

Mr. Farmer...
CAN YOU USE THIS BOY?

**He Is a
Victory Farm
Volunteer**



KENTUCKY FARM LABOR PROGRAM

Circular 399

UNIVERSITY OF KENTUCKY

COLLEGE OF AGRICULTURE AND

EXTENSION DIVISION

BOYS VOLUNTEER FOR FARM WORK

Boys from 14 to 18 (most of them 16 or 17) from cities and villages and smaller farms throughout Kentucky are now being recruited to help Kentucky farmers with their general farm work—both full-time and seasonal work. Many of these "Victory Farm Volunteers" as they are called, who are recruited for full-time work, have had some experience with farming, though not necessarily with the kind of work they will do in their new jobs. But whether they have had experience or not, most of them can become valuable farm hands if the farmers who hire them will be patient and understanding at the start and will take extra care in teaching them. The farmers who can and will train inexperienced help secure an advantage by getting the help they need. Thousands of farmers have maintained their farm production, and some have increased it, by using boys and girls under 18 whom they have trained to do many of the jobs around the farm.

For the most part, those who are placed for the summer live with the farm family. For berry-picking and other special, short-time farm jobs the **Victory Farm Volunteers** stay at home at night and are taken to and from the farms on which they work.

Placed by Farm Labor Program

The placing of boys for farm work is a part of the Kentucky Farm Labor Program, carried out by the Extension Division of the College of Agriculture and Home Economics, working through county agents and home demonstration agents in all parts of Kentucky. In placing these boys the Extension Division agrees to see that each boy is physically able to do a boy's share of farm work. Only those boys are taken who are recommended by people of the home community who know them. Wherever enough interest is shown a special short-course farm-training school offered by the Department of Vocational Agriculture will be held to give the boys wanting to work on farms some instruction in farm work. Insofar as possible the boys placed in a given community will be local boys or boys from a nearby county.

Wages

Last year the farmers most successful in using boys as farm hands paid them by the hour for all work done and for all hours worked, and in addition furnished the boys room, board, and laundry service. It is recommended that the boys be paid in this manner, and that the rate of pay should be determined after a 2-week trial period. The rate of pay should usually vary according to the season and the type or urgency of the work being done.

Wages for boys who worked last year were less, as would be expected, than the going rates of pay for experienced farm hands (men).

Extra payments for overtime cost very little extra—perhaps not more than \$10 a year; and yet such extra payments help to make the work attractive, and may be the deciding factor in getting and holding desirable farm workers. Farmers compete for farm labor in the open labor market against construction companies, factories, railroads, grocery stores, and all other employers of able-bodied men and boys.

What To Do To Get Farm Help

If you need farm help and would like to have the aid of the Extension Division in getting it, be sure to do these five things:

1. Continue your own efforts to find the help you need.
2. File a complete application with the County Agent as soon as it is realized that extra farm help will be needed.
3. If you believe you can use the right kind of boy, instead of a man, state this on your application.
4. If you are willing to try an inexperienced city boy, state that also on your application.
5. Notify your county agent promptly when you hire a farm hand to fill a place. Tell the county agent whom you hired.—A post card will do.

Your wishes in regard to the kind of man or boy you want, what you want to pay, and so on, will be followed in recommending workers to you.

HOW YOU CAN INCREASE THE BOY'S VALUE

Let the boy know that he is expected to do a day's work for a day's pay, but allow him at least a few days for a gradual break-in period until he becomes accustomed to his new work. Even if you have shown him clearly and patiently how to take hold of each job, don't expect him to be a seasoned worker the first week. Remember that the boy has volunteered to help because he believes that he is needed. A boy with that spirit is valuable—it is up to you to increase his value.

Check on Yourself

Before finding fault with the boy you have employed, or with his work, be sure you do your part. Ask yourself these questions:

Did I put the boy at ease, arouse his interest in the job, and get his full attention?

Did I **explain carefully** and **clearly** WHAT was to be done, and HOW it was to be done?

Did I **show him how**?

Did I **try him out** while I stood by? Was I patient in correcting mistakes?

Did I **put him on his own** when he was ready?

In most cases, "If the boy doesn't learn the farmer hasn't taught!" Don't become annoyed or get sarcastic if he doesn't know some of the simplest things about farming. Put yourself in a strange city factory to do new, complicated tasks—and you also might be awkward at first. So be patient. It pays.

A Satisfied Boy Does Better Work

You can do much to relieve the boy's feeling of loneliness, which is almost sure to appear sometime during his first few days on the farm. Treat him as you would like to have your own son treated if he were working away from home. **Be a pal to the boy as well as a boss.**

This job may be the first real one this boy has undertaken, and it may be the first time he has lived away from home. Perhaps he knows very little about farming, but his mother or father may have had a farm background and aroused his desire to work on the land.

Give the boy responsibility in keeping with his experience, strength, and ability. **Don't expect too much too soon.**

YOUR RESPONSIBILITY

Preventing Accidents

Getting farm work done is never important enough to justify taking unnecessary risks. See that accidents don't happen. Appropriate and careful instructions and intelligent supervision will prevent most accidents.

