



THE FOURTH YEAR

April 2019 March 2020



Worshipful
Company
of Gardeners

**BANKSIDE
OPEN SPACES
TRUST**





Promotional material to launch Future Gardeners

Cover images:

top left: Future Gardeners 7 Group in Mint Street, top right – FG8 Group in rain,
bottom: FG9 Group at Morden Hall



FOREWORD

The fourth year of Future Gardeners has seen the programme continue running three courses throughout the year starting in May, September and January.

This is the fourth annual report of this remarkable initiative of the Worshipful Company of Gardeners working with Bankside Open Spaces Trust. Its strength lies in the expertise and commitment of the partners in the delivery of the programme, the enthusiasm and determination of the trainees and the support that the trainees receive from the project manager and each other. The focus on the development of practical skills together with a recognised qualification, and the provision of work experience, industry visits and expert speakers underpins the success of trainees in their progress into the horticulture industry. Having been involved in Future Gardeners awards ceremonies, it is clear that these trainees continue to stay in touch with each other and their project manager Louisa Mansfield and in this way have an ongoing support network.

In these uncertain times we look forward with enthusiasm to year 5 and a great future for Future Gardeners.

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*, Greenwich Park, Grosvenor Estates, Chelsea Physic Garden, Hyde Park Nursery, The Conservation Volunteers, Chiswick House and Gardens and The Eden Project.
- Research visits and work days with outside organisations in the horticultural sector: Morden Hall, Chiswick House and Gardens, RHS Chelsea Flower Show, The Charterhouse Gardens, Royal College of Physicians, The Barbican Conservatory and other local community gardens in the Southwark area.
- Industry expert talks where speakers working in horticulture come to speak to the students at Red Cross Garden 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 with horticulture contributing over £9 billion to the UK economy each year these 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 from 2017 (BBC) 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.

COURSE OUTCOMES

Outline of Future Gardeners April 2019 – March 2020

There were 3 courses that ran over the fourth financial year of the Future Gardeners programme these consisted of:

12 PARTICIPANTS
11 GRADUATED
MAY – JULY 2019



Ella Fairhurst

Is now the current garden apprentice at the Museum of the Home (previously known as the Geffrye Museum)

Gareth Catherall

Secured a role as gardening apprentice at Grosvenor Estates

David Doherty

Went into a variety of part-time gardening jobs including sessional worker at BOST

Amy English

Works in garden maintenance for Jon Stollar Landscapes

Gemini Sim

Went into teacher training

Ed Doherty

Started an 'ACE' placement with Willerby Landscapes

Dave Cowan

Was offered a full time position at idverde Burgess Park

Rhona Aquilina

Is now looking for part time work

George Smyrnios

Started a part time placement at Burgess Park under the ACE programme

Richard Sands

Dropped out due to health reasons

Kris Gibson

Currently looking for work

Margaret Manning

Is currently looking for work in the industry



12 PARTICIPANTS
10 GRADUATED
SEPT - NOV 2019

Susan Norris

Joined the Coolings Garden Services Team in South East London

Parry Dubois

Was offered a full-time garden maintenance job at Walworth Garden

Tony Sheehan

Secured a position with Landscapes and is starting an apprenticeship at Kew in 2021

Lindsay Finlayson

Is working in a garden apprenticeship role with a company based in Canary Wharf

Dan Snell

Went to work with Eco therapy

Chey Thompson

Is now employed as a groundsman at a school in North London

Cheryl Lambert

Found employment in an alternative industry

Daniel DiGiulio

Dropped out of the programme due to personal reasons

Lindon Donaldson

Dropped out of the programme due to personal reasons

Ana Spadari

Currently looking for work

Charlotte Whiting

Started a garden design course while expecting her first baby



8 PARTICIPANTS
8 GRADUATED
JAN - MARCH 2020

Jake Wood

Secured a 3 month placement
in Greenwich Park

Guillaume Tremorin

Went to work part time with
Grosvenor Estates

Christina Weekes

Working part-time through Fresh
Horticultural Careers

Dominic Moransee

Signed up with Fresh Horticultural
Careers for temporary work in
the industry

Cassie English

Continued to volunteer at Red Cross
Gardens with BOST

Tina Hensman

Decided against a career in horticulture
and looking at alternative careers

Darren White

Looking for full time work in the industry

Joanne Ellingham

Looking for work

STUDENT FEEDBACK FROM OUR FOURTH YEAR

'I feel much more confident in my gardening ability... and that has increased my self-confidence and allowed me to apply for and find jobs in the horticultural industry.'

