

Career Development Contest – Horse

This contest is designed to provide workforce development experience for youth through creating a resume, targeting a cover letter to a specific job and participating in a mock interview. This contest is open to Senior Level 1 (grades 9-10) and Senior Level 2 (grades 11-12) youth.

1. Youth should choose one of the jobs below to target their cover letter and interview experience. Position descriptions follow this introduction page.

Ag Business: TFC – Management Internship

Industry: KER – Equine Research Internship

Education: APHA – Competition/Events Internship

2. Participants must submit a resume and a targeted cover letter in PDF format **by June 17** to afisher3@utk.edu. These 2 documents should be combined into 1 PDF file.
 - Resumes should not exceed two pages in length. Resumes will be evaluated by the judges on organization, content, grammar, layout and relevance.
 - Cover Letter is limited to one page, describing additional job qualifications and background to accompany the resume.
 - The cover letter for all 3 jobs should be addressed to Aaron Fisher, Youth Livestock Specialist, 2506 River Drive, Knoxville, TN 37996.
3. Contest judges will receive participant's resume, cover letter and selected job category before the contest to review.
4. Interviews will be a maximum of 15 minutes and will take place during the week of the state 4-H horse show in Shelbyville (June 23-28). Interview times will be available on multiple days. Youth who enter this contest will be contacted to schedule a time for their interview.
5. Participants are allowed to bring copies of their resume and cover letter. No other materials are allowed.
6. Participants should wear business casual or business professional attire for the interview.
7. Judges will place participants based on their resume, cover letter and interview.
8. Exhibition in the State 4-H Horse Show is not required to participate in this contest.
9. Cash prizes for winners provided by the Developing Champion Youth Endowment.

Contact Aaron Fisher (afisher3@utk.edu; 865-974-7260) with any questions.

CO-OP

DRIVEN TO SERVE

TENNESSEE FARMERS COOPERATIVE COOPERATIVE TRAINEE PROGRAM INFORMATION

The Cooperative Trainee program, a cherished part of the Tennessee Farmers Cooperative (TFC) long history and culture, offers a unique opportunity to those aspiring for a career in agriculture. It provides the knowledge and experiences necessary to assess potential long-term career opportunities while instilling the confidence to contribute to the cooperative they serve. A specific goal of the Cooperative Trainee program is to allow the trainee to experience the vital functions and day-to-day operations of a farmer-owned cooperative.

Cooperative Trainees are hired at one of the member cooperatives for a specific, full-time career opportunity with benefits. TFC is a Equal Opportunity Employer.

REQUIREMENTS TO PARTICIPATE:

- Bachelor's degree from an accredited college or university or has the equivalent of education and relevant experience.
- Basic communication, reasoning, math, and computer skills.
- A desire to learn, engage, and is a self-starter.
- Desire for Tennessee agriculture and servant leadership.

DUTIES AND RESPONSIBILITIES:

- Acquire and apply knowledge that reflects best business practices within various Co-op functions and operations.
- Assist in daily operations, based on assigned duties.
- Engage with cooperative members and customers to assist in sales, specifically identifying needs, answer questions, and provide service support.
- Provide exceptional customer service to every customer.
- Complete all curriculum requirements aimed at developing specific skills relevant to the role and broader operations.

INTERNSHIP TIME COMMITMENT:

The program is approximately 12 months, with about a three-to-five-day commitment away from home each month (for training purposes). There will be required overnight travel involved.



The program focuses on accomplishing three broad program outcomes:

1. *Acquiring an in-depth understanding of our cooperative values and company culture.*
2. *Skill development and knowledge acquisition.*
3. *Networking and relationship building.*



THE PROGRAM'S CORE CURRICULUM:



- **Onboarding Orientation:** Trainees review the TFC Cooperative system, discuss protocol/obligations/accountabilities, and tour TFC facilities. The tour includes visiting all departments and meeting with various TFC employees and leaders.
- **Team Building & Productivity Conference:** Trainees explore the critical practices and skills required to perform within a team setting. Specific topics include learning how to adapt to different personalities, managing change, company culture, time management, networking, business etiquette, and team building.
- **Leadership & Management School:** Topics explore the differences in leadership and managerial practices. Special emphasis is centered on the manager's role in planning, supervising, and evaluating individual and team performance.
- **Sales Excellence Training:** Trainees become familiar with the selling cycle and analyze the steps to identify customer needs, gain commitment and resolve issues, along with the practices required to provide top-tier customer service.
- **Financial School:** Topics include familiarizing trainees with our accounting system, the flow of the Co-op's monies, personal financial management, office functions of Merchant along with the services provided by Co-op Financial Solutions.
- **Marketing & Merchandising School:** Topics cover basic merchandising techniques including store layout and design, merchandise procurement, marketing, event planning, advertising, and social media strategy concepts.

