Model Co-op Intern:
◊ Someone who is flexible and willing to work in all areas of the co-op.
◊ An individual who is self-motivated to go above and beyond to accomplish a task without being asked.
◊ Can you talk the farmer language and mix well with the farmers?
◊ Someone who is willing to get involved in community events
◊ Someone who is willing to come in early / work late, work on the weekends or at least have the mindset to do so.
◊ An individual who is dependable and reliable.
◊ Someone who is “committed” to the co-op --- just more than simply earning a paycheck.

Objectives:
◊ The purpose of this internship is to provide college students with an insight into the cooperative business model to those interested in pursuing such a career.
◊ To begin a much-needed effort to actively recruit candidates to fill the shoes of retiring co-op general managers and key employees.
◊ To create a broader awareness that a career in cooperatives is a viable alternative for college graduates.
◊ To provide college students real-life work experience.
◊ To build lasting recruiting relationships with agricultural university leaders and students in the workforce.
◊ To teach the co-op business model to college students and faculty.

Candidates:
◊ Completed sophomore work or higher.
◊ Cumulative GPA of 2.5.
◊ Candidates should possess an interest in cotton ginning or grain and farm supply.
◊ A background in any of the following: cotton, ranching, accounting, communications, grain, business, farm supply, etc.
◊ Educational classes in the following (not required but helpful): accounting, communications, futures and options, agronomy, agriculture economics, etc.
◊ The ultimate goal of TACC is to have a very high retention rate of candidates into the industry upon graduation from college.

Selecting Interns:
◊ Flyers regarding the intern program will potentially be distributed to the following universities:
  - Angelo State University
  - Sam Houston State University
  - Southern Arkansas University
  - Tarleton State University
  - Texas A&M Commerce
  - Texas A&M University
  - Texas Tech University
  - Texas Tech University
  - Texas Tech University
  - Texas State University
  - Texas A&M University

◊ Candidates who submit a cover letter and resume to TACC will be granted an opportunity to interview with TACC.
◊ TACC will serve as a coordinator or be more of a placement agency for the intern program.
◊ TACC will visit and teach various ag classes at the named universities in the fall semester.
◊ TACC will return to all the interested universities in January and February with industry leaders and faculty to conduct interviews for selection into the intern

Hosting an Intern:
◊ Between February and April, the entire membership will be invited to host an intern with an invitation to a break-out session at TACC’s annual meeting.
◊ TACC staff and industry leadership will determine placement locations from those expressing an interest.
◊ The hosting co-op will determine the curriculum and work assignments.
◊ Job duties could include: accounting, budgeting, customer relations, mechanical repairs, marketing, safety issues, agronomy, etc.
  The emphasis will be to develop a well-rounded and balanced employee.
◊ First time host co-ops will be encouraged to consider hosting an intern for half the summer or splitting an intern with another co-op.
◊ Interns will complete a “project” and resulting paper for TACC and the co-op prior to the completion of the internship.

Stipend/Funding:
◊ Stipend determined by hosting co-op and TACC.
◊ Lodging expenses and coordination of housing for an intern will be the responsibility of the hosting co-op/organization.
◊ The program will be entirely funded by TACC and the respective local cooperatives.
◊ TACC staff will serve as coordinator of the program as part of its services to the membership.

Additional Benefits:
◊ With supervisor approval, interns are encouraged to spend a little time with regional co-ops.
◊ With supervisor approval, tour some surrounding co-ops in the area.
◊ Attend a summer co-op managers’ conference in Ruidoso, NM (at TACC expense & manager approval).
◊ Spend a brief time at TACC and the State Capitol in Austin (at TACC expense & manager approval).
◊ Conduct “exit” and “mock” interviews with cooperative leaders.