



1969

## Selected Job Opportunities in Calhoun County, Alabama, for High School Dropouts and High School Graduates in 1968

Larry G. Blount

Follow this and additional works at: [https://digitalcommons.jsu.edu/etds\\_theses](https://digitalcommons.jsu.edu/etds_theses)



Part of the [Education Commons](#)

---

SELECTED JOB OPPORTUNITIES IN CALHOUN COUNTY, ALABAMA,  
FOR HIGH SCHOOL DROPOUTS AND HIGH SCHOOL GRADUATES IN 1968

by

LARRY G. BLOUNT

A QUALIFYING PAPER

Submitted in partial fulfillment of the Graduate Division  
requirements for the degree of Master of Science

at

JACKSONVILLE STATE UNIVERSITY

JACKSONVILLE, ALABAMA

1969

## ACKNOWLEDGEMENTS

The writer wishes to make the following acknowledgements of his deep indebtedness:

For direction as sponsor of the paper: Dr. Leon D. Willman.

For serving as a member of the qualifying paper committee: Dr. James Reaves.

For encouragement and supplying certain statistical information: Mr. C. G. Coleman, Alabama State Employment Service.

For patience, interest, and enthusiasm in maintaining steady progress on the paper: my wife, Mrs. Margaret J. Blount.

## CONTENTS

Chapter	Page
I. INTRODUCTION. . . . .	1
Statement of the Problem. . . . .	4
Significance of the Problem . . . . .	4
Assumptions and Limitations . . . . .	6
Definition of Terms . . . . .	6
II. SURVEY OF RELATED LITERATURE. . . . .	7
III. DESIGN OF THE STUDY . . . . .	17
Population Defined. . . . .	17
Sample Defined. . . . .	17
Development of the Questionnaire. . . . .	18
Collection of the Data. . . . .	19
Treatment of the Data . . . . .	19
IV. THE STATUS OF EMPLOYMENT OPPORTUNITIES FOR HIGH SCHOOL DROPOUTS AND HIGH SCHOOL GRADUATES IN CALHOUN COUNTY, ALABAMA, DURING 1968. . . . .	20
Number of Present Employees . . . . .	21
Requirements for Employment . . . . .	25
Beginning Salary for Employees with no Previous Full-time Work Experience According to Level of Education. . . . .	31
Percent of New Employees Hired According to Level of Education and Total Number Hired . . . . .	38
Fringe Benefits Provided. . . . .	43
On-the-job Training, Number of Hours Worked Per Week, and Approximate Earnings Five Years After First Employment. . . . .	48
Requirements for Advancement. . . . .	53
V. SUMMARY, CONCLUSIONS, AND IMPLICATIONS. . . . .	57
Purpose and Plan of the Study Reviewed. . . . .	57
Principal Findings of the Study . . . . .	58
Implications and Suggestions for Further Research . . . . .	62

Chapter	Page
APPENDIX A. Employing Agencies Surveyed Currently By The Alabama State Employment Service . . . . .	65
APPENDIX B. Employing Agencies Surveyed in This Study. . . . .	69
APPENDIX C. Questionnaire. . . . .	72
APPENDIX D. Cover Letter . . . . .	74
BIBLIOGRAPHY. . . . .	75

TABLES

Table	Page
1 Number of Present Employees at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968. . . . .	22
2 Requirements for Employment at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968. . . . .	26
3 Beginning Salary for Employees with No Previous Full-time Work Experience According to Level of Education at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968 . . . . .	32
4 Percentage of New Employees Hired According to Level of Education and Total Number Hired at the 45 Employing Agencies surveyed by Questionnaire in Calhoun County, Alabama, During 1968. . . . .	39
5 Fringe Benefits Provided at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968. . . . .	44
6 On-the-job Training; Number of Hours Worked Per Week; Approximate Earnings Five Years After First Employment at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968 . . . . .	49
7 Requirements for Advancement at the 45 Employing Agencies Surveyed by Questionnaire in Calhoun County, Alabama, During 1968. . . . .	54

## CHAPTER I

### INTRODUCTION

A guidance counselor performs many duties in the course of a year's work. The heart of all his work is counseling. This personal, face-to-face relationship with students is necessary in order to help students make plans for the future.

Individual analysis is one of the services performed by the counselor. A counselor is better prepared to help a student after comprehensive tests have been administered and analyzed. The student is helped to understand his abilities and limitations and make future plans accordingly.

The guidance counselor is also interested in the attendance of students. He realizes that students need to be in school in order to take advantage of all the educational opportunities offered them. Although the counselor does not serve as an attendance officer, he is vitally interested in why students miss school. If the student is sick or has poor eyesight or does not have adequate clothes or has to work, the counselor refers the student to someone in the community who can help.

Some students have problems of a psychological nature that require professional help. In this case, the problem of the student is identified, and he is referred to the right professional for help.

An individual record, apart from the cumulative record, is kept on each student. These records are made available to the members

of the faculty. The records contain materials that may help the counselor and faculty better understand the student and his needs. Test scores and autobiographies are among the items placed in each folder.

Placement and follow-up occupies some of the counselor's time during the school year. Much placement is educational in nature. The counselor wants to be as certain as possible that each student is following an appropriate course of study in high school. Those students who have demonstrated above-average ability on test scores and in classroom work may be encouraged to take courses that will prepare them for college. Others may be counseled to follow a course of study according to their ability.

The counselor follows up on students who are still in school to see how they are progressing. Sometimes an overambitious student may make mistakes in course selection, and adjustments may have to be made. Sometimes the student with ability has to be encouraged to take courses that will adequately prepare him for a college education. In this respect the counselor is concerned with the dissemination of educational information. Questions concerning college entrance tests must be answered. Students must be instructed in how to obtain and fill out college admission blanks. Scholarship information must be given to those who need it.

Of course, not all high school students will seek education beyond the high school level. In fact, some will become dropouts and never complete high school, while others will conclude their formal education with a high school diploma. Many of these students will be interested in one thing--the finding and the securing of a job. Guidance has become critical in this area, since the unemployment rate for teenagers in our country is



about triple the rate for adults.<sup>1</sup> Shertzer and Stone concluded that

. . . the future of the school dropout is bleak. His future of marginal employment, proneness to delinquency, and perhaps most important of all, his almost certain inability to live his life as a fully developed person, strongly argue for the support and involvement of all who are responsible for youth.<sup>2</sup>

Therefore, it might be concluded that one of the most important jobs the counselor has is to disseminate occupational and vocational information to the students of his school.

However, comprehensive information concerning local job opportunities is difficult to obtain. The high school counselor has many duties to perform and many times finds he does not have the time to contact a large number of local businesses to find out what jobs are available. The Want Ad section in the local newspaper certainly does not give a complete picture of jobs available to the high school dropout and the high school graduate. Many times the counselor does not think about jobs until he is presented with a student needing one.

The high school dropout presents a special problem to the counselor. Here he is confronted with a student who many times must leave school and find work immediately.<sup>3</sup> Can the counselor send this student out with only a kind word and a pat on the back?

---

<sup>1</sup>U. S. Department of Labor, Occupational Outlook Handbook, 1966-67 (Washington, D. C.: Government Printing Office, 1966), p. ii.

<sup>2</sup>Bruce Shertzer and Shelley C. Stone, Fundamentals of Guidance (Boston: Houghton Mifflin Company, 1966), p. 23.

<sup>3</sup>Ibid., p. 21.

Many students drop out of school because of failing grades. Will they be able to find work? The very nature of guidance and counseling insists that the counselor have at his disposal information concerning employment opportunities for these students.

Therefore, the counselor needs specific facts concerning requirements for work in the local area. He needs to know such things as qualifications for employment and salary paid to beginning workers. Many companies no longer hire the non-graduate from high school. To discover these facts a survey of the employment market is desirable.

This survey could be conducted personally by the counselor by calling upon the local state employment service, the secretary of the local Chamber of Commerce, personnel directors or employment managers of local companies and on the officers of local labor unions with which these companies have contracts.<sup>1</sup> Or the counselor could conduct an employment survey by use of the questionnaire method.

#### STATEMENT OF THE PROBLEM

It was the intent of this study to determine what job opportunities exist in Calhoun County, Alabama, for the high school dropout and the high school graduate with no previous full-time work experience.

#### SIGNIFICANCE OF THE PROBLEM

The individual realizes his highest occupational potential when he develops a career suitable for him and useful to society. He must be cognizant of his abilities, aptitudes, interests, and personality traits and he must

---

<sup>1</sup>Robert Hoppock, Occupational Information (New York: McGraw-Hill Book Company, Inc., 1963), pp. 11-12.

also learn about a world of work characterized by changes. Accurate knowledge of both sets of facts greatly increases the probability that an individual will be able to find and maintain his proper place in this vast and evolving occupational complex.<sup>1</sup>

Therefore, the information gathered in this study should be of interest and value to educators in general and guidance counselors in particular. Most educators are interested in seeing their students succeed in life. One mark of success is the finding and the securing of a job.

The guidance counselor is interested in helping students take the next step in life. For some, this is completing plans to further their education beyond high school, either in a college or trade school. For others, it is planning and taking the right courses in high school to prepare them for their vocation. And for others, it is just finding a job.

The counselor is interested in seeing all students graduate from high school. And yet, realistically, he is aware that some students will become dropouts. Some students will drop out of school for no other reason except that they must work. The counselor certainly wants to help these students and all dropouts who will be seeking employment.

Information concerning employment opportunities in the area is invaluable in guidance and counseling work. According to Harold F. Cottingham, President, American Guidance and Personnel Association, "Effective vocational counseling requires a periodic careful balance between characteristics and needs of the individual in relation to vocational opportunities and requirements."<sup>2</sup>

---

<sup>1</sup>Occupational Outlook Handbook, p. v.

<sup>2</sup>Ibid., p. iii.

## ASSUMPTIONS AND LIMITATIONS

It is assumed that the 91 employing agencies<sup>1</sup> on which current statistics are kept are representative of the total 975 employing agencies<sup>2</sup> in Calhoun County, Alabama.

It is further assumed that the stratified, random sample<sup>3</sup> employed in this study is representative of all the employing agencies in Calhoun County, Alabama.

Finally, it is assumed that the questionnaire<sup>4</sup> employed in this study is valid for the securing of information related to the objectives of this study.

## DEFINITION OF TERMS

1. Survey - as used in this study means a structured questionnaire sent to 45 employing agencies in Calhoun County, Alabama, seeking information as to what job opportunities are available for high school dropouts and high school graduates.

2. Employing agency - as used in this study refers to any business (wholesale or retail), industry, and government body that hires employees.

---

<sup>1</sup>See Appendix A

<sup>2</sup>Information obtained from the Alabama State Employment Service, Anniston Office.

<sup>3</sup>See Appendix B

<sup>4</sup>See Appendix C

## CHAPTER II

### SURVEY OF RELATED LITERATURE

Increasingly, educators in general and guidance counselors in particular are becoming more concerned with the occupational and vocational future of their students and graduates. Specifically, knowledge is constantly being sought from industry and business concerning requirements for employment and the occupational outlook for high school graduates. It was with this practical dimension in mind that a survey of the literature was undertaken.

