

# The Distance From Poland to Ohio Isn't Counted in Miles

By David Munson

*While arranging the internship was certainly worth the effort, the paperwork and red tape could be overwhelming.*

*Lanphear received assistance in the legal aspects of the program from the Association for International Practical Training. The organization helps employers sort through the necessary forms and protects interns from companies that are just out to get cheap labor. Employers must be able to prove that they can offer an international intern work experience that they can't get in their home country. Leszczynski recommends that employers consider the benefits of hiring an international intern.*

*"I really believe there are many other guys like me with strong educational backgrounds and practical experience that would really appreciate the opportunity to do an internship," Leszczynski relates. "I would strongly recommend it to students and employers also."*

**W**hen Lauren Lanphear posted his first Internet job listing in 2000, he didn't know what to expect. As President of Forest City Tree Protection Company of South Euclid, Ohio, Lanphear was facing a challenge that is all-too-common in the tree care industry: how to attract quality employees and keep them on the payroll.

His ad attracted several responses, but none of the applicants were from the greater Cleveland area. In fact, none of them were even from the

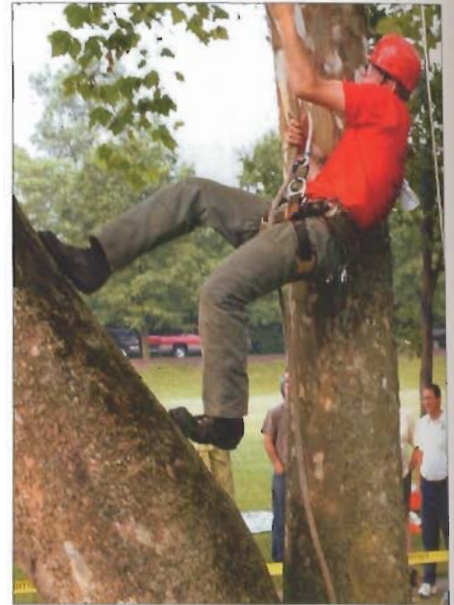


**Leszczynski with Lauren Lanphear in Sept. '01 on last day of his original four-month internship.**

United States. Discouraged, Lanphear quickly read through the e-mails he had received. Some were seemingly generic responses to the ad. Others were from unqualified applicants who seemed to have misunderstood the nature of the job.

One e-mail was different, however, and would begin a journey that Lanphear won't soon forget.

The first response to Lanphear's list-



**Marcin Leszczynski competing in Belayed Speed Climb event at Ohio Chapter, ISA's Tree Climbing Championship.**



**Leszczynski (standing right) with other interns Wojtek Lalinowski (standing left), Robert Kraszewski (kneeling left), and David Robinson from United Kingdom.**

ing was from Marcin Leszczynski, a recent graduate of Warsaw Agricultural University's Forestry Program in Warsaw, Poland. Leszczynski's forestry background and sincere interest in the position impressed Lanphear, who soon contacted the aspiring arborist.

"After contacting Marcin, we decided that we would do an internship. It's not something I had ever done, but I decided we would learn how. I told him that if he could get here, I'd give him a job," Lanphear recalls.

Leszczynski soon arrived, and Lanphear put him right to work. In the United States on a four-month work and travel visa, the young Pole proved to be one of Lanphear's most motivated workers.

"When he arrived, he had a background in trees and had used a chainsaw, but he had no real experience in arboriculture or climbing," Lanphear says. "He's become an accomplished climber in a short period of time. It's amazing what you can accomplish if you are motivated."

In addition to achieving Class A Climber status, Leszczynski has worked hard to become an ISA Certified Arborist and Certified Tree Worker, and is very close to becoming a crew chief. Sorting through piles of paperwork and red tape, Lanphear was able to help Leszczynski extend his stay to include an 18-month internship, an arrangement that has benefited both Leszczynski and Lanphear's tree care business.

"In our industry, where 90 days seems to be the average lifespan of a worker, 18 months is a long time," Lanphear notes. "If you know someone is going to be there for 18 months – and you don't have to worry that they are going to go somewhere else – it gives you a lot of freedom to work with that person, and a greater willingness to invest in them."

The internship had other benefits for the company. Leszczynski's hard work and dedication to the job were a motivating force for his fellow workers, and the opportunity to interact with someone from another culture had

benefits for both sides.

As part of the regular Forest City Tree Protection work force, Leszczynski worked standard hours and received the same pay as everyone else, but the benefits of the internship went far beyond a paycheck.

"The opportunities that I have had here are much bigger than back in Poland," Leszczynski says. "I have worked with such great people – other arborists, my boss Lauren, my co-workers. It's been really great. I will be taking back a certain way of thinking about the job – an excitement about the trees, an ability to do the job in a professional way, and a willingness to

work as safely as possible. I really hope to bring these things back to Poland and share them with as many people as I can."

As Leszczynski's work permit comes to an end, Lanphear has already begun a new round of internships, and sees the fledgling program as a win-win situation for tree care companies and the interns they employ.


"This is a fantastic opportunity. They are extremely motivated, they love to learn, and they want to absorb as much as they can in the 18-month window that they have here," Lanphear says. "The whole thing has been inspiring."

**TCI**

**RAPCO  
CARBIDE  
CHAIN...**

WITH RAPCO  
CARBIDE CHAIN  
YOU CAN CUT  
20 to 25 CORDS  
WITHOUT  
RE-SHARPENING!

**CUTS  
like  
a  
Diamond**



**WORLD'S FINEST!**

**RAPCO INDUSTRIES INC.**

We Accept: Visa, Mastercard & American Express

**PHONE: 1-800-959-6130** FAX: 360-573-0046

e-mail: Ron@rapcoindustries.com [www.rapcoindustries.com](http://www.rapcoindustries.com)

6000 N.E. 88th ST., SUITE D-104  
VANCOUVER, WA 98665

Please circle 74 on Reader Service Card

See us at TCI EXPO 2003!

**The Kan-Du Stump Grinder ...**



... is fast, efficient, economical and has over 12 years of proven reliability. It is hydraulically controlled, self propelled and will travel at a fast walk in open areas and slowly on hills and in close quarters. It also has a hydraulically controlled, rear-mounted stabilization blade. It is easy to operate, has a 48-inch working width, yet will pass through a 29-inch opening and will grind 30 inches high and 24 inches deep.

**Stump Removal, Inc. Toll-free: 888-68-STUMP; Fax: 214-321-8191;  
E-Mail: kandustumpgrind@worldnet.att.net; Web: www.kan-dustumpgrinder.com.**

Please circle 86 on Reader Service Card