



INSTITUTE OF GROUNDSMANSHIP

# PROSPECTUS

## 2019-2020

Your Guide to IOG Training and Education

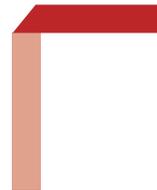


SERVING YOU THROUGH THE SEASONS

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## A WELCOME FROM THE IOG



Geoff Webb,  
IOG CEO



Whitgift School, London



IOG approved to matrix standard

From its inception in 1934, the IOG has carried its motto of ‘Through Training to Service’ at the heart of the organisation’s ethos, and this commitment to training can be exemplified through the thousands of grounds men and women that train with us each year, as well as the many people that undertake IOG qualifications. We are passionate about continual skills development throughout your career to ensure that grounds staff throughout the UK are recognised for their professionalism by ‘serving you through the seasons.’

Through this commitment, the IOG has developed a set of standards designed to help ground staff, at all levels. This IOG prospectus details our portfolio of courses from grassroots level with introductory certification through to foundation degree for professionals working at the very top of sport.

This prospectus offers something for everyone. Our blended learning system allows access to our courses in a variety of ways, be it within the workplace, the classroom or online.

The IOG as an organisation is committed to supporting those wanting to learn. To help the occasional volunteer understand the basics better and the professional to enhance their skillset and knowledge, helping to improve surfaces at sports venues at every level of the sporting spectrum.

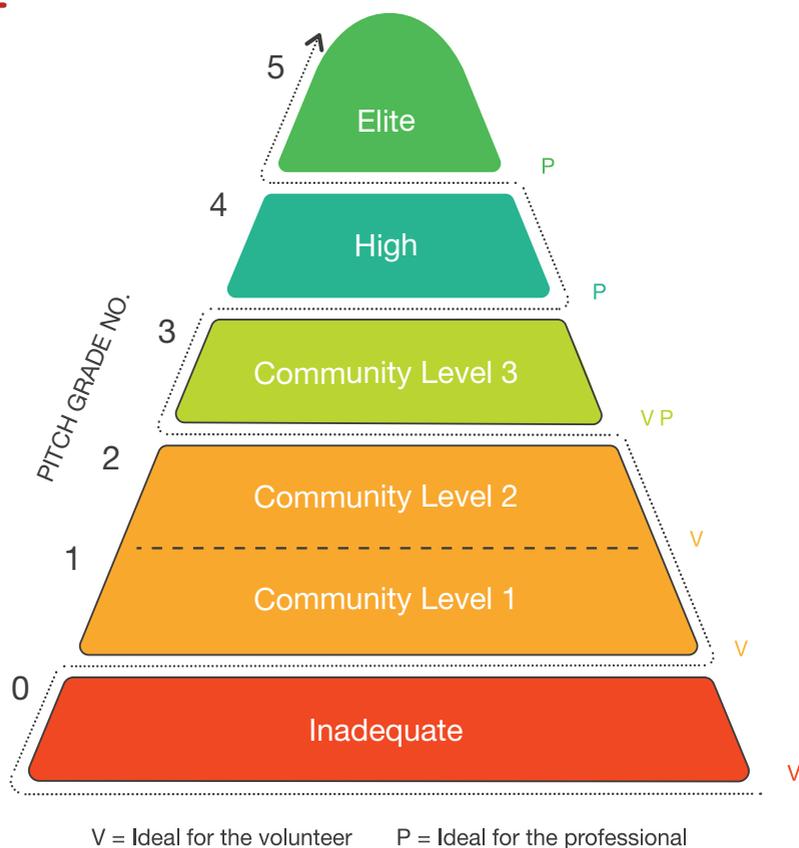
So take a look and enjoy your learning journey with the IOG.

**Geoff Webb**  
Chief Executive

# PITCH GRADING FRAMEWORK

Connecting Pitch Grading Levels to IOG training and qualifications

IOG training and qualifications have been aligned to the appropriate levels of the pitch grading framework. Following this learning pathway will equip you with the skills and knowledge you need to progress your career or enhance your abilities as a volunteer. Increasing your knowledge and understanding of good practice will help sustain natural turf pitches, improve playability, capacity and reduce cancellations.



## 5 Elite

Pitch grading: This standard is for international and professional play, or maintained to a standard fit for professional play.

## IOG Certified Grounds Director

Requirement: IOG Level 5 Qualification (or equiv.)

Our professional diploma is ideal for those wishing to demonstrate their expertise within the turf and grounds care industry. You will have at least 6 years' experience, study through distance/home learning, and tutor support, and finish with two, 2½ hour written examination papers.

## 4 High

Pitch grading: This surface is for international and professional play, or maintained to a standard fit for professional play.

## IOG Certified Grounds Manager

Requirement: IOG Level 4 Qualification (or equiv.)

This level will suit someone wishing to consider a longer term perspective in managed turf, perhaps a sustainable turfgrass surface. You should have at least 3 years' industry experience, a wish to gain a higher level formal qualification, but do not wish to attend a traditional college course.

## Community Level 3

Pitch grading: This surface is suitable for a club, local authority, league, school and junior use.

## IOG Certified Grounds Specialist

Requirement: IOG Level 3 Training OR Qual. (or equiv.)

Ideal for the experienced volunteer or employee, our Level 3 (advanced) and final training step will help you to successfully manage pitch playability. In contrast, an IOG Level 3 qualification is ideal for the professional who wishes to demonstrate their expertise within a sports turf team.

## Community Level 2

Pitch grading: Acceptable for recreational play and where the surface is designed and maintained within tight financial limitations.

## IOG Certified Grounds Operative

Requirement: IOG Level 2 Training (or equiv.)

Take the next step with our Level 2 training (traditional short course) and explore some of the theory involved in maintaining a specific sports turf surface. Alternatively, enrol onto an IOG Learning technical qualification for turf surface maintenance – a formal, but flexible, learning experience.

## Community Level 1

Pitch grading: Acceptable for recreational play and where the surface is designed and maintained within tight financial limitations.

## IOG Certified Grounds Assistant

Requirement: IOG Level 1 Training (or equiv.)

