support for the league. This committee shall recommend to the board such budget as it deems adequate and sufficient for the obligations of the league's work, and shall have general supervision of the financial affairs of the league.

3. Personnel Committee: This committee shall develop a code of employment practices for the league; shall recommend to the board qualifications for employed personnel; and shall develop procedures for the evaluation of the work of employed personnel.

4. Program Planning Committee: This committee shall regularly review the total program of the league as it relates to the social and economic conditions of the community, and shall recommend to the board such developments or modifications of the program as seems advisable.¹

Departmental committees.—To further facilitate the agency's program and to advise with the employed staff in developing programs in each major department of the league, departmental committees were organized in such program areas as: industrial, health, community organization, civic education, and veterans affairs. The chairmen of such committees were

¹Constitution and By-Laws, Atlanta Urban League, Atlanta, Georgia, Revised, 1946.
members of the board of directors.

Membership.—Any person may become a member of the league who subscribes to the purpose and objectives of the agency, and pays the membership fee. There were four classes of memberships: (1) One dollar basic membership; (2) Two dollar opportunity membership; (3) Five dollar contributing membership; and (4) Ten dollar supporting membership. All members except the "basic" were subscribers to Opportunity magazine, the quarterly journal published by the National Urban League. Each member regardless of the class of membership he held had only one vote. The membership met annually to elect board members.

Staff personnel.—To conduct the program of the agency an executive secretary, two departmental secretaries, and two clerical secretaries were employed full-time by the board. Part-time professional personnel have at times been employed by the board to facilitate the conducting of specific community projects engaged in by the league. The responsibilities delegated to staff personnel, as stated in a report of the Personnel committee, were as follows:

1. Executive Secretary: to supervise and coordinate the activities and programs of the departmental secretaries; supervise clerical personnel; make budget; account for funds; contact and work with other interested organizations and groups; and coordinate such groups.

2. Community Organization-Veterans Affairs Secretary: to contact groups of workers, clubs, fraternal societies, and to coordinate such activities as may be utilized in conducting programs for community betterment; to counsel veterans relative to the G.I. Bill of Rights; to seek On-the-job
training opportunities; advise veterans concerning insurance; contact educational institutions; to keep the veterans informed relative to the changes in legislation pertaining to their welfare; and to establish a close relationship with other agencies which render services to veterans for the purpose of facilitating proper referrals and minimizing duplication of services.

3. Industrial Relations Secretary: to contact and assist personnel directors of business concerns with problems; establish and increase opportunities for vocational and technical training among Negroes; improve job efficiency of workers; and secure and maintain adequate factual data for sound planning and action.¹

One of the clerical secretaries in the agency was classified as an Office Manager and the other as an Office Secretary. The duties of the office manager were: to serve as bookkeeper, financial secretary, order office supplies, and share with the office secretary the maintenance of agency files.

The duties of the office secretary entailed typing, filing, agency correspondence, operation of mimeograph and addressograph machines, and performing the general duties of a receptionist.

CHAPTER III

TYPES AND LEVELS OF GOVERNMENTAL SERVICES TO VETERANS

Federal Level

In 1930 the Veterans Administration, an independent establishment in the United States government, was created. This was the major step in concentrating the administration of veterans' benefits in one agency. Public Law 16, enacted in 1943, authorized the provision of funds and services for the vocational rehabilitation training to veterans of World War II. In 1944 the Servicemen's Readjustment Act, commonly called the G.I. Bill of Rights, was passed; it provided federal aid for readjustment in civilian life for veterans of this war. Under the provisions of this Act the veterans received such benefits as education, loans, readjustment allowances and aid in securing employment. The Federal Retraining and Reemployment Administration was at this time established. This agency initiated the local organization of informational and referral centers for the purpose of assisting veterans in their readjustment to community life. In July 1946 passage of legislation provided for the payment of terminal leave to veterans who had served as enlisted personnel in this war.1

Federal legislation which has provided benefits and services for veterans in the various states, cities, towns, and

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1 Edith Spray and Gertrude Longden, op. cit., p. 535.
rural areas throughout the nation tended to establish minimum standards for veterans programs. The execution of the federal program has been accomplished through a plan of decentralization in which responsibility was delegated to organizational officials on the state and local levels. The decentralization plan had its basis in the premise that those who have close contact with the veteran and are familiar with the problems which are peculiar to him and his environment can render him a more effective and personal service to meet his individual needs.¹

The objectives of a program of rehabilitation for veterans were, according to Willard Waller, as follows:

1. To restore the veteran to the competitive position which he would have occupied if he had never been called to military service.

2. To reinstate him in the communicative process of society, making him a civilian once more with the knowledge, interest, habits, and sentiments of a civilian.

3. To encourage and help him to overcome any handicaps, physically or mentally, which he may have incurred as a result of service.

4. To assist him once more to take his place in the political life of the community, state, and nation.

5. To help and encourage him to overcome attitudes of bitterness and antagonism, and to establish a normal and rewarding relation with family, church, and community.²


State Level

The federal government designated all local boards of the Selective Service System, all United States Employment Service offices, and all Veterans Administration offices to act as information centers, and made available to such agencies current veterans information which enabled them to intelligently render a service to veterans and make referrals to other agencies which rendered specific services.¹

The State Department of Veterans Services in Georgia was created by an act of the General Assembly and was the responsible body for all local veterans' agencies. This department was organized into three main sub-divisions, namely:

1. The Department of Veterans Education, the function of which was to provide assistance and counsel in all matters which pertained to the education and vocational training of veterans. It prepared and certified the list of Georgia schools, colleges, and industrial plants that participated in the educational benefits, the distributive plan, and vocational education.

