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### An Occupational Analysis of Fifteen Common Occupations Among Negro Men in San Antonio, Texas, and Vicinity

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AN OCCUPATIONAL ANALYSIS OF FIFTEEN COMMON OCCUPATIONS AMONG  
NEGRO MEN IN SAN ANTONIO, TEXAS, AND VICINITY

A Problem Submitted to the Graduate Division  
in Partial Fulfillment of the Requirements for the  
Degree of Master of Science  
Under Option II

By  
Samuel T. Scott

45

KANSAS STATE TEACHERS COLLEGE  
Pittsburg, Kansas  
July, 1942

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### ACKNOWLEDGEMENTS

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## PART I

### INTRODUCTION

This problem is an occupational analysis of fifteen common Negro occupations and offers recommendations which may serve as a foundation for constructing an industrial arts curriculum that would aid Negro students in making future occupational adjustments. As our economic and industrial system becomes more complicated, the problem of making occupational adjustments becomes more important. This is especially true with Negroes. Numerous factors are responsible for this condition, among them, the inadequate industrial arts courses offered in the Negro high school.

Anne S. Loop, in attempting to discover the opinions of educational leaders regarding the Negro education reached the following conclusion:

There is widespread belief that whatever general or civic values are inherent in Negro education, the amount and character of the training given bear slight relation to vocational or occupational opportunities. Many educators have discussed the advisability of stimulating the Negro to higher educational goals. Some of them maintain that advanced education will help the Negro little, if any, in making his vocational and social adjustments. Others feel that only by additional educational and vocational equipment will it be possible to break down racial prejudices and secure for the Negro equality of opportunity which is so essential in a democracy.<sup>1</sup>

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<sup>1</sup> Anne S. Loop, "Does Type of Education Affect Negroes' Careers?" Occupations, XIX (March, 1941), 430-435.



In an effort to facilitate the occupational adjustments of Negro youth, the Negro schools should make every possible effort to uncover the occupational potentialities of individual students. Nevertheless, the Negro schools, in fairness both to the pupil and to the public should adjust their programs to the occupational realities of the present time.

### Statement of the Problem

This problem is to make an analysis of fifteen common Negro occupations and to make recommendations which give a foundation for improving and revising the industrial arts curriculum offered in the Negro high school of San Antonio, Texas.

### Need for the Study

Since few Negro schools offer any form of guidance or scientific data for the selection of an occupation, a need for an industrial arts curriculum that will aid Negro students in making future occupational adjustments seems evident. An occupational analysis of common Negro occupations is an effective aid in making recommendations that might serve as a foundation for improving the industrial arts offered Negro students.



### Purpose of the Study

The purpose of this study is to analyze the more common Negro occupations in order that recommendations might be made for improving the Negro high school curriculum of industrial arts in San Antonio, Texas. The possible answers to the following questions were obtained in this study:

1. What is the nature and importance of the occupations?
2. What requirements and training are needed for the occupations?
3. What is the status of remuneration in the occupations?
4. What working conditions exist in the occupations?
5. What social considerations do the occupations offer?

### Limitations of the Study

The limitations of this study are as follows:

1. Interviews cover fifteen different occupations as listed in table of contents.
2. Ten men interviewed in each occupation.
3. Interviews made under the following headings:
  - a. Nature and importance of occupation
  - b. Requirements and training needed
  - c. Working conditions
  - d. Remuneration
  - e. Social considerations.

4. Locale of study limited to San Antonio, Texas and surrounding territory.
5. Occupations common to Negro men in the year 1941-1942.
6. All recommendations concern only the Negro high school of San Antonio, Texas.



PART II

ANALYSIS OF OCCUPATIONS



## PART II

### ANALYSIS OF OCCUPATIONS

#### Review of the Literature

Many studies have been made involving occupational analyses of various types. Since 1920, over 300 occupational studies and materials for use in counseling high school students have been published by 14 cities in all sections of the United States.<sup>1</sup>

W. W. Bass, in his article, Occupational Analysis as a Basis for Curricula, states:

The experiments in the field of the curriculum which have been carried on during the last few years have pointed to at least one conclusion, namely, that no new development will be successful unless it is based on a complete understanding of the group to be served. No successful educational service can be designed for a community unless there is available an analysis of the community showing its needs, interests, difficulties, failures, and successes. A curriculum must be a part of the life of a community if it aims to influence the living of the individuals who make up that community.<sup>2</sup>

Dorothy I. Height, in a report on, Delta and the Economic Problem of the Negro in America, makes the following comment regarding an occupational analysis of Negro workers:

In general, the objectives of such an analysis would be to secure job opportunities for trained Negroes in such fields as public works, public utilities, private

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<sup>1</sup> White House Conference on Child Health and Protection, Section III., Education and Training, Vocational Guidance, (New York: The Century Co., 1932) p. 293.

<sup>2</sup>W. W. Bass, "Occupational Analysis as a Basis for Curricula" The Junior College Journal, XI (February, 1941), 311-315.



business, civil service, higher education, etc. The actual economic situation confronting the race today makes it all the more imperative that we study the problems carefully and plan a course of action which will open up channels which make it possible to live with greater security.<sup>3</sup>

According to R. W. Bullock, and W. R. Chivers:

Adequate occupational information is an absolute necessity to any program of vocational guidance, whether in the shop or the school as a whole. When an attempt is made to assist an individual in choosing an occupation, it is imperative to make him acquainted with general information concerning the occupational world. He should also be given detailed information concerning the one or two occupations from which his choice is likely to be made.<sup>4</sup>

Charles S. Wilson makes the following recommendations regarding the Negro youth:

1. More vocational guidance of a practical nature should be given the Negro high school pupil.
2. The curricula should be revised so as to meet the immediate needs of the Negro.
3. Less emphasis should be placed on professional occupations, such as teaching and medicine, and more placed on skilled and semi-skilled trades.
4. The Negro pupil should be encouraged especially to engage in those activities that are related to his interest and probable future vocations.<sup>5</sup>

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<sup>3</sup>Dorothy I. Height, Delta and the Economic Problem of the Negro in America. (Unpublished report, Delta National office, Washington, D. C., 1941).

