A FOLLOTH-UP BILLOYMETE STWY OP COOFERATVE RETAIL SELINH GRADUATES OF FOUR OKLABOHA HIGX SCHCOLS FOR TUE SGROOL TEARS 1937-1938, 1930-1959, AND 1930-1940

A FOLLOW-UP BMPLOMENT STUDY OF COOPERATIVE RETAIL SELLING GRADUATES OF FOUR OKLAHOMA HIGH SCHOOLS FOR THE SCHOOL YZARS 1937-1938, 1938-1939, ARD 1939-1940

By<br>G. ELWOOD HOOKEY<br>Bachelor of Science Indiana State Teachers College<br>Terre Haute, Indiana

1931

Submitted to the Department of Business Edueation Oklahoma Agricultural and Mechanical College In Partial Fulfillment of the Requirements

```
For the Degree of
MASTER OF SCIMNCE
    1 9 4 1
```


## APPROVED :



ACMOLLSUGDRTS

The writer wishes to expross his siacere
apreciation to Mr. J. Andrem Molley, Oklahona
Agricultural and Mechanical College, for his
supervision and guidence in this study, and to
all others who helped make the study possible.

Dedicated to ay wife and deughtex Patricia Am, whose personal sacrifices made this study possible.

## TABLB OF CONTBNLS

Chapter I. Introduction. ..... 1
Purpose of This Study ..... 3
Scope of This Study ..... 4
Need for This Study ..... 4
Definition of Terms ..... 5
Source of Data. ..... 6
Procedure ..... 7
Chapter II. High School Experiences in Cooperative Retail Selling. ..... 19
Semesters Training in Cooperative Retail Selling. ..... 19
Establishments Used in Training Stations For Cooperative Retail Selling Graduates ..... 23
Job Titles Held While in Training. ..... 29
Chapter III. Post High School Education. ..... 36
Schools Attended. ..... 36
Major Fields of Stuudy. ..... 42
Summary ..... 43
Chapter IV. Employment Since High School Graduation ..... 44
Time Between High School Graduation and Initial Bmployment ..... 44
Establishments In Wich Initial Employment Was Secured. ..... 47
Sumary ..... 48
Chapter V. Employment Status of Graduates. ..... 51
Establishments In Which Graduates Were Enployed On Part-Time Jobs ..... 51
Establishments In Which Graduates Were Enployed on Full-Time Jobs ..... 54

TABLE OF CONIBNTS (CONTINUED)
Salaries Received By the Graduates Who Were On Part- Time Jobs ..... 59
Salaries Received By the Graduates Who Were Bmployed Full-Time ..... 62
Chapter VI. Findings and Recommendations, ..... 68
Findings ..... 68
Recommendations ..... 71
Appendix ..... 73
Ietter ..... 74
Questionnaire ..... 75
Map ..... 77
Bibliography ..... 79

## TABIES

I. Response to Questionnaire by Tulsa Graduatos ..... 9
II. Response to Questionnaire by Oklahoma City Graduates ..... 10
III. Response to Questionnaire by Ponca City Graduates ..... 11
IV. Response to Questionnaire by Shavmee Graduatos ..... 11
V. Sumnary of the Responses Received From the Four Schools Studied. ..... 12
VI. Cumulative Frequencies of Semesters Training Received by Graduates in Cooperative Retail Selling While in Eigh School ..... 14
VII. Cumulative Frequencies of the Number of Cooperative Retail Selling Graduates Tho Reported Having Baployment.. 17
VIII. Semesters of Training Received by Students in Cooperative Retail Selling Classes in Tulsa Progran from 1937-1938 to 1939-1940, Inelusive ..... 19
IX. Semesters of Training Received by Students in Cooperative Retail Selling Classes in Oklahoma City Program During 1937-1938 to 1939-1940. ..... 20
X. Semesters of Training Received by Students in Cooperative Retail Selling Classes in Ponca City Program During 1937 to 1940. ..... 21
XI. Semesters of Training Received by Students in Cooperative Retail Solling Classes in Shawnee Program During 1937 to 1940 ..... 22
XII. Semesters Training Completed by Students in Cooperative Retail Selling Classes in Tulsa, Oklahoma City, Ponca City, and Shawmee Frograms During 1937 to 1940 ..... 23
XIII. Establishments in Which Tulsa Graduates Reeeived Training While in Cooperative Retail Selling Classes During the Three School Years from September, 1937 to June, 1940...... 24
XIV. Establishments in Which Oklahoma City Graduates Received Training While in Cooperative Retail Selling Classes During the Three Sohool Years from September, 1937 to June, 1940 ..... 25
XV. Bsteblishments in Which Ponca City Graduates Received Training While in Cooperative Retail Selling Classes During the Three School Years from September, 1937, to June, 1940.26

## TABLES (CONTINUBD)

XVI. Establishments in Which Shawnee Graduates Received Training While in Cooperative Retail Selling Classes During the Three School Years from September, 1937, to June, 1940 ..... 27
XVII. Establishments in Which All Graduates in the Four Schools Received Training in Cooperative Retail Selling While in High School from Septemier 1, 1937, to June 1, 1940 ..... 28
XVIII. Job Titles of All Tulsa Graduates of Cooperative Retail Selling While in Training from September 1, 1937, to June 1, 1940 ..... 29
XIX. Job Titles of All Oklahoma City Graduates of Cooperative Retail Selling While in Training from September 1, 1937, to June 1, 1940 ..... 30
XX. Job Titles of All Ponca City Graduates of Cooperative Retail Selling While in Training from September l, 1937, to June 1, 1940 ..... 31
2XXI. Job Titles of Shawnee Graduates of Cooperative Retail Selling While in Training from September 1, 1937, to June 1, 1940 ..... 32
XXII. Job Titles of Cooperative Retail Selling Students in the Four High Schools While in Training from September 1, 1937, to June 1, 1940 ..... 38
XXIII. Duties Pertinent to the Jobs Held by the Students in Cooperative Retail Selling Classes in the Four Schools Studied ..... 34
XXIV. Post High School Education of Cooperative Retail Selling Gracuates of Tulsa for the School Years 1937-1938, 1938- 1939, and 1939-1940 ..... 36
XXV. Post High School Bducation of Cooperative Retail Selling Graduates of Oklahoma City for the School Years 1937- 1938, 1938-1939, and 1939-1940 ..... 37
XXVI. Post Eigh School Education of Cooperative Retail Selling Graduates of Ponca City for the School Years 1937-1938, 1938-1939, and 1939-1940 ..... 38
XXVII. Post High School Education of Cooperative Retail Selling Graduates of Shawnee for the School Years 1937-1938, 1938-1939, and 1939-1940. ..... 40
XXVIII. Post High School Education of the Graduates of All Four Sohools for the School Years 1937-1938, 1938-1939, and 1939-1940 ..... 41
XXIX. Major Fields of Advanced Study of the Cooperative Retail Selling Graduates of the Four Sohools for the School Years 1937-1938, 1958-1959, and 1959-1940. ..... 42
XXX. Blapse of Time Between Graduation and First Part-Time Employment for the Cooperative Retail Selling Graduates of All Four Schools for the School Years 1937-1938, 1938- 1939, and 1939-1940 ..... 45
XXXI. Blapse of Time Between Graduetion and First Full-Time Baployment for the Cooperative Retail Selling Graduates of All Four Schools for the School Yeers 1937-1938, 1938- 1939, and 1939-1940. ..... 46
XXXII. Establishments in Which the Graduates of the Four Schools Secured Their First Part-Time Jobs ..... 47
XXXIII. Establishments in Which the Graduates of the Four Schools
Secured Their First Full-Time Jobs ..... 49
XXXIV. Establishments in Which Tulsa Graduates Were Part-Time Employed on March 31, 1941 ..... 51
XXXV. Establishments in Which Oklahoma City Graduates Were Part-Time Employed on Merch 31, 1941 ..... 52
2XXVI. Establishments in Whioh Ponca City Graduates Were Part- Time Bmployed on Merch 31, 1941 ..... 52
xXXVII. Establishments in Which Shawnee Graduates Were Part-Time Bmployed on March 31, 1941. ..... 53
XXXXIX. Establishrients in Which the Graduates of the Four Schools Were Employed on Part-Tine Jobs on March 31, 1941 ..... 54
XL. Establishments in Which Tulsa Graduates Were Employed on Full-Tine Jobs on March 3I, 1941. ..... 55
XLI. Establishments in Which Graduates of Oklahoma City Vere on Full-Time Jobs on March 31, 1941 ..... 55
XLII. Bstablishments in Which Ponca City Graduates Were Full- Time Enployed on Maroh 31, 1941 ..... 56
XLIII. Establishments in Which Shawnee Craduates Were Full-Time Employed on March 31, 1941 ..... 57
XLIV. Establishments in Which the Graduates of the Four Schools Were Employed Full-Time on March 31, 1941. ..... 58
XLV. Veekly Salary Range by Year and Sex for Tulsa Graduates Employed Part-Time on Mareh 31, 1941 ..... 59
XLVI. Weekly Salary Range by Year and Sex for Oklahoma City Graduates Employed Part-Tine on March 31, 1941 ..... 60
XLVII. Weekly Salary Range by Year and Sex for Ponca City Graduates Employed Part-Iime on March 31, 1941. ..... 60
XLVIII. Weekly Salary Range by Years and Sex for All Graduates Employed Part-Time From the Four Sohools on Marcin 3i, 1941. ..... 61
XLIX. Weekly Salary Range by Year and Sex for Tulsa Graduates Employed on Full- ${ }^{2}$ ime Jobs March S1, 1941. ..... 62
L. Weekly Salary Range by Year and Sex for Oklahoma City Graduates Employed on Full-Time Jobs March 81, 1941 ..... 63
LI. Weekiy Salary Range by Year and Sex of Ponca City Gradustes Eimployed on Full-Time Jobs Faroh 31, 1941 ..... 64
LII. Weekly Salary Range by Year and Sex of Shawmee Graduates Amployed on Full-Time Jobs Mareh 31, 1941. ..... 65
LIII. Weekly Salary Range by Year and Sex of the Graduates of the Four Schools Who Were rull-Time Bmployed on March S1, 1941. 66
LIV. Present Employment Status of the 131 Graduates ..... 70

1. Chart of Cumulative Frequencies for Graduates Having One Semester of Training in Cooperative Retailing........... 16
2. Chart of Gunulative Frequencies for Graduates Now

Employed......................................................................... . . . 18

## CHAPTER I

## INTRODUCTION

One of the charges made by employers against the present public educational systems is that prospective amployees do not acquire practical lonowledge and skills to meet the problems of every day life while in school. These charges have been a concerm of the institutions of higher learning as well as the secondary schools. The professional schools have also been eriticized for their lack of practical training. ${ }^{1}$

Formal education should aid people to make the necessary adjustments to meet life circumstances. The first need of life is to make a living. There is no job so small thet it does not carry with its accomplishment a feeling of personal pride, self respect, and a measure of happiness. The training of people to earn a living and to live as happily as possible should be the primary aim of education.

The most effective channel to social and occupational competence is sound, practical vocational training under public-school supervision. The first type of training for retail store work was that provided by employers for women and girls employed in stores. It consisted of systematic training on the job for the duties to be performed. Later, schools began to develop programs to fit the needs of store workers and prospective workers. Two types of training were earried on from the beginning; training on the job in stores whioh embraced salesmanship, checking, merchandizing, and executive work,

1 Vocational Bducation Bulletin Number 186, Department of the Interior, Office of Education, Weshington, D. C., 1956, pp. 4-5.
and organized training in high schools in day and evening classes. ${ }^{2}$
During recent years an increasing number of persons find employment in distributive occupations. Very few of these persons have previous training for employment. As late as 1938 not more than 3,600 of the 280,000 persons admitted as new recruits in stores each year were receiving secondary-school vocational training for this kind of work. ${ }^{3}$

The need for vocational training was brought to the attention of Congress, resulting in the passage of the Smith-Fiughes Act in 1917. This act provided for vocational training on a lower educational level than college grade in agrioulture, home economios, and trades and industries for persons fourteen years of age or older. The Smith-Hughes Act, however, did not provide for training in distributive education. Congress passed the George-Deen Act which provides those preparing for employment in distributive occupations with somewhat equal opportunities with other vocational workers.

Under the provisions of the George-Deen Act the Federal government allocated funds to the various states in proportion to the population each state has to the total population of the United States. Bach state is required to appropriate for distributive education funds in a ration of 1 to $2 ; 1 . e$. , the state supplies one dollar to the Federal govermment's two dollars. The George-Deen Act further provides that Federal funds are to be reduced in proportion to state funds until the state and Federal governments each furnishes 50 percent of the funds expended for distributive education. 4

```
2 Kenneth B. Hass, Distributive Education, The Gregg Publishing
    Company, Chicago, 1941, pp. 9-11.
3 Ibid, vil.
4 Vocational Bulletin Number 1, Government Printing Office,
    Washington, D.C., 1930, Pp. 91-93.
```

Prior to the ensotaent of the Georec-Deen Act there were two Cooperative Retail Selling program operating in the state of Oklahoma; one in Central High School. Tulsa, and one in Central Eigh School, OLlahore City. In the fall of 1987, four high schools in the state established programs under the provisions of the Ceorge-Deen Act. The four schools that have operated continuously under the provisions of the George-Deen Act since 1937, are: Central Eigh School, Tulse; Centrel High School, Oklahona City; Eenior Migh School, Ponca City; and Senior High Sohool, Shamee. It is with the eraduates os these four schools that this atudy is coneerned.

## Purpose of this Study

This study seeks to discover to what extent the Cooparative Retail Selling graduates of four Ollahomaigh schools have utilized the traning received in hifll school in entering upon and persisting in eaployant related to distributive occupations. Specifically, the study is contined to a follow-up of 131 graduates of four Oklahona high schools for the school years 1037-1930, 1958-1939, and 1930-1940, who responded to questionnites sent to their last kaown eddresses curing Febrwary and Larch, 1941. The four high schools whose graduates are considored in this study eref Central Wigh Sehool, Culsa; Central Figen Shool, Oklehom City; Senior high School. Ponea Gity; and Senior Exigh School, Shamee.

