



GOLF COURSE MAINTENANCE TECHNICIAN

Registered Apprenticeship Program
Frequently Asked Questions

Presented by
Jada Paisley, CMP



An aerial photograph of a golf course. The image shows several green fairways, sand traps, and a forested area. A winding path or road is visible on the left side. The overall scene is lush and green, with a mix of natural and manicured elements.

For employers,
Registered
Apprenticeship is a
proven talent pipeline
solution.

SOLUTION 1



**Immediately
fills job
openings with
motivated
workers**

SOLUTION 2



Starts a rapid transfer of knowledge from current to future high-value workers

A photograph of a golf course. A white golf cart with two people is driving on a winding concrete path that curves through a lush green landscape. In the background, there are rolling hills and a dense line of trees. The scene is captured from a slightly elevated angle, looking down at the cart as it moves away from the viewer.

SOLUTION 4

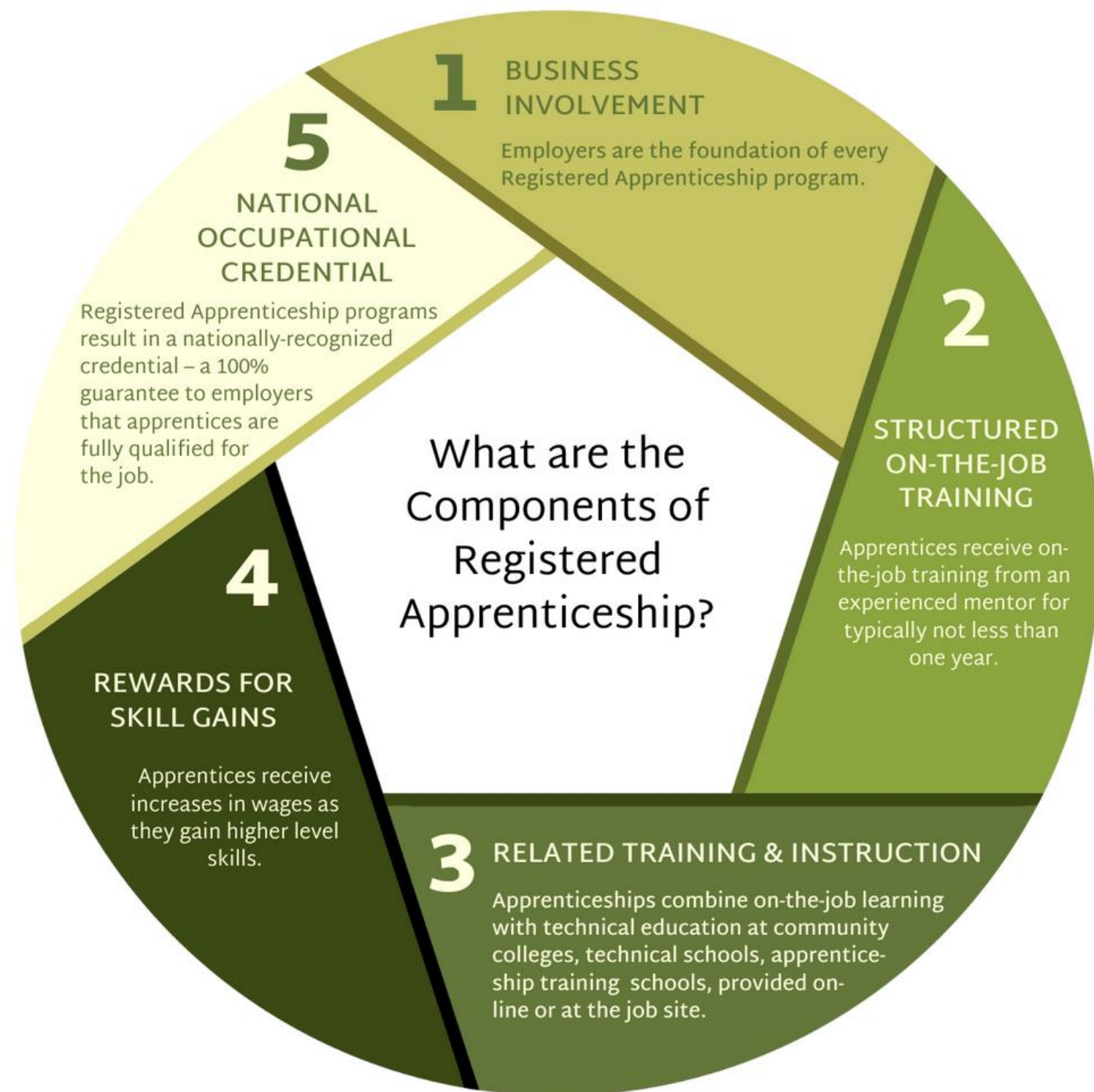
**Reduces
turnover—
94% of
apprentices
stay with the
employer after
graduation**

A close-up photograph of a golfer's hands wearing black gloves, holding a golf club. The golfer is wearing a blue shirt. The background is a bright, hazy outdoor setting, likely a golf course, with a golf bag visible in the lower right. The lighting is warm, suggesting late afternoon or early morning.