<sup>4</sup>R. W. Bullock and W. R. Chivers, Vocational Guidance for Negroes, (Atlanta: National Youth Administration Manual, 1937) p. 19.

<sup>5</sup>Charles S. Wilson, Relation Between Highs School Curriculum And Present Occupations of Eighty Negro Graduates (Unpublished master's thesis, Kansas State Teacher's College, Pittsburg, Kansas 1942) pp. 35, 36.



### Description of Techniques

The first thirty-five occupations most common to Negro men, as listed in the fifteenth Census of the United States, 1930, were arranged according to the frequency of workers. From this list, fifteen occupations common to San Antonio, Texas, and vicinity were chosen according to the frequency of workers. Ten workers were interviewed in each of the fifteen occupations. Those interviewed represented a cross section of the workers engaged in the particular occupations.

An occupational study form, found on pages 9-13, was used as a general guide in securing and recording information. The assembled material is represented in textual and tabular form. Though the data were drawn from a limited occupational section, many of the findings are applicable to a much wider field, both geographical and vocational.



Outline for the Study of an OccupationNature and Importance of the Occupation

- |   |       |
|---|-------|
| 1. What is the type and character of the work the worker does?  | 1.    |
| _____   | _____ |
| 2. What is the importance of the occupation in the community with respect to the service rendered and the number employed?  | 2.    |
| _____   | _____ |
| 3. What are the main branches or lines of specialization in the occupation? Is there a tendency toward further specialization?  | 3.    |
| _____   | _____ |
| 4. What are the closely related occupations, particularly in the same occupational group, having somewhat similar requirements and offering equal or better conditions and returns? | 4.    |
| _____   | _____ |
| 5. Is the occupation a growing or obsolescent one?  | 5.    |
| _____   | _____ |
| 6. Is the occupation localized, national, or universal?   | 6.    |
| _____   | _____ |
| 7. Is the occupation seasonal or does it offer steady employment?   | 7.    |
| _____   | _____ |

- |  |       |
|--|-------|
| 8. Does the work involve unusual physical or nervous strain?   | 8.    |
| _____  | _____ |
| 9. Do the techniques and skills required change rapidly?   | 9.    |
| _____  | _____ |
| 10. Is there sufficient variety in the work, and sufficient opportunity for advancement to develop in and promote a desire to learn on the part of the worker? | 10.   |
| _____  | _____ |

Requirements and Training Needed

- |   |       |
|---|-------|
| 11. What are the requirements with respect to sex?  | 11.   |
| _____   | _____ |
| 12. What are the physical qualities and characteristics necessary for success in the occupation?          | 12.   |
| _____   | _____ |
| 13. What character or personal-social traits are necessary for success in the occupation?                 | 13.   |
| _____   | _____ |
| 14. What general educational attainments are required for entrance?                                       | 14.   |
| _____   | _____ |
| 15. What is the average educational attainment of those who are regarded as successful in the occupation? | 15.   |
| _____   | _____ |



16. What are the special technical and informational requirements necessary for success?

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16.

---

17. What are the techniques and skills required for success in the occupation?

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17.

---

18. What is the time required to learn the occupation?

---

18.

---

19. If there is an apprenticeship, what is the length?

---

19.

---

20. What provision does the industry make for systematic training?

---

20.

---

21. What experience is necessary for entrance in the occupation?

---

21.

---

22. What are the most common deficiencies of workers in the occupation?

---

22.

---

### Working Conditions

23. What are the standard number of hours of work per day and per week?

---

23.

---

24. Does the occupation involve night work or long hours of continuous exertion?

---

24.

---

25. Are conditions such as to involve moral hazards?

---

25.

---

26. What are the conditions which might affect the health of the worker, such as, occupational diseases, unfavorable conditions of temperature, moisture, dirt, noise, fumes, machinery, etc?

---

27.

---

27. Is there a local oversupply or a shortage of qualified workers in the occupation?

---

27.

---

28. To what extent are the workers in the occupation organized? What are the union fees? May workers join the union without serving a formal apprenticeship?

---

28.

---

29. What city regulations affect the practice of the occupation?

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29.

---

30. What state regulations affect the practice of the occupation?

---

30.

---

31. What federal regulations affect the practice of the occupation?

---

31.

---



Remuneration

- |   |       |
|---|-------|
| 32. What is the minimum entrance wage? The average entrance wage?                           | 32.   |
| _____   | _____ |
| 33. What are the average wages of the journeymen or well trained workers? union? non-union? | 33.   |
| _____   | _____ |
| 34. What is the average age at which workers reach full productivity?                       | 34.   |
| _____   | _____ |
| 35. At what age do workers reach the period of declining productivity?                      | 35.   |
| _____   | _____ |
| 36. How are wages paid? By the hour? day? month? piece?                                     | 36.   |
| _____   | _____ |
| 37. What provisions are made for health and accident compensation? For old age retirement?  | 37.   |
| _____   | _____ |

Social Considerations

- |   |       |
|---|-------|
| 38. Does the occupation affect favorably the worker's social status among corresponding income groups in similar occupations? | 38.   |
| _____   | _____ |

39. Does the work keep the worker  
away from home?

---

40. Does the worker have time and  
energy left for recreation and  
leisure?

---

39.

---

40.

---



BARBERSNature and Importance of the Occupation

Barbering is an essential service in every community. The most important factors for success are skill, cleanliness, and pride. During the past ten years, barbering and its related occupations have grown in importance. This is significant from a social as well as an occupational point of view. There has been during this period a definite increase of trained Negro barbers in San Antonio, Texas, and vicinity. Their establishments range in size from the small shop operated by the owner and one or two assistants, to the large establishments with six to eight chairs.

Requirements and Training Needed

Barbering is a skilled trade which has its strict regulations for training and apprenticeship, and, in most States, there is a State Board of Barber's Examiners to pass on new applicants for admission to the vocation. The State Barber College of Tyler, Texas is the training center for most Negroes in San Antonio, Texas, and vicinity who are interested in this trade. The College offers a three-month course. There are, however, a few who have entered the trade



years ago on the basis of their natural talent and aptitude, and have been successful because of their ability to please a fastidious clientele. There are legal provisions in regard to the use of clean linen, and the taking of other sanitary measures to prevent the spread of skin and other infectious diseases.

