

A STUDY OF THE GAINFUL EMPLOYMENT OPPORTUNITIES OF
ELLSWORTH COUNTY FOR HIGH SCHOOL GRADUATES

by

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INTRODUCTION

Some of the writers concerned with vocational education in the 1960 decade have expressed concern regarding unskilled youth who enter the labor market. Dr. Harold T. Smith of UpJohn Institute pointed out several observations concerning these problems. At the time of his publication (1963), he reported that two out of every three children and youths in school would enter the labor force without any college education or vocational training. While the general high school diploma would be sufficient as a prework basis for many of these young men and women, a large portion would be seriously hampered in finding and holding jobs by lack of any specific vocational preparation during their high school years. He further predicted that more than a third of the students would drop out of school before completing their high school education. Many of these young people would, no doubt, have stayed in school to complete their secondary education if the school had offered them an opportunity to learn a skill which they knew had a market.¹

Smith further indicated a growing awareness that the absence of suitable vocational education had been a major cause of school dropout and that inadequate vocational preparation had contributed to youth unemployment and skill shortages in our economy. This stimulated public

¹ Problems of the status, financing and organization of vocational education with special emphasis on a selected number of states are discussed in Training for the World of Work by Dr. Harold T. Smith of the UpJohn Institute.

concern about the scope and nature of current vocational educational programs.²

Smith further stated that traditionally our formal educational system had not sought to equip any large proportion of students with specific skills usable in the labor market. The emphasis had been primarily on rounded general education and preparation for college. As a result, most workers had acquired whatever skills they possessed, during their working careers in a haphazard manner. As long as unskilled manpower was widely needed, immature boys and girls could find their places in the world of work. At the mid-point of the 1960 decade, however, with the labor market far more complex and increasingly demanding some minimum skills in entry jobs for youthful citizens, the absence of vocational education had taken on broadening significance. The practice of developing skills largely through experience had become steadily more troublesome, costly and wasteful from standpoint of industry, the workers involved and society in general.³

The waste connected with on-the-job skill has long been recognized and is the basis of federal support for vocational education. Almost half a century ago in 1911, President Woodrow Wilson appointed a commission to a Congressional resolution to examine the need of federal support to aid vocational education. The Commission on Vocational

²Ibid., p. 1.

³Ibid., p. 2.

Education centered attention on how youngsters entering the labor force were acquiring skills. It found that most of the young people who went into the labor force upon leaving school....

tend to enter all sorts of low-grade skilled and unskilled industries, affording little or no opportunity for better wages or for promotion to a desirable life work ... The few adolescents who rise to success as wage earners, whether by accident, rule of thumb, or sheer force of native qualities, acquire their skill and insight in ways that are wasteful to them and to business.⁴

The Commission reported that one way to reduce this waste was to provide vocational education as an integral part of the educational system and not to concentrate on preparing students for college education, when the vast majority would never go on to higher education; therefore it recommended the provision of federal grants to help develop a vocational educational program.

Only after repeated insistence from President Wilson, the Congress, three years later, provided for federal grants to states to support vocational education through the Smith-Hughes bill, signed into law on February 23, 1917. The final push for adoption was supplied by the United States Chamber of Commerce when its membership by referendum vote endorsed a federal grant for vocational education.

The Smith-Hughes Act provided for an annual grant of \$7.2 million to be matched by states and distributed as follows: three million dollars

⁴Layton S. Hawkins, Charles A. Prosser, and John C. Wright, Development of Federal Legislation for Vocational Education (Chicago: American Technical Society, 1962), 30.

for agricultural training, three million dollars for trade and industrial and home economics education, and one million dollars for teacher training and administration.⁵

During the next three decades, additional Congressional grants for vocational education were small.⁶ It was not until 1946 that the major expansion occurred with passage of the George-Barden Act.⁷ This act provided for an additional annual appropriation of twenty-nine million dollars for the previously listed categories, as well as additional categories of vocation distributive occupations.

A decade later, in 1956, Congress added two new areas of federally-aided vocational training by authorizing an annual expenditure of five million dollars for instruction in practical nurse training and three hundred seventy-five thousand dollars for vocational education in the fishery trades and industries.

Vocational education programs, like all other educational programs, have emphasized quality and provided time and money to be spent on a search for more effective ways of helping people acquire occupational skills. However, the acts that established the old vocational programs, though they called for research, did not give it specific financial encouragement.

⁵The National Vocational Education (Smith-Hughes Act), (Public Law No. 347, Sixty-fourth Congress-S.703)-sec. 2,3,4.

⁶Ibid., p. 3.

⁷An act to provide for the further development of Vocational Education in the Several States and Territories (George-Barden), (Public Law No. 586, Seventy-ninth Congress-S.619).

Each of these problems, as well as others were attacked directly in the Vocation Education Act of 1963.⁸ The act was comprehensive; it shut out no group, no occupation, except those generally considered professional or requiring college degrees. It was concerned with workers of all ages, at all levels, for all fields; with persons in sparsely settled areas as well as the urban; with delinquent young people as well as the unemployed and underemployed.

In the provisions for making vocational educational training and retraining accessible to all persons, the act was not idealistic but realistic. Each state and community was required to plan its vocational education programs with an eye always on the changes taking place in the economy and the world of work.

The act was also concerned with quality of education, with wise choices by the students, with the training of the teachers, with the supply of materials and equipment, with research on problems and a search for solutions. Among its provisions are several that should help bring excellence into all programs of vocational education.

The new act was not designed to terminate any of the vocational education programs in existence, at the time it was enacted, even though it affected them. By the amendments made in the earlier act, it meshed the new program with the old programs in order that all became coordinated parts of a whole.

⁸The Vocation Education Act of 1963 (Public Law No. 88-210, Eighty-eighth Congress-H.R. 4995)-sec. 2,3,4.

Unlike the earlier acts, the new act was concerned more with groups of people and their particular educational needs, than with the categories of vocations for which they were prepared. Occupational categories were mentioned twice; once in the definition of "vocational education," to point out that education for business and office occupations were included; and later, in sections which amended the George-Barden and Smith-Hughes Act to specify the changes that would be made in each of the categories. Congress left to each state the matter of deciding for what occupation, schools would educate their young men and women.

DEFINITION OF TERMS

For the purpose of this study, some specific terms were set aside for special definitions as they were used in the study. The terms herein listed were not necessarily defined according to common usage.

OCCUPATIONS - For the purposes of this study included information about jobs, training for jobs, general aspects of the world of work, and preparation for work.

EMPLOYMENT - In this study, was considered to mean the opportunity for gainful livelihood, either compensation by another or by self-employment.

GAINFUL - In this study was taken to mean any work or service done for profit.

