



Greenkeepers Training Committee



David Golding, Education Director,
with a monthly update from the GTC

Whether you are an employer, Course Manager, student or working within a Turf Centre we are all part of a partnership when it comes to improving the skills and knowledge of greenkeepers.

The partnership is something the GTC has advocated from day one of the introduction to industry of work-based training. Clearly we all have to do more to ensure the system works and everybody benefits.

Feedback from our recent assessor questionnaire raised several issues and below I have listed the main comments and added my views on how best any assessor should be engaging with the vocational, work-based system.

Employers and any Course Manager who are not qualified assessors may well benefit or relate to the statements made:

1. "The GTC trained me as an assessor but I use my local college for training my staff, where does that leave me with the GTC?"

To assist the GTC Approved Centres with the implementation of N/SVQ's the GTC, in association with a private company, embarked on a programme of assessor training from 1995 onwards.

Over 800 supervisory and management staff on golf courses achieved the D32/D33 assessor qualification.

It is through the assessor training programme that many Course Managers (CMs)/Head Greenkeepers (HGs) now support their staff development in the workplace and when formal qualifications become a goal in association with their chosen Centre-college the assessor qualification should be used.

While the GTC funded and coordinated much of the assessor training for our sector, we are not the organisation responsible for standardisation meetings as this is down to the network of GTC Approved Centres e.g. colleges.

2. "I haven't used my assessor qualification for some time therefore I have never attended a standardi-

sation meeting at a Centre so do I need to achieve the A1 award?"

If you have not had a candidate(s) registered with a Centre for some time, it is not necessary for you to attend standardisation meetings.

However, when you choose to register a trainee on a vocational qualification including the apprenticeship scheme, the Centre should immediately ask whether you have the assessor qualification D32/33 or A1. If you hold the D32/D33 award you do not need to gain A1. The Centre will subsequently carry out a standardisation meeting with you to bring up to speed with the current National Assessor Standards.

By engaging you, the Centre benefits by your participation in the learners training AND assessment but I appreciate this is not the case with all Centres.

Quality Assurance is key to the success of any vocational programme and Centres have to show Awarding Body representatives (External Verifiers) that the Centres Internal Verifier has all of his/her assessors assessing to the National Standards.

How can this easily be achieved when some Centres have learners on golf courses all over Britain?

It is a false impression that assessors attached to a Centre must attend a meeting at the Centre.

The Internal Verifier at any Centre is the key person in the standardisation process and he/she can keep their assessor team "up to standard" remotely through the visits they have to make to the learners workplace. Updating can happen one to one as well as in group sessions.

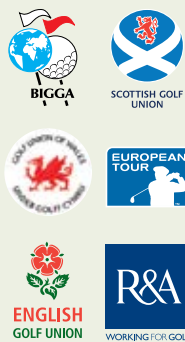
It is the remoteness that seems to give some Centres the excuse NOT to use qualified assessors and this I find an unacceptable reason not to use YOU as it is the CM/HG who is best placed to train and assess your learners SUPPORTED by the Centre staff.

3. "I am keen to be more involved with my staffs development and assessing but the college don't seem to want to use me"

In Brief

David explains how following the circulation of a questionnaire to all assessors trained by the GTC he sees the quality of vocational qualifications still needs to be monitored by YOU...

The GTC is funded by:



As mentioned in the above point it is down to you to point out to your chosen Centre that a) you are a qualified assessor and b) you are keen to support the learner therefore please engage me formally in the training and assessment programme and if appropriate ask for an IV updating session just to remind you of the assessment options.

4. "I am too busy to do assessing, it's the colleges job to train and assess my trainee, not mine!"

The GTC embarked on the assessor training programme believing that the person best placed and competent to train and assess staff skills is the CM/HG. It is they who work with the student daily.

The GTC appreciates the workload on CMs/HGs especially at the moment however, I also believe you are only as good as your team. A well trained skilled team can be a Course Manager's greatest asset and the time involved in the training and assessment of staff soon pays dividends.

So often I hear from Centre staff that the CMs/HGs don't want to be involved in the training and assessment process.

The GTC has excellent examples of when the CM/HG-Centre staff-learners are all working to an agreed training plan and is a win-win system for all concerned.

I suggest that the N/SVQ system is like a three link chain. The Centre is the middle link, whose role it is to keep the other two links connected.

One link being the learner and the other link is the CM/HG and if one link is not playing their part and that puts more stress on the other two.

Finally, thank you to everyone who completed the questionnaire and hopefully I have answered some of the queries raised.

The GTC, in still promoting the Skills Agenda, is looking at sources of funding to train those CMs/HGs, and where appropriate Deputies, who do want to be formally involved in their staff development, but funding is a story for another month!

Contact Details

David Golding
GTC Education Director

01347 838640
david@the-gtc.co.uk

GTC
Aldwark Manor
Near York
YO61 1UF

www.the-gtc.co.uk