2. The Claims and Service Department which was organized to assist veterans and their dependents in the filing, development, and prosecution of claims before the Veterans Administration and other federal agencies.

3. The Personal Affairs Department was concerned with all the problems which veterans and their dependents were confronted with.²

¹ James A. Adler, All This for Georgia Veterans (Georgia, 1946), p. 102.
² Ibid., p. 91.
The State Department after careful study by its committee organized an educational program to meet the needs of most veterans requesting educational training under the G.I. Bill of Rights.

General education.—All elementary schools standardized and all high schools accredited by the Georgia Accrediting Commission were eligible to provide instruction to veterans in the field of general education.

Distributive education.—This type of education was a specialized training for veterans who wanted to enter business that served the public. It was a training in merchandising, purchasing, and managing of business concerns. This plan was worked out by the Georgia State Department of Education and came under the educational section of the G.I. Bill of Rights.

Trades and industrial education.—The State Board of Education under the Division of Vocational Services offered trades and industrial occupation courses which related to learning a trade or occupation.

On-the-job training.—This training was furnished in practically all of the skilled crafts. It was a program of training in which the veteran was paid by his employer for his services as he learned. In addition he was paid a subsistence allowance by the Veterans Administration while in training. The amount he received from both sources could not be in excess of the wages paid to a regular employee who rendered the same service.
Farm training.--This training was offered by certain approved high schools in all sections of the state. The plan required the trainee to be under organized instruction administered and supervised by the school for an average of at least one half of each day.

State laws.--Every state has passed a number of laws for veterans of this war. A few states have enacted laws which provide rather special benefits for their veterans, such as state bonuses; renewal of professional and occupational licenses without examination, fine, or penalty; drivers licenses renewed without charge and free education in state colleges and universities for children of disabled veterans and men killed in service. In most states the laws enacted were routine and followed the general pattern of federal laws. The Georgia State laws relating to veterans granted unemployment compensation and civil service preference.1

Community Level

"While much of the work of rehabilitating veterans can be accomplished by federal and state agencies, its most important phases can be carried on only by local communities."2 In early 1944 many local communities began to approach intelligently the problem of assisting the veteran in his readjust-

2 Willard Waller, op. cit., p. 270.
ment to civilian life. Community response to meet the needs of veterans varied to a great degree. Local communities in which community organization agencies had functioned during the war met with few difficulties in the process of mobilizing community resources to meet the needs of veterans. In other communities, programs experienced an increasing number of problems in setting up local machinery to assist the veteran in his adjustment to community life. ¹

A basic minimum program for the community in relation to community organization for veterans should provide at least, according to Willard Waller, the following things:

1. Machinery for getting the names of all veterans.

2. A preliminary interview with veterans to discover their needs and arrange for,

3. Referral to:

   (a) Employment agencies for those ready, willing, able, and sufficiently skilled to accept immediate job placement. These agencies should systematically assess the job possibilities of the local community.

   (b) Persons trained in evaluating and pressing claims for disabilities.

   (c) Guidance workers competent to give veterans advice concerning choice vocation, plans for vocational training, etc.

4. Adaptation of welfare and case work agencies to the needs of the veterans' group.

5. Adaptation of school systems to veterans whose schooling can be provided in the local community.

¹Edith Spray and Gertrude Longden, op. cit., p. 537.
6. Provisions of medical and social work facilities for an active search for cases of disability.

7. Provisions for small-loan services for needy veterans and larger loans for veterans wishing to start in business or buy homes or farms.¹

Any program which proposes to assist veterans in their readjustment and integration into community life must take into consideration the wide variety and individual needs of persons to be served, therefore, the problem of rendering services to meet the veterans' needs requires, in the main, community action through the coordination of forces within the community, such as schools, churches, hospitals, industry, labor unions, and social work agencies. "Social work agencies aware that they have an important role to play in this reconversion of the serviceman to civilian life, have geared many of their activities to the task."²

¹ Willard Waller, *op. cit.*, pp. 273-274.

² Edith Spray and Gertrude Longden, *op. cit.*, p. 537.
CHAPTER IV

THE VETERANS AFFAIRS PROGRAM OF THE ATLANTA URBAN LEAGUE

In the early part of 1946 the major portion of the men who had served in the armed forces had been discharged from the service. During the process of readjusting to civilian life these veterans confronted many problems peculiar to the general Negro population in southern urban areas. In an attempt to find adequate housing; job opportunities in areas of employment other than those traditionally relagated to Negroes, such as common labor and domestic services; and in an effort to more fully understand the provisions of the G.I. Bill of Rights and to utilize the services and benefits provided by the federal government; many veterans requested the services of the Atlanta Urban League.

Early Development of Program

With a view to rendering a service which would meet the needs of Negro veterans, a veterans affairs program was established in the Atlanta Urban League in 1946. The purpose of this program as stated in a report of the Community Organization Department was as follows:

These services were begun to help Negro veterans to become acquainted with the services and benefits offered them under the G.I. Bill of Rights, particularly, institutional and on-the-job training, vocational and personal guidance; to give information concerning the veterans servicing agencies in Atlanta and in the State at large; to give complete information.
service and to help them become reorientated to civilian life.¹

For the purpose of eliminating the possibility of duplicating services being rendered by other agencies, the league organized an Advisory Committee on Veterans Affairs which was composed of representatives of local agencies which rendered services to veterans and of other community persons interested in the welfare of veterans. According to a statement by the Community Organization-Veterans Affairs Secretary, the purposes of this committee were to:

1. Coordinate all veterans' programs.
2. Exchange information and methods.
3. Devise methods to stimulate Negro veterans to seek G.I. benefits.
4. Prevent unnecessary overlapping of services.
5. Discuss unmet needs and ways of meeting them.²

In 1946 the league initiated a system whereby records would be maintained on individual veterans who requested the services of the agency. Many veterans were rendered services by the league prior to the maintenance of these records. A number of veterans who came to the agency in an effort to find solutions to their problems related that they had first gone

¹Report of Community Organization Department, Atlanta Urban League, Atlanta, Georgia, October, 1947 (unpublished).

