

Should be a
provisional estimate
for 5 years; carefully
prepared;

What are the
jobs - list them
up!

ESTIMATE OF FUTURE DEMANDS FOR COLLEGE
GRADUATE EMPLOYEES

By July 1st the Bell System companies will have employed during the college recruiting campaigns of 1921, 1922, 1923 and 1924 about 3600 college graduates. 1100 of these were secured in the 1923 campaign and almost an equal number in 1924. The vigorous campaigns carried on during these years were made in the effort to overcome the shortage of trained young men among our supervisory and technical forces which had developed during the war and the years of industrial activity immediately thereafter. The Bell System now has about 1 college graduate for every 20 of its male employees and for every 50 of its total employees. Another interesting item of statistics is that in 1923 the Bell System, employing about 1 out of every 150 persons gainfully employed in the United States, employed 1 out of every 12 of the technical graduates completing courses in that year and 1 out of every 22 of those completing any college courses. Manifestly, we must justify on some scientific basis, our demand for such a large proportion of the college trained brains of the country. It would seem, if it is not already being done, that estimates as carefully considered as the provisional estimates for money and material should be made to determine the future demands for employees.

In a study made by the Operation and Engineering Department of the positions in the Bell System which could probably be held temporarily or permanently by college men in the Plant, Traffic, Commercial and Engineering Departments, the positions were classified under the following headings: