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To the Committee on Graduate Study:

I am submitting to you a thesis written by Paul Jasper Moore entitled "History and Development of Vocational Education in Kingsport, Tennessee." I recommend that it be accepted for nine quarter-hours credit in partial fulfillment of the requirements for the degree of Master of Science, with a major in Industrial Education.

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HISTORY AND DEVELOPMENT OF VOCATIONAL EDUCATION
IN KINGSFORT, TENNESSEE

A THESIS

Submitted to
The Committee on Graduate Study
of
The University of Tennessee
in
Partial Fulfillment of the Requirements
for the degree of
Master of Science

by

Paul Jasper Moore

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CHAPTER I

HISTORY OF KINGSFORT

Just as all early settlements have begun in river valleys, in like manner the history of Kingsport is centered around two rivers, the North Fork of the Holston and the South Fork of the Holston. The boundary line of Sullivan and Hawkins counties is the North Fork of the Holston. Both rivers converge at a point which is in the suburbs of Kingsport.

The name Kingsport became the accepted title about 1774, deriving its designation from Colonel James King, who established a mill at the mouth of Reedy Creek in that year. Many have supposed the title came from a desire to name the community for King George of England. Colonel King used the Boat Yard, on the South Fork of the Holston and just west of the present Kingsport, as a shipping point for iron, bacon, salt and other commodities to towns down the Holston, Tennessee, Ohio and Mississippi Rivers. In consequence of this the port became known as "King's Port", later contracted to "Kingsport." Prior to the coming of Colonel King, the site had been known by various names. The Indians

probably knew it by the synonym, in their dialect, of peace Island, or Big Island. Early white explorers also referred to it by those same names and as Long Island, by which title the three-mile-long island in the Holston still is designated. In earlier days Kingsport bore the title of Island Flats, Fort Robinson, Fort Patrick Henry, then Christiansville for Gilbert Christian who bought an extensive tract intending to build a town, and for Doctor Frederick A. Ross, who established Rotherwood. The Boat Yard appears to have been the generally accepted title until Colonel King established his mill.¹

Some historians are inclined to credit the "King" portion of the name to William King, of Abingdon, Virginia, owner of the salt works north of that town, who had his salt hauled to the Boat Yard for shipment.²

The city of Kingsport which has grown steadily through two wars and the great depression has during

¹Rotary Club, Kingsport Tennessee the Planned Industrial City, pp. 4-6.

²Ibid.

the past two years made rapid strides in the direction of reconversion of industries from war to peace time production. Greater expansion is expected in the years ahead. It expects to achieve that expansion and become a much larger city with sacrificing the essential characteristics which has made the Reader's Digest devote a special article to it; caused Robert St. John to devote two nationwide broadcasts to rhapsodizing over it, and brought students of municipal governments and sociology to the city to study it on the ground and see what makes it click.³

At this date of writing, June 1948, Kingsport is on the verge of larger developments that will probably be somewhat out of date a year hence. The entire downtown retail section is undergoing a transformation. A dozen of the major stores are beginning the erection of entire new structures or extensive additions to existing buildings; and new firms are breaking ground for the erection of new buildings to house more retail outlets.

The Kingsport Planning Commission has released permits for the construction of a New Commercial Hotel, a

³Baldwin's, Kingsport Tennessee City Directory, p.9.

public library, New City Hall, Post Office, Expansion of the Holston Valley Community Hospital, water system, street paving, The Tennessee Eastman Corporation Plant, The Mead Corporation Plant and the School Buildings. The school building program includes a new two story shop building. The architect's blue prints are rapidly turning into steel, bricks and concrete.⁴

The charter was approved by the Tennessee General Assembly in 1917. During the eleven year period following the adoption of the city charter the population grew to 18,000. In 1928 there were 15 large manufacturing enterprises in operation within the city.⁵ Table I shows the industrial plants that were in operation in Kingsport in 1928.⁶

The first Kingsport plant was that of the Pennsylvania-Dixie Cement Corporation (formerly the Clinchfield-Portland Cement Corporation), established long before the city itself was built. The second oldest is the plant of the General Shale Products Company (formerly the Kingsport Brick Corporation). An extract plant was established by the Kingsport Extract Company

⁴Howard Long, Kingsport, a Romance of Industry, p. 99.

⁵Ibid.

⁶Long, op. cit., p. 107.

(now the Kingtan Extract Company), to be followed later by a tannery. An ample power plant was built by the Kingsport Utilities, Incorporated. In 1917 the Kingsport Hosiery Mills was established, and in the same year the Kingsport Pulp Corporation (now the Mead Fibre Company) erected a pulp plant, to be followed later by a paper division. This plant is a branch of the internationally known G. H. Mead interests

George Eastman himself and his lieutenants caught the spirit of Kingsport and established there a branch plant of the Eastman Kodak Company, operating under a company incorporated as the Tennessee Eastman Corporation; this plant began production in 1920. In 1922 a book plant was established by the Kingsport Press, fathered by J. J. Little and company of New York, which incidentally is said to be the largest exclusive book printing and binding establishment in the world.⁷

Table I also shows the number of employees and date of starting operation in Kingsport by the fifteen industries listed.⁸

By referring to Table I one can readily see that Kingsport was well on its way to being an industrial city by 1928. It is further shown that in 1912 there were 425 persons employed by industries in operation at the time. In 1928 one finds that there were 3596 persons

⁷Ibid., p. 100-101.

⁸Ibid., p. 107.

TABLE I

INDUSTRIAL PLANTS, PRODUCTS, NUMBER OF EMPLOYEES
AND DATE STARTED OPERATION IN KINGSPORT, TENNESSEE
AS OF 1928

Plant and products	Number of employees	Date started operation
Blue Ridge Glass Corporation: Rough, ribbed, hammered, prism, smooth and figured glass; rough, ribbed, and figured wire glass; polished wire glass	250	1926
Borden Mills Incorporated: Unbleached cotton cloth	1227	1924
General Shale Products Corporation: Construction brick, including rugs, regular texture, velvatoe sand face, old hickories, selects, wire cuts and colonials	125	1910
Holliston Mills of Tennessee Incorporated: Book cloth	75	1926
Kingstan Extract Company: Factory sole leather; welting leather; bark extract; liquid chestnut extract; decolorized chestnut extract, special blend extracts	50	1912
Kingsport Foundry and Manufacturing Corporation: Gray iron, brass and semi-steel castings for general work	100	1927

TABLE I (continued)

INDUSTRIAL PLANTS, PRODUCTS, NUMBER OF EMPLOYEES
AND DATE STARTED OPERATION IN KINGSPORT, TENNESSEE
AS OF 1928

Plants and products	Number of employees	Date started operation
Kingsport Hosiery Mills: Seamless hosiery for men, women and children; full fashioned hosiery for women	417	1917
Kingsport Silk Mills: Broad Silk	400	1928
Kingsport Utilities Incorporated: Electric power for operation of all other Kingsport industries and for domestic use in the city	50	1917
Mead Fibre Company: Bleached soda pulp, book and magazine papers	445	1916
Pennsylvania-Dixie Cement Corporation: Portland Cement	250	1910
Rextex Hosiery Mills: Man's fancy half hose	35	1928
Slip-Not Belting Corporation: Slip-not leather transmission belting	50	1920

TABLE I (continued)⁹

INDUSTRIAL PLANTS, PRODUCTS, NUMBER OF EMPLOYEES
AND DATE STARTED OPERATION IN KINGSPORT, TENNESSEE
AS OF 1928

Plant and products	Number of employees	Date started operation
Tennessee Eastman Corporation: Lumber charcoal, acetate of lime, methanol, methyl acetate, No-D-K, other chemicals	422	1920
The Kingsport Press: Textbooks, fiction, reference volumes	<u>700</u>	1922
Total	3596	

⁹Long, op. cit., p. 107.

employed in the industries of Kingsport. From 1912 to 1928 the industrial employment increased 3171.

Table II shows the further development of industries from 1928 to 1947 in Kingsport. In 1947 the 14 major industries employed 15,608 employees. One can see by looking at Table II, that Tennessee Eastman employed more people in 1947 than all the other industries of the city combined. One further finds that there are four industries in Kingsport that employ over 1000 employees each.

There were 3596 employees employed in the industries of Kingsport in 1928. There were 15,608 employees in 14 major industries in Kingsport in 1947. There was an increase of 12,012 in the 19 year period. There was a 434 per cent increase in employment from 1928 to 1947.

Baldwin's Kingsport City Directory gives the population of Kingsport as 40,025 in 1946. This figure includes the City of Kingsport and vicinity and was obtained by a house to house count. During the time the Holston Ordnance was at its peak employment, the city's population was much more. A great number of workers

TABLE II
 PRINCIPAL INDUSTRIAL PLANTS, NUMBER OF EMPLOYEES
 IN KINGSPORT, TENNESSEE IN 1947

Name of industry	Number of employees 1947
Tennessee Eastman Corporation	9300
Borden Mills, Incorporated	1218
Mead Corporation	1204
The Kingsport Press, Incorporated	1190
The Mason and Dixon Lines, Incorporated	787
Blue Ridge Glass Corporation	645
Penn-Dixie Cement Corporation	282
General Shale Products Corporation	191
Holliston Mills of Tennessee, Incorporated	180
Smoky Mountain Hosiery Mill	180
Kingsport Foundry and Manufacturing Corporation	158
Kingsport Utilities, Incorporated	143
Slip-Not Belting Corporation	70
City Transportation Corporation	60
Total	15,608

employed in the industries of the city come from the surrounding sections of Tennessee and adjoining states. Some workers commute daily a distance of 60 miles.

- Some of the points from which workers come in Tennessee are: Bristol, Blountville, Elizabethton, Johnson City, Erwin, Jonesboro, Morristown and Rogersville. Some of the places in Virginia from which workers come are: Abbingdon, Gate City, and Clinchport.¹⁰ The writer when traveling from Knoxville to Kingsport late in the afternoon sees a heavy flow of traffic all the way from Rogersville to Kingsport. This occurs each afternoon and morning five days a week.

In addition to the industries previously mentioned, there are in Kingsport smaller ones and a great number of other businesses and professions. Some of them are mentioned as follows: two banks, 15 barber shops, 23 beauty shops, 21 apartment buildings, five boarding houses, 10 bus lines, two bus stations, three confectioneries, nine chiropractors, 59 churches, 40 preachers, 10 clothing cleaners, 18 clothing dealers, eight coal dealers, two contractors--brick and cement, 11 contractors--building

¹⁰Baldwin's, Kingsport Tennessee City Directory, p. 2.

general, one painting contractor, three plastering contractors, four roofing contractors, two sewer contractors, two floral shops, 11 dentists, 16 department stores, four jewelery stores, 18 drug stores, one produce dealer, wholesale, six electrical contractors, one United States Employment Service office, two eye specialists, three feed stores, six fruit dealers, five oil and gasoline distributors, 141 retail grocery stores, two wholesale grocery houses, six sheet metal shops, nine heating system retailers, 20 insurance (casualty, fire and other) offices, four laundries, 25 lawyers, 28 loan organizations, five theatres, one osteopath physician, 26 physicians and surgeons, seven radio repair shops, 35 real estate dealers, 39 restaurants and lunch rooms, 10 show rebuilding shops, two sign painting shops, two soft drink dealers, two veterinarians, one radio station, five printing establishments, two daily news papers, 6700 telephones, one telephone exchange, one passenger and freight depot, eight freight trucking lines, 10 building supply establishments, one Western Union Telegraph office, three hotels, five taxi cab companies, 14 automobile dealers, 20 service stations, two bakeries, two

architects, two office supply stores, five hardware stores, four watch repair shops, one machine shop, three auto parts stores, one commercial school of business, one construction engineer, one public library.¹¹

Over a 10 year period the annual wages and salaries paid to employees in Kingsport increased from \$3,208,000.00 in 1935 to \$36,000,000.00 in 1945. This is an increase of almost \$33,000,000.00 or an annual average increase over the 10 year period of over \$3,000,000.00.¹²

Post office receipts in the city of Kingsport were \$82,494.00 in 1935. In 1944 receipts were \$533,329.00, an average annual increase for the nine year period of over \$50,000.00. Bank deposits in 1935 were \$3,500,000.00 and in 1944 they were \$20,300,000.00. The average annual increase in bank deposits over the

¹¹Baldwin's, op. cit.,

¹²Rotary Club, op. cit., p. 2.

nine year period was \$1,866,666.67.¹³

Production in industry increased from 28,313 carloads in 1935 to 68,590 carloads in 1944. There was an increase of 40,277 carloads. The average annual increase was 4,475 carloads.¹⁴

There were 3,824 employees in the industries of Kingsport in 1935. In 1945 there were 19,672 employees in the various industries. In the 10 year period there was an increase in employees of 15,848. The average annual increase for the ten year period was 1,584 employees.¹⁵

The average annual income for employees in the industries of Kingsport in 1935 was \$839.00 and in 1945 the average annual income was \$1,830.00. The average annual increase in income per employee was almost \$100.00 for the ten year period.¹⁶

¹³Ibid.

