

LIBERTY CORNER, N.J. (September 3, 2025) – The USGA announced a groundbreaking collaboration with eight major golf entities, including the PGA TOUR and Pinehurst Resort, to form Pathways Launch, designed to widen the pipeline of golf’s future leaders.

Pathways Launch is a three-month paid internship that will target undergraduate and graduate students in nine participating organizations who demonstrate an aptitude for growth and leadership and have a desire to work in golf/sports. Core areas of focus include development of hard skills, mentorship and leadership training.

Applications for the internship’s initial 2026 class are now open and will close on November 14, 2025. Those interested can apply on the [USGA’s career page](#) or [makegolffyourcareer.org](#).

“We can do more together than we can do alone, and we’re building on an already successful Pathways model to open opportunity to more people,” said USGA CEO Mike Whan. “These rising professionals, each organization and ultimately the game all benefit from this next step forward, and we’re thankful that everyone involved has embraced its vision.”

The program will place interns in one of the following organizations, covering nearly every facet of the game including tourism/hospitality, retail, professional competitions, coaching and fan engagement:

- DICK’S Sporting Goods/Golf Galaxy
- Golf Pride
- Ladies Professional Golf Association (LPGA)
- Pebble Beach Company
- Pinehurst Resort & Country Club
- PGA of America
- PGA TOUR
- Topgolf Callaway Brands
- USGA

Each intern will be hired by the supporting organization, giving them in-field experience and direct networking opportunities. In addition to an hourly wage funded jointly by the USGA and participating organizations, each long-term intern can also receive housing support to further defray costs and address a key barrier for many who would otherwise not apply.

Shortlisted Pathways Launch candidates will be invited to the USGA’s Liberty Corner, N.J., office with representatives from the participating organizations for a final recruiting event in mid-January 2026. The program will kick off in early June at the U.S. Women’s Open Championship at The Riviera Country Club in California with a USGA-led Launch event.

The program is the latest in a series of investments made by the USGA to widen the pipeline of golf’s next-generation workforce and advance a growing recreational and competitive game increasingly driven by data, science, innovation and engagement.

Pathways Launch was developed as an outcome of the USGA’s Pathways Program, which debuted in 2022 during U.S. Open week at The Country Club in Brookline, Mass., as a 10-day immersion for up to 25 college and graduate students exploring careers in golf. With the support of foundational sponsor Deloitte, the Pathways Program has since introduced nearly 100 undergraduate and graduate students to the many career opportunities available in golf, combining behind-the-scenes learning opportunities with executive coaching and networking sessions.

Many began their experience with little knowledge of the golf industry, and backgrounds that have largely been underrepresented in the sport. Moving forward, that experience will be renamed Pathways Discover, providing a natural progression from the initial seeker stage to the longer Pathways Launch opportunity, with more in-depth learning,

*“ These rising professionals, each organization and ultimately the game all benefit from this next step forward, and we’re thankful that everyone involved has embraced its vision. -- Mike Whan, CEO ”*

mentoring and role-based training for those pursuing résumé-building experience and achievements.

“The energy and interest in golf have never been higher, thanks to this incredible community of players, volunteers and fellow industry colleagues who work with us every day to introduce more people to the game,” said Fred Perpall, USGA president. “It’s because of the success of these efforts that we can take one more step forward together and leave a legacy that will have lasting impact.”

Final interviews for the 24 spots in Pathways Discover at Shinnecock Hills Golf Club will take place by February 2026, with offers extended in March.

Pathways Launch is a part of [Make Golf Your Thing](#), a collaborative golf-wide effort that seeks to attract and welcome individuals from all backgrounds to pursue opportunities in the golf industry.

Other career development initiatives supported by the USGA include the P.J. Boatwright, Jr. Internship Program, founded in 1991 to build a stronger pipeline for golf administrators through the USGA’s Allied Golf Association national network; the Greenkeeper Apprenticeship Program, providing one year of classroom and on-the-job training for golf course maintenance workers; and annual USGA internships that provide in-depth experience in every USGA department – from championship operations to merchandising, agronomy to accounting, communications and marketing to ticketing and content development.

The USGA has invested more than \$75 million in career development programs since 1991. Thousands of alumni have advanced to successful full-time careers in golf and other sports organizations.

To learn more, see [usga.org](http://usga.org) and click on careers.

For further information: Janeen Driscoll, [jdriscoll@usga.org](mailto:jdriscoll@usga.org)

---

<https://mediacenter.usga.org/press-releases?item=123140>