²Statement by Clarence D. Coleman, Community Organization-Veterans Affairs Secretary, Atlanta Urban League, Atlanta, Georgia, personal interview, March 18, 1948.
to the Veterans Administration and other agencies manned by white personnel, but had not received satisfactory service. Many expressed the fact that they did not want to talk about their problems to white persons, and many others, because of their low educational level, found it difficult to understand the complicated Veterans Administration forms. The league through its Industrial Relations and Community Organization-Veterans Affairs departments revised its program to include services to veterans.¹

The Industrial Committee of the league met with management of industries and other employers and discussed the employment of Negro veterans. The same procedure was followed in an effort to open new on-the-job areas. Many of the employers contacted had no knowledge of the veterans' training program. The league interpreted to these persons the G.I. Bill of Rights, the function of the Veterans Administration, the purpose of the training program, the procedure involved in having the business concern approved by the State Approving Agency for Veterans Training, and the functional relationship between the veteran and the business. Several new training places were opened as a result of this approach to the problems of employment and training.²

¹Report of Community Organization Department, op. cit.
²Statement by R.A. Thompson, Industrial Relations Secretary, Atlanta Urban League, Atlanta, Georgia, personal interview, March 18, 1948
Two industrial plants agreed to give immediate consideration to the employment of Negro veterans and stated that they would receive applications. The Industrial Committee then sent letters in which self-addressed cards were enclosed to veterans who had requested the services of the league in an attempt to find employment. The committee in these letters referred the veterans to the new Ford plant which was located in Hapesville, Georgia and the General Motors plant which was located near Chamblee, Georgia. The self-addressed card was for the purpose of following-up the efforts made by the veterans to secure employment with these companies and for determining the nature of the difficulties encountered. This information was used as a basis for further planning in this direction.

The league's Veterans Affairs Department rendered a personal service to veterans which in most cases consisted of referral and information services. In relation to personal service in the Urban League, Lottie T. Porter states that:

Personal service, as it has come to be known in the Urban League, grew out of a community need. It is a process of individual case work on a short-term contact basis. The league's program is not dedicated to a case work process, however, many requests are not met by existing agencies. Therefore, the league purposes to handle incidental requests whenever possible, and to point up the need for new services where the implications in requests indicate that added facilities are necessary.¹

Source of Referrals

This analysis of 407 veterans' requests for services indicated that there were three major sources from which veterans were referred to the agency. Table 1 shows the sources from which veterans were referred to the league for services.

TABLE 1

SOURCES FROM WHICH VETERANS WERE REFERRED TO THE ATLANTA URBAN LEAGUE FOR THE SERVICES OF THE VETERANS AFFAIRS DEPARTMENT DURING 1946 AND 1947

<table>
<thead>
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<th>Sources of Referrals</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
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<tbody>
<tr>
<td>Total</td>
<td>407</td>
<td>100</td>
</tr>
<tr>
<td>Newspapers</td>
<td>167</td>
<td>41</td>
</tr>
<tr>
<td>Friends</td>
<td>114</td>
<td>28</td>
</tr>
<tr>
<td>Movie</td>
<td>77</td>
<td>19</td>
</tr>
<tr>
<td>Radio</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>Y.M.C.A.</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>G.S.E.S.*</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Employers</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Not Stated</td>
<td>20</td>
<td>5</td>
</tr>
</tbody>
</table>

* Georgia State Employment Service

The league has employed various techniques and devices in interpreting its veterans' program to the community. In relation to this program such media of interpretation as newspapers, public speaking, movies, and radio were employed.
News stories, articles, and announcements regarding the agency's services to veterans were run in the local Negro daily newspaper. The services of a Speakers Bureau were employed by the agency as a method of interpreting its function and program to the community. Many veterans who came to the league were referred by friends and relatives who had learned of the program from speakers at churches, schools, and other public meeting places. When the Terminal Leave Bill was passed enlisted men and former enlisted men became eligible for payment for unused leave. The league, realizing that many veterans would need assistance in executing application blanks, enlisted the services of local theaters to announce by screen flashes that this service would be offered by the agency. Local radio stations were requested by the league to announce this veterans' service between programs.

Services Requested

During the two year period covered by this study, veterans requested many services. The services requested by veterans indicated that they needed understanding assistance in the completion of Veterans Administration forms and clear simplified interpretation of their benefits as discharged servicemen. The needs of Negro veterans were in general the needs of all Negro civilians, such as better job opportunities, better housing, and educational opportunities. The services which were requested by veterans during 1946 and 1947 at the Atlanta Urban League
are shown in Table 2.

