

● Commonwealth of Kentucky ●

EDUCATIONAL BULLETIN

INSTITUTIONAL ON-FARM TRAINING IN KENTUCKY

PROGRAM AND POLICIES



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Superintendent of Public Instruction

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FOREWORD

The Institutional On-Farm Program for veterans in Kentucky is making an outstanding contribution to the total program of education in the State. The 13,000 veterans enrolled in this program are pursuing a course of instruction in the public schools which is designed to prepare these young men for the vocation of farming and to become useful citizens of their communities.

The progress made by the trainees toward these goals has been most satisfactory. A great contribution already has been made to education and to agriculture in the short time the program has been in operation. This success has been due to the cooperation of all persons connected with the training of veterans. Much credit must be given to the local and state advisory committees who have helped to guide the program and formulate the policies for its operation.

Grateful acknowledgement is made to the State Advisory Committee, members of the training section staff of the regional office of the Veterans Administration, members of the teacher training staff in Agricultural Education at the University of Kentucky, and members of the staff in Agricultural Education in the Division of Vocational Education of the State Department of Education, for the preparation of the material in this bulletin.

BOSWELL B. HODGKIN
Superintendent of Public Instruction

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Institutional On-Farm Training In Kentucky

Program and Policies

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INSTITUTIONAL ON-FARM TRAINING IN KENTUCKY

PROGRAM AND POLICIES

This publication sets forth the program and policies for providing institutional on-farm training in Kentucky for veterans of World War II, under the provisions of Public Laws 16, 346, 679, and 377.

The Program in General

Institutional on-farm training in Kentucky is offered by public high schools having departments of vocational agriculture, in cooperation with the Division of Vocational Education, State Department of Education, Frankfort.

An eligible veteran may elect to pursue institutional on-farm training either as a *self-employed farmer* or as a *farm-employee*, in accordance with the provisions set forth in this publication.

This training program shall consist of two integrated parts and shall be a full-time training program for those in training.

1. Instruction

a. Class instruction in agriculture at the high school where the veteran is enrolled. This instruction shall be of at least 200 class hours per year, given as the course of study outlined herein.

b. On-farm instruction

(1) At least 100 hours per year for self-employed veterans, 50 hours of which must be individual instruction, on the veteran's home farm, provided through at least two instructional visits each month (24 per year).

(2) At least 50 hours per year for farm-employee veterans, 25 hours of which must be individual instruction, on the farm on which the veteran is employed, provided through at least one instructional visit each month (12 per year).

2. Practice in the Use of Improved Farming Practices

a. Each self-employed veteran shall have a farming program on a farm under his own control, of sufficient scope to use all of his time not taken up in class or individual instruction. He shall put into use in his farming program those improved farming practices in which he has had class or individual instruction and that are applicable to his situation.



This veteran is making definite progress toward becoming established in farming.

- b. Each farm-employee veteran shall spend all of his time not taken up in class or individual instruction in performing those jobs and improved farming practices agreed upon in his training schedule, under the immediate instruction of his employer in cooperation with his teacher.

Aims and Objectives of the Training

1. For Self-Employer Farmers

The aim is to provide full-time training in farming that will better enable the veteran to make a good living through farming and live well on his farm.

The following objectives should be reached, insofar as possible, by each man enrolled in the training:

- a. Have a good, well-balanced farming program that can grow toward good size of farm business.
- b. Become progressively well established in farming as a farm-owner, or in some other favorable farming situation.
- c. Use good farm-management practices.
- d. Use good practices in producing and marketing his livestock and crops.

- e. Plan and get into operation a good program of soil use and improvement.
- f. Plan and get into operation a good program for improving the farm home, buildings, fences, water supply, and the like.
- g. Construct and repair farm equipment, and care for and repair farm machinery.
- h. Produce and properly conserve much of the family food supply.

The degree to which a man may reach these objectives will depend on his status and ability at the beginning of the training, his ability to make progress, and the length of time he may pursue the training. It is assumed that few men will be able to reach high attainment in all of these objectives in less than **four** years in training.

2. For Farm-Employees

The **aim** is to provide full-time training in some skilled farming occupation (such as farm manager, livestock herdsman, shepherd, poultryman, truck gardener, or orchardist) that will enable the veteran to become a skilled farm employee.

The following objectives should be reached, insofar as possible, by each man enrolled in the training:

- a. Become progressively well established as an employee in a favorable farming situation in the farming occupation for which he is training.
- b. Have the ability to use the improved farming practices in his farming occupation.
- c. Produce and properly conserve much of the family food supply.

It is assumed that a man should reach a satisfactory degree of attainment in these objectives with **two** years of training.

Administration and Supervision

Local boards of education, through their administrative officers, have local administration of institutional on-farm training. The Division of Vocational Education has state administration of the program through a contract with the Veterans Administration. The Division of Vocational Education contracts with local boards of education to provide the training and administer the program locally.

Local Supervision

The head teacher of a local department of vocational agriculture has local supervision of all of the classes in his department. He is responsible for recommending (along with the local advisory committee) a veteran under Public Law 346 to be put into training,

assisting the instructors in planning and carrying out the instructional program, approving reports to the Division of Vocational Education and the Veterans Administration, and other duties that should be performed by the head teacher of agriculture. He is directly responsible to his high school principal, superintendent, and board of education. Veterans Administration training officers will assist local school authorities in supervising the training of veterans under Public Law 16 and problem cases under Public Law 346.

State Supervision

The Division of Vocational Education is responsible for furnishing supervisory and teacher-training assistance to local training programs in cooperation with the local school authorities, to the end that the program will provide the greatest possible training value to the veterans enrolled.

Facilities for Providing the Instruction

Local board of education provide the facilities for giving the training. The facilities include:

1. A suitable classroom for each class
2. Provision for the use of—
 - a. The farm shop building and equipment
 - b. The vocational agriculture library and equipment
 - c. The school-community cannery, if one is available
 - d. Visual-aid equipment and other instructional facilities which the high school may have that would make for a better instructional program.

The Division of Vocational Education shall reimburse local boards of education for such expenses incident to maintaining the facilities as may be allowable under the terms of its contract with the Veterans Administration and policies for administering the program.

Instructors

Instructors to aid in giving the instruction are employed by the local boards of education as instructors in vocational agriculture. The salary and travel expense of these instructors are paid by the local board of education which is reimbursed for these (and other) expenses by the Division of Vocational Education. Instructors as members of the local high school faculty are responsible to their high school principals, superintendents, and boards of education.

In order for a local board of education to be reimbursed for the salary and travel expense of an instructor in institutional on-farm

training, the instructor must be certified by the Division of Certification, State Department of Education. Certification requirements are the same as for regular teachers of vocational agriculture. The State Board of Education may establish emergency qualifications as long as the need for such emergency certification exists. The instructor must be employed full time.

BOOKS AND INSTRUCTIONAL SUPPLIES

Local boards of education may purchase textbooks and instructional supplies to be issued to the veterans. Such textbook and instructional supplies are reimbursable by the Division of Vocational Education in accordance with its contract with the Veterans Administration and its adopted policies.

Lists of approvable textbooks and instructional supplies are to be furnished local school authorities by the Division of Vocational Education from time to time.

