



## David Golding outlines the GTC's new learning materials to aid in the study of N/SVQ Level 2 and 3.

Have you attended college to learn about greenkeeping or are you one of many who are working on a golf course thinking I would love to gain more theory about my job but for one reason or another I cannot attend college?

Well no problem, the GTC, with the support of senior greenkeepers and college lecturers, have compiled all the theory required into sets of learning materials linked to the N/SVQ Levels 2 & 3. These learning materials are being used by the GTC training providers and are available in both CD and hardcopy format.

Each chapter clearly follows the knowledge requirements as specified in the units of the qualification and the information is in line with the best practice and principles for sustainable playing surfaces. No longer do you have to wonder what your colleagues are being taught when they go off to college, you too can now access this information.

Course Managers who have attended a GTC training course to become work-based coaches would benefit from obtaining the materials, as these compliment the skills training any trainee will be required to carry out on the golf course. Having read the learning materials and gained the experience on the job then, in association with your employer, a formal qualification is well within your reach.

Several of the GTC training providers will facilitate this by visiting your workplace to discuss the programme and funding and no longer is it a requirement to leave your job to attend college. Some employers still have yet to grasp the concept of work-based training and often it is the Course Manager who has attended a

GTC assessor-training day, who promotes formal staff training and they are the key person in the vocational training system.

The majority of the GTC training providers still offer vocational qualifications by ensuring the trainee attends the college for a number of days and this is the alternative to all of the learning and training being carried out on the job. What the GTC has ensured is that there are now options to suit both the employer and the learner.

My personal view is that employers seeing on the job staff development being lead by the Course Manager cannot help but be impressed by the system, which is supported by the chosen training provider as the registered Awarding Body Centre. Having established that the Course Manager is the key player in the on the job staff development we must ensure he/she can also access

training to ensure they understand the demands both from their employer and their staff.

The GTC will continue to provide the training to ensure they become competent trainers and assessors but their managerial skills and technical knowledge can be accessed through several sources.

The most traditional route for education has been the land-based further education colleges, who offer courses leading to qualifications such as the Higher National Certificate/ Diploma or Foundation Degree. We now have University accredited B.Sc and M.Sc courses available following GTC and other industry bodies' support. There are also some excellent independent trainers who offer specific courses and organisations, such as

BIGGA. These engage those people who are well briefed to ensure the course are both informative and enjoyable.

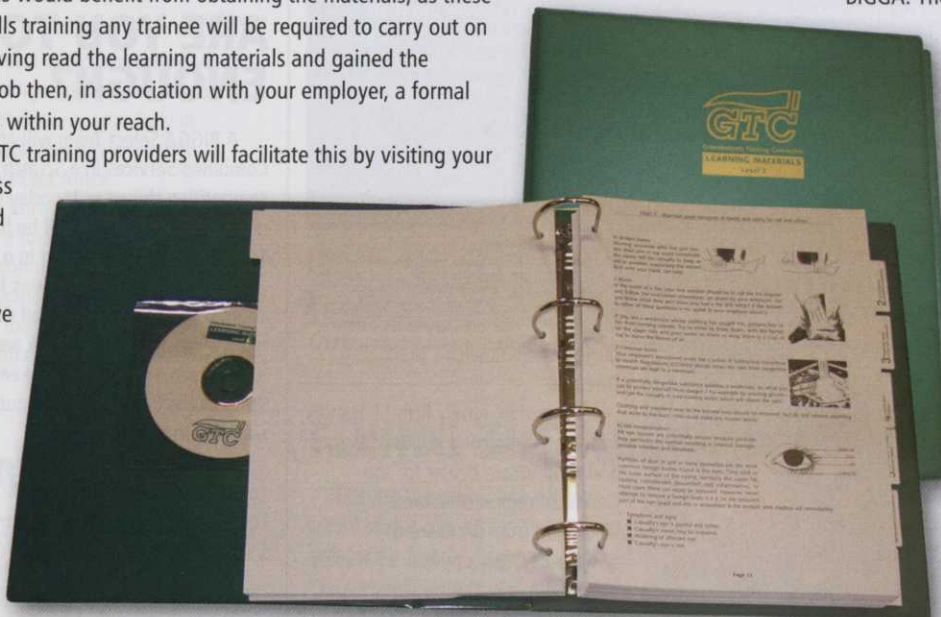
I also still hear that there is a reluctance to train staff through restrictive budgets and this may be true in some cases, but often these are subsidised courses through the Association's education and development fund or with the college courses they receive substantial government subsidies.

What I have learned since leaving BIGGA in 1993 is that it is not always the employer who is preventing staff development, it is often the

Course Manager/Head Greenkeeper who has not presented the case to the owner or Committee why they should support his/her recommendations.

There has never been more access to knowledge and qualifications, therefore if you have been thinking about how do I make the first step to your personal development please pick up the phone or email the GTC to discuss all the options.

David can be contacted on 01347 838640 or email [golf@the-gtc.co.uk](mailto:golf@the-gtc.co.uk).



GTC is supported by:

