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A Study of the Methods of Labor Procurement in South Dakota

Bert H. Buckbee

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A STUDY OF THE METHODS OF LABOR PROCUREMENT IN SOUTH DAKOTA

BY

BERT H. BUCKBEE

A thesis submitted in partial fulfillment of the requirements for the degree Master of Science, Department of Printing and Journalism, South Dakota State College of Agriculture and Mechanic Arts

June, 1962
This thesis is approved as a creditable, independent investigation by a candidate for the degree, Master of Science, and is acceptable as meeting the thesis requirements for this degree, but without implying that the conclusions reached by the candidate are necessarily the conclusions of the major department.

Thesis Adviser

Head of the Major Department
ACKNOWLEDGMENTS

The investigator expresses appreciation to Mr. Paul H. Jess, Assistant Professor of the Department of Printing and Journalism, for assistance and valuable guidance in conducting this survey.

Special recognition is given to my wife and children for valuable assistance and the peace and quiet necessary to complete such a study.

BB
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CHAPTER I

INTRODUCTION

"Printing is carried on everywhere; all over the world, wherever there is civilization, there is printing. The printer can be employed in a small country town, on a weekly newspaper—or he can work in one of the huge plants in Chicago or other large metropolitan centers. In fact, the typical history of a journeyman printer is that of a man who learned his trade in a small plant, perhaps in a small city, and gradually worked up until he held down a steady situation in a large city at the maximum wage for his craft."

Harold W. Hill
Former President, PIA

Reasons for undertaking the Study

The labor procurement methods of the printing industry in South Dakota have long been of interest to the investigator. As an instructor in printing at South Dakota State College, the investigator has been contacted directly and indirectly by editors and plant managers interested in hiring employees. Generally, the prospective employer was in need of an employee immediately, perhaps because employees had resigned or had been fired. In a situation such as this, the first man contacted was usually employed, with the result that many of these employees were unsatisfactory. With this in mind, the investigator endeavored to show which type of employee would best satisfy his employer.

In our present-day economy, where the gross national product is at an all-time high, (13-17) and unemployment is relatively low, (10-202) the procurement of efficient, qualified employees is becoming a serious problem. New industries are springing up, and established industries are
rapidly expanding. Added to this is the trend toward earlier retirement and the shortened work week (14-5). All of these factors combine to cause labor shortages in certain industries and geographical locations. Another factor that seems to have a definite bearing on this problem is the vast migration of the younger people from rural areas, (5-19), in the search of higher wages and shorter working hours.

The aforementioned factors make it imperative that these rural areas use every method at hand to best utilize the labor supply still available to them.

Labor procurement in the skilled trades in South Dakota has often been a haphazard procedure. The industry, seeking employees, has had to be satisfied with training its own help or advertising in metropolitan newspapers with the hope of enticing persons from those areas. In either instance, the employee obtained often leaves something to be desired. The in-shop trainee is often hired without benefit of aptitude tests or other methods that will tell the employer of the suitability of the person for the position. Although the outsider brought into a new location is probably proficient in his field, his ability to adapt to the new community or to adapt himself to the new shop may be such that he stays only a short period of time.

The printing industry in South Dakota provides a prime example of such a labor problem. The vast rural areas of the state increase the problem, in that the hiring of outside help becomes more difficult and the problem of adaptability increases (2-401).
Objectives of the Study

"It is expected that the upward trend in employment in the printing and publishing industry will continue during the foreseeable future. The increasing population of the country, coupled with a strong demand for reading material, is reflected in a healthy outlook for the printing and publishing industry" (11-3).

The above statement, released by the Branch of Research and Statistics, Bureau of Apprenticeship, United States Department of Labor, bears out the thinking of the investigator when he decided to undertake this thesis. The object of this thesis is to point out to the graphic arts industry in South Dakota the ways in which potential employees receive their training. The investigator hopes to show a need for more formalized education methods in preparing employees, whether in existing schools or new programs. The hiring of new employees is expensive, not merely from the standpoint of wages paid, but from the standpoint of other expenses involved. There are no figures specifically concerned with the printing industry relative to the cost of replacing an employee. As an example of such costs in another industry, however, Dale Yoder conducted a study in the boiler industry which showed that the cost of replacing an employee is approximately $95.47 (16-251). For the small shop, working on a limited budget, this cost would be prohibitive. Naturally the expense involved in replacing employees would be considerably less in rural areas, due to the lower wage scale, but the other expenses such as material waste, machine time and over-head costs would be approximately the same. Even should the cost be only one half of the
instance cited, the small shop would still be at a disadvantage if it had
to hire several new employees in the course of a year before one worked
out satisfactorily.

The investigator will try to show, through a study of a geographical
segment of the printing industry—South Dakota—what the trend is
in the labor field within the industry, with the hope that some knowledge
may be gained that will help employers in the selection of new employees.

Organization and Procedure of the Study

This study was the result of a survey conducted within the state
of South Dakota. Participants were secured by sending questionnaires to
one in three of the 102 weekly newspapers, the 12 daily newspapers and
40 selected commercial shops. The list of commercial plants was compiled
by O. R. Abel, Superintendent of Printing Production at South Dakota
State College (See Appendix I).

Initial contact with the sample was made by a letter (Reproduced
as Appendix A) addressed to the publisher or owner of the plant. Rather
than send questionnaires to the owners or publishers requesting the names
of employees so they could be contacted individually, it was hoped this
method would avoid confusion and save considerable expense in mailings.

The initial questionnaire explained the purpose of the survey and
asked the owner or publisher to act as agent to hand out the question-
naires to the employees and collect them for return to the investigator.
An initial questionnaire was prepared for each of the above mentioned
plants. A self-addressed post card (Reproduced as Appendix B) was in-
cluded with the initial questionnaire. The card provided space for the
publisher or owner to indicate the number of "back-shop" employees in his plant. The term "back-shop" as used in this study refers to those employees concerned with the actual mechanical operation of producing the printed material.

Upon return of the post cards, sufficient employee questionnaires (Reproduced as Appendix C) were mailed to the publisher or owner for the number of employees in his plant. Persons not answering the initial questionnaire were contacted with a follow-up letter (Reproduced as Appendix D) explaining in greater detail the purpose of the survey. As a result, additional respondents were secured. An additional letter (Reproduced as Appendix E) was prepared and sent to those plants from which post cards were returned but which failed to return the employee questionnaires; this, too, helped increase the number of respondents.

Thirty-six plants, or 41.8 per cent of the sample contacted, returned the initial questionnaire card. The follow-up letter resulted in securing an additional four respondents, or 4.6 per cent, to the initial questionnaire. The additional letter sent to those failing to return the employee questionnaires elicited a return of five sets of questionnaires from those plants. Of the shops or plants selected, 52 per cent participated in the study. Of the total estimated "back-shop" employees involved, 70 per cent participated. This disparity in percentage is because those shops which chose not to participate were of the smaller variety.

The terms "small shop" and "large shop" as used in this study are defined as follows: a "small shop" hires usually about five or six employees and not over 10 employees, while a "large shop" hires not less
than 10 employees but may have as many as 50 to 100 employees.

