



PGA

Southern California Section

**SCPGA EMPLOYMENT COMMITTEE MEETING
VELLANO COUNTRY CLUB
CHINO HILLS, CA
JULY, 21, 2009**

MEETING NOTES

Attendees:

Jeff Johnson, PGA	Jason Taylor, PGA	Paul Devine, PGA
Richard Chavez, PGA	Ed Winiecki, PGA	Robin Shelton, PGA
Meredith Johnson, PGA	Scott Wilson, PGA	

Absent:

John Birchard, PGA	Renny Brown, PGA	Jeff Beaudry, PGA
Susan Olsen-Sipes, PGA	Bill Hulbert, PGA	Ric Moore, PGA
Jerry Elwell, PGA		

Staff:

Tom Addis III	Nikki Gatch	Sharon Curfman
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I. Call to Order

Mr. Johnson called the meeting to order at 8:17 a.m. He suggested that in the future we should take advantage of conference calling for the committee meetings. The committee would continue to have one face-to-face meeting each year. The next committee meeting will be held via a conference call in September or at least prior to the Section Annual Meeting.

II. Review

Mr. Johnson gave a review of what has transpired with the committee to date. He reported that a recap of committee activities and an overview of the direction of the committee had been sent to the membership.

III. Ideas on Online Resources/ Networking/Resume Creation

Mr. Winiecki explained that it is necessary to branch out and include online research for employment opportunities. One resource is a very comprehensive, daily email called "Golf Wire", which reports on employment, courses, tournaments, etc. that will help the golf professional stay current. It is important for the golf professional to sign up for as much as possible to stay current on business activities and employment and there are many sites available. The professionals, seeking employment, needs to broaden their horizons by including hotels and management companies in their search.

It was decided that in the next email blast from the committee to Section members, we will provide links to various employment services, hospitality providers and management companies.

Mr. Winiacki suggested another way of networking by attending the Golf Inc. Conference in September. This is a three day conference with the leaders in all areas of the golf community.

Creative resume writing is vital for people when seeking jobs. Most committee members felt that as much information that pertains to the applied for job should be included along with references on the resume. It was noted there are many sites online to assist with resume writing and structure.

IV. CareerLinks Notices

Mr. Johnson informed the committee, that a request has been made for the Employment Committee to receive all CareerLinks notices for jobs in Southern California. How to get this information to the members seeking employment is yet to be determined.

V. Discussed Topics

a. A list of unemployed members was distributed and reviewed. Mrs. Curfman explained that some of them were in the process of completing their employment change. This report will be a useful tool for the committee to use in targeting those requiring guidance and assistance with employment.

b. Mr. Johnson reported that there are now three facilities available for displaced teaching professionals to land until they can secure new employment. Moreno Valley Ranch Golf Club, Vellano Country Club and Tijeras Creek Golf Club have kindly offered their facilities. This also will be stressed in the next email blast.

c. Mr. Addis suggested cracker barrels and conference calls dedicated to employment issues. The conference calls could be set up on a monthly basis and would include Employment Committee members to discuss the options available.

d. The committee feels the Section should provide or attend job fairs. We should promote the job fairs through the Association by using our relationships with those that are in charge of hiring at facilities to attend. The job fairs could be held in each chapter and employers and members would attend and there might be breakout areas to discuss the different disciplines for the golf business including resume writing, interviewing and negotiating. The structure for the job fairs will be developed and Mr. Johnson and Mr. Addis will contact organizations that have conducted job fairs.

e. An effort should be made to make PGA members and apprentices aware of the different aspects of the golf industry and careers outside the traditional roles of the golf professional. If interested, the professionals should be given information on how to go about making those changes in their careers. A point should be added to the employment

email blast asking professionals to assess where they want to be in their career in five, ten or fifteen years.

f. Mr. Winiacki offered the idea of having one or two hour online Webinars on employment subjects such as resume writing, written skills and negotiating.

VI. Career Consultant Update

The Employment Consultant position for the PGA of America has been restructured and is now on CareerLinks. The position now covers the Southern California Section and the Aloha Section. The PGA has increased the number of consultants from 9 to 12. The role of the employment consultant will be more of a counselor working with the unemployed member, setting up programs, education, attending meetings and monitoring conference calls. The National office feels the new consultant should deal more face to face with the golf professionals, employers and management companies. Jeff Beaudry will oversee the consultants in the western half of the United States. The Expectation is to have member services and employment intertwined. The PGA is going to count on the Employment Committee to work directly with the consultant in a proactive manner.

The Platinum Service was brought up with regards to how many were using it outside of the few in the eastern part of the United States.

VII. Outreach Assignments

Discussed dividing up the list of unemployed members amongst the committee members to make contact with them. Mr. Johnson will establish a protocol to include the following steps:

Contact the member

Send resources

Online training

Current job postings

Follow-up with Employment Consultant

Mr. Chavez suggested that the Section hire employment consultants on a contract basis. The Section consultant would meet and speak directly with PGA professionals to help determine their future employment path and to offer whatever service we can. It was noted this idea had been discussed, including hiring a full-time employment staff person in the Section, but the Board is not prepared to do so at this time.

VIII. New Business

a. Dues List - An email was sent out to the 200 members and apprentices reminding them of the dues deadline. The majority of those with unpaid dues were apprentices. A letter will be going out to the Section membership addressing the question about a dues reduction for the future.

Some PGA Professionals don't see the value in their PGA membership. An article on "What do my PGA dues do for me?" will be included in the PROGram or the website in the near future.

b. Every International owner and municipal employee needs to be made aware of the importance of the PGA Professional. Recently, a very well paying position was available at a high volume municipal facility and PGA members were not notified. The PGA must develop a system to educate employers on the value of the PGA professional at their facilities.

c. Mr. Johnson shared some ideas from Jim Porter regarding ways for the Employment Committee to help fellow golf professionals including a job fair.

d. Mr. Johnson and Mrs. Curfman will compile a list of resources prior to the the committee calling those on the unemployed list.

Meeting was adjourned at 10:00 a.m.