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A study of youth employment in Richmond, 1960-1966

Frederick Brandt Smith

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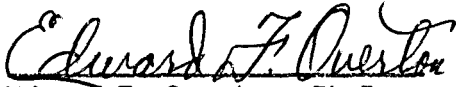
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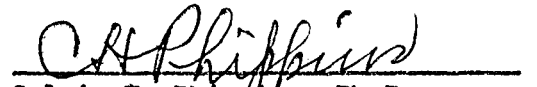
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APPROVAL SHEET

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August 1967

OUTH EMPLOYMENT IN RICHMOND, VIRGINIA 1960-1966

A Thesis

Presented to

the Graduate Faculty of
the University of Richmond

In Partial Fulfillment

of the Requirements for the Degree
Master of Science in Education

by

Frederick Brandt Smith

August 1967

LIBRARY

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CHAPTER I

I. DEFINITION OF THE PROBLEM

Statement of the problem. This statistical study has been made to determine whether there have been any significant trends in the employment of youth in the Richmond Metropolitan Area from 1960-1966. The study was made to provide information that might facilitate the placement of youths in gainful part-time and full-time employment.

This general problem was resolved into seven sub-problems:

1. To determine whether there is a definite increase in the number of youths employed.
2. To determine whether sex is a determinant for employment.
3. To determine whether race is a factor in employment.
4. To determine whether Richmond City hires more Richmond youths than youths who reside outside the city.
5. To determine the areas of employment.
6. To determine whether there are any indications of increase or decrease of employment in the areas of employment.
7. To determine whether there are any significant trends in youth employment that might be of value to schools, employers, employment agencies, and government programs.

Need for the study. In September 1968 the Richmond Public Schools will complete a new Vocational Technical Center. The purpose of this

school is to train boys and girls in a vocation or a technical skill that will be used in their future careers.

In the plans for this school there is a unit for vocational counseling and guidance. Within this unit will be the Work Permit Office and a Job Placement Office. It is hoped that this Job Placement Office will be able to serve all students in the Richmond Public Schools. Those students who are pursuing a vocational or technical skill might be placed in part-time jobs that are related to their future careers. Other students who might be pursuing a college preparatory, elective, or business course might want to use the services of the Placement Office for part-time work in order to make extra money for the present, or for their future plans, i.e.: clothing for school, family finances, college tuition, or some job experience.

At present Richmond has two Neighborhood Youth Corps in operation. One of these projects is for the out-of-school youth between 15 and 21 years of age. The other is for the in-school youth in the same age group. In formulating a proposal for the approval of the Federal government for these two groups, it was necessary for the sponsors to specify what and where the jobs were. The first step in preparing their proposal was to secure information about the types of work this age group could do and still conform to the labor laws. This served as a guide for them in locating prospective employers.

The Work-Training programs in the Richmond Public Schools continually need new information on trends in employment. The

Distributive Education Coordinators place students in jobs related to the fields of Distribution, and the Business Education Coordinators place students in office training jobs. The Industrial Cooperative Training program has students in vocational training jobs that are related to a career choice not covered by either the Distributive Education or the Business Education programs. Employment opportunities and information on trends in the employment of both sexes and races are invaluable to these programs. It also helps the coordinator to know ahead of time the age, sex, and race of employees a prospective employer has hired in the past. With all this information available the coordinator can establish a better working relationship with possible employers.

For the past twelve summers the Federation of Parent-Teachers Association, the Virginia Employment Commission, and the Richmond Public Schools have held a summer employment registration. The purpose of this service is to help all students who want summer employment. The service has increased over the years in the number of applicants and the number of placements. Even though the number of placements has increased, the Employment Commission has been able to place only a part of those applicants who registered. Last year over 3500 applications were received and 787 were placed. Attempts are

1

Interview with Miss Sarah Lawrence, Supervisor of Placement Services, Youth Opportunity Center, Virginia Employment Commission, May 26, 1967.

made each year to interest more employers in this project. This is done through meetings, TV programs, radio announcements, newspaper articles, and an open house held at the Virginia Employment Commission's Youth Opportunity Center. Many potential employers are never contacted even with the use of all these communication media. This study should assist the groups trying to find summer work for youths by pointing to the areas where young people have been hired.

The Department of Vocational Rehabilitation under the State Department of Education has placed a rehabilitation unit in the Richmond Public Schools. This unit serves all handicapped children between the ages of fifteen and twenty-one. One of the big tasks for this unit is finding employment for the handicapped youths. The schools have two rehabilitation counselors working just with dropout students. Usually, the need of these dropouts is for employment. The counselors are continually looking for employers who will accept their counselees.

The school guidance counselors and the Youth Employment Services are continually in need of information on employment in the Richmond area. Students, parents, teachers, social workers, visiting teachers, and other groups interested in young people are continually seeking information on employment in and around Richmond. These people call upon the Guidance Services for help in the area of employment. Therefore, it is necessary for people in Guidance to

gather all information on employment that is available. Counselors in the Negro schools have a need for employment information that will support them or guide them while counseling students on job opportunities for their race.

With the evident need for employment information by the above mentioned groups the need for this proposed study was evident.

The findings of this study can give useful information in identifying areas of employment and trends in employment related to sex and race.

II. DEFINITIONS OF TERMS USED

Special Work Permits. Special work permits are also referred to as Court Permits because they are issued by the local Judge of Juvenile and Domestic Relations Court. The Judge may issue this type of permit if he feels that it is in the best interests of the child. Special work permits may lower the age requirements for a specific job, but cannot change the regulations as to hours of work.

Employment Certificates. Employment certificates are issued to minors under 16 years of age. An employment certificate is issued when the minor presents the issuing officer the following papers:

- (1) Intention to Employ Card completely filled out stating the type of employment, the hours of employment, and signed by the employer;
- (2) Permission of Parent or Guardian Card completed and signed by the parent or guardian giving the minor permission to accept the job;

(3) Physician's Certificate of Physical Fitness completed by a doctor after he has given the minor a physical examination; and
(4) Evidence of Age, usually a birth certificate or transcript issued by the Bureau of Vital Statistics. The Employment Certificate is issued only if the minor's occupation and hours of work are legal for his or her age.

Age Certificates. These certificates are issued to minors 18 years of age or over upon the request of the employer for proof of age.

Badges. Badges are issued to 12 to 16 year old minors who are engaged in self-employed street trades or caddying.

Theatrical Permits. Application for a Theatrical Permit must be made to the Commissioner of Labor and Industry at least 5 days prior to the date of the performance.

CHAPTER II

I. PROCEDURES AND TECHNIQUES

Procedures. The records on all employment certificates issued in the Metropolitan Area are filed in the Richmond Public Schools' Youth Employment Services Office. A daily record of the employment certificates issued is kept. These records contain information on the applicant, the kind of work for which he has been employed, his age, sex, race, name, the name of the company, the employer's name, the employer's address, the applicant's address, and his parent's name.

The researcher decided that a study of these records might reveal information or trends that could be of value to organizations or groups working with the employment of young people. The first step in such a study was to decide what information would be of value. After examining the records, the researcher decided to classify the jobs in six broad areas. They were: Construction Trades, Mechanical Trades, Food Trades, Service Trades, the Distributive Field, and the Business Field. Each of these large groups was further subdivided into specific job areas. The types of jobs classified under each of these areas are listed following the tables on pages 18, 22, 26, 30, 35, and 39. Worksheets were designed to facilitate tabulation of information. Information used was: age, sex, race, and residence of the minor and the type of job for which he was hired. Tabulations were made from the records of 1960-1966. These were totaled for each year, in each job

area and incorporated into the tables in this thesis.

The Virginia Department of Labor and Industry publishes an annual report, part of which is related to information and statistics on the administration of laws relating to the employment of women and children.² Relevant information from these annual reports was used by this researcher.

Limitations. In using totals published in the Labor Department's Annual Report of work permits issued during each year, there appears to be a difference in these figures and the totals obtained from the Richmond Public Schools' Youth Employment Services' Office. The reason for this difference in totals is that the Department of Labor issues theatrical permits and these are added to their totals.

In a few cases there was no record of the school attended. These were probably dropouts and no record of their last school of attendance was made.

Related research. Surveys were made of the students and of the community to try to determine the needs and the interests of students, and of the labor market during the school year 1966-1967. The students in grades 9-12 were asked to complete a questionnaire on which they

were asked what technical or vocational subjects they might be interested in taking at the Vocational Technical Center. Prospective employers were interviewed to determine their future needs by the Coordinator of the Center.

Based on the results of the questionnaire and the employer interviews a tentative curriculum has been proposed. This curriculum will offer such subjects as: auto mechanics, electronics, radio-television repair, food services, nursing, small engine repair, masonry, sheet metal, welding, graphic arts, and architectural drawing.

CHAPTER III

REGULATION OF CHILD LABOR LAWS

I. CHILD LABOR LAWS IN VIRGINIA

The Virginia State Labor Laws were not meant to be restrictive to the minor or to the employer. Primarily, they were designed to establish protective standards for child labor. The law does not prohibit the employment of minors, but rather permits minors to work in many occupations. ³ "The object of a child labor statute is to preserve the lives and limbs of children". ⁴

Many violations were revealed through investigations made by the Department of Labor. In 1964, 109 court cases resulted from violations, and in 1965 the number of court cases increased to 128. ⁵

This increase in the number of court cases in one year would indicate a need for enforcement of the State Labor Laws.

The word minor used in this text refers to any male or female, whether married or not, under the age of 18. The restrictions placed in

³ Department of Labor and Industry, Youth Employment Seminar, (Richmond, Virginia: Virginia Department of Labor and Industry, 1966), p. 1. (Mimeographed)

⁴ Department of Labor and Industry, Labor Laws and Mining Laws of Virginia (Charlottesville, Virginia: The Michie Company, 1958), p. 31.

