

C O P Y

FEDERAL SECURITY AGENCY

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DIRECTOR OF THE

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C O N T E N T S

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CHAPTER I - THE CIVILIAN  
CONSERVATION CORPS PROGRAM

On March 9, 1933, the newly elected President, Franklin D. Roosevelt, called to the White House six High Government officials and laid before them a plan for the information of a Civilian Conservation Corps. From 4 P.M. to 10 P.M., with time out for dinner, the conferees listened, spoke, debated. Mostly, they listened. "They" were, in addition to the President, the Secretary of War, Secretary of Agriculture, Secretary of the Interior, the Director of the Bureau of the Budget, the Judge Advocate General of the Army, and the Solicitor of the Department of the Interior. They listened for two hours as the President outlined his plan. He talked of natural resources and men and the dependence of the future on the two. His was a dual reclamation scheme on a Gargantuan scale, reclamation of wasting natural resources and reclamation of young American manhood.

It was the President's idea that perhaps a half million idle young men could be placed at work in the forests, on farms and along the streams wherever natural resources needed help. The men would be picked from cities, towns and farms and transported into these resource areas. There they would live and work in a great chain of wholesome outdoor work camps, planting trees, reducing fire hazards, developing fire prevention and suppression, physical improvements, such as fire towers, trails and lines of communication, clearing streams and checking soil waste through erosion.

The Secretary of War had been asked to appear because his Department was to establish and supply the camps, enroll the men, feed and pay them and otherwise look after their welfare. The Secretaries of Interior and Agriculture had been asked because they were to select the work projects and supervise the work which the young men were to do. The project would cost money--that accounted for the presence of the Budget Director. There were legal aspects to be considered and this meant that the presence of the Solicitor of the Department of Justice and the Judge Advocate General of the Army was essential.

At the conclusion of the discussion, the President asked the Secretary of War if the plan for a national CCC, as he had outlined it, could be put into effect at once. The answer was "yes." Then the President turned to the two Cabinet members whose departments were charged with the administration of natural resources wealth. "How quickly," he inquired, "can the Departments of Interior and Agriculture arrange work projects in forests and parks and put young men to work." The President was assured that the work projects would be ready when the camps had been established and the young men enrolled.

Satisfied that his program could be made effective promptly, the President asked the Judge Advocate General to put the CCC idea into legal form and have it ready at 9 o'clock that evening. Then the conference recessed.

That first official CCC meeting had moved rapidly because the President had been thinking and planning about this project for months. He, as a matter of fact, had been concerned about conservation for many years. Even as a boy on the family Hyde Park estate, the President had shown interest in conservation. This interest had grown with the years, strengthened and clarified by an address given by Gifford Pinchot, at Roosevelt's request, before the New York State Assembly while the young man from Hyde Park was a member. Later as Governor of New York State, the future President had done much to develop a first rate reforestation program for the Commonwealth. During the President's last year as Governor, 10,000 persons from community unemployed lists were employed on tree planting and other reforestation projects.

The plan to provide work and training for unemployed young men on a national basis through the inauguration of a broadscale reforestation program was first enunciated publicly by the President in his address at Chicago in June 1932 when he accepted the Democratic Presidential nomination.

"We know," said Mr. Roosevelt, "that a very hopeful and immediate means of relief both for the unemployed and for agriculture will come from a wider plan for the converting of many millions of acres of marginal and unused lands into timberland through reforestation. There are tens of millions of acres east of the Mississippi River alone in abandoned farms or cutover land now growing up in worthless brush. Why, every European nation has a definite land policy.--We have none,-- we face a future of soil erosion and timber famine. It is clear that economic foresight and immediate employment march hand in hand, in the call for the reforestation of these vast areas.

"In so doing, employment can be given to a million men."

As the months passed after his nomination, the Candidate further developed his reforestation-unemployment relief idea in speeches and in discussions with his advisers. In September 1932, he wrote a letter to a Pacific coast editor outlining his plan for using unemployed men in the cause of national conservation. Immediately after the election the Department of Agriculture began explorations to see how many men could be employed usefully on natural resource projects. Similar studies were made by the Department of the Interior. The War Department also studied the question.

In his Inaugural address President Roosevelt indicated he would move quickly to establish a CCC.

"Our greatest primary task is to put people to work," he said. "This is no unsolvable problem if we face it wisely and courageously. It can be accomplished in part by direct recruiting by the Government itself, treating the task as we would treat the emergency of war, but at the same time, through this employment, accomplishing greatly needed projects to stimulate and reorganize the use of our natural resources."

There is no doubt but that the Nation was confronted by a tremendous conservation task on that Spring night when the President made his first official move to put his new reforestation program into action. Forests had been cruelly abused and neglected for generations. Although the Country's future depended on its natural resource wealth, forests and soils had been used and squandered with little thought to the needs of generations still to come.

By 1933, heedlessness and waste in the handling of natural resources had taken a terrific toll. The original 820,000 acres of virgin timber on the Nation's natural resource balance sheet had dwindled to 132,000,000 acres of virgin forests, mostly in the west, and some 500,000,000 acres of second growth, farm woodlots and sub-marginal lands.

The Bureau of Chemistry and Soils of the Department of Agriculture had reported in 1929 that a minimum of a billion and one-half tons of soil material annually was washed out of the fields and pastures of the landscape, costing farmers an annual loss of \$200,000,000 through wastage of plant food. It was estimated that 125 million acres of farm land had been severely damaged by erosion.

Critical as was the natural resource problem, the Nation had a more serious one in its youth population. Youth coming to manhood in the Thirties was threatened by a Terrific economic blight. There were some five million young men between the ages of 18 and 25 who clamored for work when there was no work, or who clamored for the right to stay in school when there was no money to keep them there. Some had had jobs but lost them when their employers failed or reduced their working staffs. Few of these youngsters had ever held a regular job. They were ready victims for the moral dry rot that accompanies

enforced idleness and its resulting dejection. Insidiously, there was spreading abroad in the land the **nucleus** of those bands of young depredators who infested the Russian countryside after the Revolution and who became known as "wild boys."

It was with this background of dejected youth and a bleak natural resource outlook, unless immediate remedial steps were taken, that the six Government officials returned to the White House at 9 o'clock that evening. In the interim each official had talked with his advisers and reviewed again the steps necessary to put the President's plan into execution.

The draft of the new legislation asked by the Chief Executive was placed on the President's desk. After a brief discussion in which the President urged speed upon the part of the Departments and Agencies connected with the proposed program, the officials left.

#### CCC LEGISLATION INTRODUCED

At 10 o'clock P.M. the President received a group of Congressional leaders. Agreement was reached to act immediately on the proposal to establish a Civilian Conservation Corps. On March 21st there was read in both Houses of Congress, a message from the President on the CCC program.

"I propose," the President said, "to create a Civilian Conservation Corps to be used in simple work, not interfering with normal employment, and confining itself to forestry, the prevention of soil erosion, flood control and similar projects."

The President called attention to the practical value of such work asserting it would create future national wealth and present great personal financial gains.

"More important, however, than the material gains," the President added, "will be the moral and spiritual value of such work. The overwhelming majority of unemployed Americans, who are now walking the streets and receiving private or public relief, would infinitely prefer to work. We can take a vast army of these unemployed out into healthful surroundings. We can eliminate to some extent at least the threat that enforced idleness brings to spiritual and moral stability. It is not a panacea for all the unemployment, but it is an essential step in this emergency."

".....I estimate that 250,000 men can be given temporary employment by early summer if you will give me authority to proceed within the next two weeks."

On March 31 a Bill embodying the President's ideas was signed at the White House in the presence of Congressional leaders and representatives of the American Forestry Association. This Bill was based on the principle that the great public domain of the Nation offered vast opportunities for employment. The President was given blanket authority to go into that domain and use it at his discretion to partially relieve the unemployment situation and to improve the Nation's economic and social conditions.

Section 1, of the statute stated the purpose:--to relieve unemployment, provide for the restoration of the Nation's depleted resources, and to advance an orderly program of public works. To accomplish this the President was authorized, "under such rules and regulations as he may prescribe," to provide for employing unemployed citizens, regardless of race, color or creed, in carrying on the work of a public nature in connection with the forestation of national and state lands, prevention of forest fires, floods and soil erosion; plant pest and disease control, construction of paths, trails and fire lanes in national forests and parks and such other work on the public domain or on Government reservations as the President deems desirable. The President was authorized to provide clothing, housing, medical care, hospitalization and cash allowances for enrollees.

#### CCC ORGANIZATION SET UP

Just as at his historic White House conference on March 9 when the plan was broached, approved and started on its way to Congress in six hours, speed was the President's keynote. Instead of setting up a great, new and cumbersome administrative organization, the President utilized old-line existing departments to carry on the enterprise.

In a final pre-organization conference when the Congressional Bill was approved, the President sketched out on paper the broad organizational plan of utilizing existing Federal Agencies whose activities would be coordinated and directed by a Director of Emergency Conservation Work. He planned to use the services of the War Department, Department of the Interior, Department of Agriculture and the Labor Department. This was done. The selection of the right man to be Director was vital: the man had to be one who could coordinate the efforts of these departments and supply the spark that would set the multiple gears in action.



FECHNER BECOMES  
FIRST DIRECTOR

The President called in Louis Howe, then his secretary, and told him to locate Robert Fechner, Boston labor leader, who was "somewhere in New England." When he was Assistant Secretary of the Navy during the last World War, Mr. Roosevelt had come to know Mr. Fechner and to learn, as their acquaintanceship ripened, that Fechner was a man of seasoned judgment and of action. Howe finally got in touch with Mr. Fechner at Plainfield, New Jersey. Fechner was a man philosophically versed in the humanities due to his long career in the labor movement and as Vice-President of the International Association of Machinists.

Mr. Fechner arrived in Washington the next day and was received immediately by the President. At first the labor leader demurred. But when the President called attention to the great opportunity for helping young men and for relieving distress among hundreds of thousands of families hard-hit by the depression, Mr. Fechner agreed to accept. The following day, April 5, the President issued an order naming Robert Fechner, director of the organization which was to run the CCC.

Initially the organization was called Emergency Conservation Work, and the new Director took that title. In addition to naming a director and fixing his salary, the Executive Order directed the War, Interior, Agriculture and Labor Departments to cooperate in the launching and administration of the new program. Each Secretary was directed to name a man to represent the Department and to serve with the Director on a CCC Advisory Council. The order outlined the broad relationship which was to exist between the various cooperating Departments and the Office of the Director, and authorized the expenditure of funds for necessary services, materials and foodstuffs.

James J. McEntee of the International Association of Machinists, a resident of New Jersey, and Charles H. Taylor of Boston, were named Assistant Directors. Mr. McEntee later became Director of the CCC on Director Fechner's death in 1939. As representatives of the various Departments the Secretaries appointed, Colonel Duncan K. Major, Jr., for the War Department; Major R. Y. Stuart, soon succeeded by F. A. Silcox, successively Chief Foresters of the U. S. Forest Service, for the Department of Agriculture; Horace M. Albright of the National Park Service for the Department of the Interior, and W. Frank Persons for the Department of Labor.

CCC ORGANIZATION  
UNIQUE

The new organization set up to run the CCC was unique in Governmental administration. It was unique because not one but several agencies and departments participated in its operations and administration. The President had arranged to utilize the personnel and services of old line departments, thus assuring sound administration from the start and avoiding the expenditure of large sums for the building up of a new supply unit and large administrative staffs. At the top was the new Director with a small staff. The Director laid down the policies, issued the basic operational directives and coordinated the work of the four Departments.

Immediately after the Executive Order was issued, the Council met. Confronting it was the task of setting up a Civilian Conservation Corps to be composed of young men. The President's instructions were that the men were to be grouped in 200-man camps widely distributed throughout the Nation. The men were to work forty hours a week on conservation tasks. Attending that first meeting was the Director, the four Representatives, and high War Department officials, including General Douglas MacArthur, then Army Chief of Staff.

At the first council meeting, the Director again outlined the President's instructions. A formula for action was completed at dusk. Each man, as he left the Director, knew what his Department was supposed to do. Labor had the task of selecting the enrollees. Its job was to be carried out through State paid welfare and relief officers acting on a voluntary basis. Interior and Agriculture had to select the camp sites, map work projects covering the entire Nation and arrange for a technical staff to supervise the work. The War Department's mission was that of enrolling the men, constructing, supplying, and establishing the camps, mobilizing and transporting the enrolled personnel and looking after the medical care and welfare of the men. Getting the job done--on time--was the Director's assignment.

That night the telephone lines, the telegraph and the Army radio net crackled with orders to go ahead.

THE FIRST  
THIRTY-SEVEN DAYS

There followed days of feverish activity as the Director and the Departments set up their organizations, issued operational directives, translated the President's idea into a living, operating agency. There

were no blueprints to guide the new Director or the cooperating Department's representatives. There were no precedents on which to base policies or operating schedules. There was only a tremendous job to be done.

Millions of men were unemployed but arrangements had to be made to select the ones eligible for enrollment, to physically examine and clothe them, to send them to conditioning camps and ultimately to the camps where they would be put to work. Work abounded, but the task of selecting the right projects, picking out the sites where camps were to be established and arranging for the proper supervision of all work was a tremendous problem.

To do the job, the Director and the cooperating Departments pooled their resources and worked at top speed. All branches of the Regular Army, the Army Corps Areas, the Field Offices of the various departments and hundreds of State conservation and welfare organizations were mobilized for the big task ahead.

The selection of men began on April 7 and the first camp was established in the George Washington National Forest near Luray, Virginia, on April 17. It was named Camp Roosevelt. It was a season of rain and chilly nights, the kind of weather that disheartens fighting armies, let alone city-bred kids kept soft by enforced idleness and malnutrition. The first group made the trip into the mountains in trucks at night and under a steady downpour. What seemed like endless detours had to be made. Arriving at the camp site, they had to set up tents in the dark. Rain continued the following day and there was more mud, and deeper. Probably it was here that the CCC's defiant slogan, "We can take it!" was born.

Similar bivouacs were being made throughout the Continent--in the lingering snows of New England and the Middle West; in the South; in the forested slopes and valleys of the Mountain States and the Pacific Coast Region. The shelters were not the comfortable wood barracks of a later day; they were pyramidal tents or wall tents with or without wood floors. They kept out most of the rain and snow and some of the insects. That is all that could be said for them. But at worst, they were better than the homes from which some of the enrollees came.

Boys from New York's teeming East Side found themselves--or, rather, had trouble finding themselves--in the high meadows of Glacier National Park, their eyes squinting at limitless distances that faded in purple haze. Likewise, the pallid battalions from Chicago waded

through the Spring thaw in Mt. Hood National Forest in Oregon, stared in wonder at the lofty stands of fir and spruce. Youngsters from the Plains saw their first mountains in Wyoming. New and unbelievable worlds were opening to that segment of young manhood fortunate enough to have been enrolled in the Civilian Conservation Corps.

#### THE HISTORIC MAY 12 SPEED-UP ORDER

But while men were being enrolled and camps established in every section of the land, mobilization of the Corps was not proceeding as rapidly as the President had hoped when he sent his initial message to Congress. It was perhaps inevitable that such a vast undertaking, at once towering and sprawling, would get off to a slow start. The results of the first five weeks was disappointing to the new Director. He had spent a lifetime bucking tough industrial relation problems and he was determined that the new project should not fail. He expressed his disappointment to the War Department by letter and asked that a plan be prepared at once to speed up mobilization. He asked that it be submitted to him without delay.

The War Department presented a plan within thirty-six hours. It was put up to Louis Howe, the President's secretary, acting as contact man in the establishment of the Corps. He consulted the President. As these consultations proceeded, the President arranged to add about 50,000 men to the Corps--25,000 to be Local Experienced Men and 25,000 war veterans.

On May 12 the President issued a Directive calling for tremendous speeding up of the Corps mobilization. This order cleared up certain misunderstandings which had developed. It was clear cut. It directed that the entire unit of 250,000 juniors and the 25,000 Local Experienced Men should be selected and put to work in the outdoor CCC camps by not later than July 1. The 25,000 war veterans were to be selected and placed in conditioning camps then moved to work camps as rapidly as possible.

The order was received enthusiastically. It was carried out successfully. On July 4, 1933, there were enrolled in the CCC in round numbers, 275,000 youths and older men of all creeds, colors, convictions, Jews, Christians, Infidels, Negroes, Indians and the various other polygot shades and textures that are given off from the simmering melting pot that is the U.S.A. The War Department described it as the swiftest mobilization in the Nation's history, exceeding in numbers and speed the mobilization of troops in the first World War.

#### THE FORTY-NINE DAYS

The dramatic story of those forty-nine days when the new Director and his "four horse team," the cooperating agencies, snapped

the wobbling CCC enterprise out of dead center and completed the mobilization on schedule time is told in the Director's first report to the President.

Sent to the White House on July 4, this report tells in detail how the Corps was mobilized. The War Department, in its section of the report praised the May 12 Order, fixing July 1 as the date the Corps must be in the woods, as one which "electrified the whole effort."

"In a few hours," the Department states, "more has been accomplished than in a previous month." That afternoon, (after the Order was issued), all Assistant Chiefs of Staff and Chiefs of Services met in the Office of the Deputy Chief of Staff. The new mission was given, stirring everyone. Plans and action for the field were required by the next morning. That night instead of a stray light here and there, the War Department's windows were ablaze. The big machine was rolling in a war effort. The Army was under test but what a grand opportunity the task offered.

"The task assigned contemplated the reception by the War Department of an additional 222,000 men by June 7, 1933, at an average daily rate of 8,540 men, the complete organization and equipment, including the necessary motor transport, of approximately 1,200 additional company units by June 23, at the rate of 27 per day, and the establishment of approximately 1,300 work camps by July 1, at the rate of 25 per day.

"The rate demanded of 8,540 men received, processed and equipped per day IS GREATER THAN THE AVERAGE FOR THE UNITED STATES DURING THE WORLD WAR FOR BOTH ARMY AND NAVY COMBINED. With all the vast organization of the (1917) Selective Draft, the many large division cantonments, a Nation's purse wide open, and the removal of many restrictions governing contracts, an average rate of 15,000 men per day was maintained for only two months during the war period as the peak of the effort."

Movement of men from point of enrollment to conditioning camp was made largely by regular and special trains. For local movements and short trips, buses, were sometimes used. Movement of work companies to forests was made almost entirely by rail. The greatest movement was from conditioning camps in the east and middle west to forest camps in the far west, particularly in the states of California, Washington, Oregon, Idaho, Montana, Wyoming, Utah and Nevada. The Quartermaster General's office of the War Department arranged for the use of 211 special trains in the transportation of 55,130 young men from eastern cities to the far west.

During the mobilization not only General Headquarters in Washington, but the Army in the field was alive as with the pulsation of actual war. In the forming and administration of the CCC it was necessary to utilize a very large part of the Regular Army's commissioned personnel and to call to active duty a large number of reserve officers. In addition, several hundred Navy and Marine officers were placed under jurisdiction of the War Department as emergency helpers, and a like number of enlisted men. On July 1, 1933, the Army had on active duty Supervising CCC operations 3,011 regular Army officers, 1,898 reserve officers, 556 Navy and Marine officers and 301 contract surgeons.

Feeding and sheltering the new forest army taxed the facilities of the Quartermaster Corps. Existing Army stocks of clothing, bedding and tentage were utilized. For the most part the men were sheltered in tents. It was not until the Fall that arrangements were made for semi-permanent housing for enrollees. The cost of feeding the young men averaged \$85,000 daily. Each day the young foresters consumed the beef procured from 330 steers. Each day they ate nearly 225,000 one-pound loaves of bread.

On July 1, the War Department reported its job completed and completed on time. On May 12, the enrollment had been just over 50,000.

"On May 16," said the War Department, "enrollment jumped 5,890 men to a total of 62,450 men, the next day added 8,100 men, the next 10,500. On June 1, a peak daily enrollment of 13,843 men was reached. The average daily gain in actual strength for the mobilization period was 8,700 men. More than the quota of 274,375 were enrolled.

"The mobilization of the Civilian Conservation Corps with time as the essential element in the execution of the task has been the most valuable experience the Army has had since the World War."

Up to this point it would appear that the Director and the War Department had borne the brunt of the mobilization effort. But the Director and the Army could not have performed with such signal success if the Department of Labor and the individual state directors of selection in the field had not supplied the enrollee material. Neither could they have made a success of the mobilization without the hard and effective work done by the Department of the Interior, the Department of Agriculture and state governors and state conservation authorities.

LABOR DEPARTMENT BEGAN  
CCC SELECTION ON APRIL 3

Weeks of careful planning and hard work on the part of the

Labor Department and state and local officials interested in doing something for idle youth had preceded the May 12, White House directive. W. Frank Persons, Labor Department CCC representative had begun preparations on April 3. Preliminary details for CCC mobilization had been worked out. Decision had been reached to enroll 250,000 young men, to confine enrollments to unmarried, unemployed young men between the ages of 18 and 25, first selections to come from seventeen large cities. The actual selection was to be done by established and competent public relief organizations.

At the April 3 meeting, an agreement was reached that the Corps would be utilized primarily to serve the needs of young men who had been utterly thwarted in ambition for self-support. The position was taken that the program would tend to drain the pools of unemployed transients, then wandering about the country in search of work. The enrollment of these young men would preserve their morale, fit them for industry, contribute to the support of dependent families, relieve local situations difficult for relief organizations to handle and would constitute a distinctive national service.

The Labor Department representative left this meeting with a clear picture of what the President wanted done. He immediately contacted welfare representatives in seventeen cities and summoned them to Washington. At the conference which followed ways and means of selecting 250,000 young men were discussed. On April 5, the first call for 25,000 men was issued. The first man was selected two days later. At the meetings of state welfare representatives with the Department of Labor, arrangements were made to have the selection work handled in each state by a state CCC director of selection to be appointed by and paid by the state. The state representatives were given state quotas on the basis of 250,000 men. Later they were asked to aid in the selection of 25,000 additional men from the vicinity of the new camps, these men to be known as local experienced men (LEMS).

Advance warning sent to state directors of selection on May 12 was followed on May 15 by orders that a total of 250,000 men must be selected by June 7. In the period between May 12 and the deadline, there was scarcely a day that Labor representatives were not in touch with selection agents in every state and in every big city. The relief and welfare agencies chosen as the Selection Agents for the Civilian Conservation Corps began contacting youth from needy families as soon as their quotas were set. By June 7, the Labor Department's first objective had been reached and the War Department was notified that the men were ready for enrollment.

Thousands of veterans were awaiting enrollment when mobilization began. The Veterans Administration, through C. W. Bailey, who had been named as the CCC representative of the Veterans Administration, acted

quickly. Selection was made through the regional offices of the Veterans Administration. All men were ready when the War Department asked for them.

#### CONSERVATION DEPARTMENTS ACTIVE

In the six weeks which preceded the May 12 order, Chief Forester Stuart and his assistant C. M. Granger of the Department of Agriculture and representative Albright of the Department of the Interior made good use of their time. They had been deciding on exact locations for camps making detailed plans of work, and lining up work superintendents, foremen and technicians to supervise the conservation jobs. They were ready when the go ahead signal sounded. In the six weeks these Departments were told that they were to have the job of planning and supervising all work. They held conference after conference in Washington. Federal regional officers as well as state officials spent anxious days and evenings studying the problems incident to launching the country's first real work program. In the beginning they were not certain if projects would be immediately available sufficient to care for 300,000 men. It soon developed, however, that the time would never come when all applications for new camps could be met.

The regional foresters of the U. S. Forest Service, Department of Agriculture, had improvement and fire protection plans already prepared for the development of their regions. With this group it was simply a question of where the camps should be located and types of work to be done first. At first the states had not been quick to realize the opportunity offered by the Corps. They soon did realize it and began to submit applications for camps. Governor Pinchot of Pennsylvania soon had applications for close to a hundred camps on the President's desk. Middle western and western governors were soon heard from. Southern governors made their needs known. These executives kept the wires hot during those early days urging that their camp needs be met. The Superintendents of the National Park Service, Department of the Interior, were ready to take every camp they could get. State park and state forestry organizations were sending in their applications.

There were many problems to solve. In many instances leases had to be negotiated for private lands. Agreements had to be worked out with state officials regarding conditions under which camps could be assigned to state and private forest lands. Above all, sites for individual camps had to be selected, programs arranged, recommendations made to Director Fechner. The new program had to be ready so the War Department could plan the thousands of men movements. But notwithstanding the obstacles, camps were selected, the men were enrolled and moved to their new outdoor homes, food and clothing was purchased and camp officer and supervisory staffs mobilized. Tools, equipment and materials to work with



were gotten to the camp sites. The camps were ready when the boys arrived. The first big job was done.

By mid July 1933, all the war veterans were in CCC camps. At the end of July the Corps was 315,000 strong. An additional 15,000 Indians and territorials had been added by the President. The Corps was operating on all cylinders.

One day the Nation awoke to find the landscape dotted with tented CCC camps and active young men. In the forests, on the western plains, in the mountains, on the banks of streams and lakes. They were spread out among the spruce and white pine of New England and New York, in the pine barrens of New Jersey, the hemlocks of Pennsylvania and in the hardwood coves of Virginia and the Carolinas; yes, under the red and jack pines of the northern lake states down through the long-leaf pines of Alabama, and from the white pines of Inland Empire to the redwoods of California and the Douglas firs of Washington.

#### AN ARMY WITH SHOVELS

The CCC grew so rapidly that before the Nation realized what was happening, the Corps was born, was out of its swaddling clothes and at work. The great white chain of camps stretched from the Atlantic to the Pacific; from the Canadian border to the Rio Grande. It was a strange new army--different from anything the world had seen--a young army with shovels.

