

# INTERNSHIPS AND HOW TO GET THE MOST OUT OF THEM

*By: Zach Severns*

# How to find quality internships

- ▣ Team work online  
[www.teamworkonline.com](http://www.teamworkonline.com)
- ▣ STMA membership
- ▣ Networking
- ▣ Word of mouth



# Resume and Cover Letter

- ▣ Be Professional!!!
- ▣ When making a resume and cover letter, act as if you're the one that is hiring.
- ▣ Check with references before using them.
- ▣ When writing a cover letter, be confident but not cocky. There is a fine line.
- ▣ Be professional by taking the time to use quality paper, and if at all possible mail instead of email a resume.

### **PROFILE**

Individual with extensive training in the Sports Turf Management Industry. Has a very hard work ethic, a desire to continuously learn more, and has a passion for this field of expertise.

### **PROFESSIONAL EXPERIENCE**

- **Agricultural Design Inc. – Maintenance Manager** – August 2013 – Present – Supervisors: Ryan Gregoire (330) 607-3402 and Jason Griffiths (330) 421-1731
- **Florida State University—Baseball Field Supervisor** – January 2013 – August 2013 – Supervisor Mike Martin (850)545-7017
- **Louisville Bats Baseball Club – Seasonal Crew Member** - May 2012 – Present - Supervisor: Tom Nielson (502) 356-1184 and Jason Boston (270) 577-0650
- **Palouse Ridge Golf Club – Maintenance Crew Foreman** - August 2009 – May 2012 – Supervisor: Todd Lupkes (509) 592-3793
- **Washington State University Baseball Program – Director of Pitching Mound Maintenance** - September 2009 – May 2012, Supervisors: Donnie Marbut (509) 432-6528 and Greg Swenson (509) 432-5216
- **Babe Ruth World Series (16-18) – Head Groundskeeper** - August 2011 – Supervisor: Randy Boruff (509) 750-4610

### **INTERNSHIPS**

- **Louisiana State University – Intern** - May 2010 - August 2010 – Supervisor: Eric Fasbender (225) 364-4534
- **Washington Nationals Baseball Club – Intern** - April 2009 - August 2009 – Supervisor: John Royse (202) 340-7111
- **Milwaukee Brewers Baseball Club – Intern** - April 2008 - September 2008 – Supervisors: Garry Vanden Berg and Chris Zugel (920) 912-3145

### **PROFESSIONAL SKILLS**

- Home Plate and Mound Repair, Mound Building, All Infield Skin Maintenance including tilling and renovation, Pregame Set Up, Experience with Sand-Based Bermuda and Blue Grass Fields, Mowing, Edging, Painting Lines and Logos, Sodding, Applying Fertilizer, Aerating, Topdressing, Verticutting, Event Setup, Able to Plan an Irrigation Schedule, Able to Plan a Yearly Fertilizer Schedule, Able to Repair and Install Irrigation Pipe and Sprinkler Heads, able to schedule employees and work around inconveniences
- Pesticide License in the State of Washington, Received March, 2009
- Worked two National League Division Series Games
- Worked the 2010 NCAA Division I Softball Regionals

### **LEADERSHIP SKILLS**

- Washington State University Turf Club  
Offices held: President, Secretary and Public and Alumni Relations Officer
- STMA Conference Student Challenge 2008 – 2012
- Walla Walla Community College Turf Club  
Offices held: President and Vice President
- Organized a renovation of the Walla Walla Community College Baseball Field
- 2009 SAFE Scholarship recipient

### **EDUCATION**

- **Washington State University**  
Pullman, WA, **Bachelor of Science in Turf Management May 2012**
- **Walla Walla Community College**  
Walla Walla, WA, **Associate in Applied Arts and Science Degree in Turf Management, Received March 2009**

### **REFERENCES**

- Mr. Bill Griffith, Walla Walla Community College (509) 527-4269
- Mr. Matt Williams, Walla Walla Community College (509) 301-4071
- Mr. J.C. Biogy, Baseball Coach, Walla Walla Community College (509) 629-0604

# Interviewing

- ▣ Most internship interviews are done over the phone or in person at the STMA conference. If done over the phone make sure to be in a quiet place with good reception.
- ▣ Sound confident and be confident with your answers.

# Interviewing

- ❑ Don't stress and give a bad answer.
- ❑ If you don't know, you simply don't know
- ❑ If you don't know an answer, convey to them that you are eager to be exposed to situations that will allow you to broaden your horizons and obtain a better understanding.
- ❑ Internships were invented so that new comers to the industry can learn something they didn't know.