It was deemed necessary by the investigator to first ask the employee how long he had worked in the printing industry. Question two asked how long he had worked for his present employer. It was hoped this would show the length of time an employee tends to stay at one job. Because the survey concerns the state of South Dakota, the employee was next asked how long he had been employed in the state. Question four asked the employee's position in the shop. This led to some confusion on the part of the participating employees. It was assumed the positions such as operator, pressman, compositor, would be used, but in several cases, the employees listed several jobs. In these instances, the investigator arbitrarily placed the respondents in the first named position, on the assumption the person would list first, that position in which he spent the greatest amount of time. The investigator was concerned with the duties of the employees to better determine how the majority of the employees were utilized in the shop in question. Question five, concerning place of the employee's initial training was asked in an effort to ascertain how many of the employees received their training in other states so the investigator could determine how many of the participants had moved into the state to work in printing. The sixth question concerned the method by which a respondent received his training so the investigator could determine the scatter of training methods. The last question was included to check the correlation between those trained in the union apprentice program and those individuals who were ever union members.
CHAPTER II

METHODS OF TRAINING PRINTERS

"Some men ought not to be printers and there is no use trying to make printers of them. These are men who care nothing for the appearance of a printed page; who do not respond to the heft and feel of a well-bound book; who cannot see the art that has gone into a brilliant poster or action illustration. For success in the printing industry, you must have an interest in printing for its own sake."

William H. Walling
"Should You Go Into the Printing Industry?"

The above statement pretty well sums up the person not to hire, if the employer is to solve his labor problems, yet one finds this same sort of person in many printing establishments. Expediency prompts the employer in the small shop to hire the first person who walks through the door. The training of an inexperienced person is a time-consuming process and if at the end of a month, or even a week, it is found that the individual is unsuited for the trade, a month or week has been wasted. The employer finds himself no better off than he was before. Printing requires not only dexterity of the hands, but it requires considerable formal education. In addition to this, the trainee must have a sense of artistry and be willing to assume responsibility. He must be able to work with a team. Every part of the operation that produces the finished job is carried out by individuals who must work in close cooperation with other individuals to turn out the best job possible.

The employment of new help in any industry follows the same pattern. There are three sources from which new employees can be procured. The
first is the young person "fresh" out of high school, college or trade school. The second source is from within the industry, and the third, from another industry. The high school, college or trade school graduate has probably had some formal schooling in the trade, and the person from within the trade can be expected to be fairly proficient in his vocation. The training periods required to adapt these persons to their new positions will be relatively short for persons hired from within the industry and somewhat longer for persons with formal education in the trade.

The third individual, the one with no experience in printing, poses the biggest problem. Unless he has been hired from an industry closely allied with printing or has had some printing experience in his background, this person will have to be completely retrained. If the employer balances the efficiency of the new employee against the relatively low wage paid inexperienced help, usually the only thing that suffers is production. The inexperienced employee who applies himself will soon be earning his wages and his employer will soon be realizing a profit from the employee's labors.

Methods Used to Train Printers

There are seven generally accepted methods whereby a person interested in the printing industry can receive training. These methods are basically the same in respect to that which is learned. The basic methods of printing do not vary from one geographical location to another. Only the minor techniques change, and an experienced man can adapt himself to these quickly. These minor techniques usually pertain
to materials used and to equipment. One shop or locality may favor the deep-etch plate for all offset printing and another may favor presensitized plates. Various types of equipment may pose a problem. The employee may encounter equipment he has never seen before. Although this can be expected, there is another facet of the equipment problem the employee is sure to encounter in a new job. The quirks or oddities of individual machines or equipment may be such that the employee will have to re-learn how to run a given piece of equipment. Adapting to these conditions is usually a relatively short process. The methods are:

The Country Shop—The country shop is probably the largest single training school for printers in the state of South Dakota. Many printers received their basic training in the local print shop or weekly newspaper shop. Often the employee started out as a school-age child sweeping out the shop, running errands or delivering papers. As his interest grew, and he became a high school student, he probably worked after school and Saturdays throwing in ads, smelting the used Linotype metal and, if he was a good worker, feeding a platen press. By the time the young person was a senior in high school, he probably was promoted to the ad bank, setting up ads, setting some straight matter on the Linotype or feeding the cylinder press. After graduation, the country-shop employee found himself spending more and more time on the linecasting machine or running the presses. About this time the trainee began to work on the actual paging up of the paper or locking up forms for the presses, and while not consciously realizing it, he had developed into a fairly efficient back-shop employee. When the employee had learned his job well, he usually became
aware of the higher wages paid in the metropolitan areas, and unless his employer met these wages, he resigned to seek a better position (5-19).

The Printer’s Devil—Many of the printers in industry today, when asked how they received their first training in printing, say they were hired as printer’s devils. The older men are probably correct in this statement, but the younger men who entered the trade after the child labor laws were enacted, (12-27) probably are not. The country shop and the printer’s devil type of training went hand-in-hand; however, with the enactment of child labor laws, the printer’s devil became a thing of the past. In colonial times a boy was often “bound” to the print shop as a “devil” and it was agreed that he would be trained as a printer. The boy received room and board, two pair of heavy-soled shoes, clothing suitable for an apprentice, and occasionally a few coppers in payment for 12 or 14 hours of work per day (12-8). His duties consisted of sweeping out the shop, dampening the coarse paper used during that period in history, rolling the brayers and inking the forms, mixing ink, delivering or “hawking” the papers and any other jobs his master required. After the indenture system became outmoded, the youths were hired with about the same benefits, but without the parent or guardian receiving a cash settlement. The child hired might be anywhere from eight to 18 years of age. At the end of his training period, he was free to hire out to another printer, or if he desired, to stay with the original employer.

In 1924, some effort was made to institute labor reforms to bar the use of children in industry. The bill, designed as a constitutional amendment, passed congress but required ratification by three-fourths
(36) of the states. It had been ratified by only 26 states in 1938 when congress passed the Fair Labor Standards Act, which set the minimum age for employees in industry at 16 years. The passage of this act made the proposed Child Labor amendment a dead issue. The law made it impossible to hire children or indenture them for long periods of time. The term "devil" referred to a child who did the menial tasks in the shop and who took over more responsibility as he grew older. With the passing of the printer's devil, the apprentice system described in "The Country Shop", became the only practical method of training a man in the country shop.

Union Apprentice--The union apprentice system is a direct result of the printer's devil or country apprentice type of training. The union apprentice is appointed by a committee of labor and management and is responsible to the union to fulfill his apprenticeship period before he may become a journeyman. A journeyman is defined as a person who has learned a handicraft or trade (15-44).

The first legislation dealing with apprenticeship was enacted in Wisconsin in 1915 (12-27). It placed the apprenticeship system under the state industrial commission. This law required each apprentice to attend five hours of classroom work each week. After World War I, it was deemed necessary to have a comprehensive training program for apprentices, due to immigration restrictions and the resultant reduction in the number of skilled workers coming to America from other countries. Apprentice training gained momentum during the 1920's through the efforts of national labor groups and employers. The first formal federal apprenticeship law was passed in 1937. This law, known as the Fitzgerald Act, was enacted to
passed in 1937. This law, known as the Fitzgerald Act, was enacted to...

"promote the furtherance of labor standards of apprenticeship..." 

...to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of standards of apprenticeship" (Appendix F).

The Federal Committee on Apprenticeship, which had been established by the Secretary of Labor in 1934, was reorganized and expanded to include an equal number of members from labor and management, in addition to a representative of the U. S. Office of Education. The representative of the education office was placed on the committee so the education field would have a representative to pass the information and decisions of policy on to those who would be responsible for the classroom phase of training.

