

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



GENERAL

Having gone through the Basic Education Programme successfully, the person can apply for associate membership with the PGA of Belgium who will examine the application. In the case of acceptance, the person will become a PGA Coach once all conditions have been met.

The PGA Coach becomes Class A. Participation in multiples activities and efforts in keeping his knowledge and level up to date will give the PGA Coach a classification. Every year he/she will be able to apply for classification adjustment on a document provided by the PGA of Belgium. A PGA Coach will be topped at A7, after which he/she will need to follow additional education to become PGA Professional.

Structure of the Point System:

CLASS	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10
POINTS	1000+	850-999	700-849	550-699	400-549	300-399	200-299	100-199	5-99	0
PGAE	Pro	Pro	Pro	Pro	Pro	Pro	Coach	Coach	Coach	Coach

The "Class" is a national classification. The "PGAE" is an international classification introduced by the Confederation of Professional Golf (CPG) for purpose of equivalences in other countries.

Pro (PGA Professional) has:

- Been granted effective membership of a member PGA.
- Successfully completed an education programme that is approved by CPG as having reached the "European Standard for PGA Professionals".
- Evidence of attendance / assessment at approved continued education.

Coach (PGA Coach - Qualified) has:

- Been granted associate membership of a member PGA.
- Successfully completed an education programme that is approved by CPG as having reached the "European Standard for PGA Coach".

GPT (Golf Professional - Trainee) is:

- Currently working through an education programme that is approved by CPG as having reached the "European Standard".
- Working towards the category of PGA Coach.
- A member or potential member of a member PGA.

Eligibility for Trainer A (Sport Vlaanderen)

Will be determined in conjunction with VTS and Golf Vlaanderen.

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



Classification Awards Programme

During the meeting of the Continued Education Committee on 6 September 2010 it has been decided to deduct points to any member who fails to process their annual classification sheet and those who fail to gain points from the PGA seminars and PGA Teaching Conferences that take place every year.

The Personal Development category in the Classification System will therefore be defaulted to minus 20 points per year, then revised upwards based on points attained during the same year.

Advanced and Master Professional Awards

It has also been decided that the PGA will award 2 further categories within the Continued Personal Development Programme and Classification framework. This will be open to **all qualified members of the PGA of Belgium**. These 2 new awards will be entitled:

>>> PGA Advanced Professional

>>> PGA Master Professional

The PGA feels that by awarding these titles it will increase the status of our worthy professionals within the golfing community in Belgium as well as further motivating all PGA members to uphold their continued education throughout their careers.

PGA Advanced Professional Criteria.

- At least 8 yrs experience as a PGA Qualified member
- Current A1 status, (achieve minimums in ALL categories)
- Total of 1200 points (capped) in the Classification System
- Minimum of 500 points in Personal Development category
- Minimum of 300 points in General Experience category

In addition an advanced Professional will have demonstrated an ability to work at a very high level with a contribution to:

- * The development of players at different levels and/or
- * A very strong reputation as an ethical business person who has established and extensive business and has benefitted the golfing community and/or
- * A strong reputation in Equipment technology and/or
- * Written articles/books and/or presented at seminars.

Once a member has been awarded the title of Advanced professional he/she will be listed on the classification list as AP. The award will be permanent and the recipient will retain this level for life.

It is expected that around 5%-10% of all PGA qualified members will achieve this status

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



PGA Master Professional

- At least 15 yrs experience as a PGA qualified member
- Current PGA Advanced Professional status
- 1500 points capped

In addition a potential PGA Master Professional must be held in high national and/or international esteem. Made a significant contribution to the development of golf as a player, coach, administrator, entrepreneur and/or golf course designer. A leader in their field for a number of years.