OPPORTUNITIES - In this study was considered as preparation, proper training and discipline for gainful employment.

AUTOMATION - In this study was not limited to agriculture, but considered mechanical application to work rather than hand labor.

RAW MATERIAL - Was taken to mean petroleum, salt, clay, volcanic ash, also all agricultural production.

SURVEY - In this study was defined as a collection of data for the purpose of determining facts pertinent to the study.

PURPOSE OF STUDY

The purpose in making this study was to find some answers about "Gainful Employment Opportunities to Ellsworth High School Graduates." The problem was selected because the writer felt there was insufficient evidence available for students to make a wise choice of occupational opportunities. The problem of gainful employment of our youth has been one of concern, not only in Ellsworth, but in mid-western states in the United States.

It was an observation of the writer as a result of his fifteen years of service in the community as a teacher of vocational agriculture in Ellsworth County, that a migration from the rural and the urban areas to larger cities was evident. It was the opinion of the writer that every citizen should be concerned with the lack of job opportunities in small towns; that new businesses were not coming to Ellsworth to take the place of those going out of business; that there had been a loss in population between the ages of fifteen and forty-five years of age; that gains had been shown in age groups under fifteen and over fifty-five years of age; that Ellsworth had been losing population in age brackets of the most productive years; that the number of high school graduates returning to Ellsworth County for gainful employment had been decreasing; that the number of graduates going on to some form of higher education had been increasing; that high school graduates not going to college changed employment frequently from one form of employment to another.

The writer felt that High School graduates did not have adequate information about job opportunities now existing in Ellsworth County and also that this study might encourage new industries to locate in this area.

REVIEW OF SELECTED RELATED LITERATURE

There have been several studies made since the enactment of the Vocational Education Law of 1963 which have attempted to analyze the employment situation of states and sections of states. There were selected for the purposes of this study, surveys made in adjoining states and in Kansas. No attempt was made to make an exhaustive study of all of the research in the area of occupational studies.

A study made in Iowa by Bundy and Blake¹ reported that for smaller businesses such as there is found in rural areas, the employees needed to be more competent and have a greater number of knowledges and skills. They found that as the number of years of farm background increased for workers in agricultural occupations that the degree in competency possessed by the employees also increased. This study also pointed out that there was a direct relationship between the number of years of vocational agriculture background and the degree of competency possessed by the employees working in agricultural occupations.

Griffin² made a study in Missouri which indicated that almost 70 per cent of the agriculturally-related businesses in Missouri would be willing to cooperate in a program of hiring high school students as trainees. The study was conducted in the communities of 220 school districts in the state.

¹C. E. Bundy and D. L. Blake. Competencies in Agriculture Needed by Males Employed in Off-Farm Agricultural Occupations. Iowa State University, Ames, Iowa, 1965.

²W. L. Griffin. Agricultural Occupations Other Than Farming in Missouri, University of Missouri, Columbia, 1964.

Foster³ interviewed a 6.2 per cent state-wide sample of employers in businesses, agencies, and organizations whose personnel used agricultural abilities in the performance of their duties. He found that during the next five years an increase of 13 per cent would be needed for workers possessing agricultural competencies. The greatest increase was expected in Ornamental Horticulture. The employers preferred an employee with a "farm-reared" residential background. They stated that having had work experience on a farm was an equivalent. The educational level which they desired was "high school plus special training." High school graduation was selected as a minimum requirement by more than 95 per cent of all employers interviewed.

Edington and Stevenson⁴ interviewed representatives of 700 agricultural businesses with over 2,000 job titles. The business administrative offices indicated that they expected during the next five years an increase in the number of total full-time workers of 32.2 per cent, and for part-time workers an increase of 43 per cent. The greatest demand was anticipated in the area of Ornamental Horticulture.

Bradley⁵ in a five-year study of Kansas high school graduates

³Paul J. Foster. A Study of Agricultural Occupations Other Than Farming and Ranching in Colorado. State Board for Vocational Education, Denver, 1965.

⁴E. D. Edington and B. W. Stevenson. Determining Training and Educational Needs for Persons Employed in Agricultural Occupations in Oklahoma. Oklahoma State University, Stillwater, 1964.

⁵Howard R. Bradley. "Agriculture in Kansas Area Vocational Schools." Agricultural Education, Volume 37, pp. 40-41, 1965.

found 27.6 per cent mobility, changing from one job to another, of high school graduates during the first year after graduation. He concluded that Kansas high school graduates would have opportunities to use their farm background to an advantage in obtaining agricultural positions.

Agan⁶ in a study of Kansas employers in agricultural industries found that 88 per cent of the employees needed could be trained by special programs of less than college level. The employers estimated that nearly 3,000 additional employees would be needed in the state of Kansas in the next five years due solely to the growth in agricultural off-farm business.

In summary of the studies reviewed which were related to this study, it was found that almost half the people employed in off-farm agricultural businesses needed education or training in agriculture. Employers expect a 20 per cent increase in the number of employees needing agricultural competencies in the next five years. Most employers interviewed considered 20 years to be a minimum entry age, indicating a need for a continuance of vocational-technical education beyond the twelfth grade. The employers indicated that they would give a preference to employees with a farm background or farm experience.

From these conclusions set forth by other studies in the surrounding areas, it seemed appropriate to the author to pursue this study in Ellsworth County.

⁶R. J. Agan. A Study of Non-Farm Agricultural Occupations in Kansas. Kansas State University, Manhattan, 1963.

METHOD OF OBTAINING DATA

The writer requested permission and the cooperation of school administrators, Superintendent of Schools, Joel Martin, and High School Principal, Marvin Ryden. The High School Counselor, Jerry Bamesberger was consulted as to the needs for, and the results to be obtained from, "A Study of the Gainful Employment Opportunities of Ellsworth County, for High School Graduates."

A decision was made to use the county boundaries as the frame of the study. The businessmen in the five towns were contacted with the mail survey. In Table I is presented the employers contacted.

TABLE I
NUMBER OF EMPLOYERS IN EACH TOWN

Towns in Ellsworth County	Number of Employers
Kanopolis	11
Wilson	36
Holyrood	47
Lorraine	6
Ellsworth	108
Total	208

Before the mailing of the survey forms to the employers, the study was announced through the local county paper. The newspaper publicity stated that:

Ellsworth business leaders and educators should know more about the employment opportunities in Ellsworth county in a few weeks, following a completion of a survey being conducted by Lester Crandall as part of his Master's Degree requirements. Crandall is vo-ag instructor at Ellsworth High School.

Through his questionnaire Crandall hopes to find out what the "over-all" picture is for employment opportunities for youth in Ellsworth county.

Crandall points out the county is rich in natural resources and agricultural opportunities, and hopes to find out why so few of our young people stay in the county following graduation.

