



THE FIFTH YEAR

April 2020–March 2021



Worshipful
Company
of Gardeners

**BANKSIDE
OPEN SPACES
TRUST** 



Promotional material to launch Future Gardeners



FOREWORD

The fifth year of Future Gardeners has seen the programme hit by the ongoing pandemic and therefore only one course ran from September to December.

It seems remarkable that this is now the fifth annual report of this very successful initiative of the Worshipful Company of Gardeners and Bankside Open Spaces Trust. Despite the pandemic a course ran in September 2020. It never fails to amaze me the progress that trainees make both in their horticulture skills but also life skills. Each group depends on quickly building a strong team which, like all the best teams, wants a successful outcome for all involved. The partners in the delivery of the programme are so committed and the support that the trainees receive from the project manager contribute to this recipe for success. The focus on the development of practical skills, together with a recognised qualification, and the provision of work experience, industry visits and industry expert speakers, underpins the success of trainees in their progress into the horticulture industry. Participants remain in touch with each other, and their project manager Louisa Mansfield, and in this way have an ongoing support network.

Dr. Heather Anne Barrett-Mold OBE,
MASTER, The Worshipful Company of Gardeners

The Future Gardeners scheme aims to provide horticultural training to people who have been long-term unemployed or faced challenges in their lives and who would benefit from gaining confidence, skills and the opportunity of training and employment.

WHAT IS FUTURE GARDENERS?

Developed by prominent organisations in the industry, including The Worshipful Company of Gardeners, Bankside Open Spaces Trust (BOST), The Royal Parks Guild and Walworth Garden, the course now works in partnership with numerous other organisations to ensure its success.

Participants are given the opportunity to gain the skills to be work ready and get an entry level job or go onto further training in the horticultural industry. Although the course is suited to a wide variety of people, it targets those with the most need, such as people not in education or training, the long term unemployed, those who cannot afford other horticultural courses on offer or people who have learning needs or disabilities.

The course is practically focused, and includes the following:

- A City and Guilds qualification in Practical Horticultural Level 2 at Walworth Garden.
- Practical experience in BOST community parks and gardens.
- Work experience with horticultural industry leaders including *idverde*, Chelsea Physic Garden, Hyde Park Nursery, Trees for Cities, Sufra Community Garden and The Westway Trust.
- Research visits and work days with outside organisations in the horticultural sector: Morden Hall, Chiswick House and Gardens, St. John's Churchyard, and other local community gardens in the Southwark area.
- Industry expert talks where speakers working in horticulture come to speak to the students about their career paths.
- CV building, presentation and interview techniques to ensure students are work ready.
- One-to-one mentoring and support tailored to participants needs to build confidence.

THE NEED FOR FUTURE GARDENERS

- **The shortage of skilled professionals entering the horticultural industry in the UK has now been deemed 'critical' by the Royal Horticultural Society (RHS).** This is due to three factors; the current ageing workforce, lack of apprentices going into the industry at entry level and difficulties in recruiting for skilled vacancies. *(The 2019 Horticulture Sector Skills Survey undertaken by Pye Tait for the Ornamental Horticultural Roundtable Group (OHRG)).*
- **Horticulture is an accessible, healthy and fulfilling career option for those looking for a change from indoor jobs** in offices or shops or those who have not yet achieved the qualifications to begin a career. There are a wide variety of opportunities from garden design, landscaping, floristry, arboriculture and tree maintenance, plant propagation and growing, working in nurseries and garden centres to maintaining sports pitches and golf courses, the list goes on... With the OHRG predicting that

the skills shortage will seriously restrict future business growth and horticulture contributing over £9 billion to the UK economy each year, there are sound economic reasons to address this skills shortage.

- **Unemployment can affect mental health, confidence and self-esteem as well as lead to debt and poor physical health.** A study by the BBC in 2017 showed that if you are young and unemployed you are more than twice as likely to have mental health needs. At the same time there is a need for horticulture to be presented as an accessible (no barriers to entry), fulfilling career choice to many who may not have thought of it as being an option for them, especially those who have limited or no qualifications and who would prefer to have a career outdoors.



