

Who?

What?

Where?

When?

I am still receiving many questions about assessment and assessors and I thought that it would be useful to explain what assessment is, who can do it, where it should be done and how you can become an assessor

staff who have been trained and assessed as competent to assess assessors. The GTC does not assess the candidate's greenkeeping competence, this is proved by the candidate producing a CV and or job description.

Becoming an assessor means that all greenkeeping staff can be assessed to national standards, on the golf course, so ensuring higher standards of greenkeeping and better staff motivation which in turn means better golf courses leading to improved image and greater profitability. Moreover, the cost of training greenkeepers can be reduced if assessment is done "at work."

1. What is an assessor?

An assessor is a person qualified to judge if a candidate is competent at his or her job.

2. What is a greenkeeper assessor?

A greenkeeper assessor is a greenkeeper who is competent at the N/SVQ Level being assessed eg Level 2, 3 or 4 and who is competent at assessment.

3. Who can become greenkeeper assessors?

Any work based supervisor (Head Greenkeeper/Course Manager) at a golf club with an N/SVQ candidate registered on the scheme, either through the GTC or at one of its approved training providers, may apply to be trained as an assessor

4. How are assessors trained?

Assessors trained by the GTC, attend an intensive one day of training at regional venues. Following this training day, the trainee assessors spend time practising assessment techniques before returning, approximately six weeks later, to be assessed, by the GTC.

The Standards for assessors are set by the Training and Development Lead Body and lead to a D qualification eg. D32 is assessment by direct observation. The assessment process is carried out by GTC

5. Who pays for assessor training?

The GTC pays for all registration, training and certification costs for candidates trained and assessed by the GTC. Currently, training and assessment is available only for Level 2 assessors. However, to ensure that the N/SVQ system is successful, Level 3 and 4 greenkeeper assessors need to be identified, trained and assessed.

6. How are assessors used?

The GTC, currently, has trained in excess of 400 greenkeepers as its industry assessors. Many of these assessors are now assessing both GTC and college registered N/SVQ candidates on golf courses. Many are also assessing candidates at GTC approved colleges. These assessors are also available to golf clubs who, currently, do not have a trained assessor on their staff.

7. Who controls N/SVQ standards?

Awarding bodies such as City and Guilds, BTEC and SCOTVEC ensure that national standards are maintained by the use of internal and external verifiers and assessors. However, National Standards are set by Industry Lead Bodies, soon to be National Training Organisations.

8. What does my club get out of me becoming an assessor?

9. How do I find out more about assessor training?

Contact the GTC N/SVQ National Co-ordinator, Sue Gudgeon, on 01347 838640.

Many people in golf greenkeeping seem suspicious of the N/SVQ system, its standards and the method of assessment. However, if candidates are assessed at their place of work and show competence to National Standards then the Industry will be certain that those greenkeepers can "do their job."

Industry assessors have an important part to play in ensuring that standards are maintained and I can see a time when all head greenkeepers are industry assessors at Level 2, with a smaller number at Level 3 and a very small number at Level 4.

Only then will the Golf Greenkeeping (Sports Turf Maintenance/Management) N/SVQ system be operating correctly.

Remember, all of the above relates to N/SVQs only. Assessment of National Certificate and National Diploma candidates will continue to be done, by examination and continuous assessment, in colleges.