



Louisa Mansfield
Project Manager
Year ending
March 2018

The second year



Worshipful
Company
of Gardeners

BANKSIDE 
open spaces trust

Looking for work?

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**FREE
6 week
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training
course**

**Like being outdoors?
Get a job in horticulture!**

Find out more

Promotional material to launch Future Gardeners.

Cover photos:

Our second and third groups of Future Gardeners (FG2 and FG3)

Foreword

The second year of Future Gardeners has been a great success with two cohorts of trainees each going through a 10 week course.

The trainees have come from a variety of backgrounds – long term unemployment, mental health needs and other issues have meant that they have had fewer opportunities in the past. The courses were based at Bankside Open Spaces Trust headquarters in Red Cross Garden and consisted of working towards a City and Guilds qualification, talks from people in the industry and help with job applications. I was very happy to be a part of the graduation of Future Gardeners 2 and was impressed by the trainee’s enthusiasm. I have all the confidence that they will help with the current shortage of applicants across the horticultural industry in the UK at the moment.



Sir David Green

Sir David Green CB QC, Immediate Past Master, 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 the Future Gardeners scheme?

Developed by prominent organisations in the industry, including The Worshipful Company of Gardeners, Bankside Open Spaces Trust (BOST), The Royal Parks Guild, Walworth Garden Farm and idverde, 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 need for Future Gardeners

- **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). Although many people associate a career in horticulture only with gardening, opportunities in the sector are varied, and include arboriculture, working in nurseries and garden centres, maintaining sports facilities, landscaping, monitoring wildlife, and managing parks and heritage gardens. Horticulture contributes £9 billion to the UK economy every year so there are sound economic reasons to address this 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. 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.

Outline of the Future Gardeners programme

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 BOST community parks and gardens
- **Work experience** with horticultural industry leaders including idverde, Kew Gardens, Grosvenor Estates and Chelsea Physic Garden
- **Taster days and networking with outside organisations** in the horticultural sector: National Rose Society, Chiswick House and Gardens, Kew Gardens, Neo Bankside and CSJ Plants
- **Industry expert talks** where speakers from the trade come to speak to the students at Red Cross Garden about their careers
- **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

Impact of the second year of the Future Gardeners programme

Two courses ran over the second financial year of the Future Gardeners programme.

Impact of the second Future Gardener course (FG2)

Kit went on to full time employment in garden maintenance with Walworth Garden.

Fong went on to employment at a garden centre in Richmond.

Roses secured a part-time traineeship with Hackney Herbal.

Martin went on to further study with the Walworth Garden for a City and Guilds Diploma in Practical Horticulture.

Richard went back to previous employment with a view to moving to gardening in the future.

Dennis dropped out of the course due to ill health.

Karl went on to contract gardening work with Fresh Horticultural Careers.

Helen is working on her own garden and learning to drive to help her future career prospects.

Impact of the third Future Gardener course (FG3)

James went to full time work with Gavin Jones.

Jasmine and **Dennis** went into contracting work with Fresh Horticultural Careers.

Jerome continued volunteering with BOST.

Daniel went into part-time ad hoc garden maintenance work with a view to applying for apprenticeships with employers such as Kew Gardens.

Kat continued volunteering and signed up to look for work with Fresh Horticultural Careers.

John continued to volunteer at Grosvenor Estates where he enjoyed his work experience and is looking for full time work.

The remainder didn't complete the course due to personal circumstances.

Student feedback from Future Gardeners 2 and 3

'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...'

'...everything was adjusted to the student's needs.'

'I've enjoyed the time spent and met some very interesting and knowledgeable people.'

'Good fun and hard work!'

'Such a fabulous opportunity for me, thank you!'

'10/10, enjoying every moment!'

