

Help Wanted

With the growing labor shortage, how can golf courses find or attract people to work on courses with wages that are matched or exceeded by competing service industries? (Answered by Roy Bates, Imperial Golf Club, Florida)

"The Naples, Florida area alone has forty superintendents already in place and nine new courses are opening within a twenty square mile area. The hotel and service industries have completely tapped the entry level work force.

While this situation is extreme, southern Florida exemplifies the labor shortage felt across the country. The lack of experienced and motivated employees puts an additional strain on golf course superintendents to maintain consistent quality.

As peers and fellow employers, we should be particularly mindful of our professional code of ethics as we solicit employees and resolve staffing challenges.

Recruiting from non-traditional sources like the retirement work force have proven to be a gold mine. Most retirees are looking for supplemental income and not benefits. Retired plumbers and carpenters make great crew members!

Some superintendents have success hiring several members of the same family or using word-of-mouth to hire workers within the same ethnic community. Close contacts with your local university or community college can be great resources for potential employees.

Wages are extremely competitive, but benefits can make the difference for workers to accept a job. Offering education benefits, such as English courses and tuition reimbursement, are attractive benefits. Flexible work hours are also incentives being used in our area."

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Y2K, Are You Ready?

When the clock strikes midnight signaling the start of the year 2000, some software and hardware may cease to function - unless you've planned for it. **Problem:** Many computer systems are set to identify calendar dates with only the last two digits of the year. Without software conversion, the vast majority of computer systems will not be able to recognize "00" as the year 2000. When systems are unable to recognize this two-digit field correctly, programs will fail or not operate properly. **Advice:** Check with hardware and software manufacturers to see if they are year 2000(Y2K)-compliant. Many software providers offer "patches" to ensure Y2K compliance which are downloadable from company internet sites. Some vendors are incorporating Y2K compliance into upgrades that may provide system enhancement opportunities sooner than planned. **Remember:** In addition to computer systems, review any computerized, date triggered systems, such as irrigation, weather and security systems, that could impact

the operation of the golf course. Even elevators may be affected by the challenges of the new millennium.

Source: GCSAA MIS department



Internet sites offering information and resources about Y2K:

Information Technology Association of America's Year 2000 Home Page:
www.itaa.org/year2000.htm

Year 2000 Information Center:
www.year2000.com/y2kinfor.html

U.S. Federal Government:
www.itpolicy.gsa.gov/mks/yr2000/y2khome/htm

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