

1983

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Recommended Citation

Groves, David L. (1983) "Entry into the Profession," *Visions in Leisure and Business*: Vol. 2 : Iss. 3 , Article 24.

Available at: <https://scholarworks.bgsu.edu/visions/vol2/iss3/24>

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ENTRY INTO THE PROFESSION

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ABSTRACT

The difficulty of individuals finding an entry level position is a frustrating process. Success is not only a function of good preparation but development of a selective strategy to create opportunities.

ENTRY INTO THE PROFESSION

INTRODUCTION

There are a number of strategies for individuals to enter the profession. Two of contrasting approaches are: (1) through a structured program of internship and selective recruitment by an organization, and (2) the act of selling the profession to a new organization that needs the goods and/or services.

INTERNSHIP

The first route, internship, involves three aspects: work, instruction and living experiences. These three aspects have been purposefully designed by organizations to help entry level professionals to learn and make decisions about their future. The following are some of the important dimensions in a successful internship program:

Purpose-is to gain job experience and an idea about all aspects of the profession for future career planning because few students have a realistic perspective on the job experience and/or career opportunities.

1. Selective interviewing and recruitment
2. Structured coursework to orient the internee to the

organization

3. Structured coursework to give the individual ideas about diversity in operation
4. Structural meetings with professionals in the organization about career planning
5. Peer interactions through structured sessions to exchange viewpoints
6. Personal counseling as to employment with the agency or where the individual may obtain a job

DEVELOPMENT OF OPPORTUNITIES

The other route may best be enumerated by the telling of story about an individual who has successfully developed a position for herself. Nancy Gansmiller, at Devilbiss Company in Toledo, Ohio, accepted a job as a secretary in the company. At that point, the company did not have an employee services program. She contacted the local Industrial Recreation Association and attended their monthly meetings. She got the company interested in an employee services program by inviting company executives to luncheons sponsored by the organization. Through the efforts of Ms. Gansmiller and the organization, the company came to understand the benefits of such a program. She eventually became Employee Services Director and has been promoted into an administrative position with the company. She has also served as president of the local employee services organization.

TRENDS

Most professionals start at the bottom and work their way through the ranks. One of the primary dimensions to entry is a willingness to start out in a lower position to gain experience. No matter what the training for entry into the profession, there are certain characteristics that many employers look for and that the potential employee must exhibit. Some of the characteristics are: enthusiasm, aggressiveness, people-oriented, service-oriented, willingness to work hard, willingness to work long hours, innovative thinker, concern for quality, pleasant personality, effective inter-personal skills, self-motivated, ability to motivate others, good communicator, and understanding business processes. Some agencies require a generalist background and others, more of a specialty background. No matter what the content requirement, it is essential to develop sellable skills and to establish a reputation as an individual who can make an effective contribution. It is important that an individual have an ancillary specialty, such as sales, marketing, advertising or personnel. This will help them qualify for more advanced positions in the organization. There is always opportunities for someone

who has an effective approach to solving problems such as ticket sales and advertising. The key to opportunities is good preparation and aggressiveness to create new positions with the sound application of content.

CONCLUSION

Most phases of the business are expanding and it depends on an individual's initiative and desire to advance. In fact, many times, an individual will have to move from organization to organization to achieve a higher position and learn the routine of many organizations before they settle into a permanent position. The industry is growing at an ever increasing rate and its ultimate future depends upon professionals and the strength of the training programs being provided.