The questionnaire being mailed to all businessmen has to do with the needs of every employer in the county over the next five years, due to growth and or normal turnover.

The survey, which each businessman is asked to complete, will take a maximum of five minutes to complete.

Among the major questions asked on the survey are the types of business, types of products handled or produced, number of employees and type of employees (professional, semi-skilled, skilled, manual labor, etc.), problems encountered in finding employees and number of new employees anticipated over the next few years.¹

The principal of the high school cooperated in the study by preparing a brief cover letter to accompany the questionnaire. The questionnaire and cover letter may be found in the appendix of this study. Also included in the appendix is the mailing list of the businessmen in Ellsworth County who were contacted.

¹Ellsworth Reporter, Survey Employment Opportunities Here, Thursday, September 30, 1965.

THE COUNTY STUDIED

The county study included five cities or centers of population. The population of the cities and the total population of the county are presented in Table II. The data in Table II indicated that there has been a continuous increase in the percentage of the population of this county which lives in the cities.

TABLE II
POPULATION OF INCORPORATED PLACES IN ELLSWORTH COUNTY¹

City	1961 Population	1960 Population
Ellsworth	2,537	2,504
Kanopolis	757	770
Lorraine	168	168
Holyrood	727	751
Wilson	1,061	1,013
Total City Population	5,250	5,260
Total County Population	8,173	8,220
Percent of the county population in cities	64.2	63.3

¹Ellsworth County Assessor's files.

PRESENTATION OF DATA

This study of the work opportunities of high school graduates in Ellsworth County included the thinking of employers in one hundred eighty businesses. The businesses concerned were in five towns, Kanopolis, Wilson, Holyrood, Lorraine, and Ellsworth, the county seat. Businessmen were asked to indicate their opinions by checking () yes, () no, or () undecided. Questions asked in the survey included type of business, product, number of employees, level of employment in securing employees, estimated new employees needed in the next five years, per cent needing additional training, interest in hiring part-time workers, increase or decrease in employees, and a willingness of the businessmen in Ellsworth County to cooperate further with a survey to determine the greatest needs for trained or untrained employees.

Two hundred and eight questionnaires were prepared and mailed. Included were: A letter of introduction, the questionnaire, and a self addressed, stamped envelop. There were one hundred and eighty questionnaires returned, or a total of 81 per cent returned out of the two hundred and eight that were mailed.

The first question in the survey was an orientation question, determining the name of the business, address, name of person answering questionnaire, telephone number and his position in the business.

The county assessor's population figures for Ellsworth and Ellsworth County, as of June 30, 1961 were 2,537 and 8,173 respectively. The 1961 county assessor's figures for incorporated places in Ellsworth

County were presented in Table II. The county assessor's figures indicate an increase of thirty-three persons in the city and a decrease of forty-seven persons in the county during the past year. The county birth rate for 1961 was 15.1 per 1,000 population and the death rate was 12.8 per 1,000 population. Thus the excess of births over deaths in Ellsworth County was 2.3 per 1,000 population. The average excess for the state of Kansas was 14.1 per 1,000 population in 1961 and the United States average excess for 1961 was 14.9 per 1,000 population.

In terms of number of people, the excess of births over deaths in Ellsworth County in 1961 was 18, while the county assessor's population figures above showed a decrease of 47 persons. Thus, there was a net out migration of 65 persons in Ellsworth County in 1961.

The following trends in out migration were observed from the study of census data:

For Ellsworth County

1. If the county had followed the normal change in population since 1940, the population in 1965 would be about 12,000 (excess of births over deaths).
2. The population had decreased 2,000 (100/year) thus showed a net difference of 4,000 between normal growth and actual growth.
3. The reasons for the population decrease were primarily two:
 - a) lack of job opportunity in towns,
 - b) loss of farm supporting families (2 per cent per year).

4. The number of farms were declining each year:

<u>Year</u>	<u>Number of Farms</u>
1960	738
1961	704
1962	693
1963	702
1964	682
1965	666

For the City of Ellsworth

1. The city had maintained the normal change in population since 1940.
2. The age characteristics of the Ellsworth population were:

<u>Age Group</u>	<u>1960, % of total</u>	<u>10 year, gain or loss</u>
Under 5	8.9	+ 12 persons
5-14	17.1	+ 99 "
15-24	10.5	- 69 "
25-34	10.2	- 28 "
35-44	10.7	- 65 "
45-54	13.6	- 59 "
55-64	11.4	+ 44 "
65 and over	17.7	+116 "

Between ages of 15 and 54 city had lost 162 in ten years. Gains were shown in age groups under 15 and over 55.

Combination of county and city figures for years 1964 and 1965:

City grew 110 from 1963 to 1964.

County net loss was 134 from 1963 to 1964--392 from 1964 to 1965.¹

A study of the 1965 population figures revealed the following data:

¹ Area Development, op. cit.

1965 Population Figures

<u>Cities</u>	<u>Population</u>
Ellsworth	2,484
Holyrood	633
Kanopolis	745
Lorraine	167
Wilson	<u>1,084</u>
Total	5,113
Total County	7,672
Percentage	66.64 per cent

<u>Rural</u>	<u>Population</u>
1964	8,064
1965	<u>7,672</u>
Loss	392

A study of the 1960 census data for Ellsworth County published by the Kansas State Employment Service indicated the following:²

Male, employed in agriculture	807
Private wage and salary workers	48
Government workers	0
Self-employed workers	748
Unpaid family workers	11

²Kansas State Employment Service, Bureau of the Census, Population General Economic & Social Characteristics 1960-Box 148, 222 N. Santa Fe, Salina, Kansas.

Female, employed in agriculture	39
Private wage and salary workers	11
Government workers	0
Self-employed workers	8
Unpaid family workers	20
Male, employed non-agriculture	1,310
Private wage and salary workers	885
Government workers	190
Self-employed workers	231
Unpaid family workers	4
Female, employed in non-agriculture	801
Private wage and salary workers	504
Government workers	184
Self-employed workers	106
Unpaid family workers	7

The same survey gave the projected employment in agriculture by county as follows:

Allen	822	Butler	1002
Anderson	832	Chase	416
Atchison	856	Chautauqua	409
Barber	587	Cherokee	721
Barton	1044	Cheyenne	553
Bourbon	850	Clark	239
Brown	1080	Clay	870