Kickstart your journey with a progressive one-day IOG Learning course, featuring a mix of both practical working demonstrations and turf care theory. Cover the effective maintenance of a specific surface, available on a regular basis at venues across the UK. (2 days for racecourse.)

## 0 Inadequate

Pitch grading: A level that falls below the lower basic recommendation for playability, and may lead to unsafe use.

Enrol onto an IOG Learning programme, volunteer at your local sports club, and become an IOG member – access the people, the skills and the knowledge, and receive the IOG's monthly magazine direct to your door.

# THE IOG'S PITCH GRADING FRAMEWORK

## EXPLAINED

The IOG has identified a need to create an easy to understand national Pitch Grading Framework that will help volunteer and professional grounds personnel to achieve high standards in pitch care, increase the carrying capacity and reduce match cancellations at every level of natural turf sports pitch provision.

### > How was it developed?

The IOG has used the PQS (Performance Quality Standards) – developed as a technical assessment tool – to assess sports pitch standards on a national scale – from basic community sport provision, up to the playing surfaces at top international stadia and created an easy-to-use pitch grading framework.

These pitch grading standards also sit alongside a carefully-developed educational framework that reflects the grounds manager's technical ability in grounds management at each level of the framework's pyramid system.

### > Why do we need it?

The IOG believes that natural grass can do more, by ensuring safe, enjoyable, extended playing experiences at sports facilities across the country.

The framework offers a national standard for pitch quality and also highlights the recommended skills, knowledge and awareness required by grounds personnel at each level of the pitch grading pyramid – from certificates of competence for the volunteer up to degree level qualifications for those at the top end of the profession.



**5 IOG CERTIFIED GROUNDS DIRECTOR**

IOG Long Courses - Level 5 Qualification  
IOG Long Courses - Level 6 Qualification  
Higher Education - Bsc Applied Horticulture / Sportsturf

**4 IOG CERTIFIED GROUNDS MANAGER**

IOG Long Courses - Level 4 Qualifications  
Higher Education - Fdsc In Horticulture / Sportsturf

**3 IOG CERTIFIED GROUNDS SPECIALIST**

IOG Short Courses - Level 3 Training  
IOG Long Courses - Level 3 Qualifications  
Further Education - Level 3 Sportsturf  
Work Based - Level 3 Operative

**2 IOG CERTIFIED GROUNDS OPERATIVE**

IOG Short Courses - Level 2 Training  
IOG Long Courses - Level 2 Qualifications  
Further Education - Level 2 Sportsturf Operative

**1 IOG CERTIFIED GROUNDS ASSISTANT**

IOG Short Courses - Level 1 Training  
Further Education - Level 1 Diploma in Horticulture

**1 UNQUALIFIED**

Further Education -  
Level 1 Work  
Preparation

INADEQUATE  
LEVEL 0

COMMUNITY  
LEVEL 1

COMMUNITY  
LEVEL 2

COMMUNITY  
LEVEL 3

LEVEL 4  
HIGH

LEVEL 5  
ELITE



# IOG LEARNING

## OUR TEAM

### CHRIS GRAY

IOG learning programme architect



**Years in sports turf, including education:** 37

**Experience:** A wide range of practical and management experience with golf, bowls, cricket, croquet, tennis, hockey, rugby, football; with artificial surfaces and natural surfaces; covering drainage and construction to maintenance and management, hands-on operative and supervisory.

Chris also has a wealth of experience in lecturing and training and has developed performance quality standards in both private and local authority sectors.

**Why he's excited about education:** The learning process – there is so much to learn!

**Best IOG moment:** Creating the current IOG online learning system.

### DAN PREST

IOG head of member services  
– learning and consultancy



**Years in sports turf, including education:** 23

**Experience:** Golf course and sports construction – from design to handover, in various global locations. Dan has also liaised with many top golf course architects and contractors in the industry.

Dan was also a sport turf lecturer at Askham Bryan College and has a thorough understanding of theory and practice.

**Why he's excited about education:** I like to help develop people. I love to see past students excel and progress in the industry.

**Best IOG moment:** Creating the SALTEx College Cup – an industry-wide competition for college students to showcase their skills and knowledge.

## OTHER IOG TRAINERS...

The IOG has a fantastic group of trainers – all of whom are qualified to deliver excellent learning experiences and are very well respected in the groundsmanship community. The team includes the following highly experienced trainers and tutors.

Steve has a background in greenkeeping and golf design and construction and has applied his experiences in a teaching capacity for the past 25 years – within which he has taught more than 1,500 sports turf students. Armed with his international turfcare experiences and an MSc in Sports Surface Technology, Steve is a very respected trainer and advisor for the IOG.

### STEVE PRINN



### PETE HUSSEY

Pete is an award-winning grounds manager at Stanley Park Sports in Chippingham. He is a recipient of an IOG Grassroots Groundsman of the Year award and he says that his biggest reward is ensuring that more than 2,000 youth and adult players are able to use his sports facility each week. Pete's experiences have given him a huge amount of empathy with students and he enjoys sharing personal experiences along with the theory included in the courses.



### RICHARD CHURCHMAN

Richard has been working with the IOG for the last five years and is a respected trainer and advisor within the team. His career started in greenkeeping. Qualified in Soil Science with an honours degree, he cemented the theory of Turf Management working for the Sports Turf Research Institute and later put this into practice in a grounds management position at a large independent school.

# TRAINING NEEDS ANALYSIS

The IOG's Training Needs Analysis service is designed to support managers and grounds staff in mapping out a training and education journey. This unique service benefits those that actively take part in an appraisal system and those who adopt a more informal development programme.

Meeting with each member of the grounds team an IOG Learning expert can draw up a unique learning plan for that individual. This will aid both the individual and the employer to map out the future development programme for the whole team. This service works alongside the IOG's Pitch Grading Framework to enable grounds staff to meet both their own and their employer's goals.

## BENEFITS

- Receive a training plan to support individual and team development.
- Recommendations will complement your organisation's appraisal process.
- Enhance team morale by listening to how the team want to progress.
- Advice that will help raise and maintain pitch standards.



## Gloucester County Cricket Ground benefits from Training Needs Analysis

### CASE STUDY

Sean Williams, head groundsman at Gloucester County Cricket Ground, made effective use of this service, and says: "This is an invaluable management tool which has helped me plan for the future, and to prove that the club is investing in good training."