In the current issue of Occupational Outlook Handbook, a publication of the United States government compiled by the Department of Labor, one finds information concerning tomorrow's jobs. It is pointed out that the forces of change are evident in the occupational outlook of the future.

What people do for a living and how they do it depends on the size and needs of the population to be served, the educational and skill levels of workers, scientific discoveries and their application in industrial technology, changes in the organization of business functions and tasks, and the shifts in demand for goods and services.<sup>1</sup>

There is also a revolution in management techniques going on today. The electronic computer has led to the close coordination of all the activities in the business enterprise which means drastic change in many places of business.

---

<sup>1</sup>Occupational Outlook Handbook, p. 13.

As industries change, so do their manpower needs. New machines and automation require new worker skills. An invention may all but eliminate an industry. Increased mechanization and streamlining of work have led to many fundamental changes in the nation's occupational structure. Having looked at what has happened in the past and where we stand now, those about to choose a career want to know what can be expected next.

Where do new jobs come from? Is there any future for the high school dropout or the high school graduate with no previous full-time work experience?

Job opportunities spring from two sources: Net growth and replacement needs. The next decade will see at least as many job openings created through the need to replace workers who retire, die, or leave the work force for other reasons, as from the net growth in employment. Replacement needs will be particularly acute in occupations with a large proportion of older workers who have relatively few years of working time left; and in those occupations with a large proportion of women, because women leave the labor force to take care of family responsibilities. On the other hand, in rapidly growing occupations made up mainly of young men with a working life ahead of them, growth in the occupation will be the principal source of new jobs.<sup>1</sup>

The number of men and women, age 14 and over, who are working or looking for work continues to grow. The labor force now numbers about 78 million and is likely to grow almost 20 per cent over the next 10 years, reaching nearly 94 million in 1975.<sup>2</sup>

The facts concerning the labor force hold great significance for high school students today. What will this student face when he attempts to enter the labor force?

---

<sup>1</sup>Ibid., p. 17.

<sup>2</sup>Ibid., p. 18.

Although the number of all workers and jobseekers will increase by about 20 percent from 1965 to 1975. . . the growth in the labor force is really a story of young people. Young men and women between the ages of 25 and 34 will increase in number at a rate double that for the labor force as a whole. The people who will be in the 25 to 34 age group in 1975 are today in the 14 to 24 age bracket--an age group whose primary concern now would be with education and training.

What happens if a young person lacks the qualifications, education, and training that are the raw materials necessary to build a career? Present experience shows that the less education and training, the less chance a worker has for a good, steady job. Unemployment falls heaviest on workers with the least education. Young workers having completed less than 8 years of school will have 7 times the unemployment rate of college graduates. Similarly, workers in the least skilled group--laborers--are 7 times as likely to be unemployed as professional workers.<sup>1</sup>

Why is education and training so important for youth?

The developments in every broad occupational group seem to call for ever more education and training. And the need for education and skill upgrading will not be confined to the rapidly growing professional and technical fields, nor even to white-collar employment generally. The demand for better educated and trained workers appears to be all inclusive.

The need for education is further underscored by the likelihood that a person may face several job changes during his working career. No longer can a boy or girl expect just one occupation to cover a lifetime of work. Even today, a 20-year-old man could be expected to change jobs 6 or 7 times, during his work life expectancy of 43 years. Being able to adjust to changing ways of work applies to women as well, because little is likely to remain the same over the 40 years a single woman can, on the average plan on working. Even married women, on the average, can count on rather lengthy work life expectancies--about 30 years for those without children, and about 25 years for those with children. To be able to switch from one specific job to another, a person must have an educational background broad enough to enable him to absorb the training and retraining that will be necessary to permit him to switch.

---

<sup>1</sup>Ibid., p. 18.

"Stay in school" is indeed the motto for the decade ahead. Today, just about 2 out of 3 workers in the 25 to 34 age group--people who have more or less obtained the education and training necessary for beginning a career--have a high school education or better. By 1975, 3 out of 4 workers in this age group will be similarly equipped. Thus, those without a high school education are likely to face tough sledding in finding satisfactory and rewarding work. There was a time when experience alone carried a lot of weight on an application form. Experience, to be sure, remains an important consideration, but an effective formula for advancement today calls for another important ingredient--education. Experience carries much less weight these days, than, say, 20 years ago. Much of it can become obsolete overnight due to technological change.

The monetary advantages of education are significant. The average lifetime earnings of craftsmen, foremen, and kindred workers from age 18 to 64 who are elementary school graduates are \$207,000.00, while high school graduates earn \$243,000.00. The differential is \$36,000.00. The average lifetime earnings of operatives and kindred workers from age 18 to 64 who are elementary school graduates are \$186,000.00, while high school graduates earn \$210,000.00. The differential is \$24,000.00. The average lifetime earnings of service workers from age 18 to 64 who are elementary school graduates are \$147,000.00, while high school graduates earn \$181,000.00. The differential is \$34,000.00. People with a better education are not only more likely to earn more, but they are likely to see their earnings rise for a longer period than those with limited schooling.<sup>2</sup>

Changing Times, The Kiplinger Magazine reports that for people who are young today, unlimited opportunity lies ahead in an America growing

---

<sup>1</sup>Ibid., pp. 18-19.

<sup>2</sup>Ibid., p. 19.



bigger, more intricate, more affluent by the hour. But will this opportunity be for all? No, the big rewards are marked "reserved." They will go to those who look ahead and aim for the businesses and professions that are bound to flourish. The following conclusions have been drawn concerning the future and occupations:

1. Opportunity will expand fastest for those with the most training and education. In many fields, those with only bachelor's degrees will find competition far fiercer than it now is.
2. Really top jobs, particularly in the sciences, will go to those who acquire advanced degrees. Specialization will increasingly offer special rewards, too.
3. Overspecialization, on the other hand, can be risky. The job that is a narrow speciality today could be made obsolete by an unseen development tomorrow.
4. Although those with the least training, the least education, will find pickings even slimmer, in an expanding economy the actual number of jobs for the unskilled and semiskilled may not decrease.
5. Nor do the facts indicate that good jobs will go to degree holders only. Lots of worthwhile careers will be open to those who don't attend four-year colleges.<sup>1</sup>

The moral in the job outlook is simple: "Stay in school." Why? Because it may mean the difference in having a job and going on relief. Statistics show that the less education, the higher the unemployment rate. And yet college is not mandatory. Hundreds of thousands of jobs will await high school graduates with post-high school vocational training. Many of these jobs pay very well, too. But to reach top pay, the more book learning a person has, the better his chances. Education is also important

---

<sup>1</sup>"Tomorrows jobs--where the best will be," Changing Times, The Kiplinger Magazine, (February, 1966), pp. 7-11.

because statistics show that a 20-year-old will change jobs six or seven times before he retires.<sup>1</sup>

U. S. News & World Report points out the importance of education in the following statement: "Present experience shows that the less education and training, the less chance a worker has for a good, steady job."<sup>2</sup>

Arthur M. Ross, Commissioner of Labor Statistics in the U. S. Department of Labor, emphasizes to young people the importance of continuing their schooling by saying that the motto for the decade ahead is "continue to learn."<sup>3</sup> Those who do not continue their education are likely to have difficulty in finding satisfactory work and advancement.

Shertzer and Stone report that adolescents are concerned with such things as physical features, school work, social problems and vocational choice. They quote a survey conducted with the cooperation of the Boy Scouts of America to determine the problems, activities, and concerns of boys fourteen through sixteen years old. Based upon interviews with some one thousand boys it was found that fifty-six per cent wanted to know the kind of work for which they were best suited.<sup>4</sup>

Of all the problems of youth confronting the school, the dropout problem is one of the most serious. The number of youth who drop out each year is estimated at almost one million. This massive statistic dramatizes

---

<sup>1</sup>Ibid., pp. 7-11.

<sup>2</sup>"Jobs in the Future--Where Opportunities are Best," U. S. News & World Report, (February 28, 1966), pp. 91-92.

<sup>3</sup>"What is the Outlook for Job or College?" The PTA Magazine, (May, 1966), pp. 18-20.

<sup>4</sup>Shertzer and Stone, Fundamentals of Guidance, pp. 10-11.

a monumental problem. It was found in a study of seven communities that dropouts were highest at ages 16 and 17. Collected data from 13,715 dropouts in Maryland schools during the 1960-61 school year shows that four reasons accounted for 77.6 per cent of school leavers: (1) lack of interest in school, (2) lack of success in school, (3) economic necessity, and (4) marriage and pregnancy. The dropout faces an uncertain future. Marginal employment hinders his chances of living a happy and successful life.<sup>1</sup>

Robert Hoppock lists five reasons why the wise choice of an occupation is important and why facts about jobs are essential to this choice.

1. The choice of an occupation may determine whether one will be employed or unemployed.
2. The choice of an occupation may determine success or failure.
3. The choice of an occupation may determine whether one will enjoy or detest his work.
4. The choice of an occupation influences almost every other aspect of life.
5. Occupational choices determine how a democratic society will utilize its manpower.<sup>2</sup>

Hoppock also mentions several things the counselor should know about occupations. These are:

1. Where his dropouts and graduates got their first jobs.
2. What other employment opportunities exist in his community for his dropouts and graduates.
3. What occupations are being seriously considered by his students.

---

<sup>1</sup>Ibid., pp. 21-23.

<sup>2</sup>Hoppock, Occupational Information, pp. 1-4.

4. Almost everything about three occupations. These are first, the occupation or industry or company which has employed the largest number of dropouts and graduates from his school or of clients from his agency; second, the occupation or industry or company which employs the largest number of persons in his community; and, third, the occupation or industry or company which is currently being considered by the largest number of his students or clients.<sup>1</sup>

Liston draws the following conclusions after traveling over much of the country talking with business and industrial executives about careers for high school graduates:

1. Today's high-school graduate plays a vital role in America's economic life, performing functions that neither the college graduate nor the dropout can do as well. Automation, while eliminating many of the less skilled jobs, has created an unparalleled demand for skilled workers in jobs that did not exist five years ago. The result: employers are searching for high-school graduates whom they can train. The need is made all the more acute by the large number of students who now go on to college and thus take themselves out of the skilled job market.
2. The demand for high-school graduates is expected to grow in the future. The Department of Labor estimates that in the next ten years the need for automobile mechanics will increase by 17 percent, for airplane mechanics by 35 percent, for business-machine servicemen by 30 percent, for draftsmen by 40 percent.

These opportunities fall among the traditional vocations open to high-school graduates. But to them must be added the new skills which may be lumped under one magic word: technician. This is one of the fastest-growing occupational groups in the United States. By 1975, in fact, the need for technicians is expected to increase by two-thirds.

