Internships:
Attracting great interns and landing the internship of your dreams

Doug Linde, PhD
Professor of Turf Management
Delaware Valley College
Travis Pitts ('12)

- 2011 Reading Phillies AA
- 2010 Philadelphia Eagles
- 2009 Olde Homestead GC
- 2005-07 Dave’s Lawn Care

Tony Leonard

Travis
January 2011 - KAFMO Conference

Travis

Dan Douglas
• First Energy Stadium
• Reading Phillies (AA)
• Reading, PA
October 2011 - KAFMO golf tournament

Example of how a student landed an internship and how an employer got an intern
Outline

• Purposes of internships
• How to get an internship
• How to attract interns
• Speed interviews

Goal: Bring students & employers together, educate them, & then get them to interact with each other.
My credibility

• Delaware Valley College, PA
• Turf program director for 15 years
  o Teach
  o Advised 200+ students
  o Match students with employers
Purposes of internships
Purposes for students

1. See the practical application of classroom learning
2. Fulfill curriculum
3. Career exploration
   - Can I see myself doing this as a career
   - Hours
   - Type of work
   - Type of facility
4. Learn new skills
5. Build network
6. Build resume
7. Make $
8. Test “real world”
9. Live away from home
Kevin Titus (‘12)

- 2011 Trenton Thunder AA
- 2004-2010 Lawn cutting service

Purpose:
Career exploration
Zach Holm (‘11)

• 2011
  o Fenway Park
  o Doylestown CC (part-time during college)

• 2010
  o PNC Field  AAA Yankees
  o 2010 Qualcomm Stadium (San Diego Chargers)

• 2009
  o Peoria Sports Complex, AZ

• 2008
  o Fairbanks Ranch CC

Purpose: Build resume
Purposes for employers

1. Labor force
   - Usually more motivated
   - Desire to learn
2. Screen for full-time employees
3. Satisfaction of mentoring
4. Relationship with turf professor
Purposes for Academic Institutions

1. Keep connected with industry
2. Give training without extensive facilities at institution
3. Helps graduates get full-time jobs
4. Enhance teaching
5. Motivate students in class
Insight on advising

- **Students must get advising 2X/yr**
  - Early Nov
  - Early April
- **Discuss academic performance**
- **Select classes for next semester**
  - Release registration HOLD
- **Discuss career goals and plan to achieve them**
  - “What are your career goals, as of today”?
  - Discuss summer employment/internships
  - Provide contact info of employers
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How to get an internship
How to get an internship

1. Read STMA Internship guide (Raechal Volkening, CSFM)

2. List your goals
   - Current experience
   - What do you need to learn
   - Location
   - Pay
   - Hours
   - Big name on resume
   - # of interns at site
   - Work for an employer with a history of hiring interns as full-time employees
   - Work for an employer with a history of a good intern program
3. Locate internships that may meet your goals
   - Advice from turf professors, field managers, past interns, students, etc.
   - STMA (search jobs & post resume)
   - Turfnet.com
   - Conferences
   - College placement office
   - Directly contact facility (Emma S.)
     - “I’m calling to see if you have a sports field internship avail for next summer”

4. Contact 3-5 potential employers (Nov-Dec)
   - Resume
   - Cover letter
   - Attention to detail (2011 search)

5. Interview

6. Send thank you note ASAP
Career Center

STMA Career Center is here to help find or fill any position in the Sports Turf Industry. It is a connection point for STMA members. To post a job, internship or résumé, simply click here to send an email and attach your Word or PDF formatted document.

Open positions and resumes will be posted within two business days.

- Job Postings
- Internship Postings
- Resume Postings

Sample Job Descriptions
Sports Turf Manager
Assistant Sports Turf Manager

Career Center Tips
Resume Writing and Interviewing Tips

Résumé Writing Tips
Top 3 Cover Letter Mistakes
5 Tips to Ready your Résumé

Interview Tips
Top 5 Interview Mistakes
Internship Postings

STMA Career Center internships may be posted for 3 months. Please notify us when the job is filled or if the posting period should be extended.

To post an internship, please send your posting to us in an email and be sure to attach your job description/posting document in a Word or pdf format. Within two business days we will have it online. Link to Jobs.

Note: You must be an STMA Member to post an internship opportunity on the STMA website.

