Most of this year’s Regional Training Courses are full. However, there is still chance to book a place on five of the Courses. These are:

**Budgeting**
Inchyra Grange
15 and 16 November

**Project Management**
Inchyra Grange
17 and 18 November

**Project Management**
BIGGA HOUSE
22 and 23 November

**Budgeting**
Newcastle, Northern Ireland
2 and 3 December

**Golf Course Design 2**
Belper
15 and 16 February 2000

Each two day course costs an extremely low £80 plus VAT. This includes accommodation, meals and tuition. Contact Sami now to reserve your place.

**The Learning Experience 2000**
Applications for the National Education Conference, Workshops, Seminars and the BTME Banquet are flowing into BIGGA HOUSE at a steady rate. Thanks to the continuing support of Textron Turf Care and Specialty Products, the Learning Experience 2000 looks set to be a sell-out. Make sure of your place by sending in your completed booking form as soon as possible. Learning Experience brochures are being sent to all golf clubs this month.

Full details of the education and training options available at BTME2000 are included in The Learning Experience brochure.

**NEED A COPY?**
TEL: 01347 833833

**TORO Student of the Year Competition**
Last month’s copy of Greenkeeper International previewed the entrants for the 1999 TORO Student of the Year Competition, which for the first time. The GTC nominated three of their Modern Apprentices and two of them, Vincent Gilroy, from the Midlands and Michael Bush from the South West were selected to progress to the Final which took place at BIGGA HOUSE on 25 October. Full results will be published in the December edition of Greenkeeper International. Unfortunately, the Scottish Finalist, Jim Gilchrist was shown to have attended Langside College when in fact he was trained at GOSTA Training.

**Training and Development**
In the past year, 62% of managers in the UK have been affected by some sort of organisational change. As the greenkeeping industry changes, with new techniques, increasing mechanisation, new products and computerisation, greenkeepers need to learn new skills or new ways of working on a continual basis. Whose job is it to ensure that greenkeeping staff are trained to a sufficient level of competence and to ensure that all staff continue to develop? Look at the following questions and see if you can come up with the answers.

1. Who is responsible for the performance of a greenkeeping team?
   A. The Green Committee.
   B. The Golf Club Secretary.
   C. The Head Greenkeeper/Course Manager.
   D. Individual Greenkeepers.

2. Who is best placed to know what standards of presentation have to meet the greenkeeping team?
   A. The Greenkeepers’ Training Committee.
   B. BIGGA.
   C. Golfers.
   D. The Head Greenkeeper/Course Manager.

3. Who should identify training and development needs?
   A. The Greenkeepers’ Training Committee.
   B. The National Training Organisation.
   C. Colleges.
   D. The Head Greenkeeper/Course Manager.

4. Who should carry out assessment and give feedback on performance?
   A. The Head Greenkeeper/Course Manager.
   B. Colleges.
   C. Internal Verifiers.
   D. Awarding Bodies.

5. Who should assess improvements in competence?
   A. Colleges.
   C. The Head Greenkeeper/Course Manager.
   D. Green Committees.

Watch out for the answers in next month’s edition of Greenkeeper International.

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**Golf Course Preparation Video**
£14.95 to BIGGA members
£29.95 to non-members

**Golf Course Reconstruction Video**
£14.95 to BIGGA members
£29.95 to non-members

**Ecology Book**
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**Raising the Standards of Mowing Management Video**
£14.95 to BIGGA members
£29.95 to non-members

**Setting the Standard in Spraying Application Video**
£14.95 to BIGGA members
£29.95 to non-members

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