

PACE - Changes to your CPGA Membership

The Canadian PGA announced March 24, 2010 that the proposed PACE program, an education and employment strategy to enhance the knowledge and influence of all Canadian PGA Professionals, was approved by the Membership at the Annual General Meeting in Moncton, New Brunswick.

The purpose of the Canadian PGA PACE Program is:

- to ensure that all Members of the Canadian PGA have standardized training and knowledge of the golf industry
- to support the professional development of our Members throughout their careers
- to enhance career opportunities by offering a system that will improve and simplify the employment process
- to encourage and celebrate continued development in a specialized field

This is the first of several announcements regarding the PACE program and how it affects your CPGA membership as we work to inform all members of the changes associated with PACE.

The CPGA recognizes that all prior learning and work experience of our members and ELITE Apprentices is valued and respected. As the new program is introduced, we will obviously have ELITE Apprentices that are part way through the existing program. Also, we will need to identify where our present Class A Members fall within the new Certification Program.

Class A Members

In PACE, all current Class A members will be granted Class A Membership and a Certification in Golf Shop Operations.

The requirements for attaining Class A membership in the Canadian PGA have evolved over time. All present Class A Members have completed the education required by the CPGA at the time of membership. To acknowledge the commitment of the current Class A members to the CPGA and the golf industry, all members in this category will be recognized with this Certification.

*****Class A members will be allowed to work in any industry they like. They will NOT be required to work at a golf facility and will NOT be required to work the previous 910 hours minimum during the specified golf season.*****

- **Class A Master Professionals will be categorized as Class A Master Professional - No Change**
- **Executive Professional/General Manager - No Change**
- **Head Professional - No Change**

All members are encouraged to gain specific Certifications relative to their desired career path to increase opportunities and employability within the golf industry.

Possible Certifications include:

1. Golf Shop Operations
2. Golf Management
3. Instruction
4. Coaching
5. Rules
6. Playing
7. Equipment Technology
8. Club Management
9. Turf Management
10. Architecture & Design
11. Retail Management
12. Financial Management
13. Food & Beverage Management
14. Event Management
15. Communications
16. Human Resources
17. Marketing
18. Sales

***For full Certification details please see page 13 of the [PACE Program Draft Version 8.3](#)

All Class A members must apply for equivalency in any other Certification category if they so choose. Members will do this through a Prior Education & Experience Assessment for All Certifications (PEEA).

A Class A member will have a 2-year time limit from the time the Association officially implements PACE to apply for a PEEA. Upon expiry of this time period, anyone wanting Certification equivalency would have to complete the prescribed Certification pathway that they choose.

PEEA is not a formal academic assessment but an internal CPGA process that allows current Class A members to provide evidence that they have completed the expected learning outcomes in the Career Certification Pathways. These assessments will be conducted by the National office of the Association.

Prior Education & Experience Assessment for All Certifications (PEEA):

The PEEA process is available to those current Class A members and Candidates for Membership who believe that through their own efforts they have attained the higher levels of achievement identified in the learning objectives for a specific certification.

Certification status is awarded in recognition for achievement and/or contribution to the profession or the game of golf, rather than the commitment to the game.

Contribution can be through any of the following:

- Being recognized as a role model of excellence in the chosen area of certification
- Encouraging or enabling others to play the game or improve their game
- Outstanding professionalism
- Setting new standards for others to achieve

- Outstanding achievement in the chosen certification
- Application of knowledge and/or skills gained through seminars and workshops
- Formal education in the form of certificates, diplomas, degrees

An appropriate fee (determined by the National Board) will be charged for the PEEA process

Retired Professional, Affiliate Professional & Associate Professional

Under PACE, the Retired Professional, Associate Professional and Affiliate Professional categories will be categorized as Class A Professional.

Existing members in these categories will be transferred to the new category upon PACE being accepted. Any changes in dues amounts will not be reflected until the billing for 2011 dues in November 2010.

The PACE program has done away with the Retired category. Instead all members over the age of 65 will pay reduced dues and will be listed as Class A Professionals.