The most common deficiency found in Negro barbers of San Antonio, Texas, and vicinity is a lack of the ability to understand the type of service suited to the individuals served and a lack of facilities for offering the services associated with the tonsorial art.

#### Working Conditions

The average working day is nine hours and in many cases more. As there is a shortage of qualified workers, these hours are of necessity inconsistent in the case of those preferred barbers who have customers who refuse the services of assistants. The barber has to stand all day at his work, and to serve all sorts of people; hence there are many unpleasant as well as pleasant features connected with the work. If his shop is sanitary and attractive, and he renders a high grade of service, he attracts the better class of patrons, and often receives the trade of many outsiders through recommendation.



### Remuneration

Barbers working with experienced barbers usually earn as an entrance wage, \$2.00 per day. The pay for an experienced barber ranges from \$3.50 to \$8.00 per day, with an average of approximately \$5.00.

### Social Considerations

Barbers are thrown in contact with the better class of patrons and often enjoy the friendship of many people in other walks of life. They usually have time and energy left for leisure time and civic activities, but only those occurring at night.

## CARPENTERS

### Nature and Importance of the Occupation

Carpenters comprise the largest group of the total number of workers in the building trades among Negro men in San Antonio, Texas, and vicinity. Their duties include construction of all kinds, from the building of homes, churches, business houses and the like to highly skilled finishing and cabinet work, and in fact, all the wood-work connected with construction. Carpentry is a growing occupation. Its techniques and skills do not change rapidly, but to be a successful worker, one must readily be adaptable to varying types of work.

### Requirements and Training Needed

Prospective Negro carpenters in San Antonio, Texas, and vicinity are usually about eighteen years of age and they find that although a high school education is not absolutely necessary, it provides them with a much more suitable foundation for successful work. If one expects to enter the contracting business through this route after several years of experience, technical training beyond the secondary school has been found very helpful. Many have learned the trade through experience with other workers.

Two years are the minimum required to learn the



occupation. To be a good carpenter, one must be handy with tools and find pleasure in working with wood and transforming blueprints into finished products.

### Working Conditions

Carpenters average about eight hours a day and forty-four hours per week. As construction is more or less seasonal, there are periods when work is heavier than usual. Work is carried on to some extent in all types of weather. The lowest ebb comes in the winter when the weather is most severe. There is a shortage of qualified Negro carpenters in San Antonio, Texas, and vicinity.

### Remuneration

The minimum entrance wage for Negro carpenters is twenty-five cents per hour with salaries for experienced workers ranging from thirty-five cents per hour to one dollar per hour. Workers usually reach full productivity at the age of twenty-eight and declining productivity at the age of fifty. Contractors usually carry job insurance for workers.

### Social Considerations

The worker is generally appreciated in his community

because of his ability to construct those things that are so useful to society. To a great extent, the rank of the successful carpenter is determined by his success at his work. Certain jobs successfully accomplished serve as a yard stick by which his popularity is measured and are his best references.



## CHAUFFEURS, TRUCK, AND TRACTOR DRIVERS

### Nature and Importance of the Occupation

Workers who drive vehicles are to a great extent responsible for the safety of mankind. Hence, Negro chauffeurs, truck, and tractor drivers employed in San Antonio, Texas, and vicinity render service involving the safety of citizens, along with the transportation needs of the city.

Many workers, being mechanically inclined, in time, learn much about the vehicles they drive by observing the work of mechanics engaged by their employers. Observations generally are made by the workers while waiting for the vehicle to be repaired. Through this medium, many local Negro Auto Mechanics received their first mechanical knowledge of general automotive repair work.

### Requirements and Training Needed

With few exceptions, only Negro men are employed as chauffeurs, truck, and tractor drivers. A high school education is the average educational attainment of those who are regarded as successful workers. In most instances, men who desire to enter either of the above occupations

must have some knowledge of vehicles and must drive the vehicle successfully while under observation of the prospective employer.

### Working Conditions

Eight hours constitutes the average work day for the majority of workers. However, in some instances, the eight hours work is done in a rather broken form often involving night work. All workers must be licensed under state traffic regulations.

### Remuneration

The average entrance wage is \$60 per month with workers receiving as much as \$100 per month after being employed over a period of approximately five years. Wages are generally paid by the week.

### Social Considerations

The worker is accepted favorably in corresponding income groups, but in many instances, he is unable to enter into community activities because of night work required by his job.



CLERGYMENNature and Importance of the Occupation

The Negro minister in San Antonio, Texas, serves to some extent as a counselor in the business and other problems of everyday life for a great majority of Negro people. In San Antonio, Texas, and elsewhere, there is an incessant need for trained leaders with vision, ability, and a dynamic interest in spiritual and social life. The local Negro minister is becoming conscious of the above fact and is attempting to serve with social effectiveness.

Requirements and Training Needed

The idea that the ministry is a divine calling and should not be viewed as a professional vocation does exist to a great extent today in the minds of the local Negro people. In spite of this feeling, many ministers of higher educational standing are constantly striving to correct this erroneous belief. The average successful Negro minister has completed a four year course in Theology in a standardized school.

Working Conditions

The average Negro clergyman in San Antonio, Texas, works from four to twelve hours per day, depending on the conditions

existing within his community. Like other workers, local clergymen have found that organization is helpful and in fact, necessary for success. The majority of the local Negro ministers are members of various denominational and inter-denominational organizations.

Working conditions are generally favorable for clergymen, and are affected to no great extent by city, state, or federal regulations.

#### Remuneration

The average salary received by local Negro clergymen is \$100 per month. This salary is generally augmented by the provision of living quarters and payment of utility bills by the church.

#### Social Considerations

The Negro clergyman in San Antonio, Texas, is the guiding spirit of his race in many fields of social life. He is held in esteem and is highly respected by all members of his race. He seldom finds time for much needed rest due to his inspirational duties.