The union apprentice programs had been regulated by the National Youth Administration until enactment of the National Apprenticeship Act (The Fitzgerald Act). Upon passage of this act however, "...the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprenticeship training and shall transfer all records...[to]... the Department of Labor." This placed the apprenticeship training program directly under the Secretary of Labor.

Apprenticeship agreements between management and the unions are carried out in much the same manner that any other labor contract is (1). Most of the agreements follow a set pattern. (The section on apprenticeship in the Amalgamated Lithographers of America contract is a good
to the number of journeymen, in this case, one apprentice for each five journeymen.)

The advancement of apprentices is rigidly governed. No apprentice can advance without mutual consent of union and management, and the seniority rule is in effect so the oldest apprentice advances first. Only apprentice feeders (press) can advance to apprentice pressmen. In the Amalgamated Lithographers of America contract the term of apprenticeship is shorter than in other printing unions. This union requires only a four-year apprenticeship, whereas the others generally require a six- or seven-year apprenticeship. After serving a probationary period, six months as a press or feeder apprentice, and one year in all other departments, the trainee is qualified for an indenture. This is an agreement which must be reached by the apprentice, the union and the employer. It allows for semi-annual wage increases, pro-rated equally over the balance of the indenture period, so the minimum wage scale is attained at the end of the indenture period. The employer is required to pay the entire tuition fee for the apprentice while he is attending a technical school as provided for in his indenture. A joint apprenticeship committee composed of labor and management is also a requirement of this agreement. The committee is required to review training and progress of the trainees and is to make such recommendations necessary to further the proper training program. The work week is also defined in the agreement as to the hours to be worked on each shift. Lunch periods, overtime pay, termination of employment, vacation periods, health insurance, division of work, strike action and many other items that come under the jurisdiction of the union
are also accounted for in the agreement.

The Amalgamated Lithographers of America apprenticeship program is a "learning by doing" process, typical of all graphic arts union apprenticeships.

The Vocational High School—The Vocational High School apparently was once considered by misguided individuals as a training school for incorrigible students. In many cases it became a dumping ground for students with low mentalities or who could not get along with teachers or other students. This was not the intention of the founders of the vocational high school system. The program was instituted by the Smith-Hughes Act of 1917 which provided federal funds for the training of high school students in homemaking, vocational agriculture and trades and industry. The bill was expanded and strengthened by the George-Reed act of 1929 and the George-Deen act of 1936, (6-145) under which federal funds were allowed. The George-Barden act of 1946 superseded all previous acts except Smith-Hughes act. Few high schools had printing courses as a part of the curriculum until after World War II. The Dayton, Ohio, vocational high school, one of the pioneers in the training of printers, provides for shop training in the school with the addition of supporting courses in mathematics, science and English (3-38). The student spends the first two years in the shop and classroom. The junior and senior years are spent in a combination school shop and industry shop program, known as the cooperative program. Many of the students specialize in the last years and often find employment with the commercial shop where they were initially trained. The program seems to have the whole-hearted
support of the school board, the labor unions and management. In this
type of program, only those students who show definite progress are
allowed to continue.

In the Minneapolis, Minnesota, vocational high school, the only
students allowed to enter printing are those who show definite ability
and inclination for this course of study, according to former students
of that school (Appendix C) the investigator has had in his college
courses. Former students of the Davenport, Iowa, vocational high school
state that in addition to aptitude tests and counseling, a student will
not be allowed to continue in the vocational printing program unless he
maintains at least a "C" average in all class work (Appendix H). The
tendency by vocational and non-vocational high schools to upgrade the
class of student entering the printing field helps to improve the type
of employee available to the industry.

Colleges--The college program in printing is a more recent addition to the field of training printers. Some colleges offered courses
in printing before the first World War, but for the most part the curric-
ulum as it is today did not become popular until after World War II. Some
colleges offer two-year courses that are little more than trade-school
training and others cover the management field only. Two schools offer
Master's degrees. New York University offers a Master's degree in book
publishing. The other, South Dakota State College, offers a Master's
degree in printing management with courses in practical printing as well
as labor courses, business and accounting courses (9-50). The under-
graduate program at South Dakota State College offers training in the
basic printing skills (such as typography, linecasting machine operation and maintenance, presswork, both letterpress and offset-lithography), as well as courses in management (such as cost and estimating, purchasing, production control and labor). Outside courses to round out the program include the sciences, humanities, mathematics and English. Southern Illinois University, Carbondale, Illinois, offers a B. S. degree in printing. The course of study requires 45 credit hours in printing management courses and a minimum of thirty-eight credit hours of prescribed courses in the School of Business. The business courses include accounting, buying, selling, and interpreting business and economic data. Among other schools with the printing management program are California State Polytechnic College, Rochester Institute of Technology, and West Virginia Institute of Technology. Several schools offer courses in printing in conjunction with a curriculum in teaching, and a few of these schools offer Master's degrees in education with a minor in printing. Sam Houston State Teachers College is an example of a college that offers a curriculum in printing education (8-202).

A few colleges offer two- or three-year programs. Such courses may offer college credit or may be of a non-credit nature. Students follow a prescribed program and at the end of these programs receive a certificate of completion. Some schools offer two-year courses of study for college credit. At any future date, these credits may be applied toward a Bachelor's degree.

Trade Schools--Trade schools may be found in many parts of the country and may embrace a myriad of different forms of training for
various industries. One of the better examples of the trade school, as it applies to printing, is the Mergenthaler Linotype School in New York City (4). This school specializes in one phase of printing, the line-casting machine. Operation of the machines is taught, with classes in typesetting to meet any facet of the trade. In addition to this, the school has a fine course of instruction in the mechanics of linecasting machines. Many large plants send their machinists to the school. Graduates of Mergenthaler find many opportunities for employment in the industry.

Other schools teach a general curriculum in which a student can receive training in all of the operations of printing plants. Schools may be found that specialize in lithography, letterpress, platemaking, photographic processes and photoengraving. The trade school per se is nearly as old as the printing industry as we know it today. The early guilds in Europe founded schools for the training of apprentices. The present-day schools, in some cases, are founded by labor unions or are union-approved. Some schools are backed with private funds, some are set up by the states and still others are financially supported by management. Regardless of the type of school involved or the particular facet of printing in which students may specialize, trade schools serve an important need in the industry.

**Armed Forces Training**—The armed forces of the United States offer training in printing to a limited number of servicemen in all branches of the service. The U. S. Navy provides a number of technical manuals (6), as do the other branches of the service, for those desiring to specialize in lithography, letter-press printing and composition.
The student printer in the service is usually assigned to a base printing shop and is taught through an "on-the-job" training program, that is he learns through doing. The non-commissioned officer in charge of the shop is responsible for the training program and students must pass certain tests before they can qualify for higher ratings. The manuals furnished by the armed forces are comprehensive, and in the investigator's opinion, a printer with the basic fundamentals in printing could operate most of the equipment by using the information provided.
CHAPTER III

THE PROBLEM AND FINDINGS

"Printing employment tends to be less affected by decline in general business activity than employment in manufacturing as a whole. Moreover, the long-run trend in employment is upward in most printing occupations."

