the subjects in which courses are given are: shop mathematics, physics, materials and methods of aircraft inspection, C.A.A. rules and regulations, aircraft radio, internal combustion engines, etc.

Each apprentice is at the same time carrying on his regular work schedule in the shops; is assigned to assist a qualified licensed mechanic, and his classroom work does not interfere except to the extent that he is excused from the shops if a class in which he is enrolled is conducted during his work shift.

An apprentice's work assignments are arranged so that the work he is doing at any given time is closely related to the subjects he is studying in class; likewise, the entire training program is set up to provide for an apprentice spending a given number of months in each department of maintenance.

As the program has developed, the problem of selecting capable and dependable persons to place in the apprentice training school has itself become somewhat difficult, because the persons selected must possess the intelligence and mechanical aptitude necessary to master a highly technical craft, as well as the stability, energy, and perseverance to complete a four-year training program. Persons placed in this school who do not have the tenacity to see it through, represent a rather substantial loss in time and money.

Experience has indicated that those applicants who perform best are those who have had at least a high school education with some mechanical training and experience. Further, it is found that those applicants from families mechanically inclined generally prove more satisfactory.

Keeping these things in mind, Braniff Airways carefully selects from the rather large group of young men who apply, those who seem to possess most completely these qualifications. In a further effort to place only the best in the school, arrangements are made to administer dexterity and manipulatory tests to each of these men in an effort to secure some indication of his true mechanical aptitude and intelligence. These tests are so inclusive and broad in scope that they require eight hours to administer, and were chosen upon the recommendation of experts in vocational guidance and employee selection.

The applicants finally selected are employed as stockrunners or cleaners, where they have the opportunity to familiarize themselves with the various airplane and engine parts. They serve in that capacity generally for 10 or 12 months, at which time they are placed in the apprentice mechanics' training school.

All shop supervisors who have apprentice mechanics working under them, make a periodic report to the supervisor of apprentices and the Apprentice Committee concerning the apprentice's rating on appearance, cooperation, conduct, health, initiative, quality of work, ability, and desire to learn and actual performance.

Throughout the entire four-year training program, the apprentice is taught theory and principle in the classroom and has practical instruction and experience in the shops. Though Braniff Airways has found that this method of selecting and training potential mechanics requires a considerable amount of time and some expense at the outset, it has likewise found that the persons so selected possess the necessary qualifications to capitalize on this extensive training program and that in the long run, a considerable amount of time and money is saved and a more highly capable airplane mechanic is generally produced.

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