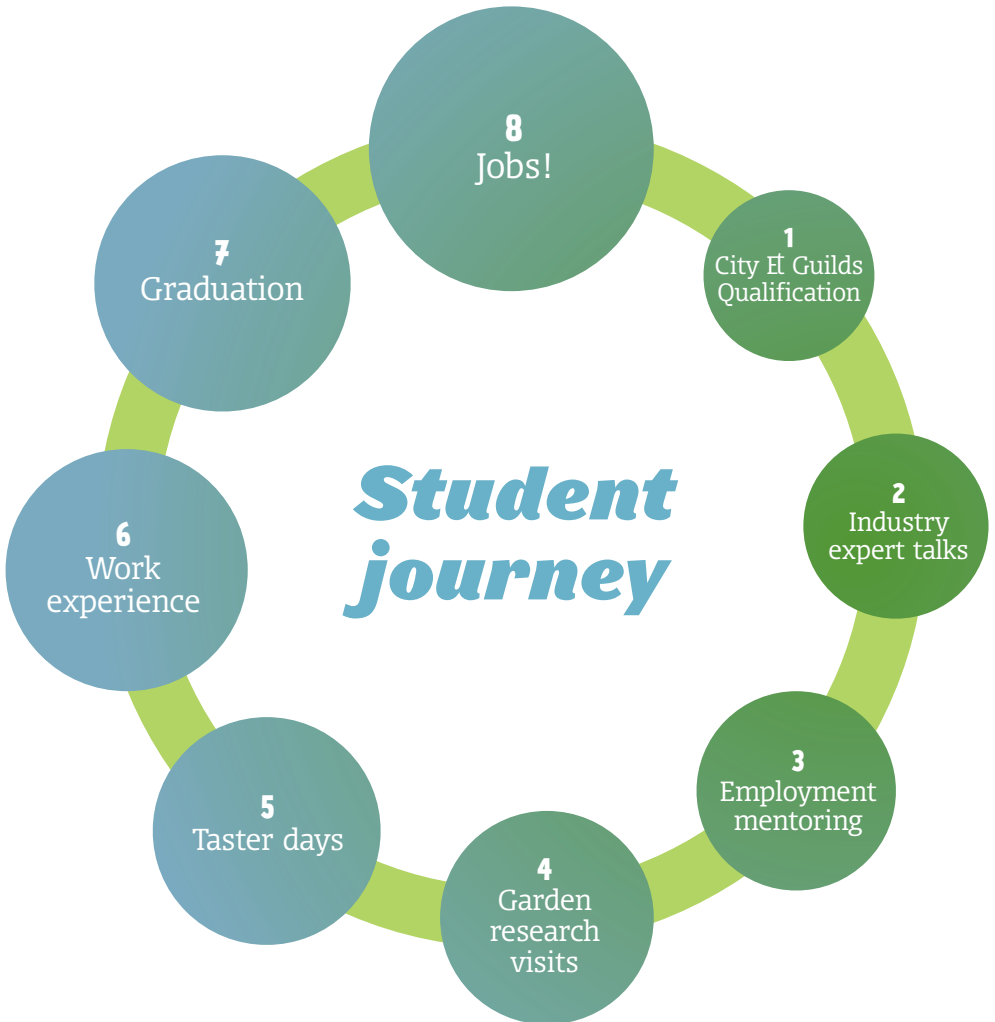
'Enjoyable classroom experience, like school but more fun!'

'Tutoring is very informative and the group I have been placed with are a great group.'

'Have thoroughly enjoyed it!'

'Well structured, well-paced. Good balance of practical and theory and visitors.'

'Very good training programme.'



'Such a fabulous opportunity for me, thank you!'

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:

- Planting container grown ferns at Mint street
- Removal of overgrown ivy on Union street in collaboration with Better Bankside
- Lawn maintenance at Red Cross Garden
- Mulching at Gambia Street and Red Cross Gardens in collaboration with Better Bankside
- General garden maintenance at a local estate – Helen Gladstone House
- Bulb planting across Bankside Open Spaces Trust gardens
- Risk Assessment at Red Cross Gardens
- General garden maintenance at local sheltered accommodation, Lucy Brown House
- Mulching and composting at Red Cross Gardens
- Planting container grown plants at Little Dorritt Park



FG3 carrying out a Risk Assessment of Red Cross Gardens

‘Very well organised at Red Cross Garden.’