Mhis study seels to olvain the following information:

1. Sex of the graduatos.
2. Present ocoupetionel status.
3. Training received in Cooperative Retail Selling.
4. Types of business establishments used as training stations.
5. Jous hele and dutias performed by gracuates.
6. Post hagh schocl educetion.
7. Rlapse of time botween high school praduation and first engloynert.
8. Fresent weekly salkies of pert-time and full tine workers.

## Scope of this study

This follow-up survey is cocipted to the Cooperative Jetail Sellimg graduetes of the four Oklehome high sehools which nave carried on programs in Cooperative Retail Selling under the provisions of the George-been Aet fron the first semester, 1937, to June, 1940. As previously mentioned, the schools included in the stuay are: Contrel High School. Tulsa; Central सigh Sohool, Oklahoma
 Specifically, this survey is concerned with 131 of the 280 Cooperative Retail Selling greduates who respouded to guestionagires mailed to thoir last lnom adaress during Febraary and daroh; 194. Of these greduates, 99 were girls and 32 were boys.

## Heed for this study

Federal, state and local oficials need to have up-to-date information concoraing the oxtent to which graduates of Cooperative Retail Selling departinents have obtained employment in distributive occupations. Such informetion should be of definite value to locel and state officials in detoraining the need for astablishing departants of Cooperative Retail Selling in secondary schools and colleges. One of the prineipel needs of those responsible for vocational ciucation today is acourate information and agta concorniag the opportunties for omploynens in various occupations for wich it is proposed thot training be established. 5


Dr. Lomex has said, "the educationel value of what is taught.is really determined, in the final analysis, by how well the students con use, in worthwhle iife situations, the lonowledge, skills, and pewers that aro learacd in the ciassroom."6

Wurthermore, follow-up studies of high school grodactes should oontribute to the revision of teaching uaterials aid procedure by revealing shortages or treekesses in the training. Greduates who have had experience on the job should be in a better position to offer suggestions for improving the offerings as well es the toaching procedures and methods.

## Definition of Tems

The term "trannee" refers to any high school graduato who reseived trefoing in Cooperative Retail Selling while in high school.

Retail Selinge Coordinator is a local teacher who has chare of the program of distributive oducation the looal high school as provided for in the George-Deen Act.

Distributive ocoupations are those ocouptions in whioh workers are cmployed fan the emeroisi exchanges neceasary for matine availaSle to consumers the goods and services procuced by others. 7

Gooperative Retail Selling is the course offered in pablic secondry schools in whoh the student earolled is given orgenized tecimion and related inotruction in conjusction with orgenized practical axperience in a distributive business, at a wage comparable with regular enployees, for tho purpose of acquiring knowledge and ckill in a partionlar occupation, undor an arrangement whereby the trancers the is divided between schoul and work. ${ }^{8}$

6 Benjenin R. Eaynes and Jessie Graham, Bosearch in Business Zducation,

7 Vocationel Bulletin Mumber $\frac{211,}{2}$, United States Frintine Offieo, Weshington, D. C. 1939, p. 2 .
0 Yocatione Division Bulletin Fuber 205, Wuited States Printing Office, washington, D. C. 1040, P. 6.

The tema "training station" refers to the reteil estabinshments, In which the eraduates of Cooperative Retail Selling departnents of high schools werked on a part-time basis witile in school.

## Soures of Data

The hames add adresses of the greduates of three schoole were obtehned from the locel eoordinators ot the schools. The names and
 from the piles in Ontral Jigh Sobool. Tulse. Only the graduetect af the houm scheols ware considered who had studied Cooporative hetail Selline for at least one semester durine the sehool fema from Septeriber, 1957 to dure. 1940.

Data were seeured conceming the Gooperative natail seiling graduates through the use of questionaire. The questionnare sought information concemang four rain ciessixications: Feronal tate concerning the graduater; high school experiences in cooperative retail selling olesses; adunced atudy engeged in after graduation; and prescat angloyment status of tho gracuetes.

Puirty graduates of the foux achools were interviewed personally; 10 in Tulaa, 20 in Oriahoma 6ity 5 in Ponca dity, and 6 in Shamee.

Several conferonees were held with the Assistont State Superyisor Lin charge of Distrinutive Rducetion for Dhthnona, and Eroa these conferemees mad valuable information oozceming the adninistretion of the state prograns was obtained. Pgrsomel letters vere recoived from the coordinetors of the four sohools betag studied, and from this source the ralue and need for such a study mere confimed. Additional information oncerming the state progrom was obtained fron tho teacher and

 semester of 1941.

## Procedure

Several questionaires were studied to detoraine the information nost useful for the purpose of this study and to find out the best ways of stating and arranging the items. Several follow-up studies preViously conducted were rericwed. A tentative draft of the questionnaire was presented for aritioitan to the Seninar in Eusiness education, Oklahome Agricuitural and Heomaion college, Stilhater, Oklahoma. Sone very valueble sugestions wore mede and the questionaire was revised eccordingly.

In order to see whether or not the questionaire would yield the dosired dete, seven high school graduates attending Odahomagricultural and Nechanical College at the time, were given a copy of the questiomejre and asted, to fill it out. Ten opies of the guestionnatre wero giten the cocrdiantor in Fonce City, Oklahoma, and he, likewise, had then filled out and roturned by students in his classos. Purther revision was rede beicre sendine the questicmaire to ell the reanater of the four schools. A copy of the questionaire is in the appendix.

The nenes and last kuovin addresses of the graduates were roceived from the Retail Solline Coordinators in Oklohom City Fouce City, and Shanee. The names and adoressos of the Tulsa groduates were obtamed by the witer directly from the files in Central figh School, Mulsa. The mases, adresses, and dates of grabetion were then typed on 8 by 5 Inch index cards and used as the mastor gating list.

The questiomeire was then mailed to all the Cooperative Retall Seling graduates in Ceatral Eigh Gchool, Tulsa; Contral High School, ORLahomat City Senior digh School, Fonca City; and Senior High Schocl,

Shawne. Oaly the gratustes for the cehool years 1027-19t6, 1958-19z9, and $19 B 2-1240$ bere sent questiommeres.

A paisomai letter wes sont with the questigmaire to each graduate. \& copy of the letter is in the aprendin. A stemped self-adareased envelope mas also enclosed with the letter and guestiomaire. In an attenpt to increass the porcent of reaponse, the name and adaress of each graduate were typed in the letter rether than the Haperoonal "to Whow it my cancern."

Two weeks aftor mailine the guestiomaire, a follow-up postal cerd wes sent to those who had not ret responded, urging them to return the questionmare. Thentymine adotbional responees wore received aiter nailing the postel ond; 6 from ghemes, 11 Iron Gulsa, 8 from OkIahoma Gity, and \& from Fonca city.

The information seoured by the guestionnaire was tabuleted on sheets prepered for each school. So singliny the tabulation of the date received from the four schools the data were groupod waner the following headings : Sex of the graduates; present ocoupational status; training had in Cooperative Retail selling; thes of businoss establishments used as training stations; jols held and duties performed by the greduetess post high school educetion; elapee oit timo betrean high chool graduation and firmt emploment; and, present weckly salaries Por part-time and full thne workers. Fron the data on the tabulation sheets a series of tablos was prepared for each school. Ceneral sumary tables were propared to gite the reader, in condensed form, Anformetion reletive to cach phase of the study eoncerning the 131 graduetes of the four schools.

## Response to Questionaire

A total of 105 quectionaires was sent to Iulsa graduates who had completed courses in Cooperative Retail Selling for one or nors semesters during the school years, 1937-1930, 1988-1939, and 1939m 1940.

Teble I shows by yeare, tho nuber of pulee greavates to whon the quentiomatres were sent, the number of questionaires returned narked "address untnow", and the mumer and per cent of responses for each of the three years.

TABXE I

RESPORSE TO QUESTOMNATEE DY TULSA CNADUATES

| Year | number of Questiomazares Sent | Yumber of Questionnaires Retumed "Adaress Unknorm" | Wuaber of Guestiomaire Responses Received | Per Cent |
| :---: | :---: | :---: | :---: | :---: |
| 1937-1938 | 21 | 1 | 4 | 19.04 |
| 1050-1059 | 42 | 3 | 18 | 42.85 |
| 1930-1540 | 42 | 3 | 19 | 45.23 |
| Total | 105 | 10 | 41 | 39.04 |

Ten questionnares were returned maried "address whow." Forty-ome questiomaire respoases were received. This number of responses was 39 per cent of the total maber sont to the Pulsa graciuates.

A Cotal of strby-saven guostionaires was sent to the Olelemona City eraduates who had conpleted courses in Cooperative setail Solling during the three school yoars, 1937-1938, 1939-1939, and 19391940.

Table II show, by years, the number of Oklahoma city graduates to whom the questiomaires were sent, the number of questiomaires returned marked "addrese unmown", and the number and per cent of respenses.

TABLE II


| Tear | Namber of Questionnatres Sent | Number of Questiomaires Returned "Address Enichown" | ofumber of Questiomaire <br> Responses <br> Received | Per Cent |
| :---: | :---: | :---: | :---: | :---: |
| 1987-1938 | 13 | 3 | 10 | 71.42 |
| 1936-196 | 26 | 7 | 12 | 46.15 |
| 1839-1980 | 27 | 2 | 14 | 51.85 |
| Total | 67 | 12 | 36 | 63.71 |

Twelve guestionaires were returnod markod "address unknow." Thirty-six usable questionaire responses vere recoived which is 53.71 per cent of the number of questionaires sent.

Sixty-four questiomaires were sent to Pozea Gity graduates who perticipeted in the Cooperative Retail Selling procran sponsored by the high school of thet city during the school years of 1987-1988, 1950-1359, and 1930-1940.

Table ITI shows, by years, the number of Ponce city graduates to whon the questiomnires were semt, the mmber of questionmires retumed morted "ndiress unmom", and the number and per cent of responses recsived.

TABLE III


| Year | Inumer of Questiomaires sent | fiumber of questiomairos Returned "Address Unkioun" | Humber of दuestionneire Responses Recolved | Fer Cent |
| :---: | :---: | :---: | :---: | :---: |
| 1857-1938 | 12 | 0 | 7 | 58.33 |
| 1085-1980 | 10 | 0 | 10 | 52.63 |
| 1935-1940 | 85 | 1 | 15 | 48.48 |
| Total | 64 | 1 | 38 | 51.56 |

One questionasire was retumed merved "adress whmom." Thirtythree acceptable questionaire responses were received, constituting 51.56 per cent of the numer mailed. No answer mas roceiver from $3 i$ questiomaires.

Of the fourty-four questiomeires sent to shance eraduetes who had trataing provided for by the George-ben Aot, 21 vere returnsd properly ximlod out.

Tsble IV show, by yeare, fee munder of Shamee graduatos to whon the quectionaires were sont, the number of questionmaires returned martred "ederess untnow", and the nuber and per cent of responses made by the gredurtes.

## TAMLE IV

RESTOMS TO QUESTONAINE BY SWAmBE GADOATES

| Year | $\begin{gathered} \text { Number of } \\ \text { Qustioneires } \end{gathered}$ sent | number of Questionneires Returned "Address Unimown" | Tumber oi enestiomeire Responses Received | Per Cent |
| :---: | :---: | :---: | :---: | :---: |
| 1937-1936 | 6 | 0 | 5 | 82.33 |
| 1038-1959 | 15 | 1 | 5 | 35.38 |
| 1950-1900 | 23 | 3 | 11 | 47.62 |
| Sotal | 44 | 4 | 21 | 47.72 |

Four questionneines were returned by Shamee hich school graduates Jented "adcress whinowh." Drentr-onc questionetre responses were received thich represent a joturn of 47.72 per esnt. This lesves 52.28 per cent of the questiomaires fon which no restonse wae reeeived.

A botal of 280 questiomatres was sert the greduetes of Tulsa, Ondehome eity Powod city, ara Shamee who had completed one or more somesters of training in Coperative Retail Bolitag clecess. From this number, 131 veeble responses were reoeived. The sumary dete aro shown in Tate V.

TABEE $V$


| Year | lumbor of quedticraniser Sent | Tumber of Questionesires Returned "Adcrese Tntwoma | fumber of Questiomatire Responses Teceived | Per Conat |
| :---: | :---: | :---: | :---: | :---: |
| Tulse | 105 | 10 | 41 | 39.04 |
| Wrgehoma ciby | 67 | 12 | 36 | 55.73 |
| Ponce city | 64 | 1 | 33 | 51.56 |
| Shamaee | 44 | 4 | 21 | 47.72 |
| Hotal | 280 | 27 | 182 | 46.78 |

Twenty-seven questionneires were returned by the graduates of the Sour schools marked "adiress unkown." One hondrod thirty-one useble quostionnaire responses were received from tho four schools, representins $46-78$ per cent of the total number of questionneires sert.

The recorc of responses zatie by the graduates of the four schools 2s as follows: Oklahome City 56 , or 53.73 per oent; Fonca City 33, or 51.56 por cent; Shomee 21, or 47.72 per cent; and, Lulsa 41, or 39.04 per cent.

## Gecking Serple for Reliability

Whe Gumative Frequeney mothod was used in testine the semple for reliability. The procedure used in this method may be described brieqIy es follows: 9

Step 1-Arraxge The Data in Fandom Order. The questionneires were mixed in a randon maner, and mubered consecutively from 1 to $1: 31$.

Step 2-Divide The Data Into Separato Groups. The grestionnaires vere arranged in ten groups of 12 each. Of the 131 questionaires received from the graduates of the lour sohools studied, 120 were used.

Step 3-Determine The Basis On Which The fest Is To Be isde. Two questions were teken from the questiomaire to be used in making the cheok. The two ghestons taten from the quectionaire are n followe:

1. The number of senesters that you worled in stares while earolled in Cooperative hetail Seiling.
2. Are you now camloyed?

Step 4--Frepere a Toble Of Cumative Frequencies. Two tables vere prepered and are shom in this study.