"The recent analysis has enabled the club to consider impartial training routes they were not aware of, which considers all training providers, not just IOG qualification and courses. I'm pleased that my team now has a progressive learning path to follow – which is good for cricket, and the industry in the long run."

**[i]** For more information, visit [www.iog.org/learning/training-needs-analysis](http://www.iog.org/learning/training-needs-analysis)



## Training

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### SHORT COURSE

IOG short training courses are a great way to develop the skills and understanding of a playing surface – in one-to-five days, with like-minded individuals. From introductory courses to advanced management skills there is a course to suit every club's playing surface and each delegate's previous experience. Each level of course is also designed with progression in mind, linking to each level of the IOG's Pitch Grading Framework.



## Qualifications

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### LONG COURSE

IOG qualifications are fully supported by industry-expert tutors who are experienced in both education and sports turf. The education programmes are designed to ensure that students are stretched and get the most out of which ever level qualification they take. Students will develop their knowledge through online study, allowing them to apply their increase in knowledge in the work place. All our qualifications allow progression through each level and align with the Pitch Grading Framework.

## IOG IN NUMBERS

97%

### SHORT COURSE



+19

of IOG Learning training delegates said the overall experience of their level 1 cricket pitches, winter pitches and bowling greens course, was either excellent, or very good.



LEVEL 1

training courses available within IOG Learning, feature a mix of informative theory based teaching, followed with the delivery of practical working demonstrations.

### LONG COURSE



32

100%

of delegates who attended a level 2 training – third generation (3G), reinforced and artificial surfaces course – said their experience was either excellent, or very good.



LEVEL 3

qualifications, full courses, awards and certified modules, for those who wish to gain a formal learning experience, but who do not wish to attend a traditional college.



# CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

## Managing your learning and progress through CPD

Continual Professional Development (CPD) is a structured way of capturing useful experiences and assessing the practical benefits of what you've learned.

By becoming a member of the IOG you can join our CPD programme, which requires 35 hours of learning, undertaken during a 12-month period. You should keep a simple journal, think about your learning activity and how it has benefited you ... and maybe your employer.

These reflections could include:

- **Description:** Focus on the key area/s of the learning
- **Interpretation:** what did you think about it? What benefits have been gained?
- **Learning:** What other information might you need to help improve your understanding and what might you do differently next time?

## CPD recognition

At the end of the 12-month period, submit the IOG Claim Form – available for download via: [www.iog.org/learning/careers/cpd](http://www.iog.org/learning/careers/cpd). Confirm the learning you have done and provide access to your reflective journal, and/or other evidence.

Upon successful application you will be issued with an IOG 'Certificate of CPD achievement' as formal recognition for the learning you have completed.



## TRAINING COURSES

Online Courses [Level 1](#)

Winter Pitches [Levels 1-3](#)

Cricket Pitches [Levels 1-3](#)

Bowling Greens [Levels 1-3](#)

Racecourse [Levels 1-3](#)

Soil and Water Basics in Sportsturf [Level 2](#)

Reinforced Pitches [Level 2](#)

Artificial Surfaces [Level 2](#)

3G Pitches [Level 2](#)

Turfgrass Surfaces [Level 2](#)  
and General Grounds [Level 2-3](#)

Bespoke Courses [All Levels](#)

1



SHORT COURSE (ONLINE)

## Level 1 Rugby Groundsmanship

This suite of one-day training courses covers the maintenance and management of Rugby League playing surfaces and facilities at all levels of the sport for either volunteers or members of a professional grounds team.

The course contents consist of 3 online theory modules, totalling 4 hours of learning). Plus 2 practical modules, each being about 1.5 hours of demonstration, explanation and learning.

When a learner has completed all 5-modules they will receive a Certificate of Course Attendance. They will also have an option of taking the online multiple choice end of course assessment (for which two attempts are permitted within the course). If this is achieved then they will be issued with a Certificate of Achievement.

••• 3 CPD POINTS .....  
*to be gained from each course.*



### SPORT TYPE AND MODULES AVAILABLE

#### SPORT SURFACE TYPE (CHOOSE ONE):

- Level 1 Football: Groundsmanship FA approved
- Level 1 Rugby: Groundsmanship RFL approved
- Level 1 Cricket: Groundsmanship ECB approved

#### THREE ONLINE MODULES (MANDATORY):

- Module One: Maintenance requirements
- Module Two: Equipment and machinery
- Module Three: Maintenance materials

#### TWO PRACTICAL MODULES (OPTIONAL):

- Module Four: In-season Practical work
- Module Five: Renovation Practical work

**[ i ]** For more information, visit  
[www.iog.org/learning/training](http://www.iog.org/learning/training)

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SHORT COURSE (ONLINE)

## Level 1 Cricket Groundsmanship

This suite of one-day training courses covers the maintenance and management of Cricket playing surfaces and facilities at all levels of the sport for either volunteers or members of a professional grounds team.

The course contents consist of 3 online theory modules, totalling 4 hours of learning). Plus 2 practical modules, each being about 1.5 hours of demonstration, explanation and learning.

When a learner has completed all 5-modules they will receive a Certificate of Course Attendance. They will also have an option of taking the online multiple choice end of course assessment (for which two attempts are permitted within the course). If this is achieved then they will be issued with a Certificate of Achievement.

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SHORT COURSE (ONLINE)

## Level 1 Football Groundsmanship

This suite of one-day training courses covers the maintenance and management of Football playing surfaces and facilities at all levels of the sport for either volunteers or members of a professional grounds team.

The course contents consist of 3 online theory modules, totalling 4 hours of learning). Plus 2 practical modules, each being about 1.5 hours of demonstration, explanation and learning.

When a learner has completed all 5-modules they will receive a Certificate of Course Attendance. They will also have an option of taking the online multiple choice end of course assessment (for which two attempts are permitted within the course). If this is achieved then they will be issued with a Certificate of Achievement.

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- Module Five: Renovation Practical work

**[ i ]** For more information, visit  
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SHORT COURSE

## Winter Pitches

This suite of one-day training courses covers the maintenance of winter sports playing surfaces and facilities at all levels of the sport for either volunteers or members of a professional grounds team.

