Bureaus generally, has catered largely to an unskilled class of labor. Common laborers, domestics, teamsters, cotton pickers, farm hands and other unskilled industrial pursuits are in the majority, when we come to analyize the numbers that have actually passed through the Free Employment offices. Such people are seldom members of labor unions, in as much as labor organizations cater more to mechanics and skilled employees. So much for the question of the State Labor Department being controlled and catering to organized labor.

I might account for the fact that the Free Employment Bureau, up to this time, has handled only unskilled labor in this way. The Free Employment Bureau has only ben in existance in the southwestern country, a few years, and in operation, it quite naturally adapted itself to that class of business of the more easy access. In other words, the common unskilled laborer and domestic responded readily to overtures made by these offices, and the employers requiring skilled help made few demands upon the bureau for assistance, consequently, the local superintendents felt it incumbent upon themselves to handle that class of work that demanded assistance. We realize that this is a mistaken idea, and that the employment office should serve all of the people, and we are firmly convinced that the proper co-operation on the part of the employer of labor in this state, will accomplish that end. The sympathy of most people, quite naturally, goes out to that army of unemployed, classed as common laborers, by reason of the fact that they receive a low wage and public sentiment is, therefore, more apt to respond to their appeals for assistance, but it is a fact that the skilled mechanic or the clerical man often times finds more difficulty in securing employment when thrown out of a position than does the common laborer. Therefore, we must devise some ways

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and means to reach this class of help, as we have been reaching the unskilled. It is not our intention to abandon the work already taken up. On the other hand, we intend to renew our efforts along this line, but likewise we intend entering the mechanical and clerical field and will do everything in our power to get results. To this end, we are installing in each office under the jurisdiction of this department, a card index system, covering the more important industries in the state, and we are going to encourage all mechanical and clerical employees, of whatever nature, to register with our office. We intend, likewise, to require references from these people and will follow these references to a final conclusion, in order that we will be able to assure the employer of the competency of the help we are sending him. If a large corporation can procure their help through this system, at their own expense, certain it is that the state can do the same thing, and just as efficiently as the corporation. In short, we intend bringing about a condition whereby an endorsement from the State Free Employment Bureau will be the best recommendation. Registering the applicants and looking up their references, will not accomplish the desired results, and we realize that the employers of labor in the state are going to be slow about calling upon the department for their skilled help, but we are not going to wait for opportunity to knock at our door. On the contrary, we intend carrying on a systematic campaign with whatever industries we have applicants for and apprise the employers of the stock we have on hand. They may not need the help just on that particular day, or hour, but perhaps in a few days, a week or a month, they will require the services of the character of help we have registered with us, and through our program we will be in a position to supply their needs.

The members of the State Labor Department believe that the Free

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Employment Bureau should be conducted on the same plane as that of any large mercantile establishment. In other words, we have a commodity to offer, and unless we advertise our wares, certain it is that we cannot expect to accomplish ghod results. We want your co-operation in this movement. When you are in need of help, we hope that you will communicate with our office, but we are not going to stop at this.

Through our Factory Inspection Department, we expect to come in contact with as many of you as we can, so that from this time on, there will always be something that will be a constant reminder to you, that we are in business to get results. Likewise, we have made arrangements for one member of the department to be at the disposal of the Free Employment Bureaus at all times. You understand that we only have three offices in the state, and sometimes we procure larger orders for men than these three offices can supply. To obviate this difficulty, we propose to have a man who will have general supervision over the three offices, to be in a position to go to any labor center at any hour of the day or night and secure the men needed. We believe that by doing this, we will not only serve the people in all walks of life, but will be able to reach employers of labor in the fartherest most corners of the state. Aside from this feature, we intend entering the educational field.

You may not know to what extent the private employment agency, or rather, the Teachers' Agency, has expanded in this country. Just let me say to you, that something like $20,000.00 a year is paid out by the teachers in Oklahoma to secure positions. The superintendents and the different school boards are not to blame for this. They are just like any other human being. When they need help, and need it badly, they go to that agency, that they can get quick and efficient service. My investigation shows, that a bulk of this work is done at

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about the time the schollastic year opens. There are always a great many vacancies for one cause or another, and as a rule the local superintendents are not apprised of the facts until the eleventh hour, then he must act and act quickly, and in the absence of a better medium, I cannot blame him for calling upon the Teachers' Agency. We believe that through the State Free Employment Bureau, and the cooperation on the part of the county and city superintendents of Instruction, we can save the teachers this money.

We are going to launch a campaign, within the next few weeks, and secure registrations from the different teachers throughout the country, with their references, and be in a position to put the superintendents of instruction in touch with good competent teachers on a moments notice.

Another important field that has been absolutely untouched, by the Free Employment Bureau in any state in the union, is the farm tenant question, and in an agricultural state, such as we have, this is a very important work. I noticed government statistics awhile back, showing that over 50% of the tenant farmers in Oklahoma have been on the farm, that were ~~counted~~ at the time the census was taken, one year or less. This is a deplorable state of affairs. The exact cause of which is not known. It might be explained by the fact that we have had many crop failures. On the other hand, it seems, that if the farmers of this state would practice diversified farming, to a greater extent, such things would not occur. The department, therefore, in embarking in this new field, intends getting in touch with the land owners, finding out their needs, and we are then going to launch a campaign to secure good reliable competent farmers for them. We believe that this movement is worthy of the serious consideration of not only

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the land owner, but the business and professional man. If we can bring about a condition whereby our agricultural resources are developed to a greater extent, certain it is that every industrial center in the state and every village and hamlet is going to profit thereby. This will encourage the farmers and may bring about a condition whereby some of the men on the farms in this state have made failures, can secure lucratice employment in the city and towns and makewway for some man who has been more successful on the farm. But the farm tenant question, as I view it, is more important from this standpoint. If we can attract the attention of good, young industrious men from some of the northern and eastern states, and even certain foreign countries, men who have a few dollars in cash, even as tenants at first, we will be able in a few short years to reconstruct our state, so to speak, and instead of having large land owners with numberless tenants we will have good prosperous farmers who will own their own farms, and certain this is a condition to be desired.

I have given briefly an idea of what we expect to accomplish during the next four years. I realize that our efforts will amount to nothing if we do not have the co-operation of the press, the merchant, the manufacturer, professional man, in fact, every citizen of our state.

As I told you, we are going to carry on a systematic campaign that will be a constant reminder to you of what we are doing and what we expect of you, and I appeal to you to give this matter serious consideration. Talk it over among your neighbors. You merchants can talk it over with your customers. Give us the proper amount of encouragement and your co-operation, and I assure you that we will do the rest.

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