Future Gardeners enjoy a presentation by Simon and Andrew from Grosvenor Estates.

COURSE OUTCOMES

Outline of Future Gardeners April 2020-March 2021

Future Gardeners was impacted by the pandemic – courses had to be cancelled and changes had to be made to the one course able to run during this time.

The May course was cancelled and the project manager Louisa Mansfield was put on furlough until July. The September course went ahead and luckily finished before the following lockdown. However, January's lockdown meant the next course had to be cancelled.

In order to run September's Future Gardeners safely, adaptations had to be made. We moved our indoor teaching from Bankside Open Spaces Trust's small Red Cross Garden office to their community centre Living Space to ensure we could give our students adequate space. We limited our visits and trips to the local area and adhered to all social distancing guidelines. We also moved a majority of the paperwork online and used laptops for class sessions. Some expert talks went ahead via Zoom, but we were pleased to welcome several speakers to Living Space to speak to the students.



10 PARTICIPANTS
7 GRADUATED
SEPT - DEC 2020

Kiran Bonardi-Murzello – gained an apprenticeship with *idverde* at Burgess Park

Thomas Madden – gained an apprenticeship with *idverde* at Dulwich Park

Daniella Levene – working part-time at a local community garden

William Howard – working part-time with Bartholomew Landscaping while continuing to study at Walworth Garden

Janey Faulkner – moved out of London and went into work in a different industry

William Galletti di Cadilhac – gained seasonal employment with *idverde* at Holland Park

Milo Broadley – has been offered the role of Gardening Apprentice at Hurstpierpoint College

Tham Tram – left the course due to health reasons

Jordana Belaiche – left the course due to personal reasons

Alexandra Smith – didn't complete the course

'I am grateful and thankful'

'I just wanted to thank you again for getting in touch with Bartholomew (Landscapes). I am loving the job so far!'

'It has been a brilliant stepping stone.'

'This course has given me the confidence to apply my knowledge in the gardening industry which I never thought possible.'

'The Future Gardeners course was a great experience and it helped enormously to spring into full-time horticultural work!'

STUDENT FEEDBACK FROM OUR FIFTH YEAR

'Really inspiring....'

'Great mix of friendly people.'