¹⁴Ibid.

¹⁵Ibid.

¹⁶Ibid.

CHAPTER II

THE KINGSPORT PUBLIC SCHOOLS

Thirty-one years ago the school system of Kingsport community consisted of a small frame structure, with one teacher and 32 pupils. The curriculum consisted of the usual fundamental subjects offered in the typical one-teacher rural school of the state. In 1928 the school enrollment had reached approximately 3,000. The corps of teachers the same year was 102.¹ In 1945 the total enrollment was 3,732. For the same year the teaching personnel was 138.²

Today the city presents seven modern school buildings to the posterity of its citizenship. The necessity for providing adequate school facilities was recognized by those who planned Kingsport as an industrial city and is commented upon by Howard Long as follows:

¹Long, op. cit., p. 146.

²Rotary Club, Kingsport Tennessee the Planned Industrial City, p. 52.

In the building of Kingsport, for instance, there was a double role to play: there was an industrial city to be built, and there was a people to be molded to the pursuits of industry without the destruction of courage, honor and high moral tone³

The successful results along this line procured in Kingsport are due primarily to the fact that the city has never lost sight of the original theory that men and women are the principal product sought. There are three institutions which are recognized in Kingsport as the mediums through which this theory has been kept alive, and has been made to bear fruit; these three institutions are the school, the church and the home.

Almost any thoughtful citizen will reply, if asked what has been the greatest factor for progress in Kingsport, that it is the city's magnificent school system.⁴

The seven modern school buildings previously mentioned are designated as follows: The Robert E. Lee School which serves the kindergarten and primary grades exclusively. The Andrew Jackson, Abraham Lincoln and George Washington schools are geographically located to serve the learners most advantageously. Grades one through six are taught in these schools. The Junior High School is located one block from the Senior High School and grades seven and eight are taught there. The Douglas School for Negroes located in the section of

³Long, op. cit., p. 144.

⁴Long, op. cit., p. 144.

the city occupied by the colored people, serves them by having taught under the same roof, grades one through 12. The Dobyne-Bennett High School is centrally located and grades nine through 12 are instructed there. All the school buildings are brick structures. The Senior High School was named Dobyne-Bennett for J. W. Dobyne, first mayor of Kingsport, and W. M. Bennett, Sr., first chairman of the school board, both of whom are dead.⁵

Due to the broadmindedness of the early patriots of the city of Kingsport, policies have been established which have been and are being regarded as vital to getting the school program executed. These policies are executed in such a way that the citizenship can see results by observing and consulting the immediate members of their families who are the recipients of the training given in the public school system. To show the feeling of some of the early educational thinkers in the community, the following quotations which are statements publicly made are presented:

From the educational standpoint, Kingsport fully appreciates the importance of the teacher as a giver of information and an exemplar of ideals. "When one considers the fact," stated J. Fred Johnson, an outstanding civic leader,

⁵Long, op. cit., p. 145.

"that a teacher is giving instruction to thirty children or more, then it follows that it is thirty times as important to find a good teacher as it is to find almost any body else."

This observation reflects the desire of the community that its children shall have the best possible start in life. In the twenty-eight years of Kingsport's schools, no teacher has been chosen for political reasons nor have any had to resort to political intrigue to hold their positions. Merit is the sole test.

The high degree of educational preparation required for a teaching position is evidenced by the fact that of the 138 teachers in the city's schools, 118 have had college or university training. Although the majority of the teachers, come from the Kingsport region and nearby localities, a number are recruited from distant states for certain specialized knowledge, or to give adequate representation to outside points of view.

Emphasis is laid on practical as well as cultural subjects. High school girls are required to attend classes in cooking and sewing. For boys, manual training and mechanical drawing are obligatory. In addition, there are courses in home economics, business methods, thrift, chemistry, architecture, public health, and home decoration, as well as in English, mathematics, music, the languages, and other customary subjects. Hygiene and physiology are taught by competent physicians.⁶

Physics, a very practical science, is also in the high school curriculum. Several of the industrial plants of the city have been cooperating with the University of Tennessee in training university students

⁶Ibid.

in pairs, alternating three months each, first in the plant and then in the university.⁷

The Kingsport City Board of Education has carried on certain vocational education programs in cooperation with the State Division of Vocational Education which will be explained in greater detail in Chapter III.

Table III shows that there was a steady increase in enrollments of boys in the senior high school in Kingsport, Tennessee from 1938 to 1943. The enrollment in 1938 was 251, while in 1943 the enrollment was 383. For the two years following 1943 enrollments dropped off. In 1946 and 1947 enrollments increased to 396. Table III further reveals that in 1938 there were 75 boys enrolled in the ninth grade in the senior high school of Kingsport, Tennessee. In 1939 there were 64 boys enrolled in the tenth grade, showing a loss of eleven. In 1940 the eleventh grade enrolled 63 and in 1941 there were only 60 boys enrolled. One can see that over a period of four years that is from freshman year through senior year 15

⁷Office Files Coordinator of Cooperative Engineering Training, The University of Tennessee.

boys dropped out without graduating.

A further study of Table III shows that six high school graduating classes in Kingsport lost the following enrollments from ninth to twelfth grades. The 1942 graduating class lost 21. The 1943 graduating class lost 62 (this was the year that took a great number of the young men into the armed forces of the nation), the 1944 graduating class lost 63, the 1945 graduating class lost 69; the 1946 graduating class lost 66; the 1947 graduating class lost 40. Over a period of six years a total of 321 high school students were dropped from rolls.

Table IV shows that over a nine year period the enrollments were steady for students between the ages of 11 and 18. In 1938 there were 972 enrolled. In 1947 the enrollment was 997. One can see an increase of 25. However, the potential for possible day trade vocational classes is great enough to support some classes. When one takes the number of students 14 years and over from Table IV and puts them with the number of high school students found in Table III a total of 435 for the year 1947 is found. One could reasonably expect half that

TABLE III

ENROLLMENT OF BOYS BY GRADES AND YEARS
IN THE HIGH SCHOOLS OF KINGSPORT,
TENNESSEE 1938 TO 1947 INCLUSIVE^a

Year	Ninth grade	Tenth grade	Eleventh grade	Twelfth grade	Total
1938	75	60	57	59	251
1939	97	64	63	46	270
1940	124	72	63	59	318
1941	117	91	71	60	339
1942	130	84	72	76	362
1943	132	107	82	62	383
1944	114	95	85	54	348
1945	151	82	75	61	369
1946	140	107	83	66	396
1947	152	98	90	74	364

^aStatistical Report, Superintendent of Schools
Kingsport, Tennessee for the Years 1938 to 1947
Inclusive.

TABLE IV

ENROLLMENTS BY AGE, YEAR AND SEX OF STUDENTS AGE
ELEVEN AND ABOVE IN THE KINGSPORT, TENNESSEE
PUBLIC SCHOOLS FOR THE YEARS 1938 to 1947 GRADES
ONE THROUGH EIGHT^a

Age	11		12		13		14		15		16		17		18		
Sex	B	G	B	G	B	G	B	G	B	G	B	G	B	G	B	G	Total
1938	110	133	124	129	108	129	89	54	55	27	13	6	4	0	1	0	972
1939	116	108	116	121	112	101	74	65	54	32	19	7	7	3	4	0	939
1940	128	117	116	122	107	109	74	58	53	19	23	2	4	2	3	0	929
1941	110	120	134	140	105	105	66	65	42	31	17	6	8	0	2	0	951
1942	136	106	123	131	105	104	68	59	38	20	13	9	6	1	1	0	920
1943	125	131	144	132	128	117	62	40	36	11	6	5	3	0	0	0	952
1944	154	145	145	131	132	98	79	59	38	15	10	3	0	0	0	0	1009
1945	120	130	163	144	117	135	92	29	55	21	7	3	0	3	0	0	1019
1946	146	139	146	155	148	140	64	49	32	14	13	6	3	1	0	0	1056
1947	152	156	128	125	115	118	78	54	37	21	9	2	1	0	1	0	997

^aStatistical Report, Superintendent of Schools
Kingsport, Tennessee for the Years 1938 to 1947
Inclusive.

number to participate in vocational classes. By assigning 22 students per class 10 classes could be organized.

Table V shows that there has been a constant increase in the expenditure of funds for the operation of the public schools of Kingsport, over a period of nine years. In 1939 expenditures were \$167,625.13. In 1947 expenditures were \$350,164.68. The increase in the nine years was \$183,539.55. One can see that over the nine year period the average yearly increase in expenditures was \$20,393.28.

Table VI shows the enrollments of colored high school students in Kingsport, over a period of ten years, 1938 through 1947. Over this ten year period the enrollment in 1938 was 43, in 1947 the enrollment was 54. One can see that the average yearly increase was one. In 1947 there were 30 boys enrolled in the colored high school.

TABLE V

EXPENDITURES ON PUBLIC SCHOOLS IN KINGSFORT,
TENNESSEE BY YEARS 1939 TO 1947^a

Year	Elementary school	High school	Total
1939	\$113,929.43	\$53,695.70	\$167,625.13
1940	124,304.92	60,228.64	184,533.56
1941	123,263.24	63,539.52	186,802.76
1942	126,728.67	64,704.38	191,433.05
1943	131,611.63	69,669.67	201,281.30
1944	147,996.72	74,919.34	222,916.06
1945	174,845.91	84,989.44	259,835.35
1946	189,158.47	96,658.62	285,817.09
1947	241,080.94	109,083.74	350,164.68

^aStatistical Report, Superintendent of Schools
Kingsport, Tennessee for the Years 1939 to 1947
Inclusive.

TABLE VI

ENROLLMENTS GRADE, YEARS AND SEX OF NEGRO STUDENTS
IN KINGSFORT PUBLIC SCHOOLS 1938 TO 1947^a

Grade	11th		12th		13th		14th		Total
Sex	B	G	B	G	B	G	B	G	
1938	9	8	7	4	6	3	3	3	43
1939	10	15	3	3	2	5	5	3	46
1940	14	13	8	6	2	3	3	3	52
1941	13	9	12	8	2	7	4	1	56
1942	16	13	7	3	6	5	4	5	59
1943	6	8	12	11	6	3	5	4	55
1944	5	12	4	9	9	10	3	2	54
1945	4	11	8	8	3	6	6	11	57
1946	9	13	4	8	5	7	8	5	59
1947	8	11	8	8	4	1	10	4	54

^aStatistical Report, Superintendent of Schools
Kingsport, Tennessee for the Years 1938 to 1947
Inclusive.

CHAPTER III

VOCATIONAL EDUCATION IN KINGSPORT

Vocational education as defined by Snedden had its beginning in Kingsport before the enactment of Federal legislation, the Smith-Hughes law:

Vocational education is any form of education, whether given in school or elsewhere, the purpose of which is to fit an individual to pursue effectively a recognized profitable employment whether pursued for wages or other wise.¹

Since the schools of Kingsport started operation in the latter part of the eighteenth century and operated on down through the years; in the light of Snedden's definition vocational education was being taught all along. From the definition given one will conclude that many forms of education in the early days can be thought of as vocational. However, in later years, vocational education has come to mean those phases of the educational program which are recognized by Federal Vocational Educational Acts.

In 1917 two members of Congress named Smith and Hughes drew up a bill later known as the Smith-Hughes

¹D. S. Snedden, Vocational Education, p. 547.

Act. In 1936 the George-Deen Act was proposed. These laws especially the Smith-Hughes Act emphasize the idea that is given in the latter part of Snedden's definition of vocational education,

. . . to fit an individual to pursue effectively a recognized profitable employment²

There is the idea among some of the writers that general and vocational education cannot be entirely separated.

General and vocational education are interdependent, are related, through different aspects of the vital social processes of preparing for living and of living.³

Struck, in his definition of vocational education, says:

In a broad sense of the term, vocational education refers to the experiences that enable one to carry on successfully in a socially useful occupation.⁴

The definition includes indirect as well as direct education. It includes experience in school as well as those obtained out of school.

²Ibid., p. 547.

³F. Theodore Struck, Vocational Education for a Changing World, p. 5.