Cloud	907	Harvey	818
Coffey	881	Haskell	201
Comanche	340	Hodgeman	406
Cowley	1037	Jackson	899
Crawford	945	Jefferson	851
Decatur	665	Jewell	937
Dickinson	1265	Johnson	801
Doniphan	864	Kearny	297
Douglas	860	Kingman	746
Edwards	431	Kiowa	352
Elk	503	Labette	909
Ellis	862	Lane	349
Ellsworth	628	Leavenworth	802
Finney	787	Lincoln	632
Ford	738	Linn	877
Franklin	1068	Logan	340
Geary	395	Iyon	1095
Gove	477	McPherson	1249
Graham	527	Marion	1276
Grant	287	McPherson	1249
Gray	518	Marion	1276
Greeley	126	Marshall	1126
Greenwood	727	Meade	849
Hamilton	323	Miami	899
Harper	764	Mitchell	658

Montgomery	754	Sedgwick	1165
Morris	580	Seward	256
Morton	303	Sheridan	595
Nemaha	349	Shawnee	867
Neosho	775	Smith	1128
Ness	633	Stafford	690
Norton	668	Stanton	282
Osage	1012	Stevens	370
Osborne	736	Sumner	1674
Ottawa	653	Thomas	326
Pawnee	662	Trego	672
Phillips	956	Wabaunsee	745
Pottawatomie	1056	Wallace	185
Pratt	480	Washington	1459
Rawlins	593	Wichita	388
Reno	1602	Wilson	712
Republic	1033	Woodson	505
Rice	728	Wyandotte	288
Riley	995		
Rooks	646		
Rush	565		
Russell	550		
Saline	662		
Scott	434		

In Figure 1 is presented the data by county for the state of Kansas.

The census report, in discussing the allotment of jobs in agriculture per county in Kansas, said:

Agriculture shows a steady decline in employment and also, there does not exist the concentration of agricultural jobs that exists in some areas such as manufacturing. For this reason a different procedure was followed.

1. The anticipated number of jobs disappearing was calculated for the ten years and an annual rate of decline found. The decline was then multiplied by five to reach the estimated job loss in the last five years.
2. This decrease in jobs was then allotted to all counties in proportion to the number of farmers as shown by the 1960 census.³

In Figure 2 is presented the population trends in the city of Ellsworth and in Ellsworth County.

The following conclusions were made from survey Table III. The question requested the employers to fill in the number of employees and the level of work in which they were employed. The results showed 369 employees in the professional and managerial category. In the unskilled level of work, there were 155 employees.

From this part of the survey the writer felt, Ellsworth County was similar to national figures, which were as follows:⁴ Professional and managerial occupational groups for 1960 were 11.2 per cent of those employed, in 1970 this was predicted to be 13.3 per cent. Unskilled

³U. S. Census, 1960.

⁴The Occupational Outlook for 1970. Reprinted from the February 1963 issue of the Occupational Outlook Quarterly, U. S. Dept. of Labor, p. 22.

1965
 Projected Employment in Agriculture by County

KANSAS

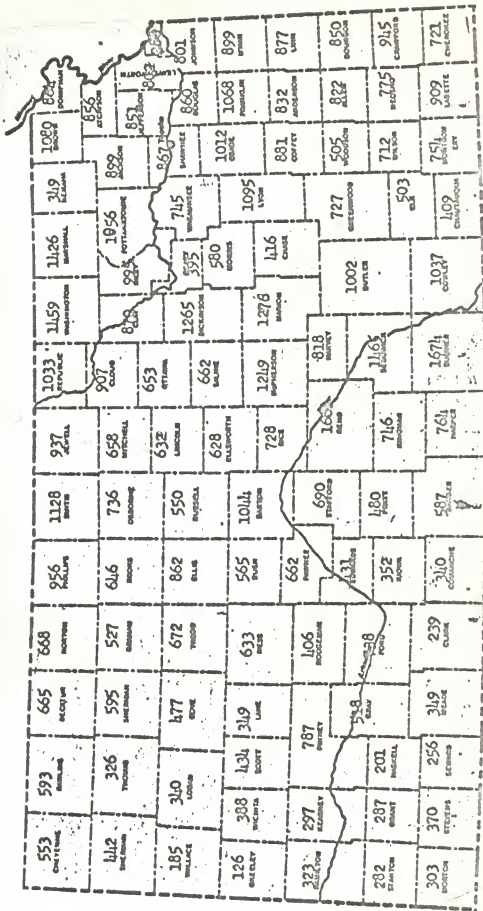


Figure 1

POPULATION TRENDS IN ELLSWORTH AND ELLSWORTH COUNTY

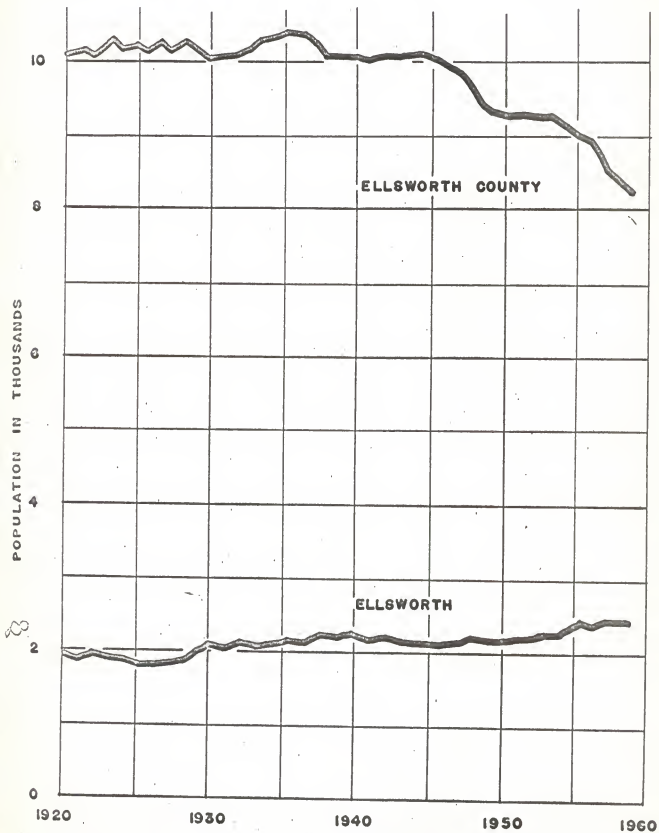


Figure 2

labors in 1960 were 8.1 per cent while in the year 1970, there was predicted to be 5.3 per cent unskilled laborers.

From this the writer drew the following conclusions: Jobs for the unskilled group were decreasing and the demand for skilled or trained employees was increasing. High school graduates have realized this to be true. The number of graduates attending college or some type of trade school has been increasing. It appeared obvious to the writer that the workers most in demand in the years ahead, will be those with a marketable skill or specialized training.