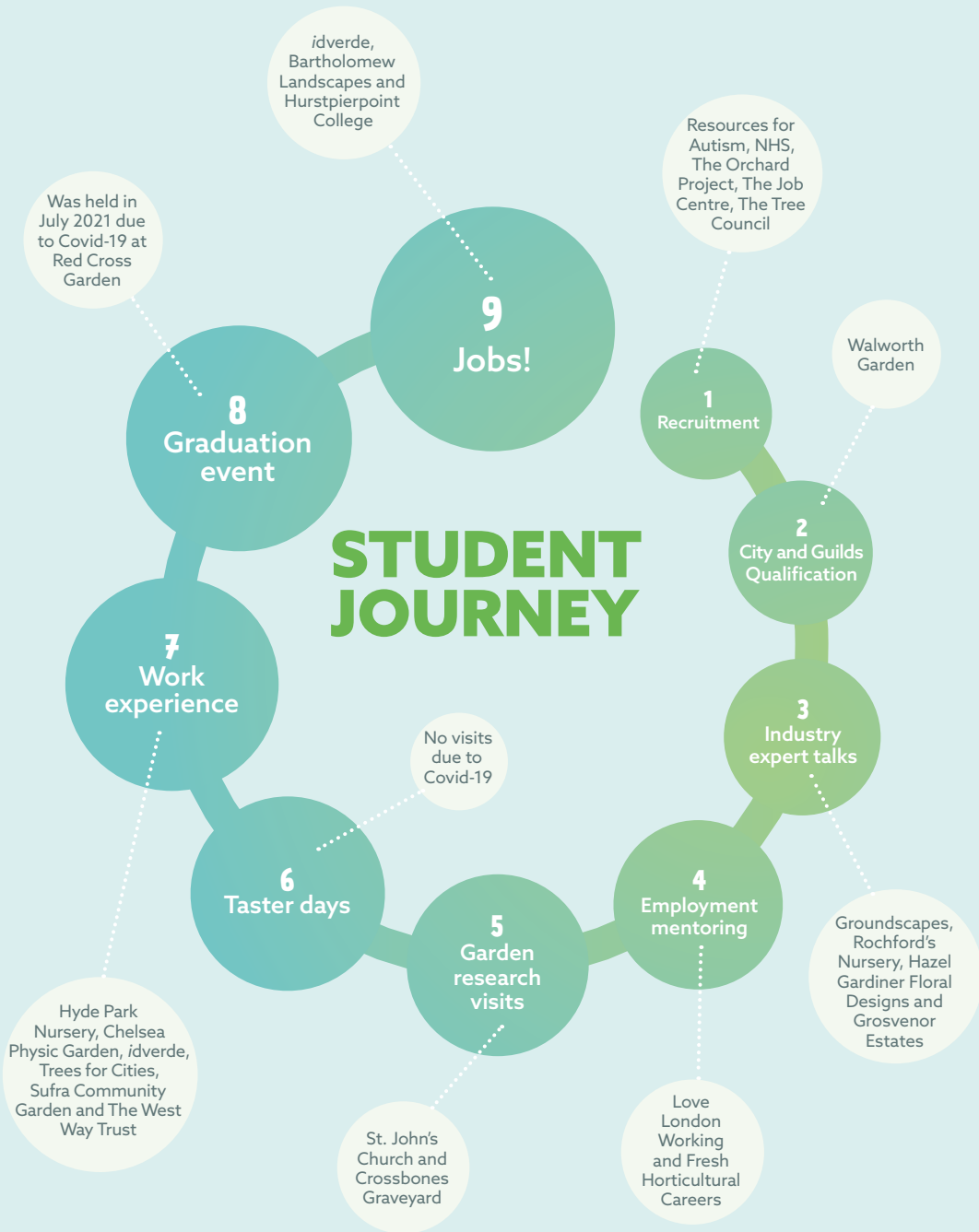
'The course was brilliant.'

'Helped me to get up in the mornings....'

'...mixed group of students who really worked well together.'

'Really enjoyed every minute of it!'

STUDENT JOURNEY



THE PROGRAMME

City and Guilds Level 2 Award in Practical Horticulture

The course at Walworth Garden covered the following:

- Plant nomenclature, terminology and identification
- Establishing propagation material
- Maintaining plants outdoors
- Monitoring and maintaining health and safety
- Maintaining and developing personal performance
- Establishing and maintaining effective working relationships with others
- Preparing the ground for seeding and planting
- Establishing plants and seeds in soil
- Maintaining the appearance of decorative amenity areas
- Maintaining equipment and machines

With project manager Louisa Mansfield at Bankside Open Spaces Trust, the students learned the theory and practice of:

- General garden maintenance at local community gardens
- Working at local Bankside Open Spaces Trust sites
- Learning to identify weeds
- Identification of trees in the local area
- Mulching borders at Waterloo Millennium Green

FUTURE GARDENERS
GROW YOUR CAREER



FG10 meet charity Pondlife at Diversity Garden in SE1.



Mulching at Waterloo Millennium Green.



Hoeing at Hatfields.

Industry expert talks

A variety of speakers from the horticultural industry came and spoke to the students about their jobs and journey into the industry – these included:



- **Madhavi Deshmukh**, Employment Advisor, Love London Working
- **Kerry Rochford**, Team Leader, Rochford's Nursery
- **Ben Tucker and Michael Steel**, Contracts Managers, Groundscapes
- **Simon Lewis and Andrew Maskell**, Landscape Managers, Grosvenor Estates
- **Hazel Gardiner**, Hazel Gardiner Floral Designs
- **Emily Millhouse**, London T.O.A.D Project Manager, Frog Life

Groundscapes at
Living Space.

Employment mentoring

There were meetings with Madhavi Deshmukh, our new employment advisor from the *Love London Working* partnership, which covered how the organisation would help the trainees with employment prospects. All trainees had mentoring via telephone outside the course times to cover individual topics such as CV writing, interview techniques and covering letters.



