

CAREER NOTES

By Dick Bradow, PGA Employment Consultant

I hope you are having a successful and enjoyable 2008 season! To help keep you informed about PGA employment programs and services, here are some updates and reminders:

2008 PGA Compensation Survey Results Available

PGA Professionals can go to www.pgalinks.com to access the results from the 2008 PGA Compensation Survey, which was completed earlier this year by more than 14,000 PGA members and apprentices. The PGA Compensation Survey is a valuable resource, and we would encourage every PGA Professional to review the survey results to get a better understanding of how they and their staff compare in compensation and income sources to similar facilities.

This year, a new reporting tool has been developed which will allow PGA Professionals to create customized compensation reports based on a combination of parameters, including the following:

- PGA section (or combination of multiple sections)
- State (or combination of multiple states)
- Job title
- PGA classification
- Facility type
- Facility fee structure (initiation fee, dues, or greens fees as applicable)
- Number of years in current job title
- Number of years at current facility
- Number of holes at facility (if applicable)

This new reporting tool will help provide PGA Professionals with the data they need for contract negotiations, job searches, staffing, budgeting, etc. Thanks again to everyone who participated in the PGA Compensation Survey and helped create the golf industry's most comprehensive data on PGA Professional compensation. Please contact me if you have any questions about the survey or would like assistance obtaining survey results.

CareerNet is now "PGA Jobfinder"

The PGA of America's online resume and job posting service for non-management positions, formerly known as CareerNet, is now called "PGA Jobfinder." PGA Jobfinder is available to PGA Professionals who are looking to hire staff, and to PGA Professionals who are seeking positions such as assistant professional, teaching professional, and other golf industry employment opportunities.

In addition to the new name, PGA Jobfinder has been updated and enhanced to make the job posting and job search process easier and more user-friendly. Here is a summary of PGA Jobfinder services:

PGA Professionals hiring staff can:

- Post a job opening for an assistant or teaching position to be viewed by PGA members and apprentices only
- Post a job opening for other golf facility positions to be viewed by the general public on PGA.com.
- View resumes posted by PGA Professionals interested in jobs in your section
- View resumes posted by the public for entry level assistant and other golf facility positions
- Receive online cover letters/resumes after posting a job
- See how many candidates have viewed your job posting

PGA Professionals seeking non-management jobs can:

- View job postings for assistant professional, teaching professional, and other golf industry opportunities
- Post a resume for viewing by PGA Professional employers in the sections of your choice
- Send your PGA Jobfinder resume and cover letter electronically to apply for jobs
- Create an alert to receive e-mail notification when a new job is posted that matches your set criteria
- See how many employers have viewed your PGA Jobfinder resume

If You Leave a Job

One of the challenges we face in keeping PGA Professionals informed about new job opportunities is learning where the openings are on a timely basis. Occasionally, a PGA Professional will leave a Head

Professional or Director of Golf position without filing the required PGA employment change form or providing their former employer with the appropriate PGA contacts and resources to facilitate the search for their replacement. This can lead to the employer relying on word-of-mouth networking, making an uninformed hiring decision, and possibly reducing compensation or hiring a non-PGA candidate.

Remember that PGA By-Laws require you to report any change of employment within 10 business days of learning you are leaving a position. You can do this by completing the online employment change form at www.pgalinks.com, or by contacting the section office. Regardless of the circumstances of leaving a job, please make sure to report your employment change so we can contact the appropriate individual at the facility to provide hiring assistance, and also provide you with employment assistance and counseling if needed.

Please contact me if you have any questions or need assistance with any PGA employment services.

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