



Certified Sports Turf Manager Professional Industry Certification Program



Australian
Sports Turf Managers
Association



Sports Turf Manager Certification Program



SUMMARY

The Australian Sports Turf Managers Association has launched an industry Certification Program for Sports Turf Managers.

The Australian Sports Turf Managers Association Certification Program is aimed at encouraging Turf Managers to invest in their continued professional development, and recognise broadly to the Australian Sports & Recreation industry the position of Certified Sports Turf Managers (CSTM) as the leading Sports Turf professionals in the country.

Attainment of Certification provides Sports Turf Managers members with recognised certification, as well as elevating the Turf Management profession through demonstrating a Turf Managers commitment to education, personal development, environmental stewardship and continuing professional development.

All Certified Sports Turf Managers (CSTM) will be widely regarded as having attained the highest level of professional certification in the industry, achieving a minimum standard of continuous professional development and broadly recognised the best turf managers in the country.



Program Overview

Attaining Professional Certification allows the Turf Manager to utilise the post-nominal letters CSTM as an acknowledgement of their Certified Professional status.

Earning the status of Certified Turf Manager (CSTM) involves a combination of formal education, experience in Turf Management and continuing professional education. Through earning the designation of CSTM, a member demonstrates a personal commitment to education, professional development, environmental stewardship, and elevating the Sports Turf management profession. It documents and validates a Turf professionals' achievements and competencies to current and potential future employers.

Post Nominal Name

- CSTM Certified Sports Turf Manager e.g. *John Citizen (CSTM)*

This designation is awarded to members who achieve a combination of formal education, work experience as a Turf Manager in any area of the field, continuing education and possession of any valid licenses required.

Being a CSTM is a mark of leading professional competence. It indicates reliability in depth and quality of Turf Management performance, skill and knowledge and assists greatly in elevating the profession of Sports Turf Management.



Certification Requirements

Process to Achieve Professional Certification

To achieve Certification (receive Certification and use the CSTM designation) a Turf Manager must:

- Be a Member of the Australian Sports Turf Managers Association, and:
 1. Meet **Prior Learning** requirements recognised by the Australian Sports Turf Managers Association, *and/or* attain eligibility requirements through an appropriate level of employment or professional experience in Sports Turf Management
 2. Complete and achieve a minimum of **70% result** on the Sports Turf Manager Certification Assessment

Maintaining Professional Certification

To maintain professional Certification (maintain Certification and the use of the CSTM designation) a Turf Manager must:

- Achieve a minimum of 25 Continual Professional Development points over the duration of a 2 year cycle



Certification Requirements

Process to achieve Professional Certification

To achieve Professional Certification a Sports Turf Manager must:



If the minimum 70% requirement for Certification Assessment is achieved, the Sports Turf Manager will be notified of successful completion and Certificate of Achievement will be awarded.



Certification Requirements



1. Prior Learning Requirements



Eligibility Criteria - Knowledge & Experience Requirements



In order to be eligible to undertake the Certification Program Assessment, Turf Managers must achieve a minimum of 20 points of **Prior Education Knowledge** and/or **professional experience**.

The table below outlines components of Australian Sports Turf Managers Association recognised Prior Learning, where:

- Formal Education is attributed an allocated level of points
- Each year of Professional experience in the Sports Turf industry post Apprenticeship = 1 point

Prior employment history will be added together - *for example*: Employed for 7 years as Grounds Manager, 3 years as an Assistant Superintendent prior, 5 years as Greenkeeper prior to that: 7 + 3 + 5 = 15 points

Prior Education Knowledge Calculation: Formal Education Points + Years of Turf Management Experience = Prior Learning

Recognised Formal Education	Education Points
Bachelor's Degree or Higher in Sports Turf Management / Agriculture or Plant Science	18
Other Bachelor's Degree or Higher	14
Certificate IV or Diploma in Sports Turf Management	13
Other Diploma or Cert IV	9
Certificate III in Sports Turf Management	9
Certificate III in related Horticulture field	7
Completion of Industry recognised skillset at RTO / ASTMA Partner	6
Completion of Industry recognised Irrigation Course at RTO / ASTMA Partner	
Certificate II in Sports Turf Management	4
Completion of a recognised WHS/EHS Training Course	4
Completion of further Management education course at recognised RTO / ASTMA Partner	3
Completion of Chemical Application/Handling (e.g AQF3) or Competency (Licence) Course (e.g. Operate & Maintain Chainsaw) at RTO / ASTMA Partner	3

Note: 1. If multiple Qualifications are held only the highest rated individual qualification will be used to calculate prior learning, and years spent as an Apprentice (completing Apprenticeship) do not count towards overall Years of Turf Management experience

2. Requests for recognition of RTO, Training course or ASTMA Partner training must be provided to the Australian Sports Turf Managers Association for approval