Step 5-Chartiale The Cunulative Frequency. The decieion as to whethor the sample is valid or not is besed upoa the stebility or consistency of the cunulative percentage of ocourrence as one progresses from the first to the last grove. The curalative percent of occurrence is chow in this study in graph form.

9 Hadon O. Brom, Lermet Research and Malysis, The Ronald Press Company, \}ew York, 1937, pe. 311-319.

## Tate vi

OUTULETV FDGUETOTE O SWESTHE ThATITE RECRTVED BY GRADUETES DV GOOFERATIVE RETAIL

SELITMG WTELA TR WICL EOKOOL

| Group <br> Wraber | Frequency of Docurrence | Cumulative <br> Prequency of Oecurrence | Cumulative 3 namer of Uxses | Cumlative Per cent of Docurrence |
| :---: | :---: | :---: | :---: | :---: |
| 1 | 2 | 3 | 4 | 5 |
| 3. | 2 | 2 | 12 | 10.66 |
| 2 | 2 | 4. | 24. | 16.66 |
| 3 | 3 | 7 | 36 | 19.44 |
| 4 | 1 | 8 | 40 | 16.66 |
| 5 | 4 | 12 | 60 | 20.00 |
| 6 | 0 | 12 | 72 | 16.56 |
| 7 | 2 | 14 | 8 | 10.06 |
| 6 | 2 | 16 | 96 | 16.63 |
| 9 | 2 | 18 | 108 | 16.66 |
| 10 | 5 | 23 | 120 | 19.16 |

In tho eirst colum the numbers idgatifyine each of the eroups of 12 questioncires are inserted the fregnency with which ony given answer occurs in eech of these proups is incerted in colum 2 ss indi-
 The toble shoms, for oxample, thet in the first four proups, 8 persons reported havine lad 1 semester of training in Gooperative Retail sellimg. In colum 4, the total cumatatye number of caser (in this instance the geetionneires) included in eech group is ingerted. Since there are 12 guestiomaires in each group, the table shows thet the cumpative total fom the firat 6 groume is 72 questionmares. In ooluma the cumlative percentage of ocourrence of the thing toing observed (somestert training) is obtained by dividing colum 5 by colum 4.

An exemination of Table VI reveals that in the first 12 questionnaires 16.66 per cent of the graduetes had 1 somester of training in Cooporative Retail Solling, and that this percentage is the same in group 2. A sligitly higher percentage is observed in croup s, but the percentage in group 4 is exactly the same for grown 2. The cunulative per cent in croup 5 is 20 . For groups 6, 7, 8, and 9 , the per cent is 16.66, and for group 10 it is 19.16. It is to be noticed that the variation in the oumbative per cent of frequency of occurrence in the fact observed is relatively slight throughout the 10 groups. On the basis of this consistency in the curaiative per cents the sareple is judged to be adequate. The inclusion of additional cases, in so far as the rosults of the question pertaining to the number of semesters of training received by tho graduate is concerned, would probably not change the conclusion or improve greatiy the reliability of the sample. 10

10 Ibid, pp. 311-310.


CHART O CUNULATIVE FREQUENCIES FOR GRADUATBS HAVING ONE SEAESTER OF TRAINING IN COOPGRATIVE RETAILING

TABLS VII



| Group <br> Fruber | Frequency of Dccurrence | Cumulative <br> Freguency of Oecurrence | Cumulative <br> number <br> of <br> Cases | Cunulative Per Geat of Occurrence |
| :---: | :---: | :---: | :---: | :---: |
| 1 | 2 | 3 | 4 | 5 |
| 1 | 6 | 6 | 12 | 50.00 |
| 2 | 6 | 12 | 24 | 50.00 |
| 3 | 0 | 20 | 36 | 55.55 |
| 4 | 6 | 28 | 46 | 58.33 |
| 5 | 5 | 33 | 60 | 55.00 |
| 8 | 0 | 41 | 72 | 56.94 |
| 7 | 5 | 46 | 84 | 54.76 |
| 8 | 6 | 52 | 96 | 54.16 |
| 9 | 10 | 62 | 108 | 57.40 |
| 10 | 8 | 70 | 120 | 58.33 |

An examination of the data in Table VII reveals that in group number 1 , consistency if 12 cases, 50 per cent of the eraduetes were employed. In the succeeding groups, representing a ramom arrangement of questiomaires 0.5 described previously, the per cent of exployed graduates varies only slightly, the highest per cent being 50.35. Thus, the conclusion is that the sample is adequate and thet the addint of more cases would not chenge the results materially on this question. ${ }^{11}$

11 Ioid. pp. 311-319


CHART OF CUMULATIVE FREQUBNCIES
FOR GRADUATES NOW EMPLOYED

HIGH SCHOOL EXPERIENCES IN COOPERATIVE RETAIL SELLITG

The experiences of the graduates in Cooperative Retail Selling while in training varied as is shown in this chapter. The number of semesters of training, by sex, the number and types of training stations used in the four cities to give the graduates aetual business experiences and training, the variety of job titles held by the graduates, and the duties pertaining to the job titles are shown through the medium of tables.

One of the importent measures of extent of experiences in Cooperative Retail Selling relates to the number of selesters of training received by the graduates.

The training period should not be less than two semesters if the course is intended to prepare students for store work, and should be taught in the eleventh and twelfth years of high school which are the yoars immediately preceding regular employment. ${ }^{1}$

TABIS VIII
SEMESTERS OF TRAINING RECIEIVED BY STUDENTS IN COOPERATIVE RETAIL SELLING CLASSES IN TUISA FROGRaM FROM 1937-1938 TO 1959-1940, INCLUSIVE

|  | 1937-1938 |  | 1938-1939 |  | 1939-1940 |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Semesters | Boys | Girls | Boys | Girls | Boys | Girls | Total | Per |
| Cont |  |  |  |  |  |  |  |  |

1 Vocational Division Bulletin Number 205, United States Department of The Interior, Office of Education, Washington, D. C., 1939, p. 47.

Tho mount of traming in cooperetive ketail sellize as shown in
 of the gracuates in Mala during the three yecr perlod covered by this study ecmpletod 2 powosters of oxperience in Doperatiwe Notanl goll-
 devoted less time and 5 more the then 2 senesters

TABLE TX

##  COORERTVVE MEATL SELLTG CLASSES IN OKLARCA OITY BROMA DURCTO 1937101940

| Somesters | 1937-1938 |  | 1090-1900 |  | 1939-1940 |  | Total | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Mcys | Wands | 50re | Girls | Toys | G2r) |  |  |
| One | 0 | $\bigcirc$ | $\bigcirc$ | 1 | 3 | 2 | 6 | 10.66 |
| Tro | 0 | 5 | 0 | 11 | 1 | 6 | 26 | 72.22 |
| furee | 0 | 1 | 0 | 0 | 0 | 2 | 3 | 0.33 |
| Prour | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2.77 |
| Total | 0 | 10 | 0 | 12 | 4 | 10 | 36 | 100.00 |

Ower two tharde of the 36 graduobes in the Qelenomatity progran tho reaponded to puenthomences mere barolled in ooperathve Retail Sellund nore than 2 gementers and 6 less the tham 2 seresters.

The number of students in trathine one, two, threc, such four genemers in Gooperative Retail Belling classes in fonco City migh Sehool for the throe chool yeare 1537 to 1940 is show in Tablo X .

Tutax
 COPBLATME RERALL SELLING CLASSES IN PONCA CTTY


| Semesters | 1937-1030 |  | 1938-1930 |  | 1959-1540 |  | Total | Pcr Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Boys | Girls | Boys | Girls |  |  |
| One | 1 | 0 | 0 | 0 | 2 | 3 | 6 | 18.18 |
| Tvo | 3 | 1 | 4 | 1 | 3 | 4 | 16 | 48.18 |
| thres | 0 | 1 | 2 | 2 | 0 | 1 | 5 | 15.16 |
| Pour | 1 | 0 | 2 | 0 | 0 | 3 | 6 | 18.18 |
| Total | 5 | 2 | 9 | 8 | 5 | 11 | 33. | 100.00 |

Sixteen or nerrly me-half of the graduates in Cooperabive Retail Selling of the Ponse City Hide 8 chool conpleted 2 semesters of treining. The remaining 17 were divided amost equally between one, three, and four-semesters records. The average bnown of training in Cooperative Fart-tine classes in retail selling in Ponca olty is 2.03 semesters. which oompares with an averace of 2.0 semestere of training completed by the ORlahom City graduatos.

The number of semostors traming in Cocperative ietail Solling received by the Shawase 4 igh School racuetes is shown in Pable XI.


 FOCRLA LARTM 1997 to 1940

| Semesters | 1957-1056 |  | 1958-1980 |  | 1030-1040 |  | Tatal | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | cirls | Boys | Girls | Boys | citrls |  |  |
| One | \% | 0 | 1 | 0 | 1 | 2 | 7 | 35.33 |
| Two | 0 | 2 | 2 | 1 | I | 4 | 10 | 47.63 |
| Chree | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 14.28 |
| Four | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4.75 |
| Total | 5 | 2 | 3 | 2 | 3 | 8 | 21 | 100.00 |

Tem or zearly 50 per cont of the shawne grednates received 2 somesters traning in Cooperative Retail Selling. Bxactly one-third of the gradmates received training for 1 senester. A little more than one-fifth of the 21 students hed training in Cooperative Retail Selling for more than 2 semesters. The average amount of training in Cooperative Retail Selline received by thawee graduates is 2.90, which is slighty hicher than the everage of 1.65 semesters traniag completed by Oklehona dity graduates.

Table XIT swmarizes the intormetion concerning semesters train-

- Ing reooived in Qoperabive Fetall gelling for all madutes in

Cooperative Eotail Selling for the four schools for all throe years.

## TADLS XII





| Serzesters | 1937-1988 |  | 2950-1059 |  | 1930-1940 |  | Total | Per cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Cirls | Boys | Qirls | Boys | Girls |  |  |
| One | 4 | 0 | 1 | 1 | 7 | 9 | 22 | 16.70 |
| Two | 3 | 15 | 6 | 29 | 6 | 26 | 85 | 64.093 |
| Three | 0 | 2 | 1 | 3 | 1 | 4 | 11 | 8.29 |
| Four | 1 | 1 | 2 | 2 | 0 | 7 | 15 | 2.53 |
| Total | 8 | 18 | 10 | 35 | 14 | 46 | 181 | 100.00 |

20 sumarize the date in Teble KII, slifgtly less than two-thirds of the graduates of Cooperative Retail Selling for all the schools nad receivel training in Cooperative botall selling for 2 semectore. The rendaing one-thard of the gradutes vere neariy equal in senesters traning above and below 2 semesters training. The average anount of traiming roceived by the graduates of Coogerative Retail sclling for all the achools is 2.04 semesters traming.

Establishonts Tred As Training Stations For Cocperative Kotail Salling Grauates

The establishments used as training stations for the graduates of Cooperative Retail Selline in each of the four sohools studied will be show in Tables XIII, XIV, XT, XVI, and XVII. Table XIII shots, the number and zinds of establishmercs used as training stations in Tulsa, axd the number of boys and girls in each station for each of the school years from Septenber, 1937, to swe, 1940.

## 




| 等tabilshments | 1935-1058 |  | 1938-1939 |  | 1989-1940 |  | fotal | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Departacne store |  | 3 |  | 14 |  | 14 | 31 | 75.62 |
| Vaxiety Store |  | 1 |  | \% |  | 2 | 6 | 14.64 |
| 2mes Clothing |  |  |  |  | 1 | 1 | 2 | 4.38 |
| Bekery |  |  |  | 1 |  |  | 1 | 2.48 |
| Grocery |  |  |  |  | 1 |  | 1 | 2.43 |
| Total | 0 | 4 | 0 | 18 | 2 | 17 | 41 | 100.00 |

The department stores in Tulsa Eurnished the greatest rimber of training statione, moviding 31, or 75.62 per cent of the total number of esteblishments used for treining stuanents for the three-gear period. It is sidelficant that ell of the 31 frainoes in Titsa deperment stores ware firls. Jexiety stores were next, furnisming 6 tremine stations for gerls, or 14.64 ner cent; mon's ctothane storos were used by 1 boy aud 2 girl, representumg 5 per cont of tho totelt 1 firl was trained in batkery wad I boy whe breined in a procery each representing 2.ts per cont of the tota nomber of treinting stotione.

Tavio XIV show the nambor and thas of ostablishonto used as training stations in oklehoma city ead the number of boys and firgs in gach station for esch of the school yoars frow September, 1037, to June, 1940.

## TABI XIV





| Bstablishments | 1937-1938 |  | 1938-1939 |  | 1989-1940 |  | Totel | Per Cont |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | cirls | Eays | Girls | Boys | girls |  |  |
| Department stare |  | 8 |  | 11 | 2 | 7 | 23 | 65.12 |
| Variety Store |  | 2 |  | 8 |  | 4 | 9 | 20.84 |
| Cafe |  |  |  | 2 |  |  | 2 | 4.66 |
| Drese shop |  |  |  |  |  | 1 | 1 | 2.32 |
| Hower Shop |  |  |  |  |  | 1 | 1 | 2.32 |
| Drag stare |  |  |  |  | 1 |  | 1 | 2.32 |
| Grocery |  |  |  |  | 1 |  | 1 | 2.52 |
| Total | 0 | 10 | 0 | 16 | 4 | 13 | 43 | 100.00 |

While the majority of tranees in olabota City gataed atore experience in departaent steres, it is interesting to note thet 36 traineos worted in 7 Aifferent bypes of reteil establishonts.
phe questionaire revealed that several trainees vertad in two or more different stores. Rowever, this wes not feneral proctioe, since only 7 girls rere involved.

The namber end types of tratring stations and the number of boys and girls using such stations for the three-gear period in Ponce City are indioated in Teble XV .