Approved Books for the Men in Training

Men should have the books needed in the courses being taught and in the farming program they are carrying on. It is recommended that approximately \$22.00 be spent for books for the first year, and not more than \$6.00 for each of the following years. In no case may the cost of books exceed \$28.00 for the first two years plus \$6.00 for each additional year. A list of approved books follows:

Each year

Kentucky Farm Record Book

Vocational Agriculture Notebook (Hurst Printing Co., Lexington, Ky)

or other suitable notebook at about equal cost

Farm Plans Book

First-year Men

Field Crops Management by Fergus and Hammonds

or *Southern Field Crops Management* by Fergus, Hammonds, and Rogers (J. B. Lippencott Company, Chicago)

Using and Managing Soils by Gustafson (McGraw-Hill Book Company, New York)

or *Farm Soils* by Worthen (John Wiley and Sons, New York)

Farm Business Management by Robertson and Woods (J. B. Lippincott Co.)

or *Farm Management and Marketing* by Hart, Bond, and Cunningham (John Wiley and Sons)

Farming Handbook by Hammonds and Tabb (Trafton Publishing Company, West Main Street, Lexington, Kentucky)

Feeds and Feeding, Abridged by Morrison (Morrison Publishing Co., Ithaca, N. Y.)

Animal Sanitation and Disease Control by Dykestra (The Interstate, Danville, Ill.)

One of these livestock-enterprise books:

Beef Cattle Production in the South, by Williams (The Interstate)

or *Dairy Cattle* by Yapp and Nevins (John Wiley and Sons)

or *Successful Poultry Management* by Jull (McGraw-Hill Book Co.)

or *Sheep* by Horlacher and Hammonds (The Interstate)

or *Swine Enterprises* by Anderson (J. B. Lippincott Co.)

One of these farm shop books:

Shopwork on the Farm by Jones (McGraw-Hill Book Company)

or *Farmer's Shop Book* by Roehl (Bruce Publishing Company, Milwaukee, Wisconsin)

or *Farm Mechanics* by Cook, Scranton, and McColly (The Interstate)

Other Men

One book from each of the above groups in which the veteran does not already have a book.

One of the following books if the enterprise is a main one in his farming program:

A second livestock enterprise book listed above

or *Forestry in Farm Management* by Westveld and Peck (John Wiley and Sons)

or *Vegetable Growing* by Shoemaker (John Wiley and Sons)

State Advisory Committee

The Division of Vocational Education has an advisory committee composed of leaders in agriculture, education, representatives of the Veterans Administration, and veterans' organizations. This committee is called together from time to time to advise with the Division of Vocational Education regarding the program and policies of institutional on-farm training.

Local Advisory Committees

Each local school district offering institutional on-farm training should have a local advisory committee to advise with the local school officials and Veterans Administration training officers on the operation of the local training program. Some of the important functions of the local advisory committee are to:

1. Recommend veterans and their training facilities for approval for training
2. Advise on the local training program and policies
3. Assist in evaluating the work of the training as a whole and the progress of individual veterans
4. Assist in interpreting the training to individuals and to the community.

Local advisory committees should be composed of local leaders in agriculture, education, business, civic organizations, veterans in the training program, and veterans' organizations.



Local advisory committees make for success with the institutional on-farm training program. Here the advisory committee at Stanford looks over the proposed farming programs of the veterans.

The advisory committee should meet as a whole at least once each year, and a subcommittee should meet to review applicants for training and training facilities prior to the September 1 and February 1 enrollment and at such other times as may be desirable for the efficient operation of the program.

Organization of Classes

Classes to provide institutional on-farm training may be organized in public high schools having departments of vocational agriculture, upon the approval of the state supervisor of agricultural education. To be approved, these classes shall meet the following conditions:

Enrollment

Qualified veterans may enroll in this training program September 1 or February 1 each year. To be eligible for the enrollment, the veteran must have indicated his intention to enroll far enough ahead of the date of enrollment to be visited on his home farm by a teacher of agriculture from his local high school.

Size of Classes

The board of education shall provide the instructors needed. No class ordinarily shall have more than 25 in enrollment. Consideration must be given P. L. 16 veterans, and especially those severely handicapped, in putting them in training.

Class-Meeting Places

A suitable classroom shall be provided at the local high school for each organized class as a regular meeting place. Agriculture classrooms or other high school classrooms generally are satisfactory. Regular meeting places other than at the high school where the department of vocational agriculture is located must have the prior approval of the state supervisor of agricultural education.

Class-Meeting Time

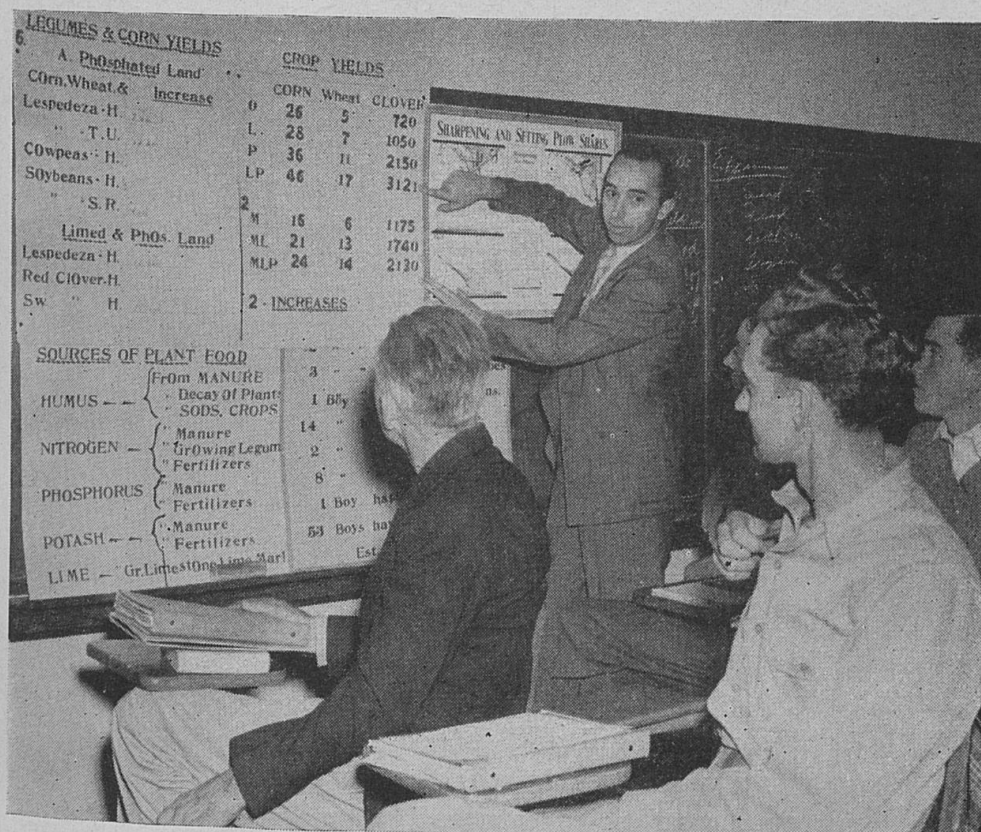
Local school authorities may determine the time for classes to meet regularly within the following pattern:

1. Each class shall meet regularly for class instruction twice each week for 50 weeks in a year.
 - a. Each class shall meet regularly once a week between Monday and Friday either during the day or evening. One or more of these meetings in at least ten months in a year should be "on-farm" instruction.

- b. Each class shall meet regularly once a week on Saturday morning. These meetings should usually not be "on-farm" instruction.
 - c. Regular class sessions shall be at least 2¼ hours in length.
2. In order to provide at least 100 "off-farm" class meetings in a year, the class will need to meet more than twice a week to provide 10 to 15 additional class meetings in a year. These additional class meetings should be included as follows:
 - a. For about 6 weeks during January, February and March the class should meet 3 times a week.
 - b. When the farm shop instruction is being given the class should usually meet 3 to 5 times a week until the shop course is completed.

Instructors

Each class shall have a full-time qualified instructor who shall be responsible for providing the organized class instruction and the on-farm instruction including the individual instructional visits to the veteran's home farm.



Classroom instruction is a fundamental part of the program. This is a Daviess County group.