3. The same division of labor may be seen in other fields. I spent several days studying the situation at one of the leading department stores. The high-school graduate is sought here for clerical and secretarial jobs, as well as for positions in the more sophisticated

---

<sup>1</sup>Ibid., pp. 9-13.

sales areas leading eventually into merchandising or management. The dropout is more likely to remain in less exacting positions.

4. The high-school graduate is a builder, doer, tester, fixer. He is the hands of the theoretician, the right arm of the designer. The college graduate generally writes the report; the high-school graduate acts on it.
5. Just like the college graduate, the high-school graduate entering the labor market will find his earnings dependent on the skill he already has, the number of applicants, and amount of training he must receive to be effective.
6. The high-school graduate should not be afraid to start at the bottom, learning fundamentals--for performance will earn promotions. This is especially true in those businesses and industries which require their executives to know the nuts-and-bolts aspects of the operation. The transportation industry in particular places a premium on up-through-the-ranks experience.
7. No one I have talked with suggests that a college education is not valuable. Businessmen are simply saying that they also need the high school graduate. Thus the young person's choice today is not necessarily college or bust. He should by all means go to college if he plans a career in any of the professions. But if he is a person who likes to use his hands as well as his mind, an individual more interested in the execution of a function than in the design of it, then he, too, can have a highly rewarding career.<sup>1</sup>

This review of literature on education and job opportunities leads one to conclude that education and occupation together are an index to probable future income and chances for steady employment. Research also shows that young people who have acquired a skill or good basic education will have a better chance at interesting work, good wages, and steady

---

<sup>1</sup>"High-School Graduates: "Business Wants You!", Reader's Digest (March, 1968), pp. 120-123.

employment. Presently, it seems that getting as much education and training as one's abilities and circumstances permit should be top priority for today's youth.

Therefore, it is evident that the high school counselor needs information concerning employment opportunities. Cottingham concluded that "any tool or reference which helps both counselor and counselee grasp current occupational requirements, trends, and characteristics should be a most welcome resource."<sup>1</sup>

---

<sup>1</sup>Occupational Outlook Handbook, p. iii.

## CHAPTER III

### DESIGN OF THE STUDY

The purpose of this chapter is to describe the methods of procedures used to assess the job opportunities available to high school dropouts and high school graduates in Calhoun County, Alabama.

### POPULATION DEFINED

This study was limited to employing agencies listed with the Alabama State Employment Service in Calhoun County, Alabama, which included 975 agencies employing 37,590 people. The number of people employed by a given agency varied from as few as 2 to as many as 4,670.

### SAMPLE DEFINED

There are 975 employing agencies in Calhoun County, Alabama.<sup>1</sup> The Alabama State Employment Service, Anniston office, keeps current statistics on 91<sup>2</sup> of these agencies, which are broken down into 26 different categories. The 91 agencies employ approximately 60 per cent of the total labor force in Calhoun County. This study made use of a stratified, random sample of 45<sup>3</sup> of those 91 agencies.

As of August, 1967, 37,590 people were employed by the 975 agencies, while 19,291 were employed by the 91 agencies listed in the 26 categories contained in Appendix A. The 45 agencies sampled employed 12,364.

---

<sup>1</sup>Information furnished by the Alabama State Employment Service, Anniston Office.

<sup>2</sup>See Appendix A.

<sup>3</sup>See Appendix B.

The sample was stratified according to the 26 categories listed by the Alabama State Employment Service and by the size of the employing agency in each category. Many of the categories listed contained more than two employing agencies, some only two, and a few one. A random sample was taken from those categories listing more than two employing agencies by taking the total number of people employed by all the employing agencies in each category, adding them together, and then dividing to find the category mean. One employing agency was drawn randomly from above the mean and one from below the mean. In this way, two employing agencies were included in each category that originally had included more than two employing agencies. The smallest employing agency is listed first in each category in Appendix B.

#### DEVELOPMENT OF THE QUESTIONNAIRE

As this study is concerned with the job opportunities available to high school dropouts and high school graduates, an instrument which made it possible to determine these opportunities was necessary. For reasons of economy in both time and finance, it was felt that a structured questionnaire was best suited to ascertain these opportunities. The use of the questionnaire, rather than any other instrument, made it possible to elicit participation from a higher percentage of employing agencies.

The questions chosen for inclusion in the questionnaire are few in number and brief in length. Only questions were included that relate directly to the purpose of the study. It was felt that by doing this, greater cooperation would be given by those employing agencies surveyed.



## COLLECTION OF THE DATA

A letter was mailed to each employing agency containing a cover letter,<sup>1</sup> a copy of the questionnaire and a stamped, self-addressed envelope. After two weeks another copy of the questionnaire was mailed to those agencies who had not responded. Those who did not respond to the first two mailings were called and the desired information was requested over the telephone. In a few cases an interview was arranged and held in order to get the desired information.

## TREATMENT OF THE DATA

Conclusions were sought from the following questions:

1. What part does the sex of the applicant play in employment opportunities in Calhoun County?
2. How many full-time jobs are available to high school dropouts and high school graduates in Calhoun County?
3. What is the present ratio between permanent and temporary employees in Calhoun County?
4. What qualifications must one fulfill in order to find employment in Calhoun County?
5. Is there any relationship between the salary made and the amount of education of the employee?
6. Is there any relationship between size of employing agency and qualifications for employment?
7. Is there any relationship between the amount of education the employee has and employment trends?
8. What fringe benefits might one expect in Calhoun County?

---

<sup>1</sup>See Appendix D.

## CHAPTER IV

### THE STATUS OF EMPLOYMENT FOR HIGH SCHOOL DROPOUTS AND HIGH SCHOOL GRADUATES IN CALHOUN COUNTY, ALABAMA, DURING 1968

Data in this chapter came from a survey using a thirteen-item questionnaire<sup>1</sup> which was sent to forty-five employing agencies in Calhoun County, Alabama. Questionnaires were received from all forty-five employing agencies, but not all of the questionnaires were filled out completely. Two employing agency owners declined to give any information.

Condensed information on the status of job opportunities in Calhoun County, Alabama, for high school dropouts and high school graduates in 1968 will be found in this chapter.

These data are treated in seven categories paralleling the organization of the questionnaire. The categories are:

Number of Present Employees

Requirements for Employment

Beginning Salary for Employees with No Previous Full-time Work

Experience According to Level of Education

Percentage of New Employees Hired According to Level of Education  
and Total Number Hired

Fringe Benefits Provided

On-the-job Training; Number of Hours Worked Per Week; and

Approximate Earnings Five Years After First Employment

What is Necessary for Advancement?

---

<sup>1</sup>See Appendix C.

## NUMBER OF PRESENT EMPLOYEES

Table 1 and its interpretations deals with the number of present employees at the forty-five employing agencies surveyed.

The total number of employees reported ranged from 6 to 4309. Three employing agencies did not supply this information. Company policy prohibited the manager from supplying this information in one case, and the owners of the other two employing agencies declined to give this information.

The figures for Turner Dairies Company are included in the information under Turner Sales Distributing Company. For business purposes, they are listed separately; in reality there is only one employing agency.

National Gypsum Company supplied information concerning hourly employees only--not all employees.

Each agency was asked to break down the total number employed into six categories: male; female; full-time; part-time; permanent; and temporary. Most of them did this; however, some did not.

Of those agencies reporting, fourteen had more female employees than male. These included agencies from the manufacture of clothing, restaurants, hospitals, a telephone company, a bank, motels, a country club, a department store, and a military post exchange.

Only three employing agencies reported no female employees.

In only one instance did the part-time employees outnumber the full-time employees. This was a roofing company.

Thirteen agencies reported having temporary employees. And in only one of these did the temporary employees outnumber the permanent employees.

TABLE 1

NUMBER OF PRESENT EMPLOYEES AT THE 45 EMPLOYING AGENCIES SURVEYED  
BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	Male	Female	Full-Time	Part-Time	Permanent	Temporary	Total
1. Interstate Roofing Company	30	1	11	20	11	20	31
2. Hodges & Company	120	0	120				120
3. Turner Dairies Company <sup>a</sup>							
4. Alabama Coca-Cola Bottling Company	182	24	206		206		206
5. Tapecraft, Incorporated	87	132	219	0	219	0	219
6. Anniston Manufacturing Company	3/5	2/5	ALL		ALL		
7. Oxford Fashions	10	186	196		196		196
8. Imperial Reading Corporation	50	420	470		470		470
9. Jenkins Manufacturing Company	50						50
10. National Gypsum Company <sup>b</sup>	65	0	65	0	65	0	65
11. Higginbotham & Sawyer	20	17	37	2	35	2	37
12. "The Anniston Star"	More						
13. Monsanto Chemical Company	314	18	332	0	331	1	333
14. John B. LaGarde, Incorporated							
15. Alabama Pipe - Standard Foundry	1895	26	1917	4	1917	4	1922
16. Alabama Pipe - Union Foundry	690	1	691		691		691
17. View-All Television Company, Incorporated	17	6	20	3			22
18. Lee Brothers Foundry	661	12	655	18	655	18	673

TABLE 1--Continued

	Employing Agency	Male	Female	Full-Time	Part-Time	Permanent	Temporary	Total
19.	Southern Airways	6	0	5	1	6	0	6
20.	Anniston Transit Company	30	5	35		35		35
21.	Alabama Gas Corporation	52	12	64	0	64	0	64
22.	South Central Bell Telephone Company	150	190	340	0	331	9	340
23.	Chastain-Roberts Company	89	28	116	1	117		117
24.	Turner Sales Distributing Company	197	13	210	7	210	7	217
25.	Gibson's Discount Center	6	14	ALL		ALL		20
26.	Ft. McClellan Post Exchange	59	61	98	22	117	3	120
27.	The Kroger Company <sup>C</sup>							
28.	A & P Super Market	19	5	14	10	14	10	24
29.	J. F. King, Inc.	25	4	28	1	28	1	29
30.	Ron Shafer Chevrolet Company	45	7	52	0	52	0	52
31.	Makefield's	24	62	56	30			86
32.	Anniston Electric Company	35	7	40	2	40	2	42
33.	Gus's Restaurant	3	10	13	0	13	0	13
34.	Lee's Drive-In Restaurant	7	23	25	5	30		30
35.	Wikle Drug Company <sup>d</sup>							
36.	Liberty National Life Insurance Company	31	3	34	0	34	0	34
37.	Anniston National Bank	23	44	62	5	62	0	67
38.	Anniston Travelodge	4	11	15		15		15
39.	Samantha Motel	5	8	13	0	13	0	13
40.	Ritz Theatre							

TABLE 1--Continued

	Employing Agency	Male	Female	Full=Time	Part-Time	Permanent	Temporary	Total
41.	Anniston Country Club	8	12	20	0	20	0	20
42.	Stringfellow Memorial Hospital	10	65					75
43.	Anniston Memorial Hospital	50	444	473	63			536
44.	Department of the Army, Ft. McClellan	759	550	1297	0	1297	12	1309
45.	Anniston Army Depot	3662	647	4309		4221	88	4309

aInformation for this company is included in Item 24.

bThis information covers hourly group only.

cCompany policy prohibits the local manager from supplying this information.

dOwner declined to give this information.

eOwner declined to give this information.