⁵ Department of Labor and Industry, op. cit., p.8.

the law for the protection of the minor vary, based on the age and sex of the minor. The length of the work week for all minors is basically the same. They cannot work more than 40 hours per week, or more than 8 hours per day, or more than 6 days each week. Within this broad span of time, there are other restrictions according to age and sex. These limitations that were built into Section 40-97 of the Labor Law were to protect the minor.

The types of jobs which minors can hold vary with age and sex. Perhaps the writers of the law realized that there are certain jobs that require a higher degree of skill than others, and that some jobs place the minor in an unhealthy situation physically or morally. Rather than place the minor in one of these situations the law restricts the young adults in these areas. Over the years the labor laws have been altered, modified, or eliminated as the need arose.

The Child Labor Law, as enacted in 1914 and codified in the code of 1919, has been amended and other statutes for the protection of infants have been enacted, from time to time.⁶

It was felt that minors were entitled to the same protection that adults received. If adults were afforded protection by the Workman's Compensation Act, then this protection should be extended to minors.

The Division of Administration of Laws relating to the employment

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Department of Labor and Industry, Labor Laws and Mining Laws of Virginia (Charlottesville, Virginia: The Michie Company, 1960), p. 31.

of women and children cooperates with parents, employers and employees, civic organizations, and governmental agencies to create a better understanding of the labor laws. When necessary, special investigations were made of all complaints received by the office and were followed through to correct any violations that might have been discovered.⁷

So that the law will not in any way restrict a minor from gainful employment, when a need is shown, there are provisions within the law that will permit the issuance of special permits for this purpose.

The State legislators realize that the labor laws need constant review to see whether they are becoming outdated or over restrictive. When they find that this has taken place or when it is brought to their attention, the problem is studied and if necessary, a revision in the law is made. The greatest difficulty is educating the public to the need for these laws and how they might be obeyed with a minimum effort.

II. FEDERAL REGULATION OF THE CHILD LABOR LAWS

The Federal laws on child labor are similar in most cases to the State laws. They state that at 16 years of age minors may be employed in any occupation other than one declared hazardous. Young adults of this age may be employed during school hours, for any number of hours, and during any period of time. In the case where the Federal law has no restrictions on hours and time, the State law would take

precedence and restrict the minor to a 40 hour week, an 8 hour day, and a 6 day week. "Whenever a State standard differs from a Federal standard,⁸ the higher standard must be observed".

The minimum age established by the Federal law for employment in occupations declared hazardous is 18. The same standard is established by State law. The 14 year old is permitted to work outside school hours in service stations, retail and food services, delivering, in offices, and doing stock and clerical work. The only difference between State and Federal law is that the State will not permit a 14 or 15 year old to work past 6:00 o'clock on a night followed by a school day. There are some exceptions to the Federal law as there are to the State law; i.e.: apprentices are allowed to work with dangerous machinery under the direct supervision of an instructor or a journeyman; student learners are permitted to work with dangerous machinery under the supervision of a vocational teacher. The provisions of the Child Labor Law do not apply to children employed in agricultural work outside of school hours, or to children employed by parents in occupations other than those considered hazardous. The Federal law takes jurisdiction over only the employers who are involved in interstate or foreign commerce. The State law covers the rest of the employers within the State.

CHAPTER IV

A STUDY OF YOUTH EMPLOYMENT 1960-1966

This study represents youth employment information obtained from 24,942 employment certificates issued to employed youths from 1960-1966 by the Youth Services Office.

The data was collected and evaluated to determine whether there were any trends or areas of employment that might prove significant to people working in the area of youth employment. The data was tabulated in six broad areas: Construction Trades, Food Trades, Mechanical Trades, Service Trades, the Business Field, and the Field of Distribution. Data was also tabulated concerning age, sex, race, and residency to determine whether these were factors in obtaining employment. Information was also recorded on the number of special permits, badges, age certificates, and employees' residences to determine if there were significant trends in these areas.

A comparison between the number of employment certificates issued by the Youth Employment Services Office, Richmond City School Board and those issued by the 460 issuing officers throughout the State of Virginia is shown in Table I. Each certificate issued indicates that the young person had obtained employment since a certificate is not issued until a job has been secured.

There has been an increase each year except during 1961 when the country was going through a slight recession and there was a drop in

the number of certificates issued. This increase can be seen graphically in Figures 1 and 2, pp. 16 and 17. The figures represent all the employment certificates, special permits (court permits) and badges issued. Table XIV, p. 43, lists the exact number of special permits and Table XV, p. 46, the exact number of badges issued.

These figures would indicate that the number of jobs for youth is still increasing and as long as Richmond maintains its low unemployment rate, this trend will probably continue.

TABLE I

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN RICHMOND AND IN VIRGINIA, 1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
Richmond	2885	2552	2982	3338	3680	4465	5040
Virginia	26,581	22,664	26,131	30,849	37,198	42,791	54,662

