

# Green Qampus project goes to practice in Finland

The GreenQampus project partner group held its 4th face to face meeting in Finland in May 2015. This time, the meeting was focusing on the practical aspects of greenkeeping education and the quality assurance. One of the main findings was that 'on-the-job-training' plays a major role in vocational education. Fully competent Greenkeepers have a mix of theory based education and practical skills.

**The first meeting day** was held in a meeting room in Kainuu Vocational College's Car Electric Unit's workshop in Vantaa, very close to the city of Helsinki.



**Anne Liimatainen** from the Finnish Board of Education explained to the project group the vocational education system in Finland. The FGA (Finnish Greenkeepers Association) is a big part of the vocational education system and they are recognized from national vocational education authorities, as specialists of the greenkeeping industry in Finland.



**Jari Laitinen** from the Finish Greenkeepers Association (FGA) shared with the project partner group, his experiences of the greenkeeping vocational education system as well as the competence based testing. Jari has a great deal of experience as an external verifier in competence based testing at greenkeeper and golf course manager level, and it was great to have him share his experiences with the group.

**On the second day**, the weather was more Scottish than Finnish – stormy, rainy and chilly. Nevertheless the project partner group visited Sarfvik's golf club and golf course with CIMO officer **Hannele Nevalampi**.  
<http://www.cimo.fi/frontpage>



The partner group heard from Kainuu Vocational College golf course manager student, **Marc Neumann**. He shared his opinions and views about the education and competency based testing from his perspective.

Sarfvik's managing director **Rauno Pusa** and both golf course managers, **Timo Leminen** and **Keijo Hayha**, joined the meeting and presented Sarfvik's golf courses, golf club and maintenance best practices to the partner group. After lunch, Marc Neumann gave the group a tour of both golf courses.

<http://www.golfsarfvik.fi/english/>



### Halfway house results from project

The partner group has been working with four different models of greenkeeping vocational education in Europe. This has been a challenge to get everyone to fully understand their specific way of doing things at both local and national level. So the partner group discovered that:

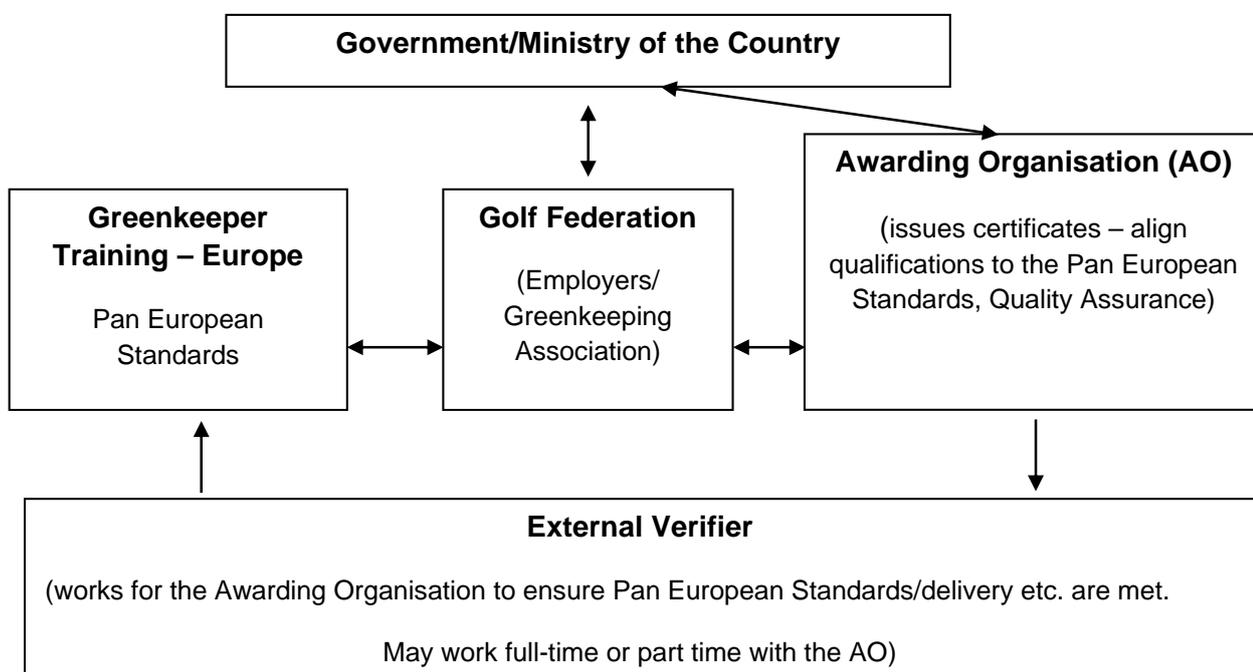
- a) Education has to have national/governmental status and it should be part of their own country's standard vocational education.