⁴Op. cit., p. 6.

The term may apply to vocational education at various levels as high school, college and university levels.⁵

The Smith-Hughes Act of 1917 makes very clear the subjects which if taught in the public schools may be aided by Federal vocational funds.

That there is hereby annually appropriated, the sums provided in sections two, three and four of this act to be paid to the respective states for the purpose of cooperating with the states in paying the salaries of teachers, supervisors and directors of agricultural subjects and teachers of trade, home economics and industrial subjects.⁶

Various amendments and Federal acts have been enacted since the passage of the Smith-Hughes Law, which have resulted from studies and research conducted by the United States Office of Education and committees working under their direction. A recent publication from the United States Office of Education is, "Vocational Education in the Years Ahead," published in 1945. The members of the committee to study post-war

⁵Ibid., p. 6.

⁶Federal Board for Vocational Education, Bulletin No. 1, "Statement of Policies", p. 75.

problems in vocational education was made up of nine members of the United States Office of Education and one Director of Vocational Education from the David Rankin, Jr. School of Mechanical Trades, St. Louis, Missouri. The committee just referred to had a consulting committee, composed of 50 top ranking people in the various colleges and industries of the United States and outlying possessions.

Congress saw fit to pass what is popularly known as the George-Barden Act in 1946, which was partially a result of the research conducted by the committee referred to above. The George-Barden Act increased the funds for vocational education and is really an amendment to the George-Deen Act of 1936.

Authorization for appropriations for vocational education for the purpose of assisting the several states and territories in the further development of vocational education, there is authorized to be appropriated for the fiscal year beginning July 1, 1946, and annually thereafter \$8,000,000 for vocational education in trades and industry. . . .⁷

⁷Senate Bill 619, 79th Congress, 2nd Session.

It will be noted that only the figure for trades and industry appropriation is stated. Since the writer is working in the field of industrial education for the most part, he is giving only figures concerning that service. The total amount of dollars stated in the bill is about double that of any previous appropriation authorization. The same is true for all the services of the vocational education field including distributive education and guidance.

In Kingsport it has been found that the major portion of interest in vocational education in the past has been in the part-time and evening trade extension type of training for employed persons. However some of the other services have been reimbursed from Federal funds. The services that have been reimbursed are, (1) trade and industrial, (2) distributive, (3) home economics, and (4) agricultural, interest and participation being in the order named. The details will be submitted later in tabular form.

The local board of education has set up in its budget each year funds to promote and carry on vocational

education. As far back as 1920 vocational, trade and industrial classes were conducted. In that year six classes were operated; one class in shop mathematics, enrollment 16, one class in mechanical drawing, sketching and blueprint reading, enrollment 32, one class in elementary mechanics, enrollment 12, one class in steam engineering, enrollment seven, one class in elementary electricity, enrollment 12 and one class in applied chemistry, enrollment five, making a total enrollment as shown in Table VII. These classes were promoted by the State Supervisor of Trade and Industrial Education and were reimbursed from Federal and State funds 100 per cent.⁸

Table VIII shows that in 1921-1922, a foreman's conference was conducted in Kingsport in which six industries were represented with an enrollment of 20. In the same year a class in teacher training was conducted by H. H. Coxen, State Teacher Trainer for Trade and Industrial Education, University of Tennessee. The need for this type of training was to aid foremen in

⁸Tennessee State Report of State Superintendent for Year Ending June 30, 1921, p. 55.

TABLE VII

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1921^a

Evening trade extension	Number of classes	Enrollment
Shop Mathematics	1	16
Mechanical Drawing, Sketching, and Blue- print Reading	1	32
Elementary Mechanics	1	12
Steam Engineering	1	7
Elementary Electricity	1	12
Applied Chemistry	1	5
Total	6	84

^aTennessee Annual Report of State Superintendent
of Public Instruction For the Year Ending June 30, 1921,
p. 155.

TABLE VIII

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1922^a

Classes	Number of classes	Enrollment
Teacher training	1	13
Foreman's conferences ^b	<u>1</u>	<u>20</u>
Total	2	33

^aTennessee Biennial Report of Department of
Education, 1922, pp. 265-67.

^bOne group representing six Kingsport
industries.

handling the problem of training men under their supervision.⁹

In 1923, a part-time trade extension program was launched by the Kingsport Press, Incorporated. Table IX shows that classes were conducted in the following subjects: case making, electrotyping, hand sewing, lineup, machine folding, forwarding sheet work, stamping and inking.

In the same year the Kingsport Press, Incorporated, started evening classes. The list of classes and the enrollments of each class are shown in Table IX. There was a need for some training of the more seasoned workers in their jobs. It is noted that 105 were enrolled in evening classes from the Press. A further study of Table IX shows that at the same plant there were 303 persons employed in part-time trade extension classes. Table IX reveals that another industry requested some training in the Evening School in 1923. The Tennessee Eastman Corporation operated three classes, one class in blueprint reading and sketching with an enrollment of

⁹Tennessee Biennial Report of the Department of Education, 1922, pp. 265-67.

TABLE IX

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1923^a

Classes	Number of classes	Enrollment	Totals
Part-time Trade Extension			
Kingsport Press, Inc.			
Case making	1	24	
Electrotyping	1	16	
Hand sewing	1	26	
Linotype	1	19	
Make-up, line-up	1	18	
Machine folding	1	11	
Forwarding sheet work	5	145	
Press room work	1	22	
Stamping and inking	1	22	
Total	13	303	303
Evening			
Tennessee Eastman Corporation			
Blueprint reading and sketching	1	23	
Industrial chemistry	1	7	
Shop mathematics	1	13	
Total	3	43	43
Kingsport Press, Incorporated			
Case Making	1	12	
Electrotyping	1	11	
Hand casing	1	12	
Inspection and wrapping	1	38	
Machine folding	1	7	
Press room work	1	15	
Stamping and inking	1	10	
Total	7	105	105
Grand total			451

^aTennessee Annual Report of the State Supervisor
of Vocational Education for the Year Ending June 30, 1923,
pp. 46.

23, one class in industrial chemistry with an enrollment of seven and one class in shop mathematics with an enrollment of 13. Total enrollments in part-time and evening trade extension classes in Kingsport in 1923 was 451 as shown by Table IX.

In the year 1925 it is shown in Table X that at the Kingsport Press, Incorporated, part-time trade extension classes were continued in the same subjects with 11 classes and a total enrollment of 566. It is observed that there is an increase of 158 over 1923 enrollments. Table X also shows that the Kingsport Press, Incorporated, enrolled 74 in evening trade extension classes which was a decrease of 31 over 1923. The total enrollments for both part-time and trade extension classes in 1925 was shown to be 672 which is an increase from 451 for 1923. A net increase in enrollments was 221 for the same year.¹⁰

For the year 1926 Table XI shows the Kingsport Press, Incorporated, part-time and evening trade extension enrollments totaled 711. In the same year

¹⁰Tennessee Annual Report of Supervisors of Vocational Education for the Year Ending June 30, 1925,
p. 49.

TABLE X

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1925^a

Classes	Number of classes	Enrollment Totals	
Part-time trade extension			
Kingsport Press			
Incorporated			
Printing	1	65	
Composition	1	62	
Electrotyping	1	22	
Book-binding	7	394	
Machine folding	1	23	
Total	11	566	566
Part-time general continuation			
Kingsport Y. M. C. A.	2	32	32
Evening trade extension			
Kingsport Press			
Incorporated			
Book-binding	3	43	
Composition	1	9	
Electrotyping	1	10	
Stamping and inking	1	12	
Total	6	74	74
Grand total			672

^aTennessee Annual Report of the State Supervisors
of Industrial Education for Year Ending June 30, 1925.

TABLE XI

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE FOR THE YEAR ENDING JUNE 30, 1926^a

Classes	Number of classes	Enrollment	Total
Part-time trade extension			
Kingsport Press			
Incorporated			
Printing and press	1	51	
Composition	1	25	
Electrotyping	1	16	
Machine shop	1	12	
Book-binding	6	381	
Vocational school	2	58	
Total	12	543	543
Part-time general continuation			
Kingsport Press			
Incorporated	2	74	74
Evening Trade extension			
Kingsport Press			
Incorporated			
Printing and binding	2	65	65
Foreman training	1	29	29
Total	5	168	168
Grand total			711

^aTennessee Annual Report of Supervisors of
Vocational Education for Year Ending June 30, 1926,
pp. 43, 48.

one finds that there was an increase of 10 over the previous year. In 1926 a Foreman Training Conference was held in Kingsport. A total of 29 foremen, assistant foremen and office executives participated in the conference. Professor Clyde H. Wilson, assistant to the state teacher trainer, assisted in conducting the conference.

Table XII shows that the Kingsport Press, Incorporated, enrolled 328 in all types of extension classes in 1927. An evening trade extension class was operated in the Young Men's Christian Association building in 1927 in steam engineering. The enrollment was 26 and was promoted by the local Engineering Club. The engineering class was composed of men from a number of Kingsport plants.

Table XIII shows that part-time and evening trade extension classes operated in 1928 enrolled a total of 362 trainees. This is a slight increase over 1927 enrollment. The cotton mill mathematics class, conducted in the Lincoln School building, was the first vocational class to be conducted in a public school

TABLE XII

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE FOR THE YEAR ENDING JUNE 30, 1927^a

Classes	Number of classes	Enrollment	Totals
Part-time trade extension			
Kingsport Press Vocational School			
Printing and book- binding	2	53	53
Kingsport Press Incorporated			
Case making	1	12	
Electrotyping	1	16	
Press work	2	41	
Hand sewing	1	16	
Composition	1	25	
Folding	1	22	
Inspection and repair	1	22	
Gilding	1	10	
Proof reading	1	33	
Total	10	197	197
Part-time general continuation		27	27
Evening trade extension			
Kingsport Press Incorporated			
Printing and book- binding	1	25	25
Y. M. C. A			
Steam engineering	1	26	26
Grand total	14		328

^aTennessee Annual Reports of State Supervisors
of Vocational Education for Year Ending June 30, 1927,
pp. 70, 72.

TABLE XIII

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1928^a

Classes	Number of classes	Enrollment	Total
Part-time trade extension			
Kingsport Press			
Incorporated			
Vocational school	2	46	
Composition	1	18	
Electrotyping	1	12	
Proof reading	1	10	
Folding	1	23	
Sheet work	2	67	
Book-binding	3	83	
Press instruction	1	40	
Total	12	299	299
Evening trade extension			
Kingsport Y. M. C. A.			
Steam engineering and electricity	1	43	
Kingsport Press vocational school			
Printing and book-binding	1	20	
Total	2	63	63
Grand total			362

^aTennessee Annual Report of the State Supervisors
of Vocational Education for the Year Ending June 30, 1928,
p. 52.

building in Kingsport and be reimbursed from Federal funds.

Table XIV shows that a total of 479 persons were enrolled in vocational part-time and evening trade extension classes in Kingsport in the year 1929. This is an increase of 117 over the previous year. Classes in foremanship conference training was conducted in 1929 with an enrollment of 52. Professor Clyde H. Wilson, who became State Teacher Trainer of Trade and Industrial Education four years earlier, conducted the conferences.

Table XV shows that 147 persons were enrolled in the part-time and evening trade extension classes operated in 1930. One finds by a study of Tables XIV and XV that there was an abrupt drop in the enrollments of the vocational classes in that year. The enrollments dropped 280. This was the year that industry felt rather keenly the impact of the depression.

Table XVI shows that almost all of the trade and industrial education courses conducted in Kingsport have been evening and part-time trade extension classes. It is also shown that vocational classes started in 1921.

TABLE XIV

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1929^a

Classes	Number of classes	Enrollment	Total
Part-time trade extension			
Kingsport press vocational school			
Book-binding and printing	1	20	20
Kingsport Press Incorporated			
Book-binding	6	196	
Composition and linotype	2	52	
Proof reading	1	24	
Electrotyping	1	14	
Printing and press work	2	69	
Total	12	355	355
Evening trade extension			
Lincoln School			
Cotton mill mathematics	1	15	
Y. M. C. A.			
Electricity	1	20	
Kingsport Press vocational school			
Printing and book-binding	1	17	
Total	3	52	52
Foremanship training	1	52	52
Grand Total			479

^aTennessee Annual Report of the State Supervisors
of Vocational Education for the Year Ending June 30, 1929,
pp. 38, 41, 42.

