

Representations of Vocational Bureaus held a three days' meeting in New York this week, and at an informal luncheon yesterday I was asked to speak.

I found about 40 women, representing various American colleges - an impressive lot - alert, sensible and humorous, for the most part.

The points I tried to make were (1) that the bureau should not assume, or allow the applicant to assume, that it can do better for her than she can do for herself; that the imagination and ingenuity of the applicant ought to be stimulated and she be made to feel that she is the one to get her own position; that most of the women in the room probably know that the positions which they hold are due to their own energy and imagination. Get sufficient knowledge on this to make me feel that I am right.

(2) Discourage their coming to New York. Show the opportunities that exist today and are increasing in the town. Show that home towns all have Main Street; believe that every girl, after she leaves college, should try it out at home, if it is possible. In reply to my critics who say that I have not done this myself, I spent the first ten years of my professional life on a Main Street, and am in New York simply because of what I did there. Enlarge on inland resources.

[3] Up to bureaus to emphasize with girls that they should begin at the bottom. Don't want to do it. Insist on having something interesting, interesting associates. The rush of girls into industry

because it was a new and interesting field. Show them that they have got to be put down for months at running a machine and their tune changes.

Enlarge on the fact that the girl that is willing to spend her 12 or 15 years grubbing in industry may arrive, if she has the talent, at a special place. Cite Mary Gilson and her experience, and enlarge on Nesta Edwards. They rise to Nesta Edwards' advise to girls that come to her: "Spend five years in Marshall Field's basement, as I did, and learn something about human nature. Then perhaps you can make good in industry."