



R&A

GOLF EDUCATION

Certificate in Greenkeeping – Philippines

Overview.

The R&A has partnered with New Zealand Sports Turf Institute to provide a tiered programme for those working in turf management within the golf industry. The Certificate in Greenkeeping is a key component of The R&A's support in developing, nurturing greenkeeping talent and raising the profile and appeal of this profession.

Over the past five years the organisations have worked together, in collaboration with the Asia Golf Industry Federation, to successfully deliver the certificate programme to almost 200 turf management staff across Asia.

The ambition is to continue to grow the reach and impact of this programme, introducing a Foundation and Advanced level over time whilst continuing to deliver the Intermediate level.

Working with national federations, clubs and other industry organisations in golf we will increase awareness and adoption of sustainable agronomy practices globally. We are delighted to be heading to the Philippines for the first time to support in developing a workforce of the future, ensuring golf is thriving 50 years from now.

About The R&A.

The R&A is the leading body within the world of golf and engages and supports activities to ensure it is a thriving sport for all on a global scale.

Together The R&A and the United States Golf Association (USGA) govern the sport of golf worldwide, operating in separate jurisdictions with a commitment to a single code for the Rules of Golf, Rules of Amateur Status, Equipment Standards and the World Handicap System.

The R&A governs the sport worldwide, outside of the United States and Mexico, on behalf of over 66 million golfers in 148 countries and with the consent of 168 organisations from amateur and professional golf.



The New Zealand Sports Turf Institute.

The New Zealand Sports Turf Institute (NZSTI) was officially formed in 1949 as the NZ Institute for Turf Culture, but its lineage dates back to 1932 when the Greens Research Committee was established. Knowledge sharing has always been at the heart of everything the Institute does.

Our original charter was to undertake and disseminate turf research and technical information to the New Zealand turf industry, including formal training and education with the Institute or its predecessor.

The first qualification, the Diploma in Turf Culture, was introduced in 1938, starting a chain of formal turf management education that has spanned over 85 years unbroken. We have been a formally accredited training organisation since 1993, with authority to design, teach, assess, and issue qualifications in Sports Turf Management.

Since 2018, the Institute has been part of the Labosport Group, a sport surface testing and consulting firm founded by Dominique Boissard in France in 1993. Through Labosport, we have a global presence with offices and laboratories in Europe, Asia, Australasia, Africa, and the Americas.

The Institute's relationship to the Certificate in Greenkeeping

The Certificate in Greenkeeping curriculum is borne from NZSTI's experience in developing international training solutions for the sports turf industry.

All NZSTI Training and Education staff have formal qualifications and extensive experience relevant to their role in the programme.

They provide all the training delivery, pastoral care, and assessment support to The R&A Certificate in Greenkeeping.



Intermediate Certificate in Greenkeeping.

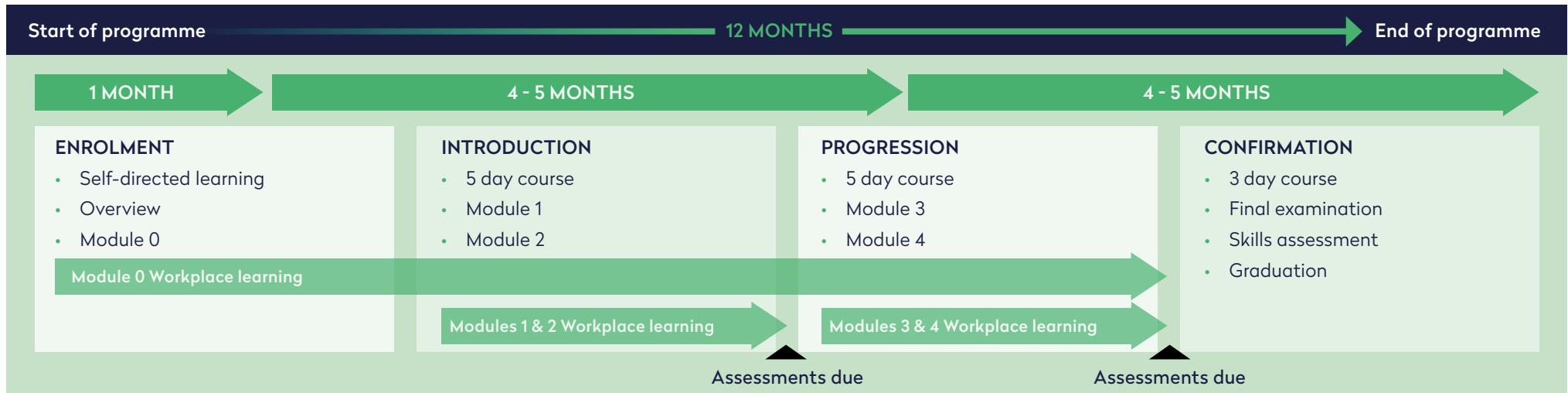
The Intermediate Certificate is intended for greenkeepers with experience working in a golf course environment where they regularly undertake technical turf management without direct supervision and are growing their technical skills in turf management and starting to manage a team.

Graduates will possess technical knowledge and developing an understanding of the underlying principles. They will be adept at handling moderately complex or unfamiliar tasks, critically examining problems to recommend effective solutions. They will operate with significant autonomy, taking responsibility for their own performance, while also holding some accountability for others in their team.

