



Greenkeepers Training Committee

The GTC has invited representatives from its Quality Assured Centres and Training Providers to discuss their particular specialism within the sports turf sector

SAFE WORKER ONLINE LEARNING

Tony Abbott, MD of mylearnadfriend.com, explains their Health & Safety online learning programme

The Safe Worker online learning programmes for operatives, supervisors and managers (throughout ALL of the golf club departments) can certainly be complimentary to practical training.

Health and Safety training is not just a legal obligation but also a moral obligation. However, with significant changes in the way we work within the industry today, there is a need to have a benchmark to work to and a mechanism to demonstrate that the industry is adopting good practice. The HSE provides guidance on the requirements for basic training which includes the principles of health and safety.

The Safe Worker suite of accredited courses have been designed to comply with the HSE requirements and supports operatives, volunteers, supervisors, managers, officers, executives, owners, and directors and are suitable for all staff within a golf club.

The Safe Director aims to provide those with overall responsibility for a company with an understanding of their legal duties and the fiscal and moral case for adopting a positive safety culture. It is designed for use by directors, governors, trustees, officers and their equivalents in the private, public and third sectors. It applies to organisations of all sizes.

The course aims to help them recognise the need to protect the health and safety of employees, volunteers or members of the public who may be affected by their organisation's activities and that risk management must be led from the top.

The Safe Worker on the other



Tony Abbott with David Golding

hand aims to ensure that workers, whether voluntary, paid, full or part-time, can demonstrate an awareness of significant health and safety risks in the working environment and are aware of how to identify and deal with them appropriately.

Once they are registered, delegates can work through the course at their own pace and employers can track their progress from registration through to certification. All training records are retained for evidence of compliance. We believe that Certification is extremely important to motivate staff and so when developing the online learning programme we decided to ensure that this was automatically downloaded on successful completion by the learner.

With the ever increasing financial pressures being placed on many industries it was important to find cost effective solutions to meet their training needs. Making effective use of staff down time, reducing their need to leave the workplace, providing training on demand and when it is convenient for the employers all helps reduce the costs of training.

Online learning can provide consistency and accreditation to what is being delivered and understood by the learner. Available 24/7 on



The GTC is funded by:



Contact Details

David F. Golding
GTC Education Director
and Standards Director,
Greenkeeper Training

01347 838640
david@the-gtc.co.uk

GTC
Aldwark Manor
Near Alne
York
YO61 1UF

www.the-gtc.co.uk
www.greenkeepertraining.com



You can follow the GTC on
Twitter @TheOfficialGTC

demand and providing bite size learning means that employees can learn when it's convenient. While online learning will never remove the need for face to face training it can go a long way to help reduce training costs.

One must remember, it is not just the cost of the course the employer pays for, they also have to take that employee away from their work so pay, travel and expenses costs must also be considered. By working together we can tailor online courses to provide a cost effective solution. LANTRA estimates that for every £1 invested in our employees development we can generate £8 in improved turnover. Someone once said to me "but what if I train my staff to be competent and then they leave to go to another job?". My response was "but what if you don't train them and they stay?".

For more information or to purchase programmes contact mylearnadfriend on: Tel: 0203 3974349
tony@mylearnadfriend.co.uk
Visit www.mylearnadfriend.com





THE GTC AT NUMBER TEN

Donald Steel reports on a greenkeeping visit to Downing Street

A penny off a pint of beer was not the only good news emanating from Downing Street recently. The week before the Chancellor issued his budget, greenkeeping history was made with an invitation to the GTC from the house next door.

As part of the government's new Apprenticeship trailblazer scheme, Ryan Bezzant, a current registered apprentice from Ealing GC, accompanied by David Croxton, proprietor of Cold Ashby GC, crossed the threshold of Number 10 for a ground-breaking cup of tea and cosy chat in company with other trailblazer companies or organisations committed to ensuring the Apprenticeship for their sector.

It was the notable culmination of twenty years of pioneering work spearheaded by David Golding in setting, improving and preserving the training of young greenkeepers from which everyone playing the game in Britain has benefited beyond measure.

The initiative is employer-led, the relevance being that the average golfer forms the band that pays the piper. Their education is largely funded by the private

or proprietary Clubs, funding to which golfers contribute by way of a subscription to their county and national Union. Other valued contributors include the European Tour and the PGA whose members are equal beneficiaries of the important training.

What is more, the success of the scheme is that employers have the confidence to leave the experts to do the work. The fact that they like what they see is proof of the giant strides that the entire industry has taken over the last twenty years.

Condition and presentation of courses is a credit to all but it is a team exercise in which BIGGA, in particular, are crucial players. It is one thing for recruits or apprentices to receive a theoretical grounding from the Colleges and training providers with online learning becoming an increasingly popular option.

However, the really crucial cog in the wheel is turning theory into practice through the hands of their skilled elders, many of whom started their careers as apprentices themselves. The glittering array of machinery on display at BTME 2014 was just one example of the responsibility they bear.

It is all a reflection of the dramatic change of attitude from the days when head greenkeepers could be grudging in imparting their secrets. Nowadays, the greenkeeping fraternity trades on friendliness and co-operation, a process of better communication and understanding. Apprenticeship trailblazing is recognition of how the world of greenkeeping has come to terms with modern needs but it doesn't stop there. The message has to filter through to the playing ranks which are also keen to learn the whys and wherefores. Their willingness not to interfere shows they are increasingly trusting and appreciative of what is being done on their behalf but they will be even more receptive if they are kept better informed. That is not the least of the current challenges in order that the promise of greater stature and authoritative freedom for greenkeepers is to be achieved.

By way of a footnote, work is now underway, through the GTC, to ensure the new Greenkeeping Apprenticeship Standard will suit both employers and apprentices alike. Ending where I began, I commend it to the House!

Donald Steel