U. S. Dept. of Labor

The results of the survey conducted in conjunction with this study show some definite trends in employment in the printing industry in South Dakota.

Of the 87 printing establishments contacted, 45 or approximately 52 per cent participated in the survey. All of the daily newspapers responded and the percentage balance of respondents was equally divided between the commercial shops and the weekly newspapers. Three plants had gone out of business since the lists of plants had been compiled. Such plants had either been absorbed by other plants or had combined with other newspapers. Although the results of the survey seem to leave something to be desired, actually more than 70 per cent of the employees of the 87 shops participated. The majority of the shops not responding to the survey were small shops without either sufficient time or employees to participate.

Two hundred and forty-two employees returned the questionnaires. Forty-four per cent of these participants had been in the trade fewer than 10 years and seventy-five per cent of the employees had been in the trade fewer than 20 years. These figures seem to show a large turnover
of craftsmen in South Dakota plants. From the figures in Table 1 it can be assumed that seventy-five of the employees were journeymen or the equivalent, because they have been in the trade for the necessary number of years required for a journeyman’s rating by labor unions. Using labor-union definitions, 25 per cent of the employees could be considered apprentices because they had completed fewer than five years in the trade. In Table 1, under the headings listed for “length of time with present employer” and “length of time in South Dakota” as well as “length of time in the industry”, one employee has worked for 60 years in the industry with the same employer in the same plant.

The length of time an employee had worked for the present employer showed the labor force in the graphic arts industry in South Dakota to be mobile. In the last five years, more than 50 per cent of the employees had changed jobs. Discounting the 60 employees who had worked fewer than five years in the industry, more than twenty-five per cent of the total number of respondents sought new employment.

Question three, concerning the length of time the employee had worked in South Dakota, showed that more than 50 per cent of the employees had been in the state for more than 10 years and 30 per cent of the employees had been in the state more than 20 years. These figures, while they represented the lengths of time workers had been employed in the state, do not necessarily indicate time employed in printing, because the investigator neglected to specify that time employed in the printing industry in the state was desired. In most cases, however, the employee did state the time as it pertained to printing. Twenty-six of the
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<td>17</td>
<td>22</td>
</tr>
<tr>
<td>21-25</td>
<td>10</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>26-30</td>
<td>8</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>31-35</td>
<td>14</td>
<td>6</td>
<td>12</td>
</tr>
<tr>
<td>36-40</td>
<td>15</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>41-45</td>
<td>4</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>46-50</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>51-55</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>60</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
employees, or 10.7 per cent participating in the survey, came from other states to work in South Dakota, with nearly two-thirds of these out-of-staters having come to the state fewer than 15 years ago. There was no way of knowing how many employees had been hired to work in South Dakota during the past twenty years, but it can be assumed that if the sample were representative, a similar percentage would be found throughout the state.

Position Held

Table 2 lists the number of employees in each job category and the percentage of the 242 respondents in each position. Referring to this table and considering the jobs in order, we find that a large percentage of the employees were hired as operators. The term operator as used in this survey refers to employees who operate linecasting machines. Seventy-three, or 30.1 per cent of the employees, listed themselves as operators. Because the first concern of any printing plant is the setting of type in large quantities to keep the rest of the plant operating, the high percentage of machine operators hired was understandable.

Thirty-eight employees, or 15.7 per cent of the 242 respondents, listed themselves as pressmen. The letterpress and offset pressmen were combined for this survey.

The survey showed that 30.5 per cent or 74 of the employees were compositors or floormen. Two and four-tenths per cent of the employees listed themselves as machinist-operators. This small percentage was probably due to the fact that there are few shops in the survey that hire enough operators or have enough machines to warrant the hiring of
Table 2. Number and Percentage of Employees in the Various Working Positions in the Shops in the Survey.

<table>
<thead>
<tr>
<th>Position</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operator</td>
<td>50.1%</td>
</tr>
<tr>
<td>Pressman</td>
<td>15.7%</td>
</tr>
<tr>
<td>Compositor</td>
<td>30.3%</td>
</tr>
<tr>
<td>Machinist-Operator</td>
<td>2.4%</td>
</tr>
<tr>
<td>Bindery Worker</td>
<td>1.2%</td>
</tr>
<tr>
<td>Offset</td>
<td>4.8%</td>
</tr>
<tr>
<td>Apprentice (Devil)</td>
<td>2.5%</td>
</tr>
<tr>
<td>Superintendent</td>
<td>4.1%</td>
</tr>
<tr>
<td>Office</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

Number of Employees

0  5  10  15  20  25  30  35  40  45  50  55  60  65  70  75
machinist-operators. Those employees who worked as bindery helpers numbered 19. Only three employees listed themselves as offset workers. Twelve offset pressmen, who answered the survey, are listed in the pressman classification.

The "all around man" is a person capable of performing all of the tasks that are required in a printing establishment. Only 11 employees named this specifically as their position. Some of those who listed three or four positions in the questionnaire, however, would probably qualify for this category. A small percentage, 2.8 per cent or seven employees, listed themselves as apprentices of one kind or another. They listed themselves as apprentice operators or apprentice pressmen, but then they listed after that category every other job in the shop. As one employee succinctly said, "I do everything they can think of for me to do". In all cases, the investigator assumed by the length of time they had been in the trade that these employees were probably part-time high school help or recent graduates.

In addition to the aforementioned type of employees, 4.1 per cent or 10 employees listed themselves as either foremen or supervisors. Generally these people also listed positions filled in addition to their supervisory duties.

Two office helpers answered the questionnaire but because they had no part in the actual operation of the back shop, they were not considered in this survey.

Training Outside of South Dakota

The question concerning those who received their initial training
in a state other than South Dakota showed the majority received their training as apprentices in shops in neighboring states. Twenty-two of the twenty-six employees involved were trained in this manner. One of the employees involved was trained under the "G. I. Bill," which provided funds for reimbursing employers for training ex-servicemen in a trade. Three of the employees received their training in schools. Two of these were graduates of the North Dakota School for the Deaf and one received his training at the State University of Iowa. The Iowa school offers a non-credit course in printing but it does not have a printing department on the campus.

Question seven also asked the employee's reason for coming to South Dakota. Job offers, the purchase of a shop and marriage to girls from this state were given as reasons for moving to South Dakota.

Initial Training

The answers to Question seven show that more of the employees were trained by their present employer than any other single method. Table 3 shows 77 employees, or 31.8 per cent, were trained in this way. The number of weekly newspapers participating in this survey has an influence on this fact. As stated earlier, many of the plants hire high-school-age employees for work after school and on Saturdays. This fact, coupled with the tendency of persons in rural areas to hire home-town employees and train them, is responsible for the relatively large number of persons who received training this way. The printer's devil-type training method had nearly as many employees listed as the above method. Twenty-three and nine-tenths per cent, or 58 employees, were trained in
Table 3. Training methods under which respondents were trained in the shops in the survey.