COOKSNature and Importance of the Occupation

Restaurants, cafeterias, tea-rooms and boarding houses are more numerous than hotels because in San Antonio, Texas, large numbers of business men and workers of all classes eat at least one meal a day away from home. Negro men are employed as cooks in such establishments as well as in some homes.

Requirements and Training Needed

The average age of men employed as cooks in San Antonio, Texas, is thirty-five. A high school training is almost absolutely necessary, for, while it is true that many engaged in this vocation have learned what they know by the apprenticeship method, it is becoming more and more necessary to have some courses in home economics.

Working Conditions

The average working day is eight hours. This type of work requires night and day work. Cooks must comply with strict city health regulations in addition to the regular requirements of cleanliness set forth by the employer.

### Remuneration

Cooks generally receive regular salaries, determined by the size and prosperity of the establishment where service is rendered. The average entrance wage is twelve dollars per week. The average wage of the experienced worker is seventy-five dollars per month. Wages are paid by the week. Cooks usually receive their board in addition to pay.

### Social Considerations

Until recently, no particular training or education was necessary to hold a job as cook, as a result, many men of low educational and intelligence level hold such jobs. This fact has placed cooks in a low social level. However, as training requirements are raised, the social status of workers in this field will be raised accordingly.



FARMERSNature and Importance of the Occupation

Agricultural vocations are not diminishing in importance as some believe, but they are changing in character. More and better machinery is being applied to farm tasks and farm operations are becoming increasingly skilled. The Negro farmer in the vicinity of San Antonio, Texas, raises the staple food crops such as corn, oats, and rye, and cotton from which clothing is made. His work consists of plowing, sowing, reaping, and marketing his grain, vegetables, or fruit crops and caring for, improving, and marketing his livestock.

Requirements and Training Needed

The successful farmer must know about soil conservation and cultivation; proper seed time; when and how to best harvest his various crops. He must know how to handle and make general repairs on the many kinds of machinery he uses; he must in other words, be a semi-skilled mechanic; he must know something about construction, such as building barns, sheds, coops, pens, and other types of farm buildings. Windmills, gasoline and electric pumps, and other means of securing a water supply must be familiar to the farmer.

There is room in general farming for use of every kind of ability possessed by man. Intelligence, physical energy



resourcefulness, courage, and business ability of high order are qualities which the successful Negro farmers in the vicinity of San Antonio, Texas, exhibit in their work.

General farming is learned by most Negro farmers in this vicinity on the job, but the maintenance of agricultural colleges and departments, "Short Courses," Extension Bureaus, and the like, have awakened Negro farmers to the value of training in this field. As a result, the Negro farmer of today has found that if he is to operate his farm with greater profit and efficiency, he should avail himself of the courses offered in special subjects conducted by high schools under the Smith-Hughes Act.

#### Working Conditions

The farmer's activities are seasonal. Each type of activity is carried on according to season, but these activities cover the entire year. While the farming vocation requires physical strength, it does not cause great mental strain but rather serves to relieve mental strain. Caring for livestock requires exposure to all kinds of weather as livestock must be fed and cared for even in the most severe weather; and most of the work of maintaining a farm is out-of-door work and must be carried on regardless of the extremity of the weather.



### Remuneration

The income from agricultural vocations varies with the size of farm, nature of crop, cost of harvesting, current prices, and so forth.

World market prices prevail for cotton, the chief staple of Negro farmers in San Antonio, Texas, and vicinity. This means that the American Negro is brought into competition with all the farmers in the world who raise similar crops.

It is very difficult for farmers to get together in marketing organizations hence they suffer through having to carry their marketing burdens alone.

Farm laborers receive low wages in the vicinity of San Antonio, Texas, as compared with industrial wages. As wage hands, Negroes must face the competition of the Mexicans who supply a large part of the demand for labor in this section.

### Social Considerations

The successful Negro farmer today is a progressive business man who has his automobile, his telephone, his daily paper with its market reports and general world news, and who keeps himself up to date in farm problems by taking the best farm journals and by reading government bulletins

pertaining to his special lines of agriculture. He also takes an intelligent and, very often, an active interest in social and political problems. He is an ardent supporter of, and in many instances, plays a leading part in the maintenance of the schools and churches in his community.



## GOVERNMENT EMPLOYED SKILLED AND SEMI-SKILLED LABORERS

### Nature and Importance of the Occupation

The most common occupation for Negroes in San Antonio, Texas, and vicinity to date, is skilled and semi-skilled labor for mechanic helpers in the various government fields. Workers are serving as mechanic helpers with the possibility of being employed as mechanics in the near future. Naturally, such work, like all other government work, is of special importance nationally as well as locally. Before securing jobs, men are required to pass the regular government physical examination, since much of the work requires physical as well as mental strain. Besides offering increased incomes to many local Negroes, such work offers opportunities that might eventually satisfy a long desire to be employed in industries.

### Requirements and Training Needed

The average educational attainment of those who are regarded as having shown possibilities for being promoted is a high school education. Semi-skilled workers receive promotions in proportion to their ability to master a number of intricate skills usually during a period of three



months. Negro men realize that good mechanics are not likely to be long without a job, they are almost always sure of employment and are necessary in the production of war goods so seriously needed at the moment. In view of this fact, the majority of Negro men now employed on Government jobs involving mechanical work are putting forth every effort to advance as rapidly as possible.

### Working Conditions

Negro men are now employed on government jobs involving work on guns, planes, parachutes, and other necessary war weapons. Workers generally enjoy rather favorable working conditions. Eight hours comprise a day's work. All workers are under government regulations and are protected by government controlled insurance in case of accident.

### Remuneration

Salaries range from \$80 to \$150 per month, according to the type of work done, with the average salary being \$90 per month. Each worker is required to pay  $3\frac{1}{2}$  per cent of his salary for retirement provision. Such a provision serves as an attractive financial feature, whereby at a certain age, or after a certain length of service, the worker may retire with a pension.