FG3 Gardening at Lucy Brown House



Bulb planting with
FG2 at Webber Street

**'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...'**





FG2 with ferns ready for planting at Mint Street Park



FG2 Fern planting at Mint Street Park



FG2 Ivy pruning,
Union Street



FG2 Mulching tree
pits on Webber Street
with Better Bankside
Urban Gardener,
Georgia



FG2 at Helen
Gladstone House

**'Tutoring is very
informative and the
group I have been
placed with are
a great group.'**





FG3 at Lucy Brown House



Mulching at Red Cross FG3

2. Industry expert talks

Speakers from the trade volunteered to come and talk about their own careers and to give students the opportunity of finding out about many aspects of horticulture. The speakers were:

- Shaun O'Regan, 'Love London Working' Employment Advisor
- Georgia Smith, Urban Gardener, Better Bankside
- Andrew Robinson, Community Development Manager, idverde
- Kenny Raybould, Head Gardener at Neo Bankside
- Anthony Facey, Young Board Director, Institute of Groundsmen
- Darren, Tree Surgeon, Love Trees
- Katharine Wills, Garden Designer, Katharine Wills Garden Design
- Richard Bennett, Fresh Hort Careers
- Ian Mould, Head Gardener at Potters Fields, Gavin Jones Landscaping
- Lucy Attais, Group Head, OCS, St. James's Park
- Paul Rochford, Immediate Past Master, Worshipful Company of Gardeners



FG2 With Darren, Tree Surgeon, Love Trees

3. *Employment mentoring*

There were meetings with Shaun O'Reilly, an 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.

Richard Bennett 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.



4. Garden research visits

Visits were made to Kew Gardens, Crossbones Garden, CSJ Plant Nursery and Neo Bankside. This widened the student's knowledge of horticulture and gave them a chance to see what others are doing in the field.



FG2 Visit CSJ Nursery
in Eltham

'I've enjoyed the time spent and met some very interesting and knowledgeable people.'



FG2 at Neo Bankside
with Head Gardener
Kenny Raybould



Tour of Kew Gardens
with Head of
Horticulture
Richard Barley

5. *Work taster days*

Both groups had a one day visit to Chiswick House and Gardens to get a feel for what it would be like to work in one of the earliest English landscape gardens. The students undertook some hands on work, this was followed by a short talk by the head gardener with the chance for questions afterwards.

‘Good fun and hard work!’



FG2 Pruning Wisteria at Chiswick House



Kat cleaning camellias
at Chiswick House



FG3 learning how to
use the wood chipper
at Chiswick house

6. Work experience

All trainees from FG2 had the opportunity to participate in two weeks work experience with idverde – a large landscape contracting firm who are contracted by Southwark council to look after all green spaces in the borough.

This key opportunity came through our relationship with both Alistair Bayford and Andrew Robinson of idverde who have been great

supporters of Future Gardeners since the start of the scheme. This time round the students worked across Burgess Park, Dulwich Park, Peckham Rye and Geraldine Mary Harmsworth park.

The work experience for FG3 was extended to also include Grosvenor Estates, Kew Gardens and The Chelsea Physic Garden.



Dennis (FG3) at Burgess Park on work experience with ex-Future Gardener Editia who now works for idverde.

'Well structured, well-paced. Good balance of practical and theory and visitors.'



John (FG3) at Chester Square on work experience with Grosvenor Estates

A graduation event was held for both Future Gardeners 2 and 3 at the law offices of Winckworth Sherwood in London Bridge.

Students achievements

**‘Enjoyable classroom experience,
like school but more fun!’**



FG2 Graduation



FG3 at graduation with Paul Rochford



FG3 trainees celebrating the success of their course

Press coverage



Gardening

Grosvenor has joined forces with the Bankside Open Spaces Trust to offer work placements to budding gardeners on the Belgravia and Mayfair estate. Cally Squires finds out more

Planting a seed

In February Grosvenor's gardening team welcomed John Cumminskey from the Bankside Open Spaces Trust's future gardener scheme onto the estate for a two-week work placement.

"It's a 10-week course in total and this is the practical work experience element," said John. "I'm part of the third group coming through the scheme, which started three years ago."

During the fortnight John worked across Belgrave Square, Eaton Square, Chester Square and also up in Mayfair. "I've seen different styles and types of gardens and done a variety of work, from digging up beds here in Eaton Square, to pruning wood in Belgrave Square and preparing lawns for seeding in Chester Square. Even though you're in central London you get lost working in the garden and could be anywhere."