'Thoroughly enjoyed going out to other gardens in and around London.'

'Thank you so much the course has been amazing and really informative.'

'Excellent tutors.'

'My self-confidence has improved twice fold and my gardening ability just as much.'

'The instructors and environment were friendly and very knowledgeable.'

'Thank you for such a wonderful experience and all of your positive support towards employment, learning and confidence.'

'My confidence has grown vastly since starting the course.'

'Loved the field trips and the work experience in particular was an amazing opportunity.'

'...a lot more opportunities for employment than I realised.'

'My knowledge has increased, feeling more confident to move on to the next stage of my life.'

'...feeling considerably more positive about the future.'

'I never knew how fully functioning I could be in a garden.'

'Tutors very friendly and knowledgeable, learning was varied and interesting.'

'Great mixture of practical and theory.'

'I feel confident in applying for jobs.'

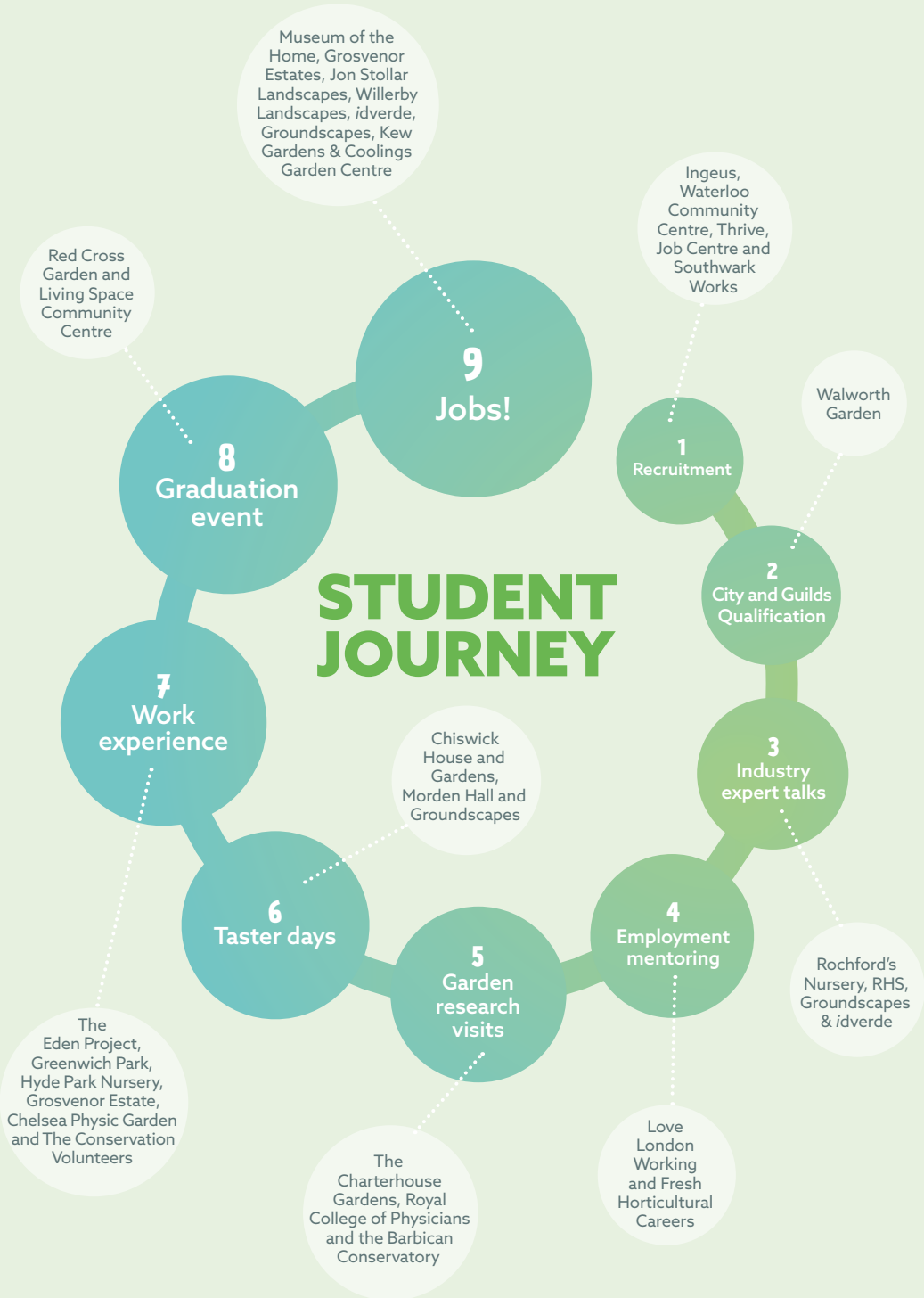
'I think the variety is what has made this course so enjoyable and unique.'