Winter sports pitches should be managed with insight and care to ensure longevity of the surface throughout the more demanding winter months. At Levels 2 and 3, course delegates can consider planning, scheduling and facilities management to ensure that they are maximising income, playability and staff.

These training courses can be delivered as a bespoke course for a group of delegates or in traditional format.

•••• 5 CPD POINTS •••••  
*to be gained from each course.*

### ● Level 1 Winter Pitches: In-Season or Renovation

Course covers: the definition and assessment of the surface, seasonal maintenance, general tasks, setting out and line marking, turf problems, safe and effective use of equipment.

### ● Level 2 Winter Pitches: Applied Turf Culture

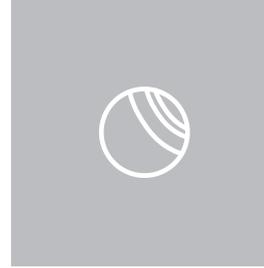
Course covers: surface requirements, performance quality standards, turf grass identification, fertilisers and nutrients, pests and diseases, moss and weeds, non-turf surfaces and new developments.

### ● Level 3 Winter Pitches: Advanced Turf Culture

Course covers: soil structure and texture, irrigation management, drainage, choice of grass species, managing nutrient levels, integrated pest management, managing performance quality standards.

**[ i ]** For more information, visit  
[www.iog.org/learning/training](http://www.iog.org/learning/training)





SHORT COURSE

## Cricket Pitches

This suite of one-day training courses feature the maintenance and management of cricket playing surfaces and facilities at all levels of the sport and is ideal for either volunteers or professional members of a grounds team.

Cricket is one of the most technically demanding surfaces to maintain and will, depending on your practices, have the most influence on playability. Furthermore, at Levels 2 and 3 delegates can consider planning, scheduling and facilities management to ensure maximum income, playability and staff skills.

These training courses can be delivered as a bespoke course for a group of delegates or in traditional format.

..... **5 CPD POINTS** .....  
to be gained from each course.

“I particularly liked the working demos and the advice on appropriate machinery. It was all very helpful”  
– Cricket course delegate, Mark Strutt

- **Level 1 Cricket Pitches: In-Season or Renovation**

Course covers: the definition and assessment of the surface, seasonal maintenance, general tasks, preparation of the square and match pitch, turf problems, safe and effective use of equipment.

- **Level 2 Cricket Pitches: Applied Turf Culture**

Course covers: performance quality standards, turf grass identification, fertilisers and nutrients, pests and diseases, moss and weeds, new developments for cricket surfaces.

- **Level 3 Cricket Pitches: Advanced Turf Culture**

Course covers: soils for the square and outfield, irrigation management, drainage, choice of grass species, managing nutrient levels, integrated pest management, managing performance quality standards.

[ i ] For more information, visit  
[www.iog.org/learning/training](http://www.iog.org/learning/training)

SHORT COURSE

## Bowling Greens

This suite of one-day training courses will aid the volunteer or the professional to maximise the quality of their playing surfaces and increase playability and revenue at their facility.

The quality of a bowls playing surface is vital to the sport and therefore having a sound understanding of what to carry out and when will aid the greenkeeper and club members who may wish to understand the works that a contractor carries out.

These training courses can be delivered as a bespoke course for a group of delegates or in traditional format.

..... **5 CPD POINTS** .....  
to be gained from each course.

“The tutor’s knowledge and delivery was great – very informative when answering questions and expanding on theory”  
– Bowling course delegate, Nick Orde

- **Level 1 Bowling Greens: Annual Maintenance**

Course covers: the definition and assessment of the surface, sequence of autumn maintenance, care of the bowling green and surrounds, spring and summer operations, effective winter maintenance, marking and setting out of rinks, safe and effective use of equipment.

- **Level 2 Bowling Greens: Applied Turf Culture**

Course covers: surface requirements for bowling greens, performance quality standards, safe working practices, soils, pH and topdressings, turf grass identification, pest and diseases, moss and weeds, new developments for bowling greens.

- **Level 3 Bowling Greens: Advanced Turf Culture**

Course covers: soil problems, irrigation management, drainage, grasses, managing nutrient levels, integrated pest management, managing performance quality standards.

[ i ] For more information, visit  
[www.iog.org/learning/training](http://www.iog.org/learning/training)



SHORT COURSE

## Racecourse

These training courses are aimed primarily at the professional grounds person at a racecourse and are fully supported and endorsed by the relevant national governing bodies.

From the basics of turf maintenance and activities, to liaising with clerks of the course and the planning of annual maintenance tasks this suite of courses will develop both the grounds team and the manager. These courses range from two to five days in length and are residential.

- **Level 1 Racecourse: Turf Maintenance (2 days)**

Course covers: The Level 1 course covers basic turf and machinery maintenance, safe practices with course furniture and race day procedures.

●●●●● 7 CPD POINTS ●●●●●●●●●●

- **Level 2 Racecourse: Turf Management (5 days)**

Course covers: industry developments, health and safety, water management and soil science.

●●●●●●● 9 CPD POINTS ●●●●●●●●●●

- **Level 3 Racecourse: Management Skills (3 days)**

Course covers: performance quality standards, machinery procurement and human resources management.

●●●●●●● 8 CPD POINTS ●●●●●●●●●●

“My IOG membership has helped me to get started and progress within my chosen career, and has given me the opportunity to network with like-minded individuals”

– Adrian Kay, York Racecourse

**[ i ]** For more information, visit [www.iog.org/learning/training](http://www.iog.org/learning/training)



SHORT COURSE

## Elite Facility Training Courses

The IOG is at the forefront of developing and established technologies in the industry and we recognise that some playing surfaces present very steep learning curves for turf managers both on home soil or overseas. Each of these one-day courses aims to develop the turf managers knowledge of emerging technologies, how best they can be managed and the challenges they present.

“This one-day course was very good. It’s a huge subject and throughout the day we managed to cover the basics. Knowing the difference between warm and cool season grasses will really help me in the future.”