Prior Learning Requirements: Case Studies



Prior Learning Requirements: Education Points + Years of Turf Management Experience = Prior Learning Points

Example Situation	Points Achieved	Eligibility	Points Required
I have a Bachelor's Degree in Sports Turf Management (18 points) and have been employed as a Superintendent for six years (6 points) and as an Assistant Superintendent for 6 years (6 points) prior.	30 (18 + 12)	Eligible	-
I have a Certificate IV in Turf Management (13 points) and have been employed as a Grounds Manager for 8 years (8 points).	21 (13 + 8)	Eligible	-
I have no Degree or Diploma (0 points) and I have been employed as an Assistant Superintendent for 2 years (2 points) and Greenskeeper for 15 years (15 points) prior to that.	17 (0 + 17)	Not Eligible	3
I have a Certificate IV in Business Management (11 points) and I have been employed as a Racetrack Manager for 5 years (5 points) and as Groundstaff for 6 years prior to that (6 points).	21 (10 + 11)	Eligible	
I have a Certificate III in Turf Management (10 points) and I have been employed as an Assistant Superintendent for 3 years (3 points) and Greenskeeper for 6 years (6 points) prior to that.	19 (10 + 9)	Not Eligible	1
I have no Degree or Diploma (0 points) and I have been employed as a Curator for 12 years (12 points), and previously as an Assistant Superintendent for 3 years (3 points) and Turf Tradesperson for 7 years (7 points) prior to that.	22 (0 + 22)	Eligible	-
I have a Certificate III in Turf Management (10 points) and I have been employed as a Bowling Greenkeeper for 3 years (3 points), and Greenskeeper for 3 years (3 points) prior.	16 (10 + 6)	Not Eligible	4



What happens if I am not yet Eligible?

Turf Managers who do not meet minimum requirements for prior learning will be required to obtain additional education points to achieve the minimum requirements.

If a Turf Manager is under the minimum requirement of 20 points in formal education plus professional experience, further education or experience must be undertaken to achieve the minimum 20 point benchmark before applying for Certification.

To achieve Certification:

Turf Managers seeking to obtain industry certification must meet **Prior Learning** requirements recognised by the Australian Sports Turf Managers Association, achieving a minimum of 20 points of Prior Education Knowledge and/or professional experience

Turf Managers who have not met the required Prior Learning points are able to obtain further Education points through years of service as a Sports Turf Manager, completing training courses at a recognised RTO or Association Partner, or undertake further formal education such as successful completion of a certificate in Turf Management (refer to Recognised Formal Education table)

More: <https://www.agcsa.com.au/membership/sports-turf-manager-certification-program/prior-learning-requirements/>



2. Sports Turf Manager Certification Assessment



Applying for Certification?

How to Apply

Turf Managers seeking to complete the Sports Turf Managers Certification will be required to:

1. Complete the application form on the Australian Sports Turf Managers Association website outlining prior knowledge & experience requirements
2. Following prior knowledge and experience requirements review and acceptance by the Australian Sports Turf Managers Association, applicants will be provided details to access and undertake Certification Assessment

Note the assessment is available to members following approval of prior learning requirements and payment of one-off \$195 assessment Certification administration fee

The application form for Sports Turf Manager Certification is accessible via the Australian Sports Turf Managers Association website, or the following link:

<https://www.agcsa.com.au/membership/sports-turf-manager-certification-program/how-to-apply/>



3. Maintaining Professional Certification



Applying for Certification?



What are Continual Professional Development (CPD) points?

Continual Professional Development (CPD) refers to the process of tracking and documenting the skills, knowledge, training and experience that Turf Managers gain formally, beyond any initial training.

The objective of Continual Professional Development is to keep professional knowledge and skills current, develop and adapt careers and maintain status as a Certified Sports Turf Manager.

CPD is about behavioural and workplace capabilities as well as technical competence. The Continual Professional Development program helps members to develop their potential, while elevating the profession through a knowledge and learning compliance process.

The Australian Sports Turf Managers Association encourages Turf Managers to embrace ongoing learning, continue industry support and engagement, regularly reflect on their development gaps and needs, plan their CPD activities and record outcomes.

Australian Sports Turf Managers Association members can access their CPD points at any time via the Association website at: <https://www.agcsa.com.au/membership/continuous-professional-development-cpd/>



CSTM Continual Professional Development and Education Points



Obtaining Continual Professional Development (CPD) points

CPD points are a record of what education or training Turf Managers experience and learn, and then apply as an active demonstration to their commitment as a Certified Sports Turf Management professional. To retain professional certification, Turf Managers must achieve a minimum of 25 Continual Professional Development points over the duration of a 2 year cycle.