In most instances temporary and part-time employees make up only a small percentage of the total number employed.

One agency reported their figures in percents: three-fifths male, two-fifths female, with all being employed full-time.

#### REQUIREMENTS FOR EMPLOYMENT

Requirements for employment are reported in Table 2. These requirements were sought in the following categories: age; sex; physical; education; special training; other (specify); and is the General Education Development Test (G.E.D.) acceptable in place of a high school diploma?

Most of the agencies that responded require 18 as a beginning age, although ten did indicate that they would accept 16-year-olds, and Anniston Army Depot said that they would take 17-year-olds.

One bank wants their beginning employees to be 20 while a transit company requires 21. Monsanto Chemical Company "prefers" 21 while Jenkins Manufacturing Company listed 27. One agency stated "minimum" as a beginning age.

The maximum age for beginning employment ranged from 25 to 65. Only 16 agencies responded in this category. Some agencies used the term "open" or "up" in response to this question.

Of those agencies responding, five indicated a restriction concerning the sex of the employee. These five agencies all wanted male employees. They were: Hodges & Company; National Gypsum Company, Alabama Pipe, Union Foundry; and Southern Airways. One agency, Oxford Fashions, also indicated that the majority of their employees were female.

TABLE 2

REQUIREMENTS FOR EMPLOYMENT AT THE 45 EMPLOYING AGENCIES SURVEYED  
BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	Age From - To	Sex	Physical	Education	Special Training	Other Accept (Specify)G.E.D
1. Interstate Roofing Company	Min.	Both	Good	Sheet Metal, H.S.; Roofing, None	None	None No
2. Hodges & Company	18	Male	Good			
3. Turner Dairies Company						
4. Alabama Coca-Cola Bottling Company	18		Good	High School		Yes
5. Tapecraft, Incorporated	18	Either	Good health, sight, height	Varies	None	Yes except office
6. Anniston Manufac- turing Company	18 - 65	None	Depends on job	Depends on job	None	Yes
7. Oxford Fashions	Min. - experience	Majority female	Good health	None	Yes	None N/A
8. Imperial Reading Corporation	18 - 40	Either	No	8th grade	According to job classification	Yes
9. Jenkins Manufac- turing Company	27 - 50	Male		No Limit	No	



TABLE 2--Continued

Employing Agency	Age		Sex	Physical	Education	Special Training (Specify)	Other Crafts only	Possibly
	From	To						
10. National Gypsum Company	18	up	Male	Yes	H. S. Min.	None, except crafts		Yes
11. Higginbotham & Sawyer	18		Both	Yes	H. S.	No		Yes
12. "The Anniston Star"					H. S.			
13. Monsanto Chemical Company	Prefer	21	Both	Yes	H. S.		Tests plus Interviews	
14. John B. LaGarde, Incorporated					H. S.			
15. Alabama Pipes, Standard Foundry	18		Both	Yes	Highest possible level	According to job		Yes
16. Alabama Pipe, Union Foundry	18	up	Male	Yes	H. S. preferred			Yes
17. View-All Television Company, Incorporated	16		None	Depends on type	H. S. or Trade School	Electronics, Machine or Assembly		Probably
18. Lee Brothers Foundry	18	45	Both	Yes	H. S.	No		Yes
19. Southern Airways	18	25	Male	Rigid	H. S.	None		Yes

TABLE 2--Continued

	Employing Agency	Age From - To	Sex	Physical	Education	Special Training (Specify)	Other (Specify)	Acce G.E.
20.	Anniston Transit, Incorporated	21 - 45	Either	Yes	H. S.	None		Yes
21.	Alabama Gas Corporation	Not estab- lished	Both	Good	H. S.	None	None	Yes
22.	South Central Bell Telephone Company	16	None	Good	H. S.	None		
23.	Chastain-Roberts Company	16 - 65	Both	No. exam. required	H. S.			Yes
24.	Turner Sales Dis- tributing Company	18 - 45						
25.	Gibson's Discount Center	16	Either	Normal	H. S.	None		Yes
26.	Ft. McClellan Post Exchange	18 - 62	Both	Good	H. S.	Experience		Yes
27.	The Kroger Company <sup>b</sup>							
28.	A & P Super Market	16 - 35	Both	Extra Good	H. S.	None	None	No
29.	J. F. King, Incor- porated	18 - 50	Both	Healthy <sup>c</sup>	H. S.	Yes <sup>d</sup>		Yes
30.	Ron Shafer Chevrolet Company	18 - 65	Both	General Good	General H. S.	Will train		Yes
31.	Wakefield's	16	Both	Good				Yes
32.	Anniston Electric Company	18	Both	Good	No Factor	On job training		
33.	Gus's Restaurant	16	Both	Normal	No			N/A
34.	Lee's Drive-In Restaurant	16 - open	Either	Normal	Open	Cooks and waitresses		

TABLE 2--Continued

Employing Agency	Age		Sex	Physical	Education	Special Training (Specify)	Other (Specify)	Accept G.E.D.
	From	To						
35. Wikle Drug Company <sup>e</sup>	None	None	None	Good to excellent	H. S.	Office only		Yes
36. Liberty National Life Insurance Company	20 - 45	Both	Both	Good	H. S.	Yes f		No
37. Anniston National Bank	18 - open	Both	Both	Normal	H. S.	Motel or hotel		No
38. Anniston Travelodge	18 - 62	Both	Both	Good health	H. S.	None		Yes
39. Samantha Motel	16 - open	Both	Both	Good health	Good intelligence			No
40. Ritz Theatre <sup>g</sup>	18 - 62	Both	Both	Good Health	H. S.	On job training		No
41. Anniston Country Club	18 - 65	Both	Both	Good	0 to Masters	Nursing		Yes
42. Stringfellow Memorial Hospital	16 - 17	Both	Both	Good <sup>h</sup>	Varies	According to job		Yes
43. Anniston Memorial Hospital	16 - 17	Both	Both	Good <sup>i</sup>	None			Yes
44. Department of the Army Ft. McClellan								
45. Anniston Army Depot								

<sup>e</sup>Information for this company is included in Item 24.

<sup>b</sup>Company policy prohibits the local manager from supplying this information.

<sup>c</sup>Some positions can be filled by handicapped people.

TABLE 2--Continued

---

<sup>d</sup>This is for mechanic and body shop work.

<sup>e</sup>Owner declined to give this information.

<sup>f</sup>College degree is required for management trainee.

<sup>g</sup>Owner declined to give this information.

<sup>h</sup>Some positions can be filled by handicapped people.

<sup>i</sup>This is determined by the job classification.

Only two of the agencies reported that some of their positions could be filled by handicapped people. Most agencies wanted employees with good or normal health.

Chastain-Roberts does not require a physical examination while Southern Airways requires a rigid physical examination.

Twenty-four agencies require a high school education for beginning employment. Only four agencies have no education requirements for beginning employment. The other responses to this question ranged from "no limit" to "good intelligence" to "highest level."

Special training as a requirement for employment depends upon the type of job sought. Crafts, electronics, cooks, and nursing were listed as needing special training before one could be employed at certain of the employing agencies. Monsanto Chemical Company requires tests plus interviews before employment.

The G. E. D. is not acceptable to five of the employing agencies in place of a high school diploma. View-All Television, Incorporated says that the G. E. D. is "probably" acceptable while National Gypsum Company listed it as "possibly" acceptable. Oxford Fashions and Gus's Restaurant indicated that the G. E. D. was not applicable to their companies. All other agencies reporting indicated that the G. E. D. was acceptable.

#### BEGINNING SALARY FOR EMPLOYEES WITH NO PREVIOUS

#### FULL-TIME WORK EXPERIENCE ACCORDING TO LEVEL OF EDUCATION

Table 3 gives information concerning beginning salary for employees with no previous full-time work experience according to level of education. Information was sought according to four levels of education: less than

TABLE 3

BEGINNING SALARY FOR EMPLOYEES WITH NO PREVIOUS FULL-TIME WORK  
EXPERIENCE ACCORDING TO LEVEL OF EDUCATION AT THE 45 EMPLOYING AGENCIES  
SURVEYED BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More
	Min. hr.	Min. hr.	Min. hr.	Min. hr.
1. Interstate Roofing Company	Min. hr. \$1.60 hr.	Min. hr.	Min. hr.	Min. hr.
2. Hodges and Company				
3. Turner Dairies Company <sup>a</sup>				
4. Alabama Coca-Cola Bottling Company		\$300.00 mo.		
5. Tapecraft, Incorporated	\$1.60 hr.	\$1.60 hr.	N/A	N/A
6. Anniston Manufacturing Company	\$1.60 hr.	\$1.60 hr.	\$1.60	Depends on degree and experience
7. Oxford Fashions	Piece work \$1.70 hr.	Piece work \$1.70 hr.		
8. Imperial Reading Corporation	\$1.60 hr.	\$1.60 hr.	\$1.60 hr.	Depends on Job Classification
9. Jenkins Manufacturing Company	\$1.60 hr.	\$1.60 hr.		
10. National Gypsum Company <sup>b</sup>		\$2.34 hr.		
11. Higginbotham and Sawyer	\$1.60 hr.	\$1.60 hr. Min. hr.	\$2.00 hr.	\$2.00 hr.
12. "The Anniston Star"				

TABLE 3--Continued

	Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More
13.	Monsanto Chemical Company	N/A	\$2.62 hr.	\$2.62 hr.	Depends on degree, evaluation of employee, position hired into, etc.
14.	John B. LaGarde, Incorporated <sup>c</sup>				
15.	Alabama Pipe, Standard Foundry			This would depend on job.	This would depend on job or position. No set salary.
16.	Alabama Pipe, Union Foundry	\$2.15 hr. as provided by labor agreement			
17.	View-All Television Company, Incorporated	\$1.65 hr.	\$1.75 hr.	\$2.00 hr.	\$2.25 hr.
18.	Lee Brothers Foundry	\$1.85 hr.	\$1.85 hr.		
19.	Southern Airways		\$435.00 mo.	\$435.00 mo.	\$435.00 mo.
20.	Anniston Transit, Incorporated				
21.	Alabama Gas Corporation		\$1.72 hr.	\$325.00 mo.	\$500.00 mo.
22.	South Central Bell Telephone Company (female)	\$65.00 wk.	\$65.00 wk.	\$75.00 wk.	\$100.00 wk.
	(male)	75.00 wk.	75.00 wk.	85.00 wk.	150.00 wk.
23.	Chastain Roberts Company		\$1.60 hr.		

