

The third year



The promotional material is a vertical rectangular graphic divided into four quadrants. The top-left quadrant has an orange background with a red leaf and a white target symbol, featuring the text 'Looking for work?' in large white letters. The top-right quadrant has a green background with a white target symbol and the text 'grow your career' in green and white. The bottom-left quadrant has a blue background with a white target symbol and the text 'FREE 10 week part-time training course' in white and green. The bottom-right quadrant has a red background with a white target symbol and the text 'Find out more' in white, with a white arrow pointing to the right. The background of the entire graphic is a collage of images including a red leaf, a green target, a blue background with a white target, a red background with a white target, a purple background with a white target, and a yellow background with a white target.

Promotional material to launch Future Gardeners.

Cover images:

top - Future Gardeners 4, middle - Future Gardeners 6, bottom - Future Gardeners 5.

Foreword



Margaret Holland Prior, JP

The third year of Future Gardeners has seen the programme go from strength to strength. It has been the first year that three cohorts of trainees went through the 10-week course.

It was a pleasure to be able to find out more about the Future Gardeners Programme over the year that I was Master of the Worshipful Company of Gardeners. It is a truly unique horticultural programme for both the students it attracts and the course content. It is amazing to see this programme, developed by The Company, being delivered to such a high standard by Bankside Open Spaces Trust under the guidance of project manager, Louisa Mansfield. I presented the certificates to the students of the fifth course at their graduation at The Garden Museum and was very impressed by both their knowledge and enthusiasm, one of whom had already secured a job in the industry. Very well done to everyone, students and tutors!

I wish the programme all the best for the future and hope that it continues to help those in need start a new career in the horticultural industry.

*Margaret Holland Prior, JP,
Immediate Past Master, The Worshipful Company of Gardeners*



What is Future Gardeners?

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

Delivered by Bankside Open Spaces Trust, Future Gardeners was originally developed alongside prominent organisations within the horticultural industry including the Worshipful Company of Gardeners, the Royal Parks Guild and Walworth Garden. To ensure the success of the course, Bankside Open Spaces Trust works with numerous other organisations, see pages 29-31 for more.

Future Gardeners gives participants 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 – the long-term unemployed, those not in education or training, people with disabilities or learning needs or those who would struggle to afford other horticultural courses.

The course is practically focused, and includes the following:

- A City and Guilds qualification in Practical Horticulture Level 2 at Walworth Garden.
- Practical experience in Bankside Open Spaces Trust community parks and gardens.
- Work experience with horticultural industry leaders including idverde, Royal Botanical Gardens Kew, Grosvenor Britain & Ireland, Chelsea Physic Garden, Hyde Park Nursery, Willerby Landscapes and The West Way Trust.
- Research visits and work days with outside organisations in the horticultural sector: Rochfords Nursery, Lambeth Palace, Royal Botanic Gardens Kew, Hyde Park Nursery, Morden Hall, Chiswick House and Gardens, Southwark Peace Garden and other local community gardens in the Southwark area.
- Industry expert talks from speakers in the trade, CV building, presentation and interview techniques to ensure students are work ready along with the opportunity to qualify for a Construction Skills Certification Scheme (CSCS) qualification.
- One to one mentoring and support, tailored to participants' needs, to build confidence.

The need

- **There is an alarming shortage of skilled professionals entering the horticultural industry in the UK.** In fact 72% of horticultural businesses say they struggle to find skilled workers, with 10% of vacancies taking a year to fill (*Horticulture Matters*, 2014).
- **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. Opportunities in the sector are varied and include much more than just gardening. From arboriculture or landscaping to working in nurseries and garden centres or maintaining sports facilities – horticulture contributes £9 billion to the UK economy every year, so there are sound economic reasons to address the skills gap.
- **Unemployment can affect mental health, confidence and self-esteem as well as lead to debt and poor physical health.** A 2014 study by The Prince's Trust found 40% of jobless young people had faced symptoms of mental illness, including suicidal thoughts, feelings of self-loathing and panic attacks.

Course outcomes

What Future Gardeners students did following their courses April 2018-March 2019.

In the third financial year of Future Gardeners Bankside Open Spaces Trust ran three courses. Here is an update on what students did next.

Future Gardeners 4

May-July 2018

12 participants

11 graduated

Kristine Bumeistere secured full time work with *idverde*.