ADDITIONAL LEARNING EXPERIENCES:

- **Capstone Project:** The capstone project aims to allow learners to apply key learnings from the program to a real-world situation, and, most importantly, apply knowledge and skills acquired during the Cooperative Trainee Program. The project is interdisciplinary in that it encourages learners to investigate an organizational issue from a leadership, management, team building, financial, sales, and/or marketing perspective. Each Trainee will work on their project individually throughout their time in the program, although there will be time to work together on reviewing and revising their projects. Each trainee will present their project findings before graduation from the program.
- **Development Retreat:** A hands-on type of group learning experience that gives each participant opportunities to lead and participate in small groups to solve real challenges while exploring personal strengths and values.
- **Statewide Operations Tour:** A week-long road trip to visit member Co-op stores, TFC facilities, and local farming operations. It is designed to give trainees a better understanding of the diversification of our system, a unique networking opportunity, and exposure to agriculture across Tennessee.
- **Special Events and Meetings:** These include but are not limited to Vendor Tradeshows, TFC Annual Meeting, Answer Plots and community events.
- **Other Opportunities:** Throughout the program's duration, the trainee may be asked to attend open houses, annual meetings, regional/state product schools, and local producer meetings. Depending upon the trainee's specific interests and availability, they could participate in ride-alongs with field staff, producer meetings, and university career days.



APPLY HERE





Internships

Equine Nutrition and Exercise Physiology Research
Internships

Are you looking to...

- Gain hands-on experience with equine nutrition and exercise physiology research?
- Understand how to design and conduct research trials?
- Network with equine nutritionists and other professionals in a research setting?

Look no further! It's all possible with an internship at Kentucky Equine Research.

- The Kentucky Equine Research internship program offers the practical experience necessary to understand and implement research protocols. Read more about what goes into a research study in [this Equine news article](#), written by 2024 research intern Emily Robyn.
- Imparts the skills necessary to assist in the everyday management of a large and busy research facility, often interfacing scientific design with practical solutions.
- Provides instruction on how to conduct nutrition and exercise physiology experiments, including data and sample collection.
- Exposes interns to basic laboratory equipment integral to research trials.

Internship Program

Summer (3-month): ~May-August depending on school schedules. Only open to applicants who are currently within the U.S. (domestic).

Internship Application Deadlines

Applications open: November 20, 2024

Summer Application Deadline: January 31, 2025

Summer Application Decision: No later than February 28, 2025

INTERNSHIP LOCATION: Kentucky Equine Research, Versailles, Kentucky, (18 miles southwest of Lexington, Kentucky and/or Kentucky Equine Research, Ocala, Florida. Summer internships are in one location. Yearlong interns may experience both locations.

FACILITY DESCRIPTION: Kentucky Equine Research, Inc. is an equine nutrition, research, and consultation company serving both the horse producer and the feed industry. Its goal is to advance the industry's knowledge of equine nutrition and exercise physiology and apply this knowledge to produce healthier, more athletic horses. The cornerstone of Kentucky Equine Research is its 150-acre facility in central Kentucky where equine nutrition and exercise physiology experiments are conducted. This research center maintains Thoroughbred research horses and includes a high-speed treadmill, a six-horse free walker, and equipment necessary for detailed investigation of nutrient metabolism at rest and during exercise. A second research facility in Ocala, Florida, features a training track for Thoroughbred racehorses, so much of the research performed there involves horses in active training. All research conducted at the research farms and published by Kentucky Equine Research is designed to have direct application to the horse feed industry and relevant to current topics of interest in the scientific community.

Description & Objectives of the Internship Program

- Provide routine health care and management of horses. Responsibilities include, but are not limited to, cleaning stalls/facilities, ration preparation and feeding, grooming, night checks, conditioning horses on a treadmill and automatic walker, monitoring the health, weight and condition of all horses, and assisting with routine health care such as fecal egg counts, vaccinations, and deworming. Physical labor and farm labor are integral duties of the internship program.
- Participate in all aspects of a variety of research studies, such as standardized exercise tests on a [high-speed treadmill](#), digestibility experiments, palatability testing, glycemic response, and [in vitro fermentation](#).
- Assist with the recording of data during experiments, the collection of samples during digestion trials and exercise trials, analysis of data, and presentation of results.
- Become familiar with the operation of research equipment used in studies during the internship. This equipment may include indirect calorimeter equipment used to measure oxygen uptake and carbon dioxide production, heart rate monitors, centrifuge, blood analyzer, and in vitro system to measure gas production and digestibility.
- Learn the skills necessary to effectively implement research protocols, including troubleshooting problems as they occur and understanding factors that affect the outcomes of research studies.
- Interact with leading equine professionals.
- Become familiar with oversight and management of a horse herd and farm.
- Expand your equine knowledge and cultural experiences through on- and off-site educational opportunities.