TABLE 2
SERVICES REQUESTED BY VETERANS OF THE ATLANTA URBAN LEAGUE DURING 1946 AND 1947

<table>
<thead>
<tr>
<th>Services Requested</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>498</td>
<td>100.0</td>
</tr>
<tr>
<td>Terminal Leave Pay</td>
<td>340</td>
<td>68.3</td>
</tr>
<tr>
<td>On-the-Job Training</td>
<td>58</td>
<td>11.7</td>
</tr>
<tr>
<td>Employment</td>
<td>41</td>
<td>8.2</td>
</tr>
<tr>
<td>Educational Training</td>
<td>36</td>
<td>7.2</td>
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<tr>
<td>Police Applications</td>
<td>10</td>
<td>2.0</td>
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<tr>
<td>Loans</td>
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<td>.6</td>
</tr>
<tr>
<td>Housing</td>
<td>3</td>
<td>.6</td>
</tr>
<tr>
<td>Other Services</td>
<td>7</td>
<td>1.4</td>
</tr>
</tbody>
</table>

As indicated in Table 2, 68.2 per cent of all requests were for information regarding terminal leave pay and assistance in the completion of the terminal leave application form. The findings of this study seem to indicate that exclusive of the requests for terminal leave services, which was a short-term project, the major number of requests were for on-the-job training, employment, and vocational and educational training. Other services, which is the last item in Table 2, included such requests as: information concerning Ohio and Illinois
State bonuses, which were made by veterans who were living in those states at the time they were inducted; information regarding the proper procedure to follow in recovering lost terminal leave bonds and army discharges was requested by four veterans; and one stranded veteran from Alabama wanted a place to stay for the night and assistance in returning to his home.

The specific occupations in which veterans requested on-the-job training are shown in Table 3.

**TABLE 3**

SPECIFIC OCCUPATIONS IN WHICH FIFTY-EIGHT VETERANS REQUESTED ON-THE-JOB TRAINING DURING 1946 AND 1947

<table>
<thead>
<tr>
<th>Occupations</th>
<th>Number of Veterans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>58</td>
</tr>
<tr>
<td>Auto Mechanics</td>
<td>16</td>
</tr>
<tr>
<td>Carpentry</td>
<td>8</td>
</tr>
<tr>
<td>Tailoring</td>
<td>8</td>
</tr>
<tr>
<td>Brick Masonry</td>
<td>6</td>
</tr>
<tr>
<td>Shoe Repairing</td>
<td>6</td>
</tr>
<tr>
<td>Meat Cutting</td>
<td>3</td>
</tr>
<tr>
<td>Barbering</td>
<td>3</td>
</tr>
<tr>
<td>Electrician</td>
<td>2</td>
</tr>
<tr>
<td>Radio Technician</td>
<td>2</td>
</tr>
<tr>
<td>Aircraft Mechanics</td>
<td>2</td>
</tr>
<tr>
<td>Welding</td>
<td>2</td>
</tr>
</tbody>
</table>
Disposition of Requests

The Veterans Affairs Department of the league established relationships with other community agencies which rendered specific services to veterans. The findings of this analysis seem to indicate that, in the main, veterans' requests have been disposed of through referrals to other agencies. In addition to referring veterans to these agencies, the league interpreted to them the functions of the agencies to which they were referred and further explained the practices and procedures followed by the referred-to agencies. This was done for the purpose of preparing the veteran for his appointment which was made by the league and acknowledged by the agency to which the veteran was referred. Veterans who requested on-the-job training, general educational or vocational training were referred to the Atlanta University Guidance Center, which was staffed with Negro personnel. This center provided professional vocational guidance and scientific testing which determined their aptitudes and abilities, then advised the type of training the veterans should pursue.¹

Veterans who came to the agency for services as related to terminal leave pay were furnished application blanks and in those cases where it was necessary, they were assisted by personnel of the agency in completing these forms. The agency

¹Statement by Clarence D. Coleman, op. cit.
also provided notary public service, since all terminal leave applications required notarization. Veterans who requested employment were referred to employers who had been contacted by the Industrial Committee regarding jobs for veterans. One hundred and fifty of the 407 veterans who requested services of the league made requests which could be disposed of only through referrals to other agencies. Table 4 shows the places to which veterans were referred and the number of veterans referred to each place.

**TABLE 4**

PLACES TO WHICH ONE HUNDRED AND FIFTY VETERANS WHO REQUIRED THE REFERRAL SERVICES OF THE ATLANTA URBAN LEAGUE DURING 1946 AND 1947 WERE REFERRED

<table>
<thead>
<tr>
<th>Places Referred</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>150</td>
<td>100.0</td>
</tr>
<tr>
<td>Veterans Administration Guidance Center</td>
<td>90</td>
<td>60.0</td>
</tr>
<tr>
<td>General Motors and Ford Plants</td>
<td>40</td>
<td>26.6</td>
</tr>
<tr>
<td>City Hall</td>
<td>10</td>
<td>6.7</td>
</tr>
<tr>
<td>Red Cross</td>
<td>4</td>
<td>2.7</td>
</tr>
<tr>
<td>Legal Aid Society</td>
<td>3</td>
<td>2.0</td>
</tr>
<tr>
<td>Atlanta Mutual Building and Loan</td>
<td>3</td>
<td>2.0</td>
</tr>
</tbody>
</table>
CHAPTER V

SOCIAL AND ECONOMIC STATUS OF VETERANS

Veterans who requested services at the league represented nearly all categories and varying extremes as regarded educational level, employment status, wages, length of employment, and occupations pursued. The findings of this analysis indicated that according to educational level the veterans ranged from one year of elementary school completed to four years of college completed. According to occupations pursued they ranged from bootblack to laboratory technician and their weekly wages ranged from twelve dollars to eighty-two dollars.

Educational Level

Many of the veterans who requested services, because of their limited education, found it difficult to understand and interpret many of the benefits and services to which they were entitled. These men related that they had found it difficult to express themselves adequately in the busy formal offices of many agencies to which they had gone for services. The league in an attempt to simplify this problem served as a liaison agent between these veterans and other agencies. The highest grade completed in school by veterans who requested services of the Atlanta Urban League during 1946 and 1947; and the number of veterans in each grouping, such as elementary, high school, and college is shown in Table 5 on the following page.