The R&A Intermediate Certificate in Greenkeeping (CIG) is a five-module programme consisting of:

- 0 Manage a greenkeeping team**
- 1 Golf course ecology**
- 2 Surface management on a golf course**
- 3 Rootzone and soil water management on the golf course**
- 4 Identify and control common golf course pests, weeds, diseases and disorders**

The CIG curriculum is a twelve-month learning programme. Long enough to allow sufficient time for skills development, but short enough to ensure learner motivation is maintained.



As shown above, the programme commences with an enrolment period where learners receive access to digital resources and commences self-directed learning including module 0.

On receipt of a course invitation, the learner will attend a five-day residential course titled the 'Introduction' course. This will introduce key concept and initiate the workplace learning and evidence gathering.

A further five-day 'Progression course' is scheduled generally four to five months after the 'introduction' course. The learners must have successfully completed the assessments for modules 1 and 2 to gain entry to the 'progression course'. The process repeats for modules 3 and 4.

Learners who have successfully met all the assessment milestones will receive an invitation to the three-day 'Confirmation' course generally a further four to five months after the progression course, where they will undertake a written examination, technical skills assessment and demonstrate their research and communications skills.

Learners who successfully complete all three sections will be awarded the Intermediate Certificate in Greenkeeping. The entire programme is considered a 12-month undertaking from enrolment to completion.

A feature of the programme is the blended workplace learning, where learners apply the technical skills and processes learnt to a variety of golf course turf management situations under the supervision of an appropriate workplace mentor.

Programme information.

The programme has been constructed on the understanding that learners are in fulltime employment. The modular design of the programme ensures learners can meet the additional demands on their time while still meeting their workplace outputs.

The learner workload for each module will range between 60 – 90 learning hours, depending upon the individual learners existing knowledge base. This equates to 6-10 learning hours per week over 12 months, though much of the learning will take place through workplace learning.

This programme is not intended as an induction course for new labour.

Course delivery

The programme will utilise several delivery mediums, including:

- **Face-to-face learning (F2F)**
- **Workplace learning**
- **Distance learning**

Face-to-face learning (F2F)

F2F is the delivery of learning or training using coaching, instructing, and facilitating techniques to accomplish the learning objectives.

The learner and tutor are in the same place at the same time.

This method is used for the five-day introductory course to initiate the programme, the five-day progression course, and the three-day confirmatory course,

Tutors deliver these phases of training using instantaneous translation services (if required).



Workplace learning

Workplace learning is about gaining knowledge or skills by formal or informal means that occur in the workplace.

We will provide a workplace learning structure through pre-determined workplace tasks and guidance information for the learner and their mentor.

These technical resources will ensure that the learners and their mentor both have the information they need to support the learner gain these new skills and knowledge. They are designed to provide underpinning knowledge to the workplace tasks.

Learning resources are provided in English and where applicable in the host regions language.

The workplace learning process creates a portfolio of evidence to demonstrate the learner's competence in performing the curriculum to job standard.



Distance learning

Distance learning learning is the delivery of learning or training using online learning, coaching, and facilitating techniques to accomplish the learning objectives. The learner and tutor are not in the same place and often not at the same time.

We will provide access to the learning content through pre-determined tasks and guidance information for the learner and their mentor.

The distance learning platform will contain all the content of the hard copy versions of the learner guides but also allows for the hosting of additional content and interactive features designed to enhance the learning experience.



Assessment

Tutors will set clear evidence expectations for learners and their mentors and guide them through this assessment process. A variety of assessment methods will be used which will combine to produce an evidence portfolio, which will include some or all of the following:

- Completion of a work diary demonstrating practical experience of all practical competencies
- Mentor verification of practical tasks, including photos of the learner carrying out the practical tasks
- Direct observation by Tutors
- Oral questions by Tutors
- Completion of a written exam under exam conditions

Learners must submit the evidence portfolio prior to their attendance on the confirmation course.

The confirmation course includes a further five theory assessments delivered in an examination format (i.e written examinations without access to their mentor or learner guides unless specified within specified time limits) and five practical assessments where learners will be assessed on their ability to perform a range of greenkeeping skills including ecology, rootzone analysis and performance testing.

Training requirements

All teaching and learning resources, such as learner guides/ handbooks, handouts, presentation slides and so forth, are produced and provided in print ready formats.

The face-to-face learning will be delivered on a working golf course.

Achievement

Learners must successfully complete all five module assessments and the completion course assessment to attain The R&A Intermediate Certificate in Greenkeeping.

Learner profile

Learners for this programme must have been identified by their organisation as having the necessary knowledge and skills to assume operational responsibility for some parts of turf management at those premises.

This could include responsibility for the supervision of others, under the broad guidance of the golf course superintendent. They must have access to computer with an internet connection.

Programme dates and registration

Introduction course – Dates in 2027 to be confirmed

Five-day residential

Progression course – Dates to be confirmed

Five-day residential

Confirmation course – Dates to be confirmed

Three-day residential

The participant fee for the 12 month programme, which must be paid in full prior to attending the Introduction course, is £550.

All travel, accommodation and subsistence must be covered by the participants or their employer.

Register your interest [here](#).