



INTERNSHIP PROGRAM

-WBA Experiential Learning Opportunity-

INTERNSHIP OVERVIEW

World Baseball Academy (WBA) vision is to develop leaders who positively impact our world. The **internship program** has become an important part of that leadership development process within our operations.

WBA enjoys our partnership with numerous area universities and high schools in order to provide students an experiential learning opportunity that aligns with their passions and future career path. Internship responsibilities typically are related to facility management, marketing, graphic design, and project specific interests.

"We really enjoy allowing students to become a part of our team during their internship time. We value their role and enjoy challenging them to exemplify excellence in everything they choose to pursue," explains Caleb Kimmel, CEO of World Baseball Academy.

The internship program includes an interview process, routine meetings and interaction with staff, leadership time with CEO, project oriented tasks, mid-term reviews, real world experience, evaluation of WBA Staff by intern, exit interview, and a lot of smiles and words of encouragement.

Partnering Colleges & High Schools include:

- Purdue University Fort Wayne, University of St. Francis, Indiana Tech, Ball State University, Indiana University, Purdue University, U of Indy, ITT Tech, St. Mary's College, Huntington, Ivy Tech, Northwestern (OH) University, Taylor University, Trine University, Manchester University, Grace College, Rose Hulman, and more are showing an interest!
- Area Private High Schools, East Allen Community Schools, Fort Wayne Community Schools, Northwest Allen County Schools, Southwest Allen County School.

RELATED AREAS OF STUDY

World Baseball Academy has involved a variety of fields of study to create a successful experiential learning opportunity within our operations. WBA prides our internship program on creating a **customized role** for each student based on their passions, skills sets, and career ambitions.

Business Administration

- Management
- Marketing
- Finance
- Sports Management
- Sports Marketing
- Facility & Event Management
- Hospitality Management
- Communications
- Organizational Leadership
- International Business

Digital Graphics / Creative Arts

- Graphic Design
- Web Development
- Film / Media / Video

Health & Human Services

- Development & Family Services

Individualized Major

- Education / Mentoring



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WBA (GENERIC) COURSE DESCRIPTION

- An experiential learning opportunity that develops the student's academic, personal, and career-related goals in their related area of study. Experience is gained at ASH Centre sports facility. Theory is coordinated with practical experience.

UNPAID INTERNSHIP POSITIONS

- **Unpaid Internship Position – Majority of Opportunities**
 - Flexible schedule and a customized approach to the student's goals for the internship experience.
 - The student must complete the minimum number of work hours that aligns with their university's expectations during course enrollment.
 - Numerous positions offered throughout the school year and summer.

STUDENT ACTIVITIES

- WBA Staff provides onsite supervision and assistance for each student.
- WBA believes that each's students experience should be viewed as an educational experience first and a work experience second, and WBA Staff are reminded that students are relatively inexperienced when assigning duties and responsibilities.
- WBA leadership will meet with and complete an **evaluation** of the student at the conclusion of the internship.
- WBA encourages students to share and/or write a **Self-Reflection** analysis of their experience.
- WBA encourages students to write a description of **their contributions** made during their field experience,
- WBA encourages **Self-analysis** in terms of professional and personal growth, development of competencies, surfacing of strengths and limitations, emerging attitudes and values, facility to develop interpersonal relationships, crystallization of career objectives, feelings of increased/decreased confidence and assertiveness, satisfaction/dissatisfaction with career choice, etc.





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WORLD BASEBALL ACADEMY OPERATIONS

World Baseball Academy (WBA) vision is to develop leaders who positively impact our world. Our organization provides leadership development opportunities through our Four T's of impact to accomplish this vision:

- **Tournaments**
 - WBA is a professional event planner hosting youth baseball tournaments that attract teams in from around the Midwest and Canada.
- **Team Support**
 - WBA owns and operates the ASH Centre Sports Facility that includes outdoor artificial turf baseball fields, indoor NBA Basketball Court, indoor turf, and indoor batting cages.
- **Training**
 - WBA provides quality baseball instruction for area athletes which also include an at-risk youth mentoring program.
- **Trips**
 - WBA host short-term international baseball mission trips focused on personal growth of the participants who choose to be a part of the experience.

Due to recent substantial improvements to the ASH Centre Sports Facility, World Baseball Academy anticipates serving over 5,700+ young people annually.

ASH Centre Sports Facility Images





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INTERNSHIP PROCESS

Promotional Process for Internship Positions

- World Baseball Academy promotes Internship opportunities to area universities & high schools
 - Job Description Posts on Indiana Internet.
 - Speaking Engagements on University Campuses
 - Word of Mouth from Partnering Professors and former Intern Students

Interview Process

- Internship Applicant Submits Inquiry via Email
- WBA follows up with applicant
- Resume is submitted
- Interview is scheduled
 - *Includes a WBA overview of Mission/Vision & Programming*
 - *Tour of ASH Centre Campus*
 - *Initial Discussion on Student's Area of Interest & Scheduling Options*

Acceptance / Denial

- In a timely manner, a follow-up on the Acceptance or Denial (with an explanation) is given to the applicant

Scheduling (If Accepted)

- Welcome Card is emailed to Intern
- "Get to Know You" Informational Sheet is sent to Intern to be completed for WBA Staff
- Communication begins on building the Intern Experience Schedule
- Calendar is built within Google Calendars for Intern and WBA Staff

Job Experience – 1st Half

- Experiential Learning takes place. – Supervision provided By appropriate WBA Staff Member
- Regular Reviews of Roles/Responsibility – Hosted By appropriate WBA Staff Member
- Relationship Building Time – WBA Staff Member(s) provide Lunch opportunity

Mid-Term Review

- Business Lunch with WBA Supervisor(s)

Job Experience – 2nd Half

- Experiential Learning takes place. – Supervision provided By appropriate WBA Staff Member
- Regular Review of Roles/Responsibility – Hosted By appropriate WBA Staff Member

Exit Interview

- Evaluation of Interns Performance – Hosted By appropriate WBA Staff Member
- Evaluation of WBA Staff – By Intern
- Letter of Recommendation Review – By Caleb Kimmel, CEO