FARMERS

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Local Goal

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mandatory referrals to WIN and some voluntary. The mandatory referrals include male heads of households and female heads of households with no children under the age of six Voluntary referrals are mostly female heads of households with children under six

"We've had the WIN program here in the county for about three years now," Kauffman said, "and we've had almost unbelievable success with people we've placed in jobs. In some

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cases, we've had employers come back to us again and again for more people, and some places have kept just about all of the people we've referred to them. And some of our WIN referrals have left their original jobs for better positions."

WIN people have received onthe-job training as auto mechanics, secretaries, practical nurses, draftsmen, truck drivers, machine operators, cooks, molders, body and fender repairman - even one policeman. "There are all kinds of people with all kinds of potential in the WIN program. Their only common feature is that they

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receive welfare payments for dependent children."

What happens, we asked Kauffman, if a WIN referral gets a job and doesn't perform well. What happens if he gets fired? "We take his name off the welfare rolls," Kauffman said. "That's what gives this program teeth."

Not all welfare recipients are unemployed. Some are working in dead-end jobs that simply don't pay enough to support a family. "For example, we might find a man with a good work record - he shows up every day, he works long and hard, maybe in a tobacco warehouse - but there's just no way he's going to earn enough money to take care of his family. Probably he doesn't have enough education to get a better job. He gets welfare so his children don't starve. If we get him a better job, he goes off welfare, and his employer gets a good, conscientious worker."

Suppose a dairy farmer wants to get into the program. What are his obligations? "The farmer has no obligations to us, to the people we send him, to the state or the federal government. We'll send the farmer the best people we can find. We want this program to work. If we can make it work in Lancaster County - if we can get people off welfare rolls here - then we know we can make it work in the rest of the state."

What kind of people will be sent to farmers for interviews? "We've got a list of criteria for applicants," Kauffman said. "High school equivalent, good physical condition, energetic and willing to learn, no fear of large animals, some mechanical ability, patience, ability to be an

early riser. Especially the last one. And, depending on the farmer's circumstances, the person can be a man or a woman, and their family size can be dependent on whether or not tenant housing is available.

"Now, I know that if we find someone with all these qualifications, they're going to have a good job already. Probably the first qualification we'll have to bend on is the high school equivalent. But we'll try to stick fairly close to the rest."

"One thing to remember,"
Kauffman added. "No matter
who we send out to any farmer,
that farmer can reject anybody.
He can reject the first 20 people
we send him and hire the 21st.
And if he doesn't like him after
the first day, the first week, the
first month, he can fire him. He
can fire him anytime. If a farmer
doesn't want a person on his
farm, we're certainly not going to
try to persuade the farmer to
change his mind."

Past WIN successes and the bureau's pre-screening policies will undoubtedly provide a potential source of good labor for dairymen. In the vast majority of cases, though, this labor will be thoroughly unskilled, and any worker who goes to a farm will need a lot of training Does the farmer get any compensation for the time he'll have to spend in training?

"Yes, definitely yes," Kauffman said. "For 42 weeks, a farmer will get back from the federal government half the wages he pays to his WIN employee. This means that if he pays this person \$2.50 an hour, he's going to get back from the government \$1.25. Or if he pays \$100 a week, he gets back \$50 a week and his help is only costing him \$50 a week. Plus - and this is a big plus - the farmer can deduct 20 percent of whatever he pays that person from his income tax. This is an income tax credit, and it comes off the tax bill, not the farm's gross income.

"Say for example, in the 42week period, a farmer would pay his helper \$5000. The government would give him \$2500 back, which means his total labor cost was \$2500. Now, he can deduct 20 percent of the \$2500, or \$500, from his tax bill. If his taxes for the year are \$1500, he deducts the \$500 from that and he only pays \$1000. Financially, it's a good deal for the farmer."

Kauffman is excited about the plan, and has already talked to farmers who've expressed interest in the program. Alan Bair, assistant Lancaster County Agent, has also expressed some hope for the program and reported that he has gotten some response to a radio broadcast he made this week on the subject.

Book Herd Cited

Milk and butterfat production levels established by Registered Holstein cows in this area have been reported by Holstein-Friesian Association of America. All cows are from the herd of Roy H. and Ruth H. Book, Ronks RD1, enrolled in the Dairy Herd Improvement Registry (DHIR) official testing program.

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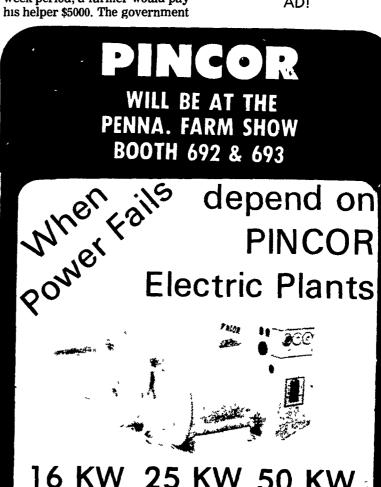
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