Joshua Hanlon secured a seasonal role with *idverde* at Dulwich Park.

Kahdeem Jahbal secured a role with Elite Landscapes at Elephant Park.

Peter Roake went to full time work with Walworth Gardens.

Mariusz Szymanski secured full time work with *idverde*.

Jerome Reid registered with Fresh Horticultural Careers to start temporary work.

Jonathan Evans moved back to Wales to pursue a horticultural career in the countryside.

Julia Perry is working for Elite Landscapes on the new Elephant Park development.

Lynette Lalero started up her own business while working part-time.

Magda Zdenowska was deciding her options to combine with childcare.

Kerry Gleeson – looking for work.

Richard Mortimer left due to personal circumstances.

Future Gardeners 5

Sept-Nov 2018

**12 participants
10 graduated**

Francesco Amato set up a food growing programme with children based in Burgess Park.

Khalid Khan volunteering at Meanwhile Gardens in West London.

Mark Knibbs working full time with Willerby Landscapes in Kings Cross.

Ashley Mendes working full time in the industry.

Dorota Nowalinska started a couple of part-time jobs, one with Urban Growth.

Julie Yip is now working part-time in various positions including running gardening workshops for Urban Growth, teaching gardening at a school and running community gardening sessions.

Glynnis Brooks continued to volunteer with different gardening projects in the local area.

Poppy Jones-Pierpoint secured a part-time job in the area before the course had finished.

Daniel Gayle currently interviewing for positions in the industry.

Mona Sarreshtehdarzadeh working part-time locally in West London.

The remainder of the group left the course due to personal circumstances.

Future Gardeners 6

Jan-March 2019

11 participants
10 graduated

Nathan Ahmed secured a seasonal position at Willerby Landscapes in Kings Cross.

Deborah Bynoe went on to a full time horticultural position in Victoria through Fresh Horticultural Careers.

Simon Coulon registered with Fresh Horticultural Careers and is already working on contract jobs with them while also running gardening sessions at The West Way Trust.

Isobel Fraser volunteering at The South London Botanical Institute and undertaking sessional work with Bankside Open Spaces Trust.

David Farrow secured a seasonal position at Willerby Landscapes in Kings Cross.

Robert Halbert-Perenot is working as the Urban Creative Gardener at the Lancaster West Estate by Grenfell Tower.

Olu Kehinde is working at Meanwhile Gardens and continuing studying with Capel Manor.

Michael Gaudoin currently working in contract roles through Fresh Horticultural Careers while looking for further study opportunities.

Nicholas Deterville continued to volunteer while looking for suitable positions.

Ashneca Barnett-Wallen continued to volunteer while looking for suitable positions.

The remainder of the group left the course due to personal circumstances.

Student feedback from our third year

'This course re-inspired my interest in work and as a result I actually got a job out of it which is a massive step forward in achieving the things I want to achieve.'

'BOST and the Future Gardeners course has put me on a horticultural journey.'

'I have learnt so much. I now have the confidence to take on employment.'

'I feel a great deal of confidence having succeeded in getting a part-time job.'

'The course itself has taken me from a total novice to someone who now has a practical working knowledge of gardening.'

'I do feel more confident, I now have skills I didn't before.'

'The tutors are very knowledgeable.'

'I found a way out of a hole and back into the world of employment and am now reaping the benefits and moving towards goals, of which I previously lacked the confidence to believe I could get to.'

'I have gained a lot from the course, it's improved my knowledge of plants and boosted my confidence.'

'The visits to Morden Hall and Chiswick House and Gardens were great.'

'The course has made me fall in love with gardening even more and a taste of wanting to learn even more.'

'I feel that Future Gardeners has opened up a whole world of opportunities for me which otherwise would not have been available.'

'I really enjoyed being in a network of people that shared my passion for horticulture.'

'It has been amazing to see how much we have all progressed.'

'Thank you so much for this opportunity, it has been invaluable, really enjoyable and I will miss it!'

'A great balance of practical work, studying and career progression.'

'Everyone was very supportive and helpful.'