Internship Manual
Turfgrass Internships: Student's Guide & Record Book

Open Internships
12/07/2011 – Staten Island Yankees/Brickman – Sports Turf Intern
12/05/2011 – Columbus Crew – Sports Turf Internship
12/05/2011 – Louisiana State University Athletics – Summer Internship
12/05/2011 – University of Colorado Athletics Dept - Intern
12/02/2011 – Richmond Flying Squirrels – Field Crew Internship
12/02/2011 – Somerset Patriots – Groundscrew Internship
11/22/2011 – Winston-Salem Dash - Assistant Head Groundskeeper
11/17/2011 – Savannah Sand Gnats - Seasonal Assistant Groundskeeper
11/11/2011 – Indianapolis Indians - Seasonal Interns
11/07/2011 – University of Nebraska/Lincoln Saltdogs - Turf Internship
11/03/2011 – Mahoning Valley Scrampers - Grounds Crew/Stadium Operations Intern
10/29/2011 – Milwaukee Brewers – Landscape Internship
10/23/2011 – Milwaukee Brewers – Turf Management Internship
Summer Internship Announcement

LSU Athletics would like to announce it is accepting applications for the 2012 Summer Turf Internship Program. Come and learn from a veteran crew and a CSFM while working on some of the top playing surfaces in college athletics. This internship is designed to maximize your abilities while allowing you to gain knowledge in areas you have yet to experience. Emphasis will be put on spring ryegrass transition, resurfacing of the Tiger Stadium playing surface after a concert, managing multiple field complexes and the development and implementation of IPM and fertilizer programs as well as aeration and verti-cutting programs.

Tiger Stadium  Alex Box Stadium  LSU Soccer Stadium  Tiger Park

Job Description: Work with the Assistant Director of Athletic Facilities and Grounds, Assistant Sports Turf Manager and Grounds Staff to maintain the LSU Athletic playing surfaces and landscapes. Areas of work include but are not limited to:

- **Turf Management** for 11 Bermudagrass fields and two (2) synthetic in-fill fields including: Tiger Stadium, Alex Box Stadium, Tiger Park, LSU Soccer Stadium, McClendon Football Practice Facility, University Lab Baseball Diamond and University Lab Football / Soccer Field. Bermudagrass varieties include cv. Celebration, cv. Bull’s-Eye and cv. 419

- **Special Projects** include the spring ryegrass transition for all over-seeded athletic fields, Tiger Stadium field resurfacing post-concert and LSU Soccer Stadium drainage and surface renovation.

- **Daily Duties** include mowing, painting field markings and logos, baseball and softball clay maintenance, fertilizer applications, IPM program applications, irrigation repair, aeration, top-dressing, edging, weed-eating and in-fill field maintenance.

Qualifications: Applicant must be motivated to pursue a career in Sports Turf Management, possess a positive attitude and a willingness to learn. Enrollment in a turf program is not required, but it is preferred.

Compensation: $8.00 / hour, 40 hour work week, Monday – Friday, 7a-4p. Approx. $1,280 / month

Contact Information: Interested parties, please e-mail cover letter, resume and three references to:

Eric Harshman  
Assistant Sports Turf Manager  
Louisiana State University Athletics  
eharshman@lsu.edu
Summer Grounds Internship Program

Looking for an interesting summer internship, one that allows you to get involved in all aspects of daily maintenance of a Major League playing field? Consider joining the Philadelphia Phillies Grounds Crew! Your summer will be spent helping maintain Citizens Bank Park™!

Internship Benefits
► Competitive wages
► Limited number of interns (you’ll be one of two)
► Assistance with locating housing is available.
► Uniforms are provided – we supply you with everything from shirts and pants to shoes.
► Meals during games are complimentary. On-site lunch is available daily.

The Program
Interns can expect to work on all aspects of field care under the supervision of a first-class staff. From learning the proper way to repair a mound, to performing basic and advanced turf care practices, this internship covers it all! Every intern will be involved in all day-to-day maintenance including pre-game field preparation, fertilizing, spraying, aerating, topdressing, infield grooming, mowing, and equipment maintenance. You’ll be working out of one of the most state-of-the-art maintenance facilities in all of professional sports with some of the finest equipment available.

This is truly an internship program, not just a summer job! You will be provided with a detailed reference guide that outlines all aspects of field care throughout the summer. You will have close, personal contact with the grounds staff at all times and will benefit from their years of experience and expertise. This program is open to current students of two and four year turf or horticulture/agriculture programs.

To Apply
Submit a current resume, cover letter and reference list (including contact phone numbers) to the address listed below. DEADLINE FOR APPLICATIONS IS WEDNESDAY, NOVEMBER 30, 2011.

Mike Boekholder, Head Groundskeeper
The Phillies - Citizens Bank Park
One Citizens Bank Way
Philadelphia, PA 19148
mboekholder@phillies.com or (215) 218-5470 (fax)
SEARCH THE JOBS...

Job Title: Summer Intern
State/Province: ALL
View: 5 listings at a time.

search job openings

To request removal of a job listing or to have your job listing edited, please contact us. Please refer to the TurfNet ID# at the bottom of the job listing.