'The work experience weeks were fantastic and visiting a range of different gardens really great.'

'Great garden and excellent teachers.'

'Very enjoyable, good mix of practical and classroom.'

STUDENT JOURNEY



THE PROGRAMME

1 City and Guilds Level 2 Diploma 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 the 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 BOST sites
- Learning to identify weeds
- Identification of trees in the local area
- Pond maintenance at Diversity Garden
- Planting seasonal bulbs across BOST's spaces
- Mulching borders across BOST's spaces
- Maintenance work at Red Cross Garden



FG8 bulb planting at the Lancaster Estate

'I think the variety is what has made this course so enjoyable and unique.'



FG9 washing tools at Red Cross Garden



FG9 Pond work with Molly at Diversity Garden

2 Industry expert talks

Across the year we had a variety of speakers from the industry come and speak to the students about their jobs and journey into the industry – these included:

- **Shaun O'Regan**, Employment Advisor, 'Love London Working'
- **Paul Harris**, Temporary Division, Fresh Horticultural Careers
- **Matt Radar**, President of the Pennsylvania Horticultural Society
- **Andy Robinson**, Community Development Manager, *idverde*
- **Miria Harris**, Garden Designer, Miria Harris Design Limited
- **Kerry Barehead**, Team Leader, Rochford's Nursery
- **Rowena Wilson**, Bursaries Co-ordinator, Royal Horticultural Society
- **Penelope Wood**, Employment Advisor, Leonard Cheshire
- **Ben Tucker**, Contracts Manager, Groundscapes
- **Richard Bennett**, Garden Maintenance Manager



**'The instructors
and environment
were friendly
and very
knowledgeable.'**

FG7 classroom shot
with Andy Robinson
from *idverde*



FG7 with Matt Radar
from PHS

Matt Radar, the president of the Pennsylvania Horticulture Society (PHS) came to visit Future Gardeners 7 on a sunny day at Red Cross in May.

We were joined by Paul Rochford, past master of the Worshipful Company of Gardeners, Tim Wood, chair of BOST trustees and Leanne Werner, local councillor.

The visit came about as Louisa, Future Gardeners project manager had recently visited Philadelphia on a RHS travel bursary and spent some time with the PHS. Louisa met with Matt who told her

of his upcoming trip to London and an invitation to visit the students was offered. The PHS uses horticulture to advance the health and well-being of the Greater Philadelphia region much along the same principles of BOST in the Bankside area of London. The students had time to find out more about the great work of the PHS and to ask Matt a variety of questions. We learnt about the various projects of the PHS including tree planting programmes, transforming vacant land, working with ex-prisoners and growing seedlings for community gardens.

3 Employment mentoring

There were meetings with Shaun O'Regan our employment advisor from the 'Love London Working' partnership which covered how the organisation would help the trainees with employment prospects. All trainees had face-to-face meetings with Shaun outside the course times to cover individual topics such as CV writing, interview techniques and covering letters.

Paul Harris from the temporaries division of Fresh Horticultural Careers, a horticultural recruitment agency, spoke about the nature of the market and how to join the agency to look for both seasonal contract work and permanent positions in the industry.

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



4 Garden research visits

Visits were made to The Charterhouse Gardens, Royal College of Physicians and The Barbican Conservatory. Future Gardeners also took part in the RHS Chelsea Flower Show and attended the horticultural 'Discovery Day' for apprentices at Royal Botanical Gardens Kew.