Having previously worked in the building trade prior to a period of unemployment, John said that when he saw the chance of the future gardeners scheme, "I thought, 'Why not try something different?' Especially as I've always liked the outdoors."

"Before I started, my garden knowledge wasn't so much knowledge, it was more enthusiasm. But everything I've done here, the guys have taken me through it step by step, so I've picked up a lot."

"With gardening, everyone I've met says it's not just a job, they do have a passion for it. And not just for the gardening, but for the environment in general. You have to care about the environment we live in, now more so than ever."

As John points out, "Gardening is very beneficial for people with mental health problems. You come out into a different environment with different textures and



smells and it really helps people on all levels."

His favourite memories have been of pruning in Belgrave Square and he's keen to come back if an opportunity arises, or even to do some voluntary work in the gardens in the future. "The team here have made me feel really welcome, and I'll be sorry to go when I finish."

Grosvenor gardener Brett Donmall has been working with John, and sings his praises. "You can tell John has got passion. I noticed him storing the labels in his back pocket, which is great for doing research

later on, so he's already showing good practical knowledge."

"We've always had two or three people come and join us every year on work experience, but we've never had anyone volunteer for a long period of time, and I think that's something perhaps we should be thinking about for the future."

"Horticulture is a bit of a dying trade, so if it brings life to the sector then that's a good thing."

For more information on the future gardener scheme, visit bost.org.uk



Of particular interest to Gardeners this year is the fact that one of the lay candidates is Liz Green who, while not a Gardener, is the granddaughter of Past Master Donald Byford who presented the Byford Bowl (which graces the top table at Company banquets) to the Company and whose candidacy has the benefit of being supported by Past Master Bill Fraser as her Election Agent.

Common Hall is usually followed by the opportunity to join a lunch at a livery hall – details will come from the Clerk in due course.

Report by Mary Cole-Adams



Future Gardener Kit Tillman with the Master.

The scheme has been running for two years and currently offers three programmes per year. Of the most recent intake, Kit Tillman, 27, who before the course was unemployed, has already started a job in garden maintenance at Walworth Gardens.

Last year two students took up full-time work in grounds maintenance with landscape gardening firm iverdree and another became a self-employed gardener with some of the others going on to further training within the horticultural industry.

This group of participants could not be more thrilled with the exciting opportunities the free course has offered them. Richard Brookes, 46, said: "I just like being outdoors, which is something I've realised over a long period. I look to combine my marketing qualifications with gardening, without working in an office".

The Worshipful Company of Gardeners is one of 18 Livery Companies represented on C&G's Council by virtue of being the highest donating Livery Companies over a five year period.

A HELPING HAND INTO HORTICULTURE

Eight more budding gardeners have been given a helping hand into horticulture by the Company's Future Gardeners scheme.

The free courses are aimed at those most in need: the long-term unemployed; people with learning needs and disabilities and those who can't afford other horticultural training. It combines practical skills, work experience and networking to prepare students for entry level horticulture jobs or further training.

The 10-week programme – a collaboration between Bankside Open Spaces Trust (BOST), the Worshipful Company of Gardeners, the Royal Parks Guild and Walworth Gardens – culminated in October with a graduation ceremony at Minerva House.

The speakers at the event included Tim Richardson, author and director/founder of the Chelsea Fringe Festival and Tim Wood, chair of BOST. The smiling participants were awarded a City & Guilds qualification in Practical Horticulture Level 2 by the Master, David Green.

www.gardenerscompany.org.uk

The Spade magazine – Spring 2018

Case study

Following his recent success in working towards a level 2 in Practical Horticulture, Dennis Williamson can now imagine a bright future for himself as a self-employed maintenance gardener and designer.

When it comes to plants and planting design, and with a nod towards his Jamaican heritage, Dennis has a love of the lush and exotic. He has a keen interest in experimenting and combining an exotic plant palette and seeing how that could work in an English border. With a knowledge and understanding of the unusual, Dennis can imagine creating borders filled with an eclectic mix of traditional cottage-style plants, together with Jamaican edibles. Who knows the design limits of such experimentation?