Continual learning points can be gained through the Australian Sports Turf Managers Association, through State Associations or from recognised Training providers, with Continual Professional Development Points obtained in 4 areas:

Service Activities

- Australian Sports Turf Managers Association Service Points
- State Association Service Points

Education Activities

- Training and Education Points
- Approved Professional Development education

Applying for Recognition

Turf Managers can apply for formal recognition of training, education or activities through completing the CPD Recognition Form on the Australian Sports Turf Managers Association website at

<https://www.agcsa.com.au/membership/sports-turf-manager-certification-program/apply-for-cpd-points/>



CSTM Continual Professional Development and Education Points



1. Australian Sports Turf Managers Association Service Points

To retain professional certification Turf Managers must achieve a minimum of 25 Continual Professional Development points over the duration of a 2 year cycle. Points can be obtained through engagement with the Australian Sports Turf Managers Association via:

Event	Points Allocated
Present at Australian Sports Turf Managers Association Turfgrass Conference	5
Present at Australian Sports Turf Managers Association Turf Seminar or Education seminars	3
Serve on Australian Sports Turf Managers Association Board of Directors	5
Conduct and publish Research article through ATM or ASTMA website	3
Attend Australian Sports Turf Managers Association Annual General Meeting (AGM)	1
National Winner of ASTMA Excellence in Golf Course Management Award	10
National Winner of ASTMA Claude Crockford Environmental Management Award	10
National Winner of ASTMA Excellence in Sports Turf Management Award	10
Attend Australian Sports Turf Managers Association Turf Seminar or Education seminar	2



CSTM Continual Professional Development (CPD) and Education Points



2. State Association Service Points

To retain professional certification Turf Managers must achieve a minimum of 25 Continual Professional Development points over the duration of a 2 year cycle. Points can be obtained through engagement with the Australian Sports Turf Managers Association aligned State Association via:

Event	Annual Points Allocated
Serve on State Association Committee / Board	4
Present at State Association endorsed Education Day	2
Attend State Association AGM	1
State Winner of Excellence in Environmental Award	4
State Winner of Excellence in Golf Course Management Award	4
State Winner of Other Recognised Award	3
State Graduate of the Year Winner	3



CSTM Continual Professional Development and Education Points



3. Education Points

Event	Annual Points Allocated
Attend Australian Sports Turf Managers Association Turf Management Conference – Full Delegate	10
Attend Australian Sports Turf Managers Association Turf Management Conference – Day Delegate	3
Attend Australian Sports Turf Managers Association Turf Education Event	3 *
Attend State Association approved Education Event	2 *
Attain Australian Sports Turf Managers Association Environmental Certification **	6
Complete Australian Sports Turf Managers Association FTMI Program	4
Contribute a Turf Management education article to Australian Turfgrass Management Magazine	3
Completion of Industry recognised skillset at RTO	3
Assist with a Turf Management education article to Australian Turfgrass Management Magazine	1
Research or Case study article published in ATM or on ASTMA Website	3
Volunteer/Work at Australian or International venue assisting in Tournament / Match Preparation	2

* **Maximum allocation per event** - Allocated points may vary based on Event Type, Duration and content

** **ASTMA Environmental Certification Program** to be announced early 2020



CSTM Continual Professional Development and Education Points



4. Approved Development points

Event	Annual Points Allocated
Completion of recognised First Aid Course	3
Completion of recognised WHS/EHS Training Course	2
Completion of an ASTMA Partner recognised WHS/EHS Training Course	4
Completion of an ASTMA Partner Vocational Competency Accreditation Course	4
Completion of ASTMA recognised Irrigation Course	4
Completion of ASTMA recognised Competency or "Licence" Course (e.g. Operate & Maintain Chainsaw)	2
Completion of ASTMA recognised Chemical Application/Handling (e.g AQF3) Course	4
Completion of ASTMA recognised Chemical Application/Handling (e.g AQF) refresher Course	2
Certificate II in related Horticulture field	2
Completion of Further education Management short-course at ASTMA recognised RTO	3
Completion of Further education (non-turf) Diploma at ASTMA recognised RTO	11
Completion of Further education (non-turf) Degree at ASTMA recognised RTO	14



Tracking Continual Professional Development (CPD) Points

CPD points are a record of what education or training Turf Managers experience, learn and then apply as an active demonstration to their commitment as a Certified Sports Turf Management professional.

CPD points are available through undertaking professional activities, independent learning, and formal learning activities.

Continual learning points can be gained through the Australian Sports Turf Managers Association, through State Associations or from recognised Training providers, and Certified Sports Turf Managers must obtain a minimum of 25 CPD points throughout a 2-year cycle to highlight their commitment to learning and development.

Australian Sports Turf Managers Association Members can view and track their current CPD points and apply for points to be added, through accessing their profile on the Australian Sports Turf Managers Association website:

<https://www.agcsa.com.au/membership/continuous-professional-development-cpd/>





Program Questions?

For further information on the Australian Sports Turf Managers Association Certification Program visit:

<https://www.agcsa.com.au/membership/sports-turf-manager-certification-program/about/>

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