FG7 at Charterhouse
Gardens



FG9 at The Barbican
Conservatory

4 GARDEN RESEARCH VISITS CONTINUED

RHS Chelsea Flower Show

Future Gardeners past and from the current year were given the opportunity to work with award winning garden designer and great supporter of Future Gardeners, Jo Thompson on her garden design entry for the 2019 show.

Students were involved in preparing the plants, building the garden and stewarding during the show. They experienced working on the show in the build-up to it opening and mixing with other volunteers and designers alike. Jo is no stranger to the show having previously made ten gardens, this year's was sponsored by Wedgewood and was a modern design infused with classical elements.

Some of the students also attended the RHS student breakfast. This is an event held on the morning of the Friday of show week that gives students and apprentices in the industry a chance to see the show and to mix with their peers.

Joe and Mark starting work at the Chelsea Flower show



Dot and Ash at the Chelsea Student Breakfast



Mark watering plants at Jo Thompson's Chelsea Garden



'The work experience weeks were fantastic and visiting a range of different gardens really great.'

Watering at Chelsea Flower Show

4 GARDEN RESEARCH VISITS CONTINUED

Kew Masterclass – Discovery Day for horticultural apprentices and trainees

All future gardeners past and present were invited to the apprentice masterclass organized by Mike Fitt, Royal Parks Guild, held at Royal Botanical Gardens Kew.

The programme was attended by almost 200 students and took the form of talks, discussions, tours and presentations. Its aim was to provide a day of opportunities for the students to learn about the possibilities in the wider field of horticulture.

There was an excellent agenda of speakers who lead us through short, engaging presentations that showed the routes into different areas of horticulture. These included

Tom Pickering, Nursery supervisor in the Tropical Nursery at RBG Kew, Faye Adams, Kew Diploma student, Georgi Ennis, Arboriculturist, Cecily Eltringham, Royal Parks, Jason and Daniel from the Institute of Groundsmanship, Ben Preston from York Gate Garden and Miranda Janatka from Gardeners World. All speakers were at different stages of their careers and all showed a great passion and enthusiasm for the horticultural industry.

Then after lunch the students went on a variety of different tours including the Arboretum nursery, the Tropical nursery, dealing with plant biosecurity, glasshouses and the evolution garden.



Students on a tour of behind the scenes at RBG Kew

5 Work taster days

Future Gardeners had the opportunity to go and work with the National Trust in their rose garden at Morden Hall. We helped out with a variety of tasks depending on the season, including pruning, mulching and weeding and had a guided tour round the rest of the site by their gardener Emily.

We also went to Chiswick House and Gardens where we were welcomed by the gardeners there and got stuck in with a full day's work with a variety of horticultural tasks.

We also cemented a new partnership with Groundscapes, who provide grounds maintenance services throughout London and the South East. Future Gardeners 9 had a chance to visit

FG7 shoveling mulch at Chiswick House and Gardens



one of their sites in Stockwell and learn more about their work whilst also carrying out a variety of grounds maintenance tasks.



FG8 Morden Hall group working on rose bed

5 WORK TASTER DAYS CONTINUED

Planters for Great Portland Estates (GPE)

Future Gardeners 9 braved an early snowy start to work on the terrace of New City Court for GPE.

We took delivery of the plants and transported them and all the soil up to the terrace of the building where we then took instructions from Helen John (BOST consultant) and then got planting. The snow turned to rain and by the end of the morning the sun had made an appearance!

“During the year we sponsored the Bankside Open Spaces Trust (BOST) Future Gardeners apprenticeship scheme which helps local people in Southwark to establish careers in horticulture. We are also working with BOST on greening opportunities within our portfolio, during the year Future Gardeners apprentices installed greening at New City Court, SE1.”

Great Portland Estates



Planting up planters in the rain at New City Court



FG9 Taking instructions on the terrace at New City Court

'I feel much more confident in my gardening ability... and that has increased my self-confidence and allowed me to apply for and find jobs in the horticultural industry.'

5 WORK TASTER DAYS CONTINUED

Future Gardeners help build a garden for Housing for Women

New sensory garden for supported housing residents unveiled.

Housing for Women has proudly unveiled its exciting new sensory garden for supported housing residents in Lewisham to enjoy. The garden has been carefully planned to not only be aesthetically pleasing but also to have multiple health and wellbeing benefits for the residents who have recently exited the criminal justice system.

