

# Training Program Is Help for GI Assistant Pros

A pattern for pro business training is beginning to take shape as one of the educational programs under the GI Bill of Rights. The necessity of formulating a plan acceptable to educational authorities who must approve a schooling schedule before the pupil can receive government aid in training has crystallized much discussion promoted by the PGA educational committee headed by George Aulbach.

Because of the lack of pro business schools such as greenkeeper and manager students have available the student pro has to get on-the-job training. The division of time over a 2-year period of training naturally is tentative. In the case of the program Harry L. Moffitt, Heather Downs CC, Toledo, pro and Ohio and national PGA executive, presented to the Ohio State Department of Education the time allotment followed closely the experience of veteran pros who have selected and trained assistants who have become excellent master pros.

Pros who have studied the Moffitt schedule rate it highly as a practical on-the-job program. Adjustment to a school-room program would consist mainly of adding such subjects as advertising, public speaking, preparation of golf radio scripts, relations with other department heads of clubs and with officials, preparation of club tournament programs, pro shop layout and furnishing and promotion enterprises such as high school, industrial organization and newspaper classes.

The difficulty of attracting into pro golf the most desirable type of young men who are willing to qualify by receiving competent and thorough training has fore-sighted veteran pros bothered. The GI help is the one thing that helps fill the gap between the money the master pro can afford and the money the green assistant needs, hence master pros' keen interest in the on-the-job training plan.

## Eventually Pro Schools

Eventually there will be pro training schools, at least in the winter, according to the opinion of many experienced professionals. They point out that the tournament pros who have more than a half-million dollars annually in prize money receive generous financial help from manufacturers in promoting tournament activities. They cite this as a precedent for eventually obtaining help from manufac-

turers in establishing and conducting a school that will promote the development of millions more golfers and the sale of many million dollars worth of equipment. The argument further puts the problem into the PGA's lap, with many of the club pros claiming that the PGA freely gives expert and valuable help to the pros who compete for rich tournament prizes but do not share the expense of promoting tournaments, hence the association should make an equitable division of its funds and efforts in increasing the business of the club pros.

That debate, which has been going on for some years, again will be on the informal docket at the PGA annual convention.

At that time there is certain to be considerable interest given to the Moffitt program which Harry worked out with the help of the Toledo office of the Ohio Department of Education, Veterans Training and Education Service division. In Ohio it is necessary to make 5 copies of the program and 5 copies of a "Request for Approval" form. Then the veteran applicant contacts the veterans' administration and fills in an application for the training benefits, and other forms.

Moffitt says:

"The number of hours listed for training and the number of months per year can vary according to the program the individual pro desires, so the figures in my schedule are not necessarily the figures another pro should use. Much depends on the state department of education and the local Educational people can be of tremendous aid to anyone planning such a program."

## The Moffitt Training Plan

The Moffitt program as approved by the Ohio State Department of Education:

### 1. JOB DESCRIPTION

GOLF PROFESSIONAL (Amuse. & REC. Education), 0-57.03, instructs novices and players who wish to improve their skill in golf play: represents golf club or course in various tournaments: repairs and sells golf equipment: organizes and conducts tournaments: may advise on construction and maintenance of golf course: may supervise caddie master in training and control of caddies.

## 2. TRAINING SCHEDULE

The golf profession requires a trainee to serve 3 consecutive years as an assistant golf professional, before being recognized as a golf professional. The golf profession recognizes one year training to be that consisting of 7 or more months training per season, which runs from March to November of each year. Therefore this program will consist of 24 months training scheduled as follows:

### SERVICE AND REPAIRS TO GOLF EQUIPMENT

Cleaning and polishing clubs .....	346.6 Hours
Repairing golf clubs .....	346.6 "

### MERCHANDISING OF EQUIPMENT IN PRO SHOP

Arrange display of merchandise .....	173.3 "
Purchase of equipment and supplies .....	519.9 "
Sells to customers .....	519.9 "
Bookkeeping and accounting .....	173.3 "

### TEACHER TRAINING

Golf rules, regulations and terminology .....	43.3 "
Pupil-Teacher relations .....	43.3 "
Proper selection and uses of clubs .....	259.9 "
Practice for personal skill (supervised and not supervised) .....	693.2 "
Practice — Teaching. Instruction of learners .....	1039.9 "
Total (24 Months) .....	4159.2 "

## 3. TRAINING FACILITIES

- (a) Equipment. A complete country club building with all supplies required for players. Equipment such as an electrically driven buffing machine, special built scale for weighing clubs for actual weight and swinging

weight, an assortment of all required tools for golf club repairs.

- (b) Personal Qualifications and procedure:—Instructions will be given by the Golf Professional who has had 22 years experience as a Professional.
- (c) The trainee will be issued manuals and related reading material to study and will be graded by his advancement in this field. All training material and special assignments will be under the supervision of his immediate superior, the Golf Professional, who in this case operates the Pro-Shop and related activities. It will also be required that the trainee practice golf at least one hour each day to improve his playing and to be on the alert to spot errors in the swing and correct same.

## 4. COMPENSATION FOR TRAINING PERIOD

The trainee shall work the same hours and be subject to the same conditions of employment as a journeyman in the trade. Credit on the term of training will be given for only the actual hours on duty.

The trainee's starting wages shall be \$80.00 per month and this will be periodically increased, commensurate with his ability to learn, retain and apply himself until he reaches the objective, which is the rate he can demand for the profession and is at least \$400 per month. This he should attain at the completion of his training schedule.

The following periodical wage increases will be followed in accordance with the terms of the above paragraph:

First year consisting of 8 months from March 15, 1946 to November 15, 1946 .....	\$80.00 per month
Second year consisting of same 8 months period for that year, 1947 .....	\$90.00 per month
Third year consisting of same 8 months period for that year, 1948 .....	\$100.00 per month

## CLUB GIVES DAVIS ANNIVERSARY GIFT

Pres. R. W. Mallott of Ridgemoor CC (Chicago dist.) gives pro Howard Davis keys to new Dodge car which was club's gift to the pro as expression of its appreciation for 25 years of faithful, expert and pleasant service.