#### CCC ARMY TOOK ORDERS

When William James wrote his famous essay on the "Moral Equivalents of War," he suggested organizing the Nation's youth to form for a few years an army enrolled against nature. "To various and sundry hardy tasks," said James, "in forests and fields, on roads and in mines, on ships would our gilded youth be drafted off according to their choice, to get the childishness knocked out of them, and to come back into society with healthier sympathies and sobered ideas. They would have paid their blood tax," he argued, "done their part in the immemorial warfare against nature."

But when the young CCC army doffed its coat and went to work, it did not go into mines or on ships and it did not pick out the jobs it wanted to do. It was not an army of gilded young men voluntarily leaving comfortable homes to give a year or more of their lives to their government as a sort of blood tax. Instead it was an army of men from all walks of life bound together by one common bond--the lack of a job and a desire

to do something which would provide food and housing for themselves and some measure of relief for their families. It was an army which took orders.

In one important particular, the 1933 army did resemble the "ideal" army of Professor James. It was a force arrayed against the forces of nature. It was a constructive, building force, too. President Roosevelt's CCC army was assigned a double conservation task. It had first a fighting job--a tremendous task of halting or slowing down the destructive and devastating forces of nature which rapidly were draining our natural resources wealth. Its second mission was that of rebuilding our forests, grass lands, farms, water resources and wildlife and improving our forests and parks for greater public use. Both missions dovetailed into each other and both were constructive.

The new CCC was largely an army arrayed against nature--an army on the defense and perhaps the offensive, too. There was a tremendous reforestation and forest improvement job to do but plans for this work had to be perfected. The men of the Corps were regarded popularly as tree planters but there were insufficient seedlings to keep a force such as the CCC at work for any appreciable period. Tree planting is also seasonal work confined largely to a few months in the Spring and Fall. But the forces which destroy never take a holiday. Forest fires need no blue prints. Tree attacking diseases and pests as devastating on a national scale as fire were already on the march when the white tents of the CCC began to march across the Nation's timberlands.

Thus it was only natural that fire fighting and fire protection became the Corps' first big task in the Spring of 1933. It was in this field that the Corps was to make its greatest record--a record that today is written in almost a hundred million acres of forests now green, but which, had it not been for the Corps would have been scarred by fire.

As the fledgling Corps struggled from swaddling clothes into manhood, the President sent word to the Director that he desired information on which he could decide whether to continue the CCC for a second six months. The War Department was asked for recommendations. On July 30, the Director submitted his recommendations and those of the War Department to Secretary Howe. The War Department presented three alternatives. One was to stop the Corps and discharge all men on October 1. The second was to continue the Corps, allowing the strength to gradually drop to the lowest point a Corps could be operated and then close it. The third was to continue operations at full strength.

#### PRESIDENT VISITS A CCC CAMP

In submitting his report, Director Fechner suggested the

President visit the camps and see for himself what was being accomplished. The invitation was accepted. In early August the President accompanied by several members of his Cabinet and the Director motored to a camp located on the Skyline Drive in the proposed Shenandoah National Park, Virginia. The camp was inspected. The President and his party had lunch with the enrollees. Several of the young men were interviewed.

On the basis of this visit the President ordered the camps continued and arrangements were made to house the enrollees during the winter months. Most of the enrollees were in tents. More adequate housing would be needed in the cold winter months in the east, north and west and arrangements were made to erect the needed buildings. A replacement enrollment was ordered and 75,000 juniors and war veterans were selected and sent to the camps to fill vacancies.

By the end of the first year the Corps was well established. It was made up of four distinct groups of men. In it were 250,000 young men between the ages of eighteen and twenty-five, 25,000 war veterans, 25,000 local experienced men called "LEMS," 10,000 Indians and 5,000 residents of Alaska, Hawaii, Puerto Rico and the Virgin Islands. The junior group had to come from needy young men whose families were on relief. The juniors had to be single, citizens of the United States and of good character. They had to pass physical examinations, which while not so severe as those for entrance into the Armed Forces were critical enough to make certain the youngsters could do a full days work. No marital--age restrictions were placed on the War veterans group or the Indians or Territorials. The Indians came from and worked on Indian Reservations. They were not required to live in barrack type camps and the Army had nothing to do with their administration. Throughout the Corps' life the War Department administered only the camps for juniors and war veterans.

#### A VETERANS' CONTINGENT

The entrance of veterans into the CCC was made possible through an Executive Order issued by the President on May 23rd, following conferences between CCC Director Robert Fechner and General Frank T. Hines of the Veterans' Administration. These conferences explored the distress rampant among veterans of the last World War, many of them in early middle age, and made recommendations which were quickly made official by the President. A limit of 25,000 veterans was set and no age or marital restrictions were imposed on this group. Thus a second "Bonus Army" was demobilized with jobs. The veterans selected had to be unemployed and in need of employment and had to have honorable discharges from the Army. The Veterans' Administration certified those accepted. By August 2, 28,000 veterans were enrolled in their own camps. This was over the quota, of course, but the Veterans' Administration, when

face to face with acute distress, was afflicted with the same soft-heartedness that characterized many an Army doctor physically examining candidates for enrollment, who looked at an object, ill-fed specimen of youth who could not possibly meet the physical requirements, and passed him anyhow. The doctors simply said, in effect, "That poor kid is starving; he needs food." (Average weight gain in 3 to 4 months of service was 11 1/4 pounds.)

On the recommendation of the Office of Indian Affairs of the Department of the Interior, the President had authorized the enrollment of 10,000 Indians, this group to live and work on the Indian Reservations where they made their homes. When Indian conservation work began, about July 1, 1933, annual income of the Indian was at the vanishing point because of the drought and other conditions. As a class, the Indian never had any capital to speak of, only natural resources which could not be converted into cash or supplies in a time of depression. Enrollment was open to any male 18 years and over who was able to perform ordinary labor without injury to himself. Cash allowance was \$30. per month, with an additional allowance for food and quarters inasmuch as the bulk of them continued to live in tepees, either working on their reservations or moving their tepees close to the CCC work project. It was something of an anachronism to a casual visitor to see Henry Three Wolf Skins, who lived in the manner of his ancestors, operating a caterpillar tractor or reconditioning a Diesel engine.

#### A DAY IN CAMP

What was this new Army like at the first year's end. How did it live. Let us take a composite enrollee and follow him from the time he left home to apply for enrollment, on through his first day in camp. He was eighteen or nineteen years of age, had little or no work experience, and he came from a family on relief, usually a family of four or five persons including himself. He was under-weight because of a deficient diet, and in camp he had to be coaxed to mix green vegetables with meat and potatoes. He was personally interviewed by the selecting agency, usually a member of the local welfare office staff, who cannily estimated his capacity to improve under the CCC program, and either accepted or rejected him. (In the early and middle years there were five applicants for every vacancy.)

Accepted, the young enrollee some days later mingled at the train shed with half a hundred or more boys of about his own age, from varied walks of life, some from good homes, perhaps one or two from orphanages, others from slum dwellings, the majority of them from farms

or rural districts. Here, on the station platform was Enrollee Blank's first sample of things to come--group living. For six months or more, he would have to re-adjust himself to living in harmony with these half hundred mixed types and 150 others they would be thrown in with on reaching camp. He would have to acquire the give-and-take attitude, make concessions, govern his temper. There were 199 other youth in this camp as good as he and most of them ready to prove it.

Among the first things to happen to him at camp were vaccination and inoculation against typhoid fever and smallpox. His fingerprints were taken, for no other reason than to insure identification in case of accident. The next morning, his first in camp, Enrollee Blank awoke at 5 to the notes of reveille. Under the direction of his leader, he cleaned up the barracks, made his bed. Promptly at 6:30 came the breakfast call. Enrollee Blank lined up with 199 hungry men, ate plain, substantial, well prepared food. Another whistle and the men policed the grounds, made the camp spick and span. Sick call was held and Enrollee Blank watched the men who did not feel up to par march off to par march off to the dispensary.

At 7:15 the trucks loaded with enrollees and tools rolled off to the work project. Until 12 o'clock, Enrollee Blank worked under the supervision of an experienced foreman, received on-the-job training. Then the lunch whistle and thirty minutes to eat and talk with other men as green as himself. At 4 o'clock the trucks returned to camp. Games, bathing, shaving, a shower, other diversions took up Enrollee Blank's time until 5:00 P.M., the time for the daily "retreat ceremony." The bugle called the men to the assembly grounds. Brief announcements were made, officers inspected enrollees for personal appearance, shoes, trousers, shirts, tie, face, hair, hat, hands. The company came to attention, hats off, as the bugle blew "colors" and the flag fluttered and swayed as two enrollees lowered it for the night.

For the retreat ceremony Enrollee Blank wore his best uniform. In 1938, a distinctive dress uniform, spruce green in color, was adopted. This new uniform was cherished by the enrollees and was an outstanding factor in elevating CCC morale. The Director was as proud of it as though he wore it himself. So, it can be freely understood why, two weeks after the Corps was terminated on July 1, 1942, the Director wrote the Secretary of War, in part, as follows:

".....Many thousands of young men and officers now serving in the Armed Forces of the Nation once wore the Civilian Conservation Corps uniform with pride and high devotion to their country. ....I realize that once this clothing is transferred to the War Department, it is beyond the jurisdiction of this office. ....In

deference, however, to all those who, in the past, have worn the olive green CCC uniform, may I suggest that the use to which the War Department puts these uniforms be other than that of clothing conscientious objectors who have been assigned to work camps (mostly evacuated CCC camps) under direction of the War Department?"

To return to the daily routine. After retreat, supper. From 6 to 10 P.M., either recreation or study. Lights were out at 10.

On Saturdays work around the camp in the morning was the rule, fixing walks, planting shrubs, painting, scrubbing, etc. The afternoon was free and night found most of the boys in the nearby towns, at the movies, on dates, on certain Saturday nights, designated far ahead, they brought their dates to camp for a big dance.

It was a revelation to most enrollees to find how good they felt when they led regular lives, got a full night's sleep, a full day's work, and quantities of good food (about five pounds a day) at regular times.

Invariably, during the first weeks in camp, complete and honest exhaustion overtook the men at "lights out" and only the heavy breathing of tired bodies riffled through the darkened barracks. Six A.M. came all too soon for most of them.

COMPANY COMMANDER  
THE BOSS

To the enrollee there were three men in each camp who were more important to them than any others. These were the company commander, the project superintendent and the educational adviser. Important, too, were the doctor and the chaplain but these camp officers split-up their time between more than one camp. In the beginning the company commander was a Regular Army officer assigned to CCC duty. Gradually the Army officers were replaced by reserve officers. At first these officers were called to active duty in the Army and served under their commissions but later, all camp officers were placed under civil service and served on a civilian basis. Under the camp officer there was a junior officer, the camp doctor and the camp educational adviser. The company commander was the "boss". To the enrollees, he was known as the C.O.

The project superintendent was in charge of the work program. He was "boss" while the men were away from camp on the work project. He was appointed by the Department of the Interior or the Department of

Agriculture. For eight hours each work day the enrollees worked on the project for the superintendent. Usually the superintendent was an engineer. He always was a technical expert in some field. Assisting him were from eight to ten foremen, each of whom managed a work crew. Most of the training on the job was done by the superintendent and his foreman.

PAY--

THIRTY DOLLARS A MONTH

Base pay for CCC enrollees was \$30 a month. Assistant leaders and leaders of whom there were twenty-four in each camp, received \$36 and \$45 a month, respectively. When he entered the Corps, each man allocated a certain part of his salary to his dependents. The sum ranged from \$22 to \$25 first, later was fixed at \$15. This allotment was deducted by the War Department at the source and sent home. In those early days these monthly allotment checks meant meat and potatoes on the table for the folks back home. They kept families intact. Pay day meant \$2 in cash to each enrollee; the leaders and assistant leaders, men chosen from the ranks, had slightly fatter pay envelopes. Each enrollee had his fill of good food three times a day. His clothing was furnished by the government. He had a good bed, with clean sheets once a week. If he became ill the camp doctor looked after him. If he attended camp classes, tuition was free. With his \$8 the enrollee bought candy, cigarettes and toilet articles, attended the movies, sometimes spent a little in nearby towns.

In those early days all the enrollee's money except the \$8 went home. Later the government set up a savings account for each enrollee and deposited \$7 of his earnings each month. When the enrollee left camp he had a small nest egg to tide him over until he got a job.

There were no guard houses in the CCC camps. If a man desired to disregard his "oath", he could go home anytime. No law stipulated that if he deserted he had to go to "jail." The C.O. had to learn to command without resort to a guard house. Life in camp was different than life at home. In the camp there was strict discipline, regular hours, little privacy. Sometimes young men who had never been away from home before couldn't take it, and "went over the hill," camp parlance for desertion. Usually the young man who deserted was sorry he did. Usually he slipped back home as unobtrusively as possible. The enrollee who had the intestinal fortitude to stick it out wore his uniform proudly when he went back home. He did not feel that the government had done something for him. He felt that he had rendered a national service. He had.

FIRST YEAR'S  
RESULTS IMPRESSIVE

At the end of the first year, April 5, 1933 to March 31, 1934, Director Fechner submitted a report of accomplishment whose figures were astounding to both layman and professional conservationist. Considering the difficulties attendant upon establishing the Corps, and the crude human material that comprised its enrollment, Mr. Fechner's was truly a remarkable document. Here are some of the highlights:

15,241 miles of new telephone lines strung  
18,531 miles of fire-breaks cleared  
686,709 man-days spent fighting forest fires  
15,617 miles of roadside and trailside cleared  
as "barren" fire areas

620 lookout houses and fire towers built  
953,318 acres of forest stand improved by thinning  
and replanting  
25,413 miles of new truck trails constructed  
1,860,116 acres treated for eradication of insect pests  
2,757,419 acres for control of tree and plant diseases  
420,633 erosion (soil saving) check-dams built  
98,592 acres of trees planted, 1,000 to the acre  
3,747 miles of fence erected  
618,757 feet of pipe lines laid

Of the more than one hundred varieties of work project partly represented by the above list, let us single out one, the Winooski River Valley Project in Vermont.

After the disastrous flood of November, 1927, in this Vermont Valley (55 lives lost, property damage \$13,500,000), the War Department was called upon to submit a plan for flood control in the Winooski. This plan, after exhaustive surveys, was presented to Congress in February, 1931, and its existence when the Corps came into being in 1933, was credited by the War Department with having speeded up construction by at least six months, possibly a year.

In July of 1933, the CCC was at work in the Winooski constructing dams and reservoirs, clearing obstructions and doing other engineering work. In March, 1936, another flood, comparable in volume to that of 1927, struck this region. The Winooski flood control project was slightly more than two-thirds completed, but it was enough. There was no wide-spread damage in the Valley; the dams held back the battering waters. The



cities of Barre and Montpelier, badly damaged in 1927, escaped practically unscathed. An early CCC historian wrote that, "The people of Vermont acknowledge their debt to the work of the CCC in preserving their lives and property." The War Department, whose engineers directed this vast undertaking, added their praise, to this effect: "The security thus afforded the inhabitants of the Winooski Valley against loss of lives and property will serve for many years to come as a most fitting monument to the services rendered by the Civilian Conservation Corps to the people of Vermont." Save for a smattering of junior enrollees who were assigned to help out toward the finish of the project, the work was done by war veteran enrollees under direction of Army engineers.

Again, more than half a million man-days devoted to fighting forest fires in that first year! If ever a peace-time outfit proved itself a soldier to the core, the CCC did in its prodigious battles against unharnessed elements of nature. Not only was the CCC to function in the orderly and planned work of conservation, but through the years it was to become the first line of defense in national and local catastrophes--Potomac, Ohio, Mississippi river floods, a Florida hurricane; an Alabama tornado; Oregon and Idaho et al forest fire; blizzards in Nevada, Utah, Wyoming; the Middle West drought of 1934; the suffocating plagues of grasshopper and Mormon cricket hordes; the New England fire and hurricane clean-up--always the CCC boys were called upon to rescue lives and property and there were hundreds of instances where individual youngsters performed acts of heroism that were far and beyond the conscientious call of duty. It was inevitable that some form of recognition for such acts would evolve. It did, in the shape of Certificates for Valor. So avidly did the Director's office guard the integrity of these certificates that though a multitude out of the 3,000,000 overall enrollees were recommended for them, only 41 were issued.

#### SAFETY PROGRAM IMPORTANT

Among the highlights of 1934 was institution of a Safety Program directed by a safety engineer attached to the Director's office. Besides formulating, publishing and executing rules, regulations, codes, specifications, etc., on safety by the Safety Division, the program included: The furnishing of safety equipment; development of safety devices; thorough inspection of buildings, vehicles, tools, other equipment; good housekeeping; adequate fire protection; safety orientation schools for enrollees; teaching first aid and life saving, monthly safety meetings of all camp personnel; awards for best safety records.

Approximately 50 percent of all fatal accidents through the life

of the Corps was caused by vehicles. Frequency of other fatal accidents was in the following order: drowning, falling objects, railroad, falls of persons, fire electricity, suicide.

In the eight-year existence of the Safety Division, fatal accidents were cut from a rate of 1.14 per thousand enrollees to .90; non-fatal accidents were cut from 16.81 per thousand to 4.34.

Also, in 1934, occurred the devastating drought that afflicted 21 states. Out of his half-billion-dollar emergency appropriation for drought relief, the President allotted \$50,000,000 to the CCC for enrollment of 50,000 young men and veterans in the stricken areas to devote their labors exclusively to drought relief projects. These were enrollees like any other and the CCC pattern of spreading its benefactions to the greatest number of individuals was adhered to in the compulsion for junior enrollees (43,000) to make substantial allotments monthly to their families -- families not yet recovered from cash and crop failures before this new blight jerked them back to the wallows of poverty and despair.

The second year saw the accomplishments of the first year more than doubled: 2,000,000 man-days fighting forest fires as against 686,000 the first year; double the mileage of telephone lines strung, and so on, down the whole line of projects. The motley-clad striplings of that first enrollment, bunched in drafty tents, and clumsily ignorant of how to handle a tool, through the months had burgeoned into a self-reliant Army in overalls, sturdy-legged and competent.

The Department of Agriculture reported that in those first two years the CCC "has pushed forward conservation progress from 10 to 20 years." Department of the Interior said, "Through Emergency Conservation Work, the development of the Nation's recreational areas has been advanced further than would have been possible in 10 to 20 years under the old order that prevailed prior to initiation of the Civilian Conservation Corps."

CCC EXPANDS TO  
520,000

The life of the Corps originally was fixed at two years by the Act of Congress, approved March 31, 1933. Now, along in October, 1934, the Advisory Council, had its jubilation over the splendid work-and-relief record tempered by misgivings as to whether Congress would extend the life of the Corps. However, the horizon

brightened in January when the President talked of increasing the Corps, to one million men, and a plan was outlined for increasing the enrollment to 600,000. The President approved the Army limit of 600,000 in April 1933. Passage of Public Resolution No. 11 (74th Congress) removed all doubts; life of the Corps was extended two years. On April 23, instructions went to all Corps Areas, signed by Director Fechner, outlining procedures required to raise the Corps to 600,000 men and 2,652 camps. Age limits were raised to twenty-eight for juniors. The eligibility regulations required that all men come from relief rolls.

During the next few months Corps strength expanded rapidly to 500,000. By Presidential decision the strength of the junior and War Department contingent was limited to 500,000. In August of 1935 the Corps reached an all-time high of 520,000 including Indians and territorials. The number of camps jumped to 2,514.

#### MOVE TO MAKE CORPS PERMANENT-FAILS

From that date the strength of the Corps gradually was reduced until it was below 400,000 in early 1937. Then came the initial move to make the Civilian Conservation Corps permanent. On April 5, 1937 the President sent a special message to Congress recommending Corps permanency. A bill establishing a permanent CCC was introduced in Congress on April 23, and reported favorably two days later. The House amended the bill to continue the Corps for three years. The Senate voted for a permanent CCC. The House bill won out, was enacted into law on June 28, 1937.

The 1937 Act greatly increased the authority of the Director, made education and training an important CCC objective, eliminated the relief roll provision stipulating only that enrollees must be unemployed and in need of employment, changed the age limitations for juniors to 17 to 23, and set 300,000 as the maximum strength of the junior and war veterans quota. It provided for 15,000 Indians and territorials.

#### AFTER FIVE YEARS

Gradually the Corps settled back to a smooth working organization with a maximum enrollment of 300,000 juniors and war veterans and 1,500 camps. By this time the Corps had a real educational program. It was housed for the most part in portable buildings of its own design. It had physical rehabilitation, including daily calisthenics. It had a fixed daily schedule and all enrollees worked forty hours per week. Enrollees shared importantly in camp administration, each man having equal opportunity to rise from the ranks to assistant leader or leader,

there being sixteen of the Assistant Leader and eight of the Leader ratings at each camp. Many enrollees broke through the enrollee classification and rose to become junior officers and camp commanders, project superintendents, foremen and educational advisers.

Each CCC company was a small self-sufficient model city of its own. In each camp there were an average of twenty-four buildings, a kitchen and mess hall, a recreational building, barracks for the enrollees, a school house, outbuildings including an infirmary and quarters for the officers and enlisted personnel. Each work camp was a school in the woods, a recreation center, a medical and dental center, a communication center (short-wave radio and telephone), and an industrial center wherein all the camp blacksmithing, plumbing, painting, sawmill and quarry operation, as well as elemental motor repair was done by enrollees. In CCC vocational schools were taught such subjects as cooking and baking, welding, electricity, carpentry woodworking, radio, automotive repair. Academic courses embraced the range from the elimination of illiteracy to subjects of college level.

During the five years that the Corps had been operating, it had progressively demonstrated that it was growing into a robust entity, with an identity of its own completely disassociated with the sundry nondescript identities that had been given it by self aspiring groups in its cradle days. The Corps was as many things to its appraisers as was the elephant in the fable of the six blind men of Hindustan. These, it will be recalled, felt different parts of the elephant, each declaring the part he felt to be the whole object. Thus, to one, the elephant's corrugated side was a wall; to another, the tusk was a spear; the ear a fan; the knee a tree, and so on. To some of the CCC appraisers the Corps was solely a training and educational institution, to others it was solely an agency to get conservation work done, and to others it was simply an agency for supplying employment to idle young men.

As a matter of cold fact, all were part right and part wrong. The CCC was a combination training, work, relief, conservation agency. Perhaps it could not have been justified economically as an agency confined solely to relief, or conservation, or training. But as an organization for training youth, getting conservation work done and supplying work for unemployed youth it repaid to the Nation more than dollar for dollar for every cent expended.

Over the years, although changes were made and greater or less emphasis placed on one or another phase of its operations, the Corps remained what its designers planned, a work-relief-training enterprise, with overtones stressing health, education and self-reliance. In that five year period about 2,000,000 young men, war veterans, Indians and

territorials had passed through the Corps, leaving permanent impressions on the soils, the forests, the streams and on the topography of the still vast open spaces.

#### ORIGIN OF CCC TRAINING PROGRAM

An interesting development of the first five years was the educational and training program. Originally the CCC was primarily a work-relief organization. Essentially the CCC had been a coordination of two thoughts -- (1) putting people to work with public funds, and (2) conserving waters, forests and soils. The idea of the Corps had not come from any one source. It was rather an obvious fusion of the desire for conservation and the need for finding useful work for young men. In earlier discussions of the Corps idea, the President often had stated the belief that a wise government should be willing to spend funds in the cause of conservation in order to prevent even greater loss of public resources in years to come. The Chief Executive also had expressed the view that young men who could not find employment should be furnished jobs through public funds. The Corps was the vehicle used by President Roosevelt and the American people to translate these basic principles into practical action.

While there was much talk of conservation and unemployment relief in early CCC days little was heard of CCC education. This was because no provision for education had been included in the original CCC structure.

It was not long, however, after the first few camps were established that certain ambitious enrollees began to ask for further educational opportunities, for the kind of education that would make them more readily employable after they left the Corps. In December, 1933, CCC education was placed on an organized basis under administration of the War Department with the advisory assistance of the U. S. Office of Education. Objectives were: The removal of illiteracy; Correction of common school deficiencies; Training on work projects; Vocational instructions; Cultural and general education; Avocational and leisure time training; Character and citizenship development, and assisting enrollees to find employment.

There was no compulsion to take any course, save where and when an enrollee was illiterate, he had to submit to being taught to read a newspaper and write a letter. Educational advisers were hired, one for each camp, and each was given an enrollee assistant with the rank of assistant leader.

During the entire life of the Corps, work production training on the job was the backbone of the educational program. Whatever task

an enrollee was put to -- helping dismantle a truck motor, constructing a fire lookout tower, planting seedlings or the more than a hundred and one varied projects -- he was told the why and the wherefore of the whole task. The first few weeks on the job was spent molding the green enrollee into a good worker so that when he left the camp he would be able to make good in industry. He was given opportunity to use, maintain and repair hand tools. The work program afforded opportunity to train men in truck and tractor operation, the operation of bulldozers, graders, jack-hammers and all kinds of heavy equipment, welding, blacksmithing, carpentry, wood-working, building and concrete construction, plumbing, electrical wiring, cooking and baking, telephone line construction, surveying and many other types of work.

The tangible benefits of only one kind of vocational training was emphasized by General George C. Marshall, Chief of Staff, U. S. Army, in 1941 when he testified before a Congressional Committee that the Army would have suffered a serious shortage of cooks had there not been this backlog of men trained in the CCC. "Twenty-five percent of all head cooks in the Army," General Marshall said, "were trained in CCC Cooks and Bakers Schools."