TABLE IV

VOCATIONAL TRADE AND INDUSTRIAL CLASSES, KINGSPORT,
TENNESSEE, FOR THE YEAR ENDING JUNE 30, 1930^a

Classes	Number of classes	Enrollment	Total
Part-time trade extension			
Kingsport Press vocational school Printing and book- binding	2	35	35
Evening trade extension			
Dobyns-Bennett High School			
Mechanical drawing	2	42	
Shop mathematics	1	24	
Blueprint reading	1	20	
Borden Mills			
Textile arithmetic	1	14	
Kingsport Press vocational school Printing and book- binding	$\frac{1}{6}$	$\frac{12}{112}$	112
Total			
Grand total			147

^aTennessee Ninth Annual Report of the State
Supervisors of Vocational Education for Year Ending
June 30, 1930, p. 54.

TABLE XVI

ENROLLMENT IN TRADE AND INDUSTRIAL EDUCATION CLASSES,
BY TYPES OF CLASSES, IN KINGSPORT, TENNESSEE, FOR
FISCAL YEARS 1918 TO 1946 INCLUSIVE^a

For year ending June 30	Part-time general continuation classes	Evening and part-time trade extension	Total ^b
1918	0	0	0
1919	0	0	0
1920	0	0	0
1921	0	84	84
1922	0	0	0
1923	0	451	451
1924	0	462	462
1925	32	672	672
1926	30	682	711
1927	27	328	355
1928	0	362	362
1929	0	427	479
1930	0	147	147
1931	0	385	385
1932	0	464	464
1933	0	397	397
1934	0	14	14
1935	0	204	204
1936	0	103	103
1937	0	144	144
1938	0	404	404
1939	0	223	223
1940	0	161	161
1941	0	239	239
1942	0	444	444
1943	0	0	0
1944	0	1026	1026
1945	0	142	142
1946	0	256	256

^aAnnual Statistical Reports, Nashville, Tennessee:
State Board for Vocational Education for Fiscal Years
1918 to 1946 Inclusive.

^bIncludes foreman training.

Enrollment increased until 1926. In 1926 six hundred eight-two were enrolled. For the period 1926 to 1930 a decline in enrollment is observed. In 1930 Table XVI shows an enrollment of 147. From 1930 to 1932 enrollments increased 317. From 1932 to 1934 a rapid decrease in enrollments is shown, enrollment that year being 14 in a single class. In 1935 just one year later enrollments jumped to 204. It is further revealed that in 1936 enrollments decreased to 103. In 1938 enrollments reached 404 and decreased to 161 in 1940. In 1941 enrollments were 239 and almost doubled this figure in 1942. Enrollment in that year was 444. In the year 1943 enrollments hit the zero mark. This was the only year since 1922 in which no vocational classes were conducted. In 1944 enrollments hit an all time high peak. The total enrollment for this war production training year was 1026. A startling fact is that of the sudden slump in enrollments to 142 in the year 1945. In 1946 enrollments increased to 256.¹¹

¹¹Annual Statistical Report, Nashville, Tennessee: Tennessee State Board for Vocational Education for Fiscal Years 1918 to 1946 Inclusive.

In January 1946 a part-time Evening Trade Extension Coordinator was employed by the Kingsport City Board of Education. For the first half of 1946 the coordinator taught full-time in the Dobyne-Bennett High School and coordinated the evening trade extension classes also. In September 1946 the teaching load of the coordinator was reduced to half time, the teaching being done in the first half of the day and the evening school coordination in the latter half of the day. This arrangement remained in effect until June 1948.

Table XVII shows that a total of 19 evening trade extension classes were operated in 1947 in Kingsport. The total enrollment for the 19 classes was 377. There were 10 different trades and crafts represented in the 19 classes operated in 1947. Table XVII reveals that Kingsport employees have a great interest in instruction for blueprint reading. There were 146 persons who enrolled for some type of blueprint reading in 1947.

Table XVIII shows that 35 apprentices did related instruction in two crafts, electricians and heavy duty truck mechanics. These two classes are

TABLE XVII

ENROLLMENTS BY CLASSES OF EVENING SCHOOL
OPERATED IN KINGSPORT 1947^a

Number of classes	Name of classes	Number enrolled	Total
Evening trade extension classes			
2	Cables ropes and hoisting (millwrights)	32	
3	Applied mathematics and science (Chemists)	74	
2	Shop mathematics (metal workers)	35	
2	Sketching and blueprint reading (metal workers)	51	
2	Sheet metal lay out (sheet metal workers)	38	
2	Blueprint reading (pipe fitters)	52	
1	Blueprint reading and estimating (carpenters)	26	
1	Blueprint and plan read- ing (motor maintenance and repair)	17	
1	Machine shop materials lay out (machinists)	12	
1	Elementary electronics (electricians)	15	
1	Technical industrial German (chemists)	12	
1	Operation of industrial instruments (meter mechanics)	13	
19	Total	377	377

^aAnnual Report to Kingsport City Board of
Education by Coordinator of Evening Trade Extension
Classes for the Year Ending December 31, 1947.

TABLE XVIII

ENROLLMENT BY CLASSES OF VETERAN APPRENTICES DOING
RELATED INSTRUCTION IN CONNECTION WITH ON-THE-JOB
TRAINING FOR THE YEAR ENDING DECEMBER 31, 1947^a

Number of classes	Name of classes	Number enrolled	Total
1	Related instruction for heavy duty truck and trailer mechanics (apprentices)	18	
1	Related instruction for electrician (apprentices)	<u>17</u>	
2	Total		35

^aAnnual Report to Kingsport City Board of
Education by Coordinator of Evening Trade Extension
Classes for the Year Ending December 31, 1947.

composed of veterans. To get these two classes organized Jack Currie, State Supervisor of Apprentice-Training under the Department of Labor, Apprentice-Training Service, Washington, D. C., was called on to assist in organizing the Apprenticeship Advisory Committees. Currie met with representatives of both management and labor and asked for men to be named to serve on the advisory committees. The Electrician's Local appointed three men and the electrical contractors of Kingsport appointed three men. These six men together with Currie and the evening school coordinator met and the standards were drawn up, signed by all members of the committee and sent to Washington for registration with the Department of Labor.

The electrician apprentices were indentured and registered. The outline for the related instruction was drawn up by the advisory committee. A copy of the outline was filed with the Veterans Administration and with the district and state supervisors of trade and industrial education.

A similar committee was appointed from management and employees for the organization of the class

for heavy duty truck mechanics. The joint apprenticeship committee met, standards were drawn up and adopted. Signatures of all members of the committee were affixed to the standards before sending them to the Labor Department Apprentice-Training Service, Washington, D. C., for registration. The truck mechanics were indentured to the joint apprenticeship committee and registered with the Labor Department Apprentice-Training Service.

An outline was made by F. A. Van Eynde, District Supervisor of Trade and Industrial Education and the Evening School Coordinator. Copies of the outline were sent to the Veterans Administration and to the District Supervisor of Trade and Industrial Education.

Starting in January 1948 the Kingsport Electrical Joint Apprenticeship Committee advised having lessons made for each class meeting, in a form that use may be made of them in the case of absenteeism or new members joining the class at different stages of training. As an example, a man makes application to the joint committee for admission to the related instruction class for electrician apprentices and is favorably passed on

and told to report to the class at the appointed time and place. When the applicant presents himself to the coordinator and instructor for admission, it is found that he is starting his apprenticeship. Since the class has been operating for a year or more, it becomes a problem to make the instruction fit the needs of that individual. With the plan of working out the lesson plans as is now being done it becomes easier for the instructor. The instructor can go to his file of lessons that have been mimeographed and get the lesson numbered one and let the applicant go to work on the easier lessons first and thereby work up to the more difficult lessons. Upon the completion of the four year course the apprentice is presented with an appropriate certificate with a gold seal upon it. The United States Labor Department Apprenticeship-Training Service presents the certificate. On the certificate is a place for the signature of the president of the local Joint Apprenticeship committee.

A joint statement has been issued by the United States Department of Labor and the United States Office of Education, indicating the relationship of the two

offices with respect to apprenticeship.

. . . There are two distinct groups of responsibilities and functions in the promotion and subsequent operation for apprentice training. One group deals with the apprentice as an employed worker, the conditions under which he works, his hours of work, his rates of pay, the length of his learning period, and the ratio of apprentices to journeymen so that overcrowding or shortage of skilled workers in the trades may be avoided in large part. The second group of responsibilities deals with the apprentice as a student, the related technical and supplemental instruction needed to make him a proficient worker, and the supervision and coordination of this instruction with his job experience.¹²

The Veterans Administration, United States Labor Department and Department of Vocational Education have cooperated in order to get the two apprentice classes shown in Table XVIII carried on successfully.

Table XIX shows that a number of vocational classes in day trade, supervisory instructor training and home economics education were operated in 1947. One can see by studying Table XIX that there was a total enrollment of 190 in 1947. The classes operated were

¹²Training to Meet Industrial Needs, United States Office of Education and Apprentice-Training Service War Manpower Commission, p. 1.

TABLE XIX

ENROLLMENT BY CLASSES OF DAY TRADE, SUPERVISORY,
INSTRUCTOR AND HOME MAKING VOCATIONAL CLASSES
OPERATED IN KINGSPORT FOR THE YEAR ENDING
DECEMBER 31, 1947^a

Number of classes	Name of classes	Number enrolled	Total
1	Day trade Practical nursing	12	
6	Supervisory Safety conferences, foremen	96	
1	Instructor Instructor training	15	
2	Home economics Sewing	39	
1	Interior decorating	28	
11	Total	190	190

^a Annual Report to Kingsport City Board of
Education by Coordinator of Evening Trade Extension
Classes for the Year Ending December 31, 1947.

requested by industrial organizations, citizens and the superintendent of the local hospital.

The class in supervisory training was conducted by Earl Griswold, itinerant instructor of supervisory training, a member of the State Staff of Trade and Industrial Education. The local evening school coordinator, together with F. A. Van Eynde, District Supervisor, arranged for the classes by working out with the two industries concerned, namely, Holliston Mills of Tennessee, Incorporated, and the Mead Corporation; the schedules, places of meeting and enrollment of class members.

A class in instructor training was conducted by Frank A. Van Eynde, District Supervisor of Trade and Industrial Education, with enrollment as indicated in Table XIX. Upon completion of this 10 hour course of instructor training a bill-fold size certificate was presented to each instructor.

Table XIX shows that three classes in home economics education were operated in 1947. These classes were taught by teachers who had previous experience in teaching. A number of the women who attended the sewing classes had never operated any type of sewing machine

before. A number also learned how to operate the electric sewing machine.

Table XIX also shows the enrollment of the practical nursing class which is the first day trade vocational class operated in Kingsport. It started October 13, 1947, with an enrollment of 12. This is a new program in the vocational education field. Kingsport has the second program of this kind in the State. An advisory committee was organized upon the suggestion of W. A. Seely, State Supervisor of Trade and Industrial Education. The committee was composed of the Superintendent of the Holston Valley Community Hospital, Secretary of the Registered Nurses Organization, Sullivan County health physician, a member of the Holston Valley Community Hospital medical staff, the supervisor of nurse's training, the practical nurse coordinator, the evening trade extension coordinator and a member of the Kingsport City Board of Education. The plan, as laid out by the State Supervisor of Trade and Industrial Education, was discussed and adopted to follow.

The training program for practical nurses as at present organized in Tennessee consists of three major phases: 1. Twelve weeks of special in-school training, consisting of six-hour days, of thirty hours per week. During

this period the students will receive basic instruction in the practical nurses training laboratory, under a registered nurse, in nursing arts, housekeeping dietetics and nutrition, the care of the well child, etc. 2. Six months of on-the-job training in cooperating hospitals. Here the trainees put into practice some of the nursing skills and knowledge they acquired while in school under the direction of the hospital nursing staff. 3. Three additional months of on-the-job training experience in convalescent hospitals, homes for the aged, and private home practice. During this period the trainees practice nursing skills and knowledge more or less on their own under actual conditions with periodic supervision by the practical nursing coordinator of the school and the doctor in charge of the patient. A fourth step for the trainee in attaining her goal is that of passing the State Board of Nursing Examiner's examination. She thus becomes a "Registered Practical Nurse" and wears the pin and uniform to thus identify her as a member of her new profession.¹³

The advisory committee for the practical nursing program has regular meetings on the first Monday night of each month. At these meetings the practical nurse coordinator is required to make a report of enrollments of present class, prospects for new classes, and progress being made by those practical nurses on-the-job. The hospital supervisor of nurse training reports

¹³W. A. Seely, The Journal of the Tennessee State Medical Association, August 1947, pp. 245, 246.

monthly to the practical nurse coordinator the progress of the on-the-job trainees. To date eight out of 12 who have completed the first 12 weeks of training are employed by the hospital. The advisory committee sends a copy of monthly meetings to the State Office of Trade and Industrial Education through the district supervisor. Mrs. Emily Nesbitt was employed as practical nursing coordinator.