Social Considerations

The worker finds himself in a very important position as far as the minds of the members of his race are concerned. He represents that percentage of Negro people who are playing an important part in keeping or increasing the mechanical power of their country. It is only natural that these men receive the respect of the members of their race.

## HELPERS IN IRON, STEEL, AND VEHICLE INDUSTRIES

### Nature and Importance of the Occupation

Although few Negro men are employed as skilled laborers in the various metal industries of San Antonio, Texas, and vicinity, many offer unlimited aid in assisting skilled workers as helpers. Negro men are generally employed as helpers for machinists, welders, tool and die makers, tinner, and metal layout men, but, with the present shortage many with increased training may soon be employed as skilled workers.

Welding is constantly being adapted to new purposes, hence, it is a vocation in which there is an increasing opportunity for Negro workers. Negro welder helpers are now employed in foundries, railroad-car building and repair shops and in machinery-making plants of all kinds.

### Requirements and Training Needed

Preparations for these occupations is usually by apprenticeship. The average educational attainment of those who are regarded as successful workers is an eighth grade education. A worker learns a trade by actually working in a regular shop under the supervision of experienced mechanics. Local industries are now making provisions for systematic



training of Negro men who have formerly served as helpers. The period of training is from six months to two years depending somewhat upon the particular trade and upon the shop in which one is working.

San Antonio industries, as well as those of other cities no longer have Europe to furnish the largest portion of skilled workers, leaving this field of work open to a greater percentage of Negroes.

### Working Conditions

The working area involves contact with grease and dirt, hence, these occupations are not classified with the "white-collar" jobs. Shops, being under factory inspection, usually are well lighted and dangerous machinery is protected with safety devices prescribed by law. Safety regulations are set up to assure all possible protection against accidents. The occupation requires both night and day work with the average working shift being eight hours.

### Remuneration

The average wage is forty cents per hour with an increase to eighty cents per hour for workers who have reached full productivity. In most instances, accident

and retirement compensation is provided by the industries for all workers. There is now an opportunity for the best workers to receive promotions that might eventually lead to foremanships, where the responsibility brings increased pay and a wider range of service.

### Social Considerations

The worker generally enjoys a favorable social status, since the majority of Negroes appreciate and respect his place in aiding the designer. They realize now, more than ever before that he is in a promising position with opportunities for great advancement. Workers who are employed in night or day work usually find time for outdoor activities.



## JANITORS AND SEXTONS

### Nature and Importance of the Occupation

Office buildings, school buildings, churches, apartment houses, hotels, and other large buildings in San Antonio, Texas, have to be cleaned every day. Negro janitors and sextons usually perform this service. In addition to cleaning duties, janitors in hotels and about passenger stations carry luggage and run all sorts of errands.

### Requirements and Training Needed

In addition to knowing the art of cleaning, the head janitor of some buildings must also be something of a stationary engineer because he has charge of the heating plant and the cooling systems and must understand the handling of boilers which generate steam or heat the water, or whatever device is employed for providing heat and for cooling. This is particularly true in apartment houses and schools. In very large office buildings the head janitor simply supervises the care-taking and cleaning processes, because there is a licensed engineer who devotes his time to the heating plant. Training for janitorial service is usually received by apprenticeship. The length of time



necessary to learn is not long, that is why persons with limited education are able to learn and make a living in this field. Success depends on ability to take a deep interest in that type of service, and on the character, qualities of industry, honesty, and willingness and desire to please.

### Working Conditions

Approximately eight hours comprise a working day, forty-five hours comprise a working week. In some instances, night work is necessary but there are no long hours of continuous exertion. In small buildings, and in some few large buildings, the cleaning is done with broom, sweeping compounds, dustcloths, and dustpans. This is not very pleasant work, and it is hard. One usually must work in clouds of dirt, dust, etc. Modern buildings however, are equipped with vacuum cleaners, steam washing devices, and mechanical means of dressing and oiling floors. Such appliances lighten the labor of the janitors and cleaners, and the work is more effectively performed. The majority of Negro men in San Antonio, Texas, and vicinity, are now employed in Government service at the various fields near San Antonio, this has limited the scope of selection to much younger and much older men than were formerly used for this service.



### Remuneration

The salary of janitors and sextons is usually approximately fifteen dollars per week. Some workers receive only the tips or gratuities given them by their patrons. Others who are in the employ of hotels, railroad station organizations, or other corporations, are able to augment their usually low salaries by tips and favors.

### Social Considerations

Negro janitors and sextons usually rate low in the social standing of the average Negro community in San Antonio, Texas. This is true because in most instances, men found on jobs of this kind, are men who have not prepared themselves to do anything else successfully and therefore do not contribute much to the improvement of the community.

## PAINTERS

### Nature and Importance of the Occupation

The painter's work begins when the carpenter, the brick-layer, the plumber and so forth have finished their work. The work of the painter is not to be valued for beauty only but for the job it does in protecting wood surfaces and preserving them.

### Requirements and Training Needed

Although a high school education is not an absolute requirement, it does help one entering this work to understand the chemical composition of paints. He should study the artistic phases of his work in order to be skillful in securing the proper color combinations and correct shades in mixing paints. He should study the artistic phases of his work in order that harmony and beauty may result from his effort. Negro painters in San Antonio, Texas, and vicinity have found that they are considered successful when they are able to combine the artistic in such a way with the practical as to secure pleasing results.

### Working Conditions

Painters are subjected to intense heat and cold when



their work is out-of-doors. Rain is the only climatic condition which affects the work of the painter as he must cease his work during rainy weather. Dangers from lead poisoning and other ill-effects from paint fumes must be guarded against or they may produce serious illness or disability.

### Remuneration

The minimum entrance wage for the Negro painter is twenty cents per hour, with salaries for experienced workers ranging from thirty cents per hour to one dollar per hour. Workers usually reach full productivity at the age of twenty-five years and declining productivity at the age of forty-two years. Contractors usually carry job insurance for workers.

### Social Considerations

The worker's social status does not compare favorably with that of the carpenter despite the fact that they both are often employed on the same jobs. Workers do not take an active part in the affairs of the community.