All students were introduced to Fresh Horticultural Careers – a specialist recruitment agency for the gardening, landscaping and horticulture industries throughout the UK and were assisted in registering for both permanent and temporary jobs within the industry.

The students also had the opportunity to gain their Construction Skills Certification Scheme (CSCS) cards through the Southwark Construction Skills Centre. This qualification teaches the students about health and safety on construction sites and is a positive addition to their CVs.

Garden research visits

Unfortunately due to the pandemic we only managed to visit a couple of local gardens - the beautiful garden at St. John's Churchyard, Waterloo and the fascinating Crossbones Graveyard just off Borough High Street.

At St. John's we were welcomed by Viv, the community gardener with tea and cakes inside the church followed by a lovely walk and talk round the garden. It was amazing to visit another garden and even though it was December there was lots to see in this inspirational space.



FG10 visit Crossbones Graveyard.



Viv, Community Gardener and FG10 sharing a joke amongst the December salvias.

Work experience

Work experience placements included The Westway Trust, Hyde Park Nursery, idverde at both Burgess and Dulwich Parks, Chelsea Physic Garden, Trees for Cities and Sufra Community Garden.



Jordana at work experience at Chelsea Physic Garden.



Kiran on work experience with Trees for Cities.



FG Project Manager Louisa meets a chicken at Suфра.

STUDENT ACHIEVEMENT

Future Gardeners 10 finally had their graduation on a sun soaked day in July 2021 at Red Cross Garden. They celebrated with students from FG 9 and FG 11 and the speakers at the event consisted of Richard Barley, Director of Horticulture and Learning, Royal Botanical Gardens, Kew; Heather Barrett-Mold, Immediate Past Master, Worshipful Company of Gardeners and Robert Halbert-Pereno, previous Future Gardener student and now gardener at Lancaster Estate.



Future Gardeners 10 graduation event at Red Cross Garden.



EDUCATION & TRAINING

Budding horticulturists find success



In July more than 14 horticultural students gathered at environmental charity Bankside Open Spaces Trust's award winning Red Cross Garden to celebrate passing the Trust's Future Gardeners Programme. With two previous graduations disrupted by covid, the event saw three groups of students mark their successes.

Launched in 2016, Future Gardeners is an innovative training and work experience scheme, giving participants core skills to gain entry level jobs in the horticulture industry without having any previous experience or specialist education. The programme is run by Bankside Open Spaces Trust with support from the Worshipful Company of Gardeners, the Royal Parks Guild, Walworth Garden and Roots and Shoots. Future Gardeners is entirely funded by donations and is free for the trainees – giving opportunities to the long term unemployed and those who have struggled to access education.

The speakers at the event included; Richard Barley, Director of Horticulture and Learning at Royal Botanic Gardens, Kew; Dr. Heather Barrett-Mold, Immediate Past Master, Worshipful Company of Gardeners; and Robert Halbert-Pereno, Gardener, Lancaster West Estate and previous Future Gardeners student.

The programme has been running for five years and has seen 115 students through its doors. There is an overall completion rate of 81%. Out of the students who finish the course 75% have gone on to employment in the industry.

Nine students graduated from Future Gardeners 11, the most recent course that ended on the day of the graduation. They had reason to celebrate as seven out of the nine students had already been successful in gaining employment in the industry with the likes of Bartholomew Landscapes, Gavin Jones and Willerby Landscapes.

The Trust will welcome the next round of students in September 2021.

SUCCESS OF FUTURE GARDENERS

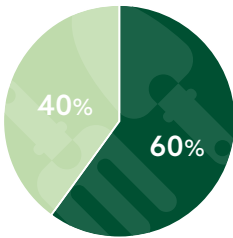
For the one course we ran across this year there were 10 students enrolled and 7 completed the course = 70% completion rate.

Out of those 7, 6 students moved into employment or further training in the horticultural industry = 85%.