Taking six weeks to plan and create, the sensory space was designed by Louisa Mansfield, Future Gardeners Project Manager from Bankside Open Spaces Trust, an environmental and

volunteering charity working to manage, improve and transform open spaces in London's SE1 area.

The goal of the garden is to create a relaxing outdoor space for residents of our ReConnect project so they can benefit from the sensory environment around them, including lavender to enhance the senses with therapeutic properties, and herbs that can be used to prepare and flavour meals.

The inclusion of a pond will also ensure that wildlife such as bees, butterflies and insects will be encouraged to visit the garden, and form part of the natural habitat.



'...feeling considerably more positive about the future.'

Tony and Parry working on Housing for Women pond

The 4-bed home provides supported accommodation for women leaving prison dealing with substance misuse issues. It combines housing and holistic support to help women bring about positive changes in their lives, reduce substance misuse, improve emotional well-being and prevent re-offending.

On-site staff help residents to access support from local substance misuse services, community mental health services, GPs and counselling. They also liaise with Probation Officers and local authorities as well as accompanying women to their appointments to help improve confidence, independent living skills, reduce substance misuse and improve mental health.

Commenting on the news Jill Maddison, Director of Supported Housing at Housing for Women, said:

"We are delighted to unveil this new sensory garden for residents at our ReConnect project. The soothing effects of nature are well documented, and we really wanted to include scented and edible plants due to the positive effects on the body, mind and home."

"Homes in London with a big garden come at a premium so it's fantastic we're able to provide this relaxing space for residents to enjoy, alongside experienced support workers that person-centred support to empower women transitioning from prison into society."



FG at
Housing for
Women pond
completion

6 Work experience

This year the students went to Greenwich Park, Hyde Park Nursery, Peckham Rye, Burgess Park, Grosvenor Estate, Chelsea Physic Garden, The Conservation Volunteers and Chiswick House for their 2 weeks work experience.



Gemma FG7
work experience
at Greenwich Park



George and Ella
work experience
Burgess Park FG7

Work experience at The Eden Project

In addition to the regular work experience options, there was also the opportunity for the students to go to The Eden Project in Cornwall for one week of their two week's work experience placements.

This was the result of a successful application by Louisa Mansfield (Future Gardeners Project Manager) to the RHS Travel Bursary Fund and meant that five students along with Louisa and Mary (Parks Manager at BOST) headed off for a week in Cornwall In October.



Dan and Parry ready to tackle brambles at The Eden Project

6 WORK EXPERIENCE CONTINUED

The Eden Project feedback from the students

There is a full report of the students time at The Eden Project available, please email louisa@bost.org.uk for a copy.

"In all, I had a fantastic experience and really learnt a lot, not just about plants but gardening techniques, how places like the Eden Project are managed financially, culturally and horticulturally and why everyone should have a maverick in the nursery."

Tony Sheehan

"From my experience at the Eden Project, I learnt many things in a very short space of time. The diversity, not only in terms of the plants, but also the staff and their stories and experiences, was a driving force behind my enjoyment at the Eden Project. I was inspired by the innovative nature of the Eden Project, and the ambition to turn a dead-zone into a plant paradise. As a keen horticulturalist and conservationist, I am always seeking opportunities to learn new skills and share ideas, and so this visit to the Eden Project - immersive and all-encompassing - has been hugely beneficial in shaping my future."

Dan Snell

"The practical experience across the week was invaluable as we worked with so many people from apprentices and volunteers to horticultural leads. It developed my learning from the Future Gardeners course across the three units of focus; plant nomenclature, propagation and plant maintenance. We were incredibly lucky to meet such a range of and so many people from the Eden Project, all happy to share their knowledge and experiences. They were all enthusiastic and passionate about their own roles and the Eden community, with diverse horticultural interests. I felt I was able to gain so much understanding of the project which I will use going forward."

Charlotte Whiting



The Future Gardeners at the end of their first day at The Eden Project



'We were incredibly lucky to meet such a range of and so many people from the Eden Project'

Future Gardeners with the horticultural apprentices at The Eden Project

STUDENT ACHIEVEMENTS

A graduation event was held for each group of students at different venues with a variety of influential speakers from the industry including Liz Green, Sheriff of the City of London, Andrew Fisher-Tomlin, Director, London College of Garden Design, Dr. Heather Barrett-Mold, Master, The Worshipful Company of Gardeners and we also heard from past students from the third programme. Unfortunately due to the outbreak of COVID-19 we had to postpone the graduation event for Future Gardeners 9 which was due to be held in March 2020.