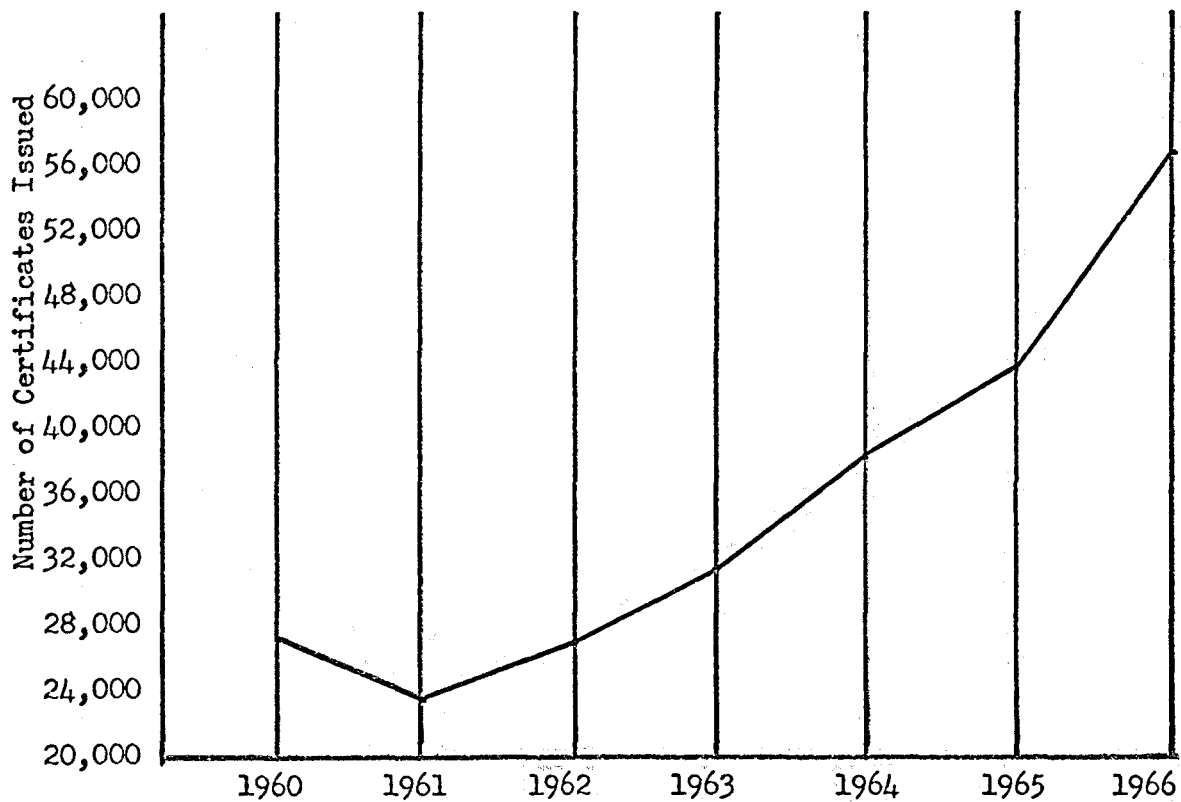


FIGURE 1

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN VIRGINIA, 1960-1966

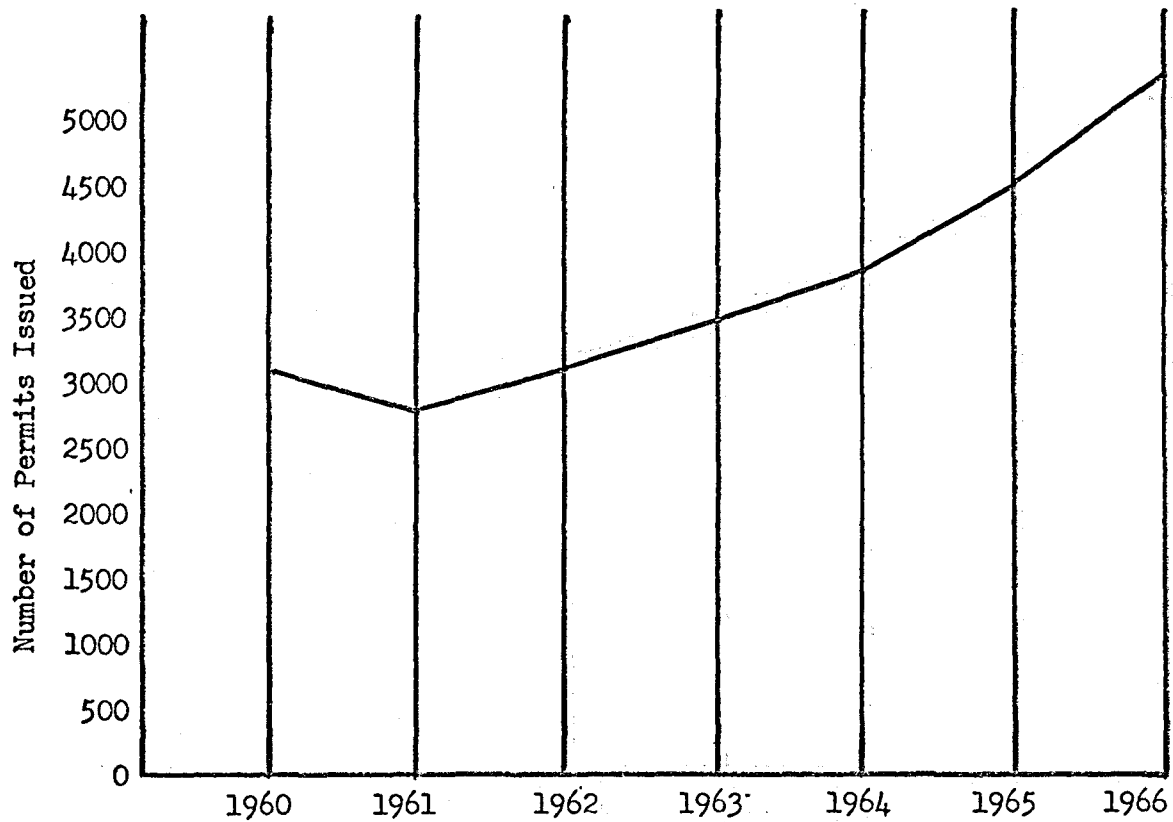


FIGURE 2

NUMBER OF PERMITS ISSUED
IN RICHMOND, 1960-1966

Table II shows the number of work permits issued for construction work during each of the seven years under study. Figure 3, p. 20, shows graphically how an increase in the number of jobs has taken place over the past seven years. Table III, p. 21, breaks these figures down into age, sex, and race distribution. The area of construction, because of the nature of the work limits the jobs to males only. Table II indicates a gradual increase in the number of permits issued to white males, an increase of 148 new positions from 1960 to 1966. The employment of the Negro male shows a slight increase over the years of 23 more positions from the year 1960 to 1966. The greatest increase in new positions for the Negro male was in the year 1966. The trend seems to be toward an increase in the number of construction jobs for both white and Negro, with the white male securing the larger number of jobs.

TABLE II

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF CONSTRUCTION
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Male	89	92	101	159	162	191	237
Negro Male	3	4	3	5	9	3	26

The following types of jobs were classified under the area of

Construction:

Electrician's Helper	Carpenter's Helper
Plumber's Helper	Painter's Helper
Tile Setter's Helper	Sheet Metal Worker's Helper
Roofer's Helper	Plasterer's Helper
Bricklayer's Helper	General Helper

In the first three years of this study the 16 year old white male obtained a larger number of employment certificates than either the 17 or 15 year old white male. After the year 1962 the 17 year old white male was hired in larger numbers. There appears to be very little significant difference between the 16 and 17 year old Negro males and their ability to secure work in this area.

Dr. Stephen J. Wright, President of the United Negro College Fund, spoke of the problem of the Negro teen-agers who seek employment in the construction trades. Dr. Wright pointed out the fact that home building and commercial construction will probably double in the next 25 years. Construction workers in all of the trades such as: carpenters, bricklayers, electricians, and plumbers will be in great demand. Dr. Wright proposed that the energies of the unemployed Negro youths be channeled into the construction trades.

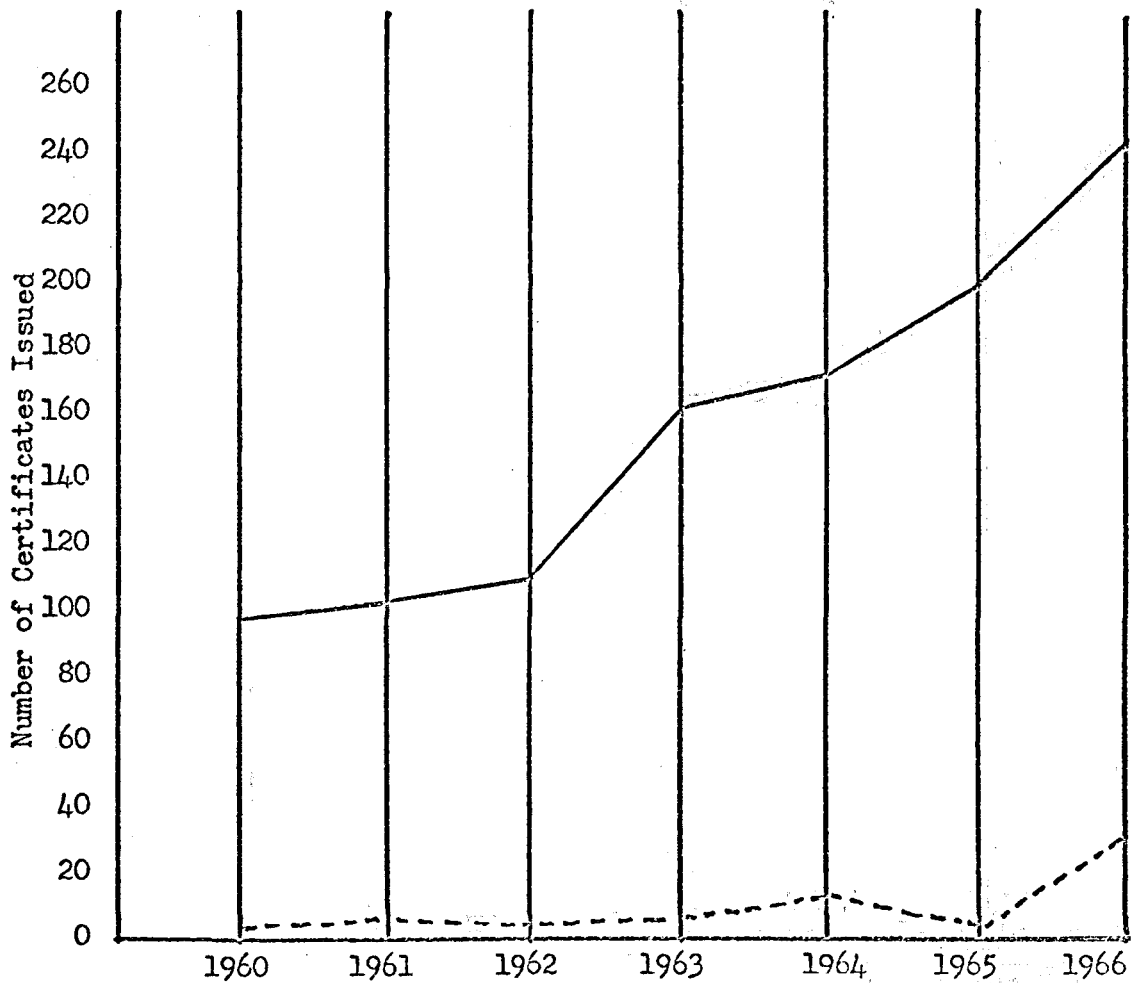


FIGURE 3

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF CONSTRUCTION, 1960-1966
(From Richmond Employment Services)

White Male———
Negro Male-----

TABLE III
 NUMBER EMPLOYED IN CONSTRUCTION TRADES
 BY AGE, SEX, AND RACE

Year	White Males		White Females		Negro Males		Negro Females	
	Age	No.	Age	No.	Age	No.	Age	No.
1960	17	33	17	0	17	2	17	0
	16	54			16	1		
	15	2						
1961	17	42	17	0	17	1	17	0
	16	50			16	3		
	15	0						
1962	17	47	17	0	17	2	17	0
	16	50			16	1		
	15	5						
1963	17	72	17	0	17	2	17	0
	16	2			16	2		
	15	1			15	1		
1964	17	86	17	0	17	4	17	0
	16	76			16	4		
					15	0		
					14	1		
1965	17	110	17	0	17	2	17	0
	16	87			16	1		
	15	1						
1966	17	121	17	0	17	11	17	0
	16	113			16	15		
	15	1						
	14	2						

Source: Youth Employment Services Office, Richmond City Public Schools

Table IV indicates the number of Food Trade workers who were issued permits between the years 1960-1966. The figures in this table indicated that this is an area where both the Negro male and the Negro female are employed in larger numbers than white males or white females. This can also be seen graphically in Figure 4, p. 24.

TABLE IV

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF FOOD TRADES
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Males	42	42	65	76	88	159	177
White Females	40	32	42	51	62	56	105
Negro Males	28	24	35	46	98	190	314
Negro Females	22	22	23	20	29	57	111

The following types of jobs were classified under the area of

Food Trades:

Dishwashers	Waiters
Busboys	Waitresses
Fountain Clerks	Food Handlers
Cooks	General Kitchen Helpers

The greatest increase took place during the years 1965 and 1966.

One might conjecture that the Fair Labor Standards Act being enforced in 1964 might have opened this large number of positions for Negroes or also the decrease in unemployment in the Richmond Area might have had some effect. The employment of Negro males shows an increase from 1960 to 1966 of 286 positions, while his counterpart the white male shows an increase of only 135 positions. The Negro females show a gain of 89 positions compared to 65 for the white females.

An age, sex, and race breakdown for these figures is given in Table V, p. 25. Table V shows that 16 year olds were employed in larger numbers than any of the other age groups. An exception was Negro females in which group the 17 year olds secured more jobs.

Table IV, p. 22 indicates that there is an increase in the number of youths employed in the Food Trades in the Richmond Area. The fact that 707 permits were issued in 1966 to youths with jobs in the Food Trades suggests that there might be a need for a training program related to this field of work. Such a program is tentatively under consideration for inclusion in the curriculum of the Vocational Technical Center.