TABLE III
NUMBER OF EMPLOYEES BY OCCUPATIONAL LEVEL

Degree of training and experience	Number of employees
Professional and Managerial	369
Clerical and Sales	246
Skilled Laborers	157
Semiskilled Laborers	288
Unskilled	155
Total	1175

Note: The above table was taken from question number four of the survey sent out to every business man in Ellsworth County.

From Table IV the writer drew the following conclusions. When the employers were asked to name their type of business, it was found seventy-nine were typed as a "Service." This included such businesses

as implement maintenance, service stations and electrical repair shops. There were fifty-six businesses classified as "Retailing Business," some businesses of this type were: grocery retailer, car dealer and appliance dealer. "Manufacturing," included the Brick Plant and Car Camper Factory. "Purchasing," such as Central Kansas Mill and Elevator. "Others," included real estate offices, recreation and some county offices. The writer felt no additional clarification was needed for the remaining types of businesses listed on the chart.

TABLE IV
TYPE OF BUSINESSES IN ELLSWORTH COUNTY

Type of businesses	Number of employment placement
1. Manufacturing	8
2. Purchasing	7
3. Service	79
4. Constructing	6
5. Retailing	56
6. Farming	4
7. Processing	1
8. Wholesaleing	3
9. Contractor	4
10. Others (specify)*	59

*Comments to follow

Note: The above table was taken from question number two of the survey sent out to every business man in Ellsworth County.

Question number three read as follows: "Does your business pertain to a product, service, function or to consumers goods, and is it connected with livestock and livestock products, production of crops, maintenance and repair, feed storage, milling fertilizer and chemicals, automobiles, trucks, machinery, veterinary and animal health or other types of businesses?" "Other" types of businesses were indicated in one hundred fifteen of the questionnaires returned. These were reclassified into three general groups, They were: Agriculture, Service and Others. The per cent in each particular group was:

(a) Agriculture	35.2 per cent
(b) Service	51.1 per cent
(c) Other	8.3 per cent

Agriculture and service were 86.3 per cent of the one hundred eighty surveys returned or 81 per cent of the two hundred eight surveys mailed. From these percentages the writer drew this conclusion: Agriculture and agriculture services were the number one industry of Ellsworth County.

The survey question that pertained to Table V was "How many new employees do you estimate you will need in the next five years, due to business growth and employee turnover, if you could get qualified personnel for the job?"

The number checked most often was one or two. This was the estimate of seventy-seven employers. Second, as to number estimated was three or four. Thirty-one employers estimated this number of employees would be needed in the next five year period. Twenty employers stated

three parts. Twenty-four employers felt their employees should have a college degree. Fifty-nine employers required their employees to be high school graduates. Seventeen employers stated vocational training was valuable in regard to their particular business.

Adding the twenty-four that required college degrees and the fifty-nine that required a high school diploma, gave a total of eighty-three employers that required at least a high school education for their employees. The other seventeen employers preferred vocational training for their employees. In order to enter the "world of work," a graduate must be prepared.

TABLE VI
DESIRED EDUCATIONAL LEVEL OF EMPLOYEES

(a) College Graduate	100%	<u>1</u>	24% Total
	75-99%	<u>5</u>	
	50-74%	<u>10</u>	
	25-49%	<u>8</u>	
	0-24%	<u>2</u>	
(b) High School Graduate	100%	<u>42</u>	59% Total
	75-99%	<u>4</u>	
	50-74%	<u>8</u>	
	25-49%	<u>2</u>	
	0-24%	<u>4</u>	
(c) Have Vocational Training	100%	<u>7</u>	17% Total
	75-99%	<u>3</u>	
	50-74%	<u>5</u>	
	25-49%	<u>0</u>	
	0-24%	<u>4</u>	
Grand Total			100%

Note: The above table was taken from question number seven of the survey sent to every business man in Ellsworth County. Only sixty-four business men filled out this question as to per cent.

The following was question number five of the survey: "How would you describe the difficulty you have in securing employees?" Thirty-two indicated, difficult all the time, forty-six employers indicated, difficult in seasons only, sixty-three employers never had difficulty in hiring dependable help, forty-five stated they felt the applicant should have additional training before applying for their particular job.

For a clearer picture of the problem, the writer has converted the above figures to a per cent basis.

(a) Difficult all the time	18 per cent
(b) Difficult in season	26 per cent
(c) Never have difficulty	35 per cent
(d) Should have additional training	25 per cent

The writer interpreted this information to mean: The eighteen per cent of the businesses that have difficulty at all times in securing help are those that need specially trained or college graduates.

The businesses that employ extra help during the holiday season or, since Ellsworth County is an agricultural county, extra help is needed in some businesses during the summer months, these are the businesses that find it difficult at certain seasons of the year to hire the needed employees.

Never have difficulty in hiring employees are the businesses that require no trained skills or special education for that particular job.

The businesses that prefer their applicants to have additional training before applying for the position are the businesses that have difficulty in finding qualified employees.

The larger per cent is in the "Never have difficulty." These jobs are in the lower wage bracket and are not the type that challenged the high school graduate to choose such jobs as their occupation.

Question number eight was as follows: "Would you be interested in hiring part time workers taking vocational training in the area of your need?" The results were not a definite Yes. The following reasons were given: "I do not hire part-time help;" "Young persons must have an interest in this field;" "I would need more facilities before hiring;" "We are working college students forty hours per week during the summer." These were some of the answers given to this question.

The information requested in question number nine was: "Over the past five years has the number of your employees increased, decreased, or remained the same?" According to the tabulation of one hundred eighty questionnaires that were returned out of the two hundred eight that were sent to businessmen in Ellsworth County, the per cent showed the following:

(a) Increase	38.9 per cent
(b) Decrease	25.1 per cent
(c) Remained the same	15.6 per cent

In 40.7 per cent of the businesses there was a decrease or no change was made in the number of employees hired. In 54.5 per cent there was an increase or no change made in the number of employees hired.

Question number ten was: "Would you be willing to cooperate with the Ellsworth School system in developing and making a survey of the businesses in Ellsworth County to determine the greatest needs for trained and untrained employees?"

(a) Affirmative	72.2 per cent
(b) Negative	13.8 per cent
(c) Undecided	8.3 per cent

A total of 94.2 per cent were concerned enough to fill out all the required information. This survey indicated most people realize the future of our county depends on our youth and were willing to do whatever was necessary to establish job opportunities. Seventy-two and two-tenths per cent indicated their willingness to cooperate in whatever way was necessary. Thirteen and eight tenths per cent showed a lack of interest in the betterment of job opportunities.

SUMMARY

This study gave the employers of Ellsworth County an opportunity to analyze their possible needs for the next five years. Their concern was indicated by the number of completed questionnaires that were returned.

The city of Ellsworth has gained in population but the county shows a net loss. The county loss has not slowed since 1940. The loss in population has been between the ages of fifteen and forty-five years of age, while gains have been shown in age groups under fifteen and over fifty-five years of age.