Table XX is a summary of vocational classes operated in Kingsport in the year 1947. Table XX shows that a total of 602 enrollees were enrolled in various classes in 1947. One can see that the evening trade extension enrollment is largest. The supervisory training classes are second largest. There are six types of classes shown in Table XX. A fair cross section of the interest in various vocational classes is represented in the table cited.

Table XXI shows that over a period of three years distributive education classes enrolled a total of 66 students. This is an average enrollment per year of 22. Distributive education started operation in the Dobyns-Bennett High School in the year 1945 with an

TABLE XX

ENROLLMENT BY TYPES OF VOCATIONAL CLASSES OPERATED
IN KINGSFORT FOR THE YEAR ENDING DECEMBER 31, 1947^a

Type of classes	Enrollment	Total
Evening trade extension	377	
Apprentice training	35	
Day trade class	12	
Supervisory training	96	
Instructor training	15	
Home economics (evening)	67	
Total	602	602

^a Annual Report to Kingsport City Board of Education by Coordinator of Evening Trade Extension Classes for the Year Ending December 31, 1947.

TABLE XXI

DISTRIBUTIVE EDUCATION ENROLLMENTS BY YEARS
AT DOBYNS-BENNETT HIGH SCHOOL^a

Year	Enrollment	Total
1945-46	17	
1946-47	27	
1947-48	22	
Total	66	66

^a Monthly Reports by Distributive Education Coordinator to Kingsport City Board of Education, for the Years 1945 to 1948 Inclusive.

enrollment of 17. An increase of enrollment is shown for the year 1946. The enrollment that year was 27. The following year a decrease in enrollment is shown. One can see by looking at Table XXI that the decrease was five. The first coordinator of distributive education in Kingsport was Mrs. Mary Petree, who resigned in 1946. The resigning coordinator was replaced by Mrs. Raymond Herring.

Table XXII shows that in the first three months of 1948 there were 15 evening trade extension classes in operation with a total enrollment of 360. There were 10 crafts or trades represented in these 15 classes. These classes met two nights a week two hours each night. Most of the classes meet at the Dobyys-Bennett High School. Also in Table XXIII is one new class put into operation in 1948. Masonry training for Negro veterans was requested in February 1948. This class has a total enrollment of 26 and is a day trade vocational class meeting six hours per day. The evening school coordinator worked up a course outline for the instructor to

TABLE XXII

ENROLLMENT OF VOCATIONAL EVENING TRADE
EXTENSION CLASSES OPERATED IN KINGSPORT
FOR THE FIRST THREE MONTHS OF 1948^a

Number of class	Name of class	Number enrolled	Total
1	Applied science and mathematics (chemists)	22	
1	Framing square (carpenters)	21	
1	Blueprint reading (pipe fitters)	20	
1	Shop mathematics (metal workers)	15	
1	Sheet metal lay out (sheet metal)	16	
1	Applied electricity (electricians)	19	
2	Applied mechanics (repair mechanics)	49	
2	Welding (welders)	51	
3	Applied chemistry (plant technicians)	109	
2	Loom fixing (loom fixers)	38	
15		360	360

^aConsolidated Monthly Reports by Evening Trade Extension Coordinator to State Supervisor of Trade and Industrial Education, January, February and March 1948.

follow. A building was rented for the class to meet in due to crowded conditions in school buildings.

Table XXIII reveals that a class in gardening was operated in 1948. The practical nursing, distributive education and the two apprentice classes were in operation during the months of January, February and March 1948.

Table XXIV shows the total enrollment in all types of vocational classes operated during the months of January, February and March 1948 was 494. The total enrollment for evening trade extension classes was 360, which was only 17 less than the enrollment for the entire year of 1947. Table XXIV shows an enrollment in the day trade classes to be 61, which is a substantial increase over 1947, the enrollment being 12 in 1947 for the day trade classes. One can see an increase of 49 over the previous year.

During the year 1947 there were a total of 29 industries, establishments and crafts whose employees participated in the vocational education program in some way. In most cases the service rendered was to the person seeking to be more efficient on the job by gaining more technical knowledge about his job.

TABLE XXIII

ENROLLMENTS OF VOCATIONAL EDUCATION CLASSES IN
KINGSPORT OTHER THAN EVENING TRADE EXTENSION
FOR THE FIRST THREE MONTHS OF 1948^a

Number of classes	Name of classes	Number enrolled	Total
1	Agriculture Gardening	16	
1	Day trade Practical nursing	35	
1	Distributive education Retail selling	22	
1	Day trade (colored) Masonry	26	
1	Apprenticeship trade extension Related instruction for heavy duty truck and trailer mechanics	18	
1	Related instruction for electricians	17	
6	Total	134	134

^a Monthly Reports by Coordinators to State
Supervisors of Vocational Education, January, February
and March, 1948.

TABLE XXIV

ENROLLMENTS BY TYPES OF VOCATIONAL CLASSES
OPERATED FOR THE FIRST THREE MONTHS OF 1948^a

Type of classes	Enrollment	Total
Evening trade extension	360	
Apprentice training	35	
Day trade	61	
Agriculture (Evening)	16	
Distributive education	22	
Total	494	494

^aMonthly Reports by Coordinators to State Supervisors of Vocational Education, January, February and March 1948.

A study of Figure 1 shows the total enrollments of vocational education classes conducted in Kingsport from 1921 through March 31, 1948. One can see that the enrollments have been rather irregular. In the years 1922 and 1943, Figure 1 reveals that the enrollments were zero. One will note that vocational education of the reimbursable type started in Kingsport in 1921. In 1923 and 1924 enrollments jumped to 451 and 462 respectively. A substantial increase is shown for the years 1925 and 1926. In 1925 the enrollment was 672 and in 1926 the enrollment was 682. This was the peak year for enrollments until 1944 at which time 1026 were enrolled. War production training in the industries of the city caused this huge enrollment. From 1927 to 1934 enrollments were steady with the exception of one year. In 1930 147 were enrolled. There was quite a slump in enrollments in 1927. In 1933 there were 397 enrolled. A sharp decrease in enrollment is shown for 1934 when the low figure of 14 was reached. In 1935 enrollment went back up but not to the 1933 level. In 1936 and 1937 enrollments dropped to 103 and 144 respectively. In 1938 enrollments took an

upward surge reaching 404. In 1939, 1940 and 1941 enrollments were 223, 161 and 239 respectively. One will note that in 1942 a good enrollment of 144 was attained, this being the largest enrollment between 1933 and 1944. In 1945 a sharp slump in enrollments can be observed. Enrollments for 1945 were 142. Figure 1 further shows that in 1946 the enrollment increased to 256. In 1947 enrollments increased more than 100 per cent. Enrollment for 1947 was 602. One can see an increase of 346. Enrollments for the first three months of 1948 were 494. Indications are that enrollments for 1948 will go ahead of all years except the war production training year 1944.

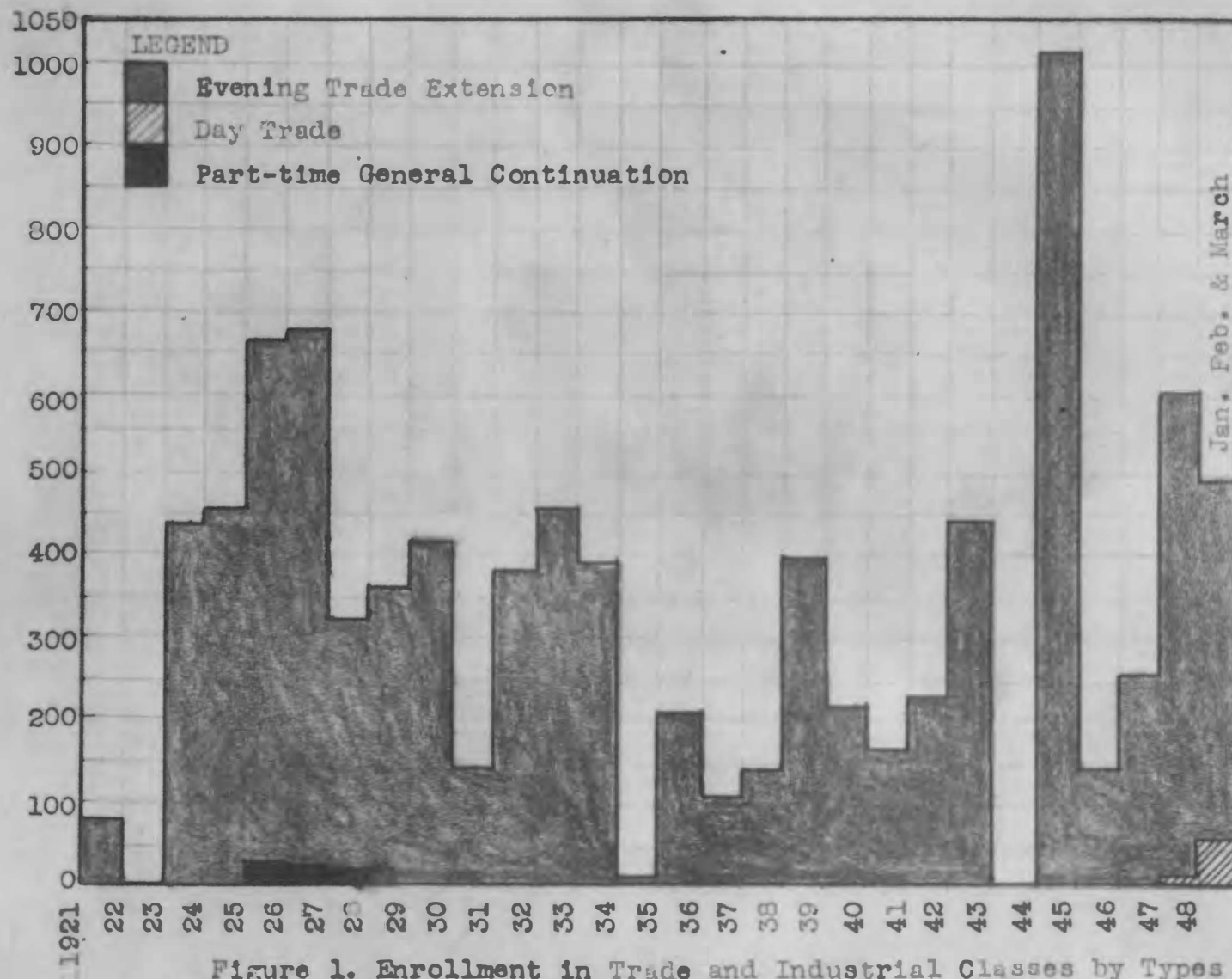


Figure 1. Enrollment in Trade and Industrial Classes by Types of Classes in Kingsport, Tennessee for Fiscal Years 1921 to 1948 Inclusive.^a 89

^aW. A. Seeley, Annual Report for Fiscal Year Ended June 30, 1947.

CHAPTER IV

AN OCCUPATIONAL SURVEY CONDUCTED IN KINGSPORT

One of the responsibilities which was delegated to the local coordinator of the local vocational education program was to determine the possible fields of experience in Kingsport industries. It was felt that more definite information was needed in regard to occupations actually followed by the citizens of Kingsport. It was decided that research conducted along the line of an occupational survey would prove useful to the local board of education in planning the future program both in general and vocational education.

Since Kingsport strives to have one of the best school systems in the state, its board of education is desirous of keeping in the forefront with its planning. New buildings for all schools in the city are under way either in the architects planning or contractors construction stages. A new shop building is also planned in order that a broader program of industrial arts and vocational education may be offered to the people. The

Kingsport City Board of Education released the following to the local newspaper October 28, 1947:

Four main divisions will be included in the addition to Dobyns-Bennett: a new gymnasium, an academic unit, a standard classroom unit, and a vocational unit In the vocational unit proper there will be numerous shops, and drafting rooms, lockers and toilet facilities. Technical classes which are being considered for inclusion in the vocational school curriculum embrace the automotive field (auto engines, diesel engines, airplane engines, etc.) an electrical department; woodworking; a machine shop for the working of metals; sheet metal work, refrigeration and air conditioning; mechanical and architectural drafting.¹

Training in the vocational arts will also have a larger part in the regular school curriculum for under graduates. The addition to Dobyns-Bennett High School, which school officials are anxious to have ready for the opening of school in September 1948, will provide quarters for a variety of trade shops, as well as enlarged facilities for instruction in the domestic arts.

