

The PGA's Employment Service

By DAVE McKAY

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This year it is my privilege to serve as Chairman of the Committee in charge of the Employment Service through which the Professional Golfers' Association endeavors to fill the requirements of clubs and courses in need of golf professionals.

We maintain a list of professional golfers who are members of the PGA and who are seeking positions. Each such member is required to submit complete details concerning his personal history, employment record and other qualifications. This information is available through our Headquarters Office to prospective employers who are interested in specific applicants for positions.

As an equally important part of this service, we gladly entertain the inquiries of those seeking the services of competent professional golfers. In turn, these folks are asked to submit complete details about the openings which exist, and this information is thereafter transmitted to all PGA members seeking positions. Those interested are asked to make application to the prospective employer in writing, providing references and complete details as to personal history, background and qualifications.

This procedure is essential in an organization such as the PGA, inasmuch as the same courtesies must be accorded to all members alike and as the Association cannot operate in the same fashion as a commercial employment agency. However, it also reacts to the advantage of prospective employers, in that they are thus enabled to secure a complete cross-section of available material without ob-

ligation and to make their own choices on the basis of the applications they receive. Many employers screen such applications and arrange to interview personally a limited number of those who appear to be the most likely candidates.

While this service is of definite assistance to members of the PGA, one of its principal objectives is to aid the clubs and courses of the country to secure the services of professionals who are thoroughly capable. These pre-requisites are assured by the standards which the PGA has established for all members. The use of our service further assures employers that their professionals will be integral parts of all activities being carried on continuously by the PGA for the promotion of golf, and that they will be up to date on the most modern features of their every-day duties.

No Job Chiseling

One thing which makes it essential that the PGA proceed very cautiously in effectuating contacts of this kind is the requirement of its Constitution which prohibits a member from soliciting a position occupied by another. We are quite proud of the record we have achieved on this score for, despite the fact that the PGA places from 40 to 50 professionals annually, we have not encountered one reported instance where this service has transgressed upon the relationship of a member with his club.

For this remarkable record, we are greatly indebted to those clubs and courses which it has been our privilege to serve. We are equally indebted to them for having accorded us the privilege of servicing their requirements. Their patronage, together with that extended to our local Sections which have similar employment services of their own, speaks well for their confidence in the PGA and the calibre of its membership.

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Dave McKay