29
TABLE 5
HIGHEST GRADE COMPLETED IN SCHOOL BY VETERANS WHO REQUESTED SERVICES OF THE ATLANTA URBAN LEAGUE DURING 1946 AND 1947

<table>
<thead>
<tr>
<th>Grade Completed</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>407</td>
<td>100.0</td>
</tr>
<tr>
<td>Elementary School</td>
<td>187</td>
<td>45.9</td>
</tr>
<tr>
<td>First</td>
<td>1</td>
<td>.2</td>
</tr>
<tr>
<td>Second</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>Third</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>Fourth</td>
<td>18</td>
<td>4.4</td>
</tr>
<tr>
<td>Fifth</td>
<td>30</td>
<td>7.4</td>
</tr>
<tr>
<td>Sixth</td>
<td>30</td>
<td>7.4</td>
</tr>
<tr>
<td>Seventh</td>
<td>36</td>
<td>8.8</td>
</tr>
<tr>
<td>Eighth</td>
<td>60</td>
<td>14.7</td>
</tr>
<tr>
<td>High School</td>
<td>170</td>
<td>41.8</td>
</tr>
<tr>
<td>Ninth</td>
<td>38</td>
<td>9.3</td>
</tr>
<tr>
<td>Tenth</td>
<td>34</td>
<td>8.4</td>
</tr>
<tr>
<td>Eleventh</td>
<td>34</td>
<td>8.4</td>
</tr>
<tr>
<td>Twelfth</td>
<td>64</td>
<td>15.7</td>
</tr>
<tr>
<td>College</td>
<td>26</td>
<td>6.4</td>
</tr>
<tr>
<td>Freshman</td>
<td>7</td>
<td>1.7</td>
</tr>
<tr>
<td>Sophomore</td>
<td>8</td>
<td>2.0</td>
</tr>
<tr>
<td>Junior</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>Senior</td>
<td>5</td>
<td>1.2</td>
</tr>
<tr>
<td>Not Stated</td>
<td>24</td>
<td>5.9</td>
</tr>
</tbody>
</table>
As indicated in Table 5, the largest number of veterans who came to the league for services, forty-six per cent, was in the educational grouping of from one year of elementary school completed to eighth grade completed; an almost corresponding number, forty-two per cent, fell into the one to four years of high school completed; and only six per cent of these veterans had completed from one to four years of college. Six per cent of these men made no statement as to their educational level.

**Employment Status**

The majority of the veterans included in this study were employed, but taking into account the fact that during the period covered by this analysis unemployment was not generally considered a major problem, an unusual number of these veterans were unemployed. An explanation to the implications of these findings may be revealed in a statement regarding the job problems of Negro veterans made by Charles G. Bolte, who states:

> A survey in Georgia concludes, jobs are aplenty but at low pay and in unattractive work. In town after town, it is being found that Negro veterans are being offered jobs at twelve, fifteen, eighteen, or twenty-odd dollars a week. A large proportion of the men can show industrial or army experience at work better than common labor, and are therefore entitled to draw the readjustment allowances.¹

The findings of this analysis further indicated that the veterans in the lowest educational level bracket were in almost every case employed, however, the jobs they held were in

most instances unskilled labor or other types of employment in which Negroes have been traditionally forced to accept. Table 6 shows the employment status of the 407 veterans who requested services of the league during 1946 and 1947.

**TABLE 6**

EMPLOYMENT STATUS OF VETERANS WHO REQUESTED SERVICES OF THE ATLANTA URBAN LEAGUE DURING 1946 AND 1947

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>407</td>
<td>100</td>
</tr>
<tr>
<td>Employed</td>
<td>256</td>
<td>63</td>
</tr>
<tr>
<td>Unemployed</td>
<td>110</td>
<td>27</td>
</tr>
<tr>
<td>Students</td>
<td>16</td>
<td>4</td>
</tr>
<tr>
<td>Not Stated</td>
<td>25</td>
<td>6</td>
</tr>
</tbody>
</table>

As indicated in Table 6, sixty-three per cent of the veterans who requested services were employed; twenty-seven per cent, almost one-third, were unemployed; only four per cent of these men were in school; and six per cent made no statement as regarded their employment status. It seems evident by the high percentage of unemployed that there is a great need for vocational and on-the-job training places and greater job opportunities for veterans after they have completed such training.

**Occupations.**—The veterans included in this study who were employed at the time they made requests for services were engaged in seventy-two different occupations. The majority of these
men were employed as construction or common laborers and in other types of unskilled labor. Table 8 on page 40 in the appendix lists the occupations of the 256 veterans who were employed at the time they requested services of the league. As indicated in Table 8, sixty-eight veterans were employed as construction and common laborers; twenty-five as truck drivers; fifteen as porters; nine as waiters; and nine as pressers. The remainder of these veterans were employed in a large number of occupations. From one to six veterans were employed in each of these other occupations.

Length of employment.—The range in length of time the 256 veterans who were employed had been working in their present occupations was from one month to twenty-two years. The largest number of veterans had been employed in their present occupations from one to six months. Of the veterans who were employed for more than two years in the occupation held at the time of contact with the league, the highest percentage was in the three to five year inclusive group. Table 9 on page 42 in the appendix shows the length of employment in the jobs held by these men at the time of their requests for services of the agency during 1946 and 1947. As indicated in Table 9, 37.6 per cent of the 256 employed veterans had been employed in their jobs from one to six months; 18.7 per cent from six to twelve months; thirteen per cent from twelve to eighteen months; 6.7 per cent from eighteen to twenty-four months; and 13.5 per cent from two years to twenty-two years. Of these 256 employed veterans,
10.5 per cent made no statement as to the period of time they had been employed on the jobs which they held at the time they made requests for services.

These veterans were employed in 138 business concerns in or near the city of Atlanta. A list of the concerns in which they were employed is shown in the appendix on page 44.