The problem was of concern not only to high school graduates and businessmen, but to all citizens of our county. The fact that new industry has not replaced those going out of business has resulted in a decrease of job opportunities. There is no longer the need for on-the-farm laborers. Since 1950 the productivity of the American farm worker due to mechanization has increased at the rate of six and one-half per cent a year. Today one average American farmer produces enough food for himself and twenty-six others. Our graduates are forced to seek employment elsewhere.

The number of high school graduates remaining in Ellsworth County for gainful employment has been decreasing; the number of graduates going on to some form of higher education has been increasing. These are the youth for which job opportunities should be provided, if our rural communities are to be socially and economically strong and

progressive. America is one of the greatest industrial nations in the world and there are untold job opportunities for those who are prepared.

CONCLUSIONS

From the study of the "Gainful Employment Opportunities of Ellsworth County for High School Graduates," the writer has drawn the following conclusions:

- (a) Employers indicated that most job opportunities were for those with at least a high school education or vocational training.
- (b) There was a limited number of new job opportunities expected in the next five years.
- (c) There is a greater demand for employees in the professional and managerial category than in the unskilled level of employment.
- (d) At the present time there are not enough job opportunities for all of the high school graduates of Ellsworth County who seek employment.
- (e) Ellsworth County is losing population in age brackets of the most productive years.

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APPENDIX

ELLSWORTH CITY SCHOOLS
 P. O. BOX #455
 ELLSWORTH, KANSAS 67439

ADMINISTRATION
 Joel N. Martin, Superintendent
 Marvin E. Ryden, H. S. Prin.
 Robert Shields, Jr. Hi Prin.
 Donald A. Smischny, Elem. Prin.

September 20, 1965

Dear Employer of Ellsworth County:

May I ask you to cooperate with Mr. Lester Crandall, a Master's Candidate at Kansas State University, Manhattan, Kansas, in respect to his questionnaire.

We think his study will be of value in better understanding the problems facing high school graduates and their gainful employment in Ellsworth County. Thank you.

Sincerely,

(Signed) Marvin E. Ryden

Marvin Ryden
 High School Principal
 Ellsworth High School

Dear Employer:

This questionnaire is concerned with the gainful employment opportunities for Ellsworth County high school graduates. In order that I may obtain the necessary information to complete this survey and have an overall picture of the work opportunities for youth in our county, I will appreciate your completing the enclosed questionnaire as soon as possible.

A self-addressed and stamped envelope is enclosed for your convenience. Thank you for your time and help in completing this survey.

Sincerely,

(Signed) Lester L. Crandall

Lester L. Crandall
 Vocational Ag. Dept. E. H. S.
 Ellsworth, Kansas

A SURVEY OF EMPLOYMENT IN ELLSWORTH COUNTY

Date _____

I. Name of business or firm _____

Address _____

Name of person who answers the questionnaire

_____ Tel. _____

Position in the business _____

Directions: Check the blank that is nearest the one correct for items II through X.

II. Which describes your type of business best?

- | | |
|---|--|
| 1. <input type="checkbox"/> Manufacturing | 6. <input type="checkbox"/> Farming |
| 2. <input type="checkbox"/> Purchasing | 7. <input type="checkbox"/> Processing |
| 3. <input type="checkbox"/> Services | 8. <input type="checkbox"/> Wholesaling |
| 4. <input type="checkbox"/> Constructing | 9. <input type="checkbox"/> Contractor |
| 5. <input type="checkbox"/> Retailing | 10. <input type="checkbox"/> Other (specify) |

III. What is the product, service, function or consumer good of the business? (check one or more if necessary)

- | | |
|---|--|
| 1. <input type="checkbox"/> Livestock & Livestock Prod. | 5. <input type="checkbox"/> Seed, Fertilizer & Chemicals |
| 2. <input type="checkbox"/> Production of crops | 6. <input type="checkbox"/> Automobiles, Trucks, Machinery |
| 3. <input type="checkbox"/> Maintenance and repair | 7. <input type="checkbox"/> Veterinary & Animal Health |
| 4. <input type="checkbox"/> Feed storage-milling | 8. <input type="checkbox"/> Others (specify) |

IV. Fill in the number of employees that you now have in these levels of work.

_____ Professional & Managerial

_____ Clerical & Sales

_____ Skilled laborers (H.S.--trade school diploma with special training or experience)

_____ Semiskilled laborers (Less training & experience than skilled laborers)

_____ Unskilled laborers (Less training & experience than semiskilled laborers)

_____ TOTAL

V. How would you describe the difficulty you have in securing employees?

_____ Difficult all the time

_____ Never have difficulty

_____ Difficult in seasons

_____ Should have additional training before applying for the job.

VI. How many NEW employees do you estimate you will need in five years due to business growth and employee turnover, if you could get qualified personnel for the job?

_____ 1 to 2

_____ 11 to 13

_____ 3 to 4

_____ 14 to 16

_____ 5 to 7

_____ 17 to 24

_____ 8 to 10

_____ 25 and above

VII. What per cent of your employees should be:

a) College Graduate _____

b) High School Graduate _____

c) Have Vocational Training _____

VIII. Would you be interested in hiring part-time workers taking Vocational Training in the area of your need?

Yes No Undecided (Explain: _____
_____)

IX. Over the past five years has the number of your employees increased _____ decreased _____ remained same?

X. Would you be willing to co-operate further with the Ellsworth School System in developing and making a survey of the businesses in Ellsworth County to determine the greatest needs for trained and untrained employees?

Yes NO Undecided (Explain: _____

_____)

Location of businessmen in Ellsworth County and specialists used in the survey:

Cities of Ellsworth and Kanopolis

A-1 Welding Shop, 501 E. 1, Ellsworth
 Acme Brick Co., Kanopolis
 Andersen Decorating Service, 221 N. Douglas, Ellsworth
 Ann's Beauty Salon, 108 E. 1, Ellsworth
 Armbrust Oil Co., 8 & Douglas, Ellsworth

B & D Implement Company, 120 N. Lincoln, Ellsworth
 B & W Sales Company, RFD 1, Kanopolis
 Bee maude Hiatt Beauty Shoppe, 110 E. 1, Ellsworth
 Bennett Beauty Shop, 323 N. Washington, Ellsworth
 Bill's Radio & TV, 119 N. Douglas, Ellsworth
 Bircher Dairy, Inc., 116 W. 1, Ellsworth
 Bircher Machine Shop, Kanopolis
 Bud's Motor Service, 202 W. 1, Ellsworth