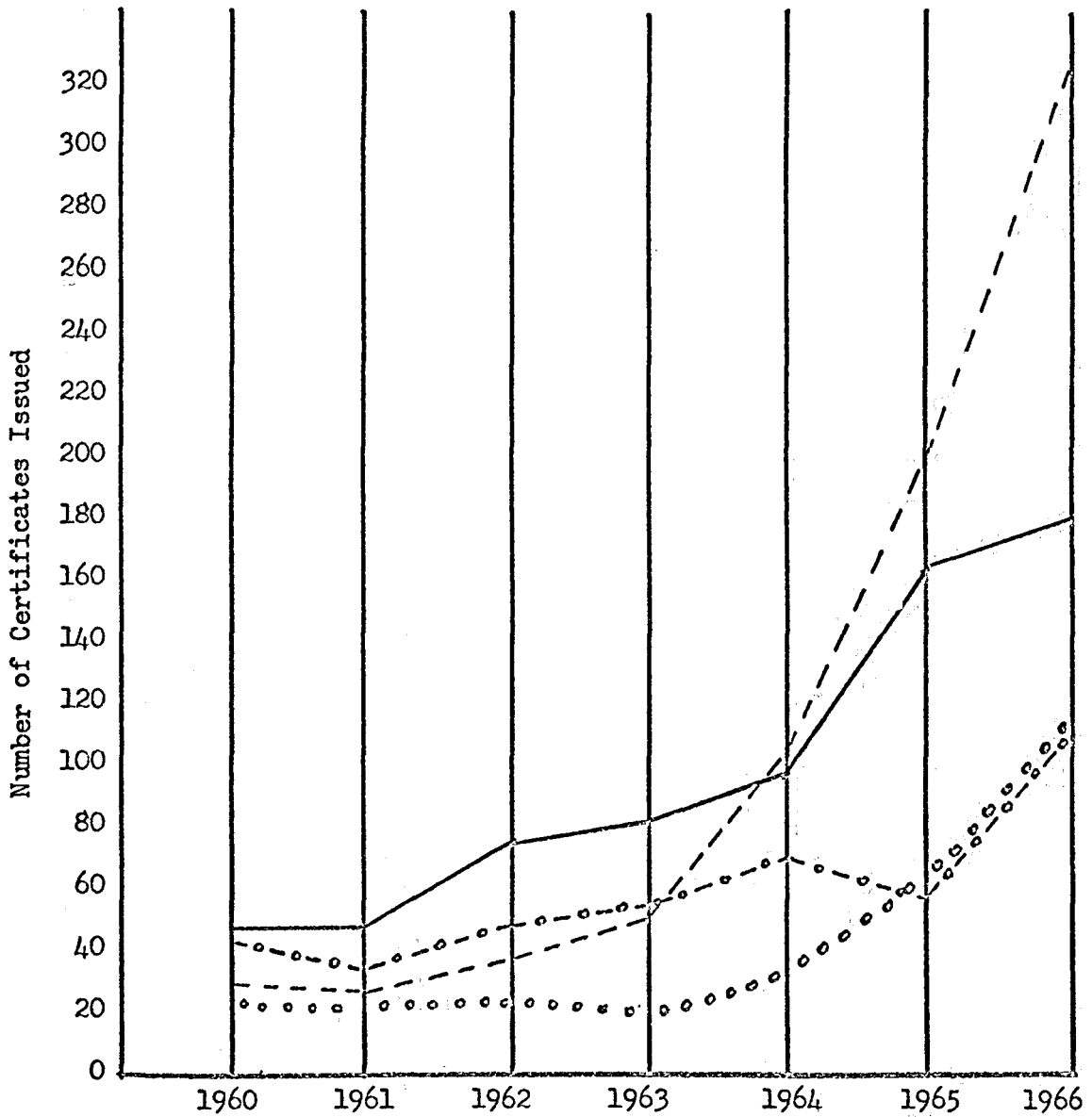


FIGURE 4

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
 IN THE AREA OF FOOD TRADES, 1960-1966
 (From Richmond Employment Services)

White Male ——— White Female -o-o-
 Negro Male - - - - - Negro Female ooooo

TABLE V

NUMBER EMPLOYED IN FOOD TRADES
BY AGE, SEX, AND RACE

Year	White Males		White Females		Negro Males		Negro Females	
	Age	No.	Age	No.	Age	No.	Age	No.
1960	17	18	17	23	17	10	17	15
	16	24	16	18	16	14	16	10
					15	3		
					14	1		
1961	17	21	17	17	17	18	17	15
	16	66	16	13	16	14	16	7
			15	1	15	1		
1962	17	20	17	18	17	18	17	15
	16	44	16	21	16	16	16	6
	15	1	15	1	15	0	15	1
					14	1		
1963	17	26	17	23	17	15	17	9
	16	50	16	23	16	29	16	10
	15	1					15	0
							14	1
1964	17	39	17	30	17	47	17	16
	16	52	16	32	16	48	16	12
	15	2			15	3	15	1
1965	17	55	17	27	17	78	17	31
	16	95	16	29	16	94	16	23
	15	11			15	12	15	3
					14	6		
1966	17	60	17	39	17	122	17	56
	16	85	16	60	16	155	16	51
	15	26	15	2	15	23	15	3
	14	5			14	14	14	1

Source: Youth Employment Services Office, Richmond City Public Schools

Table VI shows that the larger number of jobs in the Mechanical Trades have been secured by white males with the white females receiving the second-largest number of jobs. Even though the whites are leading the Negroes in this field, the figures for the years 1965 and 1966 indicate that Negroes are making some progress. Note Figure 5, p. 28 to see this in a more graphic form. This slight increase in Negro employment in this field might encourage Negroes to enroll in vocational or technical programs leading to a career in this field.

TABLE VI

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF MECHANICAL TRADES
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Males	115	63	74	83	113	137	171
White Females	16	20	12	12	21	25	17
Negro Males	2	2	1	1	6	13	15
Negro Females	0	0	0	2	1	4	4

The following types of jobs were classified under the area of

Mechanical Trades:

Mechanic's helper
Printer's Helper
Sewing and Cutting
Technician
Assembly Worker
Cabinetmaker's Helper

Bindery Helper
Photographer's Helper
Engraver's Helper
Draftsman
Radio-TV Work

The age, sex, race breakdown for the Mechanical Trades is given in Table VII, p. 29. This table indicates that the 17 year olds were employed in larger numbers than the other age groups over the seven years studied. Very few young people are employed younger than 16 years of age.

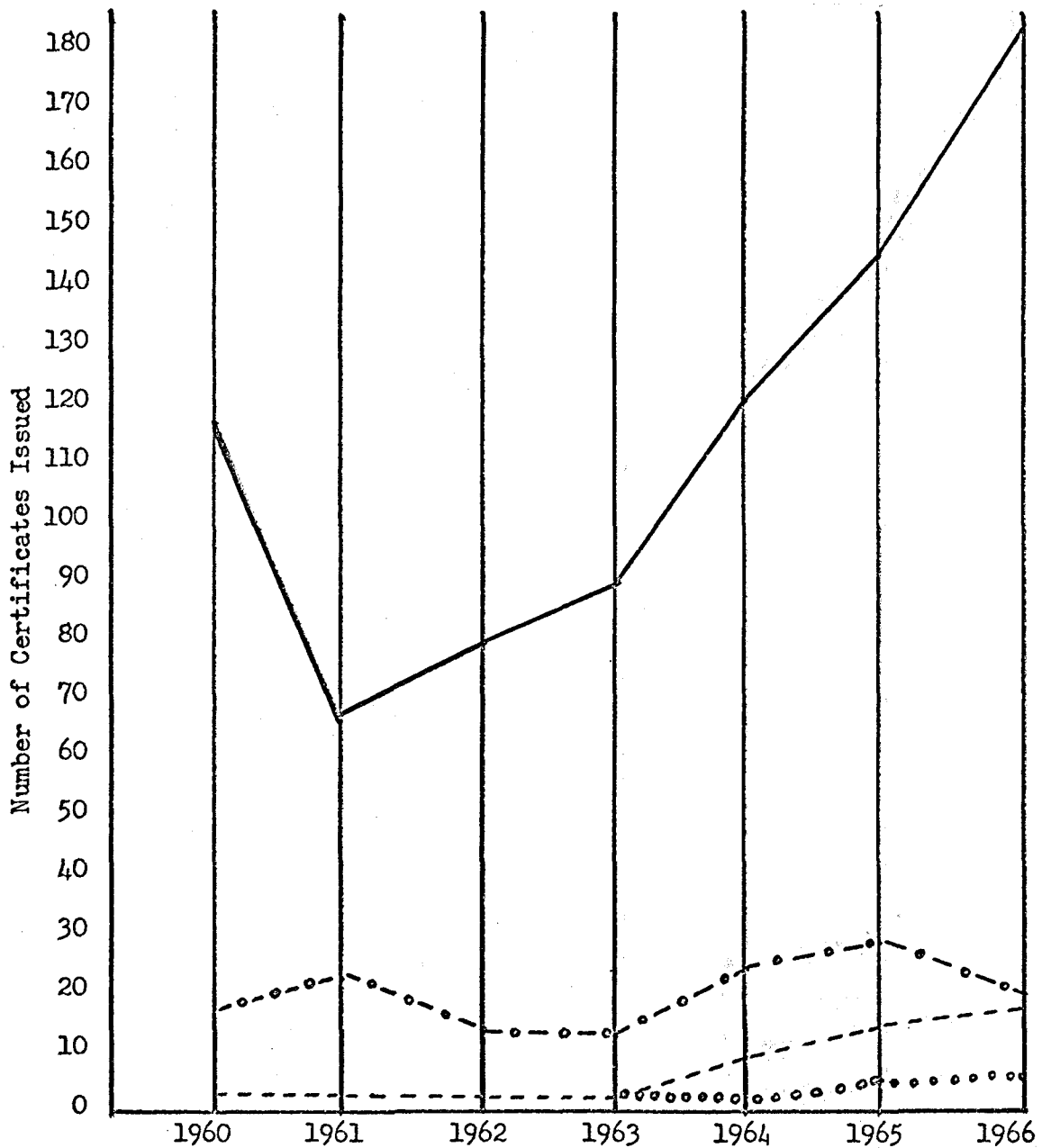


FIGURE 5

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED IN THE
 AREA OF MECHANICAL TRADES, 1960-1966
 (From Richmond Employment Services)