CCC NEVER EMERGED  
FROM EMERGENCY STATUS

In the original CCC structure, there was a congenital fault that endured through its formative and most fruitful years. So far as a sanction of its continued support was concerned, it was a stepchild. The March 31, 1933, Act of Congress establishing the Corps, gave it a two-year lien on life. Authority for its extension through and including June 30, 1937, was contained in the Emergency Relief Appropriations Act of 1935, and the first Deficiency Act of 1937. Then, in July, 1937, Congress passed an act officially changing the name of the Corps to Civilian Conservation Corps (it had always been called that instead of by its formal title, Emergency Conservation Work), and renewed the Corps' lease on life to 1940. Again, in 1939, another act was necessary and the CCC was "assured" continuance of its functions through June 30, 1943.

These periodic expirations of the lease, so to speak, made the Corps an unwieldy enterprise insofar as long-distance planning was concerned. Toward the end of the interim spans there would be a hesitancy to begin new work projects; enrollment machinery paused until the future lay of the land was known; commitments for purchases were tabled. The three extensions granted the Corps were always attended by doubt, and consequent inaction, but each extension beyond the first two years was an acknowledgment that the Corps had performed beyond even the expectations of the President.

From time to time standards of eligibility for enrollment were changed to fit new conditions. In 1937 age limits for junior enrollees were contracted from 18 to 25 years, to 17 to 23 years. Applicants no longer had to come from relief families, but they still had to be "unemployed and in need of employment." Single young men without dependents were required to deposit \$22 of their \$30 monthly pay, subject to later repayment, in lieu of allotments to dependents. Three percent were in this category in the fiscal year 1938.

#### NEW UNIFORM IN 1939

The year 1939 saw several changes made in the interest of simplification and betterment as the Corps became stabilized under the Act assuring it three more years of life. Selection of enrollees was transferred from the Labor Department to the Office of the CCC Director. The better-tailored new spruce green dress uniform replaced the Army olive drab, much of the latter having been the 1917 "pistol-leg" vintage, the pants styled like riding breeches. This change-over was a boost to morale and a particular relief for Camp quartermasters who occasionally had inventory headaches over missing blankets, some having been surreptitiously used by "the better dressed enrollee" to fill out his pistol-leg pants to the conventional circumference. This was accomplished, by ripping the seams and sewing in two triangular blanket strips on inseam and outseam.

Another change in policy was the President's order relieving Reserve Army officers, as such, from active duty with the Corps. They were supplanted by civilian company commanders, assisted by civilian subalterns. In most cases the reserve officers on duty merely acquired the civilian status and remained on the job.

It was also in July, 1939, that the Civilian Conservation Corps lost its status as an independent Federal agency and became a part of the Federal Security Agency as part of the President's reorganization plan affecting half a dozen or more Federal units.

#### CORPS VALUABLE IN EMERGENCIES

The tremendous manpower of the CCC and its flexibility of movement (passenger cars, trucks, ambulances, radio, and even snow plows) made it particularly valuable throughout the years in emergencies; forest fires, floods, blizzards, hurricane cleanup, searching parties for lost persons. Its contribution toward helping meet the greatest emergency of all--the war--oddly enough, was developed in orderly sequence from the

early days of its existence. This contribution was the work of the CCC on military reservations. At first a few companies were encamped on military posts, doing much the same work that the conservation program called for on the outside, expanding and improving drill grounds and maneuver areas, stringing communications lines, building targets and target ranges, erecting small structures and bridges and building access roads and trails.

As the tremendous physical value of this cooperation with the military began to assert itself, the War Department asked for and got more camps and in 1937 the number of CCC companies doing strictly war defense construction was 70 -- 46 on military reservations, 24 working with the Army Corps of Engineers.

#### WORK PROJECTS TAKE ON MILITARY TINGE

In 1940, after Hitler began crushing the smaller nations, the CCC redoubled its activities for the Armed Forces. The collapse of France in the late Spring of 1940 threw this Nation's defense machine into high gear and as it did, the CCC's war effort came into bolder relief. Particularly, after May 1940, when the President proclaimed a limited emergency, did the CCC arrange to not only meet within its capacity every War Department request for additional companies on military sites, but it altered its training programs to meet the President's request that all agencies with facilities for training men utilize these facilities to the stretching point. Job training schedules were sped up in the departments of cooking and baking, radio operation, auto mechanics, and kindred fields. Military drill was ordered. The standard Red Cross first aid course was made mandatory for all enrollees. Schools were ordered set up in the Corps' 51 central motor repair shops, where selected enrollees could learn how to repair and maintain gasoline and Diesel motors.

The CCC assignment for the military now had broadened to include every form of task ordinarily performed by engineer troops. In addition to the items already mentioned, enrollees were building airplane runways, landing fields, bayonet practice courses, artillery ranges, ammunition storage depots, narrow gauge railways for targets in motion, clearing brush and timber from artillery impact areas to lessen the hazard of fire, building target observation posts, exercising rodent control on western reservations where ground squirrels were bubonic plague carriers, exercising malaria control on southern reservations. The Army selected the projects, they were carried out and supervised by CCC enrollees and foremen who lived apart from the troops, in their own barracks.

When war struck the United States in December, 1941, the CCC's



first move was to advise the War Department that all its camps were at its disposal for work on military areas. The Corps also entered a pact with the Disaster Division of the American Red Cross pledging its personnel, rolling stock, housing facilities, clothing and medical supplies to the Red Cross in event of war emergencies.

The Secretary of War, already aware of the solid worth of the CCC as a force for developing material and specialists for the Armed Forces, on December 17, 1941, wrote the Director as follows:

The Department requests that there be made immediately available, at the direction of the corps area commanders, any and all Civilian Conservation Corps companies for national defense duty in constructing, maintaining and repairing facilities of urgent military and strategic necessity. The Department will work with existing Civilian Conservation Corps agencies to select for this work companies which will cause the least dislocation to existing projects and plans.

Reports of movements of companies will be submitted through channels to the Director, Civilian Conservation Corps. Additional detailed information as to companies required will be furnished as soon as practicable.

The present need is such that the broad authority requested herein is vital to the national defense.

The Director's reply promised full cooperation. It follows:

December 18, 1941

The Honorable  
The Secretary of War  
Washington, D. C.

Dear Mr. Secretary:

This acknowledges your letter of December 17, 1941, requesting any and all Civilian Conservation Corps facilities for National Defense duty in constructing, maintaining and repairing facilities of urgent military and strategic necessity.

As you know, the Corps already has some seventy (70) companies working on Army Reservations clearing fields for parachute troop training and tank maneuvers, building roads, rifle ranges, airplane fields, et cetera. In the light of the national emergency, I am very glad to approve an additional number of Civilian Conservation Corps camps for the continuance and expansion of this type of work.

If you will have your representative submit all available information as to the types of work desired and the locations of the proposed projects, a conference can be arranged with the representatives of the technical agencies cooperating in the Civilian Conservation Corps program. The working out of these details need not interfere with the immediate use of the facilities of the Corps for National Defense purposes.

Where the War Department already has programs ready for execution in various Corps Areas, the matter can be taken up with the Liaison Officers attached to the Corps Areas.

Sincerely yours,

/s/ J. J. McENTEE

J. J. McENTEE  
Director

CORPS CONVERTED  
TO WAR PROGRAM

By January 1, 1942, the Corps was committed to an all-out two-point defense program: work on military reservations and protecting vital natural resources in the western timber areas. All else was erased from the CCC work ticket. The program called for placing 200 CCC camps on military reservations and 150 on forest protection. Surplus camps were to be evacuated and their enrollees discharged. As a matter of fact, the drain on young man power by the military and defense industry had cut so deeply into CCC enrollment that it was foreseen that by early June 1942, the Corps would automatically reduce itself to around a 350-camp level.

Every time a CCC company moved onto a military reservation it freed an equal number of officers and men to pursue their main objective -- combat training or dispatch to combat areas. Not only that, it gave the military new tools to work with. On one Army cantonment in the west the CCC marched into the woods, felled selected timber, dressed it and notched it for jointures, then carted it to a designated site where other CCC crews took over the construction. What emerged from this effort. A dozen or more bomb-proof shelters, camouflaged to invisibility from the air: each shelter large enough to house a fighter airplane and the ground crew that serviced it. Of this one incidental job, the Army engineer in charge said that the resultant saving over private contract was tremendous. Elsewhere, the CCC thinned out overgrowth, logged the timber, hauled it to their portable sawmills, converted it into lumber and built military structures with it. An inspector from the Adjutant General's office remarked that this truly, was conservation in extremis.

The Civilian Conservation Corps continued its work on military areas and in national forests and parks until June 30, when appropriations for further operations were denied. Although the number of enrollees and camps were small as compared with other years, the CCC did a great amount of useful work and furnished training for more than 300,000 youngsters in its last active year. Both the War Department and the Department of Agriculture strongly endorsed the work which the Corps had done stating that it had been of the greatest usefulness in furthering the war effort and in the conservation of vital natural resources needed in the prosecution of the war. In a letter sent to Director McEntee on September 28, 1942, Major General James A. Ulio, The Adjutant General, U. S. Army, and the last of the many Army Officers who served as CCC Representatives for the War Department, said in part:

.....the companies on the numerous military reservations has been of inestimable value and of great assistance in our war effort.

The Civilian Conservation Corps has been a splendid training field for the War Department, especially with reference to the mobilization of the Corps in supplying and administrating it.

Also, the Corps has supplied a splendid group of young men as a great reservoir of man power for the Armed Forces. The enrollees by their fine training and discipline have made model soldiers when they joined the Armed Forces.

For all this the War Department is justly proud and feels that you should likewise take great pride in the accomplishments of the Civilian Conservation Corps.

#### CORPS RESULTS BENEFICIAL

The Civilian Conservation Corps began its operations in the middle of the worst economic depression in the Nation's history. It closed its doors on June 30, 1942, in the Nation's greatest international war emergency. Through the years of operation, the Corps had seen unemployment among youth drop from an estimated 6,000,000 to zero. It had seen industrial activity rise almost from zero to the greatest industrial output rate in all the country's history. The Corps proved a signal success as an agency for alleviating unemployment, for training young men and in getting essential conservation work done.

A glance back over the first and middle years of Corps activity, discloses that the CCC acted like a blood transfusion upon the Nation's industrial and business life. In addition to furnishing jobs to youth and war veterans it stimulated business recovery. It was a life-saver to many small businesses and industries, and especially to the communities where CCC camps were located. Over the years more than \$2,000,000,000 of CCC appropriations flowed back into business and industrial channels in the form of checks for automotive equipment, food stuffs, machinery, lumber, hardware, clothing and other supplies.

The favorable economic implications of the founding of the CCC fairly stretch the imagination. Every enrollee who entered the

Corps activated employment for others on the outside and within the CCC structure. We have noted that 3,000,000 enrollees served in the Corps. All of these men and their dependents numbering from twelve to fifteen million benefited from allotment checks sent home out of enrollee cash allowances. More than 235,000 persons were employed as reserve officers in charge of camps, as project superintendents and foremen, as junior officers, as educational advisers and as facilitating personnel. Likewise some 50,000 skilled mechanics received employment in the construction of camps. Carpenters and other artisans built the barracks that replaced the squad tents. The Army Quartermaster Corps put to work thousands of civilians at its depots processing clothing and supplies, and these depots worked around the clock to carry out the Quartermaster General's orders that all requisitions must be acted upon within 24 hours.

The Quartermaster General was a father with five sons multiplied 60,000 times. Each of his sons had to have shoes, underwear, work clothes, dress uniforms, shirts, neckties, blankets, sheets and a cot. Each needed one-fortieth of a barrack, a place to eat, a place to play, and three square meals a day. Keeping one growing boy in shoes is a problem; multiply that problem by 300,000 and you have something. When the Quartermaster General went to the store he needed a freight train to bring back his purchases.

Working men must have something to work with. At first the Quartermaster General purchased a few trucks for transportation purposes, a few axes. Then the President approved Director Fechner's recommendation that each CCC camp be provided with machines so the work would be speeded up. The Quartermaster General and the purchasing agents of the Departments of the Interior and Agriculture had to go into the open market and buy huge quantities of trucks, tractors, ambulances, automobiles, graders, jack-hammers and peavies.

In addition to tapping Army reserve supplies of work clothing, underwear, overcoats, blankets, mess kits and toilet articles for each individual, and organization equipment such as cots, sheets, mattresses, pillows, field ranges, tableware and various other items, contracts were awarded the first CCC year to private manufacturers for 2,500,000 yards of denim, 785,000 summer drawers, 1,150,000 summer undershirts, 183,000 denim hats, 1,000,000 jumpers, 28,000 overalls, 700,000 denim trousers, 525,000 wool trousers, 500,000 pairs of shoes, 250,000 canvas cots, 475,000 bath towels, 685,000 face towels, 300 motor ambulances, 300 passenger cars, 3,000 motor trucks. This was only the beginning.

How literally true it was that each enrollee inducted in those early days revived or increased incomes for others is best high-lighted

by the following instance cited by Director James J. McEntee on May 8, 1941, before the Downtown Forum of Boston, Massachusetts. --- In 1933 the lumber industry was definitely in bad shape. Home construction was at zero. Railroads and other industries had reduced their purchases to a vanishing point. Result was that in 1932, the industry produced only nine billion board feet -- less than one-third its production in 1929. A board foot is one foot long, one foot wide, one inch thick. Somewhat more than one thousand board feet was required to house one enrollee. In nine months of 1933 the CCC's requisition on the lumber was for two hundred million board feet!

Furthermore, in 1935, when for economy reasons it was decided to replace the fixed type of barrack with the portable type (because of the necessity of moving from a completed project to a new one), the Corps instigated the biggest production volume of pre-fabricated portable building construction in the history of the Nation.

The automotive industry in that period also was at a stalemate. Starting its purchases of passenger cars, trucks, and heavy motorized equipment in 1933, the CCC built its fleet up to the largest peace-time level in the world -- 45,000 units.

The little merchant, too, benefited by the largesse of the CCC's needs, farmer, butcher, grocer, because wherever feasible, provisions were bought locally.

Creation of the CCC started hundreds of thousands of families of enrollees on the road to moral and physical regeneration through the compulsory cash allotment system that required every enrollee with dependents to send \$25 home monthly out of his \$30 wage. It was not left to chance. The Army Finance Officer mailed the checks direct to the beneficiaries. In the nine and a quarter years' existence of the CCC, dependent parents and others were allotted almost \$700,000,000. Hunger and despair gave way to hope and new strength when the window envelope arrived on the first of the month with the green check inside.

#### CONSERVATION

#### ACCOMPLISHMENTS GREAT

The full story of what the Civilian Conservation Corps did for conservation never will be told. Suffice it is to say it revolutionized conservation policies that had dominated national policy for generations and started the country on the way toward something like a balanced natural resources budget. In the decades prior to formation of the Corps much valuable conservation planning was done and many new policies were developed and adopted officially. It was not until the CCC came, however,

that foresters and conservationists were given the man power and the funds necessary to make a real start on the huge tree planting, forest protection and land protection and development program that had to be done to assure future generations their fair share of the country's once great heritage of natural resources wealth.

The Corps attacked the conservation program in many ways. It engaged in forest protection, soil erosion control, grazing control, the development of land for public usage and flood control as well as water conservation. In the end it bent its energies largely toward development of military areas as training grounds for the war and the protection of basic natural resources wealth.

The Corps attacked the forest fire problem in two ways. For offensive purposes it was formed into a national forest protection patrol and integrated with the regular fire fighting forces of federal, state and private governments.

As a second approach to forest security, the Corps initiated a program to perform a truly Paul Bunyanish task of fire proofing the forests by constructing new facilities for detecting and reporting fires and for moving fire squads rapidly to danger points. This latter assignment was carried out by constructing fire towers, truck trails through the forests, telephone and radio lines of communications, building air fields and cutting fire breaks.

While the Corps operated, CCC camps in forests and parks were the backbone of the national forest protection system. In the beginning federal and state forest authorities acted promptly to integrate the new fire fighting forces into their protection machinery. Arrangements were made to train all CCC foremen and enrollees in proper safe practices and up-to-the-minute fire fighting methods. Regulations were adopted forbidding the sending of enrollees to the fire line until they had been thoroughly trained and approved as physically fit for fire fighting duty. Each company had its own picked fire fighting squad and its area to protect.

But while forest protection held the spotlight, the Corps engaged in many other types of work. Before the end of its first year the work programs were taking on the familiar pattern that characterized the work activities of the Corps throughout the middle thirties and the early forties. Throughout its life, the Corps fought to reduce the ravages of fire, insects and disease. It emphasized reforestation and each year tens of thousands of enrollees planted trees, thinned out dense timber stands, worked in nurseries expanding seedling production collected seeds and worked on projects which improved forest areas for

public usage. The real value of the Corps in increasing our timber supply was not confined to the trees it planted and the nurseries it expanded. Given an equal chance, cutover and burned over areas reforest themselves and the CCC by extinguishing fires promptly and affording protection to areas where new trees were growing enormously decreased the mortality rate among seedlings.

Erosion control which took up little space on the Corps' first work program gradually expanded until at the end it was utilizing almost one-third of all camps. The number of projects on grazing, wildlife, reclamation and drainage rehabilitation work also increased substantially. Throughout the years, the CCC devoted much of its efforts to protecting and improving the national parks, stimulating the states to acquire new state parks and otherwise increasing outdoor opportunities for the public at large. Civilian Conservation Corps funds also were used to expand the national forests and other public lands including areas set aside for wildlife protection and propagation, and new additions to national parks. Altogether some 20,000,000 acres of land were added to public lands by the CCC.

A comparison of the tented CCC camps of 1933 and the neat carefully arranged and highly efficient barrack camps of 1940 and 1941 discloses many changes and many improvements. The first camps were tents. The modern camps were of portable construction, electric lighted and well equipped with training facilities and school rooms, recreational buildings, kitchens, mess halls and all types of modern machinery.

The men who entered the first CCC camps came from families on relief. They sought economic safety, a chance to work, to help their families and opportunity to gain work experience. There were no schools and life was principally work with some hours for recreation and then more work. The daily schedule was simple and while food was ample it was not of great variety and not always well prepared.

The men who entered the CCC in the late thirties and early forties were out of work and in need of employment but barely a majority came from families actually on relief rolls. While the 1933 youngsters averaged in the twenties, were under nourished, and usually had been without employment for many months, the 1940 youngster was about eighteen, adequately fed and rarely had worked. Most of them, however, had finished the upper grades in the public schools or had attended high school.

#### CCC PATTERN OF LIFE

The men who entered the Corps in its later days had the advantage of a carefully worked out and developed pattern of CCC life which



included not only work but calisthenics, marching drill, strict discipline and excellent training in numerous vocations as well as academic subjects. The main emphasis in 1933 was on work. In 1939 and 1940 it was on work and training. The desire of youth to get ahead despite any obstacles and forced the CCC to develop and gradually strengthen its training programs. The demand of youth for machinery to accelerate production caused Corps officials, as far back as 1933, to abandon the earlier idea of making the CCC largely an army of men using hand tools. When it closed its doors the Corps had thousands of tractors, graders, trucks, jack-hammers, transports, bulldozers and other equipment built to speed work and to get results.

The men in the modern CCC camps had opportunity to operate machinery. Thousands learned to drive trucks and operate both light and heavy equipment. The need for tractor drivers, operators of trucks, bulldozers, graders and jack-hammers caused Corps officials to establish special classes for training men. Special schools were established to train cooks and bakers to man the CCC kitchens. Special schools also were set up to train radio operators, company clerks and junior officers to command the CCC camps.

An innovation in operating procedure, inaugurated by the Director's Office, was the establishment of central motor repair shops for the maintenance and rebuilding of motorized and other heavy equipment. All CCC motor repair work was concentrated in fifty strategically located repair shops rather than the two hundred and twenty shops which previously had been operated by the cooperating Departments. The object of this policy was to secure uniformly good major repairs, thus prolonging the effective life of vehicles and to put into effect a reasonably uniform system of costs, techniques and inspection which would assure the most effective and economical maintenance of the large fleet of vehicles operated by the CCC.

In addition to their strict repair functions, these central motor repair shops also trained thousands of enrollees in motor vehicle maintenance and in the more complex mechanical operation required for complete major overhauls.

The Civilian Conservation Corps was a practical organization based upon sound workable techniques and principles. It had two primary jobs to do and it did them without fanfare and with great thoroughness. Its major task was to aid unemployed and underprivileged young men grow into useful active citizens. Its next important assignment was to halt the waste of national resources which for years had been sapping our economic strength and start the country on a sound national resources policy.

It accomplished both its major objectives through a common sense

procedure which required that every young man work a normal work day, five days a week, under conditions which gave each youth opportunity to build up his health, strength and stamina and at the same time develop work skills and practical work experience as well as character under competent and inspired leadership.

When the Civilian Conservation Corps closed its doors it had completed an amazing amount of useful conservation work - work which today stands as a living monument to our youth. Its greatest contribution was made in the field of human conservation.

Where would the 3,000,000 despairing, broken, idle youngsters, who served as enrollees, be today, when we need their strength, their loyalty, their skill - even their lives - had there been no CCC?

That is a national question the United States can be glad it does not have to answer.

#### CONCLUSION

No better description of the human values of the CCC camps has been written than the following extract from the American Youth Commission's publication, "Youth in the CCC" written by Kenneth Holland and Frank Ernest Hill:

Whatever may be the future of the CCC, its past will be long remembered in America. \*\*\*Let us \*\*\* consider the vitality, the color, and the force of the Corps.

Let us remember that the CCC has seen millions of American Youth pouring into the camps with doubt and often desperate hope, often passive and discouraged and wondering about the future. Let us remember that millions have streamed back from the camps browned and stalwart and vigorous, with renewed courage, with better routines of living, with work-skills they had not possessed, and with ambitions born in the camps.

Let us remember that CCC has been youth planting new forests, building great dams, building roads and bridges, making lakes and airports, erecting buildings for the public use, fighting destructive fires, fighting floods, finding lost children, building camps for national defense. Let us remember that the Corps has been foresters and rangers teaching youth about conservation, foremen guiding their hands and minds in the ways of work, commanders teaching them order and responsibility, advisers teaching them to read, to carry on school

work, to know more of the occupational world they were soon to face. Let us remember that the Corps has been all these officials teaching new skills. Let us remember that it has been men in Washington and in corps area and district headquarters patiently planning better facilities, fighting for schoolhouses and camp equipment and better camp routines.

Let us remember that the Corps has been a gloriously aggressive agency, with a spirit of accomplishing the impossible -- \*\*\*\*\* 'Our boys need these things and they are going to have them!' and it has been enrollees full of the same spirit -- 'Sure, we'll build a schoolhouse out of hours! Can't we get logs from the forest?' 'Let's build a baseball field!' Let us remember that these boys have been proud of their work, and recognized its meaning for their land \*\*\*\*\*

And let us remember that CCC youth have carried this spirit of accomplishment back into farms, little towns, and cities. Let us remember that they have set tens of millions of Americans to talking about them, to praising their labor and their spirit.

Yes, the CCC will live through its accomplishments and its energy. It has put an imprint upon service to youth and by youth which will not easily be effaced, and which future agencies for young American manhood must seek to match or excel. Its positive vitality dominates its imperfections and frustrations, and promises that, whatever may happen to names and regulations and administrative frame work, the Corps will go on!

## CHAPTER II - WHAT THE CCC DID FOR CONSERVATION OF NATURAL RESOURCES

The great adventure of American youth in conservation of natural resources ended on June 30, 1942. It lasted for nine and one-third years -- less than a decade. In that short time the Civilian Conservation Corps wrote its name into the economic, social, and educational history of this country; it did even more than that -- it started a change in the landscape of a Nation. Obviously, the neglect, waste and destruction of many generations could not be repaired or restored in a decade, but a heartening start has been made by the CCC. Maybe CCC has taught America a lesson in real national thrift, which is another name for conservation of natural resources.

Although a global war was not in the National picture when CCC started, by 1939 National Defense had come in, and by 1941 War had entered. Conservation of natural resources is important to a nation at all times but in days of war, it is vital. As Dr. Hugh Bennett has recently said -- "Before the war is over, Hitler will know that conservation was one of the weapons we used to wreck him."

The CCC did not come any too soon. It shoved forward the conservation of our natural resources by many years; there is still need for such an agency, and when war ceases, the need will be increased tenfold.

The conservation picture of this country has for too long been a dark one. That picture was strikingly painted in 1940 by Henry A. Wallace, now Vice-President, then Secretary of Agriculture, in these words:

Thoughtlessly we have destroyed or wounded a considerable part of our common wealth in this country. We have ripped open and to some extent devitalized more than half of all the land in the United States. We have slashed down forests and loosed floods upon ourselves. We have torn up grassland and left the earth to blow away. We have shallowed and befouled our creeks, rivers, and other living waters. We have built great reservoirs and power plants and let them be crippled with silt and debris, long before they have been paid for.

Out of a realization of the waste of natural resources and of the waste of idle youth, President Franklin D. Roosevelt in 1933 combined the two into one of the most constructive programs this country has ever witnessed. He had long been convinced of the urgent need to check the heedless waste of our natural resources, and when the depression furnished idle man power, he seized the opportunity to remedy both. It was a bold stroke of conservation statesmanship. However, it was obvious that

Franklin Roosevelt had given much thought to this use of idle labor in the cause of the country's natural resources. It was no overnight idea, for even in March 1933, less than a month in the White House, he surprised a group of less imaginative foresters, park executives, naturalists, and conservationists with details of what kinds of forest, soils, park, and stream improvement work should be done, by sketching for them a specific organization chart. After the announcement of these advance plans, he wanted action -- immediate action; he got it. In less than three weeks after Congress passed the Emergency Conservation Act of March 31, 1933, the first CCC camp was set up and working in the George Washington National Forest in Virginia. By July 15, 1933, there were 300,000 youths and veterans at work for natural resources, and by September 1935, there were over 500,000 CCC in camps in every state and in Alaska, Hawaii, Puerto Rico, and the Virgin Islands.