TABLE 7




| msterisumants | 1937-1988 |  | 1983-1939 |  | 1939-1940 |  | Total | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Soys | ctrls | boys | Girls | goys | dirls |  |  |
| Verlety Store |  |  |  | 3 |  | \% | 12 | 28.20 |
| Deparbent store | 1 | 1 | 1 |  |  | 3 | 6 | 14.23 |
| Hents 0lotatine | 3 |  | 3 |  |  |  | $\checkmark$ | 14.26 |
| crocery |  |  | 2 |  | 1 |  | 5 | 7.24 |
| Drue Store |  |  | 1 |  | 2 |  | 3 | 7.14 |
| moto studio |  | $\pm$ |  |  |  | 1 | 2 | 6.77 |
| Lncties seady wear |  |  | 1 |  | 2 |  | 2 | 4.77 |
| Tilline Statiom |  |  | 1. |  | 1 |  | 2 | S. 97 |
| Giger Store | 1 |  |  |  |  |  | 1 | 2.33 |
| Lwaber cappay | 1 |  |  |  |  |  | 1 | 3.33 |
| Fracatre |  |  | 1 |  |  |  | 1 | 2.38 |
| Shoe store |  |  | 1 |  |  |  | 1 | 2.38 |
|  |  |  | 1 |  |  |  | 1. | 2.38 |
| Beoreation dub |  |  | 1 |  |  |  | 1 | 2.38 |
| Linen shop |  |  |  |  | 1 |  | $\pm$ | 2.80 |
| Totel | 6 | 2 | 13 | 3 | 6 | 12 | 42 | 100.00 |

The results of Table XV differ from those of Tables XIII and XIV in that there is a much wider range of training stations utilized in Ponca City than in eithor Tulsa or Orlehoma City.

One signifieant difference is the muber of training stations used. Fonca City used 15 training stations and fulsa used 5 while Oklahoma City used 6. The greatest number of trainees were trained in Variety stores in Ponca City, which furnished 26.20 per cent of the training stations. Department and Men's Clothing stores each furnished 6 places of training. Groceries and drug stores furnished 3 each; photo
studio, ladies ready to wear, and filling stations 2 eacns oigar store, lumber enpany, theatre, shoe ctore, furniture store, peceation club, ond linea shop 1 esch. There were $S$ ceses where one person received training in 2 ainferent training stations.

Table XVI shows, the number and kinds of treining statione used In Showaee, nd the number of boys and giris in each stu*ion for each of the school years from Soptenber, 1937, to Juno, 1940.

TABLE XVI




| 牫Stablishexexts | 1957-1956 |  | 1980-1939 |  | 1950-1040 |  | Totel | Per <br> Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Doys | Gric | Toys | Gris |  |  |
| Depertment \$60re | 2 | 1 | 1 | 2 | 2 | 8 | 10 | 89.46 |
| Wariety Store |  | 1 |  |  |  | 4 | 3 | 10.23 |
| Een's clothing | 1 |  | 1 |  |  |  | 2 | 7.68 |
| Ghoe Store | 1 |  |  |  |  | 1 | 2 | 7.68 |
| Gate |  |  |  | 1 |  |  | 1 | 3.86 |
| Paxing Etation |  |  | 1 |  |  |  | 1 | 3.85 |
| Driag Store |  |  |  |  |  | 1 | 1 | 3.85 |
| Sot Crem 等rior |  |  |  |  |  | 1 | 1 | 3.85 |
| Derory |  |  |  |  |  | 1. | 1 | 3.65 |
| Theatre |  |  |  |  | 1 |  | 1 | 8.06 |
| Pheto Studio |  |  |  |  | 1 |  | 1 | 3.05 |
| Tota 2 | 8 | 2 | 3 | 3 | 4 | 11 | 26 | 100.00 |

The data in Table XVI reveals thet over one-third of the establishמents used as training statious for the shawnee gradutes of Goperative Eeteil selline vere departant stores. One-ficth of the training stations were in variety stores. Shamee graductes of Copprative Retail Selling
report a wider rene of training stations then do Pulse and Onlahome City graduates.

Table XVII sumarizes the number of establishonts used as trainm ing stations for the craduates in all four schools.

TABLE XVIT

| Petaolishments | 1987-1938 |  | 1938-1939 |  | 1059-1940 |  | Totel | Per <br> Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Cirls | Boys | Girls | Boys | Giris |  |  |
| Departmeat Store | 2 | 18 | 2 | 27 | 4 | 27 | 75 | 49.34 |
| Varsety Store |  | 4 |  | 9 |  | 18 | 81 | 20.40 |
| Clothing Store | 4 |  | 4 |  | 1 | 2 | 10 | 6.59 |
| arug store |  |  | 1 |  | 8 | 2 | 6 | 3.29 |
| Grocery Store |  |  | 2 |  | 3 |  | 5 | 3.29 |
| CaRe |  |  | 2 | 3 |  |  | 4 | 2.65 |
| Stoe Stiore | 1 |  | 1 | \% |  | 2 | 3 | 1.97 |
| Filling gtation |  |  | 2 |  | 1 |  | 3 | 1.97 |
| Ficto Studio |  | 1 |  |  | 1 | 1 | 3 | 2.97 |
| Dekery |  |  |  | 1 |  | 1 | 2 | 2.31 |
| Theatre |  |  | 1 |  | 1 |  | $?$ | 1.31 |
| Lediss Ready Weer |  |  | 1 |  | 2 |  | 2 | 1.32 |
| Dress Shop |  |  |  |  |  | 2 | 1 | . 65 |
| Fluwer Shop |  |  |  |  |  | 2 | 1 | . 65 |
| Ioe Croam Perlor |  |  |  |  |  | 1 | 1 | . 65 |
| Giger Store | 1 |  |  |  |  |  | 1 | . 65 |
| Inmber Company | 1 |  |  |  |  |  | 1. | . 65 |
| Furniture Store |  |  | 2 |  |  |  | 1 | . 65 |
| Linen Shop |  |  |  |  | 1 |  | 1 | . 65 |
| Sotal | 2 | 18 | 10 | 40 | 16 | 53 | 158 | 100.00 |

It is significant to note that approximately one-half of the establishments used as training stations by the graduates in all four schools were department stores. Variety stores were used as stations in 31 eases, or one fifth; elothing stores furnished nearly 7 per cent while drug stores and grocery stores taken together served as training stations for approximately 7 per cent. The remaining stations in order of rank are as follows: Cafes 4, shoe stores 3, filling stations 3, photo studio 3, bakery 2, theatre 2, ladies ready to wear 2, dress shop 1, flower shop 1, ice oream parlor 1, cigar store 1, lumber year 1, furniture store 1 , and linen shop 1.

There were 21 cases of duplications of training stations out of the totalj as 131 graduates worked in 152 different establishments during their period of training from September, 1937 to June, 1940.

Job Titles Held While In Training
The frequency of job titles as reported by the graduates of the Tulsa program for the three-year period from September, 1937, to June, 1940, is shown in Table XVIII.

TABLE XVIII
JOB TITLSS OF ALL TULSA GRADUATES OF COOPERATIVE RETAIL SELLING WHILS IN TRAINING FROM SBPTEMBEIR 1, 1937 TO JUNE 1, 1940

| Job Tities | Frequency |
| :--- | :---: |
| Salesperson | 33 |
| Seamstress | 1 |
| Cashier | 1 |
| Candy Girl | 1 |
| Jewelry Clerk | 1 |
| Assistant in Hillinery | 1 |
| Elevator Operator and Clerk | 1 |
| Collegiate Advisor | 1 |
| Counter Girl | 1 |
| Total | 41 |

Thirty-three Cooperative Retail Solling graduates of Tulsa received training in Cooperative Retail Selling as salesporsons, a per oant of 82, and one each training in jobs with titles such as seamstress, ceshier, cendy girl, jowelry olerk, millinery assistent, elevator operator and clerk, collegiate advisor, and couter girl.

Table HIX shows the frequency of job titles as reported by the trainees of the 0klahom city progran for the three years from September, 1937, to June, 1940.

TABLE XIS
JOK TITES OF ALL OKLAHOMA CITY GRADUATES OF COOPEATIVE RETAIL ERRETMG WHILA IN TRETNIMG

FROA SEPTHMER 1, 1937 TO JUNE 1, 1940

| Job Iitles | Prequenoy |
| :--- | :---: |
| Solesperson | 28 |
| Fountain Clerk | 2 |
| Cosietic Representative | 1 |
| Curb Flop | 1 |
| Jewelry Clerk | 1 |
| Counter and Eloor Cirl | 1 |
| Candy Girl | 1 |
| Ribbon Olert | 1 |
| Furniture Saleaman | 1 |
| Total | 87 |

Thirty-six trainees in Orlahoma city held 37 job titles; one girl did training as a salesperson and $\hat{\text { Iountain che }}$ chere were 28 traineas in training as salespersons, a per cent of 76; 2 as fountain clerks, and 1 each for cosmetic representative, curb hop, jewelry clork, comter girl, candy girl, riboon clerk, end furniture salesman.

Teble XI shows the frequency of job titles as reported dy the traizes of the Ponca dity progran for the threa yeur period from Septerber, 1937 to June, 1040.

TABLT XI

 FRG SEPT知BER 2, 1937 TO JUNE 1, 1940

| Job Titles | Frequency |
| :---: | :---: |
| Seloaperson | 23 |
| Fountain clerk | 3 |
| Photographer Assistant | 2 |
| Cendy Girl | 1 |
| Glerk - Collector | 1 |
| Doarmen | 1 |
| Jenitor and Glerk | 1 |
| Produce Clerk | 1 |
| Shoe Salesman | 1 |
| Gurb mop | 1 |
| Concession lanager | 1 |
| Pilling Station Attendant | 1 |
| Total | 37 |

Table X. shows thet of the 37 job titles listed, the job title of salesperson was reported 23 times, the highest irequency arong the Cooperative Retail Selling traineos in Ponca City, which was 62 per cent of jobs reported from Ponca City. The order of frequency for other job titles was: Fountain clerk 3, assistant photogrepher 2, ondy girl 1, clerk-colleotor 1, doorman 1, janitor and clerk 1, produce clert 1 , shoo saleman 1 , ourb hop 1 , concession manager 1 , and filling station attendant 1.

Four boys held 2 different jobs each wile in training at Ponce City.

Table XXI show the froguency of job tities as reported by the trainees oi the shavee proman for the three year period from Septeraber, 1937, to June, 1940.

TABLE XXI
 COOPERATIVE REAATL SELATMG WIILE IN PRADMIHG


| Job ritlos | Irequency |
| :---: | :---: |
| Salesperson | 17 |
| Weitress | 1 |
| Cashier | 1 |
| Hostess | 1 |
| Cake wrapper | 1 |
| Stockren | 1 |
| Sigr Painter | 1 |
| Filling stetion Attendant | 1 |
| Ascistant Stock Clerl | 1 |
| Motographer Assistant | 1 |
| Wheatre Usher | 2 |
| Total | 27 |

Of the 27 diferent iob titles reported by the trainees in Cooperative Retail Solling in the Shawnee progran 17 eturents gave selesperson as the title held while in training. which was 63 per cent of the training stations in Shamee. The other 10 tob titles were reported by one traime each.

Three boys end 3 girls, in the Shawne program were on two jobs each while in training which gave a total of 27 job titlea for 21 trainees.

Table AAY sumarizes the data obtaimed in Tables xVITE, XIA, $X, \operatorname{cad} X X$.



Table XXII shows that there were 101 trainees who had held jobs as Balespersons, or 71 pea cent of reported jobs; 5 as fountain clerks, 3 as caxdy girls, 3 as photo studio assistents; filling station attendants, cashiers, eurb hops, counter and floor girl, and jewelry cleris 2 each. The following were listed 1 time each: stockwan, weitress, hostess, cake wrepper, sign painter, millinery assistant, theatre usher, colleotor and salesmen, coorman, janitor anc clerb, produce clert, eoneesion maneer, seanctress, elevaior operstor and clerw, collegiate advisor, cosmetic ropresentative, ribboa elerls, furniture salesman, shoe sulesman, and assistant stock elerk.

There wer eleven tranees who had hold two differont jobs ench, out of a total of 29 differont job ticles.

Table dXIII lists the difrerent duties of the 151 trainees while on the 29 difierent jobs as listed in dable XXII. The trainees of the four schools, included in this study. listed 17 duties porinent to the 29 jobs held.

TABLB XIII

| EMT TM COOPGRATIVE REPALL SESLING |
| :---: |
|  |  |
|  |  |


| Dutios | Frequency |
| :---: | :---: |
| Hetail selling | 102 |
| Stock Work | 22 |
| Servicinge Cars | 2 |
| Wuited on lables | \% |
| Jonitor Services | 2 |
| Dodeling and Selling | 2 |
| Library Eental Work | 2 |
| Fhating Change | 2 |
| Alteration and solling | 2 |
| Hostess | 2 |
| Collecting and Selling | 1 |
| Wrapping Fackages | 1 |
| Runing mievator and Solling | 1 |
| Personnel Vorte and Selling | 1 |
| Bookreoping and Selling | 1 |
| Doorman | , |
| Vsher | 1 |
| Painting Bigas and Selling | 1 |
| Tota 1 | 149 |

In the dove table, rotail sening was the duty of 102 or 03.5 per cont of the duties reported by the Cooperative Rotula seling gradutes. stock vory and selzing olamed duties of 22 , or 14.0 per cent. Wifing on tables furniched duties for 8. There were 2 eack who worked as: Jantor, madeling awd selling, IDrary rental work, meking chane, aitering and selling, servicing cars, and zostess, Ono job chey wes haraishod by collocting and selling, wraping. maniag elerator and selling, persomed work and selling, hookseopine and selling, doornan, usher, and painting signs and selling.

The 142 job titles listed in Table XXIt shows 140 job duties as show in Table XXIII. This difforence was caused by some of those in trainine havinto duties not prinarily associated with a partioular job title. A rountain elerk gave his duties as a salesperson. Cases similar brought the duties performed to a higher number then the total of jeb titles.