Required Hours

- Hours are variable, ranging from 40 to 60 hours per week, depending on the schedule of research experiments. The normal work week will be 6 days. However, during busy times, it may be required that interns work at least a few hours of a seventh day. Days off are not necessarily weekend days.
- Due to the nature of research projects, horse care, and farm management, set working hours are not always possible and some after-hours work must be expected.
- Every effort will be made to keep working hours reasonable and equally divided, however, applicants must be willing to be flexible with their work schedule.

Required Skills

- Good horse handling and care skills are fundamental in this position. Experience with equine husbandry, nutrition, and routine management of a horse farm.
- Experience and attention to detail are essential for basic laboratory skills. Should be dependable, hard-working, able to learn by instruction and observation, organized, able to handle changing conditions and priorities, and sensitive to the detail and accuracy necessary for successful research.
- A willingness to get “dirty” as nutrition research and horse farm work are not glamorous jobs.
- Be able to lift 50 lb (23 kg).
- Ability to work and live well with others in a diverse and changing work environment.
- Demonstrated ability to communicate well with others and be committed to working in a team setting.
- A strong interest in equine nutrition and research.
- Good working knowledge of computers, including Word and Excel.
- Must speak, read, and write English fluently.

Education & Experience

- Must have completed at least 2 years of a bachelor of science degree (or equivalent degree) in animal or veterinary science (equine emphasis).
- Veterinarians or applicants with a doctorate are typically considered overqualified for this internship.
- Knowledge of basic horse handling and care is necessary for the safe handling of research animals, safety of coworkers, and effective implementation of experimental design.

Application Procedure

Applications for our 2025 internship programs will open November 20, 2024!

Application Portal link: <https://ker.slideroom.com/#/permalink/program/80823>

Please refer questions to:

[Ashley Fowler](#), Director of Research

[Hiring?](#)[Register](#)[Login](#)

Competition/Events Internship (Summer 2025)

AG BUSINESS, LIVESTOCK & EQUINE, AG EDUCATION & EXTENSION

[EMAIL LISTING](#)

CLOSING DATE: March 15, 2025

[SAVE JOB](#) 

INTERNSHIP

LOCATION: FORT WORTH, TX

SALARY RANGE: \$1,200/month

The American Paint Horse Association (APHA), the world's second-largest equine breed association, is looking for interns to assist the association in a variety of aspects leading up to, during and following the APHA World Show held in Fort Worth, Texas. These internships provide a unique opportunity to work in the heart of Texas horse country with offices located in the Fort Worth Stockyards and events taking place at the historic Will Rogers Memorial Center. With multiple focus areas available, APHA internships are tailored to each intern's areas of interest and career goals as much as possible while providing the opportunity to gain hands-on experience in multiple sectors of a world-class equine association.

The competition intern will work closely with the Competition Department, which handles the following programs: Youth, Amateur, showing and judging. The Competition Department also oversees the management of the APHA World Show held at the Will Rogers Memorial Center in Fort Worth, Texas.

Duration: 2 months

Summer Semester: June 1 start date (flexible)

Responsibilities:

Interns will have a focused department but will gain well-rounded experience in all parts of the association.

Competition Focus:

- Collaborate with team members on the development and execution of promotional activities for Youth Program, Amateur Program, Shows, and Judging.
- Assist in the creation and maintenance of databases related to award recipients and program participants.
- Conduct research and analysis to identify trends and areas for improvement in program effectiveness.
- Provide administrative support in organizing and coordinating logistics for World Show preparation.
- Assist in the coordination of workshops and training sessions for participants in various programs.
- Contribute to the creation of marketing materials and content to promote events and programs.
- Work closely with the communication team to ensure timely and effective dissemination of information related to events and programs.
- Assist in the preparation and compilation of post-show reports, including detailed statistics and analysis of results.
- Act as a liaison between different departments to streamline communication and ensure smooth execution of events.

Cross-Departmental Exposure:

Learning about and completing projects for various APHA departments such as MemberCare (customer service), PH Barn Door (retail store), mail center and more.

Requirements:

- College juniors, seniors or recent graduates majoring in agriculture, journalism, marketing or a related field preferred
- Knowledge of Adobe Creative Suite, specifically Lightroom and Photoshop, preferred
- Interest in the equine industry and eagerness to learn about breed associations; interest in Paint Horses is a plus
- Self-motivated, creative thinker with a sense of responsibility
- Ability to work under pressure, meet deadlines and contribute to a team environment

Salary:

\$1,200 per month

Housing & Transportation:

Interns are responsible for transportation, room and board. APHA can provide housing leads if needed.

Required Materials:

- Resume
- Cover Letter
- Letters of Recommendation (optional, but encouraged)

Questions? Contact Desiree Heath Mills at dmills@apha.com.

LOGIN TO APPLY

LOGIN TO APPLY



AMERICAN PAINT HORSE ASSOCIATION

We promote, preserve and provide meaningful experiences with Paint Horses.