- Trained in Present Shop: 31.8%
- Vocational High School: 3.2%
- College: 5.6%
- Trade School: 9.9%
- Armed Forces: 8%
- Printer's Devil: 7%
- Union Apprentice: 6.6%
- Printer's Devil Outside S. D.: 9%
- G. I. Bill: 8%

Number:

<table>
<thead>
<tr>
<th>5</th>
<th>10</th>
<th>15</th>
<th>20</th>
<th>25</th>
<th>30</th>
<th>35</th>
<th>40</th>
<th>45</th>
<th>50</th>
<th>55</th>
<th>60</th>
<th>65</th>
<th>70</th>
<th>75</th>
</tr>
</thead>
<tbody>
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<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Actually these two categories could probably be combined insofar as the actual training method is concerned. In Chapter II the investigator explained the two methods of training and showed that there is little difference between them. The number of employees trained by this method outside of South Dakota is nine per cent. When these figures are combined, we find nearly two-thirds or 65.5 per cent, of the employees in this survey trained by the in-shop method.

Because South Dakota has no trade schools within its borders, the investigator did not expect to find that 9.9 per cent of the employees had received their initial training by this method. When one considers the number of trade schools in neighboring states, however, this figure seems about what can be expected. Wahpeton, North Dakota, the location of the State School of Science is the trade school closest to South Dakota. There are trade schools in Minneapolis and in the state of Iowa as well.

Twenty-one employees or 8.6 per cent, received their initial training in college. More than half of these employees did not graduate, but took courses in printing or received an Associate Degree. A few of these employees completed the course of study and received a Bachelor's Degree. The rest took two or three years of work but received no degree. Those receiving the Bachelor's Degree were in all cases used by their employers in a supervisory capacity or owned the shop in which they worked.

Those receiving their initial training in vocational high schools numbered 20. In most cases, these employees were people who had moved to South Dakota seeking employment. As in the case of those attending
trade schools, there are no vocational schools in the state offering a course of study in printing. Several high schools offer printing courses but not in the sense that a vocational school offers printing courses, and several of the respondents had attended this type of school.

The union-apprentice method of training printers accounted for 6.6 per cent, or 16 of the 242 employees participating in the survey. With the exception of a few employees who had been trained by this method before they moved to South Dakota, the majority of these employees were employed in the large shops in the state. The union movement is strong in Sioux Falls and Rapid City compared to the rest of the state and this accounts for most of those in this category. Only two employees received their training in the armed forces and two received their training under the "G. I. Bill." The small number of employees receiving their training through the "G. I. Bill" perhaps indicates one of the following: Shops in South Dakota might not have taken advantage of this bill to secure new employees, the employees trained under the bill may have left South Dakota after they were trained or perhaps few ex-servicemen were interested in entering the graphic arts industry.

The final question on the employee questionnaire concerned union membership. Fifty-two and nine-tenths per cent of the employees had been members of a labor union sometime during their working careers. One hundred and twenty-eight had been members and one hundred and six had not. Eight of the employees did not answer the question. From the results of the survey when it is projected against the entire working force in the graphic arts industry in South Dakota, it is possible one-half of the
employees are union members. On the other hand, because of the nature of the sample, which included all of the daily newspapers and large shops, this figure might include all of the union members in the state.

Comparison of the Results

The amount of time the employee had spent in the printing industry compared to both the time worked for the present employer and the time worked in South Dakota showed a definite pattern.

Because those persons in the trade the longest period of time are older, naturally they are fewer than the younger employees with shorter periods of time in the industry. The chart referred to as Table 4 shows that the number was less than five until fifty years ago. The fact that many persons retire after the age 65, and the fact that many of the employees entered the trade after they were in the late teens had some bearing on this. Of the eight persons who were in the trade for more than fifty years, all were either trained in a foreign country or began their apprenticeships in the period before enactment of child labor laws that prohibited the hiring of children under the age of sixteen.

The chart also showed a definite pattern in relation to the economic trends of our nation. The number employed rose steadily until World War I and then took a slight dip until the early thirties when the great depression caused the number to drop sharply. The period after the depression and the period of economic recovery that followed finds the number of employees in the printing industry steadily rising. This rise in number of employees continued until the post-World War II period when the first periods of recession began to take effect and when the drop

- Dotted line: years worked for present employer
- Dashed line: years in the printing industry
- Solid line: years worked in South Dakota
became more pronounced until the Korean conflict. Since the Korean War, the number of employees in the industry has continued to increase. These figures do not necessarily show the number of persons employed in the printing industry followed the same pattern. Instead it showed the number of employees who had been hired in the industry over a period of years in relation to the number of employees who had retired, resigned or had been fired. The number of years in the trade more closely followed the number of years that an employee had worked for the same employer.

The charts listed as Table 5 through Table 9 show a comparison of the various positions held in the shop in relation to the length of time a person has been in the industry.

Of the 73 employees who worked as operators, 17.9 per cent, or 13 would be considered apprentices by union standards, because they had been in the trade less than five years. In many typographical locals, an operator must serve from five to seven years as an apprentice before he can be considered a journeyman. Fifty and six-tenths per cent or 37

Table 5. Comparison of the Number of Linecasting Operators with Length of Time They had been in the Industry.

<table>
<thead>
<tr>
<th>Years</th>
<th>0-5</th>
<th>5-10</th>
<th>10-15</th>
<th>15-20</th>
<th>20-25</th>
<th>25-30</th>
<th>30-35</th>
<th>35-40</th>
<th>40-45</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>13</td>
<td>18</td>
<td>19</td>
<td>7</td>
<td>4</td>
<td>2</td>
<td>6</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Per cent</td>
<td>17.9</td>
<td>24.6</td>
<td>26</td>
<td>9.5</td>
<td>4</td>
<td>5.4</td>
<td>2.6</td>
<td>8.2</td>
<td>1.3</td>
</tr>
</tbody>
</table>
of the operators had at least five years' experience but not more than 15 years in the trade and could probably be considered experienced production workers. Those employees who had been in the trade from 15 to 35 years might be considered master craftsmen. Twenty-one and five-tenths or 16 of the employees were in this category. The employees who had worked from 35 to 45 years numbered seven, or nine and five-tenths percent of the respondents, and in all cases were supervisory personnel.

The pressmen answering the questionnaire numbered 38. Eleven pressmen, or 28.9 per cent, would be considered apprentices by union standards. Thirty-five and seven-tenths per cent, or 14, of the pressmen were in the trade from five to 15 years. These employees could be considered production workers or journeymen by union standards because they had been in the trade at least five years.

Table 6. Comparison of the Number of Pressmen with Length of Time They had been in the Industry.

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>11</td>
<td>28.9</td>
</tr>
<tr>
<td>5-10</td>
<td>8</td>
<td>20.5</td>
</tr>
<tr>
<td>10-15</td>
<td>6</td>
<td>15.2</td>
</tr>
<tr>
<td>15-20</td>
<td>6</td>
<td>15.2</td>
</tr>
<tr>
<td>20-25</td>
<td>1</td>
<td>2.6</td>
</tr>
<tr>
<td>25-30</td>
<td>1</td>
<td>2.6</td>
</tr>
<tr>
<td>30-35</td>
<td>2</td>
<td>5.2</td>
</tr>
<tr>
<td>35-40</td>
<td>2</td>
<td>5.2</td>
</tr>
<tr>
<td>40-45</td>
<td>1</td>
<td>2.6</td>
</tr>
</tbody>
</table>

Ten pressmen, or 25.6 per cent of the total number, were in the trade for at least 15 years but not more than 35 years. The seven and eight-tenths per cent or three pressmen in the trade over 35 years were foremen in the pressroom.

Twenty per cent or 15 of the compositors were in the trade less
than five years and were probably apprentices. More than one half of the compositors had been in the industry from five to 20 years. Fifty-six per cent or 42 employees were in this category.