Class Instruction

High schools offering institutional on-farm instruction shall provide at least 200 hours of class instruction in agriculture each year at the high school. Class instruction is interpreted to mean organized off-farm instruction in the various subjects as listed in the *Course of Study*. The subjects included in the 4-year course are:

Farm Program Planning
Farm Records
Farm Shopwork
Food for Home Use
Farm Crops and Soils
Livestock Enterprises
Seasonal Improved Farming Practices

In order to adequately provide opportunity for each man to get not less than 200 hours of class instruction, the high school should provide at least 225 hours of class instruction.

Nature of Class Instruction

It is the responsibility of the instructor to give good instruction in agriculture in the subjects included in the course of study for the year. Good instruction shall be interpreted to mean—

1. The lesson shall bear on the solution of some farming problem important to a large part of the members of the group.
2. The members of the class have opportunity, through explanation, study, and discussion, to understand the importance of the farm practice being developed.
3. That the members of the class have opportunity through explanation, study, discussion, and initial practice when complex skills are involved, to understand how to carry out the farming practice dealt with.

Class Attendance

It is the responsibility of each man enrolled in the training to get at least 200 hours of class instruction each year. Each man enrolled in the training is expected to attend each meeting of his class unless the reason for his absence is excusable. To continue in the training, a man must make continual progress toward getting the required amount of class instruction.

It is *not* the responsibility of the school to teach extra classes to provide opportunity for men to make up lost instruction. A man's training program must be interrupted when he reaches the point where he no longer has opportunity to get the required amount of instruction in the year.



These soybeans, belonging to a McCracken County veteran, have been drilled on the contour.

Excusable Absences

The absence of a man from class or on-farm group instruction are excusable only under the following conditions:

1. Illness of himself that would make it inadvisable for him to attend class
2. Critical illness of a member of his immediate family or a death in his immediate family
3. Floods or other emergencies over which he has no control

4. When he is on an approved vacation
5. When prior approval is given by the instructor to attend some other educational meeting in agriculture held at the same time as the regular class meeting

Excused absences must be in writing specifying the date and the cause of the absence, approved by the signature of the instructor, and made a part of the trainee's individual record.

The limitation on the number of excusable absences is the ability of the man to make sufficient progress toward getting his required amount of instruction. No farm work shall be considered an excusable reason for not attending class. A man must have time from his farm work to take the training program.

Unexcused Absences

A man may accumulate not more than *six* unexcused absences from class and on-farm group instruction during a year. It is the responsibility of the instructor and the head teacher of agriculture to notify the Division of Vocational Education and the Veterans Administration immediately when a man has been absent and unexcused from class and on-farm group instruction more than six times in a year. It is the responsibility of the instructor to keep an accurate record of the attendance of each man at each class or on-farm group meeting.

Tardiness at Class Meeting

All men are expected to be on time at all class meetings and remain through the entire class period. Habitual tardiness will be justification for interruption of training.

Other Educational Opportunities

Opportunities exist for the men to get valuable instruction in agriculture in addition to the instruction provided by the school. The men should be encouraged to take advantage of much instruction available to them as is applicable to their farming programs. Attendance at educational meetings held by other agricultural agencies or otherwise available in the community shall *not* be required of the men. If the instruction is applicable to a man's farming program, he should be informed of the time, place, and nature of the meeting and encouraged to attend. The school may take advantage of the services of specialists by getting them to serve as guest instructors at scheduled meetings of the group.

A man may count as a part of his required 200 hours of off-farm instruction participation in worth-while instruction not scheduled for the group. (Any participation to be so counted must be approved by his instructor.) Some of the additional educational opportunities that may be counted as a part of the required instructional time are:

1. Young-farmer classes
2. Adult-farmer classes
3. School-community cannery instruction
4. School-community slaughtering instruction
5. Extension Service meetings
6. Farmers Home Administration instructional meetings
7. Agricultural Production and Marketing Administration instructional meetings
8. Farm and home convention
9. Other farm meetings that are designed primarily to provide agricultural instruction

A man taking advantage of other educational opportunities should report this to his instructor at the next regular meeting of the group so that he may be credited with the time he spent in the instruction. The school may wish to prepare a certification blank to be used by the men in reporting attendance at other educational meetings.

Here is a sample of a suitable form for reporting participation in instruction offered outside the training provided by the school:

Certificate of Attendance	
Mr.	attended a
meeting of the	at
(agency)	
the	This
(place)	(date)
meeting dealt with	
(nature of meeting)	
and	hours were spent in the meeting.
.....	
Signed, person in charge	

COURSE OF STUDY

The following *Course Outline and Explanation of Course Outline* apply to all groups in all the high schools in Kentucky offering institutional on-farm training. Any school offering institutional on-farm training may work out proposed changes or additions to this course and present them (in duplicate) to the state supervisor of agricultural education. Upon approval of the state supervisor and confirmation by the Veterans Administration, the altered course of study may be used by that school.

Course Outline

(1948 and 1952)

Subject	Approx. Hours of Instruction
1. Farm-Program Planning	30
2. Farm Records	20
Keeping and Using	
3. Farm Shopwork	35
Construction of Farm Equipment	
4. Seasonal Improved Farming Practices	90
5. Farm Crops and Soils	50
Feed-Crop Production	
Planning the Use of Farm Land	
Total Hours	225

(1949 and 1953)

1. Farm-Program Planning	30
2. Farm Records	20
Keeping and Using	
3. Food for Home Use	35
Production and Conservation	
Special Emphasis on Garden and Orchard	
4. Seasonal Improved Farming Practices	90
5. Livestock Enterprises	50
Control of Diseases and Parasites	
Care and Management	
Marketing	
Total Hours	225

(1950 and 1954)

Subject	Approx. Hours of Instruction
1. Farm-Program Planning	30
2. Farm Records	20
Keeping and Using	
3. Farm Shopwork	35
Care and Repair of Farm Machinery	
4. Seasonal Improved Farming Practices	90
5. Farm Crops and Soils	50
Cash and Cover Crops	
Basic Soils Work	
Total Hours	225

(1951 and 1955)

1. Farm-Program Planning	30
2. Farm Records	20
Keeping and Using	
3. Food for Home Use	35
Production and Conservation	
Special Emphasis on the Animal Enterprises	
4. Seasonal Improved Farming Practices	90
5. Livestock Enterprises	50
Selection	
Breeding	
Feeding	
Total Hours	225

This four-year course of study is designed to provide orderly instruction in the most significant phases of farming, without undesirable repetition, regardless of the year a man enters or the length of time he remains in training. No attempt is made here to develop a complete course for each year. This development is to be made as the program progresses. The aim of this material is to indicate, in broad outline, some of the things involved in each of the subjects included in the course.

Farm-Program Planning

Farming programs for a farm year should be planned as far ahead as is practical, each year a man is in the program. Men enrolling in the program in September and men continuing in the program should make most of their plans for the year ahead in the fall. Men

enrolling in February will be given some separate instruction to help them get their farming programs in order and become oriented in the training program.

Farm-program planning will include many of the aspects of farming usually referred to as *farm organization and management*. Some of the things included in farm-program planning are:

1. Deciding on the kind and scope of enterprises to have in the farming program, as—
 - Cash crops
 - Feed crops
 - Cover crops
 - Livestock
 - Food for home use
2. Making trade and rental agreements
3. Making a budget of probable expense and receipts
4. Estimating income for the coming year
5. Financing the farm operations
6. Setting up standards of production
7. Seeing the significance of size of farm business
8. Providing labor, equipment, and housing to carry out the program

As far as practical, most of the above things will be projected on a long-time basis as well as for the year just ahead.