Tentative plans call for classes in automotive skills, electrical subjects, woodworking, sheet metal and refrigeration, air conditioning, and drafting of various kinds. Cooking, sewing and cosmetology laboratories will be provided for the girls.²

In the fall of 1947 the coordinator presented

¹Crawford, "School Officials Hope to See D-B Expansion Complete in 1948:" Kingsport Times News, October 28, 1948, p. 6.

²Crawford, "City School Expansion Plans Include Kindergartens, Post-Graduate Classes," Kingsport Times News, November 30, 1947, p. 10.

to the Kingsport City Board of Education the idea of conducting an occupational survey in the city. A letter to accompany the questionnaire form, which was to be sent to each employer of Kingsport, was presented to the local board of education for consideration. The purpose of the questionnaire was to find out the number of persons employed, the type of work done and the attitude of the firms toward certain policies involving cooperation with the schools. A copy of the questionnaire form and the letter are in the appendix. The Board of Education approved the questionnaire form and letter. A request for funds to secure paper, envelopes and postage was also approved.

The questionnaire and the introductory letter were reproduced in sufficient quantity to send one to each employer in the city. A list of employers was obtained from the local chamber of commerce office. There were 618 questionnaires sent out to employers in the city and surrounding suburbs. The City Board of Education released the following information to

the local newspaper on November 30, 1948.

Expanding of its vocational arts departments, Superintendent Robinson has pointed out, is the school administration's recognition that many students are going, largely unprepared, straight to industry from high school. For these young people not interested in completing an academic education at college level, vocational courses will probably be more suitable for their needs and interests, he said, than some academic work they are now doing.

In order to determine the needs for various types of vocational education, the Board of Education has prepared an occupational survey for distribution to the city's industrial plants. The questionnaire form mailed to every employer in the city, is designed to inform the Board what the employer needs in the way of pre-job training for various types of employees, and general demand for such workers, over a long time period.³

Of the 618 questionnaires sent out 155 of them were returned. This is apparently only approximately 25 per cent return, but actually this represents 94 per cent of the employed persons in Kingsport. According to the local chamber of commerce, there are approximately 18,500 employees in the city of Kingsport. The total number of both men and women employees reported in the returned questionnaires is 17,326. Of the

³Ibid.

17,326 employees reported the survey showed that 13,827 were men and 3,499 were women.

Table XXV shows organization and listing of the occupations under major occupational groups. One can see by a study of the table that there are 41 occupations with 10 or more employees in each. In order to get a clearer picture of the occupational survey facts, it is thought fair to state that the occupational listings in Table XXV do not show the detailed occupations of the Tennessee Eastman Corporation. This industry employs approximately 2,800 skilled workers and approximately 3200 semi-skilled workers, (machine operators or limited field mechanics) according to the return on the survey form.

The largest single occupational group revealed in Table XXV is that of operatives and kindred workers which totals 2,518. This is to be expected since along with operatives, who are semi-skilled workers, this group includes mine operatives and laborers. These number 1552. If to this number is added approximately 1492 laborers from Tennessee Eastman Corporation,

TABLE XXV

NUMBER OF EMPLOYEES AND OCCUPATIONS IN KINGSPORT
AS OF OCTOBER 1947^a

Occupations	Number of employees	Total
Clerical, sales and kindred workers		
Baggagemen	8	
Bookkeepers, accountants and cashiers	212	
Clerks	6	
Counter girls	3	
Florists	18	
Insurance agents and brokers	43	
Mail carriers (other than Post Office)	3	
Messengers	9	
Office machine operators	65	
Produce buyers	4	
Sales personnel, retail	409	
Shipping and receiving clerks	103	
Stenographers, typists and secretaries	187	
Stock clerks	31	
Telegraph operators	22	
Total		1120
Craftsmen, foremen and kindred workers		
Bakers	3	
Bottlers	1	
Cabinet makers	7	
Card grinders	9	
Carpenters	47	
Cleaners and spotters	5	
Compositors, typesetters and printers	173	
Demonstrators	2	
Electricians	96	
Furnace installers	6	
Glaziers	12	
Inspectors	51	
Linemen (line construction electrical)	67	

TABLE XXV (continued)

NUMBER OF EMPLOYEES AND OCCUPATIONS IN KINGSPORT
AS OF OCTOBER 1947^a

Occupations	Number of employees	Total
Clerical, sales and kindred workers (continued)		
Locomotive engineers	5	
Loom fixers	57	
Machinists, millwrights and tool makers	72	
Masons, tilesetters and stone cutters	23	
Meat cutters	18	
Mechanics and repairmen	292	
Molders, metal	24	
Neon tube benders	2	
Organists	1	
Pastry personnel	39	
Patternmakers	4	
Plasterers and cement finishers	6	
Plumbers, and gas and steam fitters	25	
Rodmen	3	
Rollers and roll hands, metal	4	
Roofers and sheet metal workers	22	
Shoemakers and repairmen (not factory)	4	
Sign painters	6	
Silk finishers	1	
Stationary engineers, crane men and hoistmen	6	
Tailors and furriers	1	
Tire recappers	2	
Watchmakers	3	
Weavers	95	
Window trimmers	2	
Total		1201
Operatives and kindred workers		
Attendants, filling station	25	
Blueprint machine operators	1	
Brakemen and switchmen, railroad	20	
Card tenders	18	

TABLE XXV (continued)

NUMBER OF EMPLOYEES AND OCCUPATIONS IN KINGSPORT
AS OF OCTOBER 1947^a

Occupations	Number of employees	Total
Operatives and kindred workers (continued)		
Chauffeurs, truck drivers and deliverymen	246	
Doffers	51	
Drawing tenders	16	
Dressmakers, seamstresses	2	
Equipment operators	165	
Firemen (except locomotive and fire)	35	
Intermediate tenders	19	
Mine operatives and laborers	1552	
Operators	25	
Painters (except construction)	6	
Power station operators	18	
Picker tenders	6	
Pressers	54	
Slasker tenders	15	
Slubber tenders	11	
Spinners	175	
Superdraft tenders	27	
Tieing-in-operators	10	
Welders and Flame cutters	21	
Total		2518
Protective service workers		
Guards and watchmen	28	28
Service workers		
Barbers	11	
Beauticians	19	
Charwomen and maids	9	
Cooks	16	
Dishwashers	3	
Elevator operators	12	

TABLE XXV (continued)

NUMBER OF EMPLOYEES AND OCCUPATIONS IN KINGSPORT
AS OF OCTOBER 1947^a

Occupations	Number of employees	Total
Service workers (continued)		
Housekeepers, stewards, and hostesses	1	
Janitors	141	
Porters	3	
Practical nurses	2	
Utility workers	1	
Waiters	<u>22</u>	
Total		240
Technical workers		
Architects	3	
Chemists, assayers and metallurgists	11	
Draftsmen and designers	29	
Teachers	127	
Trained nurses and student nurses	8	
Technicians	<u>539</u>	
Total		727
Professional personnel		
Chiropractors	1	
Dentists	1	
Director of religious education	1	
Estimators	2	
Executives	20	
Funeral directors and assistants	6	
Lawyers	7	
Medical doctors	6	
Mortgage loan consultants	2	
Preachers	4	
Reporters	<u>48</u>	
Total		98
Grand total		5694

^aOccupational Survey Conducted in Kingsport,
Tennessee, October 1947.

the total is increased to 2044. The possibilities of serving this group through the educational program will be discussed later.

The next largest group is that of craftsmen, foremen and kindred workers which number 1201. This represents the skilled mechanics and includes the principal occupations which might be served by a vocational trade and industrial education program. If to this group is added the approximately 1656 skilled workers at Tennessee Eastman Corporation, a total of 2857 is indicated. From these listings in the table the largest number within the group is listed as mechanics and repairmen which are 292. The second largest group is compositors, type setters and printers which number 173. Most of these workers are employed by the Kingsport Press, Incorporated. The third largest group listed is electricians which is 96. A close fourth largest is weavers with 95. Machinists, millwrights, and tool makers are listed fifth which number 72. Carpenters and masons of the

building trades are listed with 47 and 23 respectively. Only one general contractor made a report on the questionnaire. There are a number of such contractors in the city which employ numerous craftsmen. If a fair estimated number is added for the contractors not making a return on the survey there would be a total of about 200 carpenters and 50 masons as reported by the respective local unions. In the building trades there are plumbers, electricians, painters, steel workers, concrete finishers and plasterers, all contractors employ, and which would not be reported by any single contractor. The possibility of a need for conducting training of the day-trade type in the building trades is definitely indicated. Persons desiring to work in these crafts and trades could possibly get some valuable training through a diversified occupations program, provided part-time employment for apprentice learners could be arranged.

The third largest occupational group listed in Table XXV is clerical, sales and kindred workers which totals 1120. This represents retail sales personnel which numbers 409. Distributive education classes

which have been taught in Dobyns-Bennett High School for the past three years will probably be continued and offer training adapted to the group. There are 212 bookkeepers, accountants and cashiers listed in the table. The possibility of the need for a strong commercial curriculum is supported further by noting that the table shows 187 persons employed as stenographers, typists and secretaries. If to this number is added approximately 165 Tennessee Eastman Corporation bookkeepers, accountants, cashiers, stenographers, typists and secretaries, a total of 352 is shown. This occupational group shows a possibility of expanding the training for this type occupation in the educational program of the city.

The occupational group, technical workers, totals 727 as shown in Table XXV. The largest type of occupation in this group is technicians which number 539. These include laboratory technicians in industries and professional assistants to doctors and dentists. The number when increased by approximately 1145 Tennessee Eastman Corporation technicians gives a total of 1684. Vocational trade and industrial

education training possibilities are definitely represented in this group. Both preemployment and trade extension possibilities need to be further explored and specific instructional fields ascertained.

Service workers make up a sizable group of occupations which number 240. Some of the occupations represented in Table XXV are janitors and building custodians which number 141. There are 11 barbers and 19 beauticians in this occupational listing. Here the possibility of a preemployment trade class in cosmetology is indicated.

The occupational group of professional personnel listed in Table XXV number 98. The majority of occupations in this group require collegiate training which indicates the need for continuing training of the academic preparatory type.

In a community with such a widely spread variety of occupations as is listed in Table XXV, there is a responsibility for authorities to provide vocational guidance to the youth which will assist them in choosing and training for the occupation in

which they can best serve. Vocational guidance programs are now eligible to receive Federal reimbursement through provisions of the George-Barden Act. The following statements support this fact:

This act does not authorize specific appropriations for vocational guidance but section 3 (b) states that the four appropriations which are authorized for vocational education may be used for various essential features including a program of vocational guidance and counseling. Included in such a program are the following services: 1. The maintenance of a program of supervision in vocational guidance. 2. The maintenance of a program of training vocational counselors. 3. Salaries and necessary travel expenses of vocational counselors, and the purchase of equipment and supplies used in counseling.

The conditions applying to the use of George-Barden funds for these services are the same as those which apply to the use of funds for supervision, for training teachers, and for providing vocational instruction in the four vocational fields specifically mentioned in the Act. Funds used in a State to reimburse for the costs of these services will be those provided in the four appropriations authorized, prorated on a basis to be determined by the State board.⁴

It is brought out by Table XXVI that there were 33 types of establishments that responded to the occupational survey questionnaire sent out. The 33

⁴U. S. Office of Education, Statement of Policies for the Administration of Vocational Education, Bulletin No. 1, 1947, p. 107.

TABLE XXVI

ESTABLISHMENTS GIVING RETURNS ON OCCUPATIONAL
SURVEY IN KINGSPORT, OCTOBER 1947^a

Types of establishments	Number of establishments	Total
Architects and engineers	3	
Automobile dealers, garages, filling stations and oil distributors	12	
Bakeries	1	
Banks	2	
Beverage manufacturers	1	
Barber and beauty shops	11	
Building supply companies	1	
Dairies	2	
Drug stores	4	
Dry cleaning and laundries	6	
Florist and nursery business	2	
Funeral homes	1	
General contractors	1	
Jewelers	4	
Manufacturers	11	
Meat packers	1	
Office supply companies	1	
Plumbing and heating	5	
Printing	2	
Professional establishments	16	
Public utilities	1	
Restaurant and cafeterias	6	
Retail auto parts and appliances	9	
Real estate, loans and insurance	11	
Repair and service shops	5	
Retail dry goods and general merchandise	12	
Retail groceries	9	
Retail furniture and hardware	3	
Retail coal dealers	1	

TABLE XXVI (continued)

ESTABLISHMENTS GIVING RETURNS ON OCCUPATIONAL
SURVEY IN KINGSPORT, OCTOBER 1947^a

Types of establishments	Number of establishments	Total
Retail feed stores	2	
Sign companies	1	
Transportation	7	
Telegraph	1	
Total		155

^aOccupational Survey Conducted in Kingsport,
Tennessee October 1947.

types of establishments represent a total of 155 firms. Six of the 33 types of establishments listed represent slightly less than half of the firms in Kingsport.