– David Roberts, Liverpool FC

## Level 2 Soil and Water Basics in Sportsturf

The course helps delegates to understand how water moves through soils and porous media (such as sands and gravels) It covers the relationships between soil water content and soil strength (and by implication, hardness). Drainage systems in constructed and non-constructed pitches and understanding soil test results in respect to infiltration rates and air-filled porosity is also covered.

●●● 3 CPD POINTS ●●●●●●●●●●

## Level 2 Introduction to Warm Season Grasses

This course is aimed to give a basic understanding of the differences between cool and warm season grasses, their establishment, maintenance techniques, threats and renovation schedules. This will be ideal for elite surface managers who are frequently making recommendations on warm season playing surfaces.

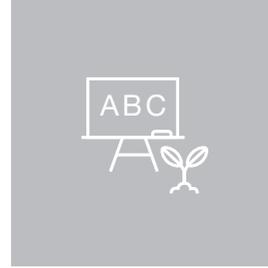
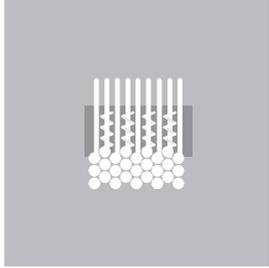
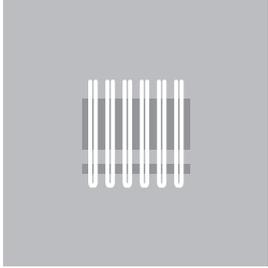
●●● 3 CPD POINTS ●●●●●●●●●●

## Level 2 Effective Maintenance of Reinforced Pitches

Course covers: the latest developments in this section of the industry are covered in detail to ensure a full understanding is gained on how best to maintain and renovate these surfaces. This technology is evolving all the time so we ensure that all course developments reflect current thinking in the industry.

●●●●● 5 CPD POINTS ●●●●●●●●●●

**[ i ]** For more information, visit [www.iog.org/learning/training](http://www.iog.org/learning/training)



## Artificial and 3G

These established courses in the IOG portfolio allow for the fact that these surfaces are recognised as requiring an effective regime of maintenance to ensure the longevity of the surface. These one-day courses will focus on the development of surfaces, new technologies and best practice in ensuring a safe and well-maintained artificial facility.

### Level 2 Effective Maintenance of 3G Pitches

This course offers the latest in maintenance practices for 3G pitches. The longevity of the surface is vital to both playability and income streams. The course covers not only the best practice in maintenance but also considerations on future planning and budget requirements.

### Level 2 Effective Maintenance of Artificial Surfaces

This course covers the latest in maintenance, and development of various artificial surfaces – highlighting that cleanliness is key. This type of playing surface is a huge investment for a facility therefore understanding the effective maintenance is key to maximising budget and pitch longevity.



These training courses can be offered as a bespoke course for a group of delegates or in traditional format.

..... 5 CPD POINTS .....  
*to be gained from each course.*

## SHORT COURSE

## Turfgrass Surfaces and General Grounds

This suite of training courses is ideal for anyone who maintains and manages general grounds and facilities. From an elite sporting venue to a college or independent school, delegates may be responsible for the upkeep of sports turf, amenity lawns, soft landscaping or even airfields. These courses will take delegates back to basics and stretch their thinking to consider all activities.

These training courses can be delivered as a bespoke course for a group of delegates or in traditional format.



### • Level 2 Turfgrass Surfaces

Course covers: As a refresher delegates will cover general turf maintenance, threats to turf health, identification of grasses and weeds pests and diseases to ensure delegates will be able to maintain their turf in the best possible way.

### • Level 2 Grounds: Maintenance and Management

Course covers: the impact of standards on turf maintenance, planning works and annual maintenance schedules, identification of grasses, weeds, pests and diseases.

### • Level 3 Grounds: Management

Course covers: From auditing the site to considering manpower vs acreage and effective management practices, this course will look in depth and the skills required to successfully manage an entire site.

..... 5 CPD POINTS .....  
*to be gained from each course.*

**[ i ]** For more information, visit [www.iog.org/learning/training](http://www.iog.org/learning/training)



**BESPOKE**

**TRAINING COURSES**

All the IOG's short training courses can be offered as a 'pay as you go' option, meaning delegates simply book themselves onto a course or through a bespoke option. The bespoke option is ideal for organisations who wish to train their staff in-house, with a cost effective approach for information.



## Bespoke course at Sixways Stadium

### CASE STUDY

The IOG successfully delivered a bespoke Level 2 'Effective Maintenance of 3G Pitches' short course at Worcester Warriors Sixways Stadium, which was created specifically for the needs of the grounds team and their new surface.

Worcester Warriors was the first Aviva Premiership Rugby Club to convert to a 3G pitch with organic infill material, in contrast to the established rubber crumb infill of most 3G pitches.

The innovative use of a blend of organic material (cork, coconut fibre and rice husks) combined with thermo plastic elastomer aims to provide a playing surface which closely matches that of natural turf.

The course was specifically adapted for Worcester Warriors, enabling the club's grounds team to enhance their daily routine and meet everyday needs and was created and delivered by Chris Gray, IOG learning programme architect.

The intention was for the group to discuss, address and observe the challenges of maintaining the new infill material, taking into account the diverse UK weather conditions.

Course highlights featured a number of potential maintenance considerations which differ from the experience of a rubber infill pitch and attendees particularly liked 'being able to talk about the infill' and 'learning more about the nature of the surface being maintained'.

Chris Gray said: "The pitch is a superb facility which will provide the Warriors grounds staff with exciting challenges in maintaining the infill material in our UK climate. The course discussions have been an interesting learning curve for everyone involved."

**[i]** For more information, visit [www.iog.org/learning/training](http://www.iog.org/learning/training)



# QUALIFICATIONS

- Level 2** Technical Awards in Turf Surface Maintenance
- Level 2** Technical Certificate in Turf Surface Maintenance
- Level 3** Certificate in Supervisory Management
- Level 3** Technical Awards in Turf Surface Management
- Level 3** Technical Diploma in Turf Surface Management
- Level 4** Certificate in Sustainable Turf Management
- Level 4** Professional Certificate in Turf Surface Management
- Level 5** Professional Diploma in Turf Surface Management
- Level 6** Professional Certificate in Turf Surface Consulting



Adam Witchell, Head Groundsman at Forest Green Rovers FC, and FA Pitch Advisor. Currently studying: Level 4 IOG Certificate in Sustainable Turf Management.