#### PRACTICAL EDUCATION THROUGH CONSERVATION WORK

The Civilian Conservation Corps charted more than a gigantic program of conservation of the natural or renewable resources of this country. It charted effective cooperation between four executive departments; it charted a plan to help youth by the most effective and practical method -- to give it worthwhile outdoor work to do, to require an honest day's work of each youth; with no semblance of the dole or "made work." And it should be emphasized that the CCC returned to the American people fair value for what the people paid these youths and veterans. It was healthful work in the outdoors, out in the forests, parks, and soils of this country. As Dr. Paul T. Davis says in "Youth and the Future" (American Youth Commission) -- "The physical organization and character of the CCC has been determined from the first by the nature of the work to be done. Conservation work cannot be done in a workshop; it has to be carried on at the points where the natural resources in need of conservation are located."

The CCC set a new pattern for the most practical kind of education for youth yet found in this country; it gave youth serious, worthwhile outdoor jobs to do -- real work day by day -- jobs which had to follow blueprints and specifications, jobs which when done were inspected and had to stand up. It was not only the finest kind of education for any and every American youth but it was the finest kind of training in citizenship. It was essentially public service work. The Corps set a pattern in the practical teaching of youth which is going to have far-reaching effect on the American system of education; it was education through daily conservation work; it was learning-by-doing. The CCC between 1933 and 1942 proved this pattern was workable.

WHAT THE CCC DID  
FOR CONSERVATION

The average American was a strong supporter of the CCC but because of the tremendous scope of CCC operations he did not and could not have full knowledge of what the CCC actually did for the conservation of his country's resources or what it actually did for youth. The variety of work was great and total accomplishments were stupendous. The job lists and the statistics were staggering but without interpretation meant little to the average citizen.

The CCC left the Nation a vastly improved natural resources balance sheet which carried such items on the asset side as three billion of trees planted, 125,000 miles of truck trails built, 89,000 miles of telephone lines, 800 new state parks developed, 40,000,000 acres of farm lands benefited through erosion control, and the rehabilitation of drainage ditches, better grazing conditions on the public domain and an increasing wildlife population. The present and future value of the work completed was estimated as having a present and future value of \$2,000,000,000.

When the CCC was liquidated, what did the figures on conservation accomplishments mean in terms of national security, national welfare and the future? The truck trails built, the fire towers erected, the telephone lines laid and the fire prevention and fire hazard removal work completed meant that on June 30, 1942 the United States had a far stronger forest fire prevention and suppression system than this country had ever had before. It meant that a time when the Nation faced possible incendiary bombing attacks on its vital forest resources, the country had the truck trails, the fire towers and the communication systems necessary to combat them. The erosion control work done in the dust bowl and on southern, middle western, and western lands meant that at a time when the Nation's food production machinery was being taxed to capacity, it had 40,000,000 acres capable of producing much more food than would have been the case if the Corps had not been organized. It meant that the West, which produces the bulk of the beef, wool, and hides needed for victory, had more water and more grass because of the CCC grazing control and water conservation operations.

The trees planted by the Corps meant that about two and one half million acres of lands which were bare and unproductive ten years ago are now green with growing trees planted by the youngsters of the Corps. The millions of man-days spent by CCC enrollees on the forest fire front lines in years past mean that today this country has millions of acres of growing and mature timber which otherwise would have been destroyed. The work done on park lands means that the capacity of

our recreational areas to accommodate visitors had been increased by millions.

Let us look in detail at some of these conservation results from the CCC. The CCC put in 6,459,403 man-days on fighting forest fires. What do all these days of work mean. They mean, among other things, the hardest kind of work, they mean danger from falling limbs and burning snags, or being surrounded by fire -- and perhaps burned to death -- as 42 CCC enrollees and 5 foremen were. It means fighting forest fires hour in and hour out, day and night. It means that the mere boys of the CCC fought fire on a thousand fronts, to save vital American resources badly needed right now in the World War. The annual fire loss in America's forests dropped materially when the CCC got out in the forests. They saved forests for human needs, from going up in smoke and flame; the records of both the U. S. Forest Service and the National Park Service show this.

The CCC boys set out some 2-1/3 billion tree seedlings. What does the planting out of 2,355,587,000 young trees mean. It means for one thing that over 2½ million acres of otherwise barren, denuded, or unproductive land now has a chance to grow timber for human needs, or for human enjoyment, or to help stop valuable soil from washing away, or to shelter and protect wildlife. Many of these young trees will be ready to harvest by the sons of these CCC kids. Trees grow slowly; the CCC was planting for the future. It also means that the seed from which these young trees sprang had to be collected and sown in forest nurseries, and the CCC spent 6,111,258 man-days in preparing land, sowing seed, weeding, transplanting, watering, and tending these 2 billion young trees before they were ready to be set out on the 2 million acres. Many millions of denuded acres yet remain to be planted, to make them productive. And back of all this, the CCC had to collect 375,970 bushels of conifer seed and 13,634,415 pounds of hardwood and other seed to plant in the nurseries to grow the seedlings to plant on the barren soils.

Also, the forests on some 4 million acres have been improved and bettered by having the poorer, crooked, diseased trees cut and taken out, thus giving more light and moisture to the trees remaining. This is a permanent improvement, a real forestry investment; it is called "timber stand improvement." The material removed went into fuel wood, poles, fence posts, guard posts, and charcoal. Foresters supervised this stand improvement. At least 4 million acres of American forests are in better condition because of the CCC boys.

The boys built 126,230 miles of truck trails or minor or forest roads, and in addition, they maintained 580,995 miles. What good did all these miles of road do. It helped fire crews to get to forest fires while they were still small and while there was a chance to stop them, or put

them out. It opened up new forest and park areas, for use of the timber and other resources, or for public recreation and enjoyment. The 88,883 miles of telephone lines they built also gave quicker action on fires and helped in better administration of forest and park lands -- federal and state. Many a mile of these CCC roads is helping in the better defense of the country.

Forests are also killed by other enemies than fire. The annual toll by fungus diseases and forest insects is silent and steady -- and enormous. The insect and fungus attacks on the forests go on, through peace-time and war-time. Blister rust kills the white pines, in the Northeast and in the Northwest. To check or control tree and plant diseases, the CCC worked on 7,955,707 acres. Besides, forest and other insect pests -- like pine and bark beetles, spruce sawfly, Mormon crickets and grasshoppers -- were checked or controlled on 6,161,742 acres.

For many years before the CCC came, the soils of this country had been washed, and were still being washed away, going down the millions of gullies, clogging small streams, creeks, rivers, and harbors with silt, mud and debris. The invaluable top-soil of the Nation was being lost forever. Not only soil fertility but the soil itself was being lost. And the tragedy of it was that it could have been prevented. Millions of acres had been abandoned as farm land. We talked of marginal and submarginal farm lands, rural slums, share-croppers, farm migrants, "The ill-fed, the ill-housed and the ill-clothed." The CCC came and provided man power to do something practical about this problem.

Soil erosion control started early in the CCC but largely as "gully control" on some national forests and on farm lands in some of the Southern states. By October, 1935 there were 500 camps working at the control of soil erosion. The work was planned, developed, and inspected by the soil scientists, agronomists, and engineers but practically all of the actual work on the land was done by CCC enrollees, under camp technicians and foremen. Soil erosion work was done in 45 states, stretching from coast to coast. Soil erosion control meant the doing of many different jobs. Some of the more important were: check dams, seeding and sodding, tree planting, diversion ditches, terracing, channel outlets, water spreaders, quarrying, contour furrows and ridges, road and wind erosion treatment. Accomplishments on these run to large figures. For example: 318,076 permanent and 6,341,147 temporary check dams were built; 33,087 miles of terraces were put in; 431,321 outlet structures built; 638,473 acres were planted to stop sheet erosion. CCC did erosion control on more than 25 million acres since 1933, but a "drop in the bucket" of the millions of acres needing attention. This is essentially farm land, though much erosion was controlled on Western grazing lands. Today in these war times this improved land is better able to do its share in



the farm battle to out-produce the Axis; this fact is due in no small part to the CCC in starting the protection of our most precious natural resource -- the soil.

Grass or forage is an important natural resource throughout the West, Middle West and the South. Sheep and cattle must have forage and water, especially on the ranges of the West. Oftentimes grass, weeds, and other herbage is unusable because there is none or not enough water, or the water is too far from the forage. This means poor distribution of stock, unused range, and overgrazed range. To help this situation on national forest, public domain and Indian reservation range, the CCC improved 12,346 springs by damming or otherwise, 3,311 waterholes, and built 9,805 small reservoirs. These range improvements mean better stock, and more stock. And beef, mutton, wool and hides are all needed more in war-times than in peace-times.

Americans have become more and more an outdoor people, especially during the past two decades. More and more folks go hunting, fishing, hiking, mountain climbing, skiing, camping and just picnicking. This has meant, among other things, better knowledge of the outdoors, of nature, a broader understanding, better health and better citizens. Good roads and the automobile have helped to bring this about. The CCC recognized this fact of American life and built camping spots, picnic grounds, overnight cabins and other outdoor life necessities, all over this country. The Corps did landscaping on 233,793 acres, developed 52,319 acres as public campgrounds. It developed 10,398 acres as picnic grounds. These new developments have been widely distributed, in the high mountains, in the foothills, along the seacoasts; they are accessible to the American people.

State parks came into their own through CCC work; 704 camps devoted most of their time to these projects. Eight states had no state parks prior to 1933, and those states which did have parks were able to improve, increase and develop other areas of CCC labor. State, county and municipal park work was done in 47 states, 35 counties and 74 municipalities by the CCC. Not only was needed work done on 97 units of the National Park and Monument areas but restoration was carried out on 3,980 historic structures, while to insure accuracy in this restoration work, a total of 9,005,407 man-days was spent in necessary reconnaissance and archaeological investigations by CCC enrollees.

The CCC helped to give wildlife a "place in the sun." During the years the Corps operated, the wildlife population trend was reversed from a downward spiral to an upward curve. Actually the CCC gave migratory game birds a new lease on life by improving living and nesting conditions and through aiding in the construction of a great chain of refuges

along the traditional flyways used by ducks and geese in their semi-annual pilgrimages north and south.

The Corps built 4,622 fish-rearing pounds, worked on fish food, cover planting and seeding on 112,912 acres, developed 6,966 miles of streams for better fishing, and stocked streams, ponds, lakes and reservoirs with the enormous number of 972,203,910 fish or fingerlings! CCC spent 116,384 man-days on wildlife feeding and built 32,148 wildlife shelters. They developed large and small wildlife refuges and game reservations, some brand-new, and enlarged and improved older ones. Through ECW funds, lands for many new wildlife areas were bought and older ones enlarged. They planted trees and shrubs on over 2½ million acres much of which will serve as habitats or refuges for wildlife. They kept forest fires from destroying wildlife habitats and sanctuaries all over the country. And yet there were critics who said the CCC was ruining the game and wildlife of this country!

In addition to all the above work, the boys accomplished many miscellaneous projects. They built 80 airplane landing fields, 116 radio stations, 532 landing docks and piers, they fought coal fires on the public lands in Wyoming for 201,739 man-days, they marked 35,442 miles of forest, park and other boundaries. During 1941 and 42 there were 156 CCC companies doing much needed work on 92 military reservations of the country and thus relieved new soldiers so they could be trained for combat service. And with all the above they spent 2,079,440 man-days on Emergency work. And what might Emergency be? It was work, hard work, on floods, saving people, homes, furniture, chickens and livestock; it was helping clean up and helping stricken humanity after hurricanes and tornadoes; it was rescuing prospectors, miners, and sheep and cattle during unusual blizzards in the West. Some 40 CCC camps put in almost 2 years in cleaning up the debris and making safe from fire the forests of New England after the hurricane of 1938. Whenever or wherever there were great disasters or emergencies, the CCC was always called on -- and they always answered, with supplies, food, and ready and willing hands and backs.

These are just a few CCC accomplishment statistics. To foresters and other conservationists they stand for the greatest boon ever to come to conservation. When transplanted to the forests, soils, parks and waters of the United States -- out of a report and on to the ground -- these CCC statistics are full of meaning for the future of this Nation.

#### OTHER VALUES

Moreover, not only has the CCC taught 3 million youths through daily practice something of what conservation is but it has brought to the American people a better idea of conservation than they ever had before. Conservation has become a household word. The CCC also gave a new meaning

of the word to foresters, soil scientists, naturalists, and other conservationists. In dollars and cents the value of the work done by the CCC for conservation of natural resources of this Nation, in the 9-1/3 years of its existence, has been conservatively estimated to be about \$2,000,000,000.

The Corps built up the bodies and minds of millions of young Americans against a day of need -- which is now---made them better able and more willing to fight for their country. It also gave invaluable training to thousands of regular and reserve officers (60,000 reserve officers served in the Corps) against this same day of need. There are thousands of men now better Army officers and hundreds of thousands of youths now better non-commissioned officers and soldiers because of their training and experience in the CCC. They are better citizens, better Americans, because of the CCC -- and American is a better place to live in because of the Civilian Conservation Corps.

### CHAPTER III - WHAT THE CCC DID FOR YOUTH

As a Nation, the United States is handy with tools, proud of the millions of tangible articles it builds so skillfully and reasonably able to appraise these things and build better ones with the passage of time. For many years, as a pioneer country, we have inclined toward and specialized in miracles of production, and, as a Nation, for the greater part of our national existence, we have been relatively untroubled by many of the great social problems which existed more critically in other and older nations. Our vast geographical expanse, with its free land, its rich resources and many other factors have been natural shields against many of the social problems and social ills which beset numerous other nations, great and small.

There have been many indications in the past that this Nation would not enjoy perpetual freedom from the major economic and social ills found elsewhere unless positive action was taken to avoid or correct such ills. Yet it was not until 1929 that the multiplicity of social and economic maladjustments grew so severe as to become nationally recognized, nationally felt, and to drop the country into the severest and most prolonged depression it had known.

During the earlier years of this depression the sense of shock was so great and the lack of knowledge and awareness of its import was so widespread that relatively little of a positive nature was done to retard or correct the situation. Indeed, the principal earlier remedies employed constituted a "hoping for the best" and doing very little.

#### PROGRAM OF POSITIVE ACTION

With the inauguration of Franklin D. Roosevelt as President on March 4, 1933, the era of wishful thinking as a depression remedy came to an end -- to be replaced by a program of positive action. An objective evaluation of this entire program from the national standpoint will not and cannot be made until after the passage of more years than have as yet elapsed. Whatever a final long range verdict may be, some facts are already clear. Men, women, and children who were hungry got something to eat, and through work, regained their self-respect and their ability to try again. The social fabric of the Nation was kept intact. The Federal Government manifested a concern and an interest in the immediate problems of the people to a greater degree than it had ever before exhibited. New social and economic programs were created and put into operation with a speed which was often bewildering. Among these social innovations were the Civil Works Program, the Securities and Exchange Commission, the Public Works Agency, the Works Progress Administration, the Tennessee Valley Authority, the Agriculture Adjustment Administration, and a host of others,

including the Civilian Conservation Corps, which was initially designated "Emergency Conservation Work."

Chronologically, the CCC was the first agency created and the first agency to operate as part of the new program of acting designated to combat both the causes and effects of the depression. The execution of the CCC program has marked a definite milestone in American human engineering. Elsewhere in this report, facts, opinions, and evaluations of various phases of the CCC are given. Here we are concerned with the human values and social changes which the Corps has brought about and which affected the national life of this country very favorably.

#### NUMBER OF PEOPLE AFFECTED

As a first step in this process, an idea of the magnitude of the program must be given from a populational standpoint. During the nine and a quarter years it operated, the CCC afforded direct employment to approximately three million men -- most of them aged between seventeen and twenty-three. Roughly, five percent of the total male population has at some time worked with the CCC. In the lower age bracket -- as high as ten to fifteen percent have had this employment. Conservatively, each of the men employed directly affected (largely by supporting) about three other people -- meaning that through its operations, nearly ten percent of the total population of the country has, for some period of time, been affected by the Civilian Conservation Corps economically or socially.

That a program as large as the one carried on by the CCC should have some impact upon the social structure of the Nation is reasonably evident due to its magnitude. What those effects have been -- and in large measure, will continue to be -- become more evident upon examining the program.

#### ORIGINS OF ENROLLEES

In the main, the men who served as enrollees in the Corps came from economically insecure homes. They were drawn almost entirely from that third of the population which President Roosevelt has described as "ill fed, ill housed and ill clothed." Other than the war veteran group (about ten percent of the total) the enrollees in the CCC were young men -- most of them between seventeen and twenty -- with a few up to twenty-eight or with no upward age limit.

Roughly, their points of origin from a rural-urban standpoint were almost exactly opposite the rural-urban populational distribution of

the Nation. Something over fifty-five percent were of rural origin (farms and communities of less than 2500 population) and forty-five percent were of urban origin. While a great variety of individual reasons were given as prompting men to enroll in the CCC, two major motives impelled the vast majority of enrollments. These two major motives were social pressure and economic pressure. In many cases the two motives were so closely intertwined as to be inseparable.

#### MOTIVES FOR ENROLLMENT

Both the social pressure and the economic pressure motives may be epitomized by quoting numerous enrollees who stated, "I just wasn't gettin' along around home. Me and my father (or mother) was always scrappin'. There wasn't any money and there wasn't any jobs, so I joined the C's." Many of these young men knew little or nothing about the CCC -- and probably cared less -- but they saw in it a possible escape from conditions which were to them intolerable, and they saw a chance to do something better and more satisfying than was embraced in the lives they were then leading.

As a factor in the social and economic maladjustment of these young men, as a group, it may be noted that their median educational level was about eight grades of school completed. Often it took these youngsters nine to twelve years to complete these eight grades instead of the usual eight years (disregarding kindergarten). This eighth grade median meant that there were many thousands of boys who had never passed beyond the fourth grade in school. In fact, well over one hundred thousand of them were taught to read and write in the Civilian Conservation Corps.

While there were numerous exceptions, the great bulk of CCC enrollees came from homes and from environments which, as a result of the depression, furnished an effective bar to development, social stability, or economic opportunity. A tight vicious circle surrounded these homes and the boys living in them. To produce improvements seemed impossible because there were no jobs to bring in the money which would have insured a transformation. Too often, jobs were impossible of attainment because home conditions had created an air of frustration and personal maladjustment which did not and could not produce desirable employees. The moral dry rot of enforced idleness had produced a stagnant deadlock.

#### RADICAL CHANGE IN LIVING

It was from environments and conditions such as these that the CCC enrolled young men and assigned them to CCC camps all over the

Nation. An immediate and radical change in living patterns, habits and environment was effected. The change was so great that an appreciable percentage of the men selected for service in the Corps could not adapt themselves and deserted -- but most were able to accept and profit by the change.

In the move from home to camp, the enrollees were given what amounted to an entirely new method of living for a majority of them. Regularity replaced irregularity. Food three times a day which was generally well prepared, of good quality, and ample in quantity, appeared instead of irregular meals of dubious quality and insufficient quantity. Clothing which was adequate for work needs was provided and, in addition, neat "dress" uniforms for after work were provided. Neatness and personal cleanliness were stressed and many thousands were made acquainted with the use of the shower bath and the toothbrush for the first time in the CCC.

#### IMMEDIATE TRAINING PROVIDED FOR ENROLLEES

Instead of the idleness from which the enrollee had come, he found busy, action-packed days -- including eight hours of labor on vital conservation projects. To perform this labor effectively and to run the camp effectively required a multitude of special skills. Up to eighty percent of the enrollees had never had any type of regular job prior to entering the CCC. Thus there was no pool of already established skills to draw upon in order to carry on either camp or work project operations. This condition necessitated immediate, effective training of large numbers of men in a very wide assortment of skills in order to carry on the CCC program.

Through sheer necessity this training had to be swift, effective and practical because the entire operation would have bogged down speedily if the training had not, in the main, produced immediate results. Merely as an illustration, the matter of cooks may be cited. It takes a high degree of skill to turn out acceptable food to a heterogeneous group of 200 to 250 young men and their supervisors. Thus cooks and bakers schools for enrollees were established, likewise, a virtual apprenticeship system was maintained in the camp kitchens to further this training.

#### FORMAL PROGRAM OF EDUCATION

Another specific angle of the CCC program which had definite social significance was the formal educational program -- as contrasted with the educational processes involved in teaching men how to do their

various jobs on a somewhat more informal basis. This formal educational program was conducted after working hours and was, for the most part, voluntary. The program in each camp was under the general supervision of an educational adviser. One of these was assigned to every camp.

The program ranged in scope all the way from the elimination of illiteracy to academic subjects of college level. Many vocational skills were also taught as well as theoretical and technical aspects of the projects which engaged the enrollees during their work day. The educational programs varied both in scope and in quality between camps because the interest and abilities of the boys in the various camps were so widely divergent.

In 1941 the Corps adopted a training program which stated flatly that "The general purpose of the Civilian Conservation Corps is to promote the welfare and further the training of enrollees through the performance of useful work in connection with the conservation of the natural resources of the Nation, through engagement in constructive work activities, and through such supplementary aids as may be necessary and available."

In subsequent regulations issued in connection with the administration of the CCC training program, it was stated, "The education and training program of the Corps shall consist of two parts, as follows: Part A. Basic training, Part B. Special training." Basic training included occupational, health, academic, social and recreational and administrative training. Special training included full-time special courses such as cooking, baking, clerical and radio established for the purpose of training enrollees in the CCC. The maintenance and repair of trucks, tractors and other automotive equipment was stressed in all camps.

SOCIAL ADJUSTMENT  
FACILITATED EDUCATION

The CCC enrolled many thousands of boys who were ill adjusted to the conventional schools which they had attended. Hundreds of thousands of young men who, under other circumstances, would never again have seen the inside of a school room, did make up numerous educational deficiencies in the CCC. Many thousands completed grammar school; a smaller number advanced into or completed high school, and a yet smaller number even received college degrees as a result of study they completed while serving in the CCC and in addition to putting in a full day's work. Of vital importance was the fact that a great many such boys continued their educational efforts after leaving the CCC.



Important, too, from any social viewpoint, was the matter of medical care in the camps. Before being permitted to enroll in the CCC, a boy had to pass a physical examination. The main purpose of these physical examinations was to weed out men with contagious diseases which would make them a menace to others and to exclude boys whose physical disabilities were so severe as to prevent them from doing hard work without injuring themselves or others. As compared with the Army, the Navy, or most insurance companies, the CCC standards for physical acceptance were very low. Even the relatively low physical standards for acceptance were often "overlooked," by wise physicians in the cases of thousands of men whose superficial defects were multitudinous which were largely traceable to malnutrition and poor living in general. These were defects which could be and were quickly remedied in the CCC.

#### INOCULATIONS REQUIRED OF ENROLLEES

All of the men who served in the CCC were inoculated against typhoid fever and smallpox. Many others in various sections of the country were inoculated against other diseases including pneumonia and spotted fever. At every camp there was a small "hospital" or infirmary of four to eight beds to take care of minor sickness or injury which might occur. In case of critical sickness or injury, enrollees were taken to the nearest available Government or private hospital to receive the most skilled medical attention which could be obtained. There was a standard ratio of two doctors for every three camps. Many of these doctors were full-time CCC employees while others were local physicians employed on a contract basis for daily attendance at nearby camps.

Preventive medicine was regularly stressed by camp medicos and industrial safe practices were constantly drilled into enrollees. This was done on the proven theory that the best possible medical attention is to keep men in such condition that they don't need "doctoring."

Dental care was also provided by traveling dentists who would visit the camps periodically and who would take care of routine dental needs. Emergency dental cases were sent to the dentists nearest the camp where the emergency occurred.

In line with the standards of preventive medicine which were employed was the policy of immediate and thorough treatment of even minor sickness or illness. This early and competent treatment of apparently minor ills resulted in a relatively large number of patients treated -- and it greatly reduced the severity of illness and injury. It also kept

down the death rate in the CCC. This overall death rate was quite low amounting to about 2.25 deaths per thousand men per year.

#### WEIGHT GAINS

In most cases the impact of CCC life on enrollees was profound. These effects are most clearly and easily noted with regard to the physical changes in enrollees. Repeated tests of hundreds of thousands of men showed that a very few months of service in the CCC increased the average weight per man between eleven and fifteen pounds -- often as high as fifty pounds. The men even grew taller and in all instances the average gains recorded were vastly greater than could have been expected under normal conditions during a similar period of time.

The War Department which through the Office of The Surgeon General was responsible for the medical care of enrollees repeatedly reported to the Director of the Civilian Conservation Corps that life in the CCC camps was of great value in improving the weight and general health of enrollees. In a report covering a survey of more than 100,000 enrollees, the Department said:

From data compiled by the Office of The Surgeon General, it would appear that two deductions are justified.

a. Many of the enrollees in the Civilian Conservation Corps do not meet the standards for military service.

b. A great opportunity is presented to improve and conserve one of the greatest natural resources in the United States, i.e., its young men, and the need for such constructive man-building is apparent.

The benefits of life in the Corps and the hygienic regimen by which the young men live are graphically and interestingly demonstrated by a large body of statistical data recently compiled and tabulated in the Office of The Surgeon General of the Army on the gain in weight experienced by enrollees. It is to be understood that for the benefit of the individual, liberal interpretations of the regulations are made and variations from the standards permitted. As a result of this policy it has been found by this study that about twenty-five percent of enrollees have been below the minimum acceptable weight upon entry into the service and another forty-five percent, although meeting requirements, are nevertheless below the standard weight. As a consequence, a total

of seventy percent of Civilian Conservation Corps enrollees have been below standard weight at the time of acceptance.

