

To Foreman In 3 Months

cuss other aspects of the job.

I first arrived to work on March 26. In about as much time as it takes to remove a tie and put on a pair of gloves they had me planting and selling nursery stock. I began digging trees and shrubs to place in show beds for immediate delivery to customers. Paul Leimeister showed me how to properly dig a tree or shrub. It was *work*, but after many days of digging I learned how to do the job well. I even learned some of the short cuts to this phase of the business.

As the weather became warmer and more predictable, we began the initial spring lawn cleanup program. This involved power raking, mowing, fertilizing and general cleanup of lawns and border shrubbery. This job became boring to me as time went on, but the end result was always a beautiful lawn.

When lawn cleanup jobs were

completed in May, all of us began planting trees and shrubs. Larry would explain to me different shrubs to use in various landscape situations. He demonstrated the correct way to plant an ornamental. As expected, I didn't always plant them correctly at first. That's when the most learning was gained; the job would have to be done over until it was right.

The details of my various assignments under Larry Holkenborg would fill a book. Larry is a perfectionist; any job I did had to be done right or I quickly found myself doing it over and over again.

Before I was promoted to temporary foreman, my assignment was to design and implement a landscape plan.

That's when the "fun" began.

My responsibilities were: all work be completed as prepared by the landscape design, proper planting

depth and watering of shrubs as previously learned; being sure that the area was cleaned up after work; leaving watering instructions with landowner for newly planted stock; preventive maintenance on equipment; and making out the daily work order for the jobs completed each day. This also involved getting the customer to sign off the job on these work orders and writing a report.

I found that one of the greatest challenges I've experienced in my 19 short years is being a foreman over men twice my age. It made me put myself in their place when I would assign various jobs to be done. I had to ask myself if I would do this job or that job. I quickly realized that being a foreman is no picnic!

All the while, Larry's right-hand men, Paul and John Leimeister, kept
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Ohio's Earn / Learn Concept

By J. E. KINSEY, Asst. Professor Horticulture
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Stretching technology to fill a need is the objective of the new Agricultural Technical Institute (ATI) in Wooster, Ohio. Billed as the only two year technical institute in the U. S. devoted entirely to agriculture, ATI serves a state-wide function, drawing students from all corners of the state and many from out of state.

Ornamental horticulture is one of the largest enrollment areas, although the 450 students attending ATI this fall may pursue any one of 15 agricultural programs. The horticultural areas of specialization include: floriculture and greenhouse management; landscape design, construction and contracting; turf management; and nursery management.

As part of these curricula, students take basic courses such as math, chemistry, botany and communications. All take five courses dealing with agricultural business to help them become more proficient at personnel, money and materials management. Technical preparation courses include: plant materials, plant propagation, landscape design, landscape construction, turf management, diseases and pests, mechanics, ir-

rigation and drainage, garden center management, arboriculture and nursery management.

An earn/learn occupational internship is required before the student receives his Associate Degree in Applied Science. It takes 18 weeks of on-the-job training with cooperating horticultural businesses and industries. Supervision includes activity reports and a term paper by the student, evaluation by the employer and visitations by the instructor.

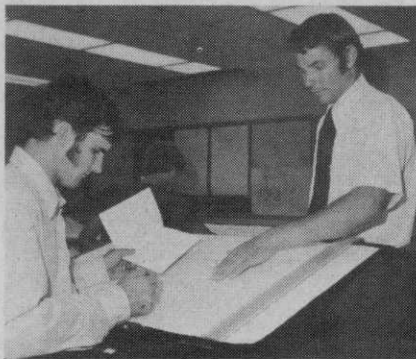
The first internship program at ATI was so successful that half of

the 50 students in the horticulture areas were offered permanent jobs when they graduated.

While affiliated with Ohio State University and the Ohio Agricultural Research and Development Center (OARDC), ATI basically stands on its own feet. It has a thirty acre campus and a \$3 million physical facility. Maintenance and landscaping responsibilities are detailed to students, including the greenhouse, turf-grass plots and greens, and ornamental gardens. Students also operate all the equipment needed to maintain the areas.

As further development, students attend many conventions, trade shows, field days and clinics as well as field trips to visit industry. Guest speakers are frequently invited to discuss industry problems.

ATI has helped fill the void between the top level ownership-management and the laborer as middle eschelon managers, foremen and supervisors in Ohio. Programs in other states are also accomplishing goals, too. Through this effort, the Green Industry can be assured of having qualified and trained leaders in the future.



My professor, J. E. Kinsey (r) reviews my landscape designs in a classroom at ATI.