




Apprenticeship standard (England only)

# Golf Greenkeeper

**Industry:** Agriculture, environmental and animal care

**City & Guilds code:** 0143-20



 **Typical duration:** 24 months  
 **Maximum funding:** £6,000\*  
 **Level 2**

\*Funding information accurate as of May 2017. For the most up-to-date information, check the [Institute for Apprenticeships and Technical Education \(IfATE\) website](#).

## About the standard

A Golf Greenkeeper is responsible for the maintenance, care and overall appearance of a golf course in line with their employer's requirements. It is their job to maintain a good quality playing surface and ensure the course offers a consistent challenge and an enjoyable experience for golfers.

There are four key turfgrass areas on a golf course – greens, tees, fairways and areas of rough, each of which requires a different type of maintenance. Using a range of equipment and machinery safely and competently will play a major part within an apprentices training programme. Golf Greenkeepers will also be involved in hazard, environmental and ecological operations which may include bunker maintenance, planting turf, trees, shrubs and developing wildlife habitats. The skills required to become a competent greenkeeper will be acquired whilst working on the golf course.

By the end of the programme, the apprentice will know when, how and why the range of maintenance operations are carried out.

The career as a Golf Greenkeeper can take you wherever the game of golf is played. Working outdoors in a healthy environment and as new countries are embracing the sport and more golf courses are being built, there is no better time to consider joining this great profession.



## On-programme: what apprentices need to learn

Apprentices need to complete 20% off-the-job training during the on-programme phase of their apprenticeship. Specific rules govern this and it must take place in the apprentice's contracted hours.

Summative assessment of knowledge, skills and behaviours required in the delivery of the Level 2 Golf Greenkeeper apprenticeship are broken down into the following:

### Maintenance Skills

A Golf Greenkeeper must be able to:

- Maintain good standards of health and safety for self and others
- Prepare the golf course for play which will include removing early morning dew and debris from the greens, raking bunkers, moving tee markers, cutting new holes on greens
- Prepare and use equipment and machinery to maintain and renovate all turf surfaces within the golf course, including the use of tractors, ride-on machines, and specialist equipment
- Apply turf treatments to help produce quality playing surfaces, including fertilisers and top dressing
- Use a variety of integrated methods to control weeds, fungal diseases, pests and turf disorders
- Maintain and renovate bunkers and other hazards such as water features
- Maintain drainage and irrigation systems
- Prepare ground to establish turf and plants when maintaining, renovating and constructing golf course features.



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## Knowledge and Understanding

A Golf Greenkeeper must understand the following technical knowledge:

- Identify their role in monitoring and maintaining health and safety within the workplace
- Identification of a number of grasses, weeds, pests, diseases, turf disorders, plants and trees
- The primary aspects of soil and plant biology to include the process of germination – photosynthesis, respiration and transpiration
- The principles of mowing and machine maintenance and their operation
- The need and implications of rolling, verti-cutting, scarification and aeration
- The strategies for controlling weeds, pests, diseases and turf disorders
- How fertilisers, top dressing and chemicals affect playing surfaces
- How course maintenance practices affect the environment
- Basic information technology
- Be aware of the importance of the Rules of Golf and golf course etiquette
- Recognise the importance of environmental and ecological best practice
- The operation of irrigation, drainage systems and their maintenance.

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## The Behaviours of a Golf Greenkeeper

Golf club employers are very customer focused and require their apprentices to have a set of personal skills and behaviours that will ensure success in their current and future roles as an individual and in meeting the company's aims and objectives.

The behaviours required by golf club employees will be:

- Have a strong work ethic including pride in work, attention to detail, integrity and time management
- Have a flexible positive attitude to work
- Ability to work as a lone worker and as a member of a team
- A willingness to learn and contribute to their own continuing professional development
- Having a safety mindset for self, colleagues and golfers
- A clear and effective communicator who can use a variety of communication methods to give/receive information accurately and in a timely and positive manner
- Problem solving and effective decision making.

Refer to the [IfATE website](#) for further details on the standard and assessment plan.



## Gateway requirements

Before you can book end-point assessment (EPA), the provider and employer sign off that the apprentice will be ready for EPA.