These firms listed in descending order are: professional establishments, 16; automobile dealers, garages, filling stations and oil distributors, 12; retail dry goods and general merchandise, 12; barber and beauty shops, 11; manufacturers, 11; and real estate, loans and insurance, 11.

Table XXVII contains data regarding veterans doing on-the-job training. The table reveals that, according to returns from the survey, there are 354 veterans doing-on-the job training. Sixty-five, or 18 per cent, have been in attendance in the evening trade extension classes operated by the City Board of Education. Employees of Tennessee Eastman Corporation, who are veterans and are doing on-the job training as apprentices, are enrolled in correspondence courses. A number of the veterans doing on-the-job training with Tennessee Eastman Corporation are attending evening trade extension classes in addition to their correspondence courses. The Mason Dixon Lines, Incorporated, has been doing an outstanding job of

TABLE XXVII

ESTABLISHMENTS IN KINGSPORT, TENNESSEE AND NUMBER
OF VETERANS DOING ON-THE-JOB TRAINING OCTOBER 1947^a

Establishments	Number of veterans	Total
Allen Motors, Incorporated	1	
Automotive Service and Supply	2	
Beverages, Incorporated	2	
Black Plumbing and Heating Company	2	
Blue Ridge Glass Corporation	2	
Brashear Electric Company	2	
Brashear Motors, Incorporated	2	
Bridwell Packing Company	3	
Calfee and Swan, Incorporated	1	
Charles Stors Company	2	
Cherokee Electric Company	4	
Cherokee Motors, Incorporated	4	
Clayton Brothers Electric Company	1	
Craft Motors, Incorporated	7	
Dixie Maid Baking Company	2	
Felix Signs, Incorporated	4	
Franklin Printing Company	2	
Gardner Equipment Company	3	
Hamlett-Dobson, Incorporated	2	
Harrison's Shoe Store	1	
Henderson Electric Company	1	
Minderer-Baylor Associates	1	
Holston Auto Supply Company	3	
Holston Glass Company	6	
Huddle Electric, Incorporated	1	
Jewel Box	2	
J. Fred Johnson and Company	3	
Johnson-Hillard, Incorporated	9	
John R. Tranbarger	1	
King Engineering Company	2	
Kingsport Foundry and Manufacturing Company	27	
Kingsport Office Supply Company	2	

TABLE XXVII (continued)

ESTABLISHMENTS IN KINGSPORT, TENNESSEE AND NUMBER
OF VETERANS DOING ON-THE-JOB TRAINING OCTOBER 1947^a

Establishments	Number of veterans	Total
Kingsport Press, Incorporated	120	
Kingsport Times News	7	
Mason and Dixon Lines, Incorporated	13	
Mills Motor Company	3	
Modern Laundry	2	
Moore and Walker, Incorporated	1	
Morelock Motors	2	
Motor Sales Company	1	
Price and Ramey	1	
Quick Way Machine Company	2	
Sanders Electric Company	1	
Service Electric Company	8	
Southern Optical Company	2	
Sullivan County Bank	4	
Templin Equipment Company	4	
Tennessee Eastman Corporation	56	
Umber and Pierce Plumbing and Heating	3	
Union Supply Company, Incorporated	3	
Watson Electric Company	7	
Woody's Dry Cleaners	2	
Total		354

^aOccupational Survey Conducted in Kingsport,
Tennessee, October 1947.

training veterans who are doing on-the-job training.

These employees attend class two hours twice a week for a total of 144 hours a year in related instruction for heavy duty truck and trailer mechanics apprentices. The electricians are doing some on-the-job training with veterans. They too are attending classes two hours, twice a week for a total of 144 hours per year of related instruction for electrician apprentices.

Table XXVIII signifies that 25 establishments in Kingsport employ 79 employees who are engaged in part-time employment. They work three or four hours per day. There are at present 26 students doing part-time training and part-time employment in the distributive education class in operation at Dobyns-Bennett High School. This fact indicates that there is a possibility of some additional types of cooperative training. The vocational distributive education classes have been operated in Kingsport for three years. The program was inaugurated in 1945. Training for retail selling is apparently meeting a need in Kingsport. It may be possible to supply part of the needs

TABLE XXVIII

RETAIL ESTABLISHMENTS IN KINGSPORT, TENNESSEE AND
NUMBER OF EMPLOYEES DOING PART-TIME EMPLOYMENT
OCTOBER 1947^a

Establishment	Number of employees	Total
Atlantic and Pacific Tea Company	2	
Backer Flowers	4	
Bond's Self Service	1	
Brashear Electric Company	1	
Calfee and Swann, Incorporated	1	
City Grocery	1	
Craft Motors, Incorporated	1	
Darling Shop	2	
Federal Credit Clothiers	2	
F. J. Brownell and Son	1	
F. W. Woolworth Company	3	
Godwin Hardware and Supplies	2	
Holston Auto Supply Company	1	
Jewel Box	4	
J. Fred Johnson and Company	5	
Kingsport Floral	1	
Kingsport Office Supply, Incorporated	2	
Kroger Grocery	2	
Leeper's Cash Store	3	
Mac Ray Cafeteria	4	
Montgomery Ward and Company	4	
Parker Esso Station	3	
Sears, Roebuck and Company	1	
S. H. Kress and Company	30	
Sunshine Grocery	3	
Total		79

^aOccupational Survey Conducted in Kingsport,
Tennessee, October 1947.

of training youth by introducing a diversified occupations program for young people who desire to work part-time and go to school part-time, the work being in establishments other than in retail selling. C. E. Rakestraw is an authority on this subject and is in the United States Office of Education. He gave authoritative information on the subject.

Equal opportunity is one of the tenets of American Democracy. However, boys and girls in the various sections of the nation do not have an equal opportunity for vocational education. This is especially true of that phase of vocational education which prepares youth for trade and industrial occupations.⁵

In Kingsport are a number of establishments that indicate that there is a possibility for more of the cooperative type of training. The advantages of the diversified occupations program are expressed uniquely by C. E. Rakestraw.

The co-operative part-time occupations program can provide many advantages for the school system of a community, for employers, and, most important of all, for youth. Some of these advantages are as follows:

For the School. The diversified occupations program provides:

⁵ C. E. Rakestraw, Training High School Youth for Employment, p. 8.

1. A channel for projecting the school into the community.
2. Inexpensive education, since there is no cost for laboratories; business and industrial organizations become the school's laboratory.
3. A means of keeping the school abreast of business trends.
4. A direct avenue of meeting the communities' needs.
5. A means for holding a greater number of youth in school longer.

For Business and Industry. The diversified occupations provides:

1. An opportunity to discover suitable personnel.
2. Personnel developed and trained in the employer's way--under his own supervision.
3. A more thorough, extensive program of training than he could provide alone. Related study periods provide individual training and opportunity to correct or enhance individual traits.
4. Low-cost training period.
5. An opportunity to participate in a civic enterprise.

For the student-learner. The diversified occupations program provides:

1. An opportunity to develop his individual aptitudes and interest.
2. A chance to gain a business reputation.
3. An opportunity to earn a high-school diploma.
4. An opportunity to know the business world.⁶

Table XXIX indicates that there are a number of apprentices in Kingsport. There are 11 establishments

⁶C. E. Rakestraw, Training High-School Youth for Employment, p. 23.

with 276 apprentices working in them. Only 65 of the 276 apprentices are doing organized training. The public schools of Kingsport, through the evening trade extension classes, have provided the related instruction for the 65 apprentices mentioned as having taken organized training. Of the 65 apprentices taking related training 35 of them have been doing their related training in connection with their on-the-job training. The classes have been of the evening trade extension type. Although some of the classes have been made up of veterans doing related instruction in connection with training on-the-job, the vocational coordinator has provided supervision in cooperation with the establishment and the Veterans Administration.

There is a great need for training in the building trades in Kingsport. Although the occupational survey did not reveal the need too keenly, the information has been secured through business agents of labor organizations and heads of contractors groups. Indications are that the carpenters, brick masons, plumbers, painters, plasterers, sheet metal workers,

TABLE XXIX

ESTABLISHMENTS IN KINGSPORT, TENNESSEE
EMPLOYING APPRENTICES^a

Establishments	Number of apprentices	Total
Kingsport Press, Incorporated (Compositors, typesetters, mechanics repair, printers, electricians and binders)	120	
Tennessee Eastman Corporation (Electricians, machinists, mill- wrights, toolmakers, sheet metal workers, welders, coppermiths and meter mechanics)	80	
Kingsport Foundry and Manufacturing Corporation (Machinists, pattern- makers, molders, welders, mill- wrights and tool makers)	30	
The Mason Dixon Lines, Incorporated (Heavy Duty truck and trailer mechanics)	15	
Service Electric Company (Electricians)	9	
Blue Ridge Glass Corporation (Electricians, machinists, mill- wrights, tool makers)	8	
Watson Electric Company (Electricians)	8	
Cherokee Electric Company (Electricians)	5	

TABLE XXIX (continued)

ESTABLISHMENTS IN KINGSPORT, TENNESSEE
EMPLOYING APPRENTICES^a

Establishments	Number of apprentices	Total
Clayton Brothers Electric Company (Electricians)	1	
Henderson Electric Company (Electricians)	1	
Sanders Electric Company (Electricians)	1	
Total		276

^aOccupational Survey Conducted in Kingsport,
Tennessee, October 1947.

and iron workers have a desire to do something in the way of extending the knowledge of their journeymen and training their apprentices. They have 17 in training at present. Table XXIX discloses that the industry in Kingsport having the largest number of apprentices is the Kingsport Press, Incorporated. They have 120 apprentices employed with no organized training program.

The question, "Can the school system assist in conducting related classes for any of your employees?", there were 122 responses received, 26 of which answered in the affirmative. There were 45 that answered in the negative while 51 indicated a possibility of receiving help from the school system. This question was intended to reveal some information which would give help to analyzing the needs in the evening trade extension training program. This leaves 94 firms for which no training is being provided at the present time. Quite a coincidence is revealed in the fact that 26 establishments indicated that help could be rendered their employees by the school system and that this number

has received some evening trade extension training by having employees now in classes or have had some in classes conducted in the past. The idea of extending the trade knowledge of the worker was thought of to be very important by those who proposed the Smith-Hughes Vocational Act, because the following was written into the law:

. . . that at least one-third of the sum appropriated to any State for the salaries of teachers of trade, home economics, and industrial subjects shall, if expended, be applied to part-time schools or classes for workers over fourteen years of age who have entered upon employment,

The employees of the industries of Kingsport are receiving something from the evening trade extension classes, because they come back from time to time for help. Table XXIV shows that 360 employees were enrolled in the evening trade extension classes for the first three months of 1948. Prosser and Bass have the following to say about the successful evening industrial school:

⁷U. S. Office of Education, Statement of Policies for the Administration of Vocational Education, Bulletin No. 1, p. 80.

Without doubt also, the surest indication among workmen that they are satisfied customers is what they say about the work they took. Probably on the whole the most reliable evidence as to the real value of a good evening school is furnished by the fact that year after year large numbers of workmen from the same shops come for help, and that at more or less irregular intervals the same man returns for additional instruction.⁸

An apparent indication is that the evening trade extension part-time vocational education program will continue to increase in numbers in Kingsport.

Kingsport started out as a planned city which would have a variety of industrial occupations. A school system was instituted with the definite intention of providing educational opportunities for the citizens. Vocational training has been included in varying degrees as a part of the public school system for 27 years. The attitude of the present board of education in its proposed plans for necessary school expansion has included general planning for augmented prevocational and vocational training

⁸ Prosser and Bass, Adult Education The Evening Industrial School, p. 55.

programs. From the expressed interest of citizens and employer group and from the increasing enrollments in such classes as have been offered it seems definitely assured that with capable leadership the vocational education program will continue to grow and to serve an increasing number of persons in a greater variety of occupational fields.