Farm Records

Instruction in the keeping and use of farm records is an important part of training for farming. Each man enrolled in the program shall keep a good set of records on his farming operations. Instruction in the keeping and use of records needs to continue each year a man is in training, with adequate provision for each man to develop his abilities progressively as he continues in the program. Some of the things that are to be provided for in this instruction are:

1. Taking inventory at beginning and close of the year
2. Recording expenses, sales, and production
3. Summarizing records at the end of a year
4. Figuring income from productive labor
5. Evaluating the records as to how well the farming program came out and why it came out as it did
6. Evaluating the outcome of important enterprises in the farming program
7. Using these records and evaluations in planning future farming programs and operations



A Harrison County veteran gets help from his instructor in making entries in his record book.

Farm Shopwork

Farm shopwork is to be included in alternate years so that nearly every man, regardless of his period of entitlement, can get instruction in this important phase of farming. The nature of shopwork is such that it permits of a wide range in instruction to meet the individual needs of the men. To avoid duplication in the systematic instruction, two different phases of shopwork are to be handled in the four-year course as is indicated in the outline.

Food for Home Use

Instruction in the production and conservation of food for home use is included in two years of the four-year course, alternating with farm shopwork. Some work in this important phase of farming will be included each year in "Farm-Program Planning" and "Seasonal Improved Farming Practices," but the more systematic instruction will be given in the years indicated. Some of the things to be included in this instruction are:

1. Seeing the significance of a good supply of farm-produced food as it affects farm income, size of farm business, and the health, happiness, and well-being of farm people
2. Planning a good program of food production and conservation
3. Processing foods in the school-community cannery
4. Providing storage facilities
5. Production practices in the various enterprises



This Hardin County veteran's garden and orchard are important parts of his home food supply.

Seasonal Improved Farming Practices

This part of the instruction is especially significant as it is adapted to meeting the needs of men in solving their current farming problems. It is to be included in each year. Undesirable repetition need not occur, as improved methods of carrying out farming practices are continually developing and one seldom learns the full implications of a practice. Instruction in seasonal improved farming practices may be on any and all phases of farm operations, including such things as:

1. Management practices
2. Land use and improvement

3. Producing and marketing crops and livestock
4. Producing and conserving food for home use
5. Making farm and home improvements
6. Purchasing production supplies

Crops and Livestock Production and Marketing

A systematic course outline will be developed for each year in the course to provide systematic instruction in the phases of crops and livestock indicated in the course outline. Care will be used to avoid unnecessary duplication of work in the institutional on-farm training of veterans in the different years of their course and with work done previously in the "Farmer Training Program for Veterans."

On-Farm Instruction

Each veteran enrolled in institutional on-farm training shall receive each year 100 hours of on-farm instruction if he is a self-employed farmer or 50 hours if he is a farm-employee. Of this on-farm instruction the self-employed veteran shall receive on his own farm at least 50 hours of individual instruction by his instructor, through at least two instructional visits each month. The farm-employee veteran shall receive at least 25 hours of his on-farm instruction through at least one instructional visit each month by the instructor.

Instructional Visits

It is the obligation of the high school to provide each veteran with the minimum amount of individual instruction through visits to his farm. Likewise, it is the veteran's responsibility to get the individual instruction, and to make himself available for instruction when the instructor makes his visit. Whenever practical, the instructor should notify the veteran of the time of his coming visit.

The instructor should carefully plan this individual instruction in order that good instruction may result and important instruction not be overlooked. The following are some things that should be done on instructional visits:

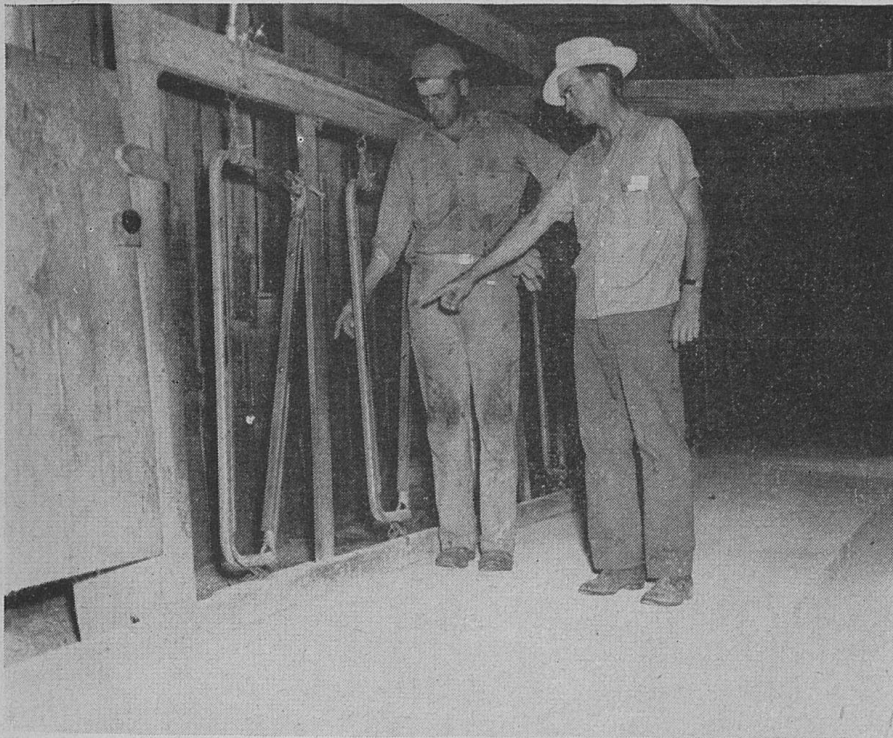
1. Follow-up the instruction in the use of improved practices dealt with in class. Additional instruction and application to the individual's situation are often needed.
2. Give individual instruction in the use of farming practices not dealt with in class but which are important to the man's farming program.



Instructor and student examine the veteran's tobacco crop with pride.

3. Give individual instruction in the use of skilled operations that the man needs to use immediately such as castrating pigs, calves, or lambs; culling poultry, selecting breeding animals; measuring corn yield; stripping tobacco or selecting land for crops.
4. Plan the use of improved farming practices that will soon be coming up.
5. Plan the development and improvement of the farming program such as the cropping system, crops to be grown in the future, changes in the livestock program, and food for home use.
6. Plan farm improvements to be made.
7. Assist the man in keeping his farm records.
8. Make study assignments in the reference material the man has that bear upon the planning and the use of improved practices that he needs to use soon.

The instructor is responsible for keeping an accurate record of the instructional visits to each man as to the date and number of hours spent with the man.



Plans for remodeling a dairy barn are discussed by a veteran and his instructor.

On-Farm Group Instruction

Due to the difficulty of providing each trainee with 100 hours of on-farm instruction if done individually, each department should provide at least 50 hours of on-farm *group* instruction valuable to each man in his farming program. The following pattern for providing this on-farm group instruction is regarded as good:

1. The instruction may be provided for all of the men in a group at one time or for smaller groups at different times, depending on the kind of instruction, the need for individual practice, and the application of the instruction to the farming programs of the men. For example, in April, with a group of 25 men in training, 10 of them might be given instruction in drenching sheep with phenothiazine, 10 might be given instruction in castrating pigs, and the remaining 5 might be given instruction in castrating calves.
2. Under most conditions it should require 4 to 6 hours per session to give this kind of instruction to a group or a section of a group. For this reason, it will usually require each man to attend 10 to 12 sessions (about 50 hours) of on-farm group

instruction so that he may get 100 hours of on-farm instruction. Under most conditions it is wise to provide at least one session of on-farm group instruction in each of at least 10 months of the year. January and February may be omitted.