After losing his job, and with a young family to support, Dennis was struggling to find a new position. He had been doing building maintenance and cleaning work but was drawn to working outdoors.



Dennis

'I could see a natural extension there, and always felt that the gardens were far more neglected than the houses I was working in' states Dennis.

Speaking to Dennis, and getting feedback from him about how his involvement with BOST has been, he is full of confidence, with a complimentary glow about his entire experience. He speaks of how the course has led him to purchase many gardening books: charity shops have furnished him with

Case study: Dennis Williamson

many plant books and RHS encyclopaedias. His thirst for horticultural knowledge is both obvious and engaging. Asked what he most enjoyed about his time at BOST, Dennis cites the many practical working experiences he engaged in, along with *'the very stimulating learning environment'* of the course itself. As he says, *'Latin names, though daunting at first, simply opened my eyes to the whole world of plants, their history and where they come from.'* As mentioned by other BOST students, Dennis also remains grateful for the *'eclectic mix of people'* he met on the course.

They have provided him with a large network of contacts – gardening folk he may well call upon in the future.

With regards his future horticultural career and asked what his next steps might be, Dennis seems motivated to do good work, with good people.

His intentions are great, *'I simply want to learn the correct way to look after plants; I don't want to make mistakes! I want to be able to serve clients, giving them the best service and the best advice possible'*. As a result, he also wants to continue his horticultural studies, hoping to take his learning further.

Grateful for his time at BOST, and for the practical and educational opportunities it gave him, Dennis' future appears to be going in a very horticultural direction. A truly keen and motivated Future Gardener.

UPDATE: *Since this piece was written Dennis has now found full time employment with Gavin Jones on their mobile team and he is now in the position to hire another employee – who hopefully will be another Future Gardener!*

Aims for Future Gardeners

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

- **Run three Future Gardener** courses per year with 10 participants per course over a further three years enabling a further 90 people to benefit from the course
- **Enable 68** (assuming 75% success rate) former long term unemployed people to get into paid employment in the horticulture industry
- **Provide 90 students with the skills** necessary to access employment, including interview tips and CV workshops using an independent career specialist
- **Mock employment interviews** with idverde, to help students prepare themselves for a new career
- **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 20 organisations are currently involved

'10/10, enjoying every moment!'

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

Founded in 2000, the aim of Bankside Open Spaces Trust (BOST) is to support, involve and inspire people in Southwark and Lambeth to create, enjoy and care for inspiring green places. Last year BOST worked with over 500 volunteers to manage and develop 15 parks and 12 community gardens. BOST runs projects which: work with homeless people to assist in rehabilitating them back into mainstream society; work with vulnerable adults to reduce social isolation and build self-confidence; give children in cramped housing the chance to play and engage with nature; help communities on estates grow food; and create sports facilities used by schools and families to improve health and confidence.



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.



Roots and Shoots

Roots and Shoots provides vocational training for young people from the inner city, mainly from the London boroughs of Lambeth and Southwark, in horticulture, retail, floristry and functional skills. We aim to give them the skills and self-confidence that will equip them for work. Every trainee who attends Roots and Shoots can expect a programme tailored to their individual learning needs and employment goals. The charity was set up in 1982 by Linda Phillips, who is still the Director, to help young people from Lambeth and Southwark prepare for the world of work. Up to twenty 16-19 year olds who have had difficulty coping in the traditional educational system spend a year learning with us. Alongside this training we involve local schools and the wider community by establishing our site as an important green space for urban biodiversity.



WALWORTH ³⁰_{Years} GARDEN

Walworth Garden

Walworth Garden is a unique charity dedicated to changing lives through horticulture. Located in the London borough of Southwark it was founded in 1987 when a group of local residents reclaimed a derelict street corner and created a community garden. Open to everyone, our award-winning garden 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, we also provide 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. Our 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 we 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, we give them the space, time and help they need.



Can you help?

The project requires funding for the remaining three 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 / clerk@gardenerscompany.org.uk or call **020 7403 3393**

'Very glad I had the opportunity to participate and complete it. It is a boost to my confidence and gave me purpose and reason...'



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