



# Greenkeepers Training Committee



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

**The GTC has an ongoing remit to maintain the popular apprenticeship scheme, ensure all formal qualifications; both work and college-based, have the right content and are delivered by Centres in accordance with the standards.**

Over the years I believe the GTC has gained credibility from both Centre staff and also those working for the awarding bodies City & Guilds – NPTC and the Scottish Qualifications Authority and this has allowed us to have a career path based on Government-approved qualifications while encouraging colleges, private training providers and BIGGA, to continue to promote short courses.

All, of course, now referred to as CPD.

While we all have to keep ourselves up to speed to ensure we carry out our work effectively and efficiently it will become increasingly important that we record all the new skills and knowledge we acquire.

BIGGA has for some time, encouraged its members to join the Association's CPD scheme and I believe, soon, all sectors will have employer supported approved schemes.

One example of how CPD will become a legal requirement is that the GTC and BIGGA, as members of the Amenity Forum, we know that work is underway to develop a National Action Plan for the UK in relation to the EU Thematic Strategy for Pesticides.

Top priority is to have a CPD scheme for the Pesticide Application Certificates of Competence (CoC).

Any CPD scheme is voluntary and there is evidence that only the minority of people join a scheme, often the ambitious individuals who take up every opportunity to better their personal skills and knowledge.

It would seem that the most successful schemes has are easy to register on, easy to update per-

sonal records but above all have industry credibility with quality assurance again a priority.

It could be that the work with the Amenity Forum becomes the catalyst for the sector to agree principles which can be tailored for particular specialist industries.

As we look to see CPD become more of an industry requirement rather than a voluntary scheme I do hope more greenkeepers and Course Managers take the opportunity to register with the BIGGA CPD scheme.

Recently I have been touring the country hosting the second series of GTC-R&A workshops promoting the Sustainable Golf Course programme and the passion, enthusiasm and above all professionalism of Course Managers and their staff never ceases to amaze me.

What is worrying for me personally is that I remember some of today's Course Managers starting their careers as apprentices!

It is so rewarding when you see how individuals at the top of their profession have climbed the career ladder and are now passing on their skills and knowledge to their staff.

I sincerely trust the introduction of vocational qualifications in the early '90s has helped increase the skills and knowledge of so many practical greenkeepers many of whom have now have the certificate(s) for the job they love.

This has been helped by those Centres who have staff on the road and rely on the commitment of the Course Manager and Deputies to drive the work-based training programme but I just want to focus on the Course Managers development not only as an onsite trainer or assessor but the next rung up the ladder.

The GTC is involved in reviewing the Management National Occupational Standards (NOS) and the current skill sets are available on the GTC's website.

We welcome comments on the current skill sets and as part of the consultation please contribute by

## In Brief

This month David looks at how the greenkeeping sector has to ensure it continues to maintain the career ladder. Plus the increasing importance of maintaining your professional development records...

feeding in any comments you may have to us at the GTC.

In terms of the Management NOS, we currently have an N/ SVQ Level 4 qualification which will be reviewed and with the HND in Scotland and the popular Foundation Degree developed from the NOS.

There is also a major development which we need to consider and that is that some top Course Managers have either applied to become General Managers at golf clubs or have been approached by their employers to consider taking on the additional responsibility.

This is certainly where we need to consider extending the current career ladder and I appeal to these new General Managers to assist the GTC list the additional skills they have required to make them competent General Managers.

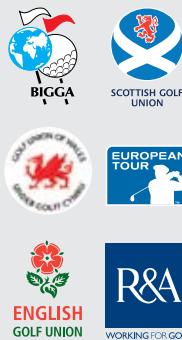
It will be those skills which can be developed into Units which could then be grouped into maybe a Level 5 or even Level 6 vocational qualification. The Units delivered as short courses eventually leading onto full qualifications.

At this point I would like to give full credit to those Course Managers who have trail blazed for the greenkeeping sector but I do know their qualifications in greenkeeping have been the very foundation for how they have progressed their careers.

We will liaise with the other bodies within golf, as it is pointless to duplicate efforts when qualifications are already developed and fit for purpose, but the GTC is committed to ensure employers can appoint suitable staff to meet their job specifications and greenkeepers can aspire to great heights....bring on the extension ladder!

**Visit the GTC website: [www.the-gtc.co.uk](http://www.the-gtc.co.uk), and consider contributing to the Management NOS review by contacting David direct on 01347 838640 or email your views to [david@the-gtc.co.uk](mailto:david@the-gtc.co.uk)**

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