



Welcome to the

FREDDY Initiative

Golf is a unique sport that has the ability to teach young people about honor, integrity, and tradition. It can also serve as a networking opportunity with successful role models while teaching them a game they can enjoy their entire life.

The golf industry has a wide variety of career opportunities in the areas of club management, golf course maintenance, customer service, and as a golf professional. However, it takes more than an occasional golf clinic or lesson to generate and nurture a real interest in the game – especially among young people whose backgrounds have little or no exposure to the game in their schools or everyday lives.

The FREDDY (Forming Relationships to Expand Diversity and Develop Youth) Initiative is a program designed to give special internship opportunities in the golf industry to individuals that show an interest in golf and would strongly benefit from a mentorship relationship. Founded in 2020 to honor the legacy of Sean K. “Freddy” Fredrickson, an award winning PGA Golf Professional, Sean set a high bar for his fellow professionals. His belief in providing opportunities for underprivileged youth was second to none. Through his involvement with his home clubs and as a leader in the Oregon Chapter and Pacific Northwest Section PGA, Sean led the charge to bring mentoring to the conversation throughout our association. He personally started the first Mentoring Committee and later assisted in developing the first Mentoring Conference in the nation, as he saw the importance in giving back to others as he benefitted from those before him.

Objectives

- Provide meaningful internship opportunities in golf, a mentor that will assist with the program, and a safe environment for all participants.
- Introduce new career choices and the skills and contacts necessary to pursue those choices.
- Provide interaction and guidance from positive role models and build self-esteem.
- Provide regular exposure to the game of golf and a chance to develop some level of skill, as well as knowledge of the rules and etiquette.
- Provide clubs with an opportunity to interact with their communities in a positive way and to enrich and improve the life of a young person.

- To open up the golf industry to a new generation – one that truly reflects our diverse and multicultural society.

FREDDY Initiative Guidelines

The following guidelines are designed to outline the intent of the FREDDY program and to review important operational procedures.

1. Getting Started

Once your club has committed to participate in the FREDDY Initiative, our task force will help each club find a suitable intern if necessary. Each club may find their own intern within their community — through a local high school, community group such as the Boys and Girls Club, or other local organization — if they so choose. The usual age group ranges from 15-18. All potential candidates should complete an application and be interviewed by the club. The students should be selected based on work experience, GPA, ability to communicate and desire to work in the program.

If our task force aids in candidate selection, we will schedule an appointment for you to meet them. If possible, you should try to have everyone who would be involved with his/her training or work assignments present at this meeting. Be prepared to discuss in general some of the jobs the student may be expected to perform. If all goes well, we'll try to leave this meeting with a starting date.

The club always has the last word on hiring.

2. Orientation and Training

The FREDDY program directors will provide a list of the student's responsibilities with them in detail before they start. However, each club has their own specific rules and regulations, so you should plan to spend some time reviewing them with the students on their first day. We remind you that many of these students have never been in a country club/golf setting before and that many of the places, practices, and terminology we take for granted will be unfamiliar to them. For this reason, we recommend:

- Carefully review the club's employee policies about dress codes, areas that are off limits, etc. Be Specific!
- Let students know when and where they may take their lunch/meals/breaks, etc., and if the club provides them.
- Provide a very specific work schedule and let the student(s) know who to report to. Don't leave them with nothing to do. Note: Please keep a student's transportation situation in mind when making schedules; most do not drive.

- Introduce the student(s) to club personnel and members. Make sure they know who the key people are at the club and make them feel like part of the “team.”

3. Work Hours

- In any one season, we advise that a student work a maximum of 300 hours.
- We do this to try to keep the club’s financial obligation to a reasonable amount.

4. Golf

We hope to provide students with a valuable work experience to help them develop a positive work ethic. However, the FREDDY Initiative was also designed to provide day-to-day exposure to the game of golf and encourage an interest in the sport. We hope every club will keep this in mind and try to provide such opportunities throughout the season.

We recognize that clubs are extremely busy during the summer season and do not expect you to devote large amounts of free time to teaching students the game of golf. We do ask, however, that you encourage them and give them the fundamentals to get started. Please make sure that your interns are aware of guidelines for employee use of golf facilities.

We will provide interns with golf equipment as needed so they can fully immerse themselves in the experience.

5. Student Updates

Each month we will highlight one of our students. When it is your student’s turn for an update, we will ask that you submit a one paragraph highlight of your student’s accomplishments.

6. Evaluation

We encourage your feedback on the FREDDY Initiative program at any time. However, at the end of the season we will ask you to fill out a brief evaluation of your students and the program in general. This data is very valuable to us and we hope you will discuss it with everyone involved with your student and return it to us promptly.