CHAPTER V

SUMMARY AND RECOMMENDATIONS

When one studies the history of Kingsport, there is an ever growing interest developed in the mind of the student with respect to the staunch pioneers and the phenomenal growth that the young city has made. Kingsport was incorporated in 1917. The population at that time was 5,692 as revealed by the United States Census Report of 1920. The population in 1930 was 11,914. In 1940 the United States Census Bureau showed Kingsport to have a population of 14,404. In 1945 a new City Directory was published. The City Directory shows that the population of Kingsport and vicinity to be 40,025. The pioneers of Kingsport saw the potential industrial possibilities and called in engineers from other cities to assist in planning and laying out the city. The abundance of natural resources has given employment to thousands of worthy sons and daughters. One can find in Kingsport some rather modern ideas in industrial development and in civic statesmanship.

In planning the city of Kingsport, foresight was demonstrated in setting aside school sites through out

the city, even though it was felt that many of them would not be utilized for several years. It was thought that allowance had been made for the normal increase of school population but some miscalculating was done and during the past four years a crowded condition existed in all of the school buildings. However, to pleasantly offset this idea, one can now see a newly completed addition to the Lincoln School building. An addition is almost completed to the Jackson School. Plans have been submitted to bidders for an extensive addition to Dobyns-Bennett High School. The scholastic population of Kingsport has grown from 32 students in 1912 to 3732 in 1947. The teaching force has increased from one in 1912 to 134 in 1947. The present curriculum is a fine, high class, standard college preparatory one. Trends in recent years have been to add courses to the curriculum such as automobile traffic study and driving instruction for high school juniors and seniors. The Safety Council of Kingsport is responsible for the introduction of this practical subject to the list of Dobyns-Bennett High

School subjects.

The Kingsport City Board of Education has indicated its approval for enriching the industrial arts and vocational courses in the schools of the city. Such subjects as machine shop, auto mechanics, electricity, radio, printing, sheet metal, and cosmetology have been announced by the Board of Education as suitable subjects to be added. Additional shop space is being provided in the new building construction.¹ Drafting and woodworking courses have been taught since 1927. Due to lack of space in which to conduct classes, auto mechanics, a course once taught in the high school, has been dropped temporarily from the curriculum.

The vocational education program in Kingsport had its beginning in 1921. With the exception of 1922 and 1943 classes have been operated in the city which has received reimbursement from Federal and State funds for vocational education for such classes. In

¹Crawford, Kingsport Times News, October 28, 1948.

1944 the highest enrollment in the history of vocational education in Kingsport was registered. The total enrollment in that year was 1026. It was during this year that war production workers were being trained in large numbers. In 1947 enrollments in vocational classes numbered 602. During the first three months of 1948 an enrollment of 494 was attained. There is one full-time vocational teacher, and one coordinator for practical nursing and one coordinator of distributive education. There is one part-time coordinator, for evening trade extension classes, employed in Kingsport. In addition during 1947 and 1948 there have been 21 instructors of evening trade extension classes.

The occupational survey conducted by the Kingsport City Board of Education showed that 17,326 employees were working in Kingsport in the year 1947. The local Chamber of Commerce reports 18,500 employed persons in the city. On this basis the 155 survey forms returned represents 94 per cent of the total employees in Kingsport.

In view of the progress made in the field of vocational education and the potentialities for service

shown by the occupational survey the writer makes the following recommendations:

1. That evening trade extension classes be continued and that greater effort be put forth to serve a greater number and variety of employed persons.

2. That all firms of occupational groups that have expressed a feeling that their workers could be served through public classes be contacted and the possibilities of class organization be thoroughly investigated.

3. That the present school shops, woodworking and drafting together with any new shops which may be equipped, be made available for the use of evening classes for adults who may desire to attain additional manipulative training supplemental to their daily employment.

4. That the practical nursing program be continued as long as the advisory committee believes that the training is serving the needs of the community.

5. That related instruction for apprentices doing on-the-job training, be made available to more

crafts. This will involve contacting those employers and labor organizations interested in the training of apprentices and explaining the program to them.

6. That the Kingsport City Board of Education appoint a general vocational advisory committee representing both employers and employees to advise the Board of Education and the evening school coordinator on matters concerning vocational training in Kingsport.

7. That a further study be made to determine the possibilities of a course in vocational general building trades to be added to the curriculum of high schools of Kingsport.

8. That the present distributive education program be continued in the Dobyne-Bennett High School to serve those desiring part-time training in the retailing of merchandise.

9. That the possibilities of organizing a diversified occupations part-time program be explored more thoroughly by conducting a survey to determine the possible placement opportunities for part-time

workers in trades and industrial occupations. This will also involve determining the numbers of high school students who may be interested in attending school part-time and being employed part-time.

10. That vocational guidance be made available to the high school youth of Kingsport by professionally trained guidance personnel under the direction of the Board of Education.

11. That in view of the extent and diversity of trade and industrial occupations represented in the list of occupations in Kingsport that industrial arts programs should be expanded to provide for tryout and finding experiences and prevocational training in the fields of sheet metal, automobile mechanics, printing, electricity and welding.

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APPENDIX

Kingsport, Tennessee
October 6, 1947

Kingsport, Tennessee

A study is being made to determine the needs for vocational training in Kingsport. The attached questionnaire form when filled in will help very much in making this planning more effective and complete.

The information which you give is to be held strictly confidential and will be used only by the Board of Education in Kingsport for planning training that will enable learners to profit by it.

It is the intention of your school officials to plan a program of public education that will be of the greatest value to the present and future workers of Kingsport.

Please fill in such parts of the attached questionnaire survey form as pertain to your establishment and return at your earliest convenience. A stamped addressed envelope is enclosed.

Your cooperation will be very much appreciated.

Very truly yours,

Ross N. Robinson
Superintendent of Schools

AN OCCUPATIONAL SURVEY TO DETERMINE THE NEED
FOR VOCATIONAL EDUCATION TRAINING IN
KINGSPORT, TENNESSEE

1. Name of establishment _____
2. Address _____
3. Product or type of business _____
4. Total number of employees _____ Men _____ Women _____
5. Skilled workers (All-round tradesmen or mechanics)
Number _____
6. Semi-skilled workers (machine operators or limited
field mechanics) Number _____
7. Unskilled workers (common labor) Number _____
8. Number of employees under 18 years of age (on work
permit or employment certificate) Men _____ Women _____
9. Are there apprenticeship requirements in your
establishment? Yes _____ No _____. If yes, please
give the following information: Apprentice age _____
to _____, ratio allowed 1 to _____. Number of
apprentices now employed. _____
10. Do you have veterans doing on-the-job training in
your establishment? Yes _____ No _____ Number _____

11. Are apprentices receiving related instruction in organized classes Yes___ No___ Number_____. If yes, give brief statement about classes _____

12. Does your establishment employ part-time workers 3 or 4 hours per day? Yes ___ No___ Number_____
13. If your establishment has not been employing workers part-time (say 3 or 4 hours per day) could you employ a number of such workers? Yes___
No ___ Estimated No. _____
14. Can the school system assist in conducting related classes for any of your employees? Yes___ No___
Possibly_____.

15. Please give the approximate number of your
employees following each of the occupations
listed below:

OCCUPATIONS	NUMBER
TECHNICAL WORKERS	
Architects	_____
Chemists, assayers, and metallurgists	_____
Draftsmen and designers	_____
Teachers	_____
Trained nurses and student nurses	_____
Technicians	_____
CLERICAL, SALES AND KINDRED WORKERS	
Baggagemen	_____
Bookkeepers, accountants, cashiers and ticket agents	_____
Mail carriers	_____
Messengers	_____
Office machine operators	_____
Shipping and receiving clerks	_____
Stenographers, typists and secretaries	_____
Telegraph operators	_____
News boys	_____
Insurance agents and brokers	_____
CRAFTSMEN, FOREMEN AND KINDRED WORKERS	
Bakers	_____
Blacksmiths, forgemen, and hammermen	_____
Boilermakers	_____
Cabinetmakers	_____
Carpenters	_____
Compositors and typesetters	_____
Electricians	_____
Inspectors	_____
Locomotive engineers	_____
Locomotive firemen	_____

OCCUPATIONS	NUMBER
Machinists, millwrights and toolmakers	_____
Mason, tile setters and stone cutters	_____
Mechanics and repairmen	_____
Molders, metal	_____
Painters, (construction) paperhangers and glaziers	_____
Patternmakers	_____
Plasterers and cement finishers	_____
Plumbers and gas and steam fitters	_____
Printing, craftsmen (except compositors and type setters	_____
Rollers and roll hands, metal	_____
Roofers and sheet metal workers	_____
Stationary engineers, crane men and hoistmen .	_____
Shoemakers and repairers (not factory)	_____
Tailors and furriers	_____
OPERATIVES AND KINDRED WORKERS	
Attendants, filling station, parking lot and air port	_____
Brakemen and switchmen, railroad	_____
Chauffeurs, truck drivers and deliverymen . .	_____
Dressmakers and seamstresses (not factory) . .	_____
Firemen (except locomotive and fire department)	_____
Laundry operatives and laundresses	_____
Linemen and servicemen, telegraph, telephone and power	_____
Mine operatives and laborers	_____
Motormen, railway, mine and factory	_____
Painters (except construction and maintenance)	_____
Power station operators	_____
Welders and flame cutters	_____
PROTECTIVE SERVICE WORKERS	
Firemen, fire department	_____
Guards and watchmen	_____
Police, deputies and marshals	_____

OCCUPATIONS	NUMBER
SERVICE WORKERS	
Barbers	_____
Beauticians and manicurists	_____
Charwomen or maids	_____
Cooks	_____
Elevator operators	_____
Housekeepers, stewards and hostesses	_____
Janitors	_____
Porters	_____
Practical nurses and midwives	_____
Waiters	_____

LIST BELOW ANY NOT LISTED ABOVE

_____		_____
_____		_____
_____		_____
_____		_____
_____		_____

Name of person filling in form _____

Date _____ Title _____

KINGSPORT EVENING TRADE EXTENSION
REGISTRATION FORM

1. Name _____
(Last) (First) (Middle Initial) (Tel. No.)
2. Date _____
3. Address _____
(Number) (Street or Route) (City)
4. Date of birth _____
(Month) (Day) (Year) (Age)
5. Name of firm employed by _____
6. In what occupation are you employed? _____
7. Are you an apprentice or journeyman? _____
8. Are you a veteran? _____
9. What is your payroll title? _____
10. Plant department no. _____
11. Building no. _____ Pay no. _____
12. Have you attended Evening School before? _____
13. If answer to no. 12 is "yes", list the subjects _____

14. Grade finished in school (circle), 1 2 3 4 5 6 7 8 9
10 11 12 13 14 15 16 17
15. Marital status: check one, Married _____ Single _____
16. Name of course you are now registering in _____

17. What other courses are you interested in? _____

APPLICATION

Kingsport City Schools

Practical Nursing Course

(To be filled out by applicant in own handwriting)

Last Name _____ Given Name _____ Date of Application _____

Home Address _____
(Number) (Street) (City) (Telephone No.)

Nearest Relative - Name _____ What Relationship _____

Address _____
(Number) (Street) (City) (State)

Place of birth _____ Age _____ Height _____ Weight _____

Schools Attended: Elementary _____ Where _____ No. Years _____
(Name)

Number of years high school completed _____ Name and place of school _____

Date of last physical examination _____ Name of physician _____

Single _____ Married _____ Widowed _____ Divorced _____ Race _____

Catholic _____ Protestant _____ Jewish _____

Number of children _____ Age of girls _____, _____, _____. Age of boys _____, _____, _____. Who will be responsible for these children while you are working? _____

Have you had any hospital training, or worked in a hospital? If so, state type of work % _____

Where _____ From _____ to _____

Have you ever done any nursing in homes for pay? If so
give a brief of type of work _____

Wages received _____ Approximate time _____

Have you had experience in housekeeping? _____ Where _____

_____ What other kinds of work have you done? _____

Present occupation _____ Where _____

If accepted, will you be available for work on completion
of this course? _____

How many are dependent on you for support? _____ Totally _____

Partially _____

Give names and addresses of two persons, not relatives,
who know you well enough to answer questions about you.

	Name	Address	How long has she known you?	In what capacity?
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____

I N T E R V I E W

KINGSPORT CITY SCHOOL PRACTICAL NURSING COURSE

Name of applicant _____ School

Address _____

1. General appearance, physical type
2. Mental alertness, ability to express ideas
3. Emotional maturity, reaction to people, self confidence, poise
4. Social maturity, culture, voice and speech, friendliness, grooming
5. Interest in nursing
6. Evidence of insight into practical nursing education program
7. Significant points brought out in this interview
8. General estimate of personal fitness for practical nursing

Signature of interviewer

Date

Position

(Use back for such additional remarks as may be necessary)