An entirely different condition prevails among enrollees at the time of discharge. The data compiled by The Surgeon General disclosed that upon completion of service in the CCC, the percent of youths that were sub-standard in weight has been cut from seventy percent to forty percent. But the most dramatic feature lays in the discovery that the greatest improvement was made in that group in most need thereof, i.e., those below the minimum acceptable weight. Statistics demonstrate that whereas at enrollment these represent twenty-five percent of the strength of the organization, at discharge, all but four percent had advanced beyond the unacceptable weight class. It is interesting to note that the chief gain was made in the first two months of service.

In a statement presented to the Committee on Education and Labor, United States Senate, March 31, 1942, Lieutenant Colonel Joseph H. McNich, Medical Corps, representing The Surgeon General of the United States Army, said:

In the past nine years the Medical Department of the Army has been charged with the responsibility for the medical service of the Civilian Conservation Corps. ...Former members of the Corps are better prepared to serve this country in the present emergency as a result of their service in the Corps.

The general physical fitness of those young men who served in the Corps was improved during that service. Another criterion of improvement in physical fitness is the gain in weight which occurred in enrollees...Actually the net weight gain was much more than eleven pounds (per man). This gain is about twice that normally expected in young men in a similar period of time.

...Enrollees in the Corps have as a group become largely immune to those common diseases which ordinarily occur in epidemics during the mobilization of large numbers of men. Such diseases are measles, mumps, scarlet fever, and cerebrospinal meningitis. These diseases are prone to occur whenever men are grouped together as in Army camps. They are important because they are responsible for the loss of a great deal of time and thus interfere extensively with training. This loss usually comes in a period of mobilization, when time is of the essence. This loss of time not only occurs in the case of those men contracting these diseases, but also as a result of the establishment of quarantine in others that have been exposed, as these diseases

are highly contagious. That is, in mobilization we have always had a large number of these diseases. The several million men who have had Civilian Conservation Corps experience represent a large reservoir of men who have been exposed to these diseases, and who are now largely immune to them.

...The existence of a large number of young men with Civilian Conservation Corps experience has provided the Army with a source of men who have been exposed to and are now immune to the usual contagious diseases which constitute a serious problem during mobilization. To this may be added the fact that many of these men have been freed from chronic, disabling conditions such as malaria, hookworm diseases and from the effects of improper diet and malnutrition, and have learned the rudiments at least of personal hygiene and sanitation. They have, in addition, as part of the medical program, been immunized against typhoid fever and smallpox.

That a man should weigh 130 pounds or 150 pounds, so far as sheer poundage is concerned, is not particularly important. But the all-around physical, mental and psychical differences which occur and which are tangibly exemplified by those twenty pounds of weight gained are important to the individual, to the community, and to the Nation. Far too often the 130-pound youngster (or the 100-pounder) who came into the CCC was already suffering from or was an easy prey to an amazing variety of physical ills, ranging all the way from tuberculosis to nervous exhaustion. Thousands of these "light-weights" did possess well developed or incipient ailments which -- within a few months to a few years -- would have produced total permanent disability or death for many.

The potential economic productivity, the potential capacity for citizenship, and the potential usefulness as parents of these underweights was swiftly degenerating prior to their entrance into the CCC. Accompanying this physical degeneration was the more subtle and more dangerous character -- degeneration of these same men. The physical rehabilitation of such men was a primary step in their total rehabilitation.

#### PRACTICAL DEMONSTRATIONS MAKE IMPRESSION

Brilliant speakers might lecture a group of men on the desirability of regular living habits and the essentials of good health, and fail to make an impression -- particularly if the economic and educational status of the listeners precluded understanding and precluded the purchase

of goods and services essential to reasonable health and physical condition. However, when these same principles of good health are demonstrated and the men who are the subject of this demonstration see and feel the differences in their own persons, the lessons make an impression. At any rate, they did with the CCC boys because it was notable that after leaving the Corps, they not only took care of themselves but, in a great number of instances, they impressed their lessons upon the folks back home and appreciably raised standards of health, sanitation, and living in areas which are often referred to as "backward communities."

BALANCED DEVELOPMENT  
PRODUCED BY CCC

Simply as a result of the very much lower death rate of the CCC as compared with the general male population of similar age groups -- there are between 3,500 and 4,000 men now alive and healthy who would have been dead under the usual expected mortality.

Yes, it was fairly obvious that a great physical change took place in boys who entered the CCC. Flat chests assumed more normal contours. Droopy shoulders acquired a manlike square set. Dull eyes and pasty complexions took on a new brightness and sparkle. Flabby arms, legs, and torsos built up an armor of tough muscles -- usually overlaid with deeply tanned young human hides.

But a mighty physique was never considered to be an end in itself in the CCC. It was rightly considered to be a very firm foundation for a great deal of other human development. During physical development of CCC enrollees, there was an accompanying development of character, of social attitudes, of skills and of self-reliance.

RELIGIOUS GUIDANCE

Complementing the physical, the mental and the occupational activities found in every CCC camp were the spiritual ministrations available to all enrollees in all camps. Full-time chaplains of various religious denominations were employed. Supplementing their work was a larger group of contract clergymen who conducted religious services in the camps and gave spiritual guidance to the enrollees. Over and above these provided services, there was a welcome in countless thousands of churches adjacent to CCC camps for the enrollees who desired to worship there and who were transported to these churches in CCC trucks.

NEW SOCIAL  
HORIZONS CREATED

Boys whose social horizons had been bounded by the corner pool hall or the small town juke joint were given new horizons. The narrow,

often anti-social attitudes of youngsters who simply hadn't had a chance, quickly changed under the stimulus of group living conducted on an orderly, healthy, wholesome basis. The young men who had been "mama's boys" swiftly found out that the 199 other boys in a camp would not defer to them or coddle them as mother used to do. Similarly, the boys who, before entering the CCC, had been local "big shots" (and often bullies) discovered that bullying 199 other chaps of a similar age could not be very successfully accomplished.

Though organized hazing was officially discouraged in camps, the enrollees found methods which were effective to control bullies and to ridicule the sissiness out of youngsters who were afflicted with these and other social maladjustments. Quite apart from any analytical processes, the enrollees recognized that group living called for quick development and self-reliance, and demanded that each member of a camp should do his share.

Quite apart from any official punishments, the malingers or "gold bricks" who attempted to shirk duties were pointedly and sometimes rudely made to assume their fair share of duties and responsibilities by fellow enrollees. The self-discipline among enrollees went far toward supplementing the official discipline and produced excellent results. Men in the camps were officially instructed that orders had to be given and had to be obeyed. The necessity and reasonableness of this was apparent to nearly all, resulting in good discipline, quick and intelligent obedience. Having learned to take orders -- most enrollees were likewise given the chance to give orders and enforce them as their experience and service in the CCC increased.

#### REGULARITY AND VARIETY BOTH STRESSED

Life in the camps with its regularity and its general wholesomeness made a profound change in the habits and attitudes of nearly all enrollees. They came to recognize the value of order, regularity, neatness and independence as effective aids in the business of living. The task to be done in the camps were so varied that nearly every boy could (and did) find some activity in which he could excel. In this individual excellence, the boys built up a proper sense of personal pride and confidence in their own ability to accomplish all sorts of tasks.

Association with 199 other boys in camps also broadened individual view points in a socially desirable way. The youngsters who came from New York's teeming East Side learned for the first time that the world was not bounded by the Hudson River on the west and Times

Square on the North, and that boys from other sections of the country were not necessarily "dopes", "rubes" and "meat balls", simply because they have not been born and raised in a large city. The country boy, too, learned that there were worlds beyond the South Pasture and learned that city-bred youngsters were not necessarily "slickers", "sissies" and incompetents.

#### PRIMARY RULES OF CONDUCT TAUGHT

Service in the CCC planted deeply in the consciousness of these enrollees many fundamental rules of conduct and a refreshed knowledge of right and wrong. Old tricks of petty pilfering which had seemed very smart at home became not at all smart when unmasked and labeled by the boys themselves as theft. Individual anti-social quirks, engendered by bad environments, shriveled and died when men were removed from such environments and came face to face with the pomp and majesty of nature. Something of the forests, the waters, the deserts, and the farms crept inside of millions of dispirited kids and changed them deeply -- from within. As one youngster expressed it, "It used to be fun to heckle Cassidy, the cop on the beat, and get him to chase us, but say, did you ever hear of anybody heckling a redwood tree -- couple hundred feet tall and maybe three thousand years old? Those things take the heckling and a lot of other cussedness out of you when you are around 'em for a little while."

Numerous studies made of CCC enrollees showed that thousands of them came from broken homes where the father or the mother or both were dead; where there had been desertion by one or both parents, accompanied by economic insecurity and social stigma. To boys from many such homes service in the CCC was their first stable, productive experience in life. Their responses to this period of stability and order were almost uniformly excellent -- and they acquired for themselves a goodly share of stability and managed to carry much of it into the broken homes from which so many came. In short, not only did the CCC produce desirable social changes but it appears to have produced them on a reasonably permanent basis.

#### NON-ENROLLED PERSONNEL

Often overlooked in a social consideration of the CCC program is the non-enrolled personnel. This group of men, including company officers, superintendents, technicians, professional men, administrators, and clerical personnel embrace a total of about 250,000 persons employed for varying periods of time during the nine and one-quarter years the Corps operated.

Approximately one-half of these persons could be classified as very highly skilled and highly trained. Most of the balance could at least be classified as skilled in one or more lines of work.

Among this group of men, more than a quarter of a million, were employed some 60,000 Reserve Officers of the Army, Navy and Marine Corps. These officers received practical field training and field experience with the Corps, which is of great value in the present war. Thousands upon thousands of other skillful men were enabled to practice and improve their skills in constructive work instead of having them deteriorate through enforced idleness. Not only were these trained men enabled to use their skills and personally profit thereby, but they were also obliged to transmit a substantial portion of their training and experience to the enrollees who sadly needed such practical and skilled guidance.

#### NEW HEALTH AND OPPORTUNITY CREATED

The various phases of CCC life, training and experience which have been outlined produced desirable, social and economic changes which have been of great value to this Nation and which would be of great value to any nation. The numerous work programs which were completed (discussed in detail elsewhere) materially increased economic resources -- a condition which is socially desirable. Additional wealth and opportunities have been created as a result of these work programs which will favorably affect our National economy for many years to come in a variety of fields including agriculture, forestry, mining, power development, wildlife resources, recreation and others.

The accomplishment of this work has not simply "kept men busy" but has taught them numerous new skills. Allied to the new skills, these men have also learned the dignity and the importance of labor; they have acquired a job maturity and work attitudes which have made them at first, preferred, and later, star employees in many lines of endeavor.

#### CCC ENROLLEES GOOD WORKERS

The childish immaturity which employers so often find (and dislike) in high school and college graduates was taken out of the CCC enrollees during their service in the Corps. Most of them developed a sense of responsibility as well as a sharp sense of discipline. They became imbued with the knowledge that few jobs were too difficult for them to undertake if they worked hard enough and obtained a little cooperation from the other fellow. Self-reliance was not only created



but it thrived. Personal adequacy and self-confidence was generated to an amazing degree. Then, too, safe practices were drilled into enrollees to an extent which made them "prizes" in competitive industry which places a deservedly high premium on safe workers.

As all of the enrollees with dependents allotted a major portion of their cash earnings to those dependents, the enrollees commanded new respect from their immediate family circles. Instead of being economic liabilities in the family circle, they had changed into assets. With most of the enrollees the CCC was able to convert them from recipients of public funds to self-supporting citizens who would contribute to the public treasuries.

The Corps, from its beginning, sent a stream of fresh, young, eager and desirable trained manpower into the social and industrial life of the Nation. At first the stream was scarcely more than a trickle but it grew larger and larger until former CCC enrollees were employed in responsible positions (as well as less responsible positions) in practically every form of economic endeavor throughout the Nation.

From a normal or peace-time standpoint, such accomplishments mean much to a Nation. The country finds its man power - particularly its young and fighting man power -- in far better mental and physical condition than would have been possible except for the CCC. Facts disclosed by medical rejections of the Selective Service indicate how serious and how tragic the physical condition of the majority of the young male population has become, but it would have been far worse without the good physical effects of the CCC.

#### TRUE COST COMPARISONS

Superficial critics of the CCC have at times pointed out that the cost of this program per man per year was relatively high in dollars (about one thousand dollars per man per year, loading every expenditure against the average number of men present) when compared with certain other forms of public expenditures termed "relief expenditures." These critics particularly pointed out that a dole would cost perhaps not more than \$250 per year per person -- possibly less.

Such a comparison is very much like saying that automobiles cost more than kiddie cars. True, there is a greater cost, but there is also a far greater value. A dole, though relatively cheap, in dollars, drains off self-respect, barely keeps away the pangs of hunger and cold and does not rehabilitate the recipient. In fact it is usually true that the recipient of an out-and-out dole is, as a person, worse off at the

end of a dole receiving period than at the beginning. This is in sharp contrast to the CCC program where men did not receive a dole but did receive wages and "found" for the excellent work which they performed. It has been variously estimated that the actual dollar value of the work performed by the CCC enrollees would be from 82 to 90 percent of the cost of doing it under the best industrial competitive conditions -- and this labor was performed with men who had never had previous work experience and who, in too many cases, were "down and out" prior to enrolling in the Corps. The period of service in the CCC likewise rehabilitated the men who participated in the CCC program physically, mentally and psychologically. It is also often overlooked that between 25 and 30 percent of the entire cost of the program was never received directly by the enrollees but was sent to their dependent relatives in the form of allotments from the pay of these enrollees.

SPECIALISTS NEEDED  
FOR ARMED SERVICE

Many skills and much training required by an army were already instilled into three million men by their service in the Corps. Among these men the Army found a vast pool of trained specialists which it was not slow to use in the expansion of military establishment. Likewise, the 60,000 officers who had been schooled in the CCC to handle the difficult problem of human leadership, command morale and a thousand other details incident to handling a group of men in the time of war were, to put it mildly, very handy in expanding the Army.

Americanism, democracy and a real love of country are not simply phrases or catch words to men who have served in the CCC. These men saw democracy in action -- saw it extend a powerful helping hand to them when they needed help. Those men have helped to build America, reforest its barren spots, keep its soil from washing away in senseless erosion; they have helped build a stronger United States. In times of emergency, the Corps was prompt and efficient. Enrollees fought floods and fires, engaged in rescue and clean-up after tornadoes and hurricanes, saved hundreds of lives. It was always on call -- a sort of Junior Red Cross. Those men knew within themselves that this is a great Nation, a good Nation, worth working for, worth living for, and if need be, worth dying for.

Former CCC enrollees have been doing and are doing all of these things. In the war industries, you find them by the thousands. Yet here their numbers are substantially decreasing because so many have already gone and so many more are constantly going into the Armed Forces of the United States.

HIGH STANDARDS  
MAINTAINED

Another important factor in the CCC program was that the work done was not "made work" but consisted of jobs that really needed doing. What is more, the jobs were done in accordance with good engineering and good commercial practice with proper supervision, tools, machinery, materials and supplies complimenting the human labor required. Men were not permitted to stand around in numerous groups to do a job with pick and shovel when the proper way of doing the job required relatively few men plus the right machines. One evidence of this which may be cited is the fact that prior to the beginning of the war the CCC owned and operated the largest fleet of motorized equipment in the world. After war began, this fleet of trucks, tractors, graders and other motorized material was transferred to the Armed Forces. More than 27,000 cargo trucks, passenger cars, pick-up, stake and dump trucks, transports, trailers, tractors, graders, snow-plows, jack-hammers and other machinery, were transferred to the Bureau of Public Roads and utilized by the War Department in the building of the Alaska Highway. Some 40,000 pieces of CCC automotive equipment have now been converted to war use.

Another collateral socio-economic advantage which came from the CCC program -- particularly in its early days -- was found in the impetus it produced in many industries due to its necessarily large expenditures. Merely as several examples of a wide-spread condition it may be noted that the lumber industry was among those floundering deepest in the depths of the depression and was one that received great assistance from the hundreds of millions of board feet of lumber required by the CCC to build its camps and carry on its work projects. Our great automotive industry was also hard-hit and it received very substantial assistance at the right time from the large purchases of trucks and other automotive vehicles needed in the CCC program. Primary food and clothing suppliers throughout the Nation were aided substantially by CCC purchases and many an individual and many a corporation was enabled to continue its existence through a difficult period as a result of CCC purchases in many fields.

"WE CAN  
TAKE IT"

Letters by the thousands from parents, observers, employers, and ministers -- coupled with thousands of newspaper stories and editorials have told of the vast social reconstruction which the CCC has effected among the men who served in it. Terse communications from very high ranking officers in the Armed Forces leave no doubt, as to the military advantages which the CCC has given to the Nation. The records of former

enrollees and other employees of the Corps on a dozen fronts of war show that these nephews of Uncle Sam made no idle boast when they chose for their Corps motto the phrase, "We Can Take It!"

From nearly every social standpoint the operations of the CCC have paid very practical tangible (as well as intangible) dividends to the United States. That further improvements in the operation of a Corps could be made, no informed observer would deny, but under test, past operations have shown this activity to be socially desirable.

Preventing the decadence of young manhood is a problem that transcends all others. In 1933 the waste of human resources as represented by millions of idle young men staggered the imagination. Trapped in a topsy-turvy world that shut the door of employment and security in their faces, condemned to idleness, discovering in themselves a sense of inadequacy -- none the less real though unfounded -- and establishing attitudes of chronic bitterness, millions of young men were in grave danger of becoming permanently unemployable. The Civilian Conservation Corps program was the right answer to the youth employment problem in 1933. If similar conditions develop in post-war years, the social formula developed by the Corps should be utilized again. It worked and worked splendidly under trying conditions. It will work as effectively again.

## CHAPTER IV - WHAT THE CCC TAUGHT

Initiation of the Civilian Conservation Corps marked the beginning of a new era for youth and conservation.

The first CCC camp was a symbol of a new national attitude toward unemployed youth. It represented recognition of the principle that when unemployment among youth becomes acute due to a shortage of private jobs, then it is up to Government to do something constructive about it.

The first CCC camp was a symptom indicating a new note of national anxiety over the depleted state of its natural resources, principally timber and top-soil. Formation of the Corps represented epoch making recognition of the urgency of the conservation problem and the necessity for immediate and continuing action on a national scale. In a broad sense the CCC was the dynamite which smashed the log jam which for years had blocked funds and man power needed for the financing of a comprehensive conservation program which would affect importantly all parts of the Nation.

As idle youth began moving into the woods in those early CCC days, the new organization attracted world-wide attention. It attracted attention because the Corps was not only new from a national standpoint -- it was new internationally. The CCC marked the first time any government had attempted to solve the twin problem of acute unemployment among youth and neglected natural resources through a single youth-work organization. Other countries were interested because in those days acute unemployment among youth was universal. They were interested because it had been discovered that the "dole" was not the right answer to the unemployment relief problem.

One of the major cornerstones of the CCC program was the principle that young men assigned to the CCC camps must pay their own way through constructive worthwhile work on projects of definite value to the Nation. In return for the work they did to bolster the Nation's natural resources, the men assigned to the CCC camps received jobs, \$30 a month, (of which a substantial portion went to their dependents), nourishing food, comfortable clothing, adequate shelter, medical and dental attention, and opportunity for production training on the job. The young men were required to conform to a fixed camp routine that developed orderly habits and good discipline. They worked forty hours a week.

On June 30, 1942, when, by Congressional fiat, the Corps ceased operations and began to dispose of its assets it had completed nine and one quarter years of operation. Over this period there had been ample opportunity to test out on a tremendous scale the soundness

of the principles back of the CCC plan. In every state in the Union, on 500,000,000 acres of national, state and private forests, on more than 1,100 national and state parks, on 50,000,000 acres of farm lands, on the overgrazed areas of the great plains, in the dust bowl and along thousands of miles of rivers and streams, idle young men from crowded cities and war veterans stagnated by post-war economic conditions had lived under disciplined conditions in the great outdoors, had worked at conservation tasks, had developed their bodies and had won a new appreciation of the size and importance of their home land.

During the years it was a going concern, the CCC was much more than an agency for providing employment to idle young men and for planting trees, checking erosion and rehabilitating range lands. It was an agency for national preparedness too. Although the Corps was not militarized, the CCC made a signal contribution to national security. When war came, the War Department found young men trained in the CCC made splendid soldiers -- were far ahead of the average rookie at enlistment or induction. Through the CCC program, more than 2,000,000 young men of military age were toughened physically, taught to obey orders, trained in many of the most important things that make a good soldier.

Termination of the CCC program offered a splendid opportunity to assess its worth in terms of human conservation, of national preparedness and of natural resources conservation. The men responsible for establishing the Corps had no charts to guide them. They were pioneers in a new field. Undoubtedly some mistakes were made but on the whole, their activities were successful. In operating the CCC camps, certain guide posts were set up -- guide posts which should be of the utmost value to those charged with formulation of post-war CCC plans if this organization is to resume its work after victory is won. The Corps taught certain fundamental lessons. Attention will be directed to some of these.

#### CIVILIAN CONSERVATION CORPS IDEA - SOUND

The most important lesson taught by the Civilian Conservation Corps was that the idea of combining unemployment relief for young men with the advancement of urgently needed conservation work was sound, practicable and workable. The program worked. It converted millions of young men from potential economic and social liabilities into assets which today are paying big dividends on the fighting and production fronts. The young men liked the air of adventure that permeated CCC camp life in the forests and parks, on the public domain and on farm lands. They liked the idea of doing something constructive. They enjoyed the food, the companionship of other youth of their own age and they obtained deep and lasting satisfaction from the feeling that they were earning their own way. Even

young men from city streets, after a few weeks of training, turned out to be amazingly good conservation workers. An enormous amount of work was done. The communities in which camps were located liked them. They enjoyed having the boys around. They appreciated the work which the camps did to improve and protect their farm lands, to rebuild and protect forests, and to develop parks.

#### DEVELOPMENT AND TRAINING OF YOUTH MAJOR CORPS OBJECTIVE

The Civilian Conservation Corps was created to provide work relief and to conserve and develop natural resources. As the Corps progressed, it became more and more apparent that the Corps' principal contribution lay in the work it was doing to promote the welfare and further the training of the individuals making up the enrolled personnel. The development and training of youth became a major Corps objective along with the relief of unemployment and the advancement of conservation work.

A nation's youth always is its greatest asset. This was recognized by every responsible official in the CCC organization. It was recognized that the young men sent to the CCC camps were the youngsters who, up to the time of their enrollment, had not had a fair chance to develop their abilities and prepare themselves for their rightful place in the world. Accordingly, officials strove constantly to improve the general health, working skills and usefulness of all enrollees. Each year the Corps operated, new training facilities were added and greater attention was paid to the business of converting new recruits into useful and successful citizens.

But while the development of the individual enrollee was a major aim, Corps officials steadfastly refused to reduce the hours of the Corps work program or to turn the CCC camps into formal schools which would be competitive with the public schools or colleges. The camps were operated on the principle that they were supplementary to, rather than in competition with, the regular school system. If a youngster entered the camps unable to read and write or if he had not finished the equivalent of the fourth grade, he was required to attend classes. If a youngster had not finished the elementary schools or high school and desired to continue his education, the camp educational adviser did his best to give him what he needed. Academic education, however, was subordinated to work training on the job.

It was the concensus of Corps officials that the regular activities of camp life and the work programs themselves, furnished the best means, when properly organized and supervised, for the training of enrollees in work habits and skills. As a result, the training program

was integrated into and around the camps themselves. Enrollees acquired skills by actual production work on the job and by taking supplementary academic courses and vocational training in camp shops. They learned how to be good citizens by conforming to camp regulations, through contact with other enrollees and by example. They developed splendid physiques by engaging in hard outdoors work and by taking calisthenics and practicing infantry marching drills. Good health, safety and sanitation habits were required of all enrollees. In a word, the CCC training program was planned to utilize to the fullest the educational and training resources inherent in camp life and camp work projects. Enrollees learned by doing.

Experience demonstrated that in a post-war CCC, two changes should be made in the administration of the training program. All training activities should be placed under the direct control and direction of the official charged with administration of the CCC program. Steps should be taken to make organized training so integral a part of the CCC program that every enrollee would be reached. Training should be recognized in any post-war CCC act as a major objective.

Probably the most important lesson taught by the CCC was that a youth work program cannot be run without giving training and education high priority in the list of major objectives.

#### ADEQUATE WORK RETURN REQUIRED OF EACH ENROLLEE

Operation of the Civilian Conservation Corps demonstrated the soundness of the basic CCC principle that each young man enrolled should be required to make an adequate work return for the benefits he receives from life in the CCC camps. From the very beginning of the program the Director and the four departments cooperating held fast to the principle that all enrollees must work a regular forty-hour week and that those who could not be persuaded to work should not be allowed to remain in camp. Officials acted on the belief that each enrollee must be taught how to work and to do an honest day's work. It was felt that allowing boys to work part of a day was inimical to the boy's character and would handicap him when he went into private life to obtain a job. Every effort was made to model the camp work day as closely as possible upon the work day followed in private industry, so that when a youth left the camp, he would be able to fit quickly into private industry, business or agriculture.

The CCC camp enrollee developed sound work habits because he worked under competent supervisors who required all work to come up to regular government specifications. The enrollee learned to carry out



instructions promptly and accurately. Each enrollee conformed to discipline, kept regular habits, learned how to take care of himself followed safety regulations and learned how to get along amicably with his fellows. He learned to stand squarely upon his own feet. He developed pride in accomplishment and his ability to do work which would pass inspection. He became the kind of a worker that industry welcomed and that a community liked to have as a citizen.

#### A CONTINUING CONSERVATION PROGRAM NEEDED

Three million young men and war veterans working on conservation tasks throughout the length and breadth of the United States hammered home to the American people the magnitude and urgency of the Nation's conservation programs. Through their accomplishments in forests and parks, on farm lands and on the public domain, CCC enrollees elevated conservation from a "forgotten man" role to an essential activity. From something that most people felt should be done in a somewhat indefinite sometime, conservation, especially in the fields of reforestation and erosion control, emerged with the status of a "must" activity.

