

# GOLF COURSE MAINTENANCE TECHNICIAN

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An Overview for  
Registered  
Apprenticeship



As the “Voice of Michigan Golf Business” the Michigan Golf Course Association (MGCA) mission statement is to promote and preserve the best interest of the Michigan golf industry.

# PHASE 1

## Consultation Phase

In this phase find out more about the apprenticeship designed with collaborative input from GCSAA, MiGCSAA, and MTF.



Through the MGCA Registered Apprenticeship program, interested candidates can further their agronomy education, work alongside field experts to gain on the job learning, and gain a national industry recognized credential.

1

### Contact MGCA

If you're interested in learning more, contact 800-860-8575 to set up an implementation consultation.

2

### Consultation Call

MGCA will walk through each detail of the program and answer any questions you may have.

3

### Review the Occupation Competencies and Standards

Take the time to review all of the program documents provided following the initial consultation to determine if apprenticeship is right for your golf course.

4

### One-on-One Support

MGCA will provide technical assistance and manage administrative burdens throughout the entire process, while walking you through step by step to make adoption as simple as possible.

5

### Make it Official

Sign the Employer Agreements to become part of the program.

6

### MGCA Will Connect you

MGCA will connect you with a Talent Development Liaison from the Michigan Department of Labor & Economic Opportunity. After learning about your needs as an employer you will be connected to your local Michigan Works! Agency to assist with recruiting and potential funding.

# PHASE 2

## Registering Apprentices

Once you have signed on the dotted line, you can begin enrolling apprentices. The next steps consist of recruitment and enrollment, on-the-job training, and progressive wage increases. Those activities can happen simultaneously.

**1**

### Enroll Apprentices

Review the Apprenticeship Agreement.

**2**

### Completing Registration

After selecting apprentices, complete and submit apprentice registration worksheet.

**3**

### Related Instruction

Related instruction supports on-the-job learning and is available through GCSAA online and MSU extension.

**4**

### Check Off Competencies

Your apprentices will follow the Maintenance Technician competency-based program. Mentor(s) have discretion to determine when the competencies have been mastered.

**5**

### Report Skills Gained and Wage Increases

Apprentices will earn a progressively increasing wage (at least two wage increases) as they gain competencies and experience during their apprenticeship, in accordance with your HR policies.

**6**

Keep MGCA in the loop

# PHASE 3

## Completion and Attainment of Professional Credentials

At the end of the apprenticeship program, the apprentice will receive a nationally recognized certificate from the U.S. Department of Labor.

### For employers, Registered Apprenticeship is a proven talent pipeline solution:

- Immediately fills job openings with motivated workers
- Starts a rapid transfer of knowledge from current to future high-value workers
- Provides flexible, customized training to ensure workers develop the right skills
- Reduces turnover – 94% of apprentices stay with the employer after graduation
- Improves access to state and federal resources for talent development
- Fosters a diverse and inclusive workplace
- Improves your bottom line!



## Ready to learn more?