3. On-farm group instruction lessons should include those things that can be more effectively taught on a farm than in a classroom. The following are some things which should help determine whether a lesson should be taught on a farm:
 - a. The need for the men to practice the operations under farm conditions and under the supervision of the instructor



A group of Pulaski veterans receiving some on-farm group instruction.

- b. The need for the men to observe practices or results as they exist on a farm
 - c. The need for a farm situation in learning how to carry out a practice

Suggestions as to desirable things to include in on-farm group instruction will be furnished the instructors seasonally.
4. Plans for a coming on-farm group instruction lesson should be made at a regular class meeting. These plans should include:
 - a. The nature and purpose of the lesson
 - b. The time and place of the meeting
 - c. Suggestions to the men that are needed prior to the meeting, such as study to be made of reference material, and materials or equipment to bring to the meeting

It is the responsibility of the instructor to keep an accurate record of the hours of instruction each veteran receives. The trainees have the same responsibility of attending group meetings held on farms as they have to attend regular class meetings.

Farming Programs

(For Self-Employed Farmers)

The farming program of the veteran is an essential part of the institutional on-farm training. It is through his farming program that a man has opportunity to put into practice things studied or decided on in the class instruction. One learns improved farming practices by using the practices.

The farming programs of the students have always been an essential part of vocational agriculture. Systematic instruction in agriculture is built on class instruction followed by supervision of the practice in farming. Practice is necessary to learn to farm. Supervised practice is necessary to the teaching of farming.

Good farming programs are essential if one is to learn good farming. For this reason, persons enrolled in training for farming should have good farming programs. Good supervision of the farming programs is essential to efficient teaching of good farming. There follows an outline of the program and policies relative to farming programs of self-employed veterans in institutional on-farm training in Kentucky.

Approving Farming Programs

In order for a veteran to enter or continue in institutional on-farm training, his farming program must be approved as a suitable training facility. The state supervisor of agricultural education must approve the program of a veteran enrolled under provisions of P. L. 346 and 377, and the training officer of the Veterans Administration must approve the program of a veteran being rehabilitated in farming under P. L. 16. In either case, approval depends on two factors:

1. Whether the farming program provides a desirable situation through which the man has opportunity to learn good farming.
2. Whether the man has an opportunity to become established in farming and to make a satisfactory income from farming at the end of his training program.

The above shall be interpreted in accordance with P. L. 377 and the policies contained in V. A. Instruction No. 9 as follows:

From P. L. 377

1. "He shall be assured of control of such farm (whether by ownership, management agreement, or other tenure arrangement) until the completion of his course.
2. "And such farm shall be of a size and character which:
 - a. "Together with the group-instruction part of the course, will occupy the full time of the veteran
 - b. "Will permit instruction in all aspects of the management of a farm of the type for which the veteran is being trained
 - c. "And if the veteran intends to continue operating such farm at the close of his course, will assure him a satisfactory income under normal conditions."

From V. A. Instruction No. 9 *Policies*

"That the farm is properly equipped."

"The number of veterans who may be processed into training under a self-proprietorship or self-control arrangement on a single farm ordinarily will be limited to one. However, in a particular case, where an approved training institution and the VA have found that conditions are so highly favorable as to assure the success of two veterans for training and subsequent self-employment on the same farm, two, but not more than two, may be processed into or continued in training on a single farm provided the training situation with reference to each veteran meets in every respect the criteria set forth in Public Law 377, 80th Congress, and this instruction, and provided further, that there is furnished documentary evidence that the two veterans have entered into a bona fide partnership agreement which provides for equal authority between the partners in the management and operation of the farm. Under no circumstances will a veteran be processed into training as an employee-trainee on the farm of another person who is himself enrolled as a trainee. Where it is proposed to train more than one veteran on a farm under an employer-trainer or where the employer-trainer is a near relative, the institution should exercise extreme care to determine that a bona fide training situation will exist for the individual veteran."

"Farm" Defined

The term "Farm" shall mean those places where the farm (farming program) is operated for the purpose of raising and harvesting fruits and vegetables and crops and/or the breeding and management of poultry and livestock. (From V. A. Instruction No. 9, page 3.)

To further explain this statement, the following definition is used by the U. S. Bureau of the Census and is generally accepted by

authorities in farm management: "A farm . . . is all of the land on which some agricultural operations are performed by one person, either by his own labor alone or with the assistance of members of his household, or hired employees." This is a farm regardless of the kind of contract or agreement.

"Control of Farm" Defined

Due to the fact that control of a farm is never absolute, and because one of the objectives of this training is a progressive establishment in farming, the following conditions shall be interpreted as meeting the provisions of P. L. 377 as it relates to a veteran's performing *part of his course on a farm under his own control*.

1. Veterans enrolled in their first or second year in the training shall have control of the farm adequate to use the improved farming practices taught through group or individual instruction in:
 - a. Producing and marketing their crops, livestock, and livestock products
 - b. Producing and conserving their food for home use
2. Veterans enrolled in their third or fourth year in the training* shall have control of the farm adequate to use the improved farming practices taught through group or individual instruction in:
 - a. Producing and marketing their crops, livestock and livestock products
 - b. Producing and conserving their food for home use
 - c. Maintaining and improving the farm, including soil, buildings, fencing, and water supply
 - d. Managing the business of the farm, including the management of power, machinery, equipment, and buildings.

Enterprises Making Up the Farming Program

A farming program is made up of enterprises. It is through these farming enterprises and the farm business as a whole that the veteran has opportunity to learn good farming practices and the school has opportunity to teach good practices. The enterprises that make up the farming program should be evaluated on the basis of the following considerations:

1. The Type of Farming the Veteran is Being, or Proposes To Be, Trained For
 - a. **General Farming.** A large part of all veterans will be in training as operators of general farms. General farming is

* Including "Farmer Training Program for Veterans."



A promising crop of burley tobacco. This Hart County veteran uses improved practices in producing tobacco.

the predominate type of farming in Kentucky. Over much of the state the pattern of general farming is "tobacco-pasture-livestock". If a man is to be trained as the operator of a general farm, his farming program should nearly always include the following enterprises:

- (1) Cash Crops—one or more. Usually tobacco or some other intensive cash crop.
- (2) Feed Crops—to produce much of the feed needed for the livestock the farm should keep. For most of Kentucky the primary feed crop should be pasture, with sufficient harvested forage to feed the livestock when the pasture is not productive. Usually enough grain should be grown to provide much of the concentrates needed by the livestock.
- (3) Livestock—usually one, but sometimes more, main livestock enterprise kept to provide a home market for feed and farm labor. Dairying should likely predominate on small to medium-sized farms, and sheep and beef cattle on farms having more than 100 acres of crop and pasture land. A commercial poultry flock will usually be needed on farms of less than 50 acres of tillable land.