# Having More Than One Job Offer

- ▣ How to choose without burning a bridge? Time will usually be an issue when choosing a place to work.
- ▣ Don't panic and get cold feet, and make a rash decision.
- ▣ Weigh your options of the places that have offered to you, and use your personal preference of what you need to learn to choose.

# Having More Than One Job Offer

- ▣ There are different kinds of personal preference
- ▣ Being close to home
- ▣ Wanting to move away and experience life.
- ▣ Willing to do anything to climb the ladder in the turf industry (this may require some moving around).



# Having More Than One Job Offer

- ▣ How to tell the internship that you DIDNT choose.
- ▣ Simply tell them that “the other internship was a better fit for you and what you want for your career” .
- ▣ Make sure to be respectful and not burn bridges. Look at it as a way to get your name out in the industry.

# What to Look for in an Internship

- ▣ What you need when first starting out.
- ▣ When just starting out in the industry, a good fit would be to go somewhere that you can work long hours on a small crew.
- ▣ This will help you decide if this is really what you want to do, and will give you the opportunity to learn the basics of the job.
- ▣ Minor league baseball is a great starting place.
- ▣ Small crew, long hours, lots of opportunity



# What to Look for in an Internship

- ▣ Once you have completed an internship or two, then you can worry about furthering your technical knowledge of the industry.
- ▣ These specific features can consist of climate, growing conditions, different sports, different working environments (state systems vs. private organizations), and different skills that you would like to improve on.

# What to Look for in an Internship

- ▣ A good living situation is also important, because if you are not happy at home then you will not be happy at work.
- ▣ Make sure you will be financially stable, so you can survive.
- ▣ Most interns are poor college students, employers will take that into consideration.
- ▣ Look for an internship that will put effort into your future, and will teach you as much as they can and will also help you when you're gone.

# Employer Standards

- ❑ Employers are looking for individuals with motivation, not necessarily experience.
- ❑ If a student is excited about their job, it goes much further than experience. They will be teachable and willing to learn and succeed.
- ❑ Employers need interns, just as much as interns need employers.

# Employer Standards

- ▣ The big picture is that employers want students to follow in their footsteps, or else everything we are doing in the industry is pointless without passing on knowledge.
- ▣ YOU ARE THE FUTURE!!!

# When the Work Starts

- ▣ It all starts with your attitudes as interns, if your glass is half full then you can make the best of any situation.
- ▣ If an intern gets stuck in a bad internship that has not worked out like it should, make a decision to work your hardest and get the most out of the situation.
- ▣ Remember you are only there for a few months, so make the most of it.

# When the Work Starts

- ❑ No matter how bad the situation, don't leave without getting a good recommendation. Good references are up to you!
- ❑ Be personable – at some point in your career you will come across someone that you don't like to work with. If you are doing your job to the best of your ability, then you don't have time to worry about the other person.
- ❑ Try to make friends with everyone that you work with. It will make work that much better.



# Don't be Afraid to be a Leader

- ▣ Try to motivate others by learning their personalities; this will help you in the future as a supervisor.
- ▣ Don't take sides – if the crew is divided, just remain neutral and do your job.
- ▣ Be the first one to work and if possible the last one out (people will begin to notice).
- ▣ Be proactive not reactive – Know that there is always one more thing you can do to make things run smoother.

# When Times get Tough

- ▣ Keep working hard, and know that you are doing this for the future.
- ▣ There is a light at the end of the tunnel, and you are learning even when you don't think you are.
- ▣ It will all be worth it, if you stick with it

# What Employers are expecting

- ❑ Someone who is at work on time, and ready to work.
- ❑ Someone who is willing to learn any job and improve as a turf manager.
- ❑ Someone who will take ownership in the field and go the extra mile.
- ❑ Act as if you are the head groundskeeper in an aspect of “it’s on me” if something does not get done the right way.

# What to Take Away from an Internship

- ▣ Acknowledge the fact that if you have been through multiple internships, there is more than one way to do a job. Find what way works most efficiently for a future situation.
- ▣ If a situation was bad, don't burn a bridge by talking bad about it, just know in your mind that this was something not to do.

# What to Take Away from an Internship

- ▣ When an internship ends at an outstanding place, then take what you learned and put it to use at the next.
- ▣ Know that when you get your own field you can do things your way, until then do it the supervisors way.
- ▣ Take weekly notes of what has been done during the few months that you were there, so in the future you can revert back to them.

# What to Take Away from an Internship

- Have an exit meeting with your supervisor to tell them what you have learned and thank them for the opportunity.
- Keep in touch with the guys you have worked with, because some day they will be needed for work, a place to stay when traveling to a future job, or a reference.

Questions?

