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later. Such men are a small minority in the college class room.

Much of the work performed in the bush camps requires a practised hand, and may well be placed in the category of skilled labor. For this reason we were compelled to reduce the number of instructors at logging operations and increase those on construction camps where pick and shovel were mainly the tools used—the work here being of a less skilled nature.

Good Instructors Increase

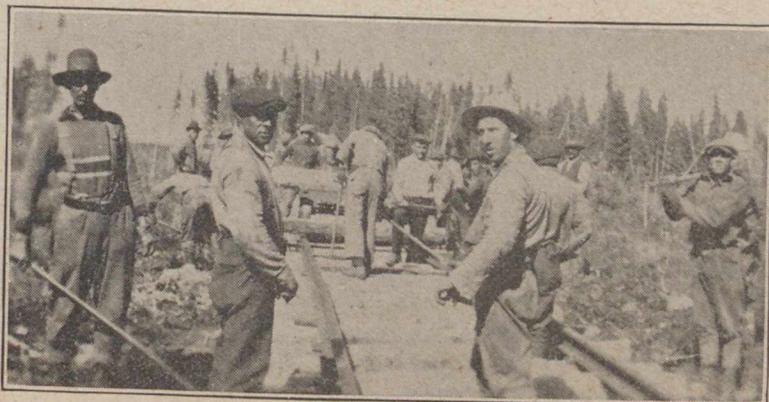
Our mistakes in selecting suitable instructors became less and less common, but were not wholly eliminated. Even at construction camps it was found that good hands and common sense were as necessary as a college education on the part of the instructor. In 1907 an employer on railway construction, operat-

not solve the problem. It was soon found that a life of idleness during the day at a camp when the men were all at work, even although he held classes at night, did not tend to raise the instructor in the estimation of the men. The Frontier College, therefore, found it necessary to go much further than the father of the kindergarten, and said: "Come, let us work with our students!" It was found, however, that it was not enough for the instructor to work with the men; in order to gain their respect and enthusiasm for self-improvement, he must work well.

As the work was started in July it was necessary to try our first experiments in lumber camps. It became a task, therefore, not only to find teachers willing to work with large groups of lumberjacks, but who could work with the skill of experts. This was a difficult task then, and is by no means an easy one, even yet—twenty-five years



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ing half a dozen camps, wrote me at the close of the season's work: "You sent me six men, two of these were dubs, but four of them no employer of labor would let go until the last wind up." The proportion of instructors who make good as workmen has gradually increased.

Our success in constantly securing a better type of instructor is not only on account of the fact that we operate proportionately fewer night schools at camps where expert axemen, skidders, and teamsters are needed, but also because of a steadily growing desire on the part of some students to qualify for the work of the Frontier College. Some young men who are refused work in the first years of their course on account of youth and inexperience, actually engage in manual labor for one or more seasons at construction and other camps in or-