CAREER CORNER with Jim McLoughlin
"Summary Of Job-Saving Practices For A Bad Economy: A review of 18 previously published "job-saving"

The Chemical Company
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Pre-interview

• Research and learn about employer
• Think about answers to common questions
  o Tell me about yourself?
  o Why do you want to work here?
  o What are your internship goals & career goals?
  o What is your greatest strength or weakness?
• Prepare a list of questions to ask employer
Interview

- **Dress to impress** (at least business casual)
- Arrive early
- Be yourself  (when well mannered !)
- Answer questions the best you can
- Be prepared for a tour or meal
- Ask for decision time if offered job during visit
  - Processing time
  - Clear head to compare options
Post-interview

• Send thank you not ASAP
• Don’t pest employer for decision
• What if multiple offers?
  o Which best meets your goals?
  o Do best to compare
  o Flip coin
Summary “How to get an internship”

• Read STMA guide
• List your goals
• Locate internships
• Contact 3-5 employers starting Nov/Dec
• Interview
• Send thank you
How to attract interns
How to attract interns

1. Have a formalized intern program
2. Provide free housing
3. Competitive wage

4. Detailed job description
   - Expectations (hours)
   - List some common tasks to be performed
   - Benefits
   - Pay rate & OT?
   - Requirements
   - List selling points of your intern program
     - Location
     - Housing? Paid or coordinated, onsite?
     - Host special events
     - Attend professional/educational meeting, special events, volunteer
     - Attend a management meeting
     - Placement history
     - Special projects (construction, renovation, irrigation install, etc.)
5. Advertise

- Professional looking advert.
- STMA
- Turfnet.com
- Conferences
- Turf professors & advisors
  - Send job advert. in late Oct/early Nov (advising time)
  - Visit a turf class or turf club?? If you’re lucky to get access
  - Invite professor, turf club, etc. to visit your site
- College placement office
- Webpage
- “word-of-mouth” “a great or bad experience gets around fast”
- Search through resumes posted on STMA & Turfnet
Field trips
Hope this email finds everyone well. We are looking for summer help both on the landscape and on the athletic field end. Pay will be based on experience, but will be between 10 – $12/hr. Plenty of overtime is available. Let me know if you have any interested candidates and I will pass along more information.

Thanks,
Tony

Tony Leonard
Director of Grounds | Philadelphia Eagles

267.570.4165 | 267.570.4106
leonard@eagles.nfl.com
One NovaCare Way | Philadelphia, PA 19145
Steve Trombetta (‘13)

- 2007-2010  Family farm/construction business
- 2011  Rehoboth CC, DE
- 2012  Philadelphia Eagles (Tony Leonard)
  - Class field trip
  - Extended internship (May to Jan)
  - Take semester off
Milwaukee Brewers Baseball Club
Job Announcement
TURF MANAGEMENT INTERNSHIP

The Milwaukee Brewers have positions available for Sports Turf Management Interns. Applicants must be available from mid-May until August 2009. Internships may begin as early as March and extend into November. Evening, weekend, and holiday hours required. Internships are paid, hourly positions.

Miller Park, opened in 2001, is a $400-million stadium. Special events held on the playing field have included the 2002 Major League All-Star Game, major concerts, the filming of Disney’s Mr. 3000 and games 3 and 4 of the 2008 NLDS against Philadelphia. The field consists of Kentucky bluegrass turf on a sand root-zone and offers experience with the microclimates created by its retractable roof. This presents an excellent opportunity to develop an understanding of light and temperature restrictions.

Duties include assisting in set-up for games and events, mowing, edging, sodding, infield maintenance, mound repair, and landscape maintenance. Interns will gain hands-on experience in compaction prevention and management, pest identification and management, field renovation projects, fertilizer and pesticide applications, and irrigation control and monitoring. Interns will also manage the field at our youth sports facility during a one-month rotation.

Successful applicants should have a valid driver’s license, excellent work ethic, strong sports interest, and flexible schedule. All applicants must be enrolled in, or a recently graduated from a turf management or related college program. Candidates that apply by December 4th, 2009 will be given priority.

Interested candidates should send cover letter, resume and transcript to:

Miranda Bintley, Grounds Manager
Milwaukee Brewers Baseball Club
Miller Park ● One Brewers Way ● Milwaukee, WI 53214
(414) 902-4463 ● miranda.bintley@brewers.com
Positions: 2012 Columbus Clippers Seasonal Internship & Seasonal Groundcrew  
March 2012 – October 2012 (exact dates flexible based upon school schedule)

Supervisor: Head Groundskeeper

Description:
Opening in 2009, Huntington Park hosts the Columbus Clippers and a wide variety of other events in downtown Columbus, Ohio. The Clippers have won back to back Governor’s Cup championships, as well as Triple-A national championships in 2010 & 2011. During the 2011 season, the Clippers average attendance was 8,704, trailing only Lehigh Valley and Louisville in all of minor league baseball.

