Chapter XXIII

THE TRAINING-STATION RECORDS AND POST-GRADUATE ASSIGNMENTS OF TRAINEES OF THE MARITIME SERVICE TRAINING SCHOOL, SHEEPSEHEAD BAY, NEW YORK

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The effectiveness of any training program is eventually measured in terms of the performance of its graduates. Of no less importance is the ability of such a training program to produce graduates in sufficient quantities to meet the particular demand, and to do so in an efficient and economical manner.

To measure the effectiveness and economy of training given by the WSA to its 154,318 apprentices, a sample group of graduates were studied during training at the Sheepshead Bay Training Station, and their performance followed for ten months thereafter.

This study was made to help answer the following questions: 1. What percentage of men who enter training survive the program and graduate? 2. What happens to trainees who do not graduate? 3. What percentage of graduates become active merchant seamen?

IN-TRAINING STUDY

On May 1, 1944, a study was begun of the records of 1,307 trainees who had entered Sheepshead Bay Training Station during the period from February 1 to 18, 1944. These men, consecutively admitted, constitute a presumably representative group of Maritime Service apprentice trainees. Although the average training period, at the time of this study, was from twelve to sixteen weeks, it was felt that a preliminary analysis of training records at the end of approximately three months would be of value.

* The original data for this chapter were collected by Dr. Joseph Zubin and Mrs. Dorothy Horner. Dr. Charles H. Goodman planned the study, and Dr. George G. Killinger and Dr. Nathan S. Kline completed the report.


†† For biographical note, see page 23.

‡ Number of seamen graduates from WSA apprentice training stations, as of February 1, 1946.
### SUMMARY OF DISPOSITION OF 1,087 TRAINEES ENTERING THE SHEEPSHEAD BAY TRAINING STATION

<table>
<thead>
<tr>
<th>200 DISCHARGED</th>
<th>1,087 GRADUATES</th>
</tr>
</thead>
<tbody>
<tr>
<td>102%</td>
<td>6%</td>
</tr>
</tbody>
</table>

### REASONS FOR DISCHARGEMENT OF 200 TRAINEES

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOR CAUSE</td>
<td></td>
</tr>
<tr>
<td>AT OWN REQUEST</td>
<td>32.5%</td>
</tr>
<tr>
<td>PSYCHIATRIC REASONS</td>
<td>6.0%</td>
</tr>
<tr>
<td>RELEASED</td>
<td>4.7%</td>
</tr>
<tr>
<td>PHYSICAL INJURY</td>
<td>6.5%</td>
</tr>
<tr>
<td>IMPAITEMENT</td>
<td>5.2%</td>
</tr>
<tr>
<td>DISCHARGED OR RELEASED BETWEEN TIME OF IN-TRAINING AND FOLLOW-UP STUDIES</td>
<td>17.0%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>34.5%</td>
</tr>
</tbody>
</table>

### FATE OF 1,087 GRADUATES

- **Trading Station Administration**
- **Sailed on American Vessels**: 87.4%
- **Sailed under Foreign Flags**: 12.6%
- **Joined Army/Transport Service**: 9%
- **On Lost to Industry**: 0.2%

**Fig. 1**
This preliminary analysis of the records of the 1,307 trainees as of May 1, 1944 revealed the following:

1. Of the trainees, 137, or 10.5 percent of the total, were found to have been disenrolled or released from active duty in the Maritime Service before completing their course of training.

2. The remaining 1,170 men, or 89.5 percent of the total, were found to have graduated or to be still in training (see Figure 1).

Of the 137 men who had been disenrolled or released, 13, or 9.5 percent, were given medical disenrollments for physical disabilities. Sixty-three men, or 46.0 percent, were disenrolled for cause; this classification covers any of the following: AWOL, conduct prejudicial to good order, attitude and conduct not to the best interests of the Maritime Service, fraudulent enrollment, refusing medical treatment, or refusing to comply with station rules. Fourteen men, or 10.2 percent, were given neuropsychiatric disenrollments. Eight men, or 5.8 percent were disenrolled for inaptitude. Twenty-five men, or 18.3 percent, were disenrolled at their own request, the most frequently listed reasons being: training too difficult, too much discipline, misinformed about the USMS, and dislike general conditions at the station. The remaining 14 men, or 10.2 percent, were released from active duty for such reasons as: want to ship out quickly, want to join a different service, and want more money.

Follow-up of disenrollees.—Coast Guard records were studied to determine if any of the trainees who had disenrolled or had been released prior to completion of training subsequently went to sea. As far as could be determined, only three men, or 2.2 percent of the group of disenrollees, subsequently obtained papers and went to sea.

Follow-up of men still in training or graduated as of May 1, 1944.—A follow-up study was made as of March 1, 1945 to determine the fate of the 1,170 men who, on May 1, 1944, had graduated or were still in training. It was found that 72 men, 6.2 percent of the group of 1,170, had been disenrolled or released from active duty and thus did not graduate. Twenty-five men of the 1,170, or 2.1 percent, had entered administrative or staff positions at the training station. A second group of 25 men, 2.1 percent, were found to have sailed under foreign flags or on harbor boats and tugs. The Army Transport Service signed on 80 men, 6.8 percent. Of the 1,098 men who graduated, only 5, or 0.4 percent, did not ship at all. The remaining 963 men, 82.3 percent, sailed on merchant vessels under the American flag.

Summary.—Of the original group of 1,307 trainees, 209 were disenrolled before completing training, and 1,098 men, 84.0 percent, graduated. Of the graduates, 5, or 0.4 percent, were lost to the maritime industry. This means that approximately 84 of every 100 men who entered Sheepshead Bay Apprentice Training Station during the period of this study become active in the industry (see Figure 1).
STUDY OF GRADUATES

From the group of 1,098 graduates, every fourth man was selected until 275 men were obtained. From the training-station records, an intensive analysis of the characteristics of these representative graduates was made. By means of United States Coast Guard, War Shipping Administration, Stand-by Payroll, and other files of the maritime industry, the shipping careers of these graduates were followed.

Age.—The average age of the men in this sample group was 22.5 years.

Enrollment areas.—The men were drawn from the New England, Middle Atlantic, and Midwestern areas, with a few from the South Atlantic area.

Reasons for enrollment.—The reasons for enrollment differed according to age levels. In general, the 17-year-olds enrolled because of love of travel, with little thought of benefits to be derived. They sought adventure, with little concern for the future. Men from 18 to 22 preferred service in the Merchant Marine to the more rigid regimentation of the Armed Forces. The motivating factors in the 23- to 26-year-old group were too mixed to permit definite classification. The 27- and 28-year age group placed much stress on the financial benefits of a sea career. The men 31 years of age and older stressed patriotic reasons for enrollment.

Post-graduate assignments.—Twenty-one, or 7.6 percent of the sample group of 275 men in the study, entered advanced training (radio training schools and cadet and officer training schools). Five men, 1.8 percent, were signed on by private companies. These men were found to be working on tugs, river boats, and harbor craft. Another group of 5 men, 1.8 percent, entered into ship’s company (administrative or staff duty) at the training schools or graduate stations. Sixteen men, 5.8 percent, entered the Army Transport Service. These men, although not directly associated with WSA activities, played a vital role in the shipping industry, since the Army Transport Service also carried troops and supplies overseas. One man, 0.4 percent of the group, must be considered lost to the industry since no record could be found to indicate that he had ever shipped out. The remaining 227 graduates, 62.5 percent, were employed on vessels of the American Merchant Marine.