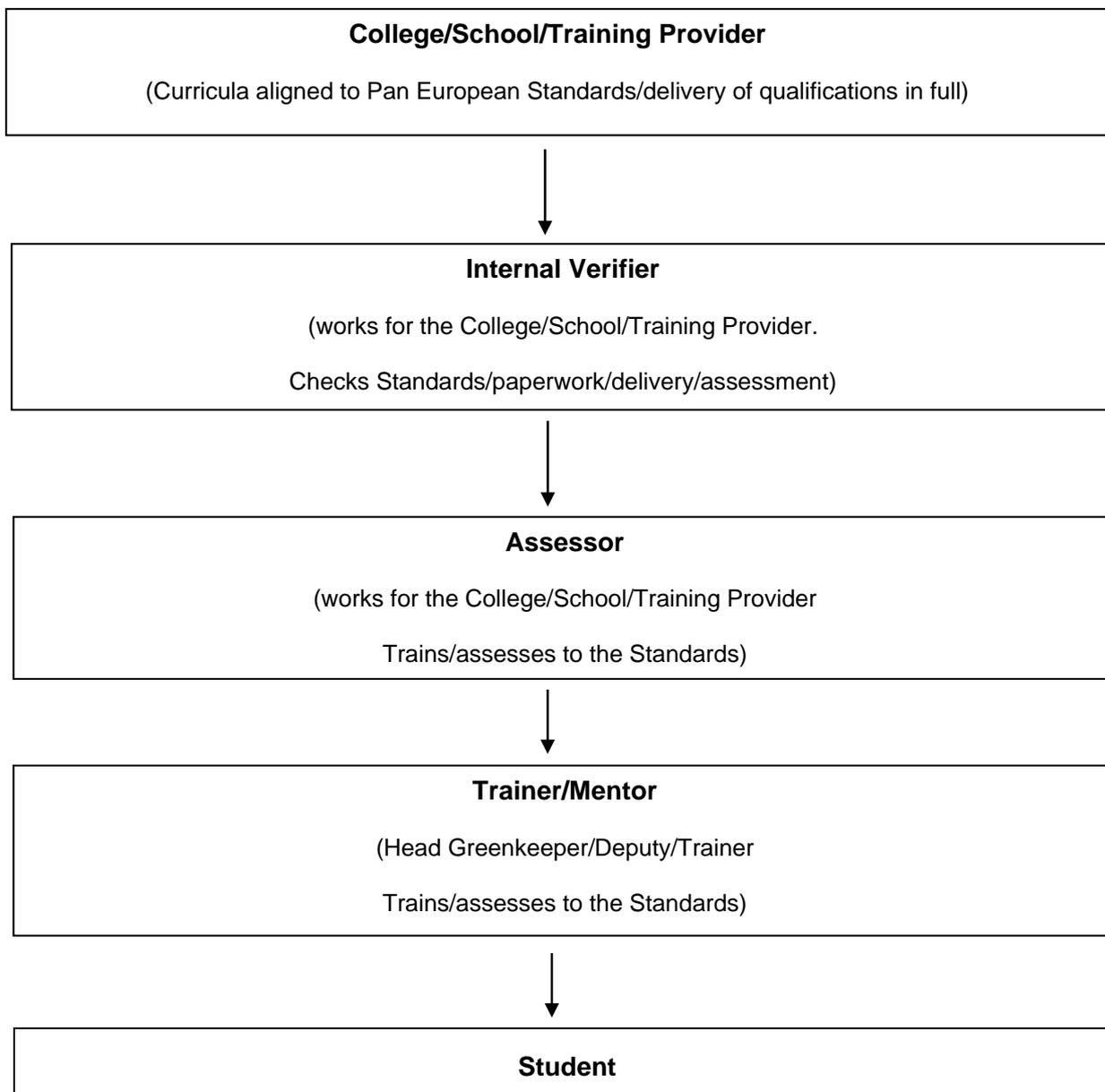
- b) The qualifications and certification should be approved by governmental authority (external from education provider).
- c) Education should have a curriculum which follows directly or indirectly the Pan European Standards for Greenkeeping. PES can sit also in curricula so the structure is not following word by words PES documents.
- d) Education should include theory and practice.
- e) Theory teaching should have some kind of mechanism to assure quality. Quality verification can be done by teachers to each other (in house) and education quality can be assured based on students' feedback (both can be referred to internal verification). These can then be quality assured by an external body. Combinations any of these can also used.
- f) The partner group also found internal verification to be important. It should be done constantly during the training period by education provider in cooperation with working place (golf course).
- g) Competences and skills in qualifications can be measured with different methods. In partner group this is done to students or candidates by final examination, competence based tests and by on-site visits by teachers. One common factor popped up every time while working with this matter: competences and skills evaluation/verification/testing for qualification is always done by someone else rather than student's teacher or practical training supervisor. This ensures that evaluation/verification/testing is not measuring teachers own teaching but candidates/students real skills and competences will be shown.
- h) In greenkeeping professions, the cooperation between education providers and the national greenkeeping association is vital. Greenkeeper associations can help the education provider to create a sustainable curriculum as well as helping with teaching. They can also help find the training placements for students. Lack of cooperation is affecting vocational greenkeeping education quality. If the education provider and the Greenkeeping Association are not working with each other, it can affect the quality of vocational greenkeeping education.

### Still some work to do

There is still some work to do on some of the working packages before wrapping up the project with the results and presentation. There has been a discussion about the extension with national LvD agency and the result was that the application will be sent to them to look at.

It will be a big challenge to put the material together in a way that each country will understand. This work will take time and effort from the partner group.





**Note 1:**

**Job Specification Awarding Organisation Verifier –** Occupationally competent  
 Knows the Pan European Standards  
 Trained to carry out External Verifier work to the country's system  
 Trained to carry out External Verifier work to Pan European Standards

**Job Specification Internal Verifier -** Works for the College/School/Training Provider  
 Knows the Pan European Standards  
 Internal Verifier trained  
 Assessor trained

**Job Specification Assessor -** Works for the College  
 Assessor trained  
 Knows the Pan European Standards

**Job Specification Trainer/Mentor -** Occupationally competent  
 Works for the Golf Club, College/School  
 Knows the Pan European Standards

**Note 2:**

If the Internal Verifier has trained and assessed students, they CANNOT Internally Verify the work of the student. Another Internal Verifier MUST be brought in to carry out the Internal Verification process.