## PGST MIGE SGHOCL DOUCRTION

The data in this chapter is conceraed prinarily with the number and sex ox the gradutes of Coperative Retail Selling classes who contmued thes sohooling after completing the hith school reguirenoats. Soondarily, the choice of major field of study of the El greduates who attonded school beyond high school is considerode Sohools Attended

Colloges and Universities attroted four-tenths of the 181 graduates who proued higher training. The readining throofintis took treimint in bushess oollege, tochnicel school, beauty college, post high school, and correapondene study. The following Table reveals the choice of the gratutes from Tulse for the sohool years, 1957-1559, 1050-1939, anc 1959-1540.

MADEXXIT
FOST HIME SCHOOL BDUCATIOX OR
COOPERTIVR RETATL SRLEIMG GRADUATSS OF 中ULSA


| Schools | 1037-1936 |  | 1938-1939 |  | 1939-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Doys | Girls | Boys | Girls | Boys | cirls |  |
| College or briversity |  | 1 |  | 4 | 1 | 4 | 10 |
| Bus iness College |  | 1 |  | 3 |  | 1 | 5 |
| Post High Sehool |  |  |  | 1 |  | 1 | 2 |
| 等iscellaneous |  |  |  | 1 |  |  | 1 |
| Totel |  | 2 |  | 9 | 1 | 6 | 18 |

Over one-half of the Mulsa graduztes atered four-year colleges of universities, phile business college was the chaice of 5 , post high school courses 2, and corraspondenco study 1.

One of the efris of the 1957-1038 alass eqtered oolloge and as still donge work toward a degre in history. The othor giri of the same class artored bundess gollose, completed the course and is novs ompage as an office worter.
 sohool, 4 in oolloge, ath 2 in business college. Of tho remaning 3 ; 2. owpletod a business oollego course and is employed by 80.11 compary; 1 completed a course in selosmanhip by correspondence, wat the other completed a course offered by the high school. Noither of the last 2 is omployed.

Of those who gracuated in 1940, 6 aro in school: 5 in college, 1 in bustness college; and one, a cirl, began a post high school course, but dropped it before completion.

Only 4 of the Coperative Retail selling gradustes of Ontinoma Gity Wigh school for the three-year period extered institutions of higher learning or ourclled for speciel coursos. Table number XXV shows the number of graduetes for each of the years from 1937-1930 to 1938-1940, inciusivo.

TABLE XXV
 RETAIL SKLLIEG GRADUATES OF OKLAHOLA GITY FOR TMA SCROOL Xesw 1937-1950, 1958-1939, and 1939-1940

| Schools | 1957-1938 |  | 1985-1939 |  | 1935-1020 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Giris | Hoys | Girls | Boys | Girls |  |
| College or Unirersity |  | 2 |  |  | 1 | 1 | 3 |
| Businese Collage |  |  |  |  |  |  |  |
| Techmical Schoel |  |  |  |  | 1 |  | 1 |
| Seauty College |  |  |  |  |  |  |  |
| Miscellanoous |  |  |  |  |  |  |  |
| Sotal | 0 | 1 | 0 | 0 | 2 | 1 | 4 |

One cirl nember of the 1037-1988 class entored college in Sentember, 1059, is majoring in Arts and Soience, and is still a student.

On the $1988-1930$ craduathe class, none of those who responded to the questiomaire enrolled for advanced courses.

There were 2 boys and 1 girl of the $1809-1940$ class who enrolled for avanoed training; 1 boy and I girl in college; 1 boy in techical avietion sohool. The boy who entered college is still in cchoot; the other boy dropped out of school and is now unernployed. The girl who ontered college majored in somerce. She quit school to exter office work axd is now employed by the Mational Youth Administration.

Nore gradustes of the Ponce Oity Eigh School, for the sehool yars from 1937-1938 to 1939-1940, entered colleges and other sehools of Licher Leaming than entered Trom both fulse and Oklahoma City. Table number RIVI shows the nuber of graduates wo entered other schools for eaoh of the three years.

TABLS RVI
POST FILGE SGLOOL BDUCASTOA OF COOPWLATIVE
 SOROOL YBARS 1937-1938, 1938-1939, and 1939-1940

| Sonools | 1937-1938 |  | 1938-1939 |  | 1938-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Bovs | Girls | Boys | Girls | Boys | Girls |  |
| College or Uaiversity | 3 | 1 | 3 | 1 | 4 | 4 | 16 |
| Tustuess college |  |  | 2 |  |  |  | 1 |
| Tecknical Sohool | 1 |  | 1 |  |  |  | 2 |
| Beauty CoIlege |  |  |  |  |  |  |  |
| Post sijht Schoal | 1 |  |  |  |  |  | 1 |
| Yis cellenedus |  |  |  |  |  | 1 | 1 |
| Total | 5 | 1 | 5 | 1 | 4 | 5 | 21 |

Of the 6 students of the 1957-1938 class wo enrolled for higher treining 5 were boye and 1 a sirl. Two of the boys wo oztered collage dropod out at the end of one year, the other boys are still in college. The girl who entered college did throo senesters worl there. The boy who entered technicel aviaticn school remained thare of ly one senester. The boy who did post high school wort, completed his course, but is uneraloyed.

Of the 5 beys and 1 girl of the $1950-1939$ class who attended sohools betrond the hich school level, two of the boys wo antered collere are still in school, and the boy tho enrolled for techical aviation training is still in sehool. One ollage boy dropped out at the end of the first year. Tho givi who entered colleg majored in howo economes, but drogped out at the completion of two sembters work.

Of the grauates of 1030-1040 alass, 9 of then entared sone type of hincher learming. Right of them enrolled in college; all are still there except I boy, who droped out at the and of the first seaster. The girl is now curolled in a correspondence oourse in salesmanship.

A total of 8 of the Shamee graduates of Cooperative Retail Selling for the three years 18:7-1940, extexusd their educhtion beyond the high school level. Table XXVI shows the number who entered other phases of training for each of the three years.

TABLE MYIT

RETAIL SELEING GRADUATES OF SHAWIRE FOR TYE


| Sohools | 1937-1938 |  | 1058-2009 |  | 1950-1900 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | girls | Boys | Girls | Boys | Girls |  |
| College or University | 3 |  | 1 |  |  | $s$ | 7 |
| Business Colloge |  |  |  |  |  |  |  |
| Sechaical school |  |  |  |  |  |  |  |
| Becuty College |  |  |  |  |  | 1 | 1 |
| Post Fijeh School |  |  |  |  |  |  |  |
| Hiscellanoous |  |  |  |  |  |  |  |
| Total | 3 | 0 | 1 | 0 | 0 | 4 | 8 |

There were $\$$ boys of the $1937-1030$ graduatimg class who entered college, They are still in school. One boy of the $1938-1939$ clacs who enrolled in college is a comerce mejor, and still attending school.

Of the 4 girls of the 1939-1940 class who attended college and beauty college, 2 of then are contiauing their straies in college. One girl attended only one semester, dropping out in Jenuary 1941. The girl enrolled in beauty college dropped out at the end of 2 months treining.

To sumarize tho four preceding tables on acditionel tablo has been propared. Table number XXVIII shows the enrollnent by years of the graduater in Cooperative Retajl Selliag fron the four sohools. These eroups are taten fron the 131 graduetes who responded to the questiomaire sent them.

Tismatery
 FOUR SGYOOL FOR THE 60 FOOL YRARS 1987-1938, 1938-1939, and 1939-1940

| Schools | 1937-1938 |  | 1938-1939 |  | 1939-1940 |  | Totel | Per Cent |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Soys | Cria | moys | cirls | 3oys | Cis 15 |  |  |
| colloge or |  |  |  |  |  |  |  |  |
| Uniterstity | 6 | 3 | 4 | 5 | 6 | 12 | 36 | 70.59 |
| Business College |  | 1 | 1 | 3 |  | 1 | 6 | 11.77 |
| Techuicel Sohool | 1 |  | 1 |  | 1 |  | 3 | 5.88 |
| Becaty Collega |  |  |  |  |  | 1 | 1 | 1.96 |
| Fost Hish School | 1 |  |  | 1 |  | 1 | \% | 5.80 |
| Correspondence study |  |  |  |  |  | 2 | 2 | 3.92 |
| Total | 6 | 4 | 6 | 0 | 7 | 17 | 51 | 100.00 |

Of the 8 boys and 4 girls of the 1957-1938 elass who entered schools for further atudy, ourolled in colleges, while 1 each errolled in busitass college, techaicel shool and post high sohool.

There were 15 of the 1956-1939 elass who entered other fields of study beyond the bigh school. Five boys and 4 girls entered college; 1 boy and 3 girls business college; 1 boy technicsl school; and 1 girl poct hise school work.

- Or the 1980-1040 greduates, 6 boys aud 12 girls entered college; 1 girl busthess sollege; 1 boy techaicel training; 1 girl beaty college; 1 sirl post $h$ igh sehool work; and 2 girls correspondence study.

Approxinately 3 out of 4 of the 51 gracuates ontered college. The bisiness college attracted the neat lergest numer with e, wile tochich schcols, beauty colleges, ocruespondence study and post high soheols drew the remaining 0 .

```
Bajor myelas of Stucg
```

The choice of wajor fields on study for the grecuates in all four schools is shom in pable xat.

> IABIO X


SOROOLS FOR TM SCROOL YBLRS 1957-1938, 1958-1959, and 1959-1940

| Dejor mielas | Tulsa Graduates | Clelanome city Graduatas | Fonca City Graduates | Shamac Graduates | Total |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Dus Lness | 10 | 1 | 9 | 5 | 26 |
| Hone Teonomias | 1 |  | 3 | 1 | 5 |
| Enginegrine |  |  | 2 |  | 2 |
| Mistory | 1 | 1 |  | 1 | 3 |
| Asconautios |  | 1 | 2 |  | 8 |
| Art | 1 |  |  | 1 | 2 |
| Boligion | 3 |  | 1 |  | 2 |
| Liberal Arts |  | 1 | 1 |  | 2 |
| 2001087 |  |  | 1 |  | 1 |
| Law |  |  | 1 |  | 1 |
| Ledicine |  |  | 1 |  | 1 |
| Wathomaties |  |  |  | 1 | 1 |
| Seauty Cultare |  |  |  | 1 | 1 |
| Cleenjstry | 1 |  |  |  | 1 |
| Total | 18 | 4 | 21 | 0 | 51 |
| Oathath os the Cooperative notail gelling graduetes of the rour als chose busineas as thatrajor fiele of etuoy. hae ondice of |  |  |  |  |  |
| tho remaning one-haly, in order of renk are tos follows thone economich |  |  |  |  |  |
| E, seronautiec 3, history 3, engineering 2, art 2, religion 2, liberal |  |  |  |  |  |
| arts 2, zoology <br> and ohewistry | $\text { law } 1 .$ | ijcine 1, | thematios 1 | beauty ou | arts 2, zoology 1, law 1, meaicins 1, mathenatics 1 , beauty oulture 1 , |

## Gwawery

 Ror study beyond the ingh ahool leyel, approxtuntoly 3 out of a
 mejored in the theld of business The rorkining one-helf rajored th 13 diperent fields. The preduetes from Tulse and Ponca City conctatuted the lergest number majoring in the field or businges. Only A of the 26 graductes mojoring in businoss were from oklehoma lity ata Ghavace. Fewer gradustss from Oklehoni city ontoled for study Boyua high school then did graduatec from the other schools.

## CuAFR IV



One of the advantages of Cooperative hetall Selling is thet it offers the pupil an opportunity for entrance into business at an early age. The success of any progrem of Cooperative Retail Selling can be measured partly by length oitine betreen high school gracuation and initial enoblonent, and by the types oi ostablishants in which employment wes obtainec.

In this eheptex the length of time from graduation to the seeuring of the first job will we shown There will, also, wo shown the rumber who secured full-tine mork, and those who obtained parttime work after high school Eracuction. Phe establishments in which the graduateg secured their first amployment will inewise be indicated.

That letween Migh Sohool Graduation hind Initiel Employment

In Table सHx is show the lapeo of sime from greduation to enplonnent on part-time jobs, for all of the graduates of the four schools who secured part-time graployment.

TABLE XXX


 1937-1938, 1998-1939, and 1939-1940

| $\begin{gathered} \text { Blapse of } \\ \text { time } \\ \hline \end{gathered}$ | Thisa |  | CkIahoma City | Fonoa City |  | Shamee |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Oirls | Boys cirls | Boys | Girls | Boys | Girls | Total |
| $\begin{gathered} \text { Wo Alapse } \\ \text { of Tine } \end{gathered}$ |  | 6 | 6 | 1 | 4 |  | 1 | 18 |
| 1 Bionth |  |  |  |  |  |  |  |  |
| 2 konths |  |  |  |  |  |  |  |  |
| 3 3oxiths |  |  |  | 2 |  | 2 | 1 | 5 |
| 4 Months |  | 1 |  |  |  |  |  | 1 |
| 5 Wouths |  |  |  |  |  |  | 1 | 1 |
| 6 Eonths |  |  |  |  | $I$ |  |  | 1 |
| Over 6 wonths |  | 2 |  |  |  |  | 1 | 3 |
| Total |  | 8 | 6 | 3 | 5 | 2 | 4 | 29 |

This table is read: 6 girls Proni fulsa, 6 girls from Oklahoma City, 1 boy and $\frac{1}{2}$ girls from Ponoa Oity, and I girl from Shemee were inodiately omployed on pert-time jobs following graduation.

Of the 29 graduates whose indstal employment was on part-time jobs, two-thirds of them stated that they vere omployed irmediately folloming high school paduation. Fournifths of the 29 graductes were sble to secure ebiploment on rert-tina jobs withis a period of 6 months.

Six of the Tulsa graductes recosved part-tine work without lapse of time; I waited 4 months, and 2 wited over 6 monthe berore findine ongloyment. All of the ORlahoma city graduates who Pound part-tine employment did so imnediately upon graduction. Gme boy and 4 girls from Ponca City, and I girl from Shanee were enployed
on part-tine jobs immediately after higin school graduation.
While it is of inportance to have information conceraing the part-time emploment of the graduates it is of even greator importance to have information relative to the initial full-tine eaployracit. A total of $8=$ geadutes fron the Pour sohools securod fulltime gnployment as is revealed in fablo mint.