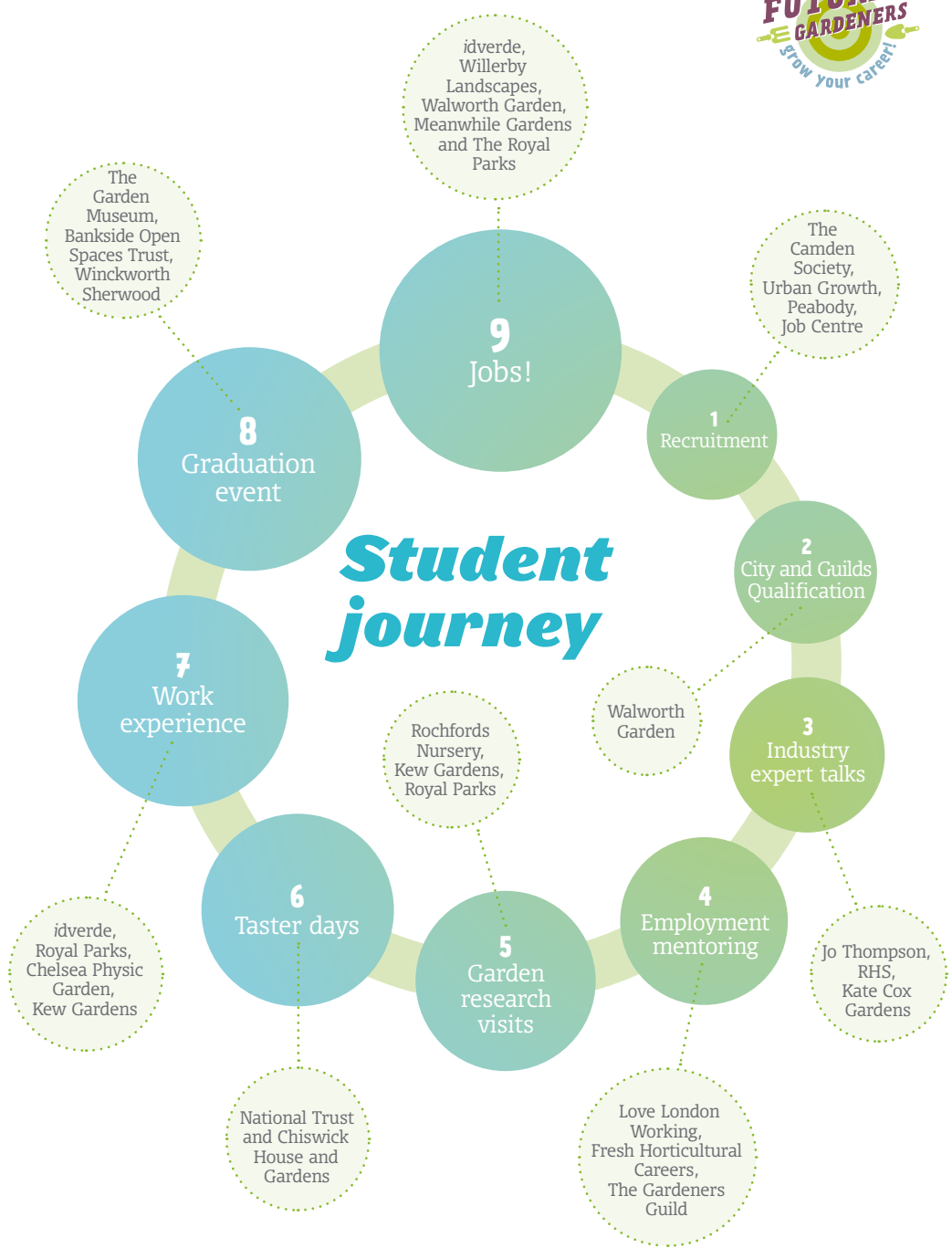
'Both my confidence and ability has increased a lot.'

'A great course with great people.'

'The opportunity has been invaluable.'

'Thank you, it's been amazing.'

Student journey



The programme

1. City and Guilds Level 2 Diploma in Practical Horticulture

Walworth Garden teach the City and Guilds element of Future Gardeners. This covers:

- 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

At Bankside Open Spaces Trust, with Project Manager, Louisa Mansfield, the students learn the theory and practice of:

- General garden maintenance at local community gardens
- Identifying weeds
- Identification of trees in the local area
- Planting and designing a new garden
- Mulching borders and raised beds
- Preparing soil for planting with local Business Improvement District, Better Bankside
- Planting seasonal bulbs
- Maintenance work
- Garden photography with workshops run by Garden World Images



FG6 planting in Waterloo Millennium Green on a cold February day.



'A great balance of practical work, studying and career progression.'