SOLUTION 5

**Improves
access to state
and federal
resources for
talent
development**

Components of the Registered Apprenticeship



3 PHASES

PHASE 1

Consultation Phase

PHASE 2

Registering Apprentices

PHASE 3

Completion and Attainment
of Professional Credentials



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.



PHASE 2

Registering Apprentices

Once you have signed on the dotted line, you can begin enrolling apprentices.

The next steps consist of:

- Recruitments & Enrollment
- On-the-job training
- Progressive wage increases

Those activities can happen simultaneously.



PHASE 3

Completion & 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.





The United States Department of Labor
Office of Apprenticeship
Certificate of Completion of Apprenticeship
This is to certify that
Russell Smasz
has completed an apprenticeship for the occupation
Golf Course Maintenance Technician 4000 Hours
under the sponsorship of
Michigan Golf Course Association, East Lansing, Michigan
in accordance with the basic standards of apprenticeship
established by the Secretary of Labor
Jada Paisley
Jada Paisley
Apprenticeship Director
U.S. DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP
WASHINGTON, DC 20460

The United States Department of Labor
Office of Apprenticeship
Certificate of Completion of Apprenticeship
This is to certify that
Michael Flatt
has completed an apprenticeship for the occupation
Golf Course Maintenance Technician 4000 Hours
under the sponsorship of
Michigan Golf Course Association, East Lansing, Michigan
in accordance with the basic standards of apprenticeship
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**FAQ
1**

MENTOR

Does the mentor have to be the same person for all of the On-Job-Learning?

No, the mentor can be a different person for different competency or topic areas of the defined Work Process during On-Job-Learning.

The mentor must be proficient in the competency or topic area the apprentice is training in.




**FAQ
2**

Do we need to have an apprentice in place before “signing on” as a golf course?

Golf courses “sign on” to the MGCA Registered Apprenticeship Program (RAP) to be able to offer the program to their employees.


Once a course is a RAP employer apprentices can be added to the program. Of course the best case scenario is to have a candidate that is ready to be enrolled.

The background of the slide features a close-up, artistic shot of several stacks of coins, likely quarters, resting on a document. The document contains printed financial figures such as '\$157,000', '\$320,000', and '\$285,500'. The lighting is dramatic, with a strong blue and teal color cast, creating a professional and financial atmosphere.

FAQ 3

Is there an up-front cost for a golf course to offer the Registered Apprenticeship?

There is a \$500 Administrative Fee for each apprentice.



**FAQ
4**



Since the Michigan golf industry is seasonal, how does that work with the Registered Apprenticeship?

In the case of seasonal occupations, Registered Apprenticeship Programs can be “paused,” to preserve the learning to date, and resumed in the spring.

**FAQ
5**

**If our company
is awarded
Going PRO Talent
Funding, how can
they be utilized?**

The 2024 Going Pro Talent Fund Application process will begin in March. Michigan Works! Agency partners facilitate applications for employers in the competitive process.

Going **PRO**
IN MICHIGAN

TALENT FUND

Note:

In addition to Going PRO Talent Funds, substantial additional state and federal resources are available to support Registered Apprenticeship Programs in Michigan.

Your local Michigan Works! Agency can help identify available funding and eligibility.

Helpful Links:

- [Funding Information](#)
- [Watch the West Michigan Works! Going PRO Talent Fund video!](#)



FAQ 6



How does the company manage the Registered Apprenticeship?

The on-job-learning, and related instruction portions of the Registered Apprenticeship Program can be managed through a desktop/mobile application called RAPTOR (WorkHands).

WorkHands streamlines the administrative process for the employer, apprentice, and MGCA.



I entered the Registered Apprenticeship Program because of my **love for the game**. I am grateful for the opportunity given to me by Gull Lake View and the MGCA. My Superintendent, Bill Walters, has also been **instrumental and supportive** of my goals in helping me **achieve my goals** in this industry.

Mitch Sayers
Registered Apprentice
Gull Lake View Golf Resort
East & West



GULL LAKE VIEW
GOLF RESORT





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.

Contact Us

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