## PULLMAN PORTERS

### Nature and Importance of the Occupation

The largest single group of Negro workers in the Pullman industry are porters on the sleeping, parlor, and buffet cars. The duties of these workers are set forth in a booklet of instructions issued by the company. The quality and quantity of performance of these duties necessarily affect the health, safety, and comfort of the passengers.

San Antonio, Texas, like other cities of similar size, has its share of Pullman porters. The occupation offers employment to 92 local Negro men. The opportunity for promotion offered porters is limited to positions such as welfare workers, who are former porters, whose work is concerned with looking after the condition of sick porters. These welfare workers are usually representatives of the Brotherhood of Pullman Porters, having no relationship to the service the Pullman company sells.

The work of the Pullman porter requires a high order of service efficiency and a type of character that reflects qualities of honesty as well as a natural instinct of courtesy.

### Requirements and Training Needed

A side-tracked Pullman car usually serves as a training center for beginning porters. There he is instructed in the



necessary mechanical and routine operations, but his principal training is received in actual road service. The length of the training period depends upon one's ability to learn and execute the various rules and methods taught him. Porters are required to be practical psychologists to the extent of being capable of instant judgment when emergencies arise. Such ability comes mainly through the training and natural aptitudes. The fundamentals of education usually obtained in securing a general knowledge of the three "R's" is the only education requirement. However, more education may be required in the future as the service standards increase.

#### Working Conditions

The standard number of working hours varies according to the nature of the work, ranging from four to ten hours per day, and forty to fifty hours per week. The porter must be in attendance at terminals several hours before the train starts, in addition to the regular road service. The majority of the local porters belong to the Brotherhood of Sleeping Car Porters, affiliated with the American Federation of Labor.

Porters are instructed to familiarize themselves with the regulations contained in the Interstate Quarantine Regulations of the United States Government and the Standard



## Railway Sanitary Code of the States.

### Remuneration

The minimum entrance wage is \$113.50, the highest paid salary to the regular porter is \$124, and to porters in charge (highest position) \$144.50 with additional pay which varies according to additional duties. The average porter reaches full productivity at the age of thirty. Wages are paid workers by the month.

The Pullman Company requires all porters to take out railroad policies which offer ample compensation for sickness and accidents, while the Company makes provisions for old age retirement.

### Social Considerations

Many Pullman porters have achieved distinction and social consideration as property owners and civic leaders in their respective communities throughout the city of San Antonio, Texas. The limited time spent at home apparently has little or no effect on the worker's interest in civic life.



## RETAIL DEALERS

### Nature and Importance of the Occupation

Retailing or distribution of goods is a very human business with unlimited possibilities as a growing occupation among Negro men in San Antonio, Texas, and vicinity. In general, the business of retail merchandising is rather involved, including buying and selling of goods, management, finance, and publicity.

### Requirements and Training Needed

To advance in retailing, Negro retail dealers in San Antonio, Texas, and vicinity have found that special business training, especially in salesmanship, business methods, and psychology are required as a basic preparation. Experience has taught them that continued courses of training in selling, advertising, and study of the materials handled are necessary for success, and that patience and unusual business interest are essential personal assets. A lack of capital rather than a lack of knowledge has greatly handicapped local Negro business enterprises.

### Working Conditions

Eight to twelve hours per day involving night work in



some cases to make possible business success, make up the working day of the average Negro retailer in San Antonio, Texas, and vicinity. A shortage of qualified workers affected by the usual city, state, and federal regulations places the handling of retailing on too few men.

### Remuneration

The beginning Negro retailers in San Antonio, Texas, usually receive an entrance wage of fifteen dollars per week. Wages are generally paid by commissions plus small salaries. Social security payments make provisions for old age retirement. Workers usually reach full productivity at the age of thirty-five and declining productivity at the age of sixty.

### Social Considerations

The Negro business retail dealer usually maintains a high social status among the members of his race. Unlimited contact with various members of his race gives him a splendid understanding of those people who make up his community. Such an understanding often elevates him to the positions of trust in his community.



## SERVICE STATION ATTENDANTS

### Nature and Importance of the Occupation

In the great majority of automobile service stations located in San Antonio, Texas, and vicinity, Negro men are employed as attendants. These workers are responsible to a great extent for the upkeep of the automotive population of the city. Their duties include car washing, greasing, and polishing in addition to other minor repairs and installations. Workers must observe closely the various changes made from year to year in cars and adapt themselves to care for the same.

### Requirements and Training Needed

The average worker has completed a high school education, including courses in the fundamentals of auto-mechanics. In addition to caring for the customers' cars, these workers must be able to master practical psychology. Their ability to please the customer upon sight often means an increased sale. The amount of training received by the worker while on the job depends to a great extent upon the type of customers as well as the cars owned by the customers.

### Working Conditions

The worker's duties involve a type of work that requires long hours, usually about ten hours per day. At the present time, there is a local shortage of qualified workers since the average high school graduate who formerly held such jobs is capable of securing government jobs and other jobs in keeping with his training.

### Remuneration

The average entrance wage is ten dollars per week, with the experienced workers receiving as much as eighteen dollars per week. Social security provides the source for retirement compensation with no provision made for health and accident compensation.

### Social Considerations

The low salary level of the average worker places him on a rather low social standing. It is only natural that workers can not meet a very high social standard on such a limited income. Extra jobs are often done in order to increase the worker's income, leaving little or no time or energy for recreation and leisure.



TEACHERSNature and Importance of the Occupation

Among Negroes in general, school teaching is a very popular vocation, but not among Negro men in San Antonio, Texas. Of the ninety-eight Negro teachers employed in San Antonio, Texas, only twenty-four are men. Nevertheless, among these men exist an increasing desire for professional improvement necessary in a city whose population is constantly changing. In general, the professional training of a large number of the Negro men who are teachers in San Antonio, is high. Ten have received the Master's degree, while the training of a large number of others includes special graduate work.

Requirements and Training Needed

A prospective Negro will find it very helpful to have earned at least a B.S. or a B.A. degree, and is required to have a state certificate if he expects to secure work in San Antonio. Upon securing work, each teacher must serve a probationary period that may last from one to two years depending upon his success as a teacher. If he is successful, the new teacher is usually elected as a regular contract teacher.