85%
moved into
employment
and training

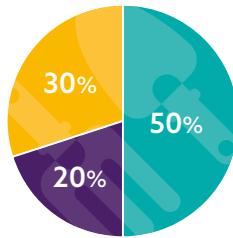
Demographics for year five students

Gender of fifth year Future Gardeners



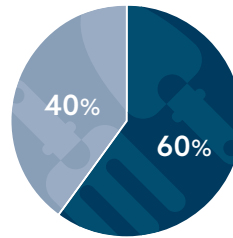
- Male
- Female

Nationality of fifth year Future Gardeners



- White British
- White other
- BAME

With/without disability/health condition



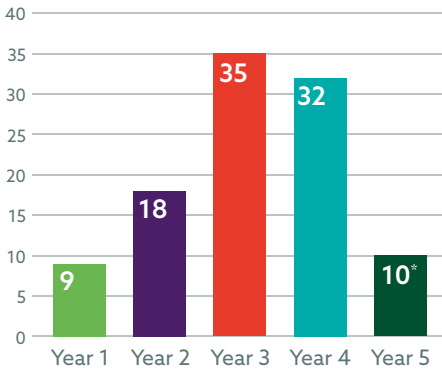
- Without disability/health condition
- With disability/health condition

FUTURE GARDENERS THE FIRST FIVE YEARS

We ran 10 courses over the space of five years from Sept 2016 to March 2021

OVERALL...
104 enrolled...
84 completed...
20 dropped out
= 79% completion rate

Number of Future Gardener trainees



Out of the 84 who completed the course – 67 are now in employment

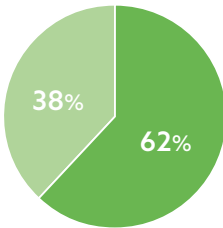
80%
employed

Year	Groups	Number of students
1	Future Gardeners 1	9
2	Future Gardeners 2, 3	18
3	Future Gardeners 4, 5, 6	35
4	Future Gardeners 7,8 and 9	32
5	Future Gardeners 10	10*

*Decrease in numbers due to the Covid19 pandemic

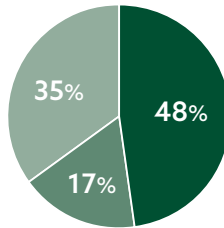
Data from years 1-5 of the Future Gardeners Programme

Gender 2016-21



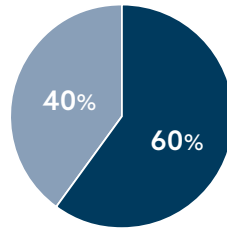
- Male
- Female

Nationality 2016-21



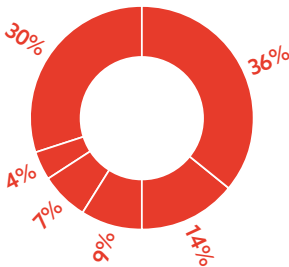
- White British or Irish
- White other
- BAME

With/without disability/health condition 2016-21



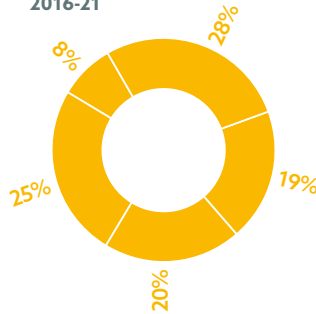
- No disability/health condition
- With disability/health condition

London borough of students 2016-21



- Southwark: 36%
- Lambeth: 14%
- Lewisham: 9%
- Greenwich: 7%
- Wandsworth: 4%
- All other boroughs: 30%

Age range of students 2016-21



- 18-25: 28%
- 26-34: 19%
- 35-44: 20%
- 44-54: 25%
- 55-64: 8%

AIMS FOR FUTURE GARDENERS THE NEXT FIVE YEARS

After the success of the first five years of Future Gardeners there is both the need and the demand to develop and expand the scheme. In order to realise this aim Bankside Open Spaces Trust and The Worshipful Company of Gardeners are delighted that Future Gardeners has recently become a charity in its own right (Charity Number 1191623). This will give us the opportunity to generate more funding opportunities and to grow the programme.