Wages

The weekly wages of the 256 employed veterans ranged from twelve dollars to eighty-two dollars. The veterans who were in the lowest wage range were employed in such occupations as porters, waiters, and bellhops. These veterans listed only their wages which for this type of employment was usually extremely low. The amount of money earned from tips, which they did not include, usually constitutes the major portion of income received by employees in these occupations. The veterans who were in the highest wage range were employed as skilled brick masons, plasterers, painters, or self-employed as contractors. Nearly one-third of these veterans earned between thirty and thirty-five dollars per week. The median wage for the group was thirty-one dollars and seventy cents. Table 7 shows the weekly wages earned by the 256 veterans who were employed at the time they requested services of the league.
<table>
<thead>
<tr>
<th>Weekly Wage Ranges</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>256</td>
<td>100.0</td>
</tr>
<tr>
<td>$10.00-14.99</td>
<td>3</td>
<td>1.2</td>
</tr>
<tr>
<td>15.00-19.99</td>
<td>8</td>
<td>3.1</td>
</tr>
<tr>
<td>20.00-24.99</td>
<td>16</td>
<td>6.2</td>
</tr>
<tr>
<td>25.00-29.99</td>
<td>38</td>
<td>14.8</td>
</tr>
<tr>
<td>30.00-34.99</td>
<td>75</td>
<td>29.3</td>
</tr>
<tr>
<td>35.00-39.99</td>
<td>61</td>
<td>23.8</td>
</tr>
<tr>
<td>40.00-44.99</td>
<td>17</td>
<td>6.7</td>
</tr>
<tr>
<td>45.00-49.99</td>
<td>11</td>
<td>4.3</td>
</tr>
<tr>
<td>50.00-54.99</td>
<td>8</td>
<td>3.1</td>
</tr>
<tr>
<td>55.00-59.99</td>
<td>3</td>
<td>1.2</td>
</tr>
<tr>
<td>60.00-64.99</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>65.00-69.99</td>
<td>1</td>
<td>.4</td>
</tr>
<tr>
<td>70.00-74.99</td>
<td>1</td>
<td>.4</td>
</tr>
<tr>
<td>75.00-79.99</td>
<td>3</td>
<td>1.2</td>
</tr>
<tr>
<td>80.00-84.99</td>
<td>2</td>
<td>.8</td>
</tr>
<tr>
<td>Not Stated</td>
<td>9</td>
<td>3.5</td>
</tr>
</tbody>
</table>
CHAPTER VI

SUMMARY AND CONCLUSIONS

The analysis of veterans' requests for services of the Atlanta Urban League has served as a basis for the following conclusions reached by the writer:

1. The veterans' program in the agency was conducted through the Community Organization-Veterans Affairs Department with the cooperation of the Industrial Relations Department in cases where requests pertained to employment. Two departmental committees, namely, the Veterans Affairs Committee and the Industrial Committee, were instrumental in the conducting of this program.

2. To execute the agency's policies and program the Board of Directors employed an Executive Secretary, a Community Organization-Veterans Affairs Secretary, an Industrial Relations Secretary, and two clerical secretaries.

3. Responsibility for the execution of the national veterans program was delegated from the federal level to the state level then to the local level. Programs for veterans which are conducted on the local level were the most effective.

4. Four hundred and seven information cards which the agency had on file of veterans who had requested services during 1946 and 1947 were used in securing data for this analysis.

5. The veterans' program in the league rendered a
personal service to veterans on a short term basis which consisted, in the main, of informational and referral services.

6. The agency's program during 1946 and 1947 was conducted in the areas of employment, education, health, and veterans services. The league was not functioning in its primary program area, which was stated in its 1946 annual report to be community organization, when it rendered personal services to veterans. However, when a large number of individual requests indicated the need for employment and on-the-job training places which was not being met by existing agencies, the league mobilized such community resources as plant managers, businessmen, and other employers in an effort to create new places for on-the-job training and employment for veterans. In this approach the league was functioning in its primary program area.

7. Newspaper articles, friends of veterans who related to them the services offered by the league, and screen flashes were the most effective media for interpreting the agency's veterans services. Forty-one per cent of the 407 veterans included in this analysis were referred by newspapers, twenty-eight per cent by friends, and nineteen per cent by movies. Other sources of referral were radio announcements, Y.M.C.A., Georgia State Employment Service, and employers of veterans.

8. Veterans requested assistance and informational services as related to terminal leave pay, on-the-job training, employment, educational training, police applications,
loans, and housing.

9. Fifty-eight veterans requested on-the-job training in the following occupations: auto mechanics, carpentry, tailoring, brick masonry, shoe repairing, meat cutting, bar-bering, electrical mechanics, radio technology, aircrafts mechanics, and welding.

10. One hundred and fifty veterans were referred by the league to the following places: Veterans Administration Guidance Center, General Motors and Ford Plants, City Hall, Red Cross, Legal Aid Society, and Atlanta Mutual Building and Loan Association.

11. Forty-six per cent of the veterans were in the first to eighth grade completed grouping; 41.8 per cent were in the ninth to twelfth grade completed grouping; and 6.4 per cent were in the one to four years of college completed grouping. The educational status of 5.9 per cent of the veterans was not stated on the information card.

12. Sixty-three per cent of the veterans were employed; twenty-seven per cent were unemployed; four per cent were students; and six per cent made no statement as to employment status.

13. The weekly wages of the employed veterans ranged from twelve dollars to eighty-two dollars. The largest group, twenty-nine per cent, was within the wage range of from thirty to thirty-five dollars per week. The median wage for the group was thirty-one dollars and seventy-cents.
14. Of the 256 employed veterans 37.6 per cent had been employed in the occupations they held at the time of contact with the league from one to six months; 18.7 per cent were in the six to twelve months grouping; thirteen per cent were in the twelve to eighteen months grouping; 13.5 per cent were in the more than two year grouping; and 10.5 per cent not stated.