White Males ———
 Negro Males - - - -

White Females - o - - -
 Negro Females o

TABLE VII

NUMBER EMPLOYED IN MECHANICAL TRADES
BY AGE, SEX, AND RACE

Year	White Males		White Females		Negro Males		Negro Females	
	Age	No.	Age	No.	Age	No.	Age	No.
1960	17	61	17	8	17	1		
	16	48	16	8	16	1		
1961	17	39	17	10	17	1		
	16	24	16	10	16	1		
1962	17	42	17	5	17	1		
	16	29	16	7	16	0		
	15	3						
1963	17	41	17	5	17	0	17	0
	16	41	16	7	16	0	16	2
	15	1			15	1		
1964	17	71	17	13	17	2	17	1
	16	40	16	8	16	4		
	15	1						
1965	17	81	17	13	17	8	17	4
	16	54	16	12	16	5		
	15	2						
1966	17	97	17	11	17	11	17	2
	16	70	16	6	16	4	16	2
	15	3						
	14	1						

Source: Youth Employment Services Office, Richmond City Public Schools

Table VIII indicates that males received more employment than females in the Service Trades. Race seems to be of little significance in this area. In 1966 the white males held 348 more jobs than the white females, and the Negro males held 294 more jobs than the Negro females.

TABLE VIII

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF SERVICE TRADES
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Males	332	337	372	411	425	451	516
White Females	102	111	96	130	126	122	168
Negro Males	103	91	93	138	181	316	400
Negro Females	15	6	6	8	23	78	106

The following types of jobs were classified under the area of

Service Trades:

Janitor-Cleaning	Shoe Shine Boy
Usher	Shipping and Receiving Clerk
Delivery Boy	Child Care
Hospital Work	Cleaners and Hat Blockers
Library Aide	Driver Education Instructor
Bowling Alley Worker	Shampoo Girls
Swimming Pool Worker	Yard Work
Barber	Golf Caddy
Bellboy	Bat Boy
Service Station Worker	

There were large numbers of both white and Negro males employed in this field as can be seen in Figure 6, p. 32. The females, both Negro and white likewise were employed in almost equal numbers in 1966. The age, sex, and race breakdown for this area is given in Table IX, pp. 33-34. Each of these groups has shown an increase in employment from 1965 to 1966. If this trend continues there should be even larger numbers employed in 1967, with the greatest number of jobs going to the 16 year olds.

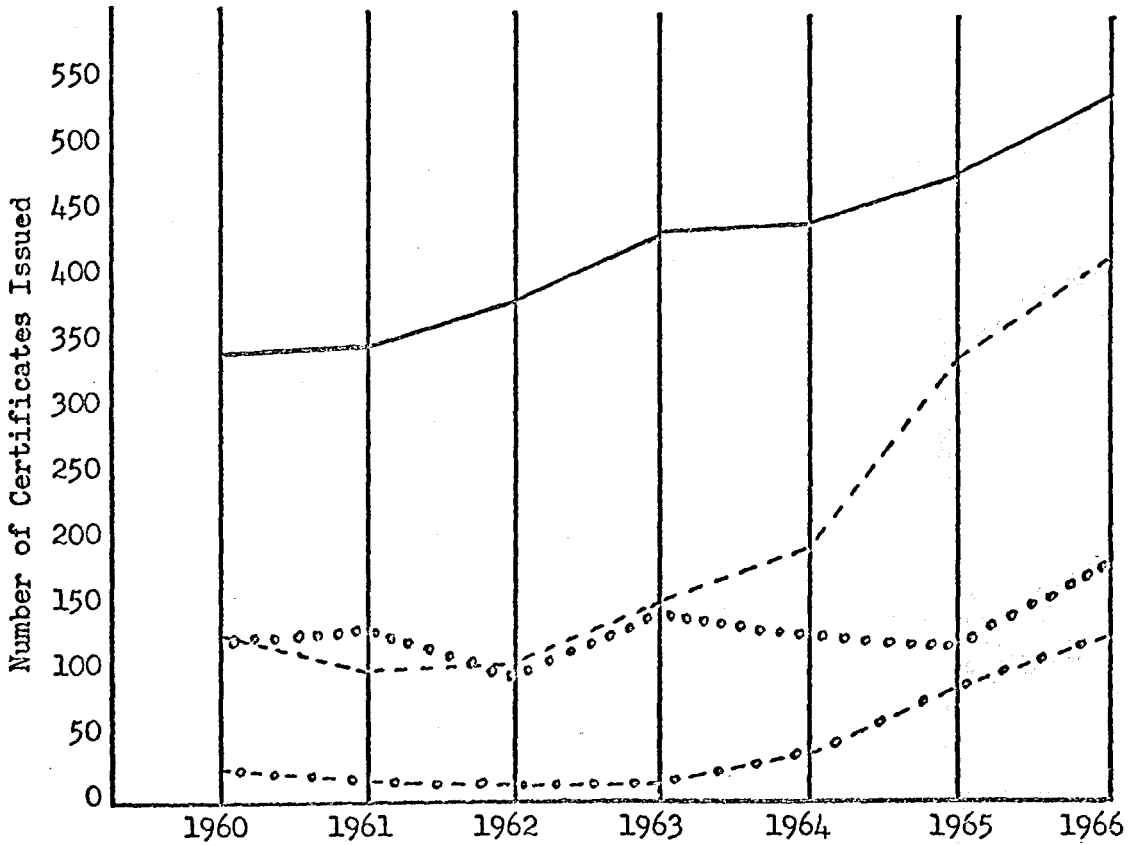


FIGURE 6

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED IN THE
AREA OF SERVICE TRADES, 1960-1966
(From Richmond Employment Services)

White Male ——— White Female ○○○○○
Negro Male - - - - - Negro Female -○-○-

TABLE IX

NUMBER EMPLOYED IN THE SERVICE TRADES
BY AGE, SEX, AND RACE

Year	White Males		White Females		Negro Males		Negro Females		
	Age	No.	Age	No.	Age	No.	Age	No.	
1960	17	114	17	45	17	22	17	5	
	16	171	16	43	16	39	16	7	
	15	35	15	13	15	29	15	0	
	14	10	14	1	14	8	14	3	
	13	2			13	3			
						12	2		
1961	17	118	17	53	17	28	17	2	
	16	158	16	54	16	31	16	4	
	15	36	15	2	15	15			
	14	22	14	2	14	12			
	13	2			13	4			
				12	1				
1962	17	130	17	45	17	19	17	3	
	16	184	16	46	16	31	16	2	
	15	45	15	5	15	22	15	1	
	14	13			14	19			
				13	2				
1963	17	151	17	47	17	21	17	4	
	16	214	16	79	16	68	16	2	
	15	33	15	3	15	22	15	1	
	14	11	14	1	14	16	14	1	
	13	1			13	6			
				12	5				
1964	17	187	17	63	17	59	17	11	
	16	203	16	54	16	78	16	10	
	15	20	15	7	15	24	15	1	
	14	10	14	2	14	13			
					13	3			
				12	4				

(Continued on page 22)

TABLE IX (Continued)

Year	White Males		White Females		Negro Males		Negro Females	
	Age	No.	Age	No.	Age	No.	Age	No.
1965	17	176	17	56	17	114	17	42
	16	209	16	63	16	129	16	32
	15	33	15	3	15	48	15	4
	14	27			14	18		
					13	3		
					12	4		
1966	17	195	17	58	17	143	17	57
	16	224	16	68	16	179	16	47
	15	68	15	35	15	46	15	2
	14	26	14	6	14	26		
					13	5		
					12	1		

Source: Youth Employment Services Office, Richmond City Public Schools

Table X indicates that the white female secures most of the jobs in this area. The white male appears to have gotten one-third the number of jobs in the Business Field as the white female. The Negro female's opportunities in this area seem to have taken a sharp climb in 1966. The Negro male has doubled the number of positions held in 1965.

TABLE X

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF BUSINESS
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Males	130	122	155	171	162	161	172
White Females	417	398	499	536	562	556	657
Negro Males	1	6	3	2	4	8	19
Negro Females	3	3	3	5	3	7	57

The following types of jobs were classified under the area of

Business:

Clerk	Telephone Operator
Typist	Messenger
Secretary	Receptionist
Stenographer	Elevator Operator

The increase in employment can be seen graphically in Figure 7, p. 37, and the age, sex, race breakdown is seen in Table XI, p. 38. If these trends are maintained the Negro males and particularly, the Negro female might anticipate an increase in the number of jobs open to them in the Business Field. An increase in the number of positions available for white males and females can also be anticipated. It appears that employers in the Business Field prefer the 17 year old to the other age groups. The 16 year old would seem to be their second choice.

