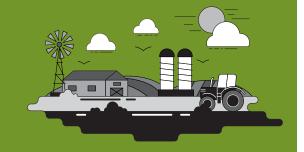
LET'S TALK AGRICULTURE

Effective Supervision



Supervisors can protect young workers by providing regular training and supervision.



Training should occur regularly and often

- When training a new hire
- When given a new task or tool
- When switching tasks
- After an incident or close call
- Periodically to review policies & procedures

Training must be detailed, but only focus on one topic at a time. Most people only remember about 20% of what is taught, so supervision is necessary.



There are three types of supervision:

Constant: Worker is within sight and sound of the supervisor. *Most appropriate for new hires*

and new tasks.

Intermittent: Worker is out of sight and sound for short periods of time, checking in every 15

minutes. Most appropriate for workers with some experience with the task.

Periodic: The worker is out of sight and sound for 15-30 minutes. *Most appropriate after the*

worker has safely and correctly completed the task several times.



Checking In

Check in at the start of the day when assigning tasks and periodically throughout the day. Ask open-ended questions to check for understanding.

Don't ask, "Do you understand?"

Do ask, "Please tell/show me how to do this."



Talk About It

At what other times would training be necessary? What is an example of an open-ended question? Tell us about a time when you provided training.



Video Link

https://bit.ly/effectivesupervision