FG7 Graduation group at Red Cross Garden

‘Loved the field trips and the work experience in particular was an amazing opportunity’

PUBLICITY

We went again to the Landscape Show where we met lots of interesting people and spread the word about Future Gardeners. BOST staff and former Future Gardener students engaged visitors and stand holders at the event and made contact with many organisations and individuals interested in offering work experience or jobs.



At The Landscape Show 2019

EDUCATE

FILLING THE GAP

CEO CHARLOTTE GILSENAN AND PROJECT MANAGER LOUISA MANSFIELD EXPLAIN HOW THE BANKSIDE OPEN SPACES TRUST'S FUTURE GARDENERS PROGRAMME IS BRINGING PEOPLE INTO THE HORTICULTURE INDUSTRY



Schemes such as Future Gardeners can fall under the radar. They simply don't have the manpower, or the budget, for big marketing campaigns. However, it's programmes such as this which are helping to close the skills gap within the horticulture industry and to tackle unemployment. The London based initiative has provided new employees for companies such as Jverde and Willerby Landscapes, with 76% of those who have completed the ten-week course going on to work within the horticultural sector.

The training scheme is now in its third year and is free-of-charge to applicants, who at the end of the ten weeks will have gained a City & Guilds qualification in Level 2 Practical Horticulture, which they learn at Walworth Garden. It's now run three times a year, headed up by project manager Louisa Mansfield, who

says a variety of people apply for a space, with no entry requirements necessary. "Just over 30% of people who attend our courses are aged between 18-24, and another 20% are under the age of 34, so there's a broad spectrum. And it's quite diverse – 37% are of ethnic minority, and 22% are white European."

**"FUTURE GARDENERS'
IS ONE OF OUR FLAGSHIP
PROGRAMMES. IT'S
HIGHLY SUCCESSFUL"**

It's an initiative run by the Bankside Open Spaces Trust (BOST), which was founded in 2000 by Tim Wood – who remains chair of trustees – to improve the local area.

"As an organisation, we deliver not just the Future Gardeners programme," says Charlotte Gilsenan, CEO of BOST as of January 2019. "We have just under 400 volunteers working on our various open spaces. My vision for the organisation is to keep it as focused as possible, but to expand on what we do well, and one of those areas is Future Gardeners. It's one of our flagship programmes, it's highly successful."

BOST works with several partners to deliver Future Gardeners. "The Worshipful Company of Gardeners provides us with £25k worth of funding per year," says Charlotte. "Great Portland Estates has also donated £10k, and we have a new fundraising strategy where we're seeking sponsors for our students."

Louisa adds that there are numerous companies and organisations offering their

support in other ways, too, with work experience offered by Grosvenor Estates, Royal Botanic Gardens, Kew, Jverde, and the Chelsea Physic Garden, with which the trust has had a long-term partnership.

Students on the course also work on Red Cross Garden, a space rich in history, and where the trust is aptly based. "It's a really interesting garden," says Charlotte. "It's based on the housing development there designed by Octavia Hill, (one of the founders of The National Trust), who also designed the garden. In 2005, the Heritage Lottery Fund and Southwark Council donated over £500k and we were able to redevelop the outdoor space."

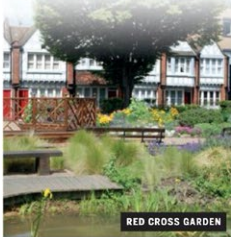
BOST restored the garden to its original Victorian layout, and was opened by the Princess Royal in 2006. It is maintained by the trusts' volunteers, and boasts Green Flag status.

Going forward, the trust will be looking to expand its reach. "Historically, we've not been very good at getting our brand out there or getting recognition for the work that we do," says Charlotte. "We need to be better, so we're trying to improve our social media following."

"About 80 people applied for the 12 spaces on the current Future Gardeners course, which shows there's interest out there. So, if we received more funding, we'd be able to deliver more courses."