Table 7. Comparison of the Number of Compositors with Length of Time They had been in the Industry.

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Per cent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>6-10</td>
<td>16</td>
<td>24</td>
</tr>
<tr>
<td>11-15</td>
<td>18</td>
<td>24</td>
</tr>
<tr>
<td>16-20</td>
<td>6</td>
<td>8</td>
</tr>
<tr>
<td>21-25</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>26-30</td>
<td>1</td>
<td>1.3</td>
</tr>
<tr>
<td>31-35</td>
<td>5</td>
<td>6.6</td>
</tr>
<tr>
<td>36-40</td>
<td>4</td>
<td>5.3</td>
</tr>
<tr>
<td>41-45</td>
<td>1</td>
<td>1.3</td>
</tr>
<tr>
<td>46-50</td>
<td>1</td>
<td>1.3</td>
</tr>
<tr>
<td>51-55</td>
<td>2</td>
<td>2.6</td>
</tr>
</tbody>
</table>

Nine compositors or eleven and nine-tenths per cent of the total number in the survey worked for at least 20 years but not more than 35 years. Ten and five-tenths per cent, or eight compositors, had been in the trade more than 35 years and were supervisory workers.

The machinist-operators answering the survey were few in number. One employee had worked fewer than five years. One employee had worked between 10 and 15 years. Two had worked between 15 and 20 years, and one had worked between 25 and 30 years. One had worked between 45 and 50 years.

Of the nineteen bindery workers answering the questionnaire, six, or 31 per cent, worked less than five years. Forty-two per cent, or eight employees, worked more than five years but fewer than 20 years as bindery workers. Two employees, or 10.5 per cent, worked from 25 to 30 years. Three bindery workers, or 15.6 per cent, were supervisory personnel.
Table 8. Comparison of the Number of Bindery Workers with
Length of Time They had been in the Industry.

<table>
<thead>
<tr>
<th>Years</th>
<th>0-5</th>
<th>6-10</th>
<th>10-15</th>
<th>15-20</th>
<th>20-25</th>
<th>25-30</th>
<th>30-35</th>
<th>35-40</th>
<th>40-45</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>6</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Per cent</td>
<td>31</td>
<td>21.3</td>
<td>10.5</td>
<td>10.5</td>
<td>10.5</td>
<td>5.2</td>
<td>5.2</td>
<td>5.2</td>
<td>5.2</td>
</tr>
</tbody>
</table>

Two of the offset workers had worked in the industry fewer than five years, and the other worker had been in the industry 30 to 35 years. Twelve offset pressmen participated in the survey but were listed in the pressmen's group.

Two all-around men worked fewer than five years, and two worked from five to 10 years. Four employees each worked 10 to 15 years, 15 to 20 years, 25 to 30 years and one worked more than 60 years. Two employees worked as all-around men 45 to 50 years.

The employees who classified themselves as printer's devils numbered seven. As might be expected, six of them were in the trade fewer than five years. For some unexplained reason one of the devils had been in the trade from 10 to 15 years. One can only conjecture why this person had been a devil for this length of time, but the investigator suspects that one of the employees knew the author personally and tried to confuse him.

The superintendents, as stated before, were nearly all owners or managers of plants. To be qualified to run a shop successfully, they would have to have been in the industry for a rather long period of time.
Table 9. Comparison of the Number of Superintendents with Length of Time They had been in the Industry.

<table>
<thead>
<tr>
<th>Years</th>
<th>0-5</th>
<th>5-10</th>
<th>10-15</th>
<th>15-20</th>
<th>20-25</th>
<th>25-30</th>
<th>30-35</th>
<th>35-40</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Per cent</td>
<td>0</td>
<td>0</td>
<td>20</td>
<td>10</td>
<td>20</td>
<td>20</td>
<td>20</td>
<td>10</td>
</tr>
</tbody>
</table>

Two had been in the trade 10 to 15 years. One had been in the trade 15 to 20 years. Two each had been in the trade 20 to 25 years, 25 to 30 years and 30 to 35 years, and one had been in the trade 35 to 40 years.

The two office workers had worked in the industry for fewer than five years.
Summary and Conclusions

Summary

The inability of printing plant managers to secure new employees in South Dakota is becoming a problem. Economic factors, such as the wage scale and working hours, as well as mobility within the labor force, add to this problem. This mobility in the labor force stems from the tendency of the younger worker to seek better working conditions. Adaptability to new jobs may be one cause of the shifting labor force. The lack of a definite procedure for hiring employees results in the hiring of some persons without the aptitude for printing. The printing industry, according to the U. S. Department of Labor, will experience an upward trend in business in the foreseeable future which will increase the problem of hiring qualified employees.

In order to secure information relative to the labor picture in the graphic arts industry in South Dakota, the investigator conducted a survey of a segment of the shops in the state. Of the eighty-six plants contacted, 52.2 per cent participated in the survey. Those participating included weekly and daily newspapers and commercial printing plants. Of the estimated number of employees in the eighty-six shops, 70 per cent of the total participated in the survey. The questionnaire used in the survey asked the employee how long he had worked in the printing industry, how long he had worked for his present employer and how long he had been employed in South Dakota. The employee was also asked what his duties in the shop were, where he received his initial training if trained
outside of South Dakota and where he received his initial training if trained in South Dakota. Finally the employee was asked whether or not he had ever been a labor-union member.

The three sources of new help—those within the industry, those in an allied industry and those who are trained by the prospective employer—all leave something to be desired in an employee. Time consumed in training, adaptability of employees and expense of training vary with the type of person hired. Although hiring experienced help is the best solution, this is not always possible and the employer may have to train his own help.

Methods of training employees new to the industry usually follow one of seven generally accepted methods. The country shop method, the printer's-devil method and the union-apprenticeshop method follow a similar pattern of training. The period of training may vary, but the basic method is a "learning by doing" process. The union method may include some periods of classroom study in addition to shop work. The vocational high school and college forms of training follow, for the most part, a formal-education pattern. The student receives, in addition to shop training, a greater degree of training in courses that will give him a more rounded education. Trade schools may train the student as an all-around printer, but for the most part the student is expected to specialize in one particular facet of the industry. Armed forces training does not provide as intensive a course of study as do the others. The course is based more on personal initiative through the use of technical manuals and more application by the student is required. Employees trained under the "G. I. Bill" may have been trained in college or trade
school or in a shop.

The trade school is nearly as old as the printing industry itself. The country shop and printer's devil methods started in this country in colonial days whereas union-apprentice training was not clearly defined until after 1915. Vocational high schools were not in existence until after 1917, and colleges had meager courses in printing until about 20 years ago.

Seventy-five per cent of the present labor force in the survey had been in the industry fewer than 20 years. More than 50 per cent of the labor force had changed jobs in the last five years. Twenty-six of those participating in the survey came from another state to work in printing in South Dakota, and 84 per cent of these received initial training outside of South Dakota.

Of the 242 participating employees, 30.1 per cent were operators, 30.5 per cent were compositors, 15.7 per cent were pressmen, 7.7 per cent were bindery workers and 4.8 per cent were "all around men." Smaller percentages of employees included 2.4 per cent operator-machinists, 2.8 per cent apprentices, 1.1 per cent supervisors and 1.2 per cent offset workers.