One of the most common deficiencies among Negro teachers in San Antonio, Texas, is their lack of training in technical vocational guidance. However, there are many now engaged in such training through summer study. Experience and contacts have taught them that through the gaining of such knowledge, realism can be effectively taught the young Negro.

### Working Conditions

The average Negro teacher enjoys reasonable working hours under favorable working conditions. This is due largely to the work of the local teachers' council. Probationary and regular contract teachers are accepted in this organization at a fee of two dollars per year.

All teachers must have health examinations at least once every two years and possess a state or federal vocational certificate, according to the type of work engaged in. The state, through the aid of a monthly 5 per cent salary deduction, provides a retirement system compensating teachers who remain in the school system until they have reached the age of sixty-five years.

### Remuneration

The minimum entrance wage is \$1000 annually, while the



average salary for a regular contract teacher is \$1500 annually. Wages are paid for nine months at the end of each calendar month, teachers receive 75 per cent of the proportionate salary earned. The retained salary is paid at the end of the ninth month.

### Social Considerations

The teaching profession offers the Negro social distinction and prestige in his community exceeded by very few other occupations. Many teachers are leaders in recreational and leisure time activities that have been found so necessary in developing well rounded citizens.

WAITERSNature and Importance of the Occupation

In San Antonio, Texas, and surrounding territory, large numbers of people are constantly "on the go," the city being both a military and a tourist center. Hence, what is fed the people depends largely upon what is cooked and how it is served in the local eating places. To some extent, the people of San Antonio, Texas, are physically what the waiters as well as the cooks have made them. More than 150 Negro men are employed as waiters in the hotels, restaurants, and dining cars with headquarters in San Antonio, Texas. The occupation is not seasonal, offering steady employment throughout the year.

The waiter, like the Pullman porter, must be capable of handling tactfully all types of customers regardless of the nervous or physical strain involved.

Requirements and Training Needed

The successful waiter is usually a man of average physical stature and good character. His success as a waiter generally has been achieved without formal education, but it would certainly be unwise for a high school youth to leave school and accept a job of the same type. In the future,



such training as the high school provides may be an important factor in securing promotions or making advancements in the position.

Beginning waiters are often placed with experienced waiters to serve a period of apprenticeship determined by his ability. The most common deficiency found among beginning waiters and unsuccessful waiters is a lack of the proper social attitude.

#### Working Conditions

The Negro waiter in San Antonio, Texas, and surrounding territory, works on an average of ten hours per day. The occupation often involves night work and long hours of continuous exertion. The majority of the local waiters belong to an organization known as the Waiters Club. Although not a union in the strictest sense of the word, it does function in a similar respect. Regulations for waiters are generally set by the employer in accordance with the desired standards of the concern.

#### Remuneration

The average minimum entrance wage for Negro waiters is \$1.50 for a day's work, not including tips. Workers

reach full productivity at the average age of thirty-five years. Regularly employed waiters are paid by the week, while waiters employed for special occasions are paid by the job. The local Waiters Club offers health and accident compensation to waiters belonging to the organization.

#### Social Considerations

The Waiter's social status is in keeping with that of other workers in a similar occupation. The long working hours leave the worker with little or no time for recreation and leisure time activities.



### TABULAR DATA

Some of the information obtained from the occupational analysis of common occupations among Negro men in San Antonio, Texas, and vicinity is presented in tabular form. These tabulations and the textual data which constitute the body of this study, will serve as an effective aid in making recommendations for improving the industrial arts curriculum offered Negro students.

The findings are grouped under six sections: (A) Distribution of workers; (B) Nature and Importance; (C) Requirements and Training; (D) Working Conditions; (E) Remuneration; (F) Social Considerations.

#### Distribution of Workers

Of the fifteen occupations listed in Table I, page 58, the number of painters interviewed represents the greatest percentage of the total number of workers in the particular occupation. However, the general information obtained was based on a cross section of workers engaged in the occupations in order to secure a true picture of the types of workers. There was less variety of types found in Government Employed (Skilled and semi-skilled laborers). Hence, there was no need to interview a greater percentage of these workers. The same was true of Iron, Steel, and Vehicle Industries (Helpers.)



The majority of the Negro men interviewed are employed in occupations of an industrial nature.

#### Nature and Importance of the Occupations

Table II, page 59, indicates the nature and importance of each occupation. Of the fifteen occupations, thirteen are of universal importance while only two are of a seasonal nature.

Government Employed (Skilled and semi-skilled laborers) is a national occupation, but certain phases of the work are common only to San Antonio, Texas. Hence, it is listed as being of both local and national importance.

#### Requirements and Training Needed

Table III, shown on page 60, indicates the levels of training and special requirements. Of the fifteen occupations listed, five require both apprenticeship and systematic training, while seven require technical information.

#### Working Conditions

Table IV, shown on page 61, lists only one occupation governed by city, state, federal, and company regulations. Only five of the fifteen occupations are governed by state regulations. However, all occupations listed are governed by some form of regulation.



### Remuneration

Table V, shown on page 62, indicates the unit of time by which the workers other than those who are paid by the piece, receive their pay. Workers in three of the fifteen occupations listed receive their pay by the piece rather than by a unit of time. Waiters receive pay by the piece as well as by a unit of time.

### Social Considerations

Table VI, shown on page 63, indicates the community rank of the worker according to the particular occupation. Of the fifteen occupations, only six are listed in which workers enjoy a high social level. It is revealed in the textual data that workers engaged in these occupations receive reasonable wages. One may conclude that workers engaged in occupations which pay reasonable wages enjoy a higher social rank in the community.