SBCH MXI



1957-1938, 1938-1959, and 1930-1940

| Rlapse of Tine | Tulsa |  | Oklahome Gity |  | Ponca City |  | Shamee |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Doys | Gicis | Boys | girls | Boye | Girls | Boys | Oixlt |  |
| No Slapee |  |  |  |  |  |  |  |  |  |
| 1 Morth |  |  |  |  | 1 |  | 1 | 1 | 3 |
| 2 Konths |  |  |  |  |  |  |  |  |  |
| 3 Honthe |  | 2 |  |  |  | 2 |  |  | 4 |
| 4 Foaths |  | 1 |  |  |  |  |  |  | 1 |
| 5 Donths |  |  |  |  |  |  |  |  |  |
| 6 Months |  | 1 |  |  |  |  |  |  | 1 |
| Over 6 Montis |  |  |  | 3 |  |  | 1 |  | 4 |
| Total |  | 22 | 3 | 25 | 13 | e | 7 | 6 | 83 |

This table is read: 17 eirls fron TuIst, 5 boys and 22 firls from Oklahoma Oity, 12 boys and 6 girle from Fonca City, and 6 boys and 5 girls from Shawnee were omployed on full-time fobs ingediately followiag graduation from high sohool.

Wore thon sevenmeighths of the 83 graductes obtaned full-time jobs imediately after greduetion from high shool. of tho group 50 were girls and 20 wore boys. Two boys and 1 girl secured full-tine omployment mithin 1 nonth after oomplotion of high sohool. six girls found
full-time employment within 6 months, and 0 girls and 1 boy did not secure full-time armlogrent until more than 6 months time hat elapsed.

It is interesting to note that apmroximately the some proportion of the Tulsa, Ponce caty, end Shawnee graduetes fond full-time employment inmediately followime high sehool graduation. A slightly nighex proportion of the Oklahom City graduates fonnd full-inne employment inmediately it would som that the trend is derinitely for the najor porion of the greatuates who obtain iull-tine amployment to do so imediately upon graduetion fron high sohool.

Establishmentr In Finich Instiel Eminoymont wes socured
The previous section indicetes the number of graduates who seourca enploynont in part axd full-twe jobs. Toble Kat ghows the types of osteblichaseta in which the workors wero ongloyed on thoir first part-time jobs.

TABLE NXXII
ESTABLISHDENTS IN WTEGL THE GRADUATRS OP THE FOUR


| 璐stablishments | Tulsa |  | Oklahoma 0ity |  | Ponca City |  | Whawnee |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 307E | G2r1s | $\underline{\text { bogs }}$ | Caris | Boys |  | Boys | Girls |  |
| Degertreat |  |  |  |  |  |  |  |  |  |
| Varisty Stere |  | 2 |  | 1 |  | 3 | 1 | 8 | 9 |
| Ofifice Worlc |  | 1 |  |  |  | 1 |  |  | 2 |
| Preatre |  |  |  |  |  |  |  |  |  |
| Fhoto studio |  |  |  |  |  |  |  |  |  |
| Caietsria |  |  |  |  | 1 |  |  |  | 1 |
| Shoe Store |  |  |  |  | 1 |  | 1 |  | 2 |
| Janitor |  |  |  |  | 1 |  |  |  | 1 |
| Sotel |  | 3 |  | 6 | 5 | 5 | 2 | 4 | 29 |

This bable is road: 7 girls fron Tulaa, 5 girls from Oklahoma City, 1 Eirl fram Ponoc City, and 1 giri from Shamee seoured part-tine emplomeat in separtment stores.

Onewhif of the 20 part-tise workers were creployed in depertmont sitores, and one-thirg in veriety stores, of the remaning st office work was given to 2, shoe storse wace 2, and the other 1 obtainod work in e cafetoria.

A greater nomber of the Tulea and Ollahosa City gradubes were exployed in depertnent atores, while nore Fonce eity anc Ehatree graduatee were emploged in variety stores. Appreximetely ninety per cont of the totil number of greautes who secured pert-time erploynent Tere engeged in reteil selinge.
fable goxiry show the types of establishants in whok the workers were eryloyed on full-tinae jobs*

MBLE NREII




Phis toblc is read: 15 cirls from Tulsa, 1 boy and 16 sirls from Oniahoms City, 2 girls from Fonec City, and 2 boys and 5 fivis from shamee secineo full-tine enploynent in departiont stores.

On the 88 graduates who were full-time exployed, 47 per cent were in departnent stores; variety stores gave work to is; offices providod work for 6 ; and theatres and photo studios each gave work to 3. The remaining workers vere absorbed by 16 different esteblishments. Of the 85 fraduates who were on full-time jobs, 60 were girls and $2 Z$ were boys. Over one-hale of the graduatos fron faisa, Shamee, and Cinlabom city were omployed in department stores. The Fonoe city graduetes secured full-time employment in a much wider range of business asteblishonts than did eitiex of the other 3 schools.

Sumary
On the 131 graduatos who respadod to guestionmaires, 29 grabubos securod initisl emplomont on parb-6ate jobs. Four fifths of the 25 graduetes foun employment on part-ting jobe within 6 nonths after graduating from high school. Fore than seven-eighths of the 83 gradustes who found full-tine employment did so inmediately upon graduation from high school.

Practioally onemalf of the 112 greauates who were employed either on part or full-time jobs worked in departuent stores. Fore gradutes from Tulsa, Oklatone City, and Shamoe were maployea in deportment stores than were graduates from Ponea Oity. Ponca Gity gracuatob ware enployed in may differont estebliehnents. Over threefouths of the eraduter who foun employment were in the field of retail selling.

This ohapter is oncerved with the gmplongnt statas and salaries recelwed by the Eraduates whe rempondod to the guestionmare sant them. The number emplowed, both part-tine and finll-tine, and the stieries received by fracustes of esch of the wour schools will be shown soperotely, by schools, Conbimed tables were mede to give the reader \& sumary of the ennloyment and aalary data obtained from the 131 gravetes of the four sohools.

Mstablishnents in wich Graduates (were Gralored Ca Perv-Ting Jobs

Table rumber Xxiv ohows the types of establishments in which Ghe fulsa eraduatos were employed on part-bime jobs.

TaBCISNTV



| Sstablishments | 1937-1938 |  | *1258-1939 |  | 1050-1940 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Loys | Girle | Boys | Girls | Totel |
| Depertment store |  | 1 |  | 2 |  | 2 | 4 |
| Orice |  | 1 |  |  |  | 1 | 2 |
| Varlaty futore |  | 1 |  |  |  |  | 1 |
| Gluthing store |  |  |  |  |  | 1 | 1 |
| Total |  | 3 |  | 1 |  | 1 | 8 |

Of the $x 1$ graduates in Cooperative ketail Selling from Central Wigh School, Tulse, who responded to the questionnare there were 8 who were employed on part-tine jobs. Of the 8 thus enployed, 4 girls wese on part-time jobs in dopertment stores; offices, variety stores, qua dothing stores geve jobs to the remaning 4. Seventymive per
cent of the group were employed in retail selling jobs.
The types of esteblishments in which the Oclahom Oiky graduates were cmploved pert-ine is shom in pable Xuv.

MBLE XYV



| Estrbliciments | 1037-1938 |  | 1038-1939 |  | $1050-1000$ |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Giris | Boys | cirls | Sove | cixte |  |
| Departanert Store |  | 1. |  | 1 |  |  | 2 |
| Variety Store |  |  |  |  |  | 1 | 1 |
| Drug store |  |  |  |  | 2 |  | 1 |
| onfiee |  |  |  |  |  | 1 | 1 |
| Iotal |  | 1 |  | 1 | 1 | 2 | 5 |

Ot the 36 gradurtes from Qhlahona City, only 5 were gaployed on a part-tine basis. Of tho 5 thus craployed there were 2 girle employed in departmont stores; 2 gipl in a variety store; 1 gri in an of ince, and 1 boy on a part-time jot in a grocery store. Pighty por cent of thobe employed on a part-time basis were onployed in retail selling.

Table XXYI show the typos of osteblishonts IT wick Pouca City Greduates vere part-bise captored.

TABCS XXXVI

 1541

| Bstablishuents | $\begin{gathered} 1987-1958 \\ \text { Boys Gixls } \end{gathered}$ | $\begin{aligned} & 1938-1983 \\ & \text { Bove Gir1s } \end{aligned}$ |  | 1930-1020 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Specialty ${ }^{\text {Stores }}$ |  |  | 1 |  | 1 | 2 |
| Shoes Store |  | 2 |  | 3 |  | 2 |
| Cafe |  |  |  |  | 3 | 1 |
| Oritee |  |  |  |  | 1 | 1. |
| Preachire | 1 |  |  |  |  | 1 |
| Lumber Company |  |  |  | 1 |  | 1 |
| Total | 1 | 1 | 1 | 2 | 3 | 8 |

Of tho 35 gracuteg in Coogeretivo Retail Solling of Fonca City, 0 bere onployed on part-tine jobs. Of the 8 emploved, 2 girls were in specinlty storos; and the other 8 found work in a cesfo, an office, a lumber yard, shoe stores, whe the risistry. pive were ongeged in reteril selinne.
 whe enployed is show in tsule XrxVII.

TABLR TMDTI
 whe part-Thes mployit on parce 31, 1941

| Esteblishments | 1937-1938 |  | 1950-1939 |  | 1988-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | cirls | Doys | Girls | Boys | Girle |  |
| Departrent store |  |  |  |  |  | 1 | 1 |
| Paller 3rush Co. | 1 |  |  |  |  |  | 1 |
| Sotas | 1 |  |  |  |  |  | 2 |

Of the 21 gradates in Coperative Retain soluing of the ghawnee high sohool only two werg employod on a part-tins besis. A departant store employed the girl and the boy wes working for the fallor Brush Qompany.

A comoned table, when ohowe the establiohmonts in wich the graduetes of the four schools ware ernloyed on a part-time basis, has beon proparea to sumbrizo the data concoming this type of employmext.

Saule XXXI show the estailishmente in wioh the erackates from the four sehools were enployed on a part-tinc job.

## TABLC XX




| Hatablishrents | 1937-1938 |  | 1930-1939 |  | 1989-198.0 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Department store |  | 2 |  | 2 |  | 5 | 7 |
| 0etice Fork |  | 1 |  |  |  | 3 | 4 |
| Variety Store |  | 1 |  |  |  | 2 | 2 |
| Shoe Store |  |  | 1 |  | 1 |  | 2 |
| Specialty store |  |  |  | 1 |  | 2. | 2 |
| Clothing Store |  |  |  |  |  | 1 | 1 |
| Drug sjore |  |  |  |  | 1 |  | 1 |
| Proashing | $I$ |  |  |  |  |  | 1 |
| Csic |  |  |  |  |  | 1 | 1 |
| Lamber Cortany |  |  |  |  | 2 |  | 1 |
| fuller Brush Co. | 1 |  |  |  |  |  | 1 |
| Tatal | 2 | 4 | 1 | 3 | 3 | 10 | 23 |

Ot tho 151 gredutes in Cooporative Rotail Selinne, wo responded to the guatiomare, 28 wero on pert-tise jous. Over one-third of the gradue tes were omployed on a part-tiro basis in dopartment stores. Three-fourths of thom were angeg in rotail seling.

> Lstabisiments m migh raduabes vere boployed on Full-pine Jobs

Peble XL show the esteblishnonts in whec the Cooperative Retail Solline graduates from Tulso were employed on foll-time jobs.

Tastaf XL



| Bstablishnents | 1987-1930 |  | 1035-1939 |  | 1989-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Boys | Girls | Boys | Girls |  |
| Departant Store |  |  |  | 4 |  | 6 | 10 |
| ORijce |  | 1 |  | 2 |  | 1 | 4 |
| Seanstress |  |  |  | 1 |  |  | 1 |
| pertist |  |  |  |  |  | 2 | 1 |
| U. 3. Arxy |  |  |  |  | 1 |  | 1 |
| Potal |  | 1 |  | 7 | 1 | 6 | 17 |

Of the fle eraduates in Cooporative Retail Selling frox Tulsa, 17 were employed full-tine' Of the 17 thus employed, 10 girls pere gim ployed in department otores; 4 girls in ofices; 2 girls end 1 boy in other types of work. "wo-thirds of the prachates were gaployed in retail selling.

The establisments in which the ersouates of Oklahona City were on full-tine jous is shown in Toble XLI.

TRBLE XLI
 Wen Oiv FUL工TME JOBS OU MARCE 31, 1941

| Establishments | 1957-1938 |  | 1928-1939 |  | 1939-1940 |  | Potal |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Department Store |  | 5 |  | 3 |  | 5 | 15 |
| Variety store |  | 1 |  | 2 |  | 1 | 4 |
| Grocery Stare |  |  |  |  | 1 |  | 1 |
| U. S. Arry |  |  |  |  | 1 |  | 1 |
| Office |  |  |  | 1 |  |  | 1 |
| Totel |  | 6 |  | 6 | 2 | 6 | 20 |

Or the 30 graduetes of Coperative Retail Sellaze from Okinhea City, 20 were amioyed on full-time jobs. Mirteen girls, representing nearly tro-thirds of the gradutes were employed in departnent stores. Four girls wero eaployed in variety stores, 1 girl in ax office, 1 boy in a procery store, and 1 boy in the United States Aryy: A total of 90 per cent of those employed on full-time jobs wore ongaged in retail selling.