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LONG COURSE

## Level 2 IOG Technical Awards in Turf Surface Management

### Who is this qualification for?

For anyone either starting out on their turf management journey or who are highly experienced but have no formal qualifications.

### Why should you enrol?

These individual awards focus on key individual topics that offer the student both the basic knowledge and confidence to maintain their green spaces efficiently.

### How long does it take?

Each award takes about 30-40 hours and at a suggested five hours study per week you could be receiving a certificate after only six to eight weeks.

..... **20 CPD POINTS** •  
*to be gained for each module completed.*

### Awards on offer:

1. Soils, fertilisers and nutrients
2. Plants, grasses and seeds
3. Threats to turf health
4. Turf maintenance, health & safety
5. Maintaining turfgrass

### Entry requirement:

IOG Level 2 Training (or equivalent)



How will you be assessed? Assessment takes place by way of a short-written exam. There is no practical work required for these awards as you will be practically experienced anyway.

**[i]** For more information, visit  
[www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

2



LONG COURSE

## Level 2 IOG Technical Certificate in Turf Surface Maintenance

### Who is this qualification for?

If you are either starting out on your turf management journey or highly experienced but have no formal qualifications this is an ideal option for you.

### Why should you enrol?

This full qualification will focus on the main topics that will give you both the basic knowledge and confidence to maintain your green spaces efficiently.

### How long does it take?

This qualification is expected to take 11 months (180 hours). This means it is recommended that you undertake 5 hours of self-directed study per week.

• **1 YEAR CPD ALLOWANCE** .....  
*to be gained for this course.*

### Modules include:

1. Soils
2. Fertilisers and nutrients
3. Plant classification
4. Grasses and seeds
5. Threats to turf health
6. Maintenance activities
7. Maintaining turfgrass surfaces
8. Health and Safety

### Entry requirement:

IOG Level 2 Training (or equivalent)



How will you be assessed? Assessment takes place by way of a short-written exam. There is no practical work required for this certificate as you will be practically experienced anyway.

**[i]** For more information, visit  
[www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

# 3



LONG COURSE

## Level 3 IOG Certificate in Supervisory Management

### Who is this qualification for?

If you have recently been promoted into a management position, or wish to progress your leadership skills, this qualification is ideal for you.

### Why should you enrol?

This full qualification will complete the jigsaw enabling you to be a successful manager of both turfgrass surfaces and your team.

### How long does it take?

This qualification is expected to take you around nine months (150 hours) to complete. It is recommended that you undertake five hours of self-directed study per week.

- **1 YEAR CPD ALLOWANCE** .....  
*to be gained for this course.*

### Modules include:

1. Team motivation
2. Coaching skills
3. Encouraging new ideas
4. Meeting management
5. Team building

### Entry requirement:

IOG Level 2 Qualification (or equivalent)



How will you be assessed? Assessment takes place by way of an online test, for each module. Should you successfully complete all five modules you will receive a qualification in 'Level 3 IOG Technical Certificate in Supervisory Management.'

"I've learnt so much over the past few months, every module I complete will enable me to deal with certain situations in the future. I recommend any aspiring manager to complete this qualification – it was easy to fit this online course around my busy schedule"

– Andrew Ashton

**[i]** For more information, visit  
[www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

3



3



LONG COURSE

## Level 3 IOG Technical Awards in Turf Surface Management

### Who is this qualification for?

If you have several years' experience and wish to gain a formal qualification in managing turf surfaces and wish to push yourself above a Level 2, this is the course for you.

### Why should you enrol?

These individual awards are a logical progression from a Level 2 qualification and will cement your experience, giving you in-depth technical knowledge of all aspects of turf management. Being able to study individual awards means you can develop your knowledge – one topic at a time.

### How long does it take?

Each award takes between 30 and 40 hours, and with a suggested five hours of self-directed study per week you can complete an award in approximately six to eight weeks.

### Awards on offer:

1. Construction, drainage, soil & turf
2. Plant science and turf grasses
3. Integrated pest & water management
4. Turf standards & work programming
5. Non-turf surfaces, health and safety

### Entry requirement:

IOG Level 2 Training (or equivalent)



How will you be assessed? Assessment takes place by way of a short-written exam. There is no practical work required for these awards as you will be practically experienced anyway.

..... **20 CPD POINTS** •  
*to be gained for each module completed.*

**[ i ]** For more information, visit [www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

LONG COURSE

## Level 3 IOG Technical Diploma in Turf Surface Management

### Who is this qualification for?

This course is ideal for someone who has several years' experience in maintaining turf, is looking to progress their career and build on the knowledge they may have gained through experience or a previous Level 2 qualification.

### Why should you enrol?

Building on experience and knowledge is vital to keep up with this fast-paced industry. This qualification will develop your technical knowledge of maintaining turf.

### How long does it take?

It is expected that this qualification should take 11 months (180 hours) with approximately 5 hours of self-directed study per week.

### Modules include:

1. Turf nutrition and soil science
2. Plant science
3. Turf grasses
4. Integrated Pest Management
5. Turfgrass standards
6. Programming and profiling
7. Construction and drainage
8. Non-turf surfaces
9. Water management
10. Health and safety

### Entry requirement:

IOG Level 2 Qualification (or equivalent)



How will you be assessed? This qualification is assessed by sitting two, two-and-a-half-hour exams, one at midway and the other towards the end of the qualification.

..... **1 YEAR CPD ALLOWANCE** .....  
*to be gained for this course.*

**[ i ]** For more information, visit [www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

*“Operating an independent lawn care business requires an in-depth knowledge of theoretical and practical turfcare – and this course has certainly given me a competitive edge”*  
– Jack Chapman

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LONG COURSE

## Level 4 IOG Certificate in Sustainable Turf Management

### Who is this qualification for?

For those that manage turfgrass and wish to consider more sustainable options in their practices, this course will develop knowledge of environmental and economic factors, allowing the student to maintain a surface at a defined level.