15. One hundred and eighty of the 256 employed veterans were employed in unskilled labor.

16. These employed veterans worked in 138 business concerns.
APPENDIX
<table>
<thead>
<tr>
<th>Occupations</th>
<th>Number of Veterans</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td><strong>256</strong></td>
</tr>
<tr>
<td>Janitor</td>
<td>6</td>
</tr>
<tr>
<td>Letter Carrier (substitute)</td>
<td>3</td>
</tr>
<tr>
<td>Lather</td>
<td>2</td>
</tr>
<tr>
<td>Laundry Worker</td>
<td>2</td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td>1</td>
</tr>
<tr>
<td>Mess Attendant</td>
<td>4</td>
</tr>
<tr>
<td>Molder</td>
<td>1</td>
</tr>
<tr>
<td>Machine Operator</td>
<td>2</td>
</tr>
<tr>
<td>Machinist Helper</td>
<td>1</td>
</tr>
<tr>
<td>Mail Porter</td>
<td>2</td>
</tr>
<tr>
<td>Orderly</td>
<td>5</td>
</tr>
<tr>
<td>Presser</td>
<td>9</td>
</tr>
<tr>
<td>Postal Clerk</td>
<td></td>
</tr>
<tr>
<td>Plaster</td>
<td>2</td>
</tr>
<tr>
<td>Poultryman</td>
<td>1</td>
</tr>
<tr>
<td>Porter</td>
<td>15</td>
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<tr>
<td>Plumber's Helper</td>
<td>2</td>
</tr>
<tr>
<td>Plumber</td>
<td>1</td>
</tr>
<tr>
<td>Pullman Porter</td>
<td>1</td>
</tr>
<tr>
<td>Painter</td>
<td>2</td>
</tr>
<tr>
<td>Physical Education Director</td>
<td>1</td>
</tr>
<tr>
<td>Pipe Fitter</td>
<td>4</td>
</tr>
<tr>
<td>Radio Repairman</td>
<td>1</td>
</tr>
<tr>
<td>Service Station Attendant</td>
<td>6</td>
</tr>
<tr>
<td>Stockboy</td>
<td>3</td>
</tr>
<tr>
<td>Salesman</td>
<td>2</td>
</tr>
<tr>
<td>Sales Clerk</td>
<td>1</td>
</tr>
<tr>
<td>Stock Clerk</td>
<td>1</td>
</tr>
<tr>
<td>Sausage Maker</td>
<td>1</td>
</tr>
<tr>
<td>Sign Painter</td>
<td>1</td>
</tr>
<tr>
<td>Shipping Clerk</td>
<td>2</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>25</td>
</tr>
<tr>
<td>Tile Layer</td>
<td>2</td>
</tr>
<tr>
<td>Waiter</td>
<td>9</td>
</tr>
<tr>
<td>Welder</td>
<td>1</td>
</tr>
<tr>
<td>Warehouseman</td>
<td>1</td>
</tr>
<tr>
<td>Window Cleaner</td>
<td>1</td>
</tr>
</tbody>
</table>
### TABLE 9

LENGTH OF EMPLOYMENT IN JOB HELD BY VETERANS AT THE TIME OF REQUEST FOR SERVICES OF THE ATLANTA URBAN LEAGUE DURING 1946 AND 1947

<table>
<thead>
<tr>
<th>Months Employed</th>
<th>Number of Veterans</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>256</td>
<td>100.0</td>
</tr>
<tr>
<td>One to Six Months</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>32</td>
<td>12.4</td>
</tr>
<tr>
<td>2</td>
<td>16</td>
<td>6.3</td>
</tr>
<tr>
<td>3</td>
<td>16</td>
<td>6.3</td>
</tr>
<tr>
<td>4</td>
<td>15</td>
<td>6.0</td>
</tr>
<tr>
<td>5</td>
<td>9</td>
<td>3.5</td>
</tr>
<tr>
<td>6</td>
<td>8</td>
<td>3.1</td>
</tr>
<tr>
<td>Seven to Twelve Months</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>8</td>
<td>3.1</td>
</tr>
<tr>
<td>8</td>
<td>8</td>
<td>3.1</td>
</tr>
<tr>
<td>9</td>
<td>4</td>
<td>1.6</td>
</tr>
<tr>
<td>10</td>
<td>2</td>
<td>.8</td>
</tr>
<tr>
<td>11</td>
<td>4</td>
<td>1.6</td>
</tr>
<tr>
<td>12</td>
<td>22</td>
<td>8.5</td>
</tr>
<tr>
<td>Thirteen to Eighteen Months</td>
<td>33</td>
<td>13.0</td>
</tr>
<tr>
<td>13</td>
<td>3</td>
<td>1.2</td>
</tr>
<tr>
<td>14</td>
<td>5</td>
<td>2.0</td>
</tr>
<tr>
<td>15</td>
<td>3</td>
<td>1.2</td>
</tr>
<tr>
<td>16</td>
<td>2</td>
<td>.8</td>
</tr>
<tr>
<td>17</td>
<td>2</td>
<td>.8</td>
</tr>
<tr>
<td>18</td>
<td>18</td>
<td>7.0</td>
</tr>
<tr>
<td>Months Employed</td>
<td>Number of Veterans</td>
<td>Per cent</td>
</tr>
<tr>
<td>-----------------</td>
<td>--------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Total</td>
<td>256</td>
<td>100.0</td>
</tr>
<tr>
<td>Nineteen to Twenty-four Months</td>
<td>17</td>
<td>6.7</td>
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APPENDIX B