TABLE I  
DISTRIBUTION OF WORKERS  
IN  
COMMON OCCUPATIONS

Occupation	Approximate No. of Male Workers	No. in- terviewed	Percentage interviewed
Barbers	125	10	8
Carpenters	35	10	28.5
Chauffeurs, Truck and Tractor Drivers	50	10	20
Clergymen	40	10	25
Cooks	35	10	28.5
Farmers	100	10	10
Government Employed (Skilled and semi-skilled laborers)	2000	10	.5
Iron, Steel, and Vehicle Industries (Helpers)	128	10	7.8
Janitors and Sextons	700	10	1.4
Painters	20	10	50
Pullman Porters	92	10	10.8
Retail Dealers	30	10	33.3
Service Station Attendants	45	10	22.2
Teachers	24	10	41.6
Waiters	150	10	6.66



TABLE II

NATURE AND IMPORTANCE  
OF THE  
OCCUPATION

Occupation	Localized	National	Universal	Seasonal
Barbers			*	
Carpenters			*	
Chauffeurs, Truck and Tractor Drivers			*	
Clergymen			*	
Cooks			*	
Farmers			*	*
Government Employed (Skilled and semi-skilled laborers)	*	*		
Iron, Steel, and Vehicle Industries (Helpers)			*	
Janitors and Sextons			*	
Painters			*	*
Retail Dealers			*	
Service Station Attendants			*	
Teachers			*	
Waiters			*	

TABLE III  
REQUIREMENTS AND TRAINING NEEDED

Occupation	Apprentice- ship	Systematic Training	Technical Information
Barbers	*	*	*
Carpenters		*	*
Chauffeurs, Truck and Tractor Drivers	*		
Clergymen		*	
Cooks	*	*	
Farmers	*		*
Government Employed (Skilled and semi-skilled laborers)	*	*	*
Iron, Steel, and Vehicle Industries, (Helpers)	*	*	*
Janitors and Sextons	*		
Painters		*	*
Pullman Porters	*	*	
Retail Dealers		*	*
Service Station Attendants	*		
Teachers		*	*
Waiters	*		



TABLE IV  
WORKING CONDITIONS

Occupation	City	State	Federal	Company
Barbers	*	*		
Carpenters	*		*	
Chauffeurs, Truck and Tractor Drivers		*		*
Clergymen	*			
Cooks	*			
Farmers		*	*	
Government Employed (Skilled and semi-skilled laborers)			*	
Iron, Steel, and Vehicle Industries (Helpers)			*	*
Janitors and Sextons	*			*
Painters	*			
Pullman Porters				*
Retail Dealers	*	*	*	*
Service Station Attendants				*
Teachers	*	*	*	
Waiters	*			*

TABLE V

## REMUNERATION

Occupation	Hour	Day	Week	Month	Piece
Barbers					*
Carpenters	*				
Chauffeurs, Truck and Tractor Drivers			*		
Clergymen				*	
Cooks			*		
Farmers					*
Government Employed (Skilled and semi-skilled laborers)				*	
Iron, Steel, and Vehicle Industries (Helpers)	*				
Janitors and Sextons			*		
Painters	*				
Pullman Porters				*	
Retail Dealers			*	*	*
Service Station Attendants			*		
Teachers				*	
Waiters		*			*



TABLE VI

## SOCIAL CONSIDERATIONS

Occupation	High	Medium	Low
Barbers		*	
Carpenters	*		
Chauffeurs, Truck and Tractor Drivers			*
Clergymen	*		
Cooks		*	
Farmers		*	
Government Employed (Skilled and semi-skilled laborers)	*		
Iron, Steel, and Vehicle Industries (Helpers)		*	
Janitors and Sextons			*
Painters		*	
Pullman Porters	*		
Retail Dealers	*		
Service Station Attendants			*
Teachers	*		
Waiters		*	

PART III

SUMMARY



### PART III

#### SUMMARY

This study shows that Negro men in San Antonio, Texas, and vicinity serve as workers in a very narrow distribution of occupational fields and that workers are fairly well distributed over these fields. The exception to this distribution is found in the large number of workers employed as Government laborers (skilled and semi-skilled), and as helpers in the Iron, Steel, and Vehicle Industries.

The data on the fifteen occupations indicates that workers in those occupations which require special training, in general, receive reasonable wages. A well developed training program would, no doubt, increase the efficiency and the wages in all of the occupations.

#### Conclusions

1. All occupations included in the study are of "universal importance" except Government Employed (skilled and semi-skilled laborers) and Pullman Porters. Only two occupations, Farmers, and Painters are of a seasonal nature.

2. The data obtained in the study indicate that special technical information is involved in the work done by Carpenters, Government Employed (skilled and semi-skilled laborers), Iron, Steel, and Vehicle Industries (helpers),



Painters, Retail Dealers, and Teachers. Training beyond the high school level and of a technical nature would prove very helpful in these occupations.

The eight remaining occupations, generally do not involve training beyond the high school level. The single exception being for Clergymen which requires training in Theology on a college level.

3. With few exceptions, favorable working conditions exist in all of the occupations. Unfavorable conditions sometimes exist in work done by Barbers, Carpenters, and Iron, Steel, and Vehicle Industries (helpers).

4. Cooks, Farmers, Janitors and Sextons, Service Station Attendants, and Waiters receive inadequate wages. Workers employed in the remaining twelve occupations receive reasonable wages.

5. Workers engaged in occupations which pay reasonable wages are usually property owners and are able to contribute more to the development of the community, and therefore enjoy a higher social rank in the community. Workers who receive inadequate wages seldom enjoy a high rank in the community.



### Recommendations

1. The industrial arts curriculum should aid the high school in becoming a real community school by entering the life of the community through a well rounded industrial arts program.

2. Related information about common occupations should be included in the shop courses offered.

3. The curriculum should be planned primarily to meet the demands of the common occupations.

4. Although planned primarily to meet the demands for the common occupations, the industrial arts curriculum should include those courses that will enable the student to receive a foundation for more specialized training.

5. Since the majority of the Negro youth remain in San Antonio, Texas, guidance given as a part of industrial arts courses should be based on an occupational analysis of the community to be served.

6. The industrial arts curriculum should include not only the development of fundamental skills, but the formation of efficient working habits, the development of personality traits and the growth of social understanding.

7. The curriculum should be planned to encourage Negro youth to train for the future, with the thought in mind that their handicaps will diminish in proportion to the degree of occupational skill and social understanding they acquire.



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