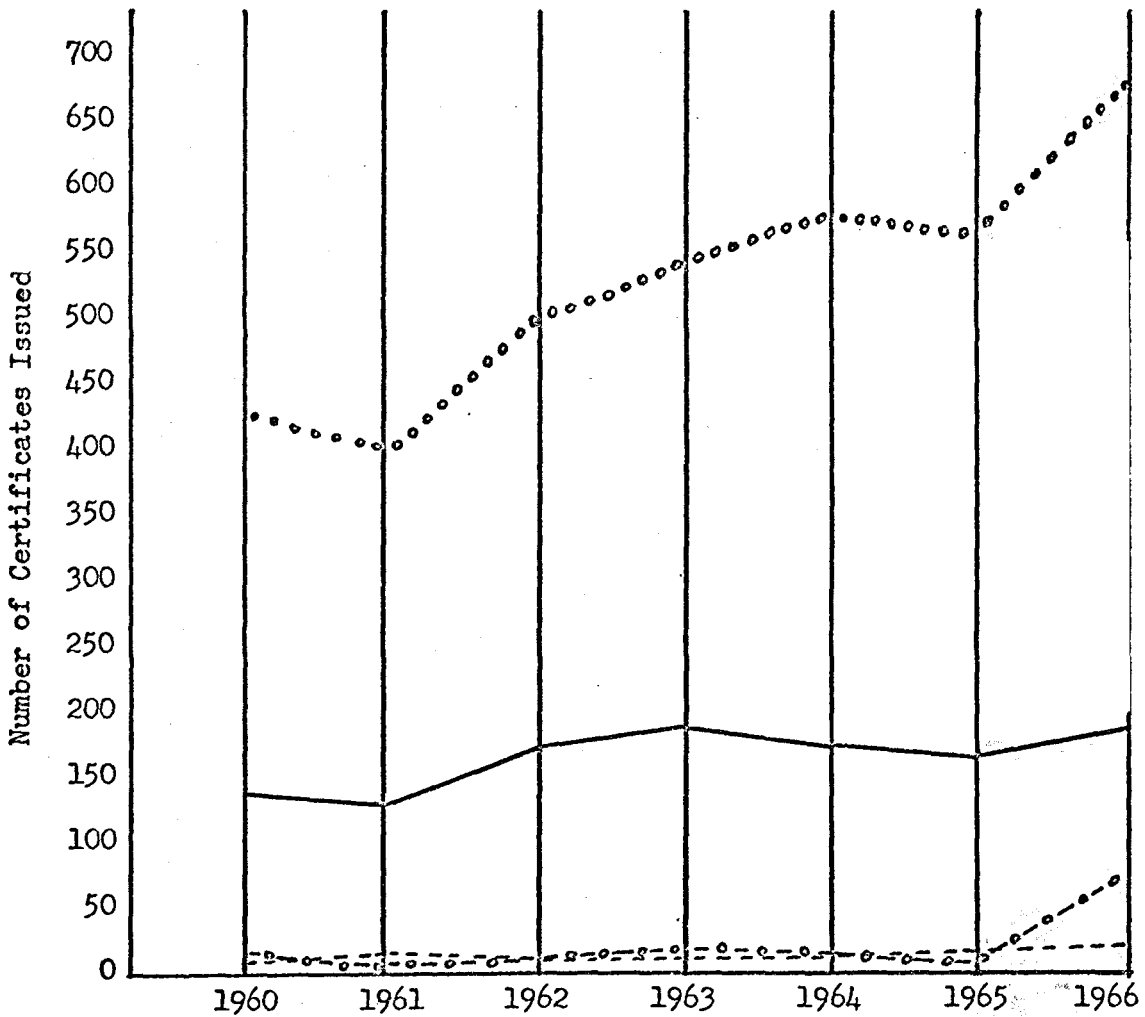


FIGURE 7

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED IN THE
AREA OF BUSINESS FIELDS, 1960-1966
(From Richmond Employment Services)

White Male ——— White Female ○○○○○○
Negro Male - - - - - Negro Female -○-○-○-

TABLE XI

NUMBER EMPLOYED IN THE BUSINESS FIELD
BY AGE, SEX, AND RACE

Year	White Male		White Female		Negro Male		Negro Female	
	Age	No.	Age	No.	Age	No.	Age	No.
1960	17	59	17	325	17	0	17	2
	16	55	16	73	16	0	16	1
	15	12	15	18	15	1	15	0
	14	4	14	1				
1961	17	58	17	311	17	4	17	3
	16	45	16	78	16	0		
	15	8	15	5	15	1		
	14	11	14	4	14	1		
1962	17	65	17	357	17	0	17	2
	16	66	16	119	16	0	16	0
	15	16	15	20	15	1	15	0
	14	8	14	3	14	2	14	1
1963	17	99	17	374	17	0	17	3
	16	62	16	148	16	1	16	2
	15	7	15	9	15	1		
	14	3	14	5				
1964	17	96	17	444	17	2	17	3
	16	49	16	110	16	2		
	15	10	15	5				
	14	7	14	3				
1965	17	85	17	418	17	4	17	7
	16	57	16	123	16	2		
	15	12	15	12	15	0		
	14	7	14	1	14	2		
1966	17	85	17	475	17	7	17	46
	16	64	16	161	16	10	16	11
	15	22	15	18	15	2		
	14	1	14	3				

Source: Youth Employment Services Office, Richmond City Public Schools

Table XII indicates that there was an increase in the number of positions in the Field of Distribution for each group. The white males held the largest number of positions and the white females, the second largest number. Employment of the Negro male showed a marked increase from 1965 to 1966. The Negro female has gradually secured more positions in this field, although not in numbers comparable with the white female.

TABLE XII

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
IN THE AREA OF DISTRIBUTION
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
White Males	410	347	481	521	578	595	672
White Females	797	619	652	673	740	582	588
Negro Males	33	41	31	25	44	71	110
Negro Females	14	9	11	16	24	50	56

The following types of jobs were classified under the area of
Distribution:

Sales	Cashier
Stock Work	Telephone Solicitation

This increase can also be seen in Figure 8, p. 41, and the age, sex, race breakdown may be seen in Table XIII, p. 42. From 1960 to 1964 the 16 and 17 year olds were employed in almost equal numbers. From 1964 to 1966 the 17 year olds were employed in larger numbers than any other age group. If the trend indicated in Table XII, p. 39 continues, there should be larger numbers employed in 1967.

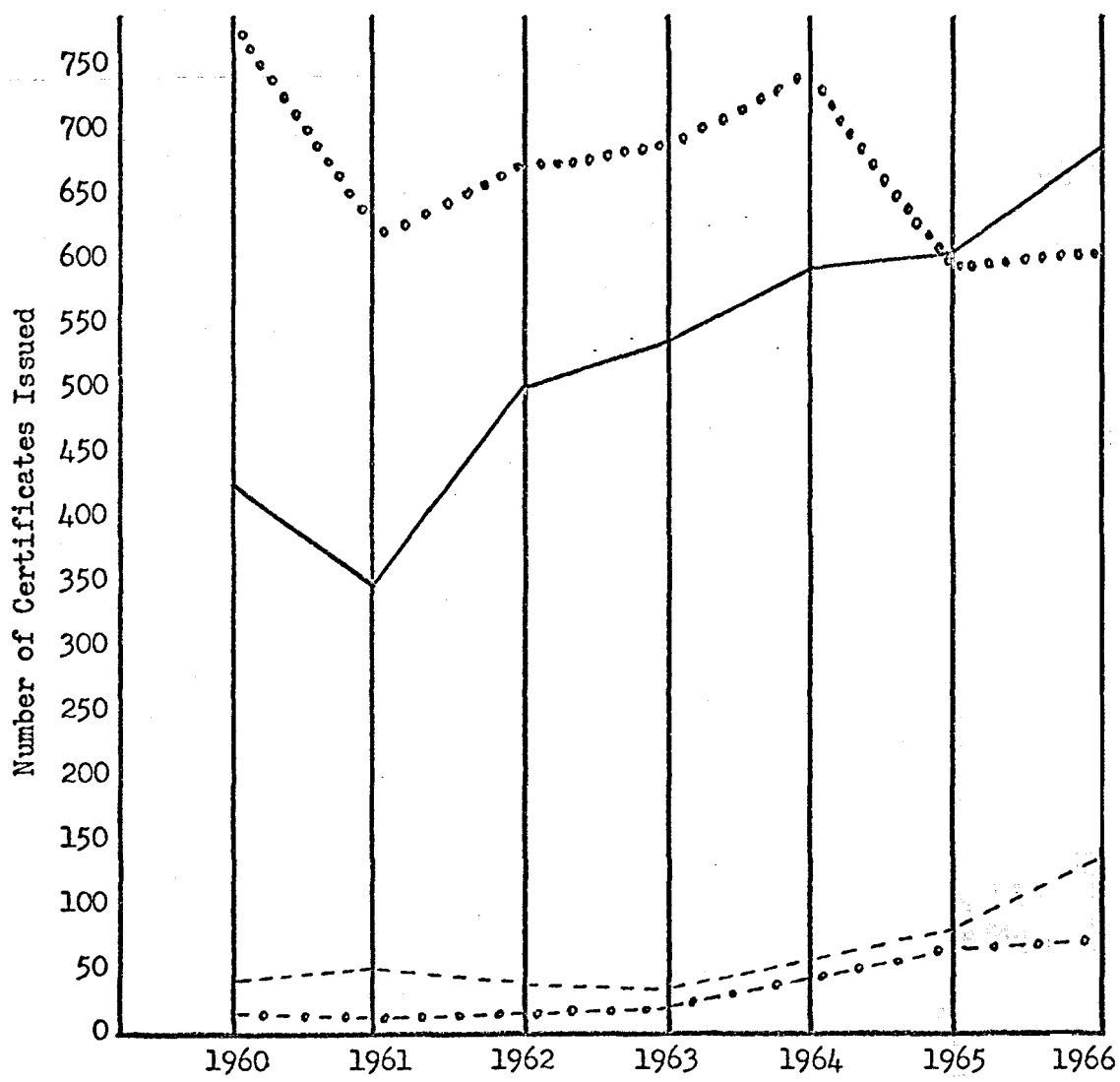


FIGURE 8

NUMBER OF EMPLOYMENT CERTIFICATES ISSUED
 IN THE AREA OF DISTRIBUTION, 1960-1966
 (From Richmond Employment Services)

