

Apprenticeship Standard

(England only)



Golf Course Manager

Industry	Land-Based	Lantra code	ST0208
Level	5	Typical duration	36 months
Funding band	£17,000	EPA cost	£2,100
Venue	Workplace		

Introduction to this Apprenticeship Standard

A Golf Course Manager, (sometimes employers prefer to title the job Head Greenkeeper) is required to have excellent management skills as well as a high level of technical, agronomic and mechanical knowledge and skills.

A Golf Course Manager is responsible for the management of the golf course, resources and staff, on behalf of their employer. They plan and implement maintenance schedules for the golf course and equipment and are responsible for the allocation of work, recruitment of staff to the greenkeeping team and will implement human resource policies within their team. They will implement strategic and budgetary plans. It is their job to oversee the production of quality playing surfaces and ensure the course offers a consistent challenge and an enjoyable experience for golfers.

The Golf Course Manager's role can take you wherever the game is played, from working on a small 9-hole golf course to large internationally renowned facilities, including Championship courses.

This Standard includes the skills, knowledge and behaviours that are required to become a competent Golf Course Manager and reflect the diversity of the occupation.





On Programme Apprentice Activity and Tracking

Apprentices will need to develop the occupational standard's knowledge, skills and behaviours in order to achieve this Apprenticeship:

- **A Portfolio** – detailing the progress made in learning knowledge, skills and behaviours
- **A record of Off-the-Job Training** – Is training delivered outside of their normal working duties – to develop a wider understanding of the industry. From 1 August 2022, the minimum number of hours will no longer be linked to working hours; instead, it will be a consistent figure, irrespective of the hours worked by the Apprentice. This will be six hours per week.; once calculated the programme can still be delivered flexibly.
- A project requiring the Apprentice to develop and/or review a Golf Course Policy Document that evidences the knowledge, skills and behaviours to be assessed during the Presentation with questions and answers.

The on-programme portfolio must contain evidence mapped clearly to the knowledge, skills and behaviours (KSB's) assigned to the Professional Discussion. Each piece of evidence is expected to map to more than one KSB resulting in typically 20 pieces of evidence. This can include reports, testimonies, project plans, maintenance plans, risk assessments, photographic evidence, in-house training plans, CPD records, minutes of meetings and appraisals. This is not a definitive list.



Mandatory Qualifications

Apprentices without English and Mathematics at Level 2 must achieve the Level 2 English and Mathematics prior to taking their EPA.



Gateway Criteria

The Apprentice will be entered for EPA once the employer is satisfied that the requirements of the standards have been met and can be evidenced to an End Point Assessment Organisation, and that the Apprentice is consistently working at or above the level set out in the standard.

- Apprentices must complete and submit their Portfolio prior to taking their End Point Assessment.
- Evidence of Off-the-Job Training – Is training delivered outside normal working duties. From 1 August 2022, the minimum number of hours will no longer be linked to working hours; instead, it will be a consistent figure, irrespective of the hours worked by the Apprentice. This will be six hours per week. The six hours per week is for calculation purposes only; once calculated the programme can still be delivered flexibly.
- Apprentices without English and Mathematics at Level 2 must achieve the Level 2 English and Mathematics prior to Gateway.



Gateway Declaration

The Lantra Awards Gateway Declaration form must be completed, signed and dated by the Employer, Apprentice and Training Provider and uploaded onto ACE360 as part of the EPA registration process prior to the EPA taking place.

End Point Assessment (EPA) – Demonstrating Learning

The End Point Assessment consists of 3 components in the sequence as follows:

Multiple-Choice Test

The online multiple-choice test consists of 5 knowledge areas with 25 scenario-based (multiple-choice) questions to be completed within 60 minutes under controlled conditions.

Professional Discussion carried out during a golf course walk, underpinned by a portfolio of evidence

The professional discussion is a 3-hour structured one-to-one discussion under controlled conditions between the Apprentice and the Assessor which will include a golf course walk.

The discussion enables the Apprentice to demonstrate the knowledge, skills and behaviours assigned to this component. The Apprentice's portfolio will underpin the Professional discussion.

Presentation with questions and answers

Apprentices will prepare and deliver a presentation, based on their pre-gateway Golf Course Policy Document project. The purpose of the presentation is to allow the Apprentice to demonstrate the KSB's assigned to this method. The topic of the presentation will be chosen post gateway from one of the chapter titles in the Golf Course Policy Document. The presentation must last 15 minutes and will be followed by 45 minutes of questioning to assess the Apprentices demonstration of the relevant KSB's.



Apprenticeship Certification

Certificates are issued by the Education and Skills Funding Agency and sent directly to the Apprentice's employer.



How Lantra can help

- We are specialists in environmental and land-based industries
- We offer good value and cost-effective EPA
- Our Assessors meet and exceed the requirements of the assessment plan
- We offer our service across the whole of England
- We use ACE360 - an apprenticeship standards management system - to manage EPA
- We are experts in the delivery of Apprenticeship Frameworks and National Occupational Standards
- With a 40-year history, delivering high quality, specialist support to the land-based industries is in our DNA.



For more information please contact us;

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