All current "Retired Professionals" from the ELITE program will continue in the Retired category. However, should they leave the Retired category to return to active membership, they will not be allowed to return to the Retired category. Therefore, they will be subject to the new membership guidelines as per PACE, and cannot switch back to "Retired" status and would be only subject to reduced rates at age 65.

The dues rate for existing members in the Retired Professional category will remain the same, subject to any rate changes as ratified by the membership.

The dues rate for existing Affiliate and Associate Professional categories will be the rate of current Associate Professional, subject to any rate changes as ratified by the membership.

Unattached Professionals

The Unattached category will be eliminated under PACE. Current Unattached Professionals will be categorized as Class A Professionals.

Class A Professionals will be able to work in any industry and will not be restricted to the golf industry. As well, the minimum hours worked requirement over the specified season will also be done away with.

ELITE Apprentices

Current ELITE Apprentices will have the option to transfer into the PACE program at any time, by submitting an election in writing to the National office. A request form

will be available online within the next few days.

If an ELITE Apprentice chooses to join the PACE Program or is automatically transferred, then the PACE Program must be completed in its entirety. Credit will be given for successful completion of the Rules of Golf, any TCCP workshops, club fitting, seminar hours and hours of work in the ELITE Program.

Once an ELITE Apprentice has entered the PACE program, it is irrevocable.

If an Apprentice chooses to remain in the present system, then the ELITE Program must be accepted in its entirety (i.e. must continue to work under a Class A for a minimum of 910 hours during the golf season, which in BC runs from January 1st through to December 31st) and the program must be completed within 6 years.

The ELITE Apprentice Program will cease to exist December 31, 2013. Any members remaining in the program at that time will be automatically transferred to the PACE Program with an additional three years from that point to complete the PACE Program.

Candidates for Membership (CFM)

All individuals wishing to join the Association in 2010 and beyond will be required to enter the PACE Program by becoming a "Candidate for Membership" which is a non-voting membership category.

The requirements to become a "Candidate for Membership" are:

- 18 years old
- High School Diploma or Equivalent
- Complete the National Orientation
- Complete the Zone Orientation
- Complete a Police Check
- Successfully pass the Playing Ability Test (PAT)

Required Steps to Class A Status

1. Applicant Process
2. Successfully complete PAT
3. Proceed as Candidate for Membership (CFM)
4. Complete all of the Class A Core Competencies within 6 years of the date joined (Join date is the date when the PAT is successfully passed)
5. Class A Evaluation

Detailed information regarding the Applicant and PAT Process along with the Class A Core Competencies and Class A Evaluation will be sent out shortly.

Life Member

As recognition for long-term service as a CPGA member, a member will be awarded a "Life Member" designation based on the following criteria:

- Minimum 25 years as a Class A member

- Years as a Class A member plus age total 90 years
- National Past Presidents of CPGA qualify without age/service index
- Subject to nominal dues structure

Note: All current Life Members will automatically be included and will not be subject to dues.

One area of membership not addressed by the above is the member who gained membership later in life (i.e. second career) and will not be eligible to be a Life Member.

It is believed that all members are a valuable part of the CPGA and in order to address this missing component, dues will be reduced at age 65 for ALL members. This will encourage our senior members to remain a part of their association and in many cases they will give back to their association in many ways.

Life Members will be tracked by the national office and they will notify the Zone when a member has achieved Life Member status.

Tournament Professional - No change

Individuals who have full member status on a recognized tour and wish to be a Candidate for Membership of the Canadian PGA may do so by maintaining full member status on a recognized tour annually and providing proof to the National office upon their request. Once they fail to maintain full member status on a recognized tour, they must follow the guidelines in the PACE program. Their 6 year deadline will begin once they have left the tour.

Current ELITE Apprentice Tournament Professionals will automatically be transferred to a Candidate for Membership Tournament Professional. After maintaining full member status on a recognized tour for 5 seasons, one can maintain his/her status as a Candidate for Membership Tournament Professional.

Class "A" members that have full member status on a recognized tour will be awarded the Player Certification.

Tournament professionals will not be subject to zone dues.