The playing surface is sand based, fully irrigated, with 100% Kentucky Bluegrass originally from Tuckahoe Sod Farms in New Jersey. Besides the Clippers, Huntington Park hosts the Big Ten Baseball Tournament, the Ohio High School Baseball Tournament, concerts, movie shoots, camps, showcases, and many other events. Candidates will gain experience in a wide variety of field maintenance techniques and requirements.

Interested candidates should be enrolled or have graduated from a turf program, or have a strong desire to learn and develop skills necessary to maintain a professional baseball field. Candidates should be available days, nights, weekends, and holidays, and be willing to work in excess of 70 hours per week during home-stands or special events. The position is paid hourly, with a per-game stipend, select meals, and full uniforms also being provided. Housing will be left to the discretion of the employee / intern. Availability from March through October is preferred, but not required.

This is a seasonal or internship position. This is not a permanent salaried position.

Please submit / email resume and reference list.

Interviews may be conducted at the STMA conference in Long Beach, California.

Wes GanoBck
Head Groundskeeper
330 Huntington Park Lane
Columbus, Ohio 43215
wganobck@clippersbaseball.com
The Indianapolis Indians Grounds Crew is looking for two full-time, seasonal interns in 2010.

**FACILITY AND ORGANIZATION:** Victory Field is a 15,000 seat HOK designed stadium that is home to the Indianapolis Indians, Triple-A affiliate of the Pittsburgh Pirates. Victory Field has been named, “The Best Minor League Ballpark in America,” and consistently draws some of the highest Minor League crowds in the U.S. The stadium features a state-of-the-art sand base Kentucky bluegrass/ perennial ryegrass playing surface.

**HOURS AND DATES:** This internship is a seasonal, full-time position which runs March 1 – September 15, 2010. Exact dates of employment are flexible to accommodate class schedule.

**REQUIREMENTS:** Candidate must be currently enrolled or recently graduated from a 2-to-4 year turfgrass program at the university level. Individual should have strong communication skills, a high attention to detail and a tremendous desire to learn. **Baseball field experience is preferred but NOT required.**

**COMPENSATION:** Interns will be compensated at $8/hour. Interns can expect to average between $2,000 - $2,500 monthly. Please note extra pay is available by working extra events throughout the season.

**TO APPLY:** E-mail a cover letter and resume to Jobs@IndyIndians.com or mail to Grounds Crew Internship 501 W. Maryland Street, Indianapolis, IN 46225

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**Interns can expect to play a vital role in the following:**

- All aspects of daily grounds maintenance
- Mound, home plate and infield preparation
- Fertilizer and pesticide application
- Tarp handling
- Mowing, edging and weed control
- Basic equipment maintenance
- Irrigation schedule and repair
- Wear management
- ALL cultural aspects
7. Be professional in communication
   o Applicants will have more respect for you & your organization
   o Respond promptly to phone calls & emails (Mike O.)
   o Inform applicants if they did not get job
     • “Thanks for applying. Another applicant was chosen.”
     • Gives closure
   o Be honest
     • i.e. Expect to work 70 hrs/week on $1000/month salary (Dan J.)

8. Don’t make them work 70 hrs/week on $1000/month salary
   o $3.50/hr
   o Scare off or turn off students from your organization and potentially the industry
   o Most golf course internships pay $9-10/hr and pay OT!
   o Lehigh Valley Iron Pigs (AAA) Bill Butler – interns work game days only
Summary “How to attract interns”

- Have a formalized intern program
- Provide housing
- Competitive wage
- Detailed job description
- Advertise
- Professional communication
Speed interview
Purpose

• Meet each other
• Get some interview experience
• Screen each other at random
• Exchange contact info.
Procedure

• Employers raise hands
  o Move to outside of room (form a U)

• Students raise hands
  o Move to an employer

• Ideally 1:1 (employer : student)
  o 2:1, 3:1, or 1:2, 1:3 etc.

• 4 minutes

• Students move clockwise to next employer
Questions

• Employer
  o What’s your name and where are you from?
  o What’s your career goal?
  o What’s your work experience?
  o Why would you want to work for me?

• Student
  o What’s your name and where do you work?
  o What tasks would I do as an intern?
  o What are you expectations of an intern? (hours, etc)
  o Do you provide housing?

  o STOPWATCH
Share your story and comments:

Douglas.Linde@delval.edu

215-489-2260