FG5 Mulching the beds at Mint Street Park.

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
- **John Parker**, Senior Technical Officer, Arboricultural Association
- **Tyrone McGlinchey**, Managing Director, Garden World Images
- **Jo Thompson**, Jo Thompson Landscapes
- **Chris Moncrieff**, Head of Horticultural Relations, Royal Horticultural Society
- **Kate Cox**, Kate Cox Garden Design and Consultation
- **Gary Edwards**, Founder, The Gardeners Guild
- **Andy Robinson**, Community Development Manager, idverde
- **Andrew Maskell and Simon Lewis**, Grosvenor Britain & Ireland



FG5 With John Parker, Senior Technical Officer, Arboricultural Association.

3. Employment mentoring

We continued our partnership with Shaun O'Regan, employment advisor from Love London Working, who has been supporting the Future Gardener trainees since the inception of the course.

Shaun came to meet all the students at the start and end of each course. All trainees had face-to-face meetings with Shaun 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 get their Construction Skills Certification Scheme (CSCS) cards thanks to the support of the Southwark Construction Skills Centre in Elephant Park. This certification teaches the students about health and safety on construction sites and is a positive addition to their CVs.

Gary Edwards from The Gardeners Guild gave the students an in depth look at how to set up your own garden maintenance company and explained the benefits and support that the Guild can give to gardeners starting out in the industry.



4. Garden research visits

Visits were made to Lambeth Palace, Royal Botanical Gardens Kew and the Royal Parks' Hyde Park Nursery. We also visited both RHS Chelsea and Hampton Court Flower Shows.



FG5 Ash and Khalid at Southwark Peace Garden, a new garden the students helped to design the planting scheme for.



FG6 enjoying Lambeth Palace.



Julia Perry (second from left) at the *Battlefields to Butterflies* garden at Hampton Court Garden Festival 2019.

Student Julia Perry from Future Gardeners 4 wrote the following about her experience of being a volunteer warden at the *Battlefields to Butterflies* garden at the RHS Hampton Court Flower Show in the summer of 2019.

“Receiving an invitation to attend two days at Hampton Court Palace Flower Show felt like being gifted a winning horticultural lottery ticket!

“On arrival at the show, members of the Royal Parks Guild and Historic Royal Palaces greeted us and we received an explanation of the ‘Battlefields to Butterflies’ garden, which we would be representing as stewards, in detail. Then we were met at the garden by designers Mark Gregory and Dave

Ivison, who talked us through the various elements of the garden including historical highlights such as the original barbed wire posts from the Somme. It was fascinating to hear about the design process.

“It was an intense and enjoyable day and I felt privileged to be helping towards the project in some small way as a volunteer. Several days later, we travelled back to Hampton Court and proudly spent the day with a great team of volunteer stewards assisting and informing the public. I watched people moved by the garden, reflective of our history, of the freedom we now have, of the power of evocative garden design and by the wonder of nature.”

5. Work taster days

This year we were delighted to partner with the National Trust at Morden Hall and had some great days exploring the rose garden and learning more about the site. All three courses visited and students undertook different tasks depending on the season, supervised by Trust gardener Emily. Groups received a short history of the garden before getting to work, we always ended up at the garden centre at the end of the day!

Future Gardeners 4 went to visit Rochfords Nursery in Hertfordshire where were shown round by Kerry and were soon put to work using the potting machine. The students learnt about running a commercial nursery and were thrilled to be able to each take a plant home at the end of the day.

Future Gardeners 6 visited Chiswick House where we learnt about the Asian hornet and worked for a day with the regular volunteers.

All the courses went out and helped garden in the local community in London's SE1.



'I have gained a lot from the course, it's improved my knowledge of plants and boosted my confidence.'

Lynn, FG4, amongst the roses at Morden Hall.




FG4 in the Garden Centre at Morden Hall.



FG4 being shown how to use the potting machine at Rochfords Nursery.



FG4 at the end of the day at Rochfords Nursery with plants to take home!



'This course re-inspired my interest in work and as a result I actually got a job out of it which is a massive step forward in achieving the things I want to achieve.'



Cornus replanting at Hatfields, a local community garden, with FG5.



FG6 at Helen Gladstone House, local community garden.