In a sense, the unemployed young men who moved by the tens of thousands from city streets and relief families into the forest and farm CCC camps were conservation evangelists. A nation might not pay much attention to a few thousand men planting trees or demonstrating erosion control methods, but it could not ignore the movements and accomplishments of an active and widely distributed conservation army of 300,000 men in spruce green uniforms. As years passed more and more people had opportunity to visit the camps and find out for themselves what the millions expended on the CCC program was doing for the Nation. Returning enrollees were full of their camp experiences; proud of what they had done to safeguard natural resources. All of them talked about it. Gradually the country became more and more aware of its great forests, its parks, its enormous farming areas, its grazing lands and its wildlife population.

The CCC dramatized the hugeness of the conservation task ahead. It demonstrated that even with an army of 300,000 men, the task of reforesting waste lands and protecting agricultural areas cannot be completed in a few months or even a few years. In a word, it made the Nation conscious that the task of conserving and rebuilding our resources is an essential and continuing one.

## POST-WAR CCC BEST GUARANTEE OF CONTINUED CONSERVATION PROGRAM

One of the major lessons taught by the Corps was that the CCC method for the conservation of human and natural resources represents the surest and most practical method for getting the Nation's important conservation jobs done. During the years the CCC operated, conservation of natural resources won national recognition as a worthwhile and necessary activity. But notwithstanding its new importance, Corps experience and the history of pre-CCC attempts to obtain conservation funds in substantial amounts indicated strongly that unless the CCC or a somewhat similar organization is reopened after the war, there is little prospect that anything important will be done for conservation in the immediate future. If a CCC is operated, the unfinished conservation program will be picked up where the last CCC man left off on June 30, 1942. If the Corps is not opened, appropriations for conservation work only, will be hard to get, if past experience is any criterion.

Prior to the CCC, conservationists were unable to obtain sizeable appropriations for conservation activities although national attention was called repeatedly to the need for such work especially in the reforestation field. Congress voted funds liberally when they were to be used by the CCC for the dual purpose of aiding youth and advancing conservation. The primary force back of these appropriations was the need for funds to employ and train youth. In June 1942, Congress abruptly choked off CCC appropriations not because the work it was proposed to do was not worthwhile and necessary, but because the need for spending money to provide employment for youth had passed with the expansion of war production programs.

### NATIONAL CONSERVATION PLAN NEEDED

Corps experience demonstrated the need for a national master plan for the maintenance, conservation, expansion and developments of the Nation's natural resources. Such a plan, if developed and adopted as national policy, would be of the greatest usefulness to federal and state conservation departments in the preparation of tentative work programs for a post-war CCC. Priorities could be established in accordance with the urgency of the various conservation projects included in the master plan and these could serve as a guide in the preparation of work and operations programs for the CCC or whatever agency is utilized to carry on conservation work after the war.

The Civilian Conservation Corps was handicapped from the beginning by the fact that no master conservation program was available. The

two principal conservation departments and their conservation bureaus had individual plans in varying states of development when the CCC began. These were substantially improved during the nine years of Corps operation. But no over-all program outlining the future conservation work load ahead and determining the importance of the various types of conservation work was developed.

If a master conservation plan is developed, arrangements should be made to coordinate its activities closely with the CCC. Perhaps all conservation work programs should be submitted to a national planning board before being finally approved or disapproved by the Director, CCC. There was and will be again conflicting departmental interests. While the Department of the Interior and the Department of Agriculture worked harmoniously in most aspects of the CCC program, they never were in agreement on the percentage of camps each should have for work on lands under its jurisdiction. The Director of the CCC was not technically in a position to decide on the relative importance of Departmental projects. At no time did the Director have a technical staff capable of determining the comparative merit of the various projects submitted by the departments.

An adequate supply of such basic natural resources as timber, top-soil and water is essential to the national welfare and safety. The Nation must have so much timber, so much good agricultural land, so much water in areas tending to be arid or semi-arid to support its population. Each of these resources has been allowed to deteriorate to such an extent that no one generation ever will be able to restore them to the extent they are restorable. Certainly a plan which will set forth the conservation task ahead and outline the types of conservation work which should be accomplished first in the national interest is eminently desirable.

The final chapter of this report calls attention to reports forwarded by the Department of the Interior and the Department of Agriculture listing a future conservation work load in reforestation, water conservation, erosion control, wildlife improvement and other types of work which would require 1,000,000 men twenty-five years to complete. Who will decide which of the various projects listed in these reports is the most urgent. Who is to say which should be begun first if a post-war Corps is started. Does this work load include all essential types of natural resource conservation which must be done in the national interest. A master conservation plan would help to solve this problem. It would serve to rationalize, definitize and increase the value of any future conservation work undertaken after the war.

A master natural resources plan should be supplemented by improved planning by federal departments and agencies charged with

administration of natural resources. Better natural resource planning by the states is also essential if a post-war CCC is to be operated. Through improved planning each conservation department could make better use of the camps assigned to it. By preparing improved state conservation programs, state executives would profit more from CCC work. Good state conservation plans would make possible a better distribution of work projects and permit populace states to retain a larger number of enrollees at work camps in their own states.

#### EXPENDITURE OF GOVERNMENT FUNDS TO TRAIN IDLE YOUTH A PAYING VENTURE

Operation of the camps demonstrated that it pays to spend government funds to look after the training and welfare of youth who because of economic conditions beyond their control are unable to find jobs in private industry, business or agriculture. Prior to 1933, the Nation operated on the principle that every young man, if he tried hard enough and was willing to do any kind of work, could always find a job. The government was interested in youth but it felt that the burden of finding a job was on the individuals.

In 1933, the government through the CCC gave an affirmative answer to the question of whether the government should provide work for youth who could not obtain private jobs. At that time millions of young men were idle. To a sizable portion of these young men the government, in effect, said "We are going to set up work camps, provide useful work, set up high standards of performance, model work schedules and conditions as closely as possible upon those in private employment and do everything we can to give you the basic work experience and training needed to handle a job when work opportunities develop."

Some 300,000 men entered the Corps within three months. Close to 3,000,000 served in the Corps during its operating life. These youngsters were changed from economic liabilities to assets. Their energies which would have gone to waste were diverted to useful purposes. The morale and health and strength of these enrollees were built up. When business began to pick up, enrollees went directly from camps to jobs and made good. They left the camps with new faith in Democracy and its ability to solve its problems. When the war came, these men were ready. They went into the Armed Forces, into arms plants, into industry, into agriculture. Through the CCC some 3,000,000 men were enabled to make a greater contribution to the war than they could possibly have made if they had been permitted to remain idle and to shift for themselves.

## DISCIPLINE ESSENTIAL TO OPERATION OF SUCCESSFUL CAMPS

The Civilian Conservation Corps demonstrated that no camp's program can be a success without discipline. Invariably the camps which produced the best results were camps which maintained fair but rigid discipline. Well disciplined camps had high morale. Enrollees took pride in the cleanness, orderliness and well kept appearance of the camps in which they worked. They took pride in their work programs. They developed something of the esprit de corps that characterizes a first-class military unit.

The Civilian Conservation Corps imposed authority from above upon all CCC youth. Officials took the position that in setting up the CCC, the Nation wanted to provide the best possible work and character training for young men and at the same time complete the maximum amount possible of useful work in field, forest, and on farms. The young men entering the CCC camps were, for the most part, raw and inexperienced in any kind of work. They had to be taught how to use their hands, how to work, to obey orders and to respect their company commanders and superior officers.

In addition to the routine that was imposed upon them, enrollees were stimulated to learn how to run tractors, trucks, automobiles, power driven machinery and to do all the various kinds of work that have to be done on a widely varied and national conservation program and in the operation of a huge housekeeping establishment that utilizes large numbers of cooks, mess stewards, tractors, truck and automobile drivers, leaders and assistant leaders, mechanics, radio operators, etc. The Corps exerted pressure upon enrollees to attend classes, to work in machine shops, to attend nearby schools and trade schools, to attempt to get ahead and to qualify for camp administrative jobs -- in short, to make themselves useful citizens by embracing every opportunity within the camps.

In deep forests, in parks, along river beds and streams, on farms, on the great public domain, enrollees lived and worked in conformance with a fixed, rigid schedule. The Civilian Conservation Corps put enrollees through a procedure somewhat similar to that which produced the citizens who pioneered this country and made it a first-rank Nation.

## YOUNG MEN AND WAR VETERANS WELCOMED OPPORTUNITY TO WORK

The Civilian Conservation Corps taught that idle young men and war veterans would rather work than loaf. Some doubt was expressed in early 1933 as to whether idle young men would be willing to accept employment which meant hard physical labor in the outdoors. Doubt was expressed as to whether war veterans, especially men who had been idle or who had

worked only at odd jobs for several years, would be willing to do hard physical work. The worth of inexperienced men or men who had been idle for years on conservation projects demanding considerable skill was also questioned. The promptness with which both young men and war veterans grasped the opportunity of joining the Corps quickly proved that the only thing that was keeping the average unemployed young man or idle veteran from working was lack of an opportunity and incentive. Both the young men and the veterans proved adaptable to conservation types of employment and both made excellent records. Those who were skeptical of the value of raw youth on forest, park and farm conservation projects quickly revised their opinions. The excellent work which the Corps did in the building of large dams, the construction of fire towers, the erection of telephone lines and the building of truck trails and minor roads offered convincing proof of the boys' ability to learn quickly and to apply themselves effectively.

In this same connection it is interesting to note that the CCC effectively disposed of the argument that furnishing jobs in the Corps to youth would destroy their initiative and turn them into what was described as wards of the government. Civilian Conservation Corps employment records disclose that both the young men and the war veterans were quick to grasp any real work opportunity offered them in private life.

#### CCC PROGRAM MADE GOOD CITIZENS

Corps experience taught that the CCC camps did make good citizens. One reason it made good citizens was because camp administration was based upon the fundamental principles of Democratic government. Each camp was a small democracy in action. In the CCC camps, each youth had to stand on his own feet and make good on the basis of his own capacities and abilities. Each enrollee's chances for development and advancement were as equal as they could be made. Each was served the same food, lived in the same type of quarters, wore the same kind of uniform, received the same basic pay, had the same amount to spend and conformed to the same routines and regulations.

Year after year the Corps took raw, timid, unsure, undernourished young men and developed them into competent, healthy, sturdy citizens. In a sense the CCC camps were miniature melting pots where youth from varying backgrounds and racial origins touched shoulders with each other on a basis of equality. Enrollees had opportunity to become leaders and assistant leaders and in that way shared importantly in the operation of the camps and the outdoor work programs.

Enrollees were given equal opportunity to rise through merit to the top positions in the CCC camps. Thousands of enrollees rose from the ranks to become company commanders, sub-alterns (junior officers),

educational advisers, project superintendents and foremen. At the time the camps were closed in July 1942, about one-half the company officers were former enrollees.

The results of the CCC program justifies the philosophy of the CCC camps. The men who served in the CCC made good, safe, dependable, able workers and splendid soldiers. These men also knew how to obey orders intelligently. They knew what an honest day's work was and they took pride in their work. In a word, they were good workers and good citizens.

#### GOOD FOOD, AN ESSENTIAL MORALE FACTOR

No morale factor was more important than good food. One of the first things that CCC officials learned was that you cannot have a first-rate camp without a first-rate mess. A camp might have firm discipline, high-class leadership, attractive training opportunities and a good recreational program and yet fail to attain high standard rating because the food served, for some reason, was not up to par.

The average enrollee worked hard, put in long hours, looked forward to the time when he could stretch his legs under the table and fill up on good appetizing victuals, in CCC parlance, "chow." If the food served was badly prepared, or of poor quality, the company commander heard about it. If nothing was done to improve conditions, something usually happened to bring the matter forcibly to the attention of District, Corps or even Washington, headquarters.

In the early days there were instances when enrollees refused to work because of camp food conditions. Strikes or disturbances were rare after the first few months. Once the camp program was well organized, a camp with a poor mess became the exception. The Corps took pride in the food it served. The average enrollee ate better than he did at home.

The most effective steps taken to raise camp messes to the high standard maintained by the War Department included careful inspection, the establishment of bakers and cooks schools for enrollees and officers, and constant vigilance. Camp officers were taught how to judge meats and other foodstuffs. They learned to distinguish between cow and steer beef, and between choice and good grades. Rigid inspection of all meats and foodstuffs by the Army Veterinary Corps and the rejection of all food not of the type, grade and class specified in contracts was an important factor in maintaining a good mess at all camps.

Throughout Corps operations the Army system of subsistence supply was utilized for the CCC. The standard Army garrison ration of about five pounds of food a day per enrollee was the basis used for computing

the amount of food needed for enrollees. On the average, enrollees ate a little more than soldiers. There were many departures from the standard articles of the Army ration and camp officers were encouraged to substitute, whenever possible, fresh fruits and vegetables for canned or dried articles on the garrison ration. On occasion, meats were purchased locally but on the whole, better results were obtained by the purchase of beef, pork and lamb from regular contractors. Food purchases in the vicinities of camps were important stimulants to local business, especially in time of depression. While most of the canned goods and staples were purchased centrally through the Army Quartermaster Corps, about half of all funds spent for food went to local farmers or merchants.

Any official charged with responsibility for setting up a CCC would do well to make a careful study of the rigid camp investigation system established by the Office of the Director. Camp experience indicated the necessity for maintaining rigid food inspections by qualified professional personnel, the operation of bakers and cooks schools and painstaking and frequent inspections.

#### CORPS REDUCED JUVENILE DELINQUENCY RATE

Reports submitted by the men and women who selected young men for the Corps and kept in touch with former CCC enrollees offer convincing proof of the value of the CCC as a means of reducing juvenile delinquency. While actual statistical results of the Corps' program, in terms of juvenile delinquency reduction, cannot be measured exactly, data reaching the Office of the Director from Department of Justice officers and heads of prisons and reformatories showed that the Corps had been a factor in reducing juvenile crime in the eight years preceding the outbreak of the war. The Corps attacked the foundations of crime by replacing unhealthy recreational pursuits of the cities -- gambling, drinking, immoral movies -- with organized recreational programs, life in the outdoors and days crowded with work, training and other constructive activities.

#### MACHINERY ESSENTIAL TO MORALE AND HIGH PRODUCTION RATE

One of the first lessons learned by the Corps officials was that the use of modern machinery and automotive equipment enormously increased the usefulness of the Corps both in the training of men and in the advancement of conservation programs. The camps had been in operation only a short time when it was discovered that use of merely handtools to build roads and do other conservation types of work was detrimental to the morale of the young men. Immediately, President Roosevelt approved plans for the use of machinery and the necessary machines and tools were supplied the camps, the morale of the men went up by leaps and bounds.



## CCC ORGANIZATION SUITABLE FOR DOING MANY TYPES OF WORK

Nine years of active operations during which the Corps engaged in a wide variety of work ranging from the construction of steel fire observation towers to truck trails and telephone lines of communications demonstrated that the CCC type of organization can be utilized effectively for many kinds of work not included in the original work program. The effectiveness with which CCC enrollees were utilized to construct the big dams on the Winooski River Valley flood control project in Vermont, the Sheridan Dam in South Dakota, bomb proof shelters for airplanes on the east and west coast, and tens of thousands of miles of truck trails through forest areas indicates that a post-war CCC could be utilized effectively on virtually any type of engineering construction project.

If a post-war Corps is created and expanded to double or triple the size of the Corps in 1940, it may be found advisable to use young men and returning soldiers, too, on the construction of highways, large dams and large flood control projects in addition to routine conservation activities. The CCC furnished much of the heavy equipment used on the Alaska Highway and it could have constructed the entire project.

As it operated during its last eight years, the Corps was a highly mobile, well-equipped and well-staffed organization, capable of handling almost any kind of a construction contract. The Corps' technical staff included engineers and construction and road-building technical experts on its supervisory staff. Enrollees were trained in construction as well as conservation work. It would be perfectly feasible to use the Corps as a construction agency which would build highways, or other improvements for other federal departments on a contract basis.

There is no reason why the Corps organization techniques could not be used in post-war construction work in war torn countries.

### CCC SELECTION, A PROBLEM

The Civilian Conservation Corps depended upon non-federally paid organizations for the selection of its junior enrollees. This system was adopted because it was economical and because it was believed that welfare and relief officials were in the best position to pick out the young men who should be sent to the CCC camps. The state directors of selection welcomed their new assignments, took them seriously, worked loyally to send men who would get the most out of their camp experience. These officials naturally were concerned with getting families off local relief rolls. Boys from such families had the first opportunity at CCC

vacancies as was their right. There were hundreds of thousands of other youth, however, whose families could not afford to give them the work training and opportunities available in the CCC camps. These men had a right to be considered in CCC selection. In many cases they were, but for many years a relief card was considered the major entrance requirement to a CCC camp.

Having enrollees selected through state welfare and relief organizations often caused increased CCC costs that more than offset the advantages of depending upon unpaid selection personnel. Camp operating programs provided for the operation over a three months or six months period of a certain number of camps. Supervisory and camp personnel were hired on that basis. Costs were figured on a certain average enrollment. If, during a six months period, relief rolls lightened in a certain section of the country, the number of replacements to fill normal camp vacancies suddenly dropped. The camps operated at below average costs thus increasing the man year's costs for each enrollee and reducing the work output. State selection organizations in some states accepted men who would have been rejected by other states. In some states young men who needed the work training and health developing phases of Corps life were refused admission because they were not on relief rolls. In others, such men were selected. In some states, state selection organizations cooperated closely with state and local employment offices, in others they did not. The Director could ask state selection officials to follow policies; he could not order them to comply.

Corps experience indicated that state relief and welfare officials and organizations should have a part in any future CCC selection picture. These organizations, however, should be supplementary to, rather than main selection agencies, and perhaps the U. S. Employment Service should do all selecting for all youth organizations that may be in operation. A plan to have this organization aid in selecting CCC juniors was before Federal Security Administrator Paul V. McNutt when the Corps ceased active operations. Perhaps a new selection system peculiar to the needs of a post-war Corps should be established. Certainly if more than one youth organization is to operate after the war, arrangements should be made to coordinate selections for both organizations. Past experience indicated that when this was not done, competition developed which was followed by adverse publicity.

Corps experience indicated the need not only for a strong selection agency paid from Federal funds but also for legislation clearly defining the type of men eligible for enrollment in the Corps. The CCC Act authorized enrollment of men who were unemployed and in need of employment regardless of whether they were on relief rolls. Notwithstanding this clear

statement in the law, the Corps was roundly criticized for taking in men who were not on relief. There was a general feeling in Congress that only men on relief were eligible for CCC enrollment.

If a post-war Corps is to require applicants for enrollment to carry a charity card, then this should be stated clearly in the Act. If the Corps is to provide basic work training to young men, who, although their families are not on relief, still cannot obtain training from other sources, then this should be stated clearly in the CCC Act so that no mistakes will occur.

Corps experience indicated also that if two youth organizations serving the same youth groups are to operate after the war, then the functions of each should be clearly defined and arrangements made to avoid duplication of effort and competition in the selection of enrollees.

#### ENROLLEES MADE SPLENDID SOLDIER MATERIAL

One of the most important lessons taught by the Civilian Conservation Corps was that the training given young men in the camp to fit them for effective, active citizenship was effective in preparing youth for military service in time of war. While the Corps did not teach enrollees to shoot, it did teach them most of the things considered most important in the schooling of a soldier. The young man sent to a camp was toughened physically, disciplined, taught to obey orders, accustomed to barracks life, one of the most difficult things to teach a new soldier, taught good posture and how to march, given first-aid training and grounded in good health and sanitation habits. Enrollees also were rendered immune to most of the common diseases which ordinarily occur in epidemic form during the mobilization of large numbers of men.

The average young man who spent six months in the Corps left with a better understanding of his country and his responsibilities in event of war. Many had been grounded in basic skills and large numbers had received training in leadership. Officers associated with CCC administration have not hesitated to state that former CCC enrollees enjoy a big advantage over other young men when they enter the Army. Many enrollees developed skills as cooks, mess stewards, mechanics, truck drivers, tractor drivers, radio operators, company clerks and as leaders and assistant leaders which fit them directly for the Armed Forces. The change from driving a tractor to driving a tank is so small as to be negligible.

Many of the types of work in the conservation program paralleled those done by engineer troops -- constructing roads and trails, bridges,

dams, breakwaters, disposal systems, telephone lines, fences, garages, storehouses, and shelters; felling, skidding, and sawing timber and logs; operating and maintaining trucks, tractors, power shovels, jackhammers, road machines, and pile drivers. The work, directed by skilled foremen, met blueprint specifications, withstood critical inspection.

When war came, CCC trained men were in demand in both industry and the Armed Forces. The War Department on several occasions referred to CCC trained men as splendid soldier material. In a letter to the Director of the Civilian Conservation Corps, dated September 28, 1942, Major General James A. Ulio, the Adjutant General, U.S. Army, said in part:

"..... the Corps has supplied a splendid group of young men as a great reservoir of man power for the Armed Forces. The enrollees by their fine training and discipline have made model soldiers when they joined the Armed Forces."

#### EXPERIENCE AND CHARACTER, JOB ASSETS

Corps experience demonstrated that character, good work attitudes and good health are prime factors when it comes to obtaining a job. Camp life counteracted the undesirable effects of idleness. It taught enrollees that good personal appearance is an asset, that slovenliness is a trait no employer will tolerate in his employees. The CCC discipline, the regularity of camp life, the definite responsibilities that fell on each enrollee all contributed to the formation of enrollee character.

Enrollees lived two hundred in a camp. Living together in barracks with other young men taught enrollees to respect the rights of others and to be tolerant of their ideas and beliefs. It taught them to be good sports, and to take minor disappointments without flinching. An enrollee, away from home for the first time, had to decide whether he would stick it out or return home. It took courage to overcome homesickness, to stay on the job when every muscle, during those first few days in camp, screamed against unaccustomed tasks. Often that first decision not to quit marked a definite turning point in a young man's character. As enrollees adjusted to camp life, fear was replaced by assurance, and discouragement by ambition. Self confidence came with experience. Enrollees learned how to work, how to follow instructions, how to use their hands and how to make use of their native intelligence. All these are traits which employers look for in new men. Many personnel directors told CCC officials that good character, sound work habits, self reliance, willingness, discipline and good personal appearance were more important to them than specific technical knowledge or mechanical proficiency. The desirable traits developed by young men in camp were reflected in their home communities when they returned.

## CCC, A HEALTH BUILDER

Corps experience with hundreds of thousands of undernourished youngsters who entered the Corps in poor physical condition demonstrated that good nourishing food, regular hours, plenty of outdoor vigorous work and proper medical attention and care can work wonders in a few weeks and months. Any one who took the trouble to compare the scrawny, underweight youngsters entering the Corps with the tanned, healthy, vigorous young men leaving the camps could see for himself the transformation which a few months in the outdoor camps brought about. Weight increases ranged up to fifty pounds. Health foundations were built which will have a beneficial effect on enrollees all the rest of their lives.

The CCC taught that this country cannot afford to allow young people to grow up underweight and with correctable defects when a few months in an outdoor camp like the CCC can build up their health, correct defects and send them back to society capable of carrying their own weight in the world. In any future Corps, special attention should be given to the recruitment of youngsters with correctable defects, susceptible to treatment in the CCC camps. The physical standards for entrance in a future CCC should be lower than those which prevailed during the first nine years of Corps operations. Arrangements to lower physical entrance requirements were made in the closing months of Corps operations and these should be included in any future CCC program.

Good healthy workers are just as important in peacetime as in war. A great wastage of man power would be avoided if steps were taken in normal times to aid those with remediable physical defects. Perhaps a future CCC should have conditioning camps where enrollees would remain until they had been built up enough physically to do work side by side with the regular enrollees.

The CCC system of correcting physical defects and building strong bodies does not place a burden on the government. The young men pay their way with useful work.

## ENROLLEE TURNOVER

During the period the Corps operated, turnover among enrollees was too high. Too many men left the CCC camps within the first few weeks after enrollment. A high rate of turnover among enrolled personnel had a tendency to increase total man-year costs and per enrollee. The camps were established and manned with the necessary company and supervisory personnel for 200 men. Certain overhead costs

remained stationary and if the number of men in camp dropped below a satisfactory average, these overhead costs were divided among a smaller number of enrollees and necessarily were higher per enrollee than they should have been. On the average, enrollee man year costs averaged \$1,000 per year with all CCC operations costs assessed against the enrollee. If a method had been found which would have kept enrollees in camp until they found satisfactory private employment or until they completed their full six months, the average enrollee would have gotten more out of the Corps and the costs per enrollee could have been reduced at least \$50 per year per man.

The CCC enrollee agreed under oath to remain in camp for six months unless he obtained a private job or unless he had a satisfactory reason for leaving before that time. This oath and the regulations established which stipulated that enrollees deserting would not receive honorable discharges failed to hold young men when they became homesick or when they became dissatisfied with camp life or with camp officers or camp discipline.

Homesickness led all other factors causing enrollees to go "over the hill." The disciplined camp with its regular hours, its location in the outdoors often hundreds or thousands of miles away from home were so different from anything the enrollee had experienced previously that many found the adjustment too great and deserted. If the new enrollee bridged the gap of those first few difficult weeks, he usually became enthusiastic about his camp experiences and stayed on until he finished his period of service or obtained a private job. Most of them loved the adventure of being away from home for the first time and of the new exciting life in the open.

