

tardy, but it is almost sure to come, and then it will only be a question of time when his services will become indispensable, and his success certain.

Chicago, July 10, 1901.

**W. B. BARR.**

General Freight Agent, Chicago Terminal Transfer Company.

Almost without our knowledge, certainly without the appreciation that will follow later on, our country has advanced from a subordinate place, to that of a great international factor with new responsibilities, requiring new alignments and changed methods. Abreast of this, has come an evolution in commercial life, to meet what we suppose to be the conditions, and to retain for us the advantages, that we now consider are ours. The question you ask, "What are the Young Man's Chances," in view of these facts, is one of present interest.

My answer must be given from an humble vantage ground, and my reply has reference to the average young man, not the child of auspicious fortunes, nor the youth of many disadvantages. The issue, it seems to me, depends upon whether or not changed conditions in a large measure restrict opportunity. My belief is that the opportunities for entering railway service, under favorable circumstances, are not so frequent as in former years.

This is because of the system and organization that have been constantly going on, giving to railway employment a semi-professional tone, and requiring, so far as may be, trained minds, and also because of the introduction, wherever it has been practicable, of civil service rules. The result has, naturally and not artificially, brought to the front a class of men, to whom, all other influences being equal, preferment will be given in engaging their services at the start, and in promoting their advancement after being employed.

In support of this view, the free encouragement of certain institutions, where the theory of railroad work is being taught, or at least some branches of the work, would seem to confirm the statement. Having once entered railway employ, however, the chances for success are as favorable as ever, though perhaps along different lines. The primary qualifications: loyalty, fidelity, industry, and proper ambition, are as truly requisites as ever, yet other things must supplement these more than heretofore.

The restrictions of wasteful competition and the introduction of "The Community of Interests Policy" probably mean the retirement of the tonnage man and the advancement of the man who works for legitimate revenue. In this new line of work will be found the student of railroad ethics, who will be the sagacious diplomat of railway life.

Geography and climate, as specifically pertaining to his road, foreign competition, and foreign market prices, as well as the local environment of his company, must be the considerations for him, officially, so that he may conserve investors' interests in satisfactory earnings by having fully active, the various industries and avocations that produce them.

"Smart railroading" is being discarded. Cunning, crafty methods are being supplanted by a broader general policy on commercial lines, and each year sees



W. B. BARR.

the idea more nearly in control, consequently my opinion is, that the young men now in railroad life, have better chances for achieving great eminence and well merited reputations along more modern lines than ever before. On the other hand, I feel equally confident of the added difficulty of securing a favorable start in the railway world.

The business evolution in mercantile and commercial life, may substitute for partnerships and individual ownership, corporate control, thereby eliminating the chances, largely, for purely personal success. Railway men being employees of corporations, and looking for advancement under the rules that govern their respective companies, the change that has invaded other lines of occupation will not affect their interests in a similar way, for the reason that the reward of their efforts has not, except in rare cases, assumed the form of ownership or control of the properties, whose interests they served.

Chicago, July 10, 1901.

**W. C. BROWN,**

Vice-President and General Manager, Lake Shore & Michigan Southern Ry. Co.

Taking the field of human effort as a whole, professional, clerical, labor skilled and unskilled, the impartial student of history must arrive at the

conclusion that from the time the bread supply was conditioned upon the sweat of man's brow, no generation has been so favored as the present.

More can be earned in a less number of hours with less hardship and exposure to danger, and a dollar now will procure more of the necessaries or luxuries of life than ever before.

In almost every department of business the opportunity for securing work is as five to one when compared with a quarter of a century ago, and with faithful, intelligent, persevering service, advancement is absolutely sure and more rapid than ever before.

Thirty years ago a young man in an official position on a railroad was the exception, and too frequently the most potent recommendation in securing employment and promotion was relationship to some prominent share-holder or director. In those days, railroads were widely separated, and the sharp, strenuous, competitive, conditions which now obtain were unknown. Rates were high and the necessity for the most rigid economy and the highest possible standard of operating efficiency (without which no railroad can now live) was not felt.

Present conditions demand the very best material obtainable, and the son of the section man has the call, and is selected in place of the son of the director or the large share-holder if the former possesses these elements in larger measure than the latter, and he can come pretty near dictating his own terms of employment.

The marvelous development of electricity as a producer of light, heat and power, has opened up to the young man of the present, a field almost as wide and promising in itself, as the entire field of opportunity, which awaited the graduate of the high school or college thirty years ago.

Conditions surrounding the young man starting out in life, and especially in railroad service, are better, almost beyond belief.

Thirty years ago the only doors open to the young man, fresh from the home on the farm, or in the village, were those of the saloon or the cheap boarding house; drinking, profanity, and all that was bad, was the rule, and acceptance of service in the operating department of a railroad was regarded as a pretty definite step on the downward road.

Today, the Young Men's Christian Association with its commodious, quiet reading-rooms, well-kept bath-rooms and comfortable sleeping-rooms, has taken the place of the saloon, and frequently the train and engine men from various divisions gather in union religious meetings at the headquarters of this association.

A candidate for the presidency, during the last campaign, propounded the scriptural interrogatory, "Is it well