TABLE 3--Continued

	Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More
24.	Turner Sales Distributing Company	\$1.60 hr.	\$1.60 hr.	\$400.00 mo.	Open
25.	Gibson's Discount Center	\$1.60 hr.	\$1.60 hr.	\$1.60 hr.	\$1.60 hr.
26.	Ft. McClellan Post Exchange	\$1.60 hr.	\$1.60 hr.	According to position	According to position
27.	The Kroger Company <sup>e</sup>	\$1.60 hr.	\$1.60 hr.	\$1.80 hr.	\$550.00 mo.
28.	A and P Super Market	\$1.15 hr.	\$225.00 mo.	\$400.00 mo.	\$150.00 wk.
29.	J. F. King, Incorporated	\$1.60 hr.	\$1.60 hr.	Depends on Experience	Depends on Experience
30.	Ron Shafer Chevrolet Company	\$1.60 hr.	Depends on job	Depends on job	Depends on job
31.	Wakefield's	\$ .75 hr.	\$ .75 hr.	\$ .75 hr.	\$ .75 hr.
32.	Anniston Electric Company	\$1.60 hr.	Depends on job	Depends on job	Depends on job
33.	Gus's Restaurant <sup>f</sup>				
34.	Lee's Drive-In Restaurant <sup>g</sup>				
35.	Wikle Drug Company <sup>h</sup>				
36.	Liberty National Life Insurance Company		\$100.00 wk.	\$100.00 wk.	\$100.00 wk.
37.	Anniston National Bank		\$280.00 mo.	\$300.00 to \$450.00 mo.	\$500.00 up



TABLE 3--Continued

	Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More
38.	Anniston Travel Lodge	\$1.25 hr.	\$1.25 to \$1.60 hr.	\$1.25 to \$1.60 hr.	\$1.25 to \$1.60 hr.
39.	Samantha Motel	\$1.00 hr.	\$1.00 hr.	\$1.00 hr.	\$350.00 mo.
40.	Ritz Theatre				
41.	Anniston Country Club	\$35.00 wk.		\$1.60 hr.	
42.	Stringfellow Memorial Hospital	\$1.20 hr.	\$1.20 hr.	Depends on job experience	Depends on job experience
43.	Anniston Memorial Hospital	\$202.00 mo.	\$400.00 mo.	\$600.00 mo.	\$1,573.00 mo.
44.	Department of the Army, Ft. McClellan	According to job	According to job	According to job	According to job
45.	Anniston Army Depot	\$3889.00 yr.	\$4231.00 yr.	\$4600.00 yr.	\$4600.00 yr.

<sup>a</sup>Information for this company is included in Item 24.

<sup>b</sup>This information covers hourly group only.

<sup>c</sup>This information is not available.

<sup>d</sup>Beginning salary is the same regardless of amount of education.

<sup>e</sup>Company policy prohibits the local manager from supplying this information.

( )

TABLE 3--Continued

---

<sup>f</sup>This information is not available.

<sup>g</sup>Food service experience determines rate of pay.

<sup>h</sup>Owner declined to give this information.

<sup>i</sup>Owner declined to give this information.

high school diploma; high school diploma; less than four years of college; and four years of college or more.

Of those agencies reporting hourly wages, 75 cents an hour to \$2.15 an hour was listed for beginning employees with less than a high school diploma. But more agencies reported \$1.60 an hour than any other amount. Anniston Country Club reported a beginning salary of \$35.00 a week while Southern Bell Telephone Company reported \$65.00 a week for females and \$75.00 a week for males. Anniston Memorial Hospital indicated a beginning salary of \$202.00 per month; the Department of the Army, Ft. McClellan reported that salary was according to the job. Oxford Fashions pays according to piece work, not on an hourly or weekly basis. Anniston Army Depot listed its beginning salary for employees with less than a high school diploma at \$3889.00 a year.

Only six agencies listed any difference for the beginning salary of employees with a high school diploma over those without a high school diploma. It must be remembered, though, that some employing agencies do not hire employees without a high school diploma and therefore do not have any salary at all indicated in the category of less than high school diploma.

Of the six, Anniston Memorial Hospital shows the largest increase between the first two categories while View-All Television Company, Incorporated showed the smallest increase. Anniston Electric Company leaves salary open in this category by indicating that salary "depends on job."

The third category in Table 3 shows that those beginning employees with some college education can expect to be paid for this education by twelve employing agencies. It was indicated that this increase would range

from 25 cents an hour to \$200.00 a month. Six agencies leave salary open in this category by saying that salary "depends on experience" or is "according to position."

Ten employing agencies indicate that a beginning employee with four years of college or more would not expect a set salary, but he would find that the salary would depend on the college degree and the position being filled.

Five agencies indicate that beginning salary is the same for all employees, regardless of the amount of education.

Anniston Memorial Hospital shows the largest salary differential of any employing agency: \$202.00 a month for employees with less than a high school diploma, \$400.00 a month for employees with a high school diploma, \$600.00 a month for employees with less than four years of college, and \$1,573.00 a month for employees with four years of college or more.

PERCENTAGE OF NEW EMPLOYEES HIRED ACCORDING TO  
LEVEL OF EDUCATION AND TOTAL NUMBER HIRED

Percentage of new employees hired according to level of education and total number of employees hired is reported in Table 4. Information was sought according to four levels of education: Less than high school diploma; high school diploma; less than four years of college; and four years of college or more.

Of those agencies reporting, the greatest percentage of new employees hired fell under the category of employees with a high school diploma. Six employing agencies reported hiring no employees with less than a high school diploma. These were Higginbotham & Sawyer, Monsanto Chemical,

TABLE 4

PERCENTAGE OF NEW EMPLOYEES HIRED ACCORDING TO LEVEL OF EDUCATION  
AND TOTAL NUMBER HIRED AT THE 45 EMPLOYING AGENCIES SURVEYED  
BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More	Total Number Hired
1. Interstate Roofing Company	All hired in these ranges in roofing (100%)				
2. Hodges and Company					Large number of helpers laborers
3. Turner Dairies Company <sup>a</sup>	20%	80%			31
4. Alabama Coca-Cola Bottling Company					38
5. Tapecraft, Incorporated	No records available			0	
6. Anniston Manufacturing Company	No records available				
7. Oxford Fashions	No records available		0	0	150-200
8. Imperial Reading Corporation	20%	80%	0	0	314
9. Jenkins Manufacturing Company					
10. National Gypsum Company		100%			4
11. Higginbotham and Sawyer	0	100%	0	0	7
12. Anniston Star					
13. Monsanto Chemical Company	0	86%	8%	6%	37

TABLE 4--Continued

Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More	Total Number Hire
14. John B. LaGarde, Incorporated					Very little turnover
15. Alabama Pipe, Standard Foundry	30%	58%	2%	0	300
16. Alabama Pipe, Union Foundry					
17. View-All Television Company, Incorporated	9%	83%	8%	0	12
18. Lee Brothers Foundry	50%	50%			136
19. Southern Airways		100%			1
20. Anniston Transit, Incorporated					4
21. Alabama Gas Corporation	0	100%			2
22. South Central Bell Telephone Company	6%	82%	10%	2%	120
23. Chastain-Roberts Company					10
24. Turner Sales Distributing Company	20%	75%	5%		197
25. Gibson's Discount Center		100%			2
26. Ft. McClellan Exchange	10%	75%	14%	1%	88

TABLE 4--Continued

	Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More	Total number Hired
27.	The Kroger Company					Very little turnover
28.	A and P Super Market					10
29.	J. F. King, Incorporated					20
30.	Ron Shafer Chevrolet Company	50%	30%	15%	5%	25
31.	Wakefield's	0				6
32.	Anniston Electric Company	33%	67%	0	0	6
33.	Gus's Restaurant					4
34.	Lee's Drive-In Restaurant	35%				10
35.	Wikle Drug Company <sup>b</sup>					
35.	Liberty National Life Insurance Company					7
37.	Anniston National Bank	0				20
38.	Anniston Travel Lodge	0		0	0	0
39.	Samantha Motel	20%	80%		0	5
40.	Ritz Theatre					
41.	Anniston Country Club		100%			High rate of turnover

TABLE 4--Continued

Employing Agency	Less Than High School Diploma	High School Diploma	Less Than Four Years of College	Four Years of College or More	Total Number
42. Stringfellow Memorial Hospital			0	0	106
43. Anniston Memorial Hospital					242
44. Department of the Army, Ft. McClellan	25%	75%			147
45. Anniston Army Depot	40%	60%			

<sup>a</sup>This information is included in Item 24.

<sup>b</sup>Owner declined to give this information.

<sup>c</sup>Owner declined to give this information.



Alabama Gas Corporation, Wakefield's, Anniston National Bank, and Anniston Travelodge.

Only six agencies reported hiring 100% of their employees with a high school diploma.

Seven agencies reported hiring employees with less than four years of college. The percentages ranged from 2% to 15%.

Monsanto Chemical Company, South Central Bell Telephone Company, Fort McClellan Exchange, and Ron Shafer Chevrolet Company reported hiring employees with four years of college or more. The percentages ranged from 1% to 6%.

The total number of employees hired ranged from a low of 1 to a high of 314. Interstate Roofing Company and Anniston Country Club reported a high rate of turnover while John B. LaGarde, Incorporated and The Kroger Company reported very little turnover.

The following agencies reported hiring at least 100 persons during the past year: Oxford Fashions, 150-200; Imperial Reading Corporation, 314; Alabama Pipe, Standard Foundry, 300; Lee Brothers Foundry, 136; South Central Bell Telephone Company, 120; Turner Sales Distributing Company, 197; Anniston Memorial Hospital, 106; Department of the Army, Ft. McClellan, 242; and Anniston Army Depot, 147.

#### FRINGE BENEFITS PROVIDED

Fringe benefits provided by the employing agencies were reported under four categories: vacation; hospital insurance; retirement; and other. These data are reported in Table 5.