Seventy-seven of the employees were trained by their present employers with 58 having been trained by former employers. When these two figures are combined, 65.5 per cent of the employees were trained by the in-shop method.

Employees holding union cards at some time during their period of employment as printers numbered 128, or more than 50 per cent of those employees in the survey. This figure might tend to be inaccurate
when projected on a state-wide level, because a higher proportion of the
shops with a large number of employees were union shops.

When the figures were compiled from the survey, it was found that
those dealing with the length of time an employee had been in the industry, the length of time he had worked for his present employer and the
length of time he had worked in South Dakota followed approximately the
same pattern (See Table 1). There was a gradual increase in the number
of employees to about 10 employees from about 1917 until 1936 and then a
steady increase through the present time.

A comparison of the positions the employees held to the length
of time they had been in the industry showed the majority of the employ-
ees to be in the journeyman classification by union standards, with from
10 to 25 years of employment. There were many employees who listed them-
selves as operators, pressmen or compositers who, by comparison with
union standards would be considered apprentices. In most cases, the
employees with more than 25 years in the trade were supervisory help.

Conclusions

Thirty-nine per cent, or 31, of the participating plants in this
survey were small plants with three to five employees. South Dakota has
several larger plants with 10 to 30 employees, and these plants utilize
their employees much the same as do shops in metropolitan areas. A man
is hired for one specific position in the shop, and, because it is often
a union shop, this person cannot be used for another position. The small
shop uses the employee for a number of positions and the employee is
expected to do most jobs in the shop efficiently. This fact poses
several labor-procurement problems for the employer in the small shop. Many printers today would rather accept a position that calls for specialization so they can follow a set pattern of operation each day. The small shop is therefore at a disadvantage when competing in the labor market. The employee in the small shop is usually required to run the line-casting machine, do presswork, bindery work, and casting, as well as imposition and lockup work. Unless an employee is capable of performing all of these duties, or is willing to learn to do them, the small shop cannot afford to hire him. Another factor that enters the picture is the inability of the small shop to compete with the large shop in the matter of wages and fringe benefits. The hours are usually long in the rural shop and the wages are not as high as in metropolitan areas. Working conditions might leave something to be desired. The younger worker, with an eye to the future, may change his place of employment with the hope of increased wages if the present shop has an experienced group of employees above him. The trend toward the shorter work week may have some bearing on the move also. By moving to a metropolitan area, the employee may work for approximately the same wage, but spend much shorter hours earning his wages. The wage aspect is not restricted to the younger worker. The older employee may want to sacrifice seniority in one shop for a higher wage in another location.

Other factors that might enter into the inability of small shops to secure and keep employees is the geographical location of the shop, inability of the employee and his family to adjust to the community in which they find themselves, or an inability on the part of the employee
to adjust to the method of operation of the plant. The geographical location might be such that the employee feels he is cut off from the world and a move to another location might prove more practical from the standpoint of shopping, recreation, schools for his children and other conditions. His inability to adjust to the community may stem from the fact a person came from a metropolitan area and small-town life may seem to be an invasion of his privacy. The reverse may be true of a person brought up in a small community who believes that his neighbors in a metropolitan area are cold and unfriendly. Adjustment to the methods employed by certain shops may be an aggravation to some employees. Either the shop does a better job of printing and stresses perfection when the employee has been trained for speed rather than quality, or the shop merely stresses getting the job done when the employee is something of a perfectionist. In either case, the employee is going to be unhappy, and unless he can adjust to the situation, he will either resign or be replaced by his employer. The investigator believes that to do a good job and be happy in his work, the employee must be adjusted to his position and feel he is a part of that work. The investigator does not wish to give the impression that all of the employees have been constantly on the move seeking better working conditions. Many of the employees in this survey have worked for long periods of time for their present employers and are apparently relatively happy in their work.

A number of the respondents, nine per cent, received their initial training in a state other than South Dakota. There is no way of knowing how many additional employees from other states have worked in South
Dakota, but there is the possibility that some might have been employed here and found conditions not to their liking and left. Several of the respondents, in answering the question concerning their reason for coming to South Dakota, voiced opinions that they would be happier elsewhere. The inability to hire experienced employees in South Dakota has forced employers to advertise in metropolitan newspapers and trade papers for workers.

From the results of the survey, the investigator believes that for the present, the country-shop method of training will continue as the bulwark in training new printers entering the trade in South Dakota. Until state schools develop vocational education programs partially trained printers will be in short supply. At the present time there are only three schools which have any kind of printing courses available to the students. South Dakota State College is the only college in the state which trains students as printers and for the most part these students are printing management majors with the aim of becoming supervisory personnel. True, the college does train some non-credit students and some two- and three-year terminal students, but the supply from this source falls far short of filling the demand.

The investigator feels that a strong program of vocational guidance on the part of the high schools would tend to guide more students into the graphic arts industry. A future study concerning the number of apprentices in the industry who actually have an aptitude for printing might be of interest.

A logical solution might be for the employers in the state to start a training program of their own. The employer, working in
conjunction with the vocational counselor in the high schools, could hire students on a part-time basis and train these students against the day when the employer is in need of a full-time employee. The investigator has found that students with a country-shop background in printing are often the better students in college. Such students adapt more readily to the printing courses and become better craftsmen in a shorter period of time. By helping the student in his own community to become a printer, the employer in turn, helps himself.

In addition to the study suggested concerning apprentices who have taken aptitude tests, a study of the wage scale in South Dakota in relation to the national average might be of value. Such a survey would further prove or disprove the findings of this survey. A comparison of the labor force in Nebraska, North Dakota and South Dakota could be made to ascertain if the mobility of the labor force in South Dakota follows the same pattern as in other states.
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1. Amalgamated Lithographers of America, Standard Union Contract.


5. Pollack, Phillip, Printing Careers and Opportunities For You, New York, Chilton Co.

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8. Sam Houston State Teachers College Catalog 1961, Huntsville, Texas, Sam Houston State Teachers College.


APPENDICES
In cooperation with the South Dakota Press Association, I am conducting a survey of the labor procurement methods used by newspapers and job shops in South Dakota.

If you can and will be a participant in this survey, simply list the number of persons you employ in your backshop operation on the enclosed post card and drop it in the mail.

It is my intention to send a set of questionnaires (copy enclosed) for each of your backshop employees and I ask that you please distribute, collect and return them to me.

Although the primary function of this survey is to complete a thesis for a M.S. degree in printing management, I am hoping that the result of the survey will be of some value to the members of the Graphic Arts industry in South Dakota in future labor procurement. I have a vested interest in our next generation of printers by virtue of the fact that I am a printing instructor at South Dakota State College.

Any help you can give me with this survey will be greatly appreciated.

Sincerely yours,

Bert H. Buckbee,
Instructor in Printing
APPENDIX B

Mr. Buckbee

I employ ____ men in my backshop.

Signed ______________________

__________________________

__________________________
EMPLOYEE QUESTIONNAIRE

1. How long have you worked in the printing industry?

2. How long have you worked for your present employer?

3. How long have you been employed in South Dakota?

4. What are your duties?

5. If you received your initial training in a state other than South Dakota, state briefly the location and your reason for coming to this state.

