Early indications are that Apprenticeships will remain although the new Government has yet to confirm where funding support, if any, will be focused to benefit employers and learners.

The GTC has ensured the Apprenticeships at both Levels 2 and 3 include the skills and knowledge required by employers and whilst these frameworks are available for all ages, when it comes to funding support, it is the young 16-19 age group, where priority funding is guaranteed.

I am sure we all agree that funding should be made available to ensure youngsters either receive support through their employers registering them as an apprentice with a Centre, or on a full-time college based course/qualification such as a National Certificate when they are unable to gain employment.

However, what about the over 19’s and the mature career changes who would love to follow qualifications and National certificates looking to progress their skills and whilst these frameworks are available to this group, too much emphasis on full courses and at least put some demand and popularity for short courses and at least put some demand and popularity for short courses and at least put some demand and popularity for short courses and at least put some demand and popularity for short courses and at least put some demand and popularity for short courses.

The GTC has continually lobbied for support funding for all formal qualifications but has also encouraged the take up of Continual Professional Development (CPD) by greenkeepers and employers for short courses which must be the next target.

As part of its ongoing commitment to quality the GTC has written to all of its current approved providers with a revised criteria and an invitation to join the GTC’s Quality Assured Scheme.

Colleges and Private Companies meeting the criteria and offering the formal qualifications will, in future, be promoted as providers and learners as GTC APPROVED CENTRES.

A new criteria and category for individuals and organisations will be GTC APPROVED TRAINING PROVIDERS.

Learning & Development

Sami Collins, Head of Learning & Development, with an update on education issues

This month the L&D Department has been heavily involved with The Open, the Toro Student Greenkeeper of the Year regional interviews, the introduction of the new membership benefit, the “How To...” guides, There is no set up in August as the Continue to Learn education programme hits the top of the ‘To Do’ list!

“How To...” Guides

Do you ever ask yourself these questions?

• How do I conduct a one-to-one meeting?
• How do I conduct a team briefing?
• How do I prepare for an appraisal?
• How do I recruit the right staff?
• How do I write a job description?

There are now 19 “How To...” guides available to help you answer these questions and more.

1. Conduct a Team Briefing
2. Conduct 180 and 360 Appraisals
3. Conduct Team Appraisals
4. Develop a Business Plan
5. Develop a Training and Development Policy
6. Understand an Apprenticeship Programme
7. Develop and Organisational Training Plan
8. Develop Succession Plans
9. Evaluate Individual Training and Development
10. Evaluate Training and Development Against Goals and Targets
11. Introduce Continuous Improvement
12. Plan an Induction
13. Prepare a Skills Matrix
14. Prepare a Training Record
15. Prepare for an Appraisal
16. Promote Equal Opportunities
17. Recruit the Right Staff
18. Write a Job Description
19. Conduct a One-to-One Meeting

The “How To...” guides are short, handy guides providing practical, step by step guidance on the listed subjects. The guides can be downloaded and used to help you develop your knowledge and implement new processes in your workplace.

Introduced exclusively for BIGHA Members, you’ll find the guides by accessing Member Resources in the members area of the website. The “How To...” guides are brought to you thanks to the continuing support of the contributors to the Learning and Development Fund.

The National Finals will take place at BIGHA House on 12 and 13 September, I’m sure you will join me in wishing all of the finalists the very best of luck.

Higher Education Scholarships

Supported by Ransomes Jacobsen

The most recent scholarship has been awarded to Andrew Reason – HNC Golf Course Management