

# Golf Clubs, Greenkeeping and the YTS

Nick Bissett looks at some of the methods of employment and their costs

**T**he Youth Training Scheme (YTS) has been in existence now for some five years and has developed from a 1-year scheme to a 2-year scheme. Although the more cynical might claim otherwise, the scheme is designed to ensure that all school leavers under the age of 18 undergo some formal basic training. There are incentives to the individual to ensure that he/she does not join the unemployment statistics.

The scheme was set up by the Manpower Services Commission (MSC) which is now the Training Commission (TC) and soon to be changed again to the Training Agency. It was organised on the ground by Managing Agents who had to prove to MSC that they were fit people to run schemes. Virtually anyone could call themselves a Managing Agency and run a scheme and this led to some strange schemes being developed in the early years of YTS.

However, more recently each Managing Agent has had to achieve the status of an Approved Training Organisation (ATO) and this has weeded out some of those more dubious organisations. To achieve ATO status the Agents had to satisfy the Commission that they were a suitable organisation to run a training programme.

The Commission pays the ATO the sum of about £2000 per trainee per year to cover the weekly allowance (£29.50 in first year - totalling £1534 and £35 in second year totalling £1820) with the balance for training. Any travelling or board and lodging necessarily incurred in doing the training can be reclaimed with a small daily deduction from trainees. This means that the ATO can make a profit by cutting the costs of training and indeed this is how some organisations have survived.

In the world of golf greenkeeping, uptake on YTS has been variable and despite some publicity there still seems to be confusion as to how the scheme operates. The Greenkeepers Training Committee have considered the implications of YTS and their training scheme and have come to the conclusion that it is a useful method providing the off-the-job training takes place at a college approved by the Committee to deliver correct training.

In order to clarify the position for golf clubs, use is made of case studies to cover the most likely situations and some costing is done to provide for comparison. The figures used are obviously rounded off to achieve that purpose and it is important to state that the figures for wages in no way are a suggested level for clubs to adopt.

In the case studies used in this article certain headings are used to provide an estimate of costs and the headings are explained as follows:  
**Wages** - based on a starting wage of

£50 per week for the first year, rising to £60 in the second year and £70 in the third year.

**National Insurance** - payable only if employed. Unemployed trainees receive credit for the first two years.

**Tuition Fees** - not generally paid by employed trainees until aged 18 i.e. for third year only. Approx. £75 per year.

**Board and Lodging** - while attending college these costs are based on 6 weeks block per year at £35 per week. If done on a day release basis at an approved centre then this will not apply.

**Travelling Expenses/subsistence** - this would be payable by the club for employed people and in any case for the third year of training. As the sum is likely to vary for each club it is left out.

### CASE A

A golf club wishing to employ an additional member of the green staff without involving YTS. The new employee is to be a school leaver aged 16.

In this situation there is no variation from standard employment procedures - the new employee works under the conditions laid down by the club who pays the going rate for the job and all costs associated with training.

The Greenkeepers Training Committee recommend that the training period should be over a 3-year

## NATIONAL TOURNAMENT 1989

Members should note that this will be held at  
The Lyme Regis Golf Club, Lyme Regis, Dorset  
from 14th-16th August 1989.

For full details, please contact

Gordon Child, Regional Administrator,  
Archways, Churston Road, CHURSTON FERRERS,  
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Tel: 0803-844056.

# EDUCATION

period leading to the award of a City and Guilds Certificate at Phase II and completion of the Log Book. The off-the-job element will amount to six weeks per year for all three years.

## Approximate costs

Wages (Based on 3-year average of £60)	£9360
National Insurance etc	to pay
Training Tuition Free to under 18s 1 year	£75
Board and lodging 3 years @ 6 weeks @ £35 travelling expenses/subsistence to pay	£630
Examination Fees	£40
<b>TOTAL</b>	<b>£10375</b>

(to which must be added as above.)

## CASE B

A golf club wishing to employ an additional 16-year-old member of the green staff having an individual in mind and wish to examine the possibility of YTS.

In this case there are TWO options. Either the club makes contact with a reputable ATO to inform them that the club would be willing to provide a work placement for the individual or the club directs the prospective trainee to the ATO.

In both options the person to be taken on will become an employed trainee. The club will make no contribution to YTS and will pay the going rate for the job as in Case A but will receive a rebate from the ATO in the sum of approx. £10 per week.

## Approximate costs

Wages (£60 per week av. for 3 years less rebate from ATO (£10 per week for first two years))	£9360
Wages total	£1040
NI contributions	£8320
to pay	
Training Tuition, Board, exam fees for 1 year	£325
Travelling expenses 1 year only	to pay
<b>TOTAL</b>	<b>£8645</b>

(to which must be added as above.)

## CASE C

A club wishing to engage a trainee from a reputable ATO and eventually employ the same person as a full staff member. In this case the

ATO becomes the employer and sets out conditions of work - this may restrict such things as weekend working - and there is a need for 12 weeks off-the-job training in the first year and eight weeks in the second year although this may vary slightly. The club will be asked to contribute £18.50 per week in the first year and £25 in the second but there is no stamp to pay

## Approximate costs

Contribution to scheme	
first year	£962
second year	£1300
Third year wages outwith scheme £70	£3£40
National Insurance 1 year only	to pay
Training tuition, 3rd year only	£75
Board and exam fees 3rd year only 6 weeks	£250
Travelling expenses 1 year only	to pay
<b>TOTAL</b>	<b>£6227</b>

(to which must be added as above.)

## CASE D

A club willing to provide a work placement for a YTS trainee with no obligation to offer full employment at the end of the two years.

Many clubs have taken this option possibly as a source of cheap labour and if this is the case then they are unlikely to be involved regularly with a trainee.

It can be seen from the figures given for each example above that the cost of training to the club can vary but generally is cheaper through the YTS and must be considered. However even if the club is responsible for the full cost of training the amount involved over the 3 year period represents only the equivalent to the cost of the overhaul of a set of gang mowers.

It would be wrong for clubs to think of YTS as 'cheap labour'.

*Nick Bissett is a lecturer in horticulture at Askham Bryan College, York and a member of the Greenkeepers Training Committee.*

## BIGGA/SUPATURF 1989 EDUCATIONAL CONFERENCE QUEENS' COLLEGE, CAMBRIDGE, 4th-6th April, 1989

In this second profile on speakers to be heard at the conference, THE GOLF COURSE this month features James T Snow of the United States Golf Association Green Section. For Conference details, please contact Neil Thomas, Executive Director, BIGGA, Sports Turf Research Institute, BINGLEY, West Yorkshire, BD16 1AU. Tel: 0274-560556

### JAMES T SNOW

**J**im Snow is the Northeastern Region Director for the United States Golf Association Green Section and is the Co-Editor of its bi-monthly publication, the 'Green Section Record'. He received his Bachelor of Science and Master of Science degrees from Cornell University, specialising in horticulture and turfgrass science. Since joining the USGA staff in 1976, he has made more than 2,000 agronomic visits to USGA member clubs and courses throughout the Northeast. He has written more than 60 articles and given more than 150 presentations having to do with a wide array of turfgrass science and golf course management topics.



Jim and his wife Judy are avid gardeners, specialising in the growing of chrysanthemums and other perennials. Two year old son Kevin is destined to learn more about the art of weeding than he will ever care to know!

Jim's subject at the conference will be 'The Biggest Problem of Golf Course Turf in the U.S.A.'