6. Work experience

The work experience element of the course has expanded to give students a variety of different horticultural experiences across London. Across the year students spent two weeks working with teams at Walworth Garden, idverde, Hyde Park Nursery, Greenwich Park, Chelsea Physic Garden, Royal Botanic Gardens Kew, Willerby Landscapes, Grosvenor Britain & Ireland and The West Way Trust.



FG6 on work experience at Burgess Park.



Ash (FG5) learning to use the strimmer on work experience at Burgess Park.



FG6 work experience at Hyde Park Nursery.



Students from FG5 weeding at Royal Botanical Gardens Kew.

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 Jeremy Storey-Walker, Director of The Landscape Show; Jake Tibbits, City of London; Arit Anderson, Gardeners World; and Manoj Malde, Couture Gardens.



Joshua FG4 receiving his certificate at his graduation event held at Red Cross Garden.

‘Thank you so much for this opportunity, it has been invaluable, really enjoyable and I will miss it!’



Students celebrating after FG5 Graduation at The Garden Museum.

‘Future Gardeners course has put me on a horticultural journey.’



FG6 Graduation at Winkworth Sherwood.

Publicity

For the first time we had a stand at the Landscape Show where we met lots of interesting people and spread the word about Future Gardeners. BOST staff and former students engaged visitors and stand holders in the course and made contact with many organisations and individuals interested in offering work experience or jobs.



At The Landscape Show 2018.



The Future Gardeners graduates with project Manager Louisa Mansfield (fourth from right) and Gardeners' Company Past Master Paul Rochford (fifth from right).

THE GARDENERS OF THE FUTURE

Eleven more enthusiastic new Future Gardeners have graduated from the special courses run by Bankside Open Spaces Trust, supported by the Gardeners' Company.

The scheme delivers horticultural training to people, most from Southwark and surrounding boroughs, who would not otherwise be able to access it. Many are long-term unemployed or have faced other serious challenges such as mental health issues. Future Gardeners exists to boost people's confidence and skills, and to give them training and employment opportunities.

Seventy two per cent of horticultural businesses say they struggle to find skilled workers, with 10% of vacancies taking a year to fill (Horticulture Matters, 2014). The industry is worth \$9 billion to the UK economy so getting people into this area of work is vital.

Future Gardeners work towards a City and Guilds qualification, receive talks from people in the industry and help with job applications. Horticulture is a wide and varied sector and the scheme is not simply about growing gardeners but also grounds people, landscapers, nursery workers and parks and heritage garden keepers to name but a few roles.

One course participant said: "I'm very glad I had the opportunity to participate and complete it. It is a boost to my confidence and gave me purpose and reason, motivation to continue and improve".



Ravensingham Hall, home of Sir Nicholas Bacon

www.gardenerscompany.org.uk

THE BIG SKIES OF NORTH NORFOLK

Master David Green's penultimate outing was to North Norfolk in June. Fiona Garnett reports

The way to first experience Norfolk is to stay on the North Coast, famous for its big skies and sandy beaches. The Company lodged at the comfortable Victoria Inn at the entrance to the Holkam Estate near Wells-next-the-Sea.

The inn is in the local style in 1837 and constructed of flint. It has a view towards the sea and is now a comfortable

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The Spade magazine – Autumn 2018.

Case study

Peter Roake took part in Future Gardeners 4, as part of his course he undertook work experience at Walworth Garden and was then offered a job at the same place. Before taking part in Future Gardeners, Peter had been out of work having battled a drug addiction. The course came along at the right time, Peter was healthy and ready to make a change, he says:

"Future Gardeners was brilliant. It inspired me, it connected me.

"I couldn't have afforded a formal course. The course led to this job. It helped me. I mean I was already in recovery, on the road to rebuilding my life. But without sounding melodramatic, without the course I might have wondered what to do. I might have got another couriership job and then within a few months I might have relapsed. This course came at the right time.

"I just think gardening is a brilliant thing not just for mental illness but for recovery. I found there was a bit of support when you are getting clean. But I never had trouble stopping drugs, getting off drugs, my problems always been staying off them. This is the longest, I'm over two years now. And it's worked for me. Most definitely.



Peter Roake at work in Walworth Garden.

"It was lovely phoning up the Benefits system and cancelling. That was really nice, she was like 'so you want to stop your claim? And I was like 'Yes I do!'"

