



## David Golding, Education Director, highlights the education and training opportunities now available to both golf club employers and greenkeepers.

It is no coincidence that I note that the Professional Golfers Association (PGA) have now followed the greenkeeping sector by offering qualifications within the Government's national framework and the Association of Golf Club Secretaries (AGCS) are considering a similar route for their training programmes. It is encouraging that, as with BIGGA, these other professional bodies within golf are now seeing the benefits of formal qualifications for their membership.

BIGGA does have the added benefit of working with the employer bodies within the GTC and therefore ensuring they have an influence on the content of all the qualifications ranging from N/SVQ's (work based training) to the M.Sc.Degree. It is important that golf's employers have an input to the qualifications, albeit much of the technical input does come from the industry's leading Course Managers and educationalists through the GTC technical committee and specialist working groups.

Employers have taken to the more work based skills type training and each year the GTC is happy to report increased numbers of trainees on formal education and training qualifications. The Apprenticeship is available at two levels incorporating N/SVQ Levels 2 and 3 plus key skills, including numeracy and literacy. What must also be appreciated is that short courses, offering both training with or without certification, can also play a vital part of the staff development.

Despite a very mild start to the winter there will be time when Course Managers can review staff development, including their own in association with the employer. Why not discuss all the options with the staff either by way of a formal appraisal or informally with those staff members who have never seemed keen on education or training.

There are so many options available and there is no better time to plan ahead and prepare the staff for the season ahead than during the winter period and especially during the season of goodwill! Linking training and in particular qualifications to salary reviews is an excellent incentive and when employers are considering the Recommended Wage Scale circulated by the Committee for Golf Club Salaries at least they can see where the individual staff member fits within the guidelines.

Please take advantage of all the various options now available to improve your own personal development and in turn your employers golf course. A good start to the year is often a visit to the Harrogate Week, where there are many education options available for all levels of greenkeepers and employers.



Leading the horse to water: Clubs must promote education to their employees

Why not come and visit the GTC Stand, where representatives from all the organisations within the GTC will be present together with staff from Plan-it Training, the company who deliver the trainer and assessor training programme.

On behalf of the GTC may I take this opportunity to wish you a very happy and prosperous 2006.

The GTC can be contacted on 01347 838640.

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