Warn about accidents. Explain that carelessness may cause injury not only to the one who is careless but also to others working with him. Point out the right way to use each piece of equipment, and impress on the boy the necessity for following instructions to the letter.

Make sure machinery is in good working condition and that the boy knows how to operate it before you put him in charge. Until you have had a chance to see how he reacts in emergencies, have him work in the same field with you. Are you sure he can **stop** the machine.

Emphasize need for care in handling livestock. Warn the boy that abuse or carelessness in handling animals is dangerous.

Liability and Accident Insurance

A farmer's legal liability for accidents to a **Victory Farm Volunteer** is no different from that for other workers whom he employs. If an employee is injured because of negligence attributable to the farmer, the farmer is liable. It is a good idea to buy an insurance policy covering this liability. The cost is small.

In addition, a special accident policy for **Victory Farm Volunteers** is issued by a number of insurance companies. Each boy is urged to have one of these policies. Such a policy costs \$4 for three months. Regardless of whether the boy is still in farm work, it pays up to \$250 for medical expenses incurred in any accident, \$500 for loss of life, and up to \$1,000 for loss of limb or sight. A list of companies issuing this insurance can be obtained from the county agent.

This special insurance for the boy does not take the place of the farmer's liability insurance.

BE FRIENDLY • FAIR • PATIENT

HOW TO HELP A BOY LEARN A NEW JOB

When a boy comes to work for you, take time to **GET ACQUAINTED** with him. **BE FRIENDLY**; make him feel at ease; let him know he is needed and welcome. Talk with him about the work he is going to do. Explain its importance, and why he must follow directions carefully and take safety precautions. Then with each new task, follow these four steps:

1. Tell him

Explain each new task slowly and clearly, in simple words. Tell **what** is to be done, and **how** to do it. Help the boy learn farm words and the names of tools and equipment. Repeat your directions carefully, one point at a time.

3. Try him out

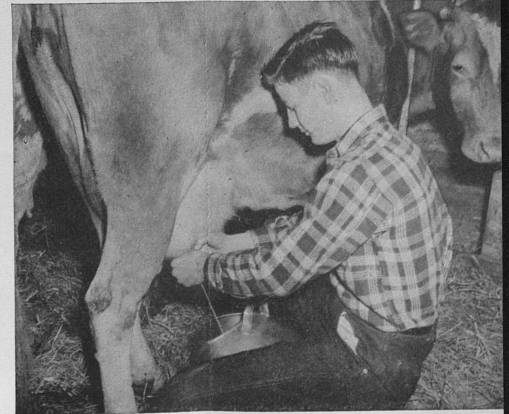
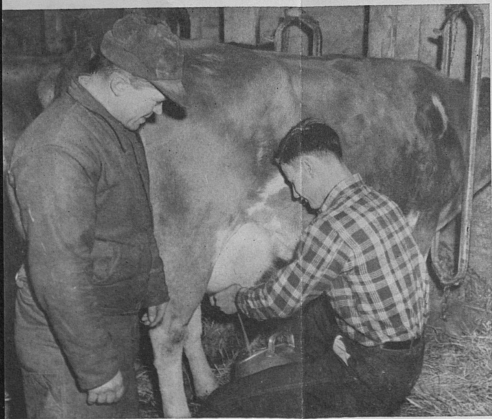
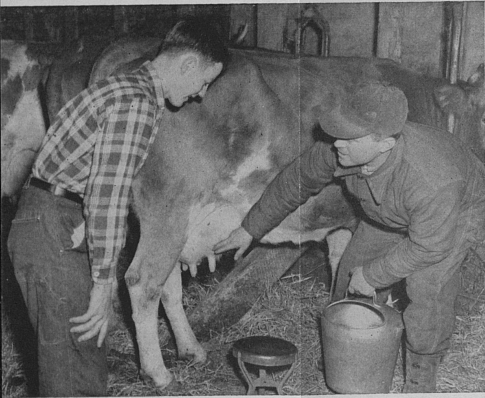
Let the boy try the job while you watch. Don't be too critical. **Be patient.** Straighten out mistakes. Have him **tell you** and **show you** until you **KNOW** he knows.

2. Show him

Show how the job is done. Give the reasons for doing it that way. Be sure the boy watches closely and understands. Urge him to ask questions. Stress key points and safety habits.

4. Put him on his own

Let the boy do the task by himself, but return frequently to see how he is getting along. Be sure that he knows what to do if things go wrong. Don't put him in full charge of a job too soon.





THESE BOYS ARE MAKING GOOD— They can handle many man-sized jobs on Kentucky farms, if you will train and guide them. They can milk cows, cultivate and harvest tobacco and corn, drive teams, drive tractors, handle machinery, and do numerous other jobs.

Lexington, Kentucky

May, 1944

Cooperative Extension Work in Agriculture and Home Economics: University of Kentucky, College of Agriculture and Home Economics, and the United States Department of Agriculture, cooperating. Thomas P. Cooper, *Director*. Acts approved by Congress May 8 and June 30, 1914.

10M-5-44