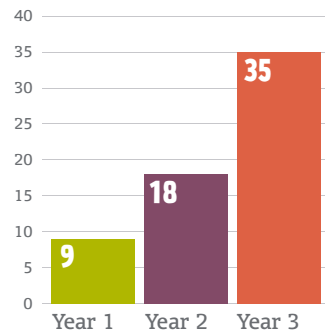
'I couldn't have afforded a formal course. The course led to this job. It helped me.'

Success of Future Gardeners

In the first three years of the programme there have been 62 Future Gardener trainees across six courses with an overall completion rate of 81%. The number of trainees going through the programme has increased year on year and is set to further increase across the final two years with 42 projected in year four and 48 in year five.

Out of the 31 students that completed the programme in its third year 74% are now in employment in the horticulture industry. This is a key indicator that the scheme works and that at the end of the programme the students have both the knowledge and the confidence to enter the workforce.

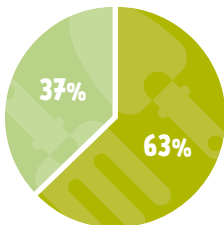
Number of Future Gardener trainees



'Both my confidence and ability has increased a lot.'

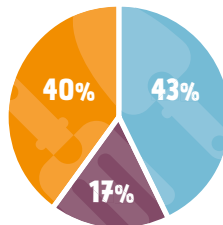
Demographics for year three students

Gender of third year Future Gardeners



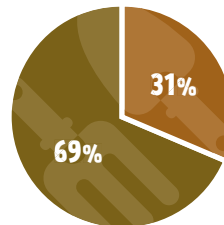
- Male: 22
- Female: 13

Nationality of third year Future Gardeners



- British: 15
- White European: 6
- BAME: 14

With/without disability/health issue



- With disability/health issue: 11
- Without disability/health issue: 24

Aims for Future Gardeners

After the success of our first three years, we want to develop and run the course for another two years. To do this we need to generate further funding of £25,000 per annum. Our targets and impact for these two years are as follows.

- **Running three Future Gardener courses per year** with 12 participants per course in year four and increasing to 16 per course in year five, a total of 84 students
- **Help 58** (assuming 70% success rate) former long term unemployed people to find paid employment in the horticulture industry
- **84 students gain the skills** necessary to access employment, including interview skills and CV writing
- **One to one career mentoring** with exposure to different aspects of the horticulture industry
- **Work in partnership** with organisations in the field, currently more than 30 organisations are involved

'I found a way out of a hole and back into the world of employment and am now reaping the benefits and moving towards goals, of which I previously lacked the confidence to believe I could get to.'

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 the 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. 1977

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 give them the space, time and help they need.

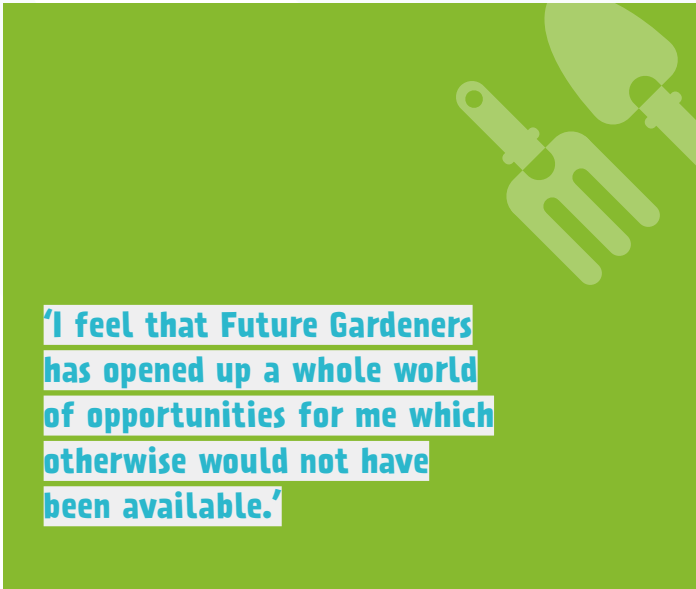


Our partners



Can you help?

The project requires funding for the remaining two years. 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**.



'I feel that Future Gardeners has opened up a whole world of opportunities for me which otherwise would not have been available.'



FG4 Community gardening at The Tabard Centre.



FG4 learning about lawnmowers at Morden Hall.



BANKSIDE 
open spaces trust

www.bost.org.uk

Bankside Open Spaces Trust,
Red Cross Garden, 50 Redcross Way, London SE1 1HA. Charity reg 1085454.