

# COMPCONTROL

The Official KMIT Member Newsletter

## 'Summer Help' Time Coming Soon

It's time to start thinking about your 'Summer Help' plans again. Seasonal employment is different from full-time, and presents different types and degrees of challenges than full-time.

First of all, most 'summer help' is young... much younger on average than the rest of your work force. And 'young' means, almost by definition, *less experienced*. And less experience often leads to more accidents. Less experience means less job training, overall, and less training on specifics,

and it means less time spent in a variety of working conditions, and under a variety of circumstances. In short, it means less wisdom, when one understands that wisdom is the result of understanding (training) PLUS experience (life lessons).



And, it is, in fact, *more likely that a temporary ('seasonal', 'summer', etc.) employee will get hurt, doing the exact same task, than an experienced hand.*

What can/should you do differently with 'summer help' than you may have done last time around?

Here are a few thoughts:

1. **Hiring.** If you can (if they are good employees and available), hire the same young people as last year and the year before. If not, hire the ones you believe to be the most trustworthy, are 'teachable', and able to work without constant supervision—and most likely to be able to work for you again next year.
2. **Training.** Have a good trainer show them the specifics of each (and every) task they are sent to do. Don't assume they know how to do the job, even if you think they 'should' already know. *A lack of training is probably the biggest reason for injuries of summer workers.* And, remember that there are many 'little things' that experienced workers know, and take for granted, than you might realize (such as poison ivy, heat stroke, etc.).

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