Our targets and impact proposals for the next five years are as follows:

- **Running three Future Gardener courses per year** in Waterloo, central London. There will be 14 participants per course, three courses per year, enabling a further 210 people to benefit from the course. This is an over 100% increase in the number of students from the first five years.
- **Out of the 168 who are expected to complete the course**, assuming a 80% completion rate, enable 80% of them into jobs in the horticultural industry, a total of 134 over the next five years.
- **Expand the operational capacity of Bankside Open Spaces Trust** to be able to deliver in-house City and Guilds Horticultural Qualifications to all students.
- **Develop an in-house 'Jobs Club'** to further enhance employability skills such as CV workshops, job applications and interview skills.
- **Expand the programme to additional London boroughs** and also to other cities in the UK, including but not limited to, Glasgow, Belfast and Leeds.

PARTNERS



The Worshipful Company of Gardeners

Founded in 1345, the Company was granted its Royal Charter in 1605. A key objective of the Company was to promote horticulture through education. In furtherance of this, members of the Company were permitted to 'bring up' apprentices in the 'Mystery of Gardening'. The Company continues its activities in many ways – the establishment of a library at Guildhall in 1891, scholarships to students, as well as awards to students from colleges of further education. The Company also part-funds apprentices and makes financial grants to outside organisations to promote horticulture.



Bankside Open Spaces Trust

Bankside Open Spaces Trust is an environmental and volunteering charity. We were set up by a group of local people with an aim to improve London's SE1 area, making it a greener, more beautiful place to live and work.

We manage and maintain open spaces, welcome volunteers from both the community and corporate sector, run regular gardening groups, support park steering groups, organise and take part in public events and educational projects, and offer advice to others. We collaborate closely with local residents and businesses to champion green spaces.

Thousands of people enjoy our open spaces every day. Each of our sites is unique, with its own atmosphere, identity and sense of place. Our spaces include Red Cross Garden, Marlborough Sports Garden, Waterloo Millennium Green and Tate Community Garden.



The Royal Parks Guild

The aim of The Royal Parks Guild is to support and promote London's Royal Parks in a manner that befits their status, unique heritage and cultural value through the input and support of Guild members, whilst developing and maintaining a range of social activities that benefit its membership. Its objectives include promoting 'The Guild' and the Parks' heritage and diversity, supporting horticultural excellence, supporting education and vocational training, supporting volunteering and outreach working and maintaining and enhancing links with The Royal Parks. The Guild's members have a desire to keep the parks at the forefront of horticultural, landscape and cultural excellence.



Walworth
Garden ESTD 1988

Walworth Garden

Walworth Garden is a unique charity dedicated to improving lives through horticulture. Open to everyone, their award-winning gardens provide an oasis in the heart of Southwark. It's a place people come to relax, learn and grow.

Through gardening education, training and therapy, Walworth Garden provides opportunities and support for members of the local community, including vulnerable and disabled adults, those who've suffered traumatic experiences, and unemployed people looking to improve their professional skills and qualifications.

Their twin aims are to enable public access, understanding and enjoyment of horticulture, and to help people develop the skills and confidence they need to find their way back to work, independence and wellbeing. In support of these goals, learning underpins everything they do. Whether people simply want to sit and enjoy their surroundings, take part in training programmes, or find out more about themselves through therapeutic activities, Walworth Garden gives them the space, time and help they need.

With thanks to our supporters and partners

The Birrane
Foundation



PEER GROUP PLC



THE BAND TRUST





The first year

Lesina Mansfield Project Manager
Year ending March 2017






The second year

Lesina Mansfield Project Manager
Year ending March 2018







April 2018 - March 2019

The third year






THE FOURTH YEAR

April 2019 March 2020






THE FIFTH YEAR

April 2020-March 2021







CAN YOU HELP?

The project requires ongoing funding for future expansion plans. If you would like to help us raise funds for this deserving initiative, make a donation or can help in any other way please contact **Louisa Mansfield** at louisa@bost.org.uk or call **020 7403 3393**



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