Those who miss out on a space are encouraged to carry that application through to the next course and to volunteer for BOST in the meantime, which Louisa says shows their dedication. Those enrolled in the current course will graduate on 18 July, at Red Cross Garden, and the next course starts in September. For more information on Future Gardeners and how you can get involved, visit www.bost.org.uk

BANKSIDE
open spaces trust



EAST MALLING FOOD CHALLENGE

On arrival at East Malling Research Institute for a joint visit with the Worshipful Company of Fruiteers, we were greeted by Ross Newham, the Operations Director, supported by Richard Harrison the Gardeners' Nuffield scholar.

Ross welcomed us all on behalf of the Director Mario Caccamo. Briefly, he and Richard explained the history of the station which was established in 1913, in association with Wye College, as the UK's first Fruit Experimental Station.

They outlined some of the station's major contributions in the past, including developments on apple

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OVERJOYED TO BE WORKING

Gareth Catherall was long-term unemployed and struggling until he signed up for our Future Gardeners course. As part of the course he undertook work experience at property company Grosvenor Britain & Ireland and as a result has been offered an apprenticeship with their horticulture team, based in Belgravia.

The Future Gardeners programme, delivered in partnership with Bankside Open Spaces Trust (BOST), is designed for people just like Gareth, those who have been out of work for a while or who struggle to access training or education. It now runs three times a year with great success; over three quarters of those who finish the course go on to employment in the industry.

Gareth says: "Future Gardeners has changed my life. I had been unemployed for a number of years

and fighting to get back to work. The course gave me the confidence and horticultural skills needed. I'm overjoyed to be working again".

Key to Future Gardeners' success are the partnerships the course has within the industry – the Gardeners' Company co-fund the scheme, Walworth Garden help to deliver classroom based study, enabling students to gain a Level 2 City and

Guilts Qualification, and many large organisations host work experience.

Gareth is presented with his graduation certificate by Elizabeth Green, Sheriff of the City of London, at the Red Cross Garden in July 2019. On the left is Louisa Mansfield, Future Gardeners Project Manager (photograph by Mary Trafford, BOST).



**COMPANY SUPPORT GROWS
NEW GARDENER**

Launched in 2016 in partnership with London-based charity **Bankside Open Spaces Trust**, our **Future Gardeners** project goes from strength to strength. Here **Project Manager Louisa Mansfield** reports on the impressive progress of **Sara Barnes**, one of its first graduates.

Future Gardeners works hard to get new people into the horticultural sector and is seeing fantastic results. The Gardeners' Company has gone on to further support one of the first Future Gardeners, who is now well on her way to forging a rewarding career.

Sara Barnes sailed through the course. Before she'd even completed it Sara had secured a traineeship at **Organica Community Growers**, a 12-acre community market garden in Chingford. This then led to an apprenticeship at the same garden, match funded by the **Worshipful Company of Gardeners**.

Now working through her apprenticeship, Sara reflects on Future Gardeners and the support the Company has given her. Talking about the course she said: "Finances had been a real barrier for me when I decided I wanted to go into gardening. I simply wasn't earning enough to pay for a course and I didn't have the confidence to go straight into paid gardening work without one.

"Future Gardeners was fantastic, it really built my confidence and has given me a network of support that ranges from my peers on the course to experienced horticulturalists and members of the **Worshipful Company of Gardeners**".

Prior to Future Gardeners Sara was searching for permanent roles and undertaking volunteering with the hope of breaking into the horticultural sector. Future Gardeners opened that door for her. She adds: "I heard about Future Gardeners via the community garden I was volunteering with, **Growing Communities in Hackney**. The course was attractive because it was a free opportunity to build skills in the sector I wanted to find work in".

As part of the course the students undertake work experience to give them an idea of the realities of working in horticulture and show them the variety of roles available. Sara however went one step further. She identified a nine-month training programme and together we decided that that would form her work experience.

The traineeship led to her apprenticeship. "I was invited to apply for the apprenticeship with the same garden. I then approached the **Worshipful Company of Gardeners** with an application to match fund the post, which they generously did. It is an 18-month four days a week paid role with a City and Guilds supported learning component. So far I have completed a Level 2 extended certificate in horticulture, with distinction".

Sara has now begun a Level 3 teacher training qualification which will equip her to teach horticulture in the adult learning sector.