For this standard, the employer and provider will need to sign a declaration to agree the apprentice has met the relevant Golf Greenkeeper knowledge, skills and behaviours as set out in the standard.

The apprentice also must have achieved maths and English (Level 1) and taken the test for Level 2 functional skills.

As part of our EPA service, City & Guilds will check all gateway evidence before the EPA event so you can have the confidence that the apprentice is ready for EPA.





## EPA: how apprentices demonstrate their learning

As defined in the assessment plan, the assessment events for this standard are:



### Synoptic knowledge test

Online multiple choice and structured questions. The paper is developed against an agreed test specification and is mapped to the knowledge learning outcomes in the standard. 30% of the overall grade.



### Synoptic skills test

One-day practical assessment where the apprentice completes a range of essential practical activities from a bank of tasks. The tasks cover the range of essential skills of a golf greenkeeper. The assessment includes a professional discussion with an independent assessor that tests knowledge of different conditions, seasons and courses. This assessment covers skills and knowledge requirements in the apprenticeship standard, and is mapped to these learning outcomes. 50% of the overall grade.



### Personal statement

The apprentice uses source material collected through the learning journey to develop a personal statement. The personal statement lets the apprentice to reflect on their development over the apprenticeship, reviewing the impact of their activities and behaviours on the business and the team. It will be assessed on the same day as the synoptic skills test using standardised documentation 20% of the overall grade.

City & Guilds will allocate a skilled and experienced professional to assess the apprentice objectively against the standard. All assessments are standardised and quality assured.

To help you prepare apprentices and ensure they feel ready for assessment, we have created a suite of preparation resources, including:

- **EPA pack:** Details behind the standard and assessment plan, guidance on EPA tasks and grading, procedures for re-sits, timelines, venue and resource requirements for EPA. It is important that you are familiar with this information
- **EPA preparation tool:** Personalised login for each apprentice with useful learning resources relevant to the assessment skills required for their standard, ensuring they feel ready for their EPA experience

- **recording forms:** Supporting you to complete key stages of EPA readiness, we have prepared forms to give you peace of mind and confidence that everything is covered
- **LIEPA report:** A report produced by our lead independent end-point assessor (LIEPA) with insight into the EPA results for this standard and findings across all centres. These reports can help you refine your delivery to improve success rates
- our dedicated **EPA customer success team** will be on hand to support you through your EPA journey.



## Apprenticeship certification

As well as receiving their IfATE apprenticeship certificate, the apprentice will receive a City & Guilds statement of achievement for EPA.



## Why choose City & Guilds?

**Personal support:** Our dedicated EPA customer success team, Technical Advisors, Business Managers and Customer Service teams are on hand to help you throughout your apprenticeship journey.

**Teaching tools and resources:** All of our resources are mapped comprehensively to the standard and designed to draw out the skills, knowledge and behaviour apprentices need so they are confident for assessment and you know that everything is covered.

**EPA support resources:** Our specially created EPA resources will help you to prepare apprentices and ensure a smooth booking process.

**EPA delivery:** We are growing our EPA service, using new technologies to enhance the delivery and management of EPA.

**Pricing that works for you:** When you choose us for EPA, you pay a small registration fee and the balance once the EPA has taken place and results submitted.

**Events and webinars:** We deliver a range of events and webinars run by industry specialists to advise and guide you.

**Progression:** The journey never stops and we're committed to helping learners progress into a job, develop on the job and move into the next job. Visit our website [cityandguilds.com](https://www.cityandguilds.com) for our wider offering in this sector and information about leadership and management apprenticeships.



### More information

If you're a City & Guilds centre, visit Walled Garden or contact your Business Manager for prices and any further information.

If you're a new customer, contact [apprenticeships@cityandguilds.com](mailto:apprenticeships@cityandguilds.com) to find out more.

Or visit [cityandguilds.com/apprenticeships](https://www.cityandguilds.com/apprenticeships) for full information on our apprenticeship products and services.

Visit [i-l-m.com/apprentice](https://www.i-l-m.com/apprentice) for information on management apprenticeships.