Camp experience indicated the need for a far better adjustment program for new enrollees in any future CCC. Careful study should be made of the causes for enrollee desertions and a sincere attempt made to make the camps attractive enough to hold enrollees during the "homesick" period. A wide variety of methods, many highly successful, were tried out in an attempt to solve the enrollee turnover problem. Some camp commanders did away with desertions entirely. Others cut them to a low minimum.

Probably camp leadership was the most important factor in keeping men in camp. The importance of having qualified and inspiring camp leadership, and this includes the educational adviser, the project superintendent, and foremen as well as the officers, cannot be stressed too much. Perhaps stricter regulations on desertions should be promulgated. Future company commanders, even with stricter regulations and penalties, would experience difficulties if the camps are not well operated and attractive to young men.

Corps experience disclosed that it was not necessary to cut work programs or relax discipline to make camps attractive. Camps with first class educational and training programs and good recreational facilities usually had low turnover rates. In many cases desertions were reduced tremendously by adoption of the "buddy system" where an older enrollee was assigned to each new rookie during his first few days in camp. In other instances, camp commanders wrote letters to the parents of new enrollees urging their cooperation and asking them not to write of things which would tend to make the new enrollees homesick. Often the state selection officer wrote letters to the new enrollees they had selected after the young men had reached camp.

Perhaps it may be found advisable to permit enrollees wider latitude in choosing the camps to which they are to be assigned so they can obtain the type of training they are most interested in.

#### HIGH QUALITY OF COMPANY OFFICER NEEDED

Corps experience demonstrated that the company commander, the C.O., was the most important man in camp. The whole camp revolved around the C.O. If he was a good leader and knew his business usually the camp was high class. If the company commander was of mediocre caliber usually he had an average or below average camp. For the most part the CCC was fortunate in its officer material. Almost all the men placed in officer positions were reserve officers and they quickly learned how to manage the camps and help the enrollees get the most out of their CCC experience. The Corps helped the reserve officers and, in consequence, the Regular Army and the Nation for something like 60,000 reserve officers received valuable command and supply experience in the two-hundred-man CCC camps.

While the Corps was of great value in aiding the War Department develop a high grade pool of officer material -- material that has been of the highest value in the war -- this practice did not always work out to the best interest of the CCC. In the early years of the Corps, there was a tendency to rotate officers too rapidly so that larger numbers of reserve officers could receive training. As a result of Corps experience in the middle thirties, the practice of rotating officers frequently and limiting their service in the Corps to eighteen months was discontinued. Halted also was the practice of calling officers to duty under their commissions. From 1939, new officers were drawn largely from the reserve officers' pool, but they were employed in a civilian capacity when appointed by the War Department and they were given Civil Service status. Officer positions in the Corps also were opened to enrollees, educational advisers and other company civilian personnel and many qualified. Officers schools were maintained and hundreds of enrollees qualified as junior officers and many eventually became company commanders. For the most part the Civilian

Conservation Corps was very fortunate in its officer personnel. It is recommended, however, that in any future CCC, arrangements be made to operate officers schools for the training of junior officers and the development of qualified enrollees as junior officers. In these schools officers and enrollees should be grounded in the importance of maintaining a good mess, high morale, discipline and a good training program. Camp commanders should be instructed in the handling of enrollees to the best advantage of the enrollee and the camp, in the selection and grading of meat and other food supplies, in the best method for stimulation of enrollee interest and in the development of citizenship programs.

Greater uniformity in the management and standards maintained at all camps would prove beneficial in reducing the enrollee turnover rate. It would also serve to provide uniform training and camp experience. Investigators assigned to check on CCC camp administration found a wide variance in management, camp messes and camp training programs.

#### CAMPS NEED EXCEPTIONAL MEN FOR PROJECT SUPERINTENDENTS

Corps experience demonstrated the importance of having well qualified men as project superintendents and foremen. These men exercise great influence upon enrollees for the greater part of the day and during the period when the minds of the young men are fresher and more likely to gain from instruction. The "on-the-job" training received by enrollees is perhaps the most important part of the training program and much of the value of this training is lost unless good technical men are in charge.

The average youth entering the Civilian Conservation Corps was a young man without work experience who needed elementary instruction on even the simplest task. Experienced enrollees who knew how to drive trucks, tractors, graders and how to operate the complicated machinery used in many Corps work operations were constantly leaving the Corps to accept private jobs. New men had to be trained and ready to take their places or the work project would suffer. One of the duties of the project superintendent was to maintain a continuous training program for the development of new drivers and specialists to replace men leaving to take outside jobs. An exceptional type of man was needed as project superintendent because he not only was responsible for the quality and amount of field work performed but for the work training of enrollees as well.

#### SAFETY TRAINING IMPORTANT

Nothing which the CCC did paid higher dividends than the Safety Program. A glance at the figures showing the comparative number of accidents and fatalities for the first year of the Corps and for the last indicate the great progress which was made in the development of proper safety regulations and practices in the CCC camps. This record shows that



injuries were reduced from a rate of 16.81 per thousand in 1934 to a rate of 4.34 per thousand in 1941.

Two great benefits stemmed from the Safety Program. By drastically reducing the accident rate, thousands of accidents were avoided which might have maimed or fatally injured young men working in the CCC camps. The safe practices learned by enrollees are today serving them in good stead as they work in war industries or serve in the Armed Forces.

#### CORPS AROUSED INTERNATIONAL INTEREST

The truth of the statement that "If a man makes a better mousetrap than his neighbor, the world will make a beaten path to his door," was strikingly illustrated by the Civilian Conservation Corps. The camps had been in operation only a short time before they attracted world-wide attention. Within the first few years, more than a score of governments asked for information regarding the camp set up or sent special investigators to check and report on the new United States formula for alleviating unemployment among youth. King George VI of England was among royal visitors who studied the CCC camps at first-hand. Before the Corps closed its doors on June 30, 1942, inquiries regarding the Corps had been received from more than thirty nations including several South and Central American countries, China and Great Britain. Several countries had initiated CCC type programs or were on the point of establishing outdoor camps when the war began.

#### CORPS SHOULD HAVE NATIONAL ADVISORY COUNCIL

The widespread interest in the CCC program exhibited by educators, conservationists, labor and industry raises the question as to whether steps should be taken, in planning for a post-war CCC, to set up an Advisory Council of leaders of these various groups to advise the Corps' Director on CCC policy. Such a council would be made up of representatives of the groups which normally are responsible for the education and training of youth, the relief of unemployment, the placement of workers, industries which hire large numbers of men, social organizations and the general public. Two major results should flow from such a program. In the first place the existence of such an Advisory Council would afford the Director and CCC officials opportunity to explain Corps policies to the groups most interested in making the program a success. It would also afford the various group representatives an opportunity to make their criticisms or suggestions direct to the man in charge of the Corps. Such a program should increase general knowledge opposing viewpoints with beneficial results for the entire Nation. Some thought has been given to establishing of state advisory councils on which would be appointed representatives of the governor, conservation

authorities, welfare authorities, placement agencies and employers.

#### OTHER LESSONS LEARNED

The Corps taught the importance of having neat distinctive uniforms for enrollees. It demonstrated that under ordinary circumstances substantial savings can be effected through use of portable buildings in camp construction, through careful advance planning in the laying out and construction of camps and through maintaining larger numbers of men at work in their states of origin.

It taught that operation of a sound, well administered work program is good training in national preparedness regardless of whether the camps are militarized. The Corps demonstrated also that youth training and education cannot be subordinated in the face of a universal demand on the part of American youth to get ahead.

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In the preceding pages an attempt has been made to list some of the most important and basic lessons taught by the CCC program. Not all could be included. Not all may be applicable to the type of CCC set up after the war, if this program is revived.

If a post-war corps is established, full use should be made of buildings, equipment, clothing, foodstuffs, medical supplies and other materials made surplus by the ending of the present war. Utilization of this equipment may make it impossible to furnish a distinctive uniform or to provide portable type buildings for a revived CCC in its early years as it would be more economical to utilize existing supplies first.

The Armed Forces, industry and agriculture know what the CCC did to prepare this country for the war, to increase natural resources essential to peak wartime production, to increase the ability of farm lands and grass lands to produce for victory.

The War Department knows what it meant to America, when the war began, to have 3,000,000 men better prepared to fight or work on war production, to have 60,000 reserve officers trained in CCC camps, to have close to a million specialists such as cooks, bakers, radio men, construction workers, etc., trained in CCC camps to call upon in the creation and expansion of the Army, to have a more adequate supply of natural resources and to have, within Army ranks, the invaluable experience in supply, administration and handling of large numbers of men which accrued through operation of the Corps.

The Civilian Conservation Corps' contribution to the war was a vital one. The funds expended to divert the energies of idle youth to useful work in the public interest paid the Nation enormous dividends. The Corps was one of the best investments the Nation ever made.

The Civilian Conservation Corps was born of a peace-time emergency. A war ended it.

The CCC was this country's answer to the challenging question of whether Democracy could and would deal effectively and boldly with the most potentially disastrous unemployment crisis for youth in the Nation's history.

The CCC was official recognition of the perilous state of the Nation's natural resources. It marked the first time in this country's history that man power and funds were provided in quantities sufficient to initiate and advance a practical, broad-scale program to conserve, develop and expand its basic, essential resources of forests, top-soil and water.

The Civilian Conservation Corps grew up in an age of such chemical miracles as synthetic rubber, plastics and nylon. In a very practical sense it was a chemical miracle too. It was a fusion of two great needs -- a need for jobs for unemployed, under-privileged youth and a need for a dynamic program to conserve, rebuild, protect and develop forests, agricultural and grazing lands and water resources. It was fusion of two great needs energized and activated by adequate appropriations.

YOUTH UNEMPLOYMENT  
A MAJOR PROBLEM IN 1933

In 1933, welfare authorities declared, and backed their statements with proof, that the annual waste of human energy through unemployment among youth staggered the imagination. It was asserted that a real danger existed that millions of idle youngsters would become permanently unemployable if forced to loaf during the formative years when they should be getting a start in life. The Nation faced a situation where millions of young men were placed in disgracefully unfair competition with other youths lucky enough to have jobs. While more fortunate young men were developing sound work habits and attitudes and gaining work experience necessary to their getting ahead in the world, the unemployed youngster stood idle -- marking time.

The Civilian Conservation Corps put three million men to work. While this organization operated, a constant stream of raw, idle youngsters moved each quarter in the wholesome outdoor atmosphere of the

camps and a steady stream of self-confident, work toughened, disciplined men moved back into society.

CONDITION OF NATURAL RESOURCES  
CAUSES DEEP CONCERN

In 1933 the Nation's natural resources ledger was drenched in red ink. A national conservation program to replant wastelands and stop erosion on lands was long overdue. But the conservation program, so ably advanced by the Corps, was not initiated solely because it was vitally necessary to the national welfare. It was started primarily because it offered useful, practical and essential work for needy and often desperate young men who could find no employment. It owed its inception to the circumstance that the President had long been concerned over the Nation's natural resources. The unemployment situation represented his first chance to do something important about it.

Often a surgeon does not know the full seriousness of a patient's condition until the scalpel has done its work. The same situation held true in the case of our natural resources. It was not until the young men and war veterans of the CCC had been hewing, digging, planting, plowing and otherwise rebuilding our forests and top-soil for several years that the Nation awakened to the fact that there was a bottom to the natural resources' barrel and that our remaining resources were dwindling at a dangerous rate. It took an international economical crisis big enough to shake the entire world to give the United States a real conservation program and to start it on the road toward a balanced natural resources budget.

TWIN PROBLEMS OF UNEMPLOYMENT AND  
CONSERVATION ATTACKED BY CCC

The Corps operated as an agency for aiding youth and advancing conservation for nine years and three months. Then the War and its demands for man power on the front line and workers on the war production front dried up the reservoir of unemployed youth. The need for a Corps to furnish jobs for young men was ended. The need for a Corps to push forward conservation was as great as ever, probably greater as the result of war inroads on top-soil and lumber, but war needs had first priority and Corps operations were halted.

The Corps did a good job. It was universally popular. There

were some criticisms as to costs but no disagreements on the soundness and usefulness of its employment, training and conservation activities. Should it be reestablished after the War in its pre-war habiliments or in some modified form. There is only one sound answer to this question. That answer is a firm affirmative if the need exists after the war for a Federal organization to provide useful employment to idle young men who have never been previously employed and returning soldiers and discharged war production workers who need jobs and training to fit them for peace employment.

If there is no unemployment problem after the war then revival of the CCC would rest exclusively upon its value as a work corps for protecting and conserving natural resources and for national preparedness. A conservation program is vital to the country's future and must be advanced by some agency. If youth unemployment exists the Corps represents the most economical, the soundest and the surest way to get the conservation job done.

#### CORPS RECORD SOUND BASIS FOR ITS REVIVAL AFTER WAR

A brief glance at the Corps' record, told in more detail in other sections of this report, offers sound support for revival of the Corps if unemployment is a post-war problem.

In its broadest sense, the CCC was three million men attacking a Nationwide conservation task of Herculean proportions. It was a training school of practical experience, an outdoors school whose camps and laboratories were the Nation's huge expanse of forests, parks, public lands, rivers and farm communities. It was three million men building muscle, increasing weight and height, getting physically tough and competent while they labored at useful tasks. It was 3,000,000 men taking calisthenics and marching drills, developing sound work habits, developing skills becoming accustomed to discipline and barracks life and learning how to take care of themselves. It was unemployed youth pulling itself up by its bootstraps.

The Civilian Conservation Corps was a great chain of outdoor work camps, the largest single peace-time housekeeping, training and work organization ever operated in this or any other country. At its peak the Corps operated a maximum of 2,652 camps. Over the years the average number of camps in operation was just below 1,6000. From June 30, 1937, the maximum number in operation at any time was 1,5000. The average

number of men enrolled in camp during the time the Corps operated was just above 300,000. This meant that the CCC was a housekeeping organization which served about a million meals a day and consumed more than 275,000 tons of food each year. As a training school it maintained 1500 school houses and 25,000 instructors who doubled as teachers and camp officers and foremen.

The CCC was a highly mobile, splendidly equipped, well staffed work organization capable of constructing anything from a road like the Alaska Highway to the Winooski, Vermont flood control dams. At its average strength the CCC utilized 40,000 trucks, tractors, graders bulldozers and other items of automotive or heavy equipment as well as tens of thousands of axes, peavies, jack-hammers, crowbars, transits and other tools and equipment. As the CCC camps from 1937 on were of portable construction they could be moved quickly and economically.

Over a period of nine years and three months the Civilian Conservation Corps had an enrollment of 3,300,000 and gave jobs to about 3,000,000 separate individuals. Corps expenditures were \$2,969,000,000. With this money the Corps aided directly about 15,000,000 persons including enrollees and their families and non-enrolled personnel such as camp commanders, project superintendents and foremen and educational advisers. Enrollees allocated to their homes, out of their earnings, about \$700,000,000. Foodstuffs, equipment, building materials and other items purchased by the Corps in depression years indirectly aided hundreds of thousands of industrial and agricultural employees.

#### CCC PAID BIG DIVIDENDS IN TRAINED MAN POWER-CONSERVATION ACCOMPLISHMENTS

For its investment in the CCC the United States on June 30, 1942, had this to show:

A reservoir of CCC trained and physically conditioned man power which was far better equipped for service in the Armed Forces or on the war production assembly line than it would have been had it not been for the CCC program.

A vastly improved natural resources balance sheet which carried such items on the asset side as three billion trees planted, 125,000 miles of truck trails built, 89,000 miles of telephone lines laid, 800 new state parks developed, 40,000,000 acres of farm lands benefited through erosion control measures and the rehabilitation of drainage ditches, better grazing conditions on the national domain and in increasing wildlife population. The present and future value of the work completed was estimated as having a present and future value of more than \$2,000,000,000.

At least 1,000,000 specialists trained in CCC camps on work projects. These included more than 100,000 men taught to cook and bake, 100,000 practical mechanics and repair men, 200,000 road and bridge construction workers, 100,000 radio operators, 50,000 telephone linemen, 100,000 construction workers, 100,000 as surveyors and surveyor helpers, 100,000 loggers, 250,000 truck and tractor operators, and hundreds of thousands of trained workmen.

A sound practicable formula for handling youth unemployment and conservation problems.

A home front strengthened by employment which kept families intact through depression days.

In assessing the value of the Corps and its potential usefulness in the solution of post-war problems, it should be borne in mind that the CCC action, was more than simply a organization which provided jobs for young men and conducted conservation work programs. The record shows that the Corps did outstanding work in the training of young men both for civilian pursuits and for service in the Armed Forces. The Corps proved its worth also as an agency for spurring business recovery, for alleviating distress caused by unemployment and for national preparedness.

Although the CCC was a peace-time organization, perhaps its greatest contribution to the national welfare in the light of international conditions today was of a military character. The work, practical training, discipline and outdoor life of the CCC camps helped more than 2,000,000 young men preprre themselves for war service. Although the Corps did not provide training with guns, it did give the young men the physical toughening and most of the fundamentals in the school of the soldier. Over this same period it afforded the War Department opportunity to develop and train 60,000 reserve officers and to try out an unprecedented peace-time scale its army mobilization, supply and transportation plans.

Any fair analysis of the results achieved through the Civilian Conservation Corps program will show that the United States was and is being richly repaid for every cent expended on the CCC. Hundreds of thousands of young men who were toughened physically and who learned hos to work and who developed special skills in the Corps are paying for the CCC through their activities in the Armed Forces, in war plant industries



and on farms. Two and a half million acres of young trees planted by enrollees are growing into lumber needed to replace war production losses. A vastly improved forest protected system constructed by the Corps is helping to guard one of our most vital war resources. Millions of acres of farm lands protected from erosion by the Corps or benefited through the rehabilitation of clogged drainage ditches make it possible for the Nation to grow more food than would be the case if the CCC had not been launched. The Nation's natural resource balance sheet shows more black ink than it did ten years ago.

The good which the Civilian Conservation Corps did in building up the health and morale of more than two million youngsters was of immeasurable value to the national welfare, yet its worth cannot be computed in dollars and cents. The CCC saved millions of acres of timberland from being burned over. It brought grass and water back to thousands of acres of lands now growing beef for war. It increased the wildlife population. It enormously increased forest and park recreation facilities. It restored barren and badly eroded lands to production. The value of all conservation work done, in terms of humanity, war uses and the future, is tremendous yet only a relatively small part of the conservation results can be reduced to a dollars and cents value.

There is much to be said in favor of reviving the CCC program when peace comes. There are arguments that may be used against its reopening. The best arguments for reopening the Corps, if need for such an organization exists, are to be found in the living record which the Corps left behind it. The arguments that probably will be used against reestablishment of the CCC will be taken from the Corps' cost sheets. It cost about \$1,000 to maintain a man in the Corps for one year. With this \$1,000 the Corps fed, clothed, paid and trained the young man, aided him to help out in the support of dependents and financed the conduct of the conservation program. All charges were assessed against the youth. It may be argued that \$1,000 is too much for the Federal Government to invest in any one young man's future or in natural resources for a generation to come. Any fair audit will show that the country more than got its money's worth. But if it is thought that CCC costs should be reduced, this can be done through certain administrative changes.

#### PLANNING FOR A POST-WAR CCC SHOULD BEGIN NOW

The final decision as to whether the Corps is to be reopened probably should await the war's end. But this does not mean that

post-war CCC planning should be delayed until peace comes. The Nation's major aim today is winning the war. But in exerting every possible effort to defeat the Axis as promptly as possible, this country's leaders should not neglect to plan for peace. Past experience indicates that while the war is being fought, plans should be made not only for winning the peace but for softening the terrific economic shocks which will surely follow the war. In the opinion of the Director, these post-war plans should include the time tested Civilian Conservation Corps formula.

Inclusion of the CCC in post-war planning is recommended because of the belief that both the major problems--youth unemployment and conservation--which prompted the initiation of the CCC in 1933, will be present when peace comes. Probably these problems will exist in even more aggravated form than in 1933. In addition the United States will have a big training problem. Millions of men will be changing jobs. Many of the new jobs will require some training. The pre-war CCC was successful in solving unemployment, conservation and training programs.

Let us look at the post-war prospects and needs from the practical standpoint of what a post-war CCC could offer toward their solution. In the first place there is every indication that serious unemployment will follow in the wake of the War unless wise planning and bold execution by industry and government avert it. How critical the unemployment problem will become will depend, probably, upon the efficacy of the war-time planning for peace that is taking place now. There are many factors which will contribute to a potentially dangerous unemployment crisis. There are millions of soldiers to be discharged and placed in private jobs. There are millions of war production workers who face lay-offs while industry adjusts war industry to a peace-time basis, unless careful plans are made to furnish them jobs. And in addition there will be the hundreds of thousands of young men just reaching working age who will surge forward into the labor market during the months and years immediately following the War. What about the returning soldiers. What about the discharged war workers. What of these youngsters seeking their first job. Can jobs in industry be found for them all.

There can be no doubt as to the need for a post-war Corps to do conservation work. America's natural resources, especially timber and top-soil had reached a new low at the time the Corps was initiated. Today they are being depleted at a rate which is causing great concern

on the part of the Department of Agriculture and conservationists generally. The CCC did a splendid job of planting trees, improving forest stands and building forest protection improvements but the toll of war probably will more than off-set the pre-war CCC reforestation gains. The War is consuming millions of board feet of lumber and huge quantities of lumber products. It is demanding all the food farmers can grow. More food means greater use of the soil. Greater use of the soil may and almost certainly will mean soil depletion. Increased land use during the First World War caused a tremendous soil erosion problem.

During the War the forces building up and protecting natural resources wealth have been enormously slowed down. The white pine blister rust, fought successfully by the CCC over millions of acres of white pine forest stands, is making new and greater head-way. It represents a menace to the entire white pine industry. Expansion of the national effort to combat the blister rust menace cannot begin too soon.

#### A CHALLENGING CONSERVATION PROBLEM WILL FACE NATION WHEN WAR ENDS

When the War ends, the Nation will face a challenging conservation task. A rough idea of what this Nation is up against, is found in records forwarded to this office by the Department of the Interior and the Department of Agriculture in March 1942. These disclosed that it would take 1,000,000 men twenty-four years to complete the backlog of essential conservation work which had accumulated as of that date. This backlog did not represent made work--it represented work vital to the national interest. It represented work on which this country must make a beginning and carry forward continuously for many years to come if a future timber and top-soil famine is to be averted.

Something like 100 million acres of devastated, cut-over, burned-over and barren lands require replanting to become productive. One hundred billion seedlings will be needed to do this job. The Department of Agriculture stated that 1,000 camps with a combined enrollment of 200,000 men could be used to advantage for twenty-four years on tree planting and other reforestation projects of vital importance to our future national security. It stated that the Soil Conservation Service estimated that it would take 3,000 camps of 600,00 men, working twenty-four years to complete the erosion control work which needed to be done. The Department of Agriculture did not recommend the establishment of 4,000 camps. Its report simply outlined conservation work which should be done if this country is to husband its natural

resources in a manner which will assure generations still to come a share of America's natural resources wealth.

The Department of the Interior states that the National Park Service, the Reclamation Bureau, the Grazing Service, the Fish and Wildlife Service and the General Land Office could use profitably the services of 1,000 camps of 200,000 men for twenty-one years. These camps would build needed recreational facilities adjacent to great population centers, rehabilitate and reclaim millions of acres of western lands which are at present valueless or nearly so, for livestock grazing, conserve water on millions of acres of arid and semi-arid western lands and increase and preserve desirable species of wildlife.

Will a CCC be needed for training. It is certain that subsequent to the present War, the United States will face a big training job. Men converting from war-time employment and soldiers returning home will need preparation for peace-time employment. The new workers just entering the labor market will need training. The Civilian Conservation Corps made an excellent training record. It can be useful again. There is no doubt but that the CCC set a new pattern for the most practical kind of education for youth yet developed in this country. It gave youth serious, worthwhile jobs to do. The work done had to conform to blueprints and rigid specifications. It had to stand up under rigid inspections. Young men learned proper work habits and proper work attitudes. They developed skills. Many became cooks, bakers, truck drivers, operators of graders, tractors, jack-hammers, bulldozers and other types of equipment. It was education through daily work, it was learning by doing. In the CCC youth learned to use their hands, to get along with their fellows to take care of themselves. A post-war CCC can be utilized to furnish employment and the right kind of training to young men who temporarily cannot find private employment.

ALL SIGNS POINT TOWARD MAJOR  
UNEMPLOYMENT CRISIS AFTER WAR

No one can seriously deny that the ingredients for a major unemployment crisis after the war are in the making. No one can doubt the dire need for constructive post-war conservation work. Past experience emphasizes the large numbers of men will need training in the adjustment of the Nation from a war to a peace economy.

A serious unemployment crisis can be averted or modified by wise planning now by industry and Government. If the Government is to forge a plan to soften the economic shocks of peace, why should not the

resources in a manner which will assure generations will be able to  
enjoy the nation's natural resources wealth.

The Department of the Interior states that the National  
Park Service, the National Forest Service, the Bureau of Land Management, the Fish  
and Wildlife Service and the General Land Office would use primarily  
the services of 1,000 men for twenty-one years. These  
men would build needed recreational facilities adjacent to great  
population centers, rehabilitate and restore millions of acres of  
western lands with an amount equivalent to nearly 50,000 football  
fields, conserve water on millions of acres of arid and semi-arid  
western lands and increase and preserve desirable species of wildlife.

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With a GDC as  
regard to the present and the future of the  
job. The conversion from military employment and military training  
them will need inspection for peace-time equipment. The new workers  
just entering the labor market will need training. The civilian govern-  
ment must make an excellent training program. It can be made again.  
There is no doubt but that the GDC has a new system for the most practical  
kind of education for youth yet developed in this country. It was youth  
regions, worthwhile jobs to do. The work done had to conform to discipline  
and rigid examinations. It had to stand up under rigid inspections.  
You can learn proper work habits and proper work attitudes. They  
develop skills. They learn to work, to operate, to drive, to operate  
of various machines, fact-gathering, mathematics and other types of equip-  
ment. It was education through daily work. It was learning by doing. In  
the GDC youth learned to use their hands, to get along with their fellows  
to take care of themselves, a part of the GDC can be utilized to furnish  
employment and the right kind of training to young men and women  
except that private equipment.