### Why should you enrol?

As the inputs you make on a turf surface are measured and monitored, it is important to understand the impact they may have on both the playability and demands of the surface. Developing your knowledge of sustainability will have positive effects on budgets for years to come.

### How long does it take?

This is an eight-month qualification (120 hours) and you can expect to carry out five hours of self-directed study per week. There is no practical element to this qualification.

### Modules include:

1. What is sustainability?
2. Managing for sustainability
3. Beyond sustainability
4. A sustainable plan

### Entry requirement:

IOG Level 3 Qualification (or equivalent)



How will you be assessed?  
This qualification is assessed by the submission of a written report.

• **1 YEAR CPD ALLOWANCE** .....  
*to be gained for this course.*

**[ i ]** For more information, visit  
[www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

4



LONG COURSE

## Level 4 IOG Professional Certificate in Turf Surface Management

### Who is this qualification for?

This is a great foundation for the IOG's higher level courses. If you have solid experience of managing turf surfaces and wish to develop your understanding of the technical and scientific aspects of turf management this would be an ideal choice for you.

### Why should you enrol?

This qualification will develop your knowledge and understanding of the wider picture of managing turf surfaces. Being able to link issues such as impacts on the environment; team management and analysing inputs is vital for any turf manager.

### How long does it take?

This qualification is expected to take 11 months (180 hours). You can expect to carry out self-direct study for approximately five hours per week.

### Modules include:

1. Sustainable management
2. Waste minimisation
3. Managing a team
4. Machinery procurement
5. Work analysis and evaluation
6. Design and construction

### Entry requirement:

IOG Level 3 Qualification (or equivalent)



How will you be assessed? This qualification is assessed by sitting two, two-and-a-half-hour exams, one at midway and the other towards the end of the qualification.

• **1 YEAR CPD ALLOWANCE** .....  
*to be gained for this course.*

**[ i ]** For more information, visit  
[www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

*"The course outcome was really positive as I've taken what I've learnt into the workplace so it's helped with my development in a very real way. Also, the tutor support was great – and while this is an online course I never felt alone with a problem"*

– Alex Latto, BT Murrayfield Stadium

5



6



LONG COURSE

## Level 5 IOG Professional Diploma in Turf Surface Management

### Who is this qualification for?

If you have completed the Level 4 IOG Professional Certificate in Turf Surface Management and wish to progress and develop your knowledge further, then the Level 5 qualification will allow you to demonstrate your expertise within the industry.

### Why should you enrol?

This is the IOG's premier turf management qualification and builds on the Level 4 by developing your knowledge of the wider aspects of turf and land management. Ranging from pure turf to whole site management this will allow you to consider issues such as contract and risk management.

### How long does it take?

This is an eight-month qualification (120 hours) and you can expect to carry out five hours of self-directed study per week. There is no practical element to this qualification.

### Awards on offer:

1. Applied turf science
2. Contract management
3. Health and safety management
4. Non-turf surface management
5. Turf futures: developments
6. Greenspace management

### Entry requirement:

IOG Level 4 Professional Certificate in Turf Surface Management



How will you be assessed? This qualification is assessed by sitting two, two-and-a-half-hour exams, one midway and the other towards the end of the qualification.

- **1 YEAR CPD ALLOWANCE** ●●●●●●  
*to be gained for this course.*

**[ i ]** For more information, visit [www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

LONG COURSE

## Level 6 IOG Professional Certificate in Turf Surface Consulting

### Who is this qualification for?

If you are aiming to share your knowledge, experience, offer advice and make recommendations, then this Level 6 qualification will help you to develop your skills in providing accurate advice and raising the standards of the industry.

### Why should you enrol?

Forward thinking, decision making, and planning are vital tools for turf managers. Embarking on this qualification will refine not only your turf, soil and water managements skills but also your report writing skills.

### How long does it take?

It is expected that this qualification will take 11 months (180 hours) and you can expect to carry out self-directed study for around five hours per week. Your work will ideally be centred around a live project, in agreeance with your tutor.

### Modules include:

1. Processes involved in creating a consultancy report
2. Create a consultancy report

### Entry requirement:

IOG Level 5 Qualification.  
(Equivalent qualification or experience)



How will you be assessed? Assessment takes place by producing a report. There is no practical work required for this certificate.

- **1 YEAR CPD ALLOWANCE** ●●●●●●  
*to be gained for this course.*

**[ i ]** For more information, visit [www.iog.org/learning/qualifications](http://www.iog.org/learning/qualifications)

# FREQUENTLY ASKED QUESTIONS

## TRAINING COURSES

### How do I book onto a course?

Horse racing courses: please contact the IOG offices and request an application form – this should be completed and returned to the office. All other courses: You can either book onto a course by emailing or telephoning the office, or completing the online form.

### How much do the courses cost?

The courses vary in cost, and should you become a member of the IOG you can enjoy a considerable discount.

### Do I have to do the levels in order?

It is advisable to follow the courses in sequence for your own development, but it is not a stipulation or entry requirement on to each level.

### What is a bespoke course?

This is an option where you can purchase any of the courses for your team only, having it delivered at your site. The IOG will provide the trainer and learning materials.

## QUALIFICATIONS

### At what age can I start studying?

There are no stipulations on age for IOG qualifications other than the IOG Levels 4 and 5 for which you must be at 19 years of age. However, there is some guidance on how much experience you should have for certain qualifications. Please see each qualification for further information.

### How much do they cost?

The courses vary in cost, and should you become a member of the IOG you can enjoy a considerable discount.

### What are the differences between awards and qualifications?

The awards are smaller bitesize modules from the full Level 2 and 3 qualifications. You can either choose to study the full qualification or the smaller awards. This will allow you to study over a longer period. You do not have to study all the awards but doing so will give you the full qualification certificate.

### What support do I get?

You will have a dedicated IOG tutor who can guide you through the qualification although you are responsible for your own studies. Your tutor will be available via email or live chat at a specified time.

### The exam – what's involved?

Upon enrolment you will receive a proposed date for your exams. These exams will be sat at your place of work and invigilated by a nominated manager. The exam paper will be posted to your invigilator and you will complete the exam in appropriate examination conditions. Your completed exam can then be securely posted back to the IOG.