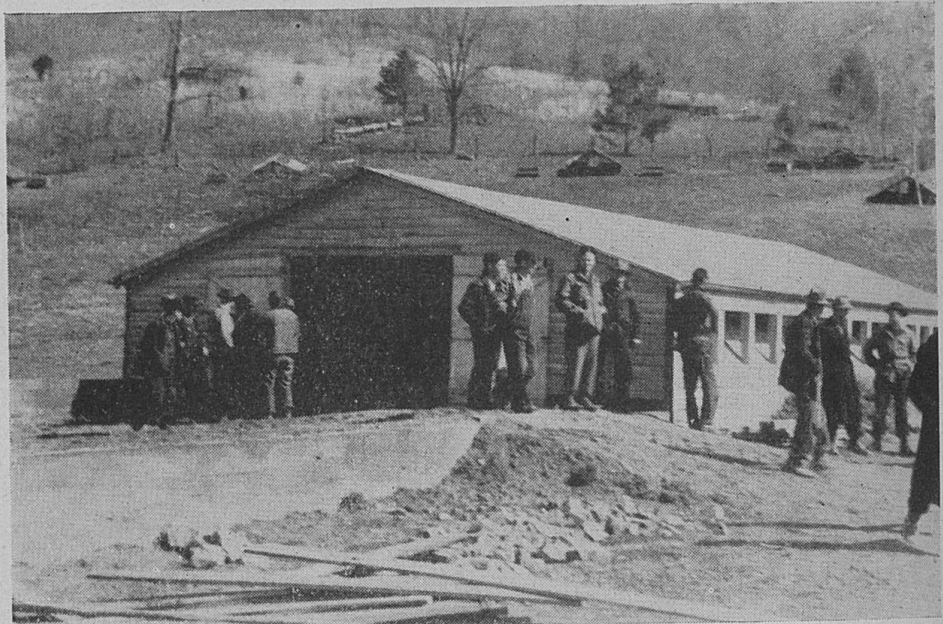


Sheep are an important enterprise in the farming program of many veterans. This veteran is fattening a flock of weaned lambs.

(4) Food for Home Use. Because of the significance of an adequate home food supply in farming in Kentucky, it should be included in the farming program of nearly every veteran. The following things are usually needed:

- (a) Two milk cows freshening at different times in the year
- (b) Two meat hogs for each three adults in the family
- (c) About 30 hens and 100 baby chicks
- (d) About $\frac{1}{2}$ acre of garden and truck
- (e) Some tree and small fruits
- (f) Often, a 400-600 pound beef calf or a veal

b. **Specialized Farming.** A small number of veterans will be in training as operators of specialized farms. In specialized farming most of the cash income from the farm is from one enterprise. The enterprise may be either a crop or livestock. As there is not much specialized farming in Kentucky, the state supervisor will be guided largely by the recommendations of the teacher of agriculture and the local advisory committee. In making their recommendations of a specialized farming program, these two factors should be carefully considered:



A group of Lawrence County veterans visit a poultry farm. Here they are shown studying a special type of poultry house.

- (1) Whether there is an established market for the product that can be considered reasonably good
- (2) Whether the farm is suited to the handling of the enterprise because of its land, location, and other conditions

In addition to the special enterprise, nearly every specialized farming program should include an adequate home-food supply.

2. Balance in the Program

Certain features of balance should be evident in farming programs on general farms. Some of these are:

- a. Balance in the sources of income. On general farms the cash farm income from cash crops and from livestock should be approximately equal. At least one-third of the total farm income should come from the cash crops and one-third from the livestock.
- b. Balance between livestock and feed. The feed requirements of the livestock should balance with the pasture, harvested forage, and feed grain produced on the farm. Protein supplements are usually bought, and some of the concentrates may be bought for dairy. All of the grain feeds may be purchased for commercial poultry flocks.
- c. Balance in the labor requirements for the different seasons in the year.



These two Wisconsin Guernseys will furnish an adequate supply of milk and butter for this veteran and his family.

- d. Balance between the home-food supply and the food requirements of the farm family. The farm should produce much of the family's food.

Size of the Farm Business

The size and quality of the farm must indicate that it will be sufficiently productive to insure the veteran a satisfactory income under normal conditions at the end of the training program. Opportunities to farm are limited in many parts of Kentucky. Not every farm-reared young man can find a suitable situation in which to farm. No person can be approved for training in farming who cannot show that he has a favorable farming opportunity. It is exceedingly unwise and unfair to accept a veteran in training for farming if he does not have an opportunity to farm under favorable conditions. The following criteria shall be considered in evaluating the opportunity to have a farm business of good size:

1. The farming program for a veteran enrolled in this training shall have the following number of productive man-work hours for each of the years* he is enrolled:

* Including "Farmer Training Program for Veterans."

Year	Number Productive Man-Work Hours
First	1,750
Second	2,000
Third	2,250
Fourth	2,500

2. The farm should indicate that it can support a farming program of more than 4,000 man-work hours in productive enterprises adapted to the farm soon after the completion of the veterans' training program.
3. General farms of less than 75 acres of good cropland can hardly have good size of business unless the acreage of intensive cash crops is large or the pasture and forage are marketed through dairy cattle. Farms of less than 50 acres of good cropland can hardly have good size of business unless, in addition to dairying and intensive cash crops, they also have 300 or more hens.



Many Kentucky veterans have dairying as their main livestock enterprise. These Wisconsin Guernsey heifers will grow into a nice herd for the Barren County veteran who owns them.

Productive Man-Work Hour Table (Per Acre or Head)

Enterprise	Hours
Corn	
Shocked and cribbed	40
Husked from stalks	25
Hogged down	20
Silage	45
Cotton	120
Cover Crops	3
Fruits	
Apples, little care	30
Apples, good care	150
Peaches, growing	40
Peaches, bearing 1 acre, 90 trees	132
Fruits, not bearing age	20
Hay Crops	
Alfalfa, 3 cuttings	20
Alfalfa, establishing	20
Cow peas and soybeans	20
Grass or mixed hay	10
Lespedeza	10
Red Clover, two cuttings	15
Pasture	
Fairly good practices used	1
Good practices used	3
Extra good practices used	5
Establishing by fall seeding without grain crop	20
Small Grains, for grain or seed	
Following clean cultured crops	15
Seeded on plowed land	20
Seed Crops	
Bluegrass, stripped	2
Hybrid corn	75
Lespedeza, combined	5
Orchard grass	12
Red clover	10
Fescue 31, establishing	20
Fescue 31, producing and harvesting certified seed	20
Tobacco	
Burley, not primed	300
Burley, primed once	375
Burley, primed twice	425
Dark, air cured	250
Dark, fire cured	275

Enterprise	Hours
Miscellaneous Crops	
Home garden or general truck	300
Melons	200
Potatoes	100
Sorghum for syrup	150
Strawberries, picked and cultivated	340
Sweet potatoes	140
Tomatoes	150
Soybeans for grain	20
Bees, per colony in removable frame hives	
Fairly good care	10
Extra good care	20
Beef Cattle	
Cow and calf to weaning	20
Feeders, gotten in fall and sold off grass 12 months later	10
Feeders, pasture and grain fed 90 days or more	15
Feeders, gotten in spring and sold off grass in fall	5
Bull	20
Dairy Cattle	
Milk cow, home use	150
Milk cow, selling cream or milk wholesale	150
Dairy heifer or bull	20
Hogs	
Brood sow and fattening pigs to market weight (200 lbs.)....	80
Brood sow, pigs to weaning	22
Fattening hog, per 100 pounds produced	3.6
Poultry	
Hen	2
Pullet raised	1
Raising 100 chicks	75
Sheep	
Ewe, lambs included	5
Feeder lambs or wintering ewe lambs for breeders	2

3. The veteran must indicate that he has opportunity to engage in the farming program of good size as he progresses toward establishment in farming.

Submitting Programs for Approval

The Proposed Farming Program for each veteran (P. L. 346) who is to be enrolled or to continue in the training program must be approved by the state supervisor. The following procedures should be used:

1. Two copies of the veteran's proposed farming program, properly filled out on the printed form, should be sent to the state super-

visor early in December. This proposed farming program must be signed by the veteran and recommended by the advisory committee and the head teacher of agriculture. The local department should also have a copy of the program in the veteran's folder.

For persons enrolled, the proposed farming programs must reach the state supervisor before January 1.

For persons coming into the program about February 1, the proposed farming programs must reach the state supervisor before March 1.

