



# tga foundation

## TGA Works

### Program Summary

TGA Works provides an introduction for young people from financially disadvantaged backgrounds to the vast network of jobs, mentors and interests that the golf community provides. The TGA Foundation works with community groups like First Tee programs, and Boys and Girls Clubs to carefully select motivated high school age students. Prospective interns complete a thorough application process detailing their interests and goals and are interviewed by both the TGA representative and their prospective club. Once hired, interns work on a rotating schedule providing them with opportunities to work in all areas of club operations. As part of the club commitment, interns are also given opportunities to learn and play the game of golf. The clubs gain access to young people with a golf background to fill seasonal employment needs and grant funding from the TGA Foundation to offset a large portion of the personnel costs.

### Program Goals

- Introduce motivated youth to the many highly respected jobs and careers available in the golf industry.
- Help TGA clubs invest in their local communities.
- Help grow the game with golf instruction and course access for disadvantaged youth.

### Why TGA Works?

One of life's great accomplishments may be finding employment that is fun, exciting and fulfilling. In most cases, TGA Works interns have little to no access to golf courses, pro shops and clubhouses. As a golf course staff member, interns will gain first-hand experience in hospitality, responsibility and teamwork. TGA Works interns also receive golf instruction from certified golf professionals, access to course facilities and the ability to make friends and learn from their co-workers, supervisors and club members. Earning a TGA Works internship may prove to be a life changing opportunity.

## Financial Overview

### Basics

- 10 week program
- Paid at club pay scale / minimum wage
- 32 hours / week
- 1 free lesson per week
- Intern is an employee of Host Club
- \$3,000 TGA Foundation grant to Host Club

### Club scenario—\$8.50 / hour

Intern wages	\$2,720
Payroll costs / tax	\$ 600
Total internship costs	\$3,320
TGA Works Grant	(\$3,000)
<b>Actual cost to club</b>	<b>\$ 320</b>

### Intern Scenario—\$8.50 / hour

Intern wages	\$2,720
10 Lessons from PGA golf Professional	\$ 600
2 TGA Work golf shirts	\$ 150
<b>Value of internship</b>	<b>\$3,470</b>

### Additional value:

- Documented work experience for **interns**
- **Intern** recommendations from recognized professionals
- Motivated reliable staff for **clubs**
- **Clubs** train potential long-term staff for minimal cost

**PRICELESS**

**TGA WORKS**

Live | Work | Play

## Benefits of TGA Works internships

### For Clubs

### For Interns

Invest in the youth of their local community	Real, paid summer employment
Motivated summer staff	Introduction to careers in golf
Minimal cost to clubs through TGAF grant	Development of social and professional skills
Produce trained potential long-term employees	Build self-esteem
Grow the game and enrich the lives of youth in their communities	Professional golf instruction and course access

## TGA Works Responsibilities

### A TGA Works Host Club will...

### A TGA Works Intern will...

Interview candidates and make the final selection	Be a great employee, co-worker and student
Provide a balanced work agenda to provide interns with a wide range of club experiences	Provide for his / own transportation to and from the Host Club
Provide interns at least 1 golf lesson each week	Comply with all personnel policies of the Host Club
Accept interns as employees of the Host Club	Follow all dress code and conduct guidelines of the club.
Complete an evaluation report at the completion of the internship	Provide a recap of his / her experience to the TGA Foundation at the completion of the internship

## About the TGA Foundation

Those of us who have been fortunate enough to play the game of golf for any length of time can attest that golf encourages special traits – honesty, self-discipline, integrity and the competitive spirit – that prove to be immensely valuable in life. The TGA Foundation works to ensure that golf in Texas is in good hands for generations to come. We do this by ensuring that deserving young people from every walk-of-life have the opportunity to be exposed to this great game and the accompanying valuable life lessons it teaches.

- **Golf skills:** Supporting player development and programs teaching young people to play golf.
- **Competition:** Providing access and financial support to facilitate competitive opportunities.
- **Education:** Awarding scholarships to provide college education for young people with a connection to golf.
- **Career development:** Making people aware of the career and networking opportunities that golf provides.
- **Community engagement:** Helping connect golf and golfers with local communities
- **Give back:** Encouraging those who have benefitted from the game to contribute to support the next generation.