TABLE 5

FRINGE BENEFITS PROVIDED AT THE 45 EMPLOYING AGENCIES  
SURVEYED BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	Vacation	Hospital Insurance	Retirement	Other
1. Interstate Roofing Company	2 weeks	Yes	No	No
2. Hodges and Company				
3. Turner Dairies Company <sup>a</sup>	Yes	Yes	Yes	
4. Alabama Coca-Cola Bottling Company	1 to 2 weeks pay	\$2.50 per month	Profit sharing	Life insurance, Christmas bonus
5. Tapecraft, Incorporated				
6. Anniston Manufacturing Company	This information not available			
7. Oxford Fashions	Yes	Yes	Yes	6 paid holidays
8. Imperial Reading Corporation	Yes	Yes	Yes	Life insurance, 6 paid holidays
9. Jenkins Manufacturing Company	Yes	No	No	No
10. National Gypsum Company	1 week	Yes	Yes	
11. Higginbotham and Sawyer	1 week to 3 weeks	Yes	None	5 days year sick leave

TABLE 5--Continued

	Employing Agency	Vacation	Hospital Insurance	Retirement	Other
12.	The Anniston Star	Yes	Yes	No	
13.	Monsanto Chemical Company	Yes	Yes	Yes	Sick pay
14.	John B. LaGarde Incorporated		Yes		
15.	Alabama Pipe, Standard Foundry	Yes	Yes	Yes	Life insurance
16.	Alabama Pipe, Union Foundry	Yes	Yes	Yes	Life insurance
17.	View-All Television Company, Incorporated	Yes	Payroll deduction	Not at present	Life insurance
18.	Lee Brothers Foundry	Yes	Yes	Yes	Bonus
19.	Southern Airways	Yes	Yes	Yes	8 paid holidays, free airline travel
20.	Anniston Transit, Incorporated	Yes	None	None	None
21.	Alabama Gas Corporation	Yes	Yes	Yes	
22.	South Central Bell Telephone Company	2 - 4 weeks	Yes	Yes	Savings insurance
23.	Chastain-Roberts Company	1 week	Yes	Yes	Profit sharing

TABLE 5--Continued

	Employing Agency	Vacation	Hospital Insurance	Retirement	Other
24.	Turner Sales Distributing Company	Yes	Yes	Yes	Uniforms, cleaning, sick leave
25.	Gibson's Discount Center	Yes	Yes		Profit sharing
26.	Ft. McClellan Exchange	Yes	Yes	Yes	Overtime, workman's compensation, PX buying privileges, sick leave, life insurance
27.	The Kroger Company <sup>b</sup>				
28.	A and P Super Market	Yes	Yes	Yes	
29.	J. F. King, Incorporated	Yes	Yes	No	Life insurance
30.	Ron Shafer Chevrolet Company	2 weeks	Yes	Yes	Life insurance
31.	Wakefield's	2 weeks	1/2 paid	None	Life insurance
32.	Anniston Electric Company	Yes	Yes	Working on this	Sick Leave
33.	Gus's Restaurant	Yes	Some	No	
34.	Lee's Drive-In Restaurant	1 week	Available		
35.	Wikle Drug Company <sup>c</sup>				

TABLE 5--Continued

	Employing Agency	Vacation	Hospital Insurance	Retirement	Other
36.	Liberty National Life Insurance Company	2 weeks	Yes	Yes	Life insurance disability insurance, Christmas vacation
37.	Anniston National Bank	2 weeks	Yes	Yes	Profit share
38.	Anniston Travel Lodge	1 week Yes	No	No	None
39.	Samantha Motel				
40.	Ritz Theatre				
41.	Anniston Country Club	1 - 2 weeks	No	No	
42.	Stringfellow Memorial Hospital	Yes	Yes		Sick pay
43.	Anniston Memorial Hospital	2 weeks	No	No	
44.	Department of the Army, Ft. McClellan	13 week days	Yes	Yes	Sick leave, 8 paid holidays
45.	Anniston Army Depot	13 week days	Yes	Yes	Sick leave, 8 paid holidays

<sup>a</sup>This information is included in Item 24.

<sup>b</sup>Company policy prohibits the manager from supplying this information.

<sup>c</sup>Owner declined to give this information.

<sup>d</sup>Owner declined to give this information.

Every agency which responded to this item on the questionnaire indicated that a vacation is provided by the agency for their employees. Six agencies did not respond to this question.

Five agencies do not provide hospital insurance as a fringe benefit for their employees. It was interesting to note that Anniston Memorial Hospital was one of the five.

Twelve employing agencies responded that they do not have any retirement program for their employees.

Life insurance, Christmas bonus, paid holidays, sick leave, savings insurance, and profit sharing were among the other frings benefits listed. Southern Airways provides free airline travel, Turner Sales Distributing Company provides uniforms and cleaning, while Fort McClellan Exchange provides Workman's Compensation and buying privileges.

Four agencies indicated that they did not provide any other benefits while 18 agencies did not report any information under this category.

ON-THE-JOB TRAINING, NUMBER OF HOURS WORKED PER WEEK, AND  
APPROXIMATE EARNINGS FIVE YEARS AFTER FIRST EMPLOYMENT

Table 6 is divided into three categories: on-the-job training; number of hours worked per week; and approximate earnings five years after first employment.

Of those agencies reporting, only four indicated that on-the-job training is not provided.

Twenty-three agencies report 40 hours as being the number worked per week; four agencies reported less than 40 hours worked per week; and eleven agencies reported more than forty hours worked per week.

TABLE 6

ON-THE-JOB TRAINING: NUMBER OF HOURS WORKED PER WEEK:  
AND APPROXIMATE EARNINGS FIVE YEARS AFTER FIRST EMPLOYMENT AT  
THE 45 EMPLOYING AGENCIES SURVEYED BY QUESTIONNAIRE IN CALHOUN COUNTY, ALABAMA,  
DURING 1968

Employing Agency	Is on-the-job training given?	Number of hours worked per week	Approximately what will earnings be five years after first employment?
1. Interstate Roofing Company	Yes	40	\$2.00 to \$4.00 hour
2. Hodges and Company	Yes	40	
3. Turner Dairies Company <sup>a</sup>			
4. Alabama Coca-Cola Bottling Company	Yes	40	\$400.00 to \$500.00 month
5. Tapecraft, Incorporated	Yes	40 - 48	\$1.90 to \$2.00 hour
6. Anniston Manufacturing Company	Yes	40	\$2.50 to \$3.50 hour (According to contract with union)
7. Oxford Fashions	No	35	
8. Imperial Reading Corporation	Yes	40	\$4000.00 to \$5000.00 year
9. Jenkins Manufacturing Company	Yes		
10. National Gypsum Company	Yes	40 plus	
11. Higginbotham and Sawyer	Yes	40	\$2.00 to \$3.00 hour
12. The Anniston Star		40	
13. Monsanto Chemical Company	Yes	40	Depends on job performance and education
14. John B. LaGarde, Incorporated			

TABLE 6--Continued

Employing Agency	Is on-the-job training given?	Number of hours worked per week	Approximately what will earnings be five years after first employment?
15. Alabama Pipe, Standard Foundry	In some classifications	40	Depends on individual's position
16. Alabama Pipe, Union Foundry	Informally	24 - 40	Determined by openings available. Job openings are bid on seniority basis.
17. View-All Television Company, Incorporated	No	40	\$2.00 to \$3.75 hour
18. Lee Brothers Foundry	No	40	\$1.85 to \$3.00 hour
19. Southern Airways	Yes	40	\$435.00 to \$560.00 month
20. Anniston Transit, Incorporated	Yes		
21. Alabama Gas Corporation	Yes	40	\$1.72 to \$2.15 hour
22. South Central Bell Telephone Company	Yes	37 1/2	
23. Chastain-Roberts Company	Yes	44	
24. Turner Sales Distributing Company	Yes	40 plus	
25. Gibson's Discount Center	Yes	37	
26. Ft. McEllan Exchange	Yes	40	\$1.60 to \$1.75 hour
27. The Kroger Company		30 part time	\$76.00 to \$110.00 week
28. A and P Super Market	Yes	40 full time	



TABLE 6--Continued

Employing Agency	Is on-the-job training given?	Number of hours worked per week	Approximately what will earnings be five years after first employment?
29. J. F. King, Incorporated	Yes	42	\$400.00 to \$800.00 month
30. Ron Shafer Chevrolet Company	Yes	42 - 48	\$1.15 to \$3.00 hour
31. Wakefield's	Yes	40	\$4000.00 to \$8000.00 year
32. Anniston Electric Company	Yes	40	\$1.60 to \$5.00 hour
33. Gus's Restaurant	Yes	44 - 45	\$40.00 to \$65.00 week
34. Lee's Drive-In Restaurant	Yes	45	\$.75 to \$2.25 hour
35. Mikle Drug Company			
36. Liberty National Life Insurance Company	Yes	40	\$10,000.00 to \$12,000.00 year
37. Anniston National Bank	Yes	38 - 45	Depends on job and ability
38. Anniston Travelodge	Yes	40 - 50	Don't know
39. Samantha Motel	Yes	40	\$1.00 to \$3.75 hour
40. Ritz Theatre			
41. Anniston Country Club	Yes	43	\$1.60 to \$2.00 hour
42. Stringfellow Memorial Hospital	No	40	No salary scale
43. Anniston Memorial Hospital	Yes	40	\$2.02 to \$2.68 hour
44. Department of the Army, Ft. McClellan	Yes	40	\$5200.00 to \$5500.00 year
45. Anniston Army Depot	Yes	40	\$5200.00 to \$5500.00 year

This information is included in Item 24.

TABLE 6--Continued

---

b Company Policy prohibits the manager from supplying this information.

c Owner declined to give this information.

d Owner declined to give this information.

A wide variety of responses were received in replying to the question: Approximately what will earnings be five years from now? According to the data reported, Fort McClellan Exchange offered the least amount of earnings that could be expected--\$1.60 to \$1.75 per hour. Liberty National Life Insurance Company offers the greatest amount of earnings for the first five years of employment--\$10,000.00 to \$18,000.00 per year.

#### REQUIREMENTS FOR ADVANCEMENT

Nineteen agencies failed to supply data for Table 7: requirements for advancement. As could be expected, a variety of responses were recorded in response to this question. Education, attitude, ability, and hard work were listed as traits employers are looking for in employees in regard to promotion and advancement. Anniston Country Club sums up what employers are seeking in employees: "Willingness to learn and work."

TABLE 7  
 REQUIREMENTS FOR ADVANCEMENT AT THE  
 45 EMPLOYING AGENCIES SURVEYED BY QUESTIONNAIRE  
 IN CALHOUN COUNTY, ALABAMA, DURING 1968

Employing Agency	What is necessary for advancement?
1. Interstate Roofing Company	Interest and attitude
2. Hodges and Company	
3. Turner Dairies Company <sup>a</sup>	
4. Alabama Coca-Cola Bottling Company	Determination, ability, and achievements
5. Tapecraft, Incorporated	Individual initiative, education
6. Anniston Manufacturing Company	
7. Oxford Fashions	Versatile - can know and do all-around operations
8. Imperial Reading Corporation	
9. Jenkins Manufacturing Company	
10. National Gypsum Company	Must be vacancy in next higher bracket
11. Higginbotham and Sawyer	Your capability and qualifications
12. The Anniston Star	
13. Monsanto Chemical Company	Work performance, good attendance, good safety attitude and performance
14. John B. LaGarde, Incorporated	Education - looking for someone to promote
15. Alabama Pipe, Standard Foundry	
16. Alabama Pipe, Union Foundry	
17. View-All Television Company, Incorporated	Experience, good service, additional education and practical application of one's abilities
18. Lee Brothers Foundry	
19. Southern Airways	Intelligence, hard work, and mobility
20. Anniston Transit, Incorporated	Same since the beginning of time-- qualification on part of employee and availability of opportunity on part of employer.