2. If the farming program is to be conducted on a rented farm, two copies of the rental agreement, signed by both the veteran and the landlord, must accompany the proposed farming program sent to the state supervisor. The veteran and the landlord should each have a copy of the rental agreement. The rental agreement should be made on the printed form prepared by the State Department of Education.
3. Before the proposed farming programs are sent to the state supervisor, they should be gone over, and recommended by the advisory committee.
4. Each veteran applying for admittance in the program must be visited by the head teacher of agriculture or an assistant teacher so that the department may have firsthand knowledge of the proposed farming program and the facilities for carrying it out.
5. No proposed farming program of a veteran should be submitted to the state supervisor unless both the advisory committee and the head teacher of agriculture are willing to recommend the program on the following basis:
 - a. That it provides a situation through which the veteran has a good opportunity to learn the type of farming he is to receive training in.
 - b. That the farm on which the program is to be conducted provides opportunity for the veteran to become desirably established in farming.

Making Progress with Farming Programs

It is the obligation of the school to provide such instruction and supervision that will enable the veteran to become a good farmer on a good farm. Likewise, it is the obligation of the veteran enrolled in the program to make *substantial progress* toward becoming proficient in farming and established in farming. Satisfactory progress shall be interpreted as:

1. Increasing size of farm business
Have proposed at the beginning of the year and carry out satisfactorily during the year a farming program of at least the following size:

- a. First year 1,750 productive man-work hours
- b. Second year 2,000 productive man-work hours
- c. Third year 2,250 productive man-work hours
- d. Fourth year 2,500 productive man-work hours

2. Establishment of a main livestock enterprise (for nearly all men in training for general farming)

Have by February 1 following each full-year (not including years in training prior to 1948) in the program **one** of the following livestock enterprises of the minimum size indicated: (Not including animals kept for home food supply)

a. By the end of his first year

- (1) Beef cattle 5 bred cows or bred heifers, or
10 feeder cattle
- (2) Dairy 4 producing cows or bred heifers
- (3) Hogs 3 bred sows or bred gilts
- (4) Poultry 100 laying hens
- (5) Sheep 25 bred ewes

b. By the end of his second year

- (1) Beef cattle 8 bred cows or bred heifers, or
15 feeder cattle
- (2) Dairy 6 producing cows or bred heifers
- (3) Hogs 4 bred sows or bred gilts
- (4) Poultry 200 laying hens
- (5) Sheep 35 bred ewes

c. By the end of his third year

- (1) Beef cattle 10 bred cows or bred heifers, or
20 feeder cattle
- (2) Dairy 8 producing cows or bred heifers
- (3) Hogs 5 bred sows or bred gilts
- (4) Poultry 300 laying hens
- (5) Sheep 50 bred ewes

3. Use of improved farming practices

Put into use and continue to use a large part of the improved farming practices applicable to his situation, in which he has had organized group instruction or individual instruction to the following extent:

- a. Had ample opportunity, through study, discussion, and explanation, to understand the value of the practice over practices commonly used.
- b. Had ample opportunity through study, discussion, and explanation (an in the case of complicated manipulative skills, opportunity to have initial practice under close supervision) to understand how to carry out the practice.

It is the obligation of the school to select those improved farming practices that are applicable and to give ample instruction so that the man will want to use the practices and will understand how to use the practices in his own situation.



This Fayette County veteran has set his tobacco on the contour. Improved practices in land use are stressed in the training program.

Establishment in Farming

A man should not be enrolled in institutional-on-farm training who does not plan to farm. Therefore, every man enrolled can be expected to progress toward satisfactory establishment in farming. Good establishment in farming means that the farmer has a good farm to farm and has the necessary facilities to operate the farm. This means that the veteran should be making progress toward owning a good farm or establishing himself as the renter of a good farm. In addition, it means that he is acquiring workstock or other power, machinery, equipment, breeding stock, and operating capital. It means, also, that he is improving the land, buildings, fencing, water supply, drainage, and the like.

Land Improvement

Each man should work out and make progress toward developing a systematic plan for improving his land. If the land is owned by someone else, the landlord should include the plan in the rental agreement so that both he and the veteran may profit from the



The local agriculture teacher looks on as the instructor and a veteran make a soil test.

improvements. Fertile land is essential to profitable farming, and most of the farm land in Kentucky needs to be substantially improved.

The following things should be included in a good plan covering several years:

1. Use of the land on the farm according to its suitability for the different crops.
2. A liming plan set up to show the year and rate that each field is to be limed or relimed.
3. A phosphating plan set up for each field to show the year and rate of the basic application, and how the phosphate supply is to be maintained.
4. The fields that are to have terraces, diversion ditches, and outlets, and the year the work is to be done.
5. The year certain areas are to be drained, and the kind of drainage.
6. The fields or areas that are to be cleared of brush or stones, and when this is to be done.
7. The reforestation of certain areas.

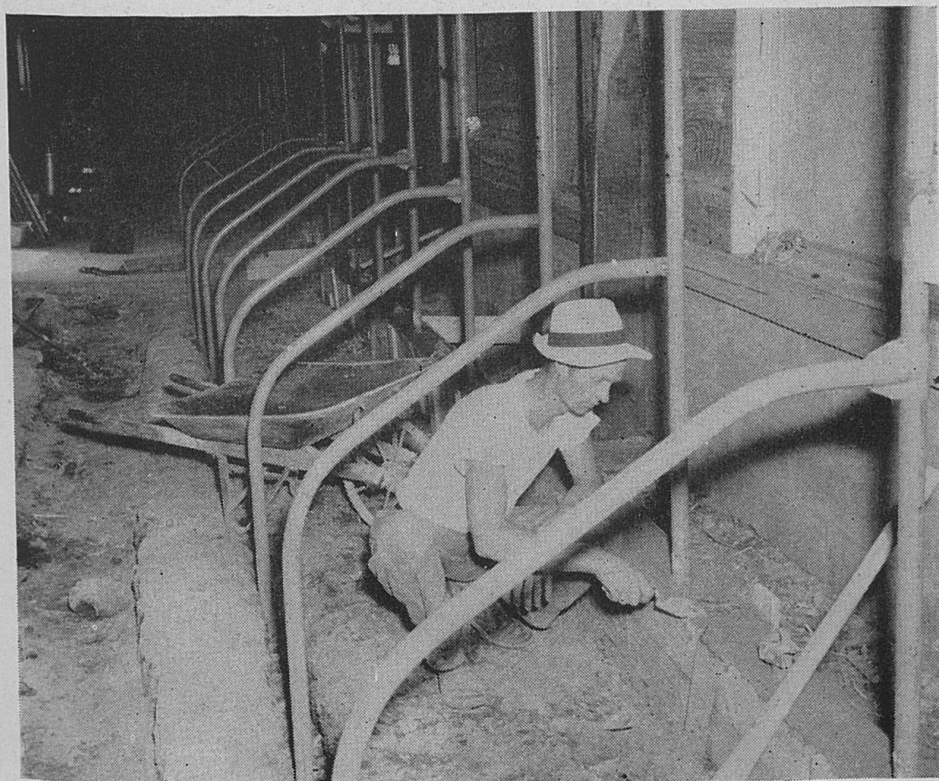
The Soil Conservation Service can be of great assistance to the man in setting up and developing his land-improving program.

Changes in Farming Enterprises

Many men will need to make changes in the enterprises in their farming programs. New enterprises may need to be added, perhaps some enterprises discontinued, and the scope of the enterprises enlarged or decreased. Each man should have a long-time plan for his farming enterprises, and work toward this plan. The teacher should help the man plan his program and work with him in developing it.

Farm and Home Improvements

A systematic plan should be evolved for the making of permanent improvements on the farm, such as adding new buildings, remodeling old ones, building new fencing, constructing farm reservoirs, electrifying the farm, and the like. The plan should include those improvements that will need to be made within the next few years, and the veteran should have in mind the year he hopes to get the



When his remodeling job is completed, this Grant County veteran will have a good dairy barn.

improvement made. Detailed plans for the improvement should likely not be made until near the time the improvement is to be made.

