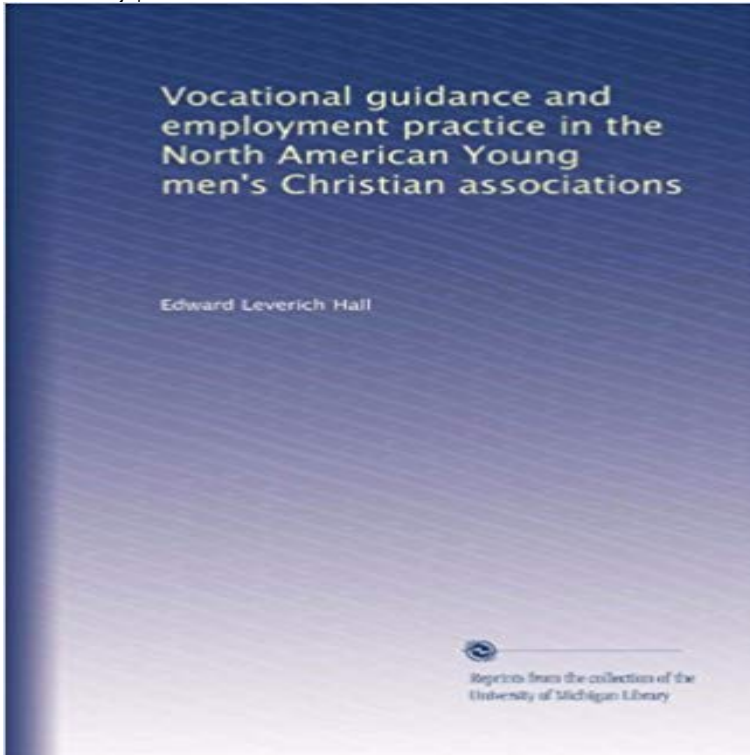


# Vocational guidance and employment practice in the North American Young mens Christian associations



Chapter I. INTRODUCTION Purpose and scope of this study. Method of research. A criticism of existing methods of research. The Association and a fundamental need. THE PURPOSE AND SCOPE OF THIS STUDY. An examination of many publications treating with vocational guidance and employment will indicate that the approach has been largely, if not almost entirely, to convince the public on one hand of the great need in this new industrial era for counseling youth to choose the right career, and on the other the importance for industry to make scientific analysis of its processes in order to effect greater saving and profit by reducing the cost of its labor turnover. The emphasis has been upon the need rather than the technique. It has been the purpose, therefore, of this treatise to assemble the methods which are being used in the North American Young Men's Christian Associations in such a way as to furnish a handbook of up-to-date experience for those who would seek to initiate vocational guidance work, or to improve their present methods. The average social worker who believes that this thing ought to be done, is confronted with a mass of apparently unrelated material which he cannot fit together. One hears of some Association that employs a character analyst to furnish vocational guidance, and of other Associations employing psychologists their vocational bureaus, and is confused as to the value of either method, or the technique employed. (Typographical errors above are due to OCR software and do not occur in the book.) About the Publisher Forgotten Books is a publisher of historical writings, such as: Philosophy, Classics, Science, Religion, History, Folklore and Mythology. Forgotten Books Classic Reprint Series utilizes the latest technology to regenerate facsimiles of historically important writings. Careful attention has been made to accurately preserve the

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