Applications will be received by a representative panel that will comprise of:

PGA Chairman

PGA Head of Education

PGA Head of Continued Education

President of PGA Board of Governors

Representatives from RGFB, AFG and VVG

Holders of the Master Professional Award

This panel will deliberate through a voting process to determine whether the candidate can be named on the **PGA Master Professional shortlist**. The candidature will require 2/3 of the votes of the panel members present.

Once on the shortlist the candidate will be invited to deliver a seminar (approx 3hrs) on their chosen specialty subject at a PGA Seminar or PGA Conference where upon a positive assessment by a Jury they will be awarded 'MASTER PROFESSIONAL' status.

It is expected that around 2%-5% of all PGA qualified members will achieve this status

At any time and at its sole discretion, the PGA may modify, amend, complete or reduce the contents of the Classification Awards Program.

END OF YEAR EVALUATION

At the start of each year, 20 points will be deducted from the Personal Development category. At the same time, an application form is sent to each professional to request an upgrade of his classification.

Example: Patrick is a Class-A6 with a total of 360 points. After evaluation of his application he obtains 70 points. Per 1 January he becomes a Class-A5 with 430 points.

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



ACCUMULATION OF POINTS

When a professional has obtained 1000 points and the minimum points required in each category, he becomes a Class-A1 and he will be admitted to follow the "Master Professional Programme".

Continued Education Points Scheme

Points are awarded in FIVE categories:

Min	Area
150	General Experience
200	Personal Development
Not applicable	Positions of Responsibility
100	Participation
Not applicable	Tournament Record

To achieve A1 status the minimum of points MUST be gained in ALL categories

I. General Experience

Effective Member PGA		20
Director/Manager (Golf school/driving range)		10
Director/Manager (9-18 holes)		15
Director/Manager (+18 holes/PGA)		20
Pro Shop owner		10
Responsibilities within the Club (tbc by Club Manager)		5
Trainees under direct charge (MUST be at same club)	Per Trainee	5
Federal Coach		20
Other general experience		TBA

II. Personal Development

(must include certificate if not PGA of Belgium administered)

per day seminar (PGA approved, including webinars)		10
Trainer B Golf/MSEd diploma Golf		75
Trainer A Golf diploma		75
Assignment (C grade)		10
Assignment (B grade)		15
Assignment (A grade)		20
Academic CPD Bachelor		250
Academic CPD Master		450
Book production (min.50 pages) published no/yes		30-50
Other personal development (PGA approved)		TBA

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



III. Positions of Responsibility within the PGA

PGA Chairman*	30
Board Member*	20
PGA Education Instructor	10
Other Positions of Responsibility	TBA

*not cumulative

IV. Participation (PGA of Belgium)

Annual/Extraordinary General Meeting	10
PGA Championship/Omnium	
Benelux PGA Trophy	

V. Tournament Record

Level 1 Tours (European Tour, US Tour, ELT, LPGA)

Place	1 st	150
	2 nd - 5 th	100
	6 th -10 th	80
	11 th -15 th	60
	16 th -25 th	40
	26 th -cut	20

Level 2 Tours (Challenge Tour)

Place	1 st	100
	2 nd -5 th	60
	6 th -10 th	40
	11 th -15 th	30
	16 th -20 th	20
	21 st -30 th	10

Level 3 Tours (Pro Golf Tour, Alps Tour, PGA Chship,...)

Place	1 st	50
	2 nd - 5 th	30
	6 th -10 th	20
	11 th -15 th	10

PGA of Belgium Order of Merit

Place	1 st	50
	2 nd -5 th	30
	6 th -10 th	20
	11 th -15 th	10
	16 th -20 th	5

CONTINUED PERSONAL DEVELOPMENT (CPD) PROGRAMME



PGA Order of Merit Qualifying Tournament

Place 18 holes	1 st	10
Place 36 holes	1 st	20
	2 nd -5 th	10
	6 th -10 th	5

Scoring record (PGA of Belgium Qualifying Event)

Under par (max 12 pts per year)	Per score	3
Course record (proof of score)		15