

Investing in your future

This month's article continues on the theme of National Vocational Qualifications (NVQs) and Scottish Vocational Qualifications (SVQs), looking more closely at their effects on greenkeeper training and gives more details on the autumn's supervisory and management courses.

Industry Lead Body

When the National Council for Vocational Qualifications (NCVQ) established the framework for N/SVQs, the number of Industry Lead Bodies was limited to those industries with more than 20,000 workers, whilst those industries with less than 20,000 workers were grouped together with related industries. Hence, the ILB for Greenkeeping is the Industry Lead Body for Amenity Horticulture.

The Greenkeepers Training Manual

The Greenkeepers Training Committee (GTC) has produced a training manual which lists all the essential skills and knowledge

required by all golf greenkeepers, from apprentices to course managers, and provides a means of recording training and assessment. Hence, evidence can be collected for presentation to an approved assessor towards the award of Level 2, Level 3 and Level 4 N/SVQs.

Levels of N/SVQ

The Level 1 N/SVQ in Amenity Horticulture requires competence in a range of broad based horticultural skills. This level is not thought suitable for golf greenkeepers and there is no equivalent section in the training manual.

At Level 2, successful completion of a set number of tasks will lead to the award of an N/SVQ in Amenity Horticulture (Greenkeeping Option). In addition, completion of a series of extra tasks will lead to the award of the GTC Certificate in Golf Greenkeeping. This level is appropriate to assistant greenkeepers.

Similarly, completion of a specified set of level 3 units leads to the award of an N/SVQ in Amenity Horticulture (Sportsturf Option) and the GTC Certificate

in Golf Course Supervision. This level is appropriate to aspiring golf course managers and current head greenkeepers.

Completion of a specified set of level 4 units leads to the award of an N/SVQ in Amenity Horticulture (Managing Landscape Construction and Maintenance) and the GTC Certificate in Golf Course Management. This level is for aspiring estate managers.

Accredited Prior Learning

All training, including college courses, 'on the job' training, regional and section seminars, BIGGA in-house courses, National Education Conference, BTME seminars, the Master Greenkeeper Certificate and experience ie prior learning, can all count towards the award of an N/SVQ. Approved assessors consider evidence submitted in a portfolio ie. a collection of relevant material, and decide if sufficient evidence has been presented to grant a full N/SVQ or a number of N/SVQ units. Further training, at college, at work or at any other approved centre can then provide the skills and knowledge necessary to complete a particular qualification.

Assessment

Assessment will be conducted by 'approved' assessors at 'approved' assessment centres. Initially, only colleges will be used as assessment centres. However, during 1994, the GTC will be approving a number of leading golf courses to become assessment centres. Assessment centres will have trained assessors, who may be greenkeeping tutors or leading greenkeepers. It is envisaged that Course Managers/Head Greenkeepers will be used to assist candidates to 'gather evidence' for presentation to an assessor, using the training manual as a guide.

Why N/SVQs

N/SVQs are nationally recognised. They tell an employer what you can do not just what you know and lead to the award of a certificate by City and Guilds in England, Wales and Ireland and by SCOTVEC in Scotland. N/SVQs can be entered at any stage with credit being given for previous training and experience. Better trained greenkeepers means better golf courses.

Supervisory and Management Courses

Following the publication of the timetable for the 1994 Supervi-

sory and Management Courses, concern has been shown by some members that the new courses do not take account of knowledge gained on previously attended management courses. Moreover, some members are finding it difficult to decide which week or weeks to attend. In general, the following information should help members to choose the correct week, but some members may need to contact me for individual advice.

- Year 1 of the old management courses contained little information that can be related to the new N/SVQ based supervisory and management courses. Therefore, those members who have completed none or only 1 week of the old style courses should attend all 4 weeks of the new courses to gain all the underpinning knowledge requirement for a level 3 NVQ. Courses can be attended over 1 to 4 years and do not have to be attended in sequence ie delegates could attend week 1 followed by week 4, then week 2 and finally week 3 or any other sequence unless all weeks were attended in 1 year.

- Year 2 of the old management courses contained many elements that relate to the new 'Managing People' modules. Therefore, members who have completed years 1 and 2 of the old courses would be advised to complete weeks 3 and 4 of the new courses.

- Year 3 of the old courses contained many elements that relate to weeks 1 and 2 of the new courses and some limited coverage of weeks 3 and 4. Therefore, members who have completed years 1, 2 and 3 of the old courses would be advised to attend weeks 3 and/or 4 of the new. Members may need to discuss their individual needs with me.

Members who have completed all four years of the old courses may need some training to complete the underpinning knowledge requirements of an N/SVQ level 3 and those members may need to discuss their individual needs with me.

Each week of the new courses will have time set aside to discuss individual needs on collecting and presenting evidence to an approved assessor.

Ken Richardson, education officer

To book your place on a Management and Supervisory Course, see the card facing Page 54.



IRISH GOLF GREENKEEPERS' ASSOCIATION

SECOND TURF MAINTENANCE EXHIBITION

Last November, nearly 800 people – greenkeepers, golf club committee members, course managers, course designers, county council and corporation parks superintendents, developers, sports groundmen, students, etc. – attended the first ever **Irish Turf Maintenance Exhibition.**

Already half of last year's exhibitors have asked for space this year, but we want to increase the range of exhibitor – so if you are interested in participating, contact us now for further details.

**3 and 4 NOVEMBER 1994
ROYAL DUBLIN SOCIETY, DUBLIN**

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