Livestock Improvements

A livestock production-and-breeding program is a long-time job that may likely not ever be fully completed. Yet, the veteran should get as clearly in mind as he can how he expects to develop the enterprise so that he can make progress in developing it. Each purchase of breeding stock, especially the males, should make a contribution to development of the enterprise. The teacher should be of much assistance to the veteran in helping him decide the direction he should go, and should aid him in securing breeding stock and the like in developing his plan.

Power, Machinery, and Equipment

It requires good equipment to farm well. The veteran should know what machinery and equipment he needs to operate the farm and the power he should have to operate the machinery. A farm



Many veterans are acquiring labor-saving machinery. Here a veteran makes use of such equipment in leveling the ground where he will build a stripping room on to his tobacco barn.

usually cannot be equipped well in a short time. Long-time plans should be made for buying or constructing new machinery and equipment.

Farm-Employee Instruction

(For veterans employed on farms at wages)

A veteran may pursue a two-year course of instruction in institutional on-farm training as a farm employee, under the conditions here outlined.

Farms Approvable as a Training Situation

The state supervisor of agricultural education may approve a farm as a favorable situation for a veteran to get part of his training as an employee, upon the recommendation of the head teacher of vocational agriculture and the local advisory committee, and with evidence of the following:

1. That the farm has been inspected as a training situation by a teacher of vocational agriculture in the local high school
2. That the farming operations are such that they will provide many of the experiences in the use of the improved farming practices in the type of farming the veteran is training for
3. That the employer is generally recognized as a farmer who uses many improved practices in carrying on his operations
4. That the farm is properly equipped
5. That the farm business is of a size (above 4,000 productive man-work hours) and character which will take the full time of the veteran and permit instruction in all aspects of the management and operation for which the veteran is being trained
6. That the employer is on the farm most of the time and agrees to instruct the veteran in the various aspects of farm management and operations in accordance with the approved training schedule

Application for Training

Veterans electing to take farm-employee instruction in institutional-on-farm training must submit the following materials along with their V. A. Form 7-1921:

1. Two copies of the farming program to be conducted on the farm and the facilities on the farm for carrying out the program, submitted on the Proposed Farming Program Form and signed by the veteran, the employer, the head teacher of agriculture, and the chairman of the advisory committee.

2. Two copies of the training schedule, for the two years, developed by the veteran's instructor in cooperation with his employer. This training schedule shall show the jobs and improved practices in which the veteran will receive instruction from his employer in performing and the approximate number of hours of instruction to be given in each job or practice.
3. The wage scale the veteran is employed at, which must not be less than like workers receive in similar situations. This wage scale shall show the monthly wages paid the veterans as follows:

1st 6 months	\$.....	per month and	furnished
2nd 6 months	\$.....	per month and	furnished
3rd 6 months	\$.....	per month and	furnished
4th 6 months	\$.....	per month and	furnished

 This wage scale shall be accompanied by a statement, signed by the employer, that this is the understanding of wages entered into between him and the veteran.
4. A statement by the veteran indicating the opportunity he may have to pursue a farming vocation similar to the one he has been trained for, after his course of training is over.

Instruction Given by the Institution

Veterans taking institutional on-farm training as employees shall receive the following instruction from the high school responsible for the training :

1. 200 or more hours of instruction in agriculture in organized classes at the high school each year.
2. 50 or more hours of on-farm instruction, 25 hours of which must be with the veteran on his farm through at least 12 instructional visits (one a month) each year. The same instructor who gives the organized group instruction shall give the on-farm instruction.

Purpose and Provisions of Public Law 377

1. **Purpose.** The purpose of Public Law 377, 80th Congress, is to provide a basis for the highest quality of training which may be given to a veteran who elects to pursue a course of institutional on-farm training; to prevent abuses of the institutional on-farm training program; to pay full subsistence allowance to the trainee when he is pursuing full-time institutional on-farm training; and to authorize the Administrator of Veterans Affairs to contract with approved institutions for such courses where the Administrator finds that the agreed cost is reasonable and fair.
2. **Law.** The provisions of Public Law 377 require that:
 - a. The Administrator shall secure from the appropriate agency of each State a list of training institutions which are qualified and equipped to furnish institutional on-farm training.

- b. Institutional on-farm training shall include any course of instruction approved by the appropriate agency of the State of the Administrator, subject however to the specific provisions of the Act.
- c. Institutional on-farm training shall be considered a full time course when it combines (1) organized group instruction in agricultural and related subjects of at least two hundred hours per year (and of at least eight hours each month) at an educational or training institution, with (2) supervised work experience on a farm or other agricultural establishment.
- d. To be approved, the institutional on-farm training course shall be developed with due consideration to the size and character of the farm on which the veteran is to receive his supervised work experience and to the need of the veteran, in the type of farming for which he is training, for proficiency in planning, producing, marketing, farm mechanics, conservation of resources, food conservation, farm financing, farm management, and the keeping of farm and home accounts. The institutional on-farm training course shall, in addition, satisfy the requirements of either of the following:
- (1) If the veteran perform part of his course on a farm under his own control:
 - (a) He shall receive not less than one hundred hours of individual instruction per year, not less than fifty hours of which shall be on such farm (with at least two visits by the instructor to such farm each month). Such individual instruction shall be given by the instructor responsible for the veteran's institutional instruction and shall include instruction and home-study assignments in the preparation of budgets, inventories, and statements showing the production, use on the farm, and sale of crops, livestock, and livestock products.
 - (b) He shall be assured of control of such farm (whether by ownership, lease, management agreement, or other tenure arrangement) until the completion of his course.
 - (c) And such farm shall be of a size and character which:
 1. Together with the group instruction part of the course, will occupy the full time of the veteran.
 2. Will permit instruction in all aspects of the management of a farm of the type for which the veteran is being trained.
 3. And if the veteran intends to continue operating such farm at the close of his course, will assure him a satisfactory income under normal conditions.

- (2) If the veteran perform part of his course as the employee of another:
- (a) He shall receive, on his employer's farm, not less than fifty hours of individual instruction per year (with at least one visit by the instructor to such farm each month). Such individual instruction shall be given by the instructor responsible for the veteran's institutional instruction.
 - (b) His employer's farm shall be of a size and character which:
 - 1. Together with the group instruction part of the course, will occupy the full time of the veteran.
 - 2. Will permit instruction in all aspects of the management of a farm of the type for which the veteran is being trained.
 - (c) His employer shall agree to instruct him in various aspects of farm management in accordance with the training schedule developed for the veteran by his instructor, working in cooperation with his employer.
- e. Where it has been found that a variation in the proportion of hours of group instruction and individual instruction on the farm will better serve the conditions in a certain area, any program acceptable to the State approving agency which meets the total number of training hours called for in this act (including assembled instruction, individual instruction, and assigned and supervised related home study and supervision in operational skills by the farmer trainer under the direction of the institution) shall be recognized as complying with the requirements of this amendment. Under this provision, a training program approved by the State approving agency as equivalent to the requirements of this act for group and individual instruction and which meets the total number of training hours called for in this act must include a suitable proportion of assembled instruction, individual instruction, assigned and supervised related home study, and in the case of the employed veteran supervision in operational skills by the farmer trainer under the direction of the institution.
- f. The Administrator of Veterans Affairs is authorized to contract with approved institutions for such courses where the Administrator finds that the agreed cost is reasonable and fair
- g. If it is found by the Administrator of Veterans Affairs or the State approving agency that any approved course of institutional on-farm training has ceased to meet the requirements of this act, the VA shall cut off all benefits under this part as of the date of such withdrawal of approval.

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