

# 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.'