Table XLII shows the esteblishents in which the reduatos of Fonoe City, who responded to the guestionneire were full-tine exployed. TABLE XLII



| 2stablishments | 1957-1953 |  | 1938-1939 |  | 1989-1040 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Boys | Girls | Boys | Girls |  |
| Department gtore |  | 1 | 1 |  |  | 2 | 4 |
| Filling Station |  |  | 1 |  | 1 |  | 2 |
| Grocery store |  |  |  | 1 |  |  | 1 |
| Pelephone Exchange |  |  |  |  |  | 1 | 1 |
| orflce |  |  |  |  |  | 1 | 1 |
| Lumber Company | 1 |  |  |  |  |  | 1 |
| inllk aud Oleo Distributor | 1 |  |  |  |  |  | 1 |
| Refinery | 1 |  |  |  |  |  | 1 |
| Wotel |  |  | 1 |  |  |  | 1 |
| Cafeteria |  |  |  |  | 2 |  | 1 |
| Thentre |  |  | 1 |  |  |  | 1 |
|  |  |  |  |  |  |  |  |
| Of the 38 graduates in Cooperative Retail Selling fron Fonce |  |  |  |  |  |  |  |
| City, 15 were employed full-tine. Of the 15 on mill-tine employment |  |  |  |  |  |  |  |
| 3 girls and 1 boy were worcing in department stores. The remeining |  |  |  |  |  |  |  |
| 11 grauatos were exployed in 10 different establislments. Approxi- |  |  |  |  |  |  |  |

metely throe-fourths of the graduates vere onployed in retail selling - ctablishmente.

Tacle ALIII reveals the types of establishmonts in which the Shamoe gradutes vere All-tiza onyloyed.

TABLR KLIII

WEE FOLLTEAS EPLOYD OR TAMCT SI, 1941

| Esteblishraents | 1537-1938 |  | 1958-1935 |  | 1935-1910 |  | Totel |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Gris | 3oys | Cirls | Boys | Cirls |  |
| Dopartiport store |  |  |  | 1 | 1 | 1 | 3 |
| Moto studio |  |  |  |  | 1 |  | 1 |
| Collector grat Selling |  |  | 1 |  |  |  | 1 |
| Ofizice |  |  | 1 |  |  |  | 1 |
| Airplase Fobtory |  |  |  |  | 2 |  | 1 |
| Tetal |  |  | 2 | 1 | 3 | 1 | 7 |

Sover of the Sliameo graduates who recponced to the questionnaire sent them, were on full-tine jobs. Two pirls and 1 boy vere worling in departwent stores. The others were working in four different types of establishaents. Over one-half of the workers were doing rotail selling.

Table XLIV was prepared as a swmeary of the precodinge four tables, whion showed the types of establishmeats in which the graduates of anch school ware employed full-tine.

TABIE MLIV


| ustablishments | 1987-1980 |  | 1955-1099 |  | 1938-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Eoys | cirls | Boys | Girls |  |
| Departmant Staro |  | 6 | 1 | 8 | 1 | 14 | 30 |
| Ofrico |  | 1 | 1 | 3 |  | 2 | 7 |
| Tariety Store |  | 1 |  | 2 |  | 1 | 4 |
| Filling Station |  |  | 1 |  | 1 |  | 2 |
| J. B. Army |  |  |  |  | 2 |  | 2 |
| Grocery $S_{\text {tore }}$ |  |  |  | 1 | 1 |  | 2 |
| Telephoze Brehoxice |  |  |  |  |  | 1 | 1 |
| Lamber Compazy | 1 |  |  |  |  |  | 1 |
| Lilk and oleo Distributor | 1 |  |  |  |  |  | 1 |
| Hotel |  |  | 1 |  |  |  | 1 |
| Theatre |  |  | 1 |  |  |  | 1 |
| Ceretoria |  |  |  |  | 1 |  | 2 |
| Refinory | 2 |  |  |  |  |  | 1 |
| Fnoto Etuedo |  |  |  |  | 1 |  | 1 |
| Collector exd Salesmen |  |  | 1 |  |  |  | 1 |
| Airplane Factory |  |  |  |  | 1 |  | 1 |
| Seemstress |  |  |  | 1 |  |  | 1 |
| Dentist |  |  |  |  |  | 1 | 1 |
| 90tal | 3 | 8 | 6 | 15 | 8 | 19 | 59 |

of the 152 graduates in Coperative hetail selling of the four schools, thare was a total of 59 who were enployed on full-tine jobs. of those thus engloyed, 28 eirls and 2 boys were on jobs in department stores, 6 girls and 1 boy in offices. The remaining 22 workers were working in 16 different types or omploment. of those employed full-time, practically three-fourths were engaged in rotail selling.

Balaries fisceived By the fracuates
Whe Tere On Fart-fime Jobe

The saluries of the rakuetes ir Cooperative ketail gelkng from tulse who wero emploged on part-tine fobs, tarch 31, 192 are shown in Table x FW .

TABLE XLV



| Weekzy Salary Hange | $\begin{gathered} \text { 1957-193e } \\ \text { Doys Cirls } \end{gathered}$ | $\begin{gathered} 1950-1980 \\ \text { Boys Gir1s } \end{gathered}$ | $\begin{gathered} 1955-1940 \\ \text { Boys Gir1s } \\ \hline \end{gathered}$ | Total |
| :---: | :---: | :---: | :---: | :---: |
| 0-2.50 |  |  |  |  |
| 2.52-5.00 | 1 |  |  | 1 |
| $5.01-7.50$ |  |  |  |  |
| $7.61-10.00$ |  |  | 2 | 2 |
| 10.01-12.50 |  |  |  |  |
| 12.51-15.00 | 1 |  |  | 1 |
| 15.01-17.50 |  | 1 |  | 1 |
| Not Given | 1 |  | 2 | 3 |
| Tota 1 | 3 | 1 | 4 | 8 |
| Of the 8 graundes in Cooperative Retail Sellime from Halsa, |  |  |  |  |
| one-rourth of then recelved more then fi2.50 per week. Fhree girls |  |  |  |  |
| did not state their salaries. The averde weekly oumings of the |  |  |  |  |
|  |  |  |  |  |
| mable xivi shows the saleries of gradugtos in Cooperative |  |  |  |  |
| Reteil gelling | Othenota dity | ho mere on | t-time empl | nt |

TABLI XLVI



| Weotry Selary Range | 1087-1938 |  | 1058-1939 |  | 1988-1940 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 0-2.50 |  | 1 |  |  |  |  | 1 |
| 2.51-5.00 |  |  |  |  |  |  |  |
| 5.01-7.50 |  |  |  |  |  |  |  |
| 7.51-10.00 |  |  |  |  |  |  |  |
| 10.01-12.50 |  |  |  |  |  |  |  |
| 12.51-15.00 |  |  |  |  |  | 1 | 1 |
| 15.01-17.50 |  |  |  |  |  |  |  |
| 17.01-20.00 |  |  |  |  |  |  |  |
| Hot Given |  |  |  | 1 |  | 2 | 3 |
| Totel |  | 1 |  | 1 |  | 3 | 5 |

Of the 5 gracuates of Oklehona Qity in Copporative Rotail Selling who were ox part-time jobs, 2 of them stated their salaries. The salaries were 82.50 and 615.00 per weok respectively, which is an average of $\quad 7.75$ selary per meok.

The seleries received by the greduates in Cooperative Retail Solling from Ponca city on Fart-tive jous is shown in fable xumI. TABLE XLUTI



| $\begin{aligned} & \text { Weekly Selery } \\ & \text { inenge } \end{aligned}$ | 1937-1938 |  | 1958-1939 |  | 1939-1840 |  | Totel |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Eoys | Girls | Boys | Girls | Boys | girls |  |
| 0-2.50 |  |  |  |  |  | 1 | 1 |
| 2.51-5.00 |  |  |  |  |  | 2 | 2 |
| $5.01-7.50$ |  |  |  |  |  |  |  |
| $7.51-10.00$ |  |  | 1 |  |  |  | 2 |
| Not Given | 2 |  |  | 1 | 2 |  | 4 |
| Total | 1 |  | 1 | 1 | 2 | 3 | 6 |

Of the 8 graduates in Cooperstive Fetail Sclling Prom Ponea City on pert-time jobs, only 4 of then reported their seleries. The average weokly balary of these 4 part-time worlers is 36.25.

There is no table showing tho salarias of gradustas in Cooperative Retal solling from shawee. Thero ware only 2 part-time workers, who tespaded to the questiomaire; 1 of them boy who reported a salury of 64.00 ger week, and, the other a girl who refused to state her weokly salary.

A conbined table showing the selaries of the 23 graduetes of part-time jobs wes prepared to show a sumary of the date relating to part-time salaries of the greduntes reportiag from the four schools. Table XLVIII combines the data contained inis tables numbered XLV, XLUI, XLVII, and the data concerning the 2 part-time workers from Shawae. TABLS XLVIII



| Weekly Salary Range | 1987-1938 |  | 1938-1939 |  | 1939-1940 |  | Totel |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys | Girls | Boys | Girls | Boys | Girls |  |
| 0-2.50 |  | 1 |  |  |  | 1 | 2 |
| 2.51-5.00 |  | 1 | 1 |  |  | 2 | 4 |
| 5.01-10.00 |  |  | 1 |  |  | 2 | 3 |
| 10.01-12.50 |  |  |  |  |  |  |  |
| 12.51-1.5.00 |  | 3 |  |  |  | 1 | 2 |
| 15.01-17.50 |  |  |  | 1 |  |  | 1 |
| Not Giver | 1 | 1 |  | 2 | 2 | 5 | 12 |
| Total | 1 | 4 | 2 | 3 | 2 | 11 | 23 |

Of the 131 reporting craductes, from the four schools during the period 1957-1940, there were 23 on part-tine jobs. The selaries remged from a low of $\$ 2.00$ per wects to a high of 515.50 per weok. of
the 29 who reported es roceiving salmties for pert-timo wort, 11 did not state their salaries. The everage wekly selory for the 12 who reported part-time salaries was 57.72 .

Salarien Roceived Dy The Graduates Whe Were maployed Full-Time

The weetly calarios of the graduates in Cooporative Retail solling who reportod on full tha jobs from Tulse are show in Teble XLIX,

TABLS SLIX

| Weetry Salary$\qquad$ | 1937-1938 | 1938-1939 |  | 1930-1940 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Boys Qirls | Boys | Girls | Boys | Girls | Total |
| 7.51-10.00 |  |  |  |  | 1 | 1 |
| 10.00-12.50 |  |  | 1 |  | 2 | 3 |
| 12.61-15.00 |  |  | 2 |  | 4 | 6 |
| 15.01-17.50 |  |  | 1 |  |  | 1 |
| 17.51-20.00 |  |  |  |  |  |  |
| 20.01-22.50 | 1 |  |  |  |  | 1 |
| 22.51-25.00 |  |  | 1 |  |  | 1 |
| 25.01-27.60 |  |  | 1 |  |  | 1 |
| Hot Given |  |  | 1 | 1 | 1 | 3 |
| Lotel | 1 |  | 7 | 1 | 8 | 17 |

Seventeen of the Iulsa graduates in Cooperative fotail Selling roportad they were on full-tine jobe. The range in salaries per week was from a low of 9.00 to a high of 825.00 , The averege salary for the 14 who made roports vas 15.50.

Thore werc 20 graductos in Coperative intall Bolling from Dhinnona city who reportad the amount received for full-the jobs. frable $L$ gives this information.

TABLTM



| Weetiy Salery Renge | 1057-1030 |  | 1988-1929 |  | 1939-1980 |  | Fotel |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Eoys | Girls | Boys | Cirls | Boys | Girls |  |
| 5.01-7.50 |  |  |  |  | 1 |  | 1 |
| 7.51-10.00 |  |  |  |  |  |  |  |
| 10.01-12.50 |  |  |  | 2 | 1 |  | \% |
| 12.51-15.00 |  | 4 |  |  |  | 4 | 8 |
| 15.02-17.50 |  | 2 |  | 4 |  | 2 | 8 |
| Not Giver |  |  |  |  |  |  |  |

Povel-
6 . 6
$2 \quad 6$
20

There were 20 graduates from Oklanom city on full-tine jobs. The range of salaries was from \& low of 67.00 per weok to a high of 317.00 . Sixteen or four-finths of the eroup received salaries above 812.50 per weck. The average weelly salary receivad by the oxlahoma City graduates in Cooporative Retail delling who were on RIl-tise jobs was 18.e3.

Table LI shows the weckly salaries of the graduates in Cooperative Retall Selline who reported from Ponca City, who were on full-tiae employnent.

TBELE LI



| weekly salary nenge | 1037-1030 |  | 1088-1039 |  | 1938-1940 |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 3 Oys | Girla | Boys | Giris | Boys | Gurle |  |
| 5.01-7.60 |  |  |  |  | 1 |  | 1 |
| 7.51-10.00 |  |  |  | 2 |  | 2 | 3 |
| 10.01-12.50 |  |  |  |  |  |  |  |
| 22.51-15.00 |  | 1 |  |  |  | 1 | 2 |
| 25.01-17.50 |  |  | 1 |  | 1 | 1 | 8 |
| 17.51-20.00 |  |  | 1 |  |  |  | 1 |
| 20.01-22.50 | 2 |  |  |  |  |  | 2 |
| 22.61-25.00 |  |  | 2 |  |  |  | 2 |
| 25.01-27.50 |  |  |  |  |  |  |  |
| 27.51-30.00 |  |  |  |  |  |  |  |
| 30.01-22.50 |  |  |  |  |  |  |  |
| 22.51. - 25.00 | 2 |  | 2 |  |  |  | 2 |
| Hot Given |  |  |  |  |  |  |  |
| Sotel | 5 | 1 | 2 | 1 | 2 | 4 | 15 |

Of the number of reduates in Cooperativg Retail Selling reportEy from Fonea city there were 15 who were omployed on a sull-tivae basis. The selary per week ranged from a low of 87.00 to a high of 5a5.00. Phroe-fiftis of the graduatos in Cooperative Metail Bolling Sron Ponca City received veelly salartes above 515.00 . The average weckly salary of this spoup was 17.06 .

Fable LII shows the weakly salaries of the graduates in Cooperative Retail Selling fron Shanee who raported thenselves to be on full-tine jobs.