Central Kansas Mill & Elevator Company, N. Colorado, Ellsworth
 Chamber of Commerce, 203 1/2 N. Douglas, Ellsworth
 Charlie's IGA Store, Kanopolis
 Charlotte's Sinclair Service Cafe, Highway 40, Ellsworth
 Choitz Bros. Equipment, 1219 State, Ellsworth
 Citizens State Bank, 203 N. Douglas, Ellsworth
 Coach & Four Bowling Lanes, Lincoln & Main, Ellsworth
 Cooney, Gray, 509 N. Lincoln, Ellsworth
 Croy Insurance Agency, 111 N. Douglas, Ellsworth
 City Service Oil Co., Ellsworth

Danner & O'Donnell, 315 E. 3, Ellsworth
 Don's Bay Service, State & 15, Ellsworth
 Dryden Ace Hardware & Furniture, 220 N. Douglas, Ellsworth
 Duckwall Store, Ellsworth

Eilrich Construction Co., 323 W. Douglas, Ellsworth
 Ellsworth, City of
 City Clerk, City Hall
 Police Dept., City Hall
 Ellsworth Reporter, Ellsworth
 Ellsworth, County of
 Attorney, 122 N. Douglas
 Clerk of District Court, 210 N. Kansas
 Clerk, 210 N. Kansas
 Engineer, 210 N. Kansas
 Extension Service, 210 N. Kansas
 Noxious Weed Dept., 1301 Colorado

Ellsworth, County of

Probate Judge, 210 N. Kansas
 Register of Deeds, 210 N. Kansas
 Sheriff, 206 Court
 Social Welfare Dept., 210 N. Kansas
 Superintendent, 210 N. Kansas
 Treasurer, 210 N. Kansas

Erhardt Electric, 2219 N. Douglas, Ellsworth
 Ellsworth County Veterans Memorial Hospital, Ellsworth
 Ellsworth Veterinary Clinic, Highway 40, Ellsworth
 Ellsworth High School, 11 & Kansas, Ellsworth
 Ellsworth Elementary School, 110 E. 3, Ellsworth

Ferguson Bakery, 306 N. Douglas, Ellsworth
 F & M Drug Co., 209 N. Douglas, Ellsworth
 Farm Bureau Mutual Insurance Co., 3 & Douglas, Ellsworth
 Farmers Co-op Elevator, 100 N. Kansas, Ellsworth
 Fashion Cleaners, 126 W. 1, Ellsworth
 Flanders Insurance Agency, 122 N. Douglas, Ellsworth
 Flower & Gift Shop, 112 W. 1, Ellsworth
 Foster & Co. Engineers, 107 W. 2, Ellsworth
 Fujisan Restaurant, 224 N. Douglas, Ellsworth

G & H Auction Service, RFD 1, Ellsworth
 Garden Motel, Highway 40 & 45 Junction, Ellsworth
 Gas Service Company, THE, 304 N. Douglas, Ellsworth
 Good Samaritan Center, Ellsworth
 Grant's Book Store, 211 N. Douglas, Ellsworth
 Gray, Robert G., 110 W. s, Ellsworth
 Grubb Funeral Home, 307 N. Lincoln, Ellsworth

Helwick Motors Inc., 103 N. Douglas, Ellsworth
 Hogan's Department Store, 213 N. Douglas, Ellsworth
 Kokr Motor Co., N. Grand, Ellsworth
 Homolka Grain & Supply, 910 W. 12, Ellsworth
 Hunter's Locker Plant, W. Main, Ellsworth

J O Food Store, 212 N. Douglas, Ellsworth
 Jarus, D. C., 203 1/2 N. Douglas, Ellsworth
 Jones-Gillam Architects-Engineers, 125 N. Douglas, Ellsworth

Kanopolis-City of

City Hall, Kanopolis
 Police Dept., Kanopolis

Kanopolis Grade School, Kanopolis
 Kanopolis High School, Kanopolis
 Kanopolis State Bank, Kanopolis
 Kansas-State of

Highway Commission, US 40, Ellsworth
 Kepka Beauty Salon, 107 W. 1, Ellsworth
 Krizek, Edgar, 125 N. Douglas, Ellsworth

Lake Superior Lumber Co., 301 N. Main, Ellsworth
 Lamia Bros. Oil Company, Kanopolis
 Larry's Skelly Service, 8 & Douglas, Ellsworth
 Larsen Chevrolet Co., Inc., 1 & Lincoln, Ellsworth
 Lyons Savings & Loan Association, 125 N. Douglas, Ellsworth

McAtee's '45' Restaurant, Highway 40 & 45 Junction, Ellsworth
 Mill's Store, Kanopolis
 Miner & Aylward, 126 C. 1, Ellsworth
 Motor Parts & Supplies, 125 N. Lincoln, Ellsworth

Nemechek & Benson Grocery & Market, 216 N. Douglas, Ellsworth
 Novak IGA Store, 1 & Lincoln, Ellsworth

O'Donnell T. G. Hardware Company, 217 N. Douglas, Ellsworth
 O'Donnell, Horejsi, O'Donnell, & Seitz, Md., Ellsworth

Ruth Ann Beauty Shop, 510 Webb, Ellsworth

Seitz Drug Company, 210 N. Douglas, Ellsworth
 Shanelec Implement Company, N. Main & W., Kansas, Ellsworth
 Smoky Hill Electric Co-op Assn., Inc., 208 W. 1, Ellsworth
 Southwestern Bell Telephone Company, 209 N. Kansas, Ellsworth
 State Farm Insurance Co., 125 N. Douglas, Ellsworth
 Strella Cleaners, 121 E. 1, Ellsworth

Toman's Mobil Station, Highway 40, Ellsworth
 Truhlar's Ready-Mixed Concrete, 1213 Spring, Ellsworth
 Tucker Hotel, 102 E. Main South, Ellsworth

United States Government

Agriculture, Department of

Soil Conservation Service, 114 N. Douglas, Ellsworth
 Stabilization & Conservation Office, 114 1/2 N.
 Douglas, Ellsworth

Post Office, 126 N. Douglas, Ellsworth

Victor Bros. Sales Inc., 104 1/2 N. Douglas, Ellsworth

Wacker Auction Service, Kanopolis
 Wamhoff 66 Service Station, 8 & Douglas, Ellsworth
 Westerhaus Motor Co., 124 C. 1, Ellsworth
 Western Light & Telephone Company, Inc., 218 N. Lincoln, Ellsworth
 White Bros. Construction Co., Kanopolis
 Wilson Abstract Co., 109 E. 1, Ellsworth
 Western Auto Associated Store, 205 N. Douglas, Ellsworth

City of Lorraine

Lorraine Food Market, Lorraine
 Lorraine Grain, Fuel & Stock Co., Lorraine
 Lorraine Grade School, Lorraine
 Lorraine State Bank, Lorraine