Sara says: "The experience has been absolutely mind-blowing; I look forward to going to work every day and am



Summer trip to Kew – Sara on a day study trip to Kew Gardens.

deep in the world of plant propagation and care. I feel that I am building the foundations for a career in horticulture. I couldn't have got where I am today without Louisa and the **Future Gardeners** course or the generous support of the **Worshipful Company of Gardeners** and I would like to take the opportunity to express heartfelt thanks".

CARING FOR THE LANDSCAPE OF WAR
Simon Ilkin reports on our annual RUSL Lecture which last autumn took the form of two complementary talks on the subject of the use of land and war grave conservation.

Dr James Weir, **Worshipful Company of Gardeners**, leads in an article 'Sustainable gardens and nature as unrelated to 'alternative'...

Through his plants (Paleo... the First We... around the Kew direct... was possi... managed...

Andrew Commis... where fami... In ear... with fami... The visi... has...

Michael P... Collier Hill... Gardeners... FCOP FLS... London... at 318...

www.gardenerscompany.org.uk

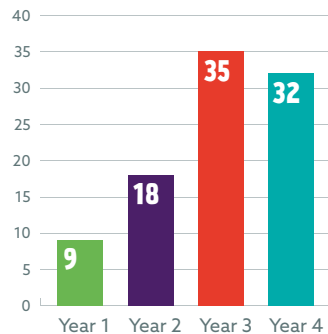


SUCCESS OF FUTURE GARDENERS

Over the fourth year of the course there were 32 students enrolled of which 29 completed the course leading to a completion rate of 90%.

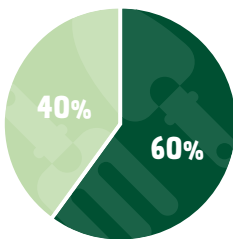
Out of the 29 who completed the course, at the end of the year 19 had already secured work with every possibility that more work offers will be received shortly. This is a 65% rate of those completing the course gaining employment in the horticultural industry.

Number of Future Gardener trainees



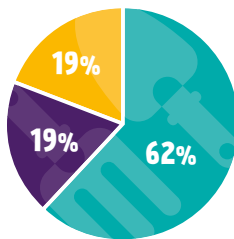
Demographics for year four students

Gender of fourth year Future Gardeners



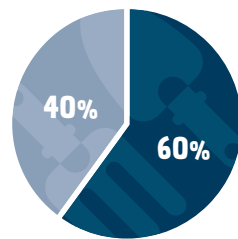
- Male
- Female

Nationality of fourth year Future Gardeners



- White British
- White other
- BAME

With/without disability/health condition



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

'I feel much more confident in my gardening ability... and that has increased my self-confidence and allowed me to apply for and find jobs in the horticultural industry.'

AIMS FOR FUTURE GARDENERS

After the success of our first four years we want to develop the scheme and run more courses as we look beyond year five. To do this we need to generate more funding opportunities and consideration is being given to forming a new Charity as we take this successful project forward. Our targets and impact proposals for this next year are as follows.

- **Running three Future Gardener courses per year** with 10-12 participants per course enabling a further 30-36 people to benefit from the course.
- **Enable approximately 22** (assuming 75% success rate) former long term unemployed people into paid employment in the horticulture industry.
- **30-36 students would gain skills** necessary to access employment, including interview skills and CV workshops using an independent career specialist.
- **One to one career mentoring** with exposure to different aspects of the horticulture industry
- **Work in partnership with organisations** in the field, at present more than 30 organisations are currently involved.

'My self-confidence has improved twicfold and my gardening ability just as much.'

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 EST. 1987

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.

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GROSVENOR

Royal Botanic Gardens
Kew



JO THOMPSON
LANDSCAPE & GARDEN DESIGN



MIRIA HARRIS



PHS
PENNSYLVANIA
HORTICULTURAL
SOCIETY



CAN YOU HELP?

This programme has been an amazing success so far and provided opportunity and hope for many people. We believe that the project has a bright future and there are plans to expand it. If you would like to help please contact **Louisa Mansfield** at louisa@bost.org.uk or call **020 7403 3393**



Bankside Open Spaces Trust
Red Cross Garden
50 Redcross Way
London SE1 1HA

Charity reg 1085454

www.bost.org.uk