White Male——— White Female ○○○○
 Negro Male----- Negro Female -○-○-

TABLE XIII

NUMBER EMPLOYED IN THE DISTRIBUTIVE FIELD
BY AGE, SEX, AND RACE

Year	White Male		White Female		Negro Male		Negro Female	
	Age	No.	Age	No.	Age	No.	Age	No.
1960	17	181	17	355	17	16	17	11
	16	185	16	361	16	9	16	2
	15	36	15	60	15	4	15	1
	14	8	14	21	14	4		
1961	17	159	17	279	17	19	17	5
	16	134	16	298	16	9	16	4
	15	36	15	7	15	7		
	14	18	14	5	14	6		
1962	17	226	17	358	17	15	17	6
	16	201	16	262	16	11	16	3
	15	46	15	30	15	4	15	0
	14	8	14	20	14	1	14	2
1963	17	205	17	310	17	10	17	9
	16	272	16	321	16	9	16	6
	15	35	15	33	15	2	15	1
	14	9	14	9	14	4	14	0
1964	17	315	17	407	17	27	17	15
	16	227	16	298	16	12	16	9
	15	26	15	32	15	4	15	0
	14	10	14	3	14	1	14	0
1965	17	302	17	314	17	37	17	33
	16	260	16	245	16	26	16	16
	15	26	15	20	15	7	15	1
	14	6	14	3	14	1		
	13	1						
1966	17	310	17	296	17	58	17	25
	16	295	16	255	16	41	16	27
	15	53	15	35	15	7	15	4
	14	14	14	2	14	4		

Source: Youth Employment Services Office, Richmond City Public Schools

In 1956 a Special Work Permit statute was added to the Code of Virginia. This statute stated that Special Work Permits could be issued by the local Juvenile Judge if he deemed it in the best interests of the child. This provided the same regulations as to hours of work, but lowered the age requirements for a specific job providing the employer is not engaged in interstate commerce.¹⁰

Table XIV shows how steady the rise has been in the issuance of these permits.

TABLE XIV

NUMBER OF SPECIAL PERMITS ISSUED
RICHMOND, VIRGINIA
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
Permits	20	18	38	48	54	86	103

The steady rise in Special Permits issued is seen graphically in Figure 9, p. 45. In a large city like Richmond, there are many minors with many special problems and needs. The Virginia Department of Labor and Industry noted that when the Special Work Permit statute was incorporated into the Code of Virginia in 1956, only 18 of these Special Work Permits were issued.¹¹ In 1965, 966 Special Work Permits were issued throughout the State.¹² The increased need for the Special Work Permit will probably continue.

¹¹

Ibid., p. 8.

¹²

Department of Labor and Industry, op. cit., p. 10.

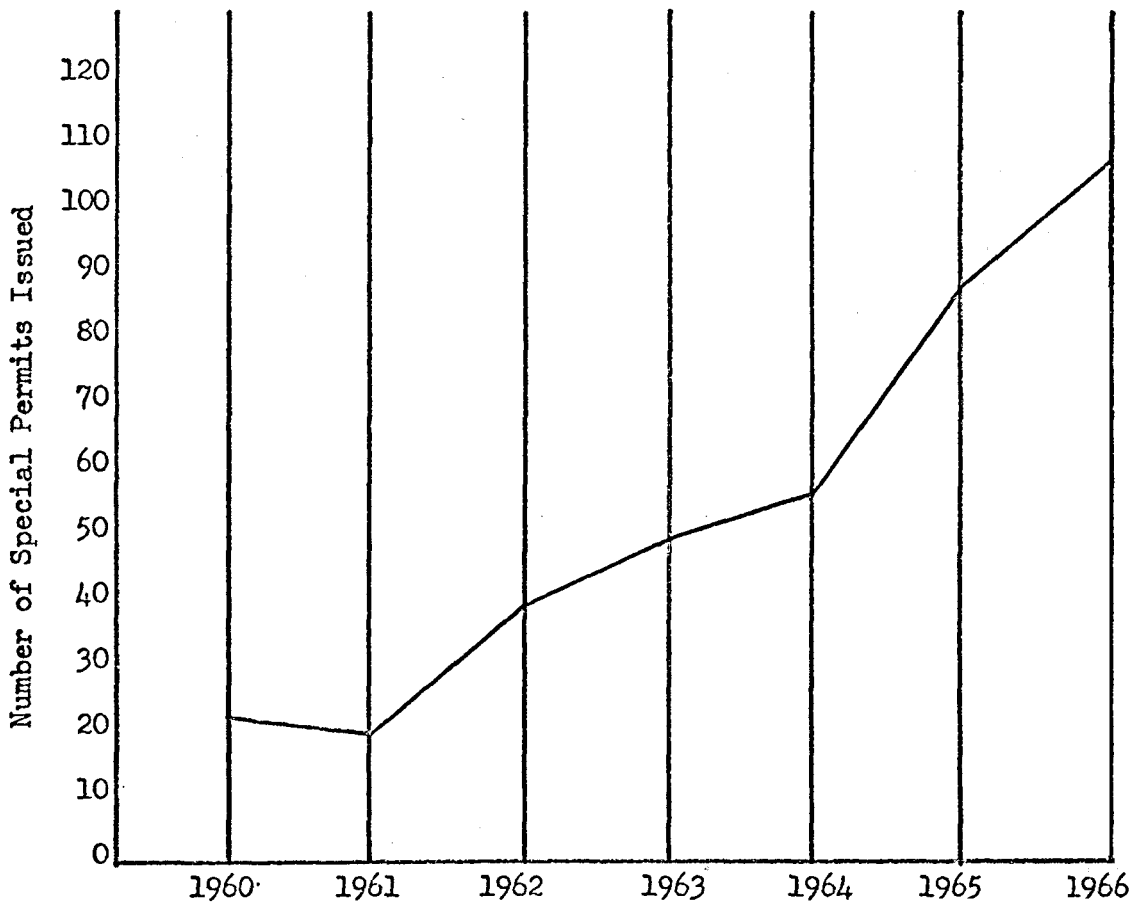


FIGURE 9

NUMBER OF SPECIAL PERMITS ISSUED
IN RICHMOND, 1960-1966

Table XV gives a tabulation of the number of badges issued each year during the seven year period. These same figures are shown in graph form on Figure 10, p. 47. Badges are issued to boys from 12 to 16 years of age who are self-employed in street trades, such as shoe shining or delivering. They are also issued to boys who work at caddying. These figures are included in Table I entitled "Number of Employment Certificates Issued in Richmond and in Virginia". Table XV indicates the number of males under 16 years of age who were self-employed. The numbers on this table appear to vary very little from year to year with a slight decline in the past year. If this trend continues, there will probably be very little change in the number of badges issued in 1967.

TABLE XV

NUMBER OF BADGES ISSUED
RICHMOND, VIRGINIA
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
Badges	35	29	51	95	30	35	20



FIGURE 10

NUMBER OF BADGES ISSUED
IN RICHMOND, 1960-1966

Age certificates are issued, upon the request of the employer or the worker, for a child 18 years of age or over. "An employment or age certificate duly issued shall be conclusive evidence of the age of the minor for whom issued".¹³

Table XVI indicates a steady increase in the use of the age certificates, by the employer, for proof of age. The issuance of an age certificate takes the responsibility of verifying the age of the employee from the employer and places it on the issuing officer. Employers are beginning to take advantage of this service and the number will probably increase again in 1967.

TABLE XVI

NUMBER OF AGE CERTIFICATES ISSUED
RICHMOND, VIRGINIA
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
Certificates	79	86	125	86	105	259	138

The use made of the age certificate can also be seen in Figure 11, p. 49.