MaDLE LIT



| wealy salary Renge | $\begin{gathered} 15 \mathrm{~g}-1009 \\ \text { Boys Gris } \end{gathered}$ | 1980-1989 |  | 1939-1940 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $12.51-15.00$ |  |  | 2 | 2 |  | 2 |
| 15.01-17.50 |  |  |  |  |  |  |
| 17.51-20.00 |  | 1 |  | 1 |  | 2 |
| 20.01-22.30 |  |  |  |  |  |  |
| 22.51-25.00 |  | 2 |  |  |  | 1 |
| 25.01-27.50 |  |  |  |  |  |  |
| 27.51-80.00 |  |  |  |  |  |  |
| $30.01-32.50$ |  |  |  |  |  |  |
| 82.51-35.00 |  |  |  | 1 |  | 1 |
| 3ot Gaven |  |  |  |  | 2 | 2 |
| Total |  | 2 | 1 | 3 | 1 | 7 |

OR the nuber of graductes in Cooperetive Retail Selling from Shavaes, 7 rere ou full-tine jobs. The range of weekly salarios wes frem a low of B15.00 to a high of 535.00 . Nearly threemourths of this eroup received selaries from 12.50 to $\$ 25.01$ per week. The average weelly salary for the 6 who reported salaries wes f21.21. The sverege weekly salary, as reportod by the shamee graduates, was higher than the avorage salary of ether of the other three schools.

Table IIII has been propared to show the distribution in Selartes of the 53 graduates of the four schools, who reported thomselves as baing on full-time jobs.

## TABLE


 MAECL 81.1942

| Weekly 6atary seage | 1937-1050 |  | 1036-1989 |  | 1939-1500 |  | Tote 1 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Doys | Gix ls | Boys | Qiris | Boys | firls |  |
| 5.02-7.50 |  |  |  |  | 2 |  | 2 |
| $7.52-10.00$ |  |  |  | 1 |  | 3 | 4 |
| 10.01-12.50 |  |  |  | 3 | 2 | 2 | 6 |
| 12.51-15.00 |  | 5 |  | 5 | 1 | 9 | 18 |
| 15.01-17.50 |  | 3 |  | 5 | 1 | 3 | 12 |
| 17.61-20.60 |  |  | 2 |  | 1 |  | 3 |
| $20.01-22.50$ | 2 | 2 | 2 | 1 |  |  | 3 |
| $22.51-25.00$ |  |  | 2 | 1 |  |  | \% |
| 25.02-27.50 |  |  |  | 1 |  |  | 2 |
| 27.51-80.00 |  |  |  |  |  |  |  |
| $50.01-52.50$ |  |  |  |  |  |  |  |
| 92.52-85.00 | 1 |  | 2 |  | 1 |  | 8 |
| Tot azen |  |  |  | 1 | 1 | 8 | 4 |
| setal | 3 | 3 | 笭 | 15 | 8 | 15 | 51 |

Of the $1: 1$ graduates in Coperabive Retail Selline who reported fron the four sohools in this study, 68 of then were on full-tige jobs.
 Low of 7.00 to a high of 655.00 per week. The average veckly salery calculated by the formula for gronped data, for the 55 who stated their salaries was 15.94 . The stanama deviation tas 5.67. 1 Applying the formula for the standard error of sa average mean ve ilnd thet the
1.J. Jurray Leo, A Guide So Tonsureneat Is Secondary © chools, D.


 anvere from tho true averege uy more then $.75 .{ }^{2}$



## CXIITER VI

## PIMIMGS AN EECOMLMDATIONS

Findings

The purpose of this study was to discover to whet exteat the graduates have utilized the bratning received in high achool in enterint upon and porsisting in oxploymat rolatod to aistributive occupatiozis.

The study is specificaily consined to a follow-up of 181 raduetos Srom sour Oklahoma high schools; Tulsa, Oklahona City, Ponca City, and Shawne for the school years 1037-1930, 1986-1989, and 1959-1940. The data wore obteined through questionnaires which wore sent to 280 gracuates of Cooperative Rotail Selling in the four high schools. Of the 280 questionnares sent, usoble responses were made by 191 of the graduates; 41 from Iulsa, 36 from Oklahoma Gity, 35 from Fonca City, and 21 from Shawee.

The deta revenled that of the 121 graduates who responded to the questionnaire, 85, or nearly two-thirds were enrolled in Cooperaive Retail Selling classes for 2 senesters. It was found thet department stores Aumished 75 , or practically one-hale of the totel traning establishments vitized by the 151 gradutes. Variety stores cesse second with 31 , or 20 per cont. A total of 101 greduates geve their job titles as salespersom, which was 70 per eont of sll the job tities listed.
of those who pursued procrens of study and training above the high school level, nore then two-thinds attended colleges or undrotities; 6 attonded business colloges; 2, aviation sohool; 1 , beauty eqllege; 3, post hich school courses; end 2 did correspondence
study. Of the 51 doing advanced study, 32 or 62.7 per cent were still in sehool when the study wes made.

Of the courses chosen by the 51 graduates who were doing advanced stury, comoree wen tho preaninatinc atajor field, being arajored in by prectically twouthirds of those darolled in schocl. Fone bonomies follow, being ohosen by 5 as a major; tho rowhing majors were seatered over wide spread of selecticas. It is interesting to note the comparatively large number whe edther finished thotr courses or are still in sehool. It would soed that rost of those who oarolled for furthor stady ware persistent enough to complete their courses.

As to enaployment, 28 vere on part-time jobs, with department stores and ofices absorbine virtually half of those on parthine jobs, the former 30 per cent and the latter 17 per cent. fro-thirds of the full-time employed were to be found in the beno tye of work as the majority of part-ine worlers. Agein cepartant stores led with a per cent of 63; offices absorbed 12 per cent of the full-the workers. These 2 types of enploynent were beine followed by 64 per cemt of the 50 who were on All-time jobs

The average wealy salary range for part-time omplonaent was from a. low of 8 . 00 in Shame to a high of 10.42 in Tulsa. The average part-tine wookly salary was 65.25 in Ponce City, and 87.75 in Oklahoma City. The evorage weekiy andaries for fall-tine workers for the four eities were: Oklahoma City 13.08 ; Tulsa 15.59 ; Fonoa City 617.88 ; and Shamee f21. 31 . The average weekly salary calculated by the formale for grouped data, for the 55 who were fulletme cmployed was W25.04. It is sighificent to note that the nalariss given by the Shawe graduates were considerably higher than those of the other cities. Tha average wesky calaries for workers in rotail trade throughout the United States ranged from 17.02 to 12.49 during the
period from $19{ }^{2} 4$ to $1939 .^{1}$
The present employaent atatus of the graduates is indicated by the data in Table IV. There was a total of 32 boys amd 100 girls who are included in this study

TABLE LIV




If the number of those unemployed but in school, and the 19 married women are dedueted from the 131 total, there remain only 9 , or 10 per cent of the total actuelly umemployed. Thus those employed either full-time or part-time number 82, which represents an enployment record of 90 per cent. Of the 32 who were employed either parttime or full-time, three-fourths were engaged in retail selling. Insofar as the actual pursuit of retail selling jobs after graduation is indicative of the walue of training, the high school Cooperative Retail Solling program appears to be justified.

Recomendations
The following recomendations are suegested:

1. That a complete systcm of recora keeping for guidance and followup purposes be set up by the coordinators in each school having a aistributive education program in order to maintein more accurate and up-to-date information concerning the graduates of their reapective procrams.
2. That a sumary of the followwp records of graduates of Part-Time Cooperative Retail Selling classes be kept in the office of the Assistant State Supervisor, in order that state-wide stadies of the employment records may be made anmally to determine one measure of the effectiveness of distributive education.
3. That a follow-up study similar to this one be made of the 149 graduetes who did not respond to questionaires sent them in this study.
4. That the resulte of this study, and all other sinilar studice in distributive educetion, be made known to interested teachors, sohool admintatretore, mod bustness men of this stete in ordom to help them La choonag the proper netoriale and methode to be ucod in prograna of Ooperetive Retail Selling.
5. That the coorinatore attompt to obtain a rider asuarsticetion of tratitis stations in thoir respective school progrens.
6. Thet the guesthomare used in this stody be revised and strengthened and voed as a pottern for maling future studies of this noture.

APFBMOIX

300 kindiook
Stillwater, Oklehoma

Dear Friend:
Since the passage of the Ceorge-Deen Act in 1006 namy schools have introduced courses in Cooperative Reteil Solling. Wery more schools are considering the introduction of the course. Some schools are hesiteting to introduce the course on sccome of the lack of derinite information conceraing the welue of such a course.

The retail selling coordinator of your school has supplied me whth the manes and adcresses of all the high school graduates since 1957 that had cooperative retail trainine while in high school. Your coordinetor belleves, as do many others, thet a follow-up study of the greduetes would be of velue to those interested in cooperetive selling.

In order thet auoh a study can be made it is necessary that you fill in and retam promptly the enoloced questiomaire. Phe success or failure of this stuay depends upon your willingness to cooperate by returming the questionaire. WAY I DEFED ON YOU?

In order thet the results of this stuay en be made available to those contemplatine the introduction of such a course in the ir schools next year, at is eascatiel that I receive all the questiomuires. by retury mail.

Boclosed you will find a stanped, selî-adressed eavolope in Which to retura the guestiomaire. If for any reason you do not desire to eive your neme, feel free to leave that part of the questionaire blent. The essextial thing is thet you return the guestiozaire.

I assure you that your cooperation in this matter will be greatly appreciated. If you eesire to have a copy of the results of this study, pleese indicate this at the bottom of the questionmare.

> Yours very truly,

G. Elwood Rookey

Questionnaire

PERSOMAL:

1. Haxe
2. Present Adäress

St. City State
3. Age nearest birthday 4. Sex male female 5 . Are you married?
6. Are you now employed? $\frac{\text { 7es no }}{\text { ne }}$, hatind of work are you now

FIGI SCHOOL COOPERATIVE PRALHTHE:

1. Please check (v) the rumber of semesters that you worked in stores while enrolled in Retail Selling as a student in High School. orie $\qquad$ two $\qquad$ three $\qquad$ rour $\qquad$
2. List the types of esteblishente thet you worked in while a student in high sohool. Give the job held and the duties performed.
a. esteblishment job held
duties performed
b.

ADVLICSD STUDY:

1. Liat the nemes of the schools attended after graduating frex high school. Give the date of attexterce and the major subject studied.


ETPLOMEXT:

1. What different jobs have you held aince graduating from hieh sehool? (Begin with the first job that you secured.)

Date of Work Job Title Duties Performed Full | Part |
| :--- |

## From:

50:
From:
早o:

## From:

To:
2. How long after graduating from hich selool was it before you * secured your first job?
S. What is your present meokly salary
4. In whe way has the training in cooperative retain salling, as reocived in high sebool, he led you seoure sud hold omployment? (elelato ary erperience that you have nad that causes you to believe as you do.)


BIBLIOGRAPHY

## BOOKS

Bixler, Harold Hench, Check Lists For Educational Research. New York: Bureau of Fublications, Teachers College, Columbia University, (1928).

Brown, Iyndon 0., Market Research and Analysis. New York: The Ronald Press, (1937).

Burton, R. J., A Follow-Up Study of Conmercial Graduates of The Waussau Sonior High School. Unpublished Master's Thesis, University of Iowa, (1935).

Callarman, Cecil Clarence, A Study of The Post-High Sohool Aotivities of The Graduates Of Fonce City Figh School For The Years 1934, 1955, 1936, 1937, and 1938. Unpublished liaster of Science Thesis, Oklahoma Agricultural and Mechanical College, Stillwater, Oklahoma, (1940).

Good, Carter V., Barr, A. S., and Scates, Douglas E., The Methodology of Educational Research. New York: D. AppletonCentury Compeny, Inc., (1936).

Haas, Kenneth B., Distributive Education. New York: The Gregg Publishing Compeny, (1941).

Haynes, Benjomin R., and Grahen, Jessie, Research In Business Education. C. C. Crawford, University of California, Los Angeles, California, (1932).

Haynes, Benjamin R., and Humphrey, Clyde W., Research Applied To Business Bducation. New York: The Gregg Publishing Company, (1929).

Hemphill, Ruby Mae, A Study of The Subsequent Academic and Vocational Activities of Drop-out Students of The School of Comerce of Oklahoma Agricultural and Mechanioal College. An unpublished Waster of Arts Thesis, University of Southern California, Los Angeles, Califormia, (1937).

Koos, L. V., The Questiomaire in Education. New York: The Mamillan Company, (1928).

Lee, J. Jurray, A Guide To Measurement In Secondary Schools. New York: D. Appleton-Century Company, Inc., (1936).

Nahl, Perham C., Application of The Interview Method To a Trading Area Survey of Stillwater, Oklahoma. Market Research Study Wumber 2, Oklahoma Agricultural and Nechanical College, School of Commerce Karket Research Service, Stillwater, Oklahoma, (February 1939).

Nahl, Perhom C., Consumer Shopping Habits By Income and Occupational Groups. Market Research Study Number 3, Oklahoma Agricultural and Ilechanical College, School of Commerce, Market Research Service, Stillwater, Olclahoma. (April 1940).

Schluter, W. C., How To Do Research Work. New York: Prentice-Hall, Inc., (1926).

## GOVERMMENT DOCUMENTS

Brick, Gienn Oscar, Cooperative Training In Retail Selling In The Public Secondary Schools, Vocational Education Bulletin Number 186, Conmercial Series Number 10 . United States Department of the Interior, Office of Education, Washington, D. C., (1936).

Haas, Kenneth B., Cooperative Part-Time Retail Training Programs-Supervision, Coordination, and Teaching, Vocational Division Bulletin Number 205, Business Bducation Series Number 12. United States Department of The Interior, Office of Education, Washington, D. C.

Haas, Kenneth B., Distributive Education--Organization and Administration, Vooational Division Bulletin Number 211, Federal Security Agency, United States Office of Education, Weshington, D. C., (1940).

Russell, John D. and others, Vocational Education, Advisory Comittee on Education. Washington, D. C., Government Printing Office, (1938).

Statement of Policies for The Administration of Vocational Education, Vocational Educational Bulletin Number 1, United States Department of The Interior, office of Education, Washington, D. C., (1937).

Typiat: Marjory Gilbert