TABLE 7--Continued

Employing Agency	What is necessary for advancement?
21. Alabama Gas Corporation	Diligence and continual acquisition of additional knowledge of job and how to get along with people.
22. South Central Bell Telephone Company	Ability to perform assigned job
23. Chastain-Roberts Company	On-the-job training, ability, opening
24. Turner Sales Distributing Company	
25. Gibson's Discount Center	
26. Ft. McClellan Exchange	Satisfactory performance in present position, the potential to advance, ability to perform required duties.
27. The Kroger Company <sup>b</sup>	
28. A and P Super Market	A good education, a lot of hard work, a person who likes this type of work and wants to get ahead.
29. J. F. King, Incorporated	Regular work. Courses in special training for certain jobs. Production. Show loyalty to company and job. Good character. Be dependable. Reach out to learn other jobs.
30. Ron Shafer Chevrolet Company	Work.
31. Wakefield's	We advance people on their ability to do a specific job. We try to give each employee that we have the opportunity to advance as far as their ability will let them.
32. Anniston Electric Company	Must have opening. Salary depends on job. Advancement depends on ability.
33. Gus's Restaurant	
34. Lee's Drive-In Restaurant	Employee must show desire to do his job, and show interest in future employment and advancement.
35. Wikle Drug Company <sup>c</sup>	
36. Liberty National Life Insurance Company	Initiative and leadership.
37. Anniston National Bank	Learning job skills, initiative, ability to get along with others, dependability in job performance.
38. Anniston Travelodge	
39. Samantha Motel	
40. Ritz Theatre <sup>d</sup>	

TABLE 7--Continued

Employing Agency	What is necessary for advancement?
41. Anniston Country Club	Willingness to learn and work.
42. Stringfellow Memorial Hospital	
43. Anniston Memorial Hospital	
44. Department of the Army, Ft. McClellan	Job openings, ability and industry.
45. Anniston Army Depot	Attitude, initiative and potential.

<sup>a</sup>This information is included in Item 24.

<sup>b</sup>Company policy prohibits the manager from supplying this information.

<sup>c</sup>Owner declined to give this information.

<sup>d</sup>Owner declined to give this information.

## CHAPTER V

### SUMMARY, CONCLUSIONS, AND IMPLICATIONS

#### Purpose and Plan of the Study Reviewed

The purpose of this study was to find out what job opportunities exist for high school dropouts and high school graduates in Calhoun County, Alabama, during 1968. The importance of this information being in the hands of a guidance counselor was pointed out when Scholastic Magazines placed a copy of "Class of '68" in the hands of all high school seniors free of charge and then proceeded to tell each of them in an article that their high school counselor had information concerning occupations. The article was written to prospective high school graduates telling them what to expect in the job market upon graduation from high school. The observation was made that careers are constantly changing a changing world. It was pointed out that "almost every one of the 30,000 different occupations available in this country today requires at least some advanced training."<sup>1</sup> The article went on to state that "for almost all of the better-paying jobs of the 1960's, a high school diploma is an absolute must."<sup>2</sup> Then the readers were told: "To get an idea of how much training your chosen occupation will require, consult your school guidance counselor."<sup>3</sup>

The plan followed to gather information concerning job opportunities locally was to use a structured questionnaire on a random sample of

---

<sup>1</sup>Stephen Lewin, "The Job Market, Changing Careers in a Changing World," Scholastic Magazines, Inc., (1968), p. 11.

<sup>2</sup>Ibid., p. 11.

<sup>3</sup>Ibid., p. 11.

local employing agencies to determine what jobs were available to high school dropouts and high school graduates.

A questionnaire was sent to forty-five employing agencies in Calhoun County, and information was received from forty-three of these agencies. Blank questionnaires were received from two agencies stating that this information was not available. Therefore, responses were received from all forty-five agencies surveyed.

#### Principal Findings of the Study

It was found in this study that the sex of an applicant does not play a significant role in employment opportunities in Calhoun County.

Nine agencies did not respond to the category of sex concerning requirements for employment. Only five agencies listed male as a requirement for employment at their agency. These included a construction company, a gypsum plant, a pipe shop, an airline, and a wood products manufacturing plant. From the nature of the work indicated by these agencies, it is understandable why female employees would not be hired to do this work.

Forty of the forty-five agencies surveyed hire both male and female employees. Of the forty, fourteen had more female employees than male. These included agencies from the manufacture of clothing, a telephone company, restaurants, a military post exchange, motels, hospitals, a bank, a country club, and a department store. Only three employing agencies reported no female employees.

One reason the sex of an applicant does not play a significant role in employment opportunities in Calhoun County is because it is against the law to discriminate against prospective employees because of their sex.



It is significant to note that sex does play a role in employment in that people are hired according to the demands of the job being filled. The number of male employees is greater in the pipe shops, for example, and the number of female employees is greater in the manufacture of clothing. It all depends on the type of job being filled.

During the past twelve months, thirty-two of the agencies reported hiring 2,151 employees. Only seven of the thirty-two agencies reported hiring employees other than those with less than a high school diploma and those with a high school diploma. Fourteen of the thirty-two agencies reported hiring high school dropouts.

Of the agencies reporting, six reported that 100% of employees hired in the past 12 months were high school graduates.

Since the data reported on the questionnaire concerning employment according to level of education was reported in percentages, it was impossible to ascertain the number of full-time jobs available to high school dropouts and high school graduates in Calhoun County. The data does show, however, that the largest percentage of employees hired during the past 12 months were those with a high school diploma.

Permanent employees far outnumber temporary employees at the forty-five employing agencies surveyed by the questionnaire. Thirteen agencies reported having temporary employees. In only one of these did the temporary employees outnumber the permanent employees.

Since all employing agencies did not supply information concerning permanent and temporary employees, it was not possible to determine the present ratio between permanent and temporary employees. However, enough

data was reported to determine that the great majority of employees are permanent.

In order to find employment in Calhoun County, a person needs to be at least 16 years old, have as much education as possible, and be in good health. Some employing agencies require special training before employment, while most agencies provide on-the-job training for new employees with no previous full-time work experience.

There is a definite relationship between the salary made and amount of education of the employee. But this is not as apparent as it once was, due to recent legislation of the Federal government concerning the minimum salary that can be paid employees. Federal laws do not take into consideration the amount of education an employee has but that all employees must be paid a set minimum wage, which is \$1.60 an hour for most of the employing agencies covered by this survey.

The minimum wage law does not cover certain types of business, and this was evident from the data reported in this survey. For example, a restaurant reported a starting salary of 75 cents an hour for all beginning employees with no previous full-time work experience regardless of the amount of education the employee has.

Employees with a high school diploma and some college education, but not a college degree, can be expected to receive a higher salary as a result of this education by some of the employing agencies. Of course, some employing agencies report the same beginning salary for all new employees. But those agencies that do make a distinction between education and salary reported the greatest increase in the category of employees with less than four years of college.

Six agencies reported beginning salary as the same for an employee with less than four years of college as an employee with four years of college or more. Many of the employing agencies indicated that salary is open or according to position being filled for the college graduate. Therefore, it can be concluded that education pays. The more education an employee has, the better chance for a higher salary.

No relationship was found between the size of the employing agency and qualifications for employment.

During the past 12 months, the largest number of employees hired in Calhoun County had a high school diploma. While only six agencies reported hiring 100% of their employees with a high school diploma, every agency that responded indicated that at least 50% of their employees had at least a high school diploma or more in the way of education. Only 14 agencies reported hiring high school dropouts, with the percentages of the total amount hired ranging from 6% to 50%. Seven agencies reported hiring employees with some college training while only four agencies reported hiring college graduates.

Therefore, it can be concluded that a high school diploma is greatly desired if a person is to find employment in Calhoun County.

A person employed in Calhoun County would expect to receive a vacation as a fringe benefit. Every agency that responded indicated that a vacation is provided for their employees. Hospital insurance is provided by most agencies for their employees, although five agencies do not provide it for their employees.

If a person wants retirement benefits provided by his employer, he will have to be selective as to his place of employment. Of those agencies

responding, twelve do not provide retirement for their employees.

The other benefits that one might expect include life insurance, Christmas bonus, sick leave, paid holidays, and savings insurance. These benefits would depend upon where the employee works, as these are not provided by all the agencies.

Question No. 10 on the questionnaire was found to be a poorly stated question. Alabama has "right to work" laws; and, therefore, a person legally does not have to belong to a labor union to work at any employing agency in the state. Had the question about unions been rephrased, information concerning union membership could have been obtained.

#### Implications and Suggestions for Further Research

Due to the limitations of both time and finances, it was impossible to contact all 975 employing agencies in Calhoun County, Alabama. Yet, this information would be valuable to a guidance counselor in his work with high school students. Since this was a status study based on a stratified, random sample of the 975 agencies, definite conclusions concerning employing practices in Calhoun County have been drawn. Because of the manner in which the study was conducted, it is felt that these conclusions are valid so far as they go. Yet, more information is needed to complete the picture concerning employment opportunities in Calhoun County.

It was found that a personal interview was better in gaining information than the use of a questionnaire. Through the face-to-face relationship of the interview, any resistance of the employer could usually be broken down and the desired information obtained. The personal

interview was found to be better than a telephone interview. And yet, the personal interview was not always successful. In one instance, the owner of a drug store still refused to give any information. He said that he had to fill out too many forms for the government already, and he would not give any information at all. But this was an isolated instance since most of the employing agencies were eager to help once they learned the use and purpose of supplying this information.

The manager of a gypsum plant was also reluctant to give any information until a telephone interview was held. His reluctance grew from the fact that men in his organization had given out information similar to this in the past, and the information had been used as the basis of an article in a national news magazine which led to trouble with the Federal government. The person who gave out the information lost his job.

There was also hesitation from some business people about filling out other questionnaires because of the vocational programs such as Distributive Education and Trades and Industrial Education at some of the high schools in Calhoun County. It seems the administrators of these programs also conduct periodic surveys, and certain of the business people are asked to fill out questionnaires similar to the one used in this study.

Also, other graduate students at institutions of higher learning have been sending out questionnaires to the business community lately, and some of the business people are literally getting "fed up" with so many questionnaires.

Since this information is so vital to both high school students and guidance counselors, it is recommended that a continuing study be made of job opportunities in Calhoun County for high school dropouts and high

school graduates. It is also recommended that a professor teaching in the field of guidance and counseling in the graduate division of Jacksonville State University serve as the coordinator of this study. Those students in the graduate school who take courses in guidance and counseling could be used to gather information in the continuation of this study. It is further recommended that the Alabama State Employment Service in Anniston be included in this continuing study on a consultant basis. They already possess invaluable information for use in a study of this nature and can also make good use of any information collected concerning job opportunities for high school dropouts and high school graduates. The Alabama State Employment Service is already helping dropouts and graduates find employment, and any useful information they possess will help the former students of guidance counselors.

Finally, it is recommended that this information be made available to the local high school guidance counselors. They need this information in order to help their students. And this is what counseling is all about.