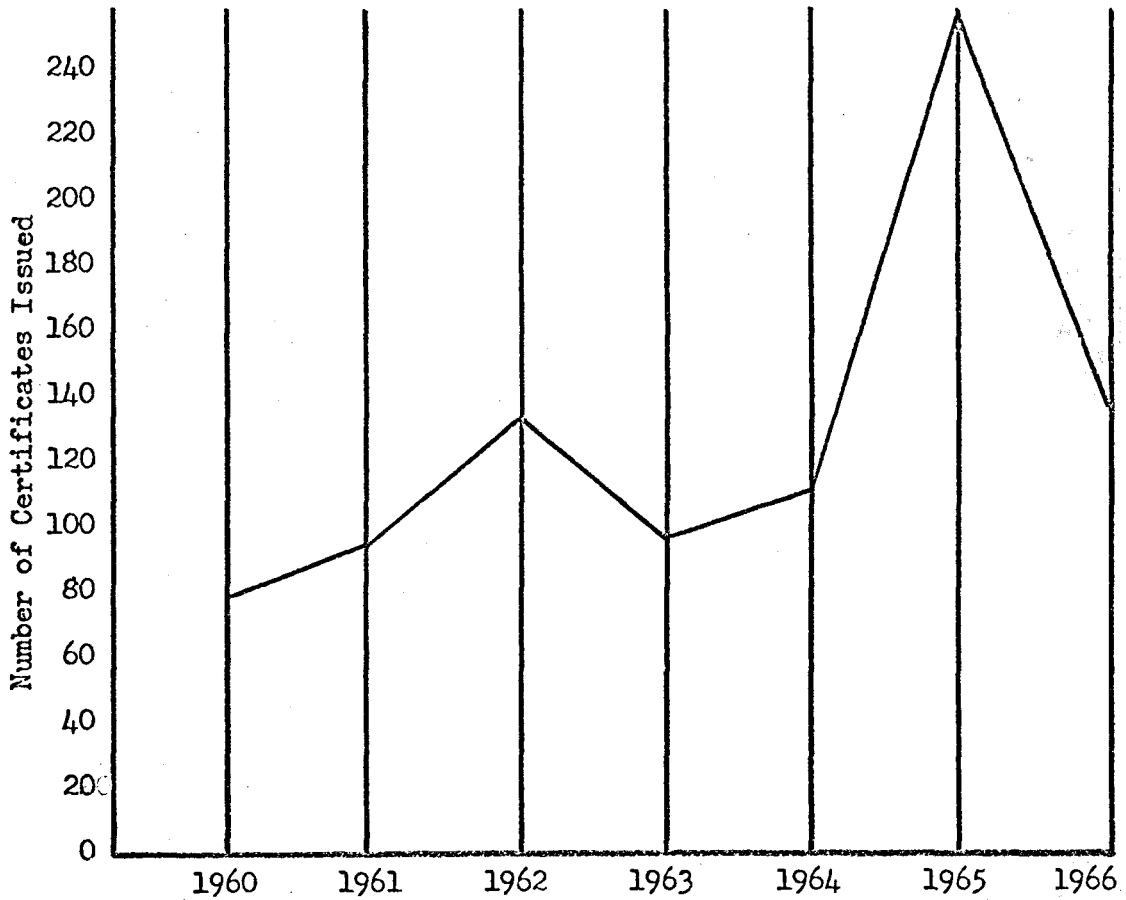


FIGURE 11

NUMBER OF AGE CERTIFICATES ISSUED
IN RICHMOND, 1960-1966

Table XVII shows the results of the study of the number of employment certificates issued Richmond residents, residents from neighboring counties, and those from outside the State. It was found that Richmond employed almost as many youths from outside the city as those that resided within the City. This would indicate that the Youth Employment Services of the Richmond Public Schools served not only Richmond residents, but also served the youths in the Greater Metropolitan Area. It also suggests that the employers in Richmond do not use residence as a determinant for employment.

TABLE XVII

RESIDENCE OF YOUTHS ISSUED
EMPLOYMENT CERTIFICATES
1960-1966

Year	1960	1961	1962	1963	1964	1965	1966
Residents of Richmond	1960	1446	1565	1710	1918	2358	2789
Residents from Outside the City	1064	960	1196	1400	1587	1565	1876

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

This statistical study was made to determine whether there have been any trends in the employment of youth in the Richmond Metropolitan Area from the year 1960 through 1966. The seven sub-problems were: (1) to determine whether there was a definite increase in the number of youths employed; (2) to determine whether sex was a determinant for employment; (3) to determine whether race was a factor in employment; (4) to determine whether Richmond City hired more Richmond youths than youths who resided outside the City; (5) to determine the areas of employment; (6) to determine whether there were any indications of increase or decrease of employment in certain areas of employment; and (7) to determine whether there were any trends in youth employment that might prove of value to schools, employment agencies, employers, and government programs.

Records on Employment Certificates, Badges, Special Permits, and Age Certificates kept in the Youth Employment Services Office were studied and tabulated. The original study was to include the years 1960-1965. Before the study was completed, the records for 1966 had been completed and so this information was included. With the inclusion of the data for 1966, the study is up to date.

I. CONCLUSIONS

Increase in the number of youths employed. The figures from the

Labor Department indicating the total number of permits issued in Virginia would definitely indicate an increase in the number of youths employed. The number of permits issued in Richmond City would also indicate a rising number of permits issued each year since 1961. Over the six year period of 1961-1966, there was an increase of from 300 to 700 permits issued each year over the previous year. If this trend continues, there should be another increase in 1967.

Sex, a Determinant for employment. In the Construction Trades sex is a determinant for employment. There was no record of a female working in construction. The nature of the work would eliminate the females because they are usually not physically capable of this type of employment. The Labor Laws are another deterrent to the female in this area of employment. A girl would have to be 18 years old in order to work in construction and would not need an employment certificate. In the Business and Distributive Fields the females were employed in larger numbers than the males, but in the Mechanical and Service Trades, the males were employed in larger numbers. In the Food Trades more males were employed than females, but not enough to state that sex was a determinant. It would appear that sex is a determinant only in that some jobs require skill or physical strength that is characteristic of the sex.

Race, a factor in employment. It appears that race is a factor in employment. In almost all cases more white youths were employed than Negro youths. The only areas where larger numbers of Negro youths were

employed than white youths were in the Food and Service Trades, and in both cases only the Negro males were employed in large numbers. In all areas of employment, there was a slight increase in the number of Negroes employed from 1964 to 1966. This probably was caused by the enactment of Public Law 88-352 of the Civil Rights Act, which went into effect July 2, 1964. If the trend continues, more Negroes will probably be employed in all areas of work.

Residence, a factor in employment. It was noted that a youth's residence does not seem to affect his search for a job. Employers seem to hire City residents and County residents in almost equal numbers.

Areas of employment. The Construction Trades record a steady rise in the number of white males employed since 1962. The certificates in this field, in most cases were issued to white males. A slight increase in the number of Negro males employed in construction was noted during 1966. If the trend continues, there should be an increase in the number of jobs available in this field for both races.

In the Food Trades, the Negro male has shown a rapid increase in employment since 1964. The white female also has shown a gain in employment in this area. The Food Trades employ males in larger numbers than females, but there appears to be the possibility of an increase in employment for all four groups in 1967.

The white males dominate the Mechanical Trades. There has been a sharp increase in employment for white males in this area since 1961.

Negro males are just beginning to find jobs open to them in this area. The number of females employed in the Mechanical Trades is very small. If the trend continues, more males, both white and Negro will find employment in this field.

The Service Trades show an increase in employment for the sexes of both races. If this trend continues, there should be an increase in employment for all of these groups.

The Business Field is dominated by the white female, with the white male holding the next largest number of jobs. A sharp increase in the number of certificates issued to Negro females took place in 1966. Because of the nature of the work, the females will probably continue to dominate this field. All of the groups will probably show an increase in 1967.

The white male shows a steady increase in the number of certificates issued in the Field of Distribution. White females maintained a fairly steady rate of employment in this area. Negroes have begun to find employment in this area. If this indicates a trend, it would seem that white and Negro males will secure more employment in this field, and the females will probably continue at the rate of 1966 employment.

Increase in employment. All of the data obtained from the Department of Labor and from the Youth Employment Office would indicate that there definitely is an increase in employment. This steady increase has taken place since 1961. Figures from the Virginia Employment Commission show a definite increase in the number of jobs for adults.

in the Richmond area, and the same is true for minors.

Trends in employment. Information from this study should be of great value to schools, employers, employment agencies, and government programs. The schools will be able to guide minors into areas where they are more likely to find employment. The Negro counselors and teachers will be able to say that there are jobs available in certain fields for Negroes. Employers will see that other employers are hiring young adults, and might be encouraged to do the same. Employment agencies and government programs will be able to anticipate areas of employment, if the trends are studied. Programs in the schools could be designed to train minors in fields of employment where there is a need, e.g. the Food Trades show a great increase in the number of minors employed. This could indicate a need for a training program, which would prepare young people for this kind of a job. It has been shown that only a slight increase has taken place in the number of Negro males in the Construction Trades, yet it is believed that the employment in this area is on the rise. This may suggest a need to train Negroes in this area while they are in school.

II. RECOMMENDATIONS

A summary of the findings of this study should be made available to all persons and groups concerned with the employment of young people. The summary should include: employment trends, job opportunities

for the different sexes and races, and projected trends for the future.

Materials should be distributed related to career development opportunities. This information could be integrated into the occupation units taught in schools, or transmitted to the students through the Guidance Department. Employment agencies might locate the information where it would be accessible to their clients.

A report of this study should be made available to the administrators of the Vocational Technical Center planned for the Richmond Area. This data could prove valuable in developing the curriculum for the Center, and should also prove beneficial to the placement officer in this Center, when he attempts to help students find part-time or full-time jobs.

Problems for future study. A new study should be made each year so that the information accumulated during the previous year could be evaluated and added to that already collected. This would keep the data current and possibly more meaningful.

From the data presented, curriculum planners could structure a program that would prepare students to find employment best suited to individual needs.

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VITA

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He served in the U.S. Marine Corps in the South Pacific from 1942 to 1945.

He entered Randolph Macon College in 1947 and received a Bachelor of Arts Degree in 1950.

His professional experience has been with the Richmond Public Schools. He began as a teacher in 1951 at Binford Junior High School. In 1955, he became a teacher-counselor at Binford. He was promoted to the position of Coordinator of Youth Employment Services in 1964, and is currently acting as Supervisor of Guidance and Coordinator of Youth Employment Services.

He is an active member of the National Education Association, Virginia Education Association, Richmond Education Association, American School Counselor Association, National Vocational Guidance Association, American Personnel and Guidance Association, Virginia Personnel and Guidance Association, Richmond Personnel and Guidance Association, and Kappa Delta Pi.

He is married to the former Grace Fryer of Newark, New Jersey. They have one son Frederick Alan Smith who is 21 years old and currently serving with the Armed Forces in Vietnam.