



HBG
Training Programme

‘Gardeners for the present and the future’

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HBG Training Programme

- Historic & Botanic Garden Training Programme
- Previously Historic & Botanic Garden Bursary Scheme (HBGBS)
- Hosts approx. 20 trainees a year
- 12 month placement in an historic or botanic garden
- Combination of practical and written work



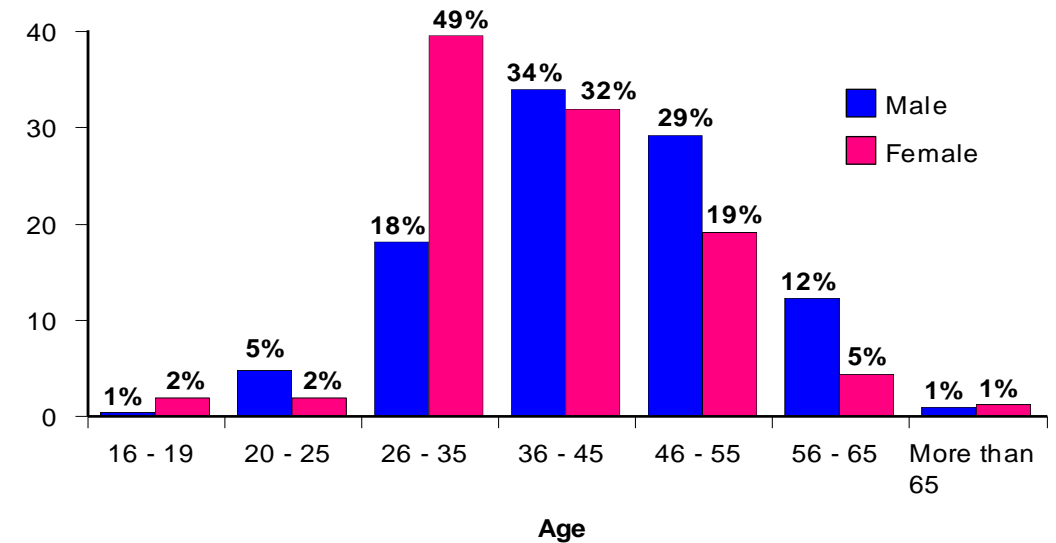
Scheme Background

Why does the scheme exist?

- Compulsory competitive tendering
- Decline in number of apprenticeships
- Aging workforce

Skills Shortage!

Age and gender of individuals entering industry in 2005



Source : Historic and Botanic Gardens Research, E3 Marketing, 2005

Historic & Botanic Garden Bursary Scheme

Objective of the new scheme...

‘The objective of the proposed bursary is to help preserve heritage skills for future generations by ensuring that the current and upcoming generations of gardeners and botanical horticulturalists are thoroughly and deeply educated and trained.’

Partnership of 17

English Heritage, GreenSpace, Institute of Horticulture, Sector Skills Council Lantra, Napaeo, Plant Network, Professional Gardeners Guild, The Corporation of London, The Eden Project, The Historic Houses Association, The Historic Royal Palaces, The National Trust, The National Trust for Scotland, The Royal Botanic Gardens Kew, The Royal Botanic Gardens Edinburgh, The Royal Horticultural Society, The Royal Parks

Scheme Aims

1. Assist in addressing a severe shortage of heritage gardening and botanic skills
2. Harness the potential of the sector to work together to reverse the decline in skills through partnership and networking
3. **Share best practice and learn from excellence**
4. Create an incremental enhancement of sector managers' skills in inclusiveness and diversity

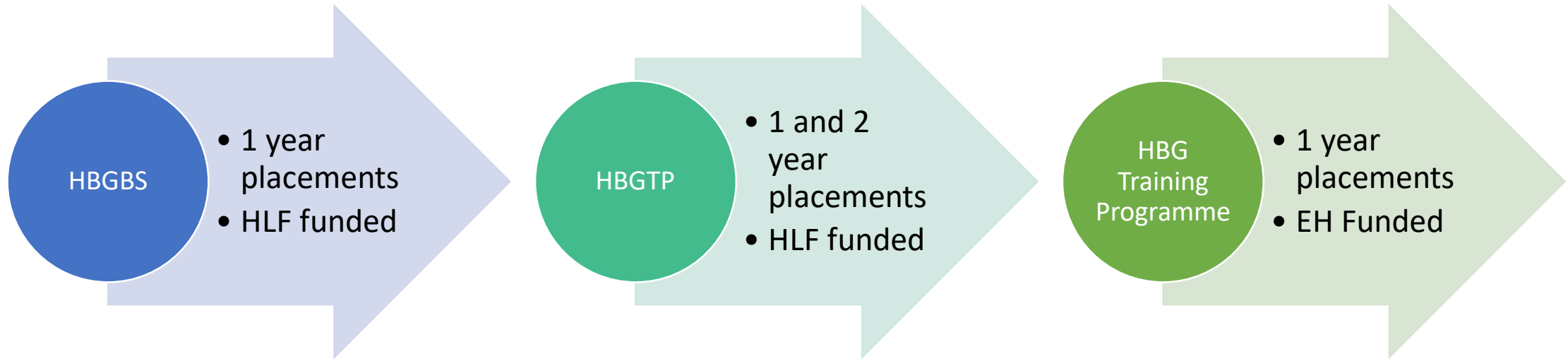
Barriers

Overcoming barriers to involvement

The initial barriers were:

1. Perceptions of low pay, long hours, and difficult working conditions
2. Lack of information about the sector and its career paths and opportunities

Scheme Development



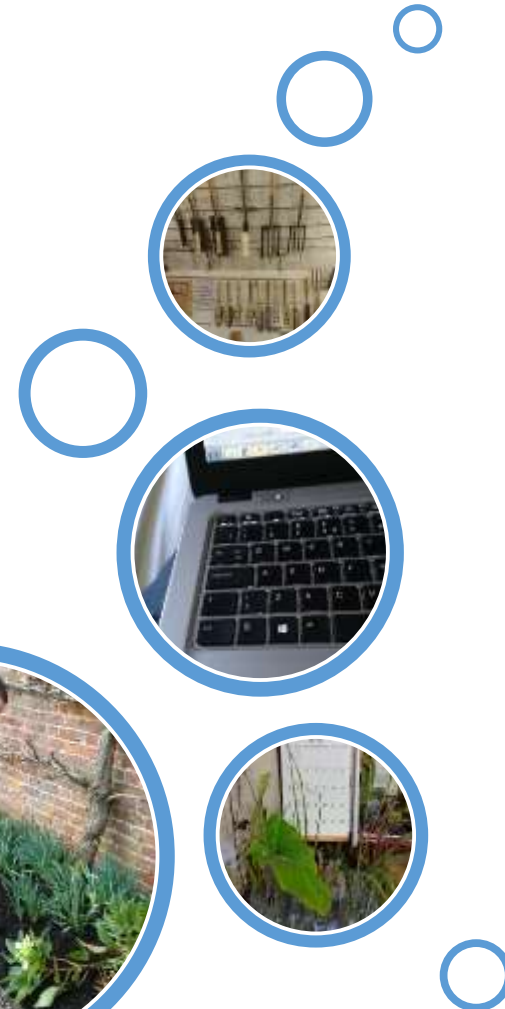
Now **Historic & Botanic Garden Training Programme**

Scheme Training Structure