6. Where did you receive your initial training? Check one:
   ( ) Trained in present shop.
   ( ) Vocational high school.
   ( ) College or college accredited school.
   ( ) Trade school.
   ( ) In armed forces.
   ( ) Printer's devil type training in South Dakota.
   ( ) Union apprentice.
   ( ) Other (please specify) ____________________

7. Are you now or have you ever been a member of a trade union? If so, how long?

Thank You
Several months ago, I sent a questionnaire to you concerning a survey being conducted for the South Dakota Press Association.

This survey serves two purposes. The material will be used to complete a thesis for a Master's degree in printing management by myself. The second purpose is to provide a guide for the Graphic Arts industry in the state, in hiring new employees. The information, I believe, will enable a prospective employer to hire the kind of employee who will stick with him, and who will be the best qualified for his operation. In no case will specific names of shops or newspapers be used in the thesis nor will the names of employees be used or wanted on the questionnaire.

There has been some misconception on the above mentioned point, so I am contacting those who did not answer the first questionnaire. Since time is getting short, I am enclosing some of the forms and ask only that you have your backshop employees fill them out and return them to me. If you need additional forms I will be most happy to send them.

Thank you for giving me of your time and effort in making this survey a success.

Sincerely,

Bert H. Buckbee
Dear Sir:

In cooperation with the South Dakota Press Association, I am conducting a survey of the labor procurement methods used by newspapers and job shops in South Dakota.

If you can and will be a participant in this survey, simply list the number of persons you employ in your backshop operation on the enclosed post card and drop it in the mail.

It is my intention to send a set of questionnaires (copy enclosed) for each of your backshop employees and I ask that you please distribute, collect and return them to me.

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Any help you can give me with this survey will be greatly appreciated.

Sincerely yours,

Bert H. Buckbee,
Instructor in Printing

Some time ago, I sent the questionnaires mentioned in the above letter and as yet I have not received the returns. I am taking the liberty of sending you another set in the event they may have been lost or misplaced. I am endeavoring to complete my thesis by this fall and will not be able to complete them until I hear from you so any help will be appreciated.

Thanks,
To enable the Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeships, to cooperate with the State agencies engaged in the formulation of standards of apprenticeship, and to work with the National Youth Administration and with the Office of Education of the Department of the Interior in accordance with Section 6 of the Act of February 23, 1917 (39 Stat. 932), as amended by Executive Order numbered 6166, June 10, 1933, issued pursuant to an Act of June 30, 1932 (47 Stat. 414) as amended.

Section 2. The Secretary of Labor may publish information relating to existing and proposed labor standards of apprenticeship, and may appoint national advisory committees to serve without compensation. Such committees shall include representatives of employers, representatives of labor, education representatives, and officers of other executive departments, with the consent of the head of any such department.

Section 3. On and after the effective date of this Act the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprenticeship training and shall transfer all records and papers relating to such activities to the custody of the Department of Labor. The Secretary of Labor is authorized to appoint such employees as he may from time to time find necessary for the administration of this Act, with regard to existing laws applicable to the appointment and compensation of employees of the United States; Provided, however, That he may appoint persons now employed in the division of apprentice training of the National Youth Administration upon certification by the Civil Service Commission of their qualification after nonassembled examinations.

Section 4. This Act shall take effect on July 1, 1937, or as soon thereafter as it shall be approved.

Approved, August 16, 1937
Dear Mr. Buckbee,

The Minneapolis vocational high school which I attended had certain regulations for students in the printing courses. The most important regulation was that students must show an aptitude for printing through tests. The student was also required to be able to keep up with the required work and show improvement in all aspects of study as he advanced through the course.

Sincerely yours,

Gary Bill
Dear Sir:

In regard to our conversation concerning the vocational high school at Davenport, this will verify that students are required to take aptitude tests and undergo counseling before entering the vocational printing program. In addition to this, students must maintain a "C" average in other courses, such as History, Mathematics, English, and Sciences, as well as their printing curriculum.

Davenport Schools also offers the cooperative method of training students. I spent two years of training in the school shop and then my senior year I spent four hours a day in a trade shop.

I hope this will help you to complete your thesis.

Sincerely yours,

Bob Hawkins
APPENDIX I

Printing establishments contacted with the initial questionnaire.

Bushnell Company
Aberdeen

Hayes Brothers Printing
Aberdeen

News Printing Company
Aberdeen

Western Printing Company
Aberdeen

Harold’s Printing
Brookings

Hauff’s Printing
Brookings

Hill Printing Company
Hill City

Brown Printing Company
Huron

Collins Printing Company
Huron

Family Shopper
Madison

O&K Printers
Lead

Lake County Shopper
Madison

Madison Printing Company
Madison

Marty Mission Press
Marty

Educator Supply Company
Mitchell

City Printers
Mitchell

Mitchell Reminder
Mitchell

Reminder, Inc.
Pierre

State Publishing Company
Pierre

Boosler Publishing Company
Rapid City

Holmgren’s Inc.
Rapid City

Independent Bindery
Rapid City

Laughlin Printing Service
Rapid City

Art Printing Company
Sioux Falls

B&B Letter Shop
Sioux Falls

Bell Box Company
Sioux Falls

Brown and Saenger
Sioux Falls

Commercial Printing
Sioux Falls

Midwest Beach
Sioux Falls

Modern Press
Sioux Falls
Sioux Falls Shopping News
Sioux Falls

Wagner Printing Company
Sioux Falls

Adams Advertising
Sioux Falls

Espe Printing
Sioux Falls

Broadcaster Printer
Vermillion

F. C. Crow & Son, Printers
Watertown

Halverson Bookstore
Watertown

Tsublyn Printing Company
Washington Springs

Boller Printing Company
Yankton

Pioneer Press
Yankton

Alexandria Herald
Alexandria

Belle Fourche Bee
Belle Fourche

Britton Journal
Britton

Burke Gazette
Burke

Sioux Valley News
Canton

Clark County Courier
Clark

Custer County Chronicle
Custer

Delmont Record
Delmont

Edgemont Herald-Tribune
Edgemont

Faith Independent
Faith

Fort Pierre Times
Fort Pierre

Gary Interstate
Gary

Gregory Times-Advocate
Gregory

Prairie Picayune
Hurried

Miner County Pioneer
Howard

Hurley Leader
Hurley

Kadoka Press
Kadoka

Lake Preston Times
Lake Preston

Lennox Independent
Lennox

Morristown World
McIntosh

Bennett County BoosterII
Martin

Miller Press
Miller

Murdo Coyote
Murdo

Parkston Advance
Parkston
South Dakota Mail
Plankinton

Gates City Guide
Rapid City

Rosholt Review
Rosholt

Selby Record
Selby

Queen City Mail
Spearfish

Black Hills Press
Sturgis

Tripp Ledger
Tripp

Wagoner Post
Wagoner

Wessington Springs Independent
Wessington Springs

Wilmot Enterprise
Wilmot

Woonsocket News
Woonsocket

Aberdeen American-News
Aberdeen

Belle Fourche Post
Belle Fourche

Deadwood Pioneer-Times
Deadwood

Huron Daily Plainsman
Huron

Lead Daily Call
Lead

Madison Daily Leader
Madison

Mitchell Daily Republic
Mitchell

Daily Capital Journal
Pierre

Rapid City Daily Journal
Rapid City

Sioux Falls Argus Leader
Sioux Falls

Watertown Public Opinion
Watertown

Yankton Press & Dakotan
Yankton