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# Notes: [American Plan] George Westinghouse

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Who was George Westinghouse? What is he today?

well, I think he is in the concern which bears his name. I am inclined to think that he is one of the great educational impulses of that institution. Institutions grow with the sense of the personality behind it - a big man to start down the line. The theme of his personality is one of the educational factors in making men for Westinghouse. They are something to remember - that man. not alone what he did, but the way he did it. He had no training to amount to anything in the schools, but he had that lively, curious mind, that quick response to the thing about him which is a basis of fresh achievement, like *Newton* and his apple. He was but a boy when he saw a train wrecked, off the tracks and figured a way with <sup>a</sup> shoe brake to prevent such an accident. He made it and in his own way got it manufactured and on the market. He had removed one of the dangers of his time. A little later no brakes worth anything and Westinghouse people - those two million - still tell with pride and feel something stir in them of the long fight to make and prove the air brakes. who can count the lives it has saved - <sup>of</sup> that air brake - born of a youth's fidelity to his hunch, if you may call it, the sense that here was something that could be corrected, now how was it to be corrected. And he was after it.

M  
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his teeth  
/he gets admirable and most carefully prepared instruction.

As a matter of fact in an institution like this there are scores of people - boys and girls come in - who never before in his life has had as much attention paid to their physical well-being as they get inside the factory.

*so practical - their lunch.*

For those that must lunch on or near the plant there is a restaurant. One looks down from the George Westinghouse bridge on a restaurant which will seat 3000 people at once - feeds them at cost. And one of the problems that the general management has now-a-days in our great and highly developed industries is restaurant feeding. Indeed, the management of the factory today is as many sided as the work of a woman who looks on her business of heading a household as both a science and an art and knows that she must look after it at every point.

The social side of the employees life is considered. The basic side is looked after. A Club to which all employees in good standing are eligible is kept up by the company and here they they have grown up in the years the was established various plant organizations. An employees chorus - songs - annual picnic brings together some four thousand people. There are relief and pension organizations. That is, a newcomer comes into the plant however humble their beginning, comes in to what he recognizes as an organization/which /his particular interest, and is

*Some business  
sum. Run your effort  
if you want - co-operators  
do not let the  
like if you are  
interested in  
making*

prepared to help fit himself in to the world owing enterprise and is also prepared from the first to help him to develop himself if he has the will.

There has grown up in the Westinghouse from the time when the employees were taken in on somebody's hunch or because a boy was interested and were allowed to find themselves if they could. There has grown up a highly developed system of training put in his way to thoroughly train him in all departments.

There is a technical night school to which both men and women are admitted, to which if you are so disposed you can take a four year's course in the fundamental principles of electrical and mechanical engineering - a four year's course in accounting and business administration - a two year's course in English and Americanization. For women there are special courses besides the three year courses in commercial subjects. These include calculating machine operation, courses in dictaphone operation, advanced dictation, history, practical psychology, handicrafts and cooking.

This school has a fine standing in local educational circles and its graduates have been scattered all over the country. But more special training is provided - technical graduate engineering courses, /training in the High Schools - a four year apprentice course for young men who have completed a