APPENDIX A

EMPLOYING AGENCIES SURVEYED CURRENTLY  
BY THE ALABAMA STATE EMPLOYMENT SERVICE

1. CONSTRUCTION:

G. C. Colyer and Company  
Rush Engineers  
Shenesey and Kay, Limited  
Hodges and Company  
Interstate Roofing Company

2. FOOD PRODUCTS:

Turner Dairies Company  
Alabama Coca-Cola Bottling Company  
Royal Crown Bottling Company

3. TEXTILE:

Anniston Manufacturing Company  
Classee Ribbon Works, Incorporated  
Tapecraft, Incorporated  
Adelaide Mills  
Southern Mills Corporation  
Union Yarn Mills  
Linen Thread  
Samson Cordage Works

4. APPAREL:

Telfair Corporation  
Anniston Sportswear Corporation  
Imperial Reading Company  
Oxford Fashions  
Genesco, Incorporated  
M. Snower and Company

5. LUMBER AND WOOD PRODUCTS:

Jenkins Manufacturing Company

## 6. PAPER AND ALLIED PRODUCTS:

National Gypsum Company

## 7. PRINTING AND PUBLISMENT:

The Anniston Star  
Higginbotham and Sawyer

## 8. CHEMICALS:

Monsanto Chemical Company

## 9. STONE, CLAY AND GLASS PRODUCTS:

John B. LaGarde, Incorporated

## 10. PRIMARY METALS:

Alabama Pipe (Office Personnel)  
Alabama Pipe, Alabama Foundry  
Alabama Pipe, Standard Foundry  
Alabama Pipe, Union Foundry  
Alabama Pipe, Water Pipe Plant  
Anniston Foundry  
U. S. Pipe and Foundry  
Kilby Steel Company

## 11. FABRICATED METAL PRODUCTS:

Lee Brothers Foundry  
Anchor Metals Company  
M and H Valve and Fittings Company  
Southern Tool and Machine Company  
View-All TV Company, Incorporated

## 12. LOCAL AND SUBURBAN PASSENGER TRANSPORTATION

Anniston Transit, Incorporated  
Anniston-Talladega Motor Express  
Southern Airways

## 13. PUBLIC UTILITIES:

South Central Bell Telephone Company  
Anniston Broadcasting Company  
Alabama Power Company  
Alabama Gas Corporation  
Southern Natural Gas Company



## 14. FULL SERVICE AND LIMITED FUNCTION WAREHOUSE:

Chastain-Roberts Company  
Turner Sales Distributing Company  
L. A. Draper and Son, Incorporated

## 15. RETAIL TRADE:

Hudson's Department Store  
Hanson's Discount Store  
J. C. Penney Company  
Sears, Roebuck and Company  
S. H. Kress Company  
Rose's 5 and 10¢ Store  
Post Exchange  
Gibson's Discount Store

## 16. FOOD:

A and P Super Market  
Foodtown  
The Kroger Company

## 17. RETAIL AUTOMOTIVE:

J. F. King, Incorporated  
King Motor Company  
Ron Shafer Chevrolet Company

## 18. RETAIL TRADE, APPAREL AND ACCESSORIES:

Wakefield's

## 19. RETAIL TRADE, FURNITURE, HOME FURNISHINGS AND EQUIPMENT:

Anniston Electric Company

## 20. RESTAURANTS AND EATING ESTABLISHMENTS:

Gus's Restaurant  
Holiday Inn Restaurant  
Howard Johnson's Restaurant  
Lee's Drive-In Restaurant

## 21. DRUG STORES, MISCELLANEOUS RETAIL STORES:

Wikle Drug Company

## 22. FINANCE, INSURANCE AND REAL ESTATE:

Anniston National Bank  
Commercial National Bank

First National Bank  
Liberty National Life Insurance  
Metropolitan Life Insurance Company

23. HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES:

General Lee Motel (Travelodge Motel)  
Holiday Inn Motel  
Samantha Motel

24. PERSONAL SERVICES:

Anniston Laundry Company  
Stewart Cleaners  
Magic Tunnel or Beck's Car Wash  
Ritz Theatre  
Anniston Country Club

25. MEDICAL AND OTHER HEALTH SERVICES:

Anniston Memorial Hospital  
Stringfellow Hospital

26. GOVERNMENT FUNCTIONS:

Anniston Army Depot  
Department of the Army, Ft. McClellan

APPENDIX B

EMPLOYING AGENCIES SURVEYED IN THIS STUDY

1. CONSTRUCTION:

Interstate Roofing Company  
Hodges and Company

2. FOOD PRODUCTS:

Turner Dairies Company  
Alabama Coca-Cola Bottling Company

3. TEXTILE:

Tapecraft, Incorporated  
Anniston Manufacturing Company

4. APPAREL:

Oxford Fashions  
Imperial Reading Company

5. LUMBER AND WOOD PRODUCTS:

Jenkins Manufacturing Company

6. PAPER AND ALLIED PRODUCTS:

National Gypsum Company

7. PRINTING AND PUBLISMENT:

Higginbotham and Sawyer  
The Anniston Star

8. CHEMICALS:

Monsanto Chemical Company

9. STONE, CLAY AND GLASS PRODUCTS:

John B. LaGarde, Incorporated

## 10. PRIMARY METALS:

Alabama Pipe, Standard Foundry  
Alabama Pipe, Union Foundry

## 11. FABRICATED METAL PRODUCTS:

View-All TV Company, Incorporated  
Lee Brothers Foundry

## 12. LOCAL AND SUBURBAN PASSENGER TRANSPORTATION:

Southern Airways  
Anniston Transit, Incorporated

## 13. PUBLIC UTILITIES:

Alabama Gas Corporation  
South Central Bell Telephone Company

## 14. FULL SERVICE AND LIMITED FUNCTION WAREHOUSE:

Chastain-Roberts Company  
Turner Sales Distributing Company

## 15. RETAIL TRADE:

Gibson's Discount Store  
Post Exchange

## 16. FOOD:

The Kroger Company  
A and P Super Market

## 17. RETAIL AUTOMOTIVE:

J. F. King, Incorporated  
Ron Shafer Chevrolet Company

## 18. RETAIL TRADE, APPAREL AND ACCESSORIES:

Wakefield's

## 19. RETAIL TRADE, FURNITURE, HOME FURNISHINGS AND EQUIPMENT:

Anniston Electric Company

## 20. RESTAURANTS AND EATING ESTABLISHMENTS:

Gus's Restaurant  
Lee's Drive-In Restaurant

## 21. DRUG STORES, MISCELLANEOUS RETAIL STORES:

Wikle Drug Company

## 22. FINANCE, INSURANCE AND REAL ESTATE:

Liberty National Life Insurance Company  
Anniston National Bank

## 23. HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES:

Travelodge Motel  
Samantha Motel

## 24. PERSONAL SERVICES:

Ritz Theatre  
Anniston Country Club

## 25. MEDICAL AND OTHER HEALTH SERVICES:

Stringfellow Memorial Hospital  
Anniston Memorial Hospital

## 26. GOVERNMENT FUNCTIONS:

Anniston Army Depot  
Department of the Army, Ft. McClellan

APPENDIX C

QUESTIONNAIRE

1. Name of employing agency \_\_\_\_\_
2. Number of present employees:
  - a. Male \_\_\_\_\_
  - b. Female \_\_\_\_\_
  - c. Full-time \_\_\_\_\_
  - d. Part-time \_\_\_\_\_
  - e. Permanent \_\_\_\_\_
  - f. Temporary \_\_\_\_\_
  - g. Total \_\_\_\_\_
3. Requirements for employment:
  - a. Age from \_\_\_\_\_ to \_\_\_\_\_
  - b. Sex \_\_\_\_\_
  - c. Physical \_\_\_\_\_
  - d. Special Training \_\_\_\_\_
  - e. Other (specify) \_\_\_\_\_
4. Is the General Educational Development Test acceptable in place of a high school diploma? \_\_\_\_\_
5. Beginning salary for employees with no previous full-time work experience:
  - a. Less than high school diploma \$ \_\_\_\_\_ (hr.) (mo.) (yr.)
  - b. High School diploma \$ \_\_\_\_\_ (hr.) (mo.) (yr.)

Check one

- c. Less than four years of college \$\_\_\_\_\_ (hr.) (mo.) (yr.)
- d. Four years of college or more \$\_\_\_\_\_ (hr.) (mo.) (yr.)
6. Percentage of new employees hired in the past 12 months:
- a. Less than high school diploma \_\_\_\_\_
- b. High school diploma \_\_\_\_\_
- c. Less than four years of college \_\_\_\_\_
- d. Four years of college or more \_\_\_\_\_
7. Total number of employees hired in the past 12 months: \_\_\_\_\_
8. Fringe benefits:
- a. Vacation \_\_\_\_\_
- b. Hospital insurance \_\_\_\_\_
- c. Retirement \_\_\_\_\_
- d. Other \_\_\_\_\_
9. Approximately what will earnings be five years after first employment? From \$\_\_\_\_\_ to \$\_\_\_\_\_ (hr.) (mo.) (yr.)
10. Must one belong to a union to hold this job? \_\_\_\_\_  
If answer is yes, which union? \_\_\_\_\_
11. Is on-the-job training given? \_\_\_\_\_
12. Hours worked per week: \_\_\_\_\_
13. What is necessary for advancement?

APPENDIX D

COVER LETTER

April 22, 1968

Dear Sir:

Enclosed is a questionnaire seeking information concerning employment opportunities in your business. Larry G. Blount, a graduate student at Jacksonville State University and Guidance Counselor at Alexandria High School, is doing research concerning job opportunities for high school drop-outs and high school graduates in Calhoun County.

The information obtained from this questionnaire will be compiled by Mr. Blount and made available to other guidance workers in Calhoun County. Mr. Blount has been in contact with the Alabama State Employment Service in Anniston, and they are in agreement that this information will be of value to guidance workers.

I believe that you will also be helped as a result of this research as guidance workers in the local high schools will be able to direct their students to seek jobs where they are best qualified to work.

You will find a self-addressed envelope enclosed for your convenience in returning the questionnaire to Mr. Blount. If you have any questions regarding the questionnaire, feel free to call Mr. Blount at any time. His home telephone number is 237-8197. His home address is 420 East 22nd Street, Anniston, Alabama, 36201.

Sincerely,

Leon D. Willman, Ed. D.  
Jacksonville State University  
Jacksonville, Alabama



## BIBLIOGRAPHY

- "High-School Graduates: Business Wants You!" Readers Digest, March, 1968, pp. 120-123.
- Hoppock, Robert. Occupational Information. New York: McGraw-Hill Book Company, Inc., 1963.
- "Jobs in the Future--Where Opportunities are Best." U. S. News & World Report, February 28, 1966, pp. 91-92.
- Lewin, Stephen. Scholastic Magazines, Inc., 1968, pp. 11, 13-14.
- Shertzer, Bruce, and Stone, Shelley C. Fundamentals of Guidance. Boston: Houghton Mifflin Company, 1966.
- "Tomorrows jobs--Where the Best Will be." Changing Times, The Kiplinger Magazine, February, 1966, pp. 7-11.
- U. S. Department of Labor. Occupational Outlook Handbook, 1966-67. Washington, D. C.: Government Printing Office, 1966.
- "What is the Outlook for Job or College?" The PTA Magazine, May 1966, pp. 18-20.