LIST OF CONCERNS IN WHICH VETERANS WERE EMPLOYED

1. A.K. Adams Construction Company
2. A. Pew Construction Company
3. A&P Grocery Stores
4. Aiken Motor Company
5. Alexander Craft Company
6. All State Beer Company
7. American Service Company
8. Amoco Service Station
9. Ansley Hotel
10. Argo Construction Company
11. Atlanta Constitution
12. Atlanta Gas and Light Company
13. Atlanta Ice and Coal Company
14. Atlanta Milling Company
15. Atlanta Paper Company
16. Atlanta Steel Company
17. Atlanta Tailoring School
18. Atlantic Coast Line Railroad
20. Banks Construction Company
21. Best Cleaners
22. Bradcliff Hotel
23. Calloway Construction Company
24. Campbell Coal Company
25. Capital City Club
26. Capital View Construction Company
27. Carrollton Hotel
28. Casscott Aline Storage Company
29. Chandler Record Shop
30. City Recreation Department
31. Coca Cola Company
32. Colonial Stores
33. Connally Army Depot
34. Dearborn Cleaners
35. DeJannette Lumber Company
36. Delmar Cabinet Company
37. Dixie Wholesale Groceries
38. Dolling Textile Company
39. Draper Corporation
40. Durham Tile Company
41. Eastman Kodak Company
42. Elks Club
43. Famous Furniture Company
44. Foremost Dairy Company
45. Fort McPherson
46. Frances Virginia Tea Room
47. Fulton Bag Company
LIST OF CONCERNS IN WHICH VETERANS WERE EMPLOYED (CONTINUED)

48. Fulton County Sanitation Department
49. Gate City Table Company
50. Gaylord Box Company
51. General Motors Corporation
52. Georgia Highway Express
53. Gordon Food Products
54. Grady Homes
55. Grady Hospital
56. Greyhound Bus Company
57. H. A. Terrall Construction Company
58. State Health Department
59. Henry Nash Cleaners
60. Holmes Institute
61. Holsum Cafe
62. Hudson Motor Company
63. Hurt Building
64. Industrial Life Insurance Company
65. J. H. Hirsh and Company
66. J. P. Donnally Construction Company
67. J. T. Knight Scrap Iron Company
68. James Smith Wire Company
69. John Manning Produce Company
70. John RoeBloom and Son Wire Company
71. John Wilbert Auto Parts
72. Kelly-Head Packing Company
73. King Plow Company
74. Klines Department Store
75. Lakes Service Station
76. Lakewood Warehouse
77. Lane Warehouse
78. LaLavistane Resturant
79. Lawson General Hospital
80. Lee Chocolate Company
81. Mangus Millers
82. Meadows Manufacturing Company
83. McDougall Construction Company
84. Model Market
85. Modernistic Barber Shop
86. Montague Stationery Company
87. Nargo Timber Company
88. New Method Laundry
89. Nichols Construction Company
90. Noland Exterminators
91. Norris Candy Company
92. Oglethorpe University
93. Pace Ferry Railroad
94. Panel Construction Company
LIST OF CONCERNS IN WHICH VETERANS WERE EMPLOYED (CONTINUED)

95. Piedmont Hotel
96. Piedmont Club
97. Price and Price Cabinet Shop
98. Pullman Company
99. Q & H Window Cleaners
100. R. H. Hogg Beer Company
101. Railway Express
102. Railway Post Office
103. Reynolds Transfer Company
104. Robert Fulton Hotel
105. Royal Crown Cola Company
106. S. H. Kress Company
107. Sears Roebuck and Company
108. Seckinger and Sons Plumbing
109. Southern Bell Company
110. Southern Merchandise and Import Company
111. Southern Foods Company
112. Southern Plastic Industry
113. Southern Railroad
114. Southern Spring Mills
115. Southern Transfer Company
116. Southern Wire and Iron Works
117. Southern Wood Company
118. Standard Oil Company
119. State Cab Company
120. St. Joseph Infirmary
121. Swift Packing Company
122. Terminal Station
123. Trusscott Florist Shop
124. U. S. Post Office
125. University Homes
126. W. A. Mitchell Plumbing Company
127. W. C. Caye Construction Company
128. W. H. Howe and Sons Construction Company
129. W. M. Jenkins Construction Company
130. Wagstaff Motor Company
131. Walker Office Supplies
132. Wey-Leonard Construction Company
133. Woodruff Liquor Store
134. Wrigley's Engraving Company
135. Young Men's Christian Association
136. Young Baker Shop
137. Young and Sons Construction Company
138. Zackary Bakery
APPENDIX C

SCHEDULE USED IN COLLECTING DATA

1. Source of referral__________________________________________

2. Employed_______ Unemployed_______ If employed:
   (a) Present occupation________________________________________
   (b) Place of employment________________________________________
   (c) Length of employment_________ (d) Wages per week____

3. Highest grade completed in school: (a) Elementary____
   (b) High school____ (c) College____ (d) Other____

4. Services requested: (a) On-the-job training________
   (b) Educational training____ (c) Terminal Leave pay____
   (d) Loans____ (e) Housing____ (f) Other____________

5. Referral service__________________________________________
   (a) Other dispositions________________________________________
   (b) Special notation__________________________________________


48
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Books


Miscellaneous Material

Adler, Sam G. All This for Georgia Veterans. Atlanta, Georgia: Georgia State Department of Education, 1946.


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**Articles**


**Unpublished Material**


Thomas, Jesse O. "History and Development of the Atlanta Urban League." Atlanta, Georgia. Atlanta Urban League, 1925. (Mimeographed.)