

## Personnel

In discussing personnel, Mr. Munns presented the results of an analysis of the type of men entering forestry. About 200 young foresters since the war have been consulted and it was found that with few exceptions, all were from the city or town. Nearly all were attracted to forestry, not because they knew what forestry was, but because of the romance centering about the care-free life of the forest ranger. The analysis showed that the farm boy is not interested in forestry because he is more or less familiar with the woods and believes that there is nothing to be learned - many farm boys have the same idea of agriculture. The analysis also showed that the boys entertained forestry as an occupation while still in the high schools, and learned of forestry, largely through the Boy Scout organization. With these combinations, it looks imperative that foresters and the forestry

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profession should make plain to the third and fourth year high school men what forestry is and holds forth, and that we can recruit successfully from the cities with little effort. A definite campaign must be waged to reach the high school boys and instead of romance, we should offer them an opportunity of public service, and an opportunity for hard work. The quality of men entering forestry can be raised in such a campaign, and we can avoid having so many misfits and discouragements when the boys are really put up against the hard job of making good under adverse conditions. The State Foresters and State Extension men as well as the Forest Schools and the Service can do much by a systematic campaign to encourage good men, and by showing in advance the possibilities in forestry. Because of the concentration of the boys in high schools and in cities, the task of reaching a high percentage of the youth should not be difficult, particularly in the States where forestry is important. The appeal should be through idealism, public service, hard work, satisfactory returns, a healthful life and a busy one.