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In recent months, we have been offered many stocks of "bargain" watches. We know the costs entering into the making of a watch, so we know that dependable watches can not be made to sell at the "bargain" prices of these "sale" stocks.

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# Employment Agencies Grow Greatly in 25 Yrs.

By GEORGE TRUMBULL.

Many men and women occupying high places in business today made their original contacts with their present employers through the medium of a third party, according to A. J. Hart, 987 Ann, three-time president of the Michigan Association of Private Employment Agencies and manager of the oldest employment agency in Michigan.

This "third party" is employment agencies which are numerous throughout Detroit and suburbs and act as a "third party" for employers and prospective employees and serve both industry and the public, Hart stated.

"Many remember the labor agencies usually operated in the vicinity of railroad stations, which advertised their jobs on blackboards in front of their small offices," Hart said, "and others gain information of employment agencies from Helen Hokinson's 'New Yorker' cartoons lampooning her stately dawggers interviewing domestic help in an agency."

"Actually, employment agencies have progressed far beyond these days and practices," Hart said. "Today they generally occupy suites in centrally located office buildings and are staffed by trained and experienced counselors with a professional knowledge of the skill and personal qualities needed in the particular type of work or positions for which each interviewee job applicants."



A. J. HART

HART REPORTED that the second edition of the U. S. Department of Labor's "Dictionary of Job Titles" names and defines 100,000 jobs.

"It is perfectly obvious, therefore, that only experienced people highly trained in the practice of personnel counseling and selection could possibly succeed in such an exacting profession as employment agencies," Hart declared.

"Equally obvious is the fact that no one person or organization could be expert in interviewing for all 100,000 odd jobs.

"Many small, medium and some large firms depend almost entirely on agencies to supply them with

Hart described employment agency functions as three-fold. The first function is vocational counseling and the second is finding qualified job applicants to fill job requisitions received from employers.

"A certain percentage of men and women applicants, especially those in the vocational field, do not have any clearly defined idea of what they want to do," Hart said.

HE SAID this applies to youngsters in their teens as well as to some mature age college graduates.

Hart pointed out that people in their 30's and 40's finally wake up to the fact that the thing they are doing is not to their liking and never has been, and they seek a change of jobs and this is where agencies enter the picture.

He added that agencies work on the belief that if the top-talents of a young applicant can be discovered early, success may come very quickly.

"Parents frequently bring pressure upon children to follow certain trades or professions, and in vicariously satisfying their own frustrated ambitions, often damage or ruin a young person's

chances to succeed or be happy," Hart emphasized.

HE CITED the example of a young man seeking a job "in plastics."

"During the interview it developed that he knew nothing about plastics, but a prosperous business friend of his father's had said in a social conversation, 'If I were a young man again I'd get into plastics; that's the coming thing today'."

"He took this advice and acted on it. The counseling discovered in this young man certain talents that pointed to sales, sales promotion and public relations and placed him with one of the large, nationally advertised food and grocery corporations where he is happy and doing well."

The remaining two functions of employment agencies, as outlined by Hart, will appear in next Thursday's Eccentric.

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