Myers' Garage, Lorraine

Schmidt Implement Co., Lorraine

City of Holyrood

American Petro Fina Co., Holyrood
 Anderson, L. B., Dr., Holyrood

Bank of Holyrood, Holyrood
 Beauty Shop, Viola's, Holyrood
 Bennett & Son Machine Works, Holyrood
 Betterway Cleaner, Holyrood
 Boekan Water Well Service, Holyrood
 Buhler Plumbing, Holyrood

Charm Theater, Holyrood
 City Hall, Holyrood
 City of Holyrood, Holyrood
 City Service Oil Co., Holyrood
 Colorado Oil & Gas Corp., Holyrood

Farmer's Mutual Insurance, Holyrood

Huffman, Dr., P. B., Holyrood
 Holecek Construction Co., Holyrood
 Holyrood Co-op Grain & Supply, Holyrood
 Holyrood Gazette, Holyrood
 Holyrood Grade School, Holyrood
 Holyrood Motor Co., Holyrood
 Holyrood Oil Co., Holyrood
 Holyrood Rural High School, Holyrood
 Holyrood Telephone Co., Inc., Holyrood
 Home Lumber & Supply Co., Holyrood

Jezek Water Well, Holyrood
 Julian I.G.A., Holyrood

Kempke, George, Auctioneer, RR, Holyrood
 Kraft's Electric & T-V Shop, Holyrood

Lauck, Ehler Oil Lease, RR, Holyrood
 Marie's Flower Shop, RR, Holyrood

Nienke's Lease Service, Holyrood

Okmar Oil Lease, RR, Holyrood

Petrick Drug Co., Holyrood

Rodgers Well Service, Holyrood

School District #60, RR, Holyrood
 Smischny, Victor, Auctioneer, RR, Holyrood
 Snyder's Dry Goods, Holyrood
 Sohio Oil Co., Holyrood
 Sante Fe Rail Road, Holyrood

Taylor's Tune-up, Holyrood

Vic's Construction Co., Holyrood

Warner's Jack & Jill Market, Holyrood

City of Wilson

Brown's Drug Store, Wilson
 Burns-Doran Insurance Agency, Wilson

City Offices, Wilson
 City Clerk, City Hall
 City Light Plant

Dlabal, F. A., Dr., Wilson

Eschbaugh, Geo., Wilson

Farmers Co-op Elevator, Blackwolf via Wilson

Grubb Clothing, Wilson

Hock Lumber Co., Wilson
 Homeier, Ed's Motor Service, RR, Wilson

Kasper, Mary, Beauty Shop, Wilson
 Klema IGA Market, Wilson
 Klema Poultry & Dairy Center, Wilson

McEvoy, F. A., Dr., Wilson

Olds Motor Co., Wilson

Rose's Flowers, Wilson

Schools, Public, Wilson
 Margaret School, RFD 1, Wilson
 Wilson Grade School, Wilson
 Wilson High School, Wilson

Shaw's Grocery, Wilson
 Soukup Grain Co., Wilson
 South Side Garage, Wilson
 Stiles Mortuary, Wilson
 Stoppel, Charles, Wilson

Weber Hardware, Wilson
 Wilson Gas Service Co., Inc., Wilson
 Wilson Lumber Co., Wilson
 Wilson State Bank, Wilson
 Wilson Supply Co., Wilson
 Wilson Telephone, Wilson
 Wilson World, Wilson

Zeman Pharmacy, Wilson

Specialists in their field:

Marvin Ryden	High School Principal
Jerry Bamesberger	High School Counselor
Kermit Engle	County Extension Agent
Allen Paul	President of Chamber of Commerce

A STUDY OF THE GAINFUL EMPLOYMENT OPPORTUNITIES OF
ELLSWORTH COUNTY FOR HIGH SCHOOL GRADUATES

by

LESTER LYLE CRANDALL

B.S., Kansas State University, 1949

AN ABSTRACT OF A MASTER'S REPORT

submitted in partial fulfillment of the

requirements for the degree

MASTER OF SCIENCE

College of Education

KANSAS STATE UNIVERSITY
Manhattan, Kansas

1966

The purpose of this study was to determine the attitudes of businessmen in Ellsworth County, Kansas, toward the gainful employment opportunities for high school graduates. The information in this study was obtained through a questionnaire mailed to two hundred and eighty businessmen in Ellsworth County. It included the thinking of one hundred eighty employers in the five towns in Ellsworth County.

The primary objective of this study was to provide resource material for possible use in the counseling and training of high school students prior to graduation and to assist students and businessmen to better understand the problem of gainful employment opportunities for high school graduates in Ellsworth County. The secondary objectives were: 1. To determine the types of businesses in Ellsworth County, the various levels of work and training needed to fill these jobs. 2. To determine the difficulty businessmen have had in securing employees. 3. To determine the number of new job opportunities expected in the next five years. 4. To determine the per cent of employees that, according to the employers, needed to be college graduates, high school graduates or have vocational training. 5. To determine the interest businessmen have had in hiring part-time workers taking vocational training. 6. To determine if business activities in Ellsworth were increasing or decreasing. 7. To determine the willingness of businessmen to cooperate with the Ellsworth School system in developing and making a survey in Ellsworth County to determine the greatest need for trained and untrained employees.

From the survey the following trends were determined: 1. Agriculture and agricultural services were the leading industries in Ellsworth County. 2. Jobs for the unskilled group were decreasing and the demand for skilled or trained employees was increasing. 3. There were very few job openings predicted for new employees in the next five years, unless new industries located in Ellsworth County. 4. Most employers required at least a high school education or vocational training for their employees. The businesses that preferred their applicants to have additional training before applying for the position were the businesses that have had difficulty in finding qualified employees and were in the higher wage bracket. 5. There was not much interest shown in the hiring of part-time employees taking vocational training. 6. There was an increase in the number of employees hired in over fifty per cent of the businesses. 7. This survey indicated most employers realized the future of our county depends on our youth and were willing to do whatever was necessary to establish job opportunities.

The city of Ellsworth had gained in population but the county showed a net loss. The loss in population had been between the ages of fifteen and forty-five years of age, while gains were shown in age groups under fifteen and over fifty-five years of age.

The problem was of concern, not only to high school graduates and businessmen, but to all citizens of our county. The fact that new industry had not replaced those going out of business, had resulted in a decrease of job opportunities, thereby forcing more high school graduates to seek employment elsewhere.

The number of high school graduates who remained in Ellsworth County for gainful employment has decreased; the number of graduates going on to some form of higher education has increased. These were the youth for which job opportunities should have been provided, if the rural communities of Ellsworth County were to be socially and economically strong and progressive.