ALL OTHER POINT TOWARD MAJOR  
IMPROVEMENT (PARTIAL LIST)

So we can certainly say that the improvements for a major  
improvement exists after the war in the world. No one can doubt  
the fact that the constructive post-war reconstruction work. That experience  
explains the large number of men will need training in the adjust-  
ment of the Nation from a war to a peace economy.

A serious unemployment crisis can be averted or softened  
and planned for by industry and Government. If the Government is to  
have a plan to solve the economic shocks of peace, why should not the

early thirites, and accomplished an outstanding conservation job, but it made a tremendous contribution to America's preparations for war.

2. The same economic reasons which prompted initiation of the CCC will be present when the War ends. There will be unemployment among youth, and there will be acute need for an organization which will take men off the unemployed rolls temporarily while the Nation is adjusting to a peace-time status. These men will need more than training because even with the best training there will be a period of time when they will be unable to obtain employment because jobs will not be available. There will be need for an organization which can take care of these men, make worthwhile use of their energies during the period when they cannot find employment elsewhere and fit them at the same time for employment when jobs are available.

Nothing in past history offers any promise of full employment during the post-war economic adjustment to peace-time basis. There is no doubt in my mind but that the number of persons who cannot be employed, not because they have no skills, but because there are no jobs, will run into millions. This being true, the Nation may well make use of the CCC formula at least until the time comes when every young man properly equipped with work skills can find immediate employment.

Past history indicates the wisdom of preparing in advance for eventualities which are certain to occur in the future. This country should face facts and prepare to meet the unemployment crisis effectively, wisely, and as economically as possible. No post-war unemployment program will be complete without a section providing for reopening of the Corps and its use to provide employment and to advance conservation and the preparation of youth for the day when a properly equipped young man can find employment.

The following recommendations, therefore, are made:

(1) Reestablish the Civilian Conservation Corps as a post-war emergency organization to reduce unemployment, to advance essential conservation work, to provide young men with necessary work experience and basic skills and to build up the health, physical stamina, patriotism and national defense usefulness of a substantial portion of the young men who reach working age in the years immediately following the Armistice and are unable to find private employment.

(2) Include the Civilian Conservation Corps unemployment relief, youth training and resource building formula in the national post-war program.

(3) Prepare now a definite organization-operations plan for a future CCC which can be submitted to Congress for consideration immediately, if such action is considered advisable, after the war ends. It is recommended that lessons learned through operation of the Corps be utilized in drawing up a post-war CCC plan. Basic data on the history, operations, results and costs of the pre-war CCC are available in the records of the Director, Civilian Conservation Corps, now in process of transfer to the Bureau of Archives

Such an organization-operations plan might well include (a) an organization plan with charts showing exactly how the program would operate and naming organization or organizations which would be responsible for its operation: (b) a basic operations plan including the size of the new CCC, the number of camps to be operated, the tentative location of camps, the eligibility qualifications for prospective enrollees, the major purposes to be effected through CCC operations, the scope of the program so far as types of conservation work to be undertaken and the responsibilities of the various departments or agencies cooperating in Corps operations, if more than one organization is to be employed: (c) the method of selecting enrollees.

(4) Arrange for the pertinent federal conservation departments to survey the post-war conservation field and prepare, by departments, definite plans for the use of a post-war Corps. Such a plan should outline the essential types of work to be done and make recommendations as to the kinds of work which should be undertaken first.

(5) Make physical development with special reference to the removal of physical defects and the building up of strong rugged bodies, a specific Corps objective. Continue all phases of CCC which contribute to development of first class soldier material and include, if post-war conditions make this advisable, a definite military training program.

The success achieved, as evidenced by official War Department reports, in the development of "splendid soldier material," merits consideration of Corps potentialities in the development of a national post-war program of military training for young men. It is possible that an arrangement could be made whereby the Corps would be tied-in directly to a post-war military training program for young men. Youth might be sent to CCC camps for a definite period prior to entering the military organization for a prescribed period of training. For example, youth might be sent to the CCC for six months and to full time military training under military or naval auspices and control for a second six months.

In assessing the value of the Corps as a national preparedness agency, it is interesting to note that while the Corps was formed as a peace-time work and relief organization, its activities aided greatly in the practical preparation of the United States for the second World War. The outdoor life, the camp discipline, the hard work and the rigorous physical routine which each enrollee was required to follow developed first class soldier material. It is true that the Corps did not teach men to use rifles but it did accustom them to barracks life and teach them to take care of themselves. It taught them discipline and the necessity for prompt obedience to orders. It imbued them with a greater love of country and it gave them opportunity to learn more about the country they later were to be called upon to defend. There is no doubt but that the CCC made a material contribution to the War--a greater one than the average person realizes today.

Instead of regarding the CCC expenditures as funds expended primarily for relief and conservatinn as so many have done, the Nation might well take into account the great value of the Corps preparedness activities. The funds expended on the Corps could well be regarded as a prime investment in national preparedness not only in the development of first class manpower but in the development of natural resources wealth vitally important to the economic conduct of the War.

A glance backward shows the Civilian Conservation Corps as the brightest spot on the whole history of conservation in the United States. It was an oasis in an era in which the words exploitation, heedlessness, extravagance and neglect were the words which best epitomized the Nation's treatment of its timber and top-soil. The CCC was 6,000,000 hands, which otherwise would have been idle, holding back inexorable forces of waste. It represented transmutation of human energy into lasting physical improvements benefiting all the people.

The policy of permitting natural resources to deteriorate was followed for decades and is operating today not withstanding the fact that the future security and welfare of the Nation is inescapably bound-up in its basic, essential resources of water, forests and agricultural and grazing lands. The statute books may be filled with social security legislation but there can be no assurance of security for any American if these basic resources are used up without thought of the future of allowed to deteriorate through neglect and through failure to take remedial steps in time. Long range social and economic planning must



include proper conservation of both our human and natural resources. Revival of the CCC program represents the surest way of assuring a sound conservation program.

Of all the by-products of the depression, the Civilian Conservation Corps may prove to be the most worthy of a permanent place in the American way of life in the years after the War.

CIVILIAN CONSERVATION CORPS  
CONTINENTAL UNITED STATES AND OUTLYING POSSESSIONS  
TOTAL WORK COMPLETED DURING THE PERIOD -

April, 1933 - June 30, 1942

CLASS NO.	TYPE OF JOB OR PROJECT CLASSIFICATION	UNIT	NEW WORK	MAINTENANCE
<u>STRUCTURAL IMPROVEMENTS (100 Series)</u>				
101	(Foot and horse	Number	8,304.0	1,060.0
104	Bridges (Vehicle	Number	38,550.0	9,510.0
105	(Barns	Number	1,162.0	633.0
106	(Bathhouses	Number	395.0	116.0
107	(Cabins, overnight	Number	2,496.0	220.0
108	(Combination buildings	Number	519.0	270.0
110	(Dwellings	Number	4,249.0	6,548.0
111	Buildings, (Equipt. & sup. stor. houses	Number	3,359.0	1,812.0
112	other than (Garages	Number	2,484.0	844.0
113	CCC Camp (Latrines and toilets	Number	12,086.0	4,405.0
114	(Lodges and museums	Number	204.0	117.0
115	(Lookout houses	Number	1,187.0	928.0
116	(Lookout towers	Number	3,116.0	1,884.0
119	(Shelters	Number	2,290.0	508.0
120	(Other buildings	Number	29,699.0	16,139.0
121	Cribbing, including filling	Cu.yd.	561,470.0	24,042.0
122	Impounding and large diversion dams	Number	7,622.0	3,405.0
131	Fences	Rods	28,717,304.5	7,119,518.9
132	Guard rails	Rods	263,824.2	10,951.0
133	Levees, dykes, jetties, and groins	Cu.yd.	21,195,138.2	3,097,142.0
134	Power lines	Miles	877.5	1,070.1
137	Incinerators	Number	606.0	89.0
139	Sewage and waste-disposal systems	Number	5,935.0	1,282.0
140	Telephone lines	Miles	88,883.5	271,615.3
141	(Fountains, drinking	Number	1,865.0	76.0
142	Water (Open ditches	Lin.ft.	13,128,471.4	475,809.0
143	supply (Pipe or tile lines	Lin.ft.	9,560,557.7	922,934.0
145	systems (Storage facilities (in thous)	Gallons	308,260.1	8,995.0
146	(Wells, incl. pumps & p'houses	Number	8,065.0	5,345.0
147	(Miscellaneous	Number	43,464.0	8,834.0
148	(Camp stoves or fireplaces	Number	31,196.0	5,058.0
149	(Cattle guards	Number	5,319.0	426.0
150	Other struc- (Corrals	Number	1,509.0	261.0
152	tural im- (Seats	Number	21,951.0	405.0
153	improvements (Signs, markers & monuments	Number	405,037.0	25,775.0
154	(Stone walls	Rods	39,101.6	6,694.0
155	(Table bench combinations	No.	60,599.0	13,533.0
156	(Tool boxes	Number	15,671.0	125,690.0
157	(Miscellaneous	Number	392,769.0	17,778.0
158	Radio stations	Number	116.0	282.0
159	Springs	Number	12,346.0	2,398.0
160	Waterholes	Number	3,311.0	3,299.0
161	Small reservoirs	Number	9,805.0	1,778.0
162	Landing docks and piers	Number	532.0	18.0

## Continental United States and Outlying Possessions (continued)

TOTAL WORK COMPLETED BY THE CCC DURING PERIOD - April, 1933 - June 30, 1942

CLASS NO.	TYPE OF JOB OR PROJECT CLASSIFICATION	UNIT	NEW WORK	MAINTENANCE
<u>TRANSPORTATION IMPROVEMENTS (200 Series)</u>				
201	Airplane landing fields	Number	80.0	88.0
202	Truck trails or minor roads	Miles	126,230.5	530,995.5
206	Trails (Foot)	Miles	13,172.3	41,270.2
207	(Horse or stock)	Miles	14,915.5	72,743.0
<u>EROSION CONTROL (300 Series)</u>				
301	Stream and lake bank protection	Sq.yd.	154,620,149.0	12,470,789.0
303	(Bank sloping)	Sq.yd.	10,781,749.5	2,872,912.6
304	Treatment (Check dams, permanent)	Number	318,076.0	31,080.0
305	of (Check dams, temporary)	Number	6,341,147.0	148,791.0
306	gullies (Seeding and sodding)	Sq.yd.	478,499,555.0	22,332,119.0
307	(Tree planting, gully)	Sq.yd.	464,830.313.0	125,862,616.0
308	(Ditches, diversion)	Lin.ft.	67,285,388.7	7,188,850.0
309	Terracing	Miles	33,087.2	4,703.5
310	(Channel construction)	Lin.ft.	45,351,549.0	2,311,353.0
311	Terrace (Outlet structures)	Number	431,321.0	27,448.0
313	outletting (Planting, seed., or sodding)	Sq.yd.	139,447,648.0	30,430,052.0
314	Sheet erosion planting	Acres	638,473.4	37,660.2
315	(Quarrying) For (	Tons	2,622,513.7	726.0
316	Limestone (Crushing) Liming (	Tons	1,485,215.8	214.0
317	(Hauling) soil (	Tons	805,859.3	806.0
319	Contour furrows and ridges	Miles	156,923.9	27,340.6
320	Preparation for strip cropping	Acres	218,075.9	2,165.1
321	Road erosion demonstration	Miles	1,073.7	183.1
322	Wind erosion area treated	Acres	26,028.5	615.8
323	Water spreaders (rock, brush, wire)	Lin.ft.	7,521,032.0	273,685.0
324	Water spreaders (terrace type)	Lin.ft.	7,293,175.0	522,199.0
<u>FLOOD CONTROL, IRRIGATION, AND DRAINAGE (400 Series)</u>				
401	Clearing & (Channels and levees)	Sq.yd.	76,502,776.0	450,638,443.0
402	cleaning (Res., pond & lake sites)	Acres	206,994.0	5,512.9
403	Lining of waterways	Sq.yd.	2,225,119.0	1,731,353.0
404	Excav., chan., canals, & ditches (Earth)	Cu.yd.	29,316,403.0	74,786,964.0
405	(Rock)	Cu.yd.	1,224,517.0	85,832.0
406	Pipe lines, tile lines, and conduits	Lin.ft.	3,057,772.0	2,032,375.0
407	Riprap or paving (Rock or concrete)	Sq.yd.	4,121,694.0	106,096.0
408	(Brush or willows)	Sq.yd.	1,219,072.0	177,858.0
411	Water control structures other than dams	Number	50,802.0	6,713.0
412	Concrete core walls other than dams	Cu.yd.	9,981.0	12.0
414	Leveling of spoil banks	Cu.yd.	1,942,764.0	13,204,633.0
<u>FOREST CULTURE (500 Series)</u>				
501	Field planting or seeding (trees)	Acres	2,355,587.5	288,213.0
502	Forest stand improvement	Acres	4,094,003.0	16,755.0
503	Nurseries Man	Man-days	6,111,258.2	516,921.0
504	Tree seed collection (Conifers (cones))	Bushels	875,970.7	--
505	(Hardwoods)	Pounds	13,634,415.0	--
506	Collection of tree seedlings	Number	14,623,074.0	--

## Continental United States and Outlying Possessions (continued)

TOTAL WORK COMPLETED BY THE CCC DURING PERIOD - April, 1933 - June 30, 1942

CLASS NO.	TYPE OF JOB OR PROJECT CLASSIFICATION	UNIT	NEW WORK	MAINTENANCE
<u>FOREST PROTECTION (600 Series)</u>				
601	Fighting forest fires	Man-days	6,459,403.1	--
602	Fire breaks	Miles	68,882.6	57,384.1
603	Fire hazard reduction (Road- & trailside Other)	Miles	80,399.5	4,089.5
605		Acres	2,158,946.6	6,796.7
606	Fire presuppression	Man-days	5,750,311.0	27,603.0
607	Fire prevention	Man-days	725,556.5	1,412.0
608	Tree and plant disease control	Acres	7,955,707.8	718,059.7
609	Tree insect pest control	Acres	13,099,701.0	178,973.3
<u>LANDSCAPE AND RECREATION (700 Series)</u>				
701	Beach improvement	Acres	3,462.5	313.9
703	General clean-up	Acres	515,990.2	46,328.8
705	Landscaping, undifferentiated	Acres	233,793.8	14,793.0
706	Moving and planting trees and shrubs	Number	44,927,339.0	4,940,812.0
710	Parking areas and parking overlooks	Sq.yd.	8,152,529.0	397,745.0
711	Public camp ground development	Acres	52,319.6	39,457.5
712	Public picnic ground development	Acres	10,398.7	5,431.0
713	Razing undesired struct. & obliterations	Man-days	2,094,713.0	2,065.0
714	Seed collection, other than tree	Pounds	3,729,443.0	--
715	Seeding or sodding	Acres	195,338.4	38,207.9
716	(Soil prep'n (t.soiling, fertil., fitg., etc.	Acres	207,599.5	3,152.3
717	Vista or other selective cutting	Acres	31,248.7	92.6
718	Walks, concrete, gravel, cinder, etc.	Lin.ft.	1,410,634.0	191,615.0
<u>RANGE (800 Series)</u>				
801	Elimination of predatory animals	Number	370,953.0	--
802	Range revegetation	Acres	814,323.0	21,086.5
803	Stock driveways	Miles	3,298.1	645.5
804	Pasture sodding	Acres	288,318.5	19,788.1
805	Pasture and range terracing	Acres	3,528.6	806.2
<u>WILDLIFE (900 Series)</u>				
901	Fish rearing ponds	Number	4,622.0	1,171.0
902	Food and cover planting & seeding	Acres	112,912.6	7,423.3
903	Lake and pond development	Man-days	933,507.0	10,477.0
904	Stocking fish	Number	972,203,910.0	--
905	Stream development (wildlife)	Miles	6,966.7	491.5
906	Other wildlife activities	Man-days	1,301,945.0	12,594.0
907	Wildlife feeding	Man-days	116,384.0	37.0
908	Wildlife shelters	Number	32,148.0	690.0
<u>OTHER ACTIVITIES (1000 Series)</u>				
1001	Educ., guide, cont. station work	Man-days	767,079.0	123.0
1003	Emergency work	Man-days	2,079,440.0	--
1004	Erad. of pos., weed, or exotic plants	Acres	1,023,155.4	--
1005	Experimental plots	Number	57,965.0	7,950.0
1006	Fighting coal fires	Man-days	201,739.0	--
1007	Insect pest control	Acres	6,161,742.7	47,400.6
1009	Maps and models	Man-days	620,345.0	1,844.0
1010	Marking boundaries	Miles	35,442.1	3,529.6

Continental United States and Outlying Possessions (continued)  
 TOTAL WORK COMPLETED BY THE CCC DURING PERIOD - April, 1933 - June 30, 1942

CLASS NO.	TYPE OF JOB OR PROJECT CLASSIFICATION	UNIT	NEW WORK	MAINTENANCE
<u>OTHER ACTIVITIES (1000 Series) continued</u>				
1011	Mosquito control	Acres	248,904.0	97,843.
1012	Preparation and transp. of materials	Man-days	9,005,407.0	17,636.
1014	Reconnaissance and (Archaeological	Man-days	230,296.0	--
1015	investigation (Other	Man-days	1,067,300.0	4,763.
1016	Restoration of historic structures	Number	3,980.0	10.
1017	Rodent and predatory animal control	Acres	39,732,356.3	761,191.
1023	Surveys	Man-days	4,827,421.0	285,713.
1024	Timber estimating	Acres	35,495,621.7	65,170.
1025	Tree preservation	Man-days	389,852.0	64,845.
1026	Equipment, repair of construction	Man-days	1,627,995.0	--
1027	Hydraulic research	Man-days	179,159.0	14,229.
1028	Warehousing	Man-days	430,253.0	6,660.
1029	Technical service cp bldg.	Number	96,477.0	33,843.
1030	Central repair shop labor	Man-days	232,921.0	10,022.
1031	Gas pipe lines	Man-days	105,245.0	11,050.
1035	Unclassifiable	Man-days	26,646.0	10,830.
133A *	Dyles, water-spreading	Lin.ft.	26,684.0	--
313A *	Planting, for bank protection	Lin.ft.	6,780,500.0	22,016.
318 *	Miscellaneous erosion control work	Man-days	1,019,117.0	12,096.
402A *	Clearing and cleaning - channel	Lin.yds.	494,027.8	200.
711A *	Other public camp ground facilities	Number	46,683.8	5,194.
1009A*	Model and relief maps	Sq.ft.	32,510.0	--
1011A*	Mosquito control, ditching	Lin.yds.	2,096,799.0	1,206,141.
1011B*	" " , staking	Lin.yds.	1,461,670.0	--
1013 *	Railroads, narrow gauge	Man-days	2,838.0	7,170.

\* No longer reported under this heading, or work discontinued on this type of project.

FEDERAL SECURITY AGENCY  
CIVILIAN CONSERVATION CORPS

ESTIMATE OF EMPLOYMENT FURNISHED BY C. C. C.  
APRIL, 1933 - JUNE 30, 1942

STATE	BARRACK CAMP ENROLLEES, (Juniors and Veterans)	INDIANS AND TERRITORIALS	TOTAL ENROLLEES	NON- ENROLLED PERSONNEL	AGGREGATE
Alabama	61,441	---	61,441	5,396	66,837
Arizona	17,407	19,520	36,927	4,435	41,362
Arkansas	69,038	---	69,038	6,511	75,549
California	120,063	2,438	122,501	12,900	135,401
Colorado	29,695	497	30,192	5,303	35,495
Connecticut	28,447	---	28,447	2,223	30,670
Delaware	4,400	---	4,400	982	5,382
Dist. of Columbia	10,605	---	10,605	865	11,470
Florida	45,887	101	45,988	3,026	49,014
Georgia	72,379	---	72,379	6,251	78,630
Idaho	20,292	1,038	21,330	6,744	28,074
Illinois	155,045	---	155,045	10,302	165,347
Indiana	58,673	---	58,673	5,069	63,742
Iowa	41,190	60	41,250	4,596	45,846
Kansas	35,306	145	35,451	2,712	38,163
Kentucky	83,474	---	83,474	6,037	89,511
Louisiana	46,597	---	46,597	5,223	51,820
Maine	16,686	---	16,686	1,612	18,298
Maryland	28,454	---	28,454	4,405	32,859
Massachusetts	95,063	---	95,063	4,454	99,517
Michigan	94,548	---	94,548	8,266	102,814
Minnesota	74,688	2,536	77,224	7,187	84,411
Mississippi	52,678	129	52,807	5,173	57,980
Missouri	93,554	---	93,554	8,646	102,200
Montana	17,687	5,068	22,755	2,935	25,690
Nebraska	27,159	707	27,866	2,873	30,739
Nevada	3,781	970	4,751	2,328	7,079
New Hampshire	8,791	---	8,791	1,827	10,618
New Jersey	87,016	---	87,016	4,577	91,593
New Mexico	22,316	4,470	26,786	5,599	32,385
New York	209,775	240	210,015	10,737	220,752
North Carolina	68,600	431	69,031	6,812	75,843
North Dakota	27,673	2,606	30,279	1,485	31,764
Ohio	133,551	---	133,551	5,897	139,448
Oklahoma	80,718	21,354	102,072	5,604	107,676
Oregon	25,022	2,767	27,789	6,820	34,609
Pennsylvania	184,916	---	184,916	9,656	194,572

STATE	BARRACK CAMP ENROLLEES, (Juniors and Veterans)	INDIANS AND TERRITORIALS	TOTAL ENROLLEES	NON- ENROLLED PERSONNEL	AGGREGATE
Rhose Island	15,088	---	15,088	827	15,915
South Carolina	42,395	--	42,395	5,776	48,171
South Dakota	23,709	4,554	28,262	2,834	31,097
Tennessee	66,303	---	66,303	6,352	72,655
Texas	146,966	---	146,966	9,438	156,404
Utah	16,872	746	17,618	4,456	22,074
Vermont	6,567	---	6,567	4,676	11,243
Virginia	64,762	---	64,762	10,435	75,197
Washington	40,309	3,830	44,139	7,174	51,313
West Virginia	50,391	---	50,391	4,665	55,056
Wisconsin	63,965	2,190	66,155	9,087	75,242
Wyoming	9,260	1,039	10,299	2,567	12,866
Territorials		50,000	50,000		50,000
AGGREGATE	2,799,202	127,436	2,926,638	263,755	3,240,393

FEDERAL SECURITY AGENCY  
CIVILIAN CONSERVATION CORPS

AVERAGE NUMBER OF C.C.C. BARRACK CAMPS  
OPERATING WITHIN THE SEVERAL STATES  
APRIL, 1933 - JUNE 30, 1942

STATE	AVERAGE NUMBER OF CAMPS
Alabama	30
Arizona	31
Arkansas	37
California	98
Colorado	34
Connecticut	13
Delaware	4
Dist. of Columbia	2
Florida	21
Georgia	35
Idaho	51
Illinois	54
Indiana	30
Iowa	29
Kansas	15
Kentucky	33
Louisiana	30
Maine	12
Maryland	21
Massachusetts	28
Michigan	57
Minnesota	51
Mississippi	33
Missouri	41
Montana	24
Nebraska	16
Nevada	18
New Hampshire	13
New Jersey	25
New Mexico	32
New York	68
North Carolina	45
North Dakota	8
Ohio	33
Oklahoma	33
Oregon	51
Pennsylvania	74



STATE	AVERAGE NUMBER OF CAMPS
Rhode Island	4
South Carolina	29
South Dakota	19
Tennessee	45
Texas	58
Utah	27
Vermont	24
Virginia	63
Washington	43
West Virginia	26
Wisconsin	54
Wyoming	21
TOTAL	1,643

STATISTICAL PICTURE OF THE TYPICAL OR AVERAGE CCC JUNRIO ENROLLEE  
WHO SERVED IN A BARRACK CAMP IN THE CONTINENTAL UNITED STATES

1. Age at enrollment: About 18½ years
2. Average length of service: About 9 months
3. Weight at enrollment: 130 to 140 pounds  
Weight at discharge: 142 to 160 pounds  
Weight gained: 12 to 30 pounds
4. Education on enrollment of average enrollee: Had completed approximately 8 grades of school but it had taken from 10 to 11 years instead of the customary 8 (disregarding kindergarten) to complete these 8 grades. Approximately 110,000 enrollees were made literate during their enrollment in the CCC. Literacy consisted of the ability to write an ordinary letter and read a newspaper with comprehension.
5. Point of origin: Out of every 100 enrollees, approximately 60 came from rural areas (farms and places with less than 2,500 population)  
40 came from urban areas (places of over 2,500 population).
6. Height: The average height at enrollment was approximately 5' 7" to 5' 8" and during enrollment the enrollee gained about ½" in height.
7. Chest expansion: Average chest expansion upon enrollment was 2½" to 3". Most enrollees gained ½" to 1" in chest expansion.
8. Prior employment: Between 60 to 70% of the enrollees had had no regular job at any time prior to entering the CCC.
9. Dependents: The average enrollee had 3 to 4 dependents.
10. Allotments: The average enrollee allotted approximately \$22 of his \$30 per month base pay to dependents.
11. Mortality: the over-all mortality was approximately 2.3 per 1,000 men per year. This was considerably lower than might have been expected on the basis of previous mortality tables.

(NOTE: Several other tables showing expenditures  
by states not included in this copy.)