### How do I apply for a qualification?

Simply complete an application form and send it to [learning@iog.org](mailto:learning@iog.org). It is important that you also send a current CV as we like to make sure you are applying for the right qualification. We will usually speak to you over the phone for a brief discussion on experience and current achievements.



IOG approved to matrix standard

## OTHER IOG SERVICES

### **Turfcare Advisory:**

The IOG's Turfcare Advisory service is an easy-to-use service offering a wide range of advice, from basic playing surface problems to the design and construction of playing surfaces. The service provides simple solutions to problems with a written report typically following a site visit.

### **Site Audits:**

This service, which is designed to support the operations manager, bursar or finance manager, head of sport or grounds manager, identifies key issues to help shape unique solutions. This is a full site audit featuring three steps: a fact-finding exercise; an on-site visit; and an easy-to-follow comprehensive report.

### **Grounds & Natural Turf Improvement Programme:**

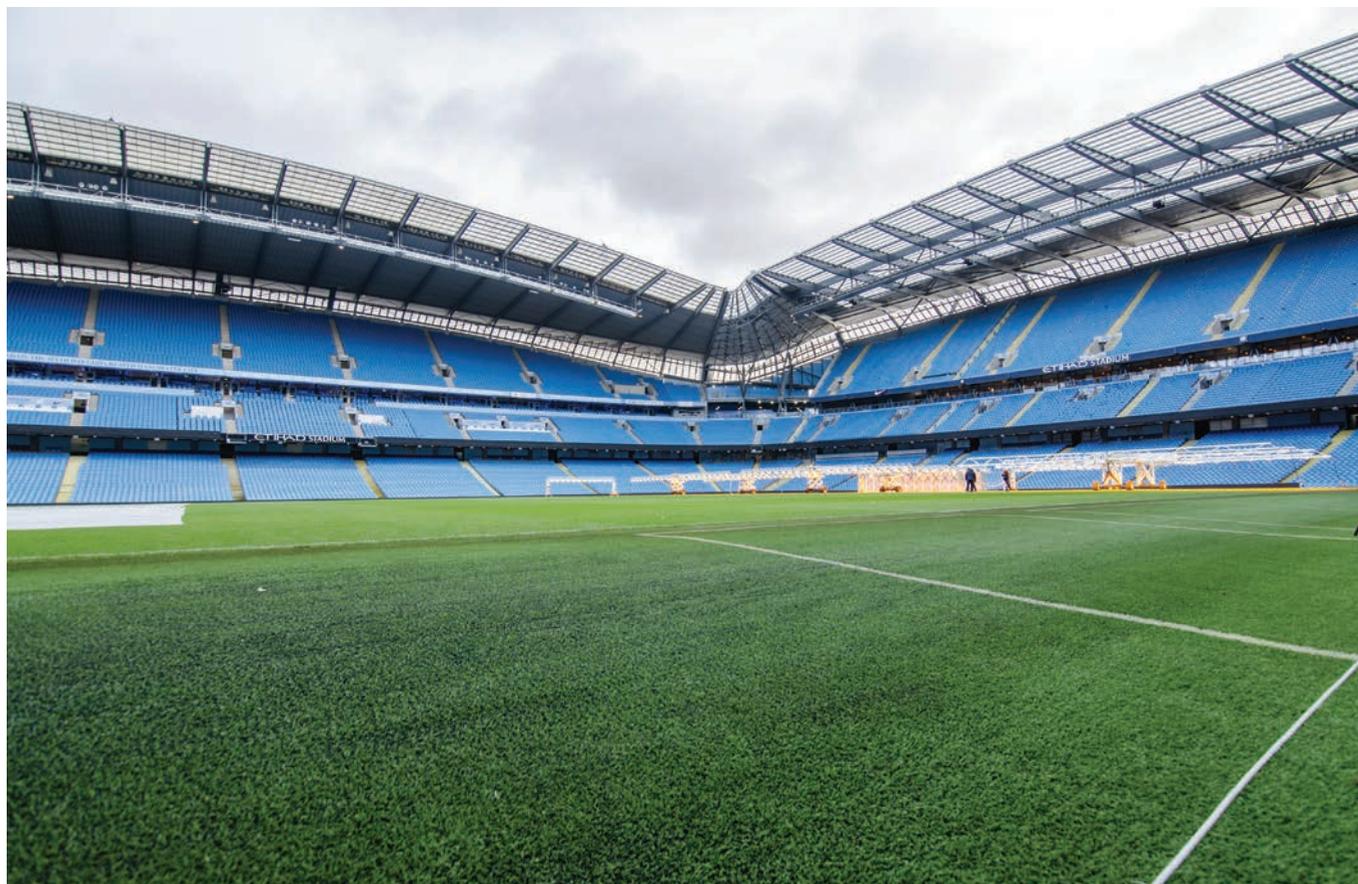
This programme was launched in April 2014 and its second phase is now funded by The IOG, the Football Foundation, The Football Association and The England & Wales Cricket Board. One administrator, two account managers and nine regional pitch advisors are connected to this programme. Their aim is to raise the standards of sports surfaces as well as the understanding of sports turf management practices among grassroots sports clubs across England and Wales.

### **SALTEX:**

Europe's leading, annual turf management event for those that manage sports turf and green spaces – your SALTEX offers the latest industry trends and innovations, networking opportunities, enhanced education and advice from industry experts over two days at the NEC in Birmingham – for free! Visit [www.iogsaltex.com](http://www.iogsaltex.com).

### **IOG Industry Awards:**

The IOG industry-wide annual Awards recognise and promote grounds people and best practice, by highlighting volunteer and professional expertise. If you think an individual or team deserves recognition for their outstanding contribution to this industry, the awards are your opportunity to praise those who deserve it.

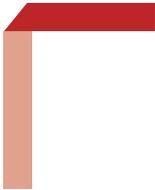


### **Roy Rigby**

Grounds Manager, Manchester City FC

.....

“The IOG encourage my team to further their education and help progress their careers – they are always there when you need guidance and support. I have worked across the world and there's nothing out there like them. We are very lucky to have this organisation by our side.”



For IOG Learning enquiries:

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Visit: [www.iog.org/learning](http://www.iog.org/learning)



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