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INDUSTRIAL TRAINING

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CALIFORNIA
INDUSTRIAL TRAINING,

WITH SPECIAL REFERENCE TO THE
CONDITIONS PREVAILING IN LONDON

BY

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PREFACE

This book has gradually grown to its present scope out of an enquiry into which I originally entered as Shaw Student of the London School of Economics. A previous investigation into the problems of unemployment in the London Building Trades had impressed upon me the great importance of the question of training, and led me to start to examine it in relation to this industry. It soon became obvious, however, that the investigation required to cover a far wider field, and, as its subject-matter broadened, its title—mercifully—narrowed, till what began as Modern Methods of Industrial Training in the London Building Trades took final shape as Industrial Training.

I have attempted to describe in my opening chapter the actual methods of enquiry which I adopted; but there is one point that requires to be emphasized here. This is that the book is mainly a description of the methods and conditions prevailing in London. I have tried, indeed, to compare and contrast them with those of other cities; but in the main it is an investigation of London, or rather of what is known nowadays as Greater London.
This includes not only the County Area, but those surrounding districts which really combine with it to form a single whole. Its total population is just over 7,250,000, or rather more than one-fifth of the whole population of England and Wales.

In applying to other places, however, the results of an enquiry into London conditions, there are two questions which have to be answered. First, are the trades of London sufficiently varied and representative for the purpose? Here, with certain reservations, an affirmative reply can be given. It is true that a few large industries, notably coal-mining, the conversion of metals and the textiles are almost non-existent; but apart from them, London practises a very large number of trades, and, even in proportion to its size, has a greater variety of employments than almost any other English city with the possible exception of Birmingham. On this point, therefore, a satisfactory answer is possible.

Secondly, do the methods of London fairly represent those which generally prevail? To a great extent, as I have found it necessary to emphasize more than once, the special acuteness of London problems is not due so much to causes that are in operation there and nowhere else as to the fact that they are found in it in a more extreme form and to a more marked degree. Thus what has been said of the decline of Formal Apprenticeship in the Capital, by no means holds good of other places. The mix-
ture of methods, again, is in few other towns so extreme as it is in London. Still it is equally true that similar tendencies are in existence almost everywhere, though they have not been carried so far. London, therefore, appears to exhibit not the average, but the extreme, form of modern conditions, and this, in addition to its size and the variety of its industries, gives its methods of Industrial Training their very great importance. Modern problems have been developed most fully there, and their complications are the greatest. Consequently the difficulties of other places are the same, only less formidable, the remedies similar, but more simple.

In conclusion, I wish to thank most heartily all those whose generous help and assistance has been most ungrudgingly given to me. To specify them individually would be impossible, for their name veritably would be legion; but there are a few to whom I wish to accord individual mention. First of all, I would express very sincere gratitude to Professor Lees-Smith, M.P., under whom I have worked at the London School of Economics in the preparation and writing of this book, and to whose guidance and supervision I owe much; and to Mr. L. L. Price, Treasurer of Oriel College, Oxford, who has helped me in ways too numerous to mention, and not least as a ready listener to many, and, I fear, long-winded discourses. I have also to thank most cordially those who have read and criticized in manuscript various parts of the proofs: Dr. Lilian Knowles,
Reader in Economic History in the University of London, who has in many other ways also given most kind help and interest; Mr. Cyril Jackson, L.C.C.; Mr. W. H. Beveridge, Director of Labour Exchanges and Unemployment Insurance; and Mr. R. H. Tawney. Nor must I omit to mention and acknowledge the help of others, of Mr. B. M. Headicar, Librarian of the London School of Economics, for much assistance in getting the book through the press; of Mr. Kenneth Cotton, who prepared the index; and of Miss Marion Meadowcroft, who converted a particularly vile and involved manuscript into some of the clearest typing it has been my pleasure to use. To them and to all the others, who have so fully and freely helped me, I desire to express, however faultily, the gratitude that I feel, and to express also the hope that the results may be not altogether unworthy of their kindness.

Finally, great as is my debt to them, I feel it is equalled and even surpassed by that which I owe to the London School of Economics and to All Souls College, Oxford. From the former I received the gift of a Shaw Research Studentship, founded by Mrs. Bernard Shaw, to whom also I wish to acknowledge my debt, for the purpose of encouraging enquiries such as I have tried to make this. I can safely say that this book could not have come into existence at all but for the School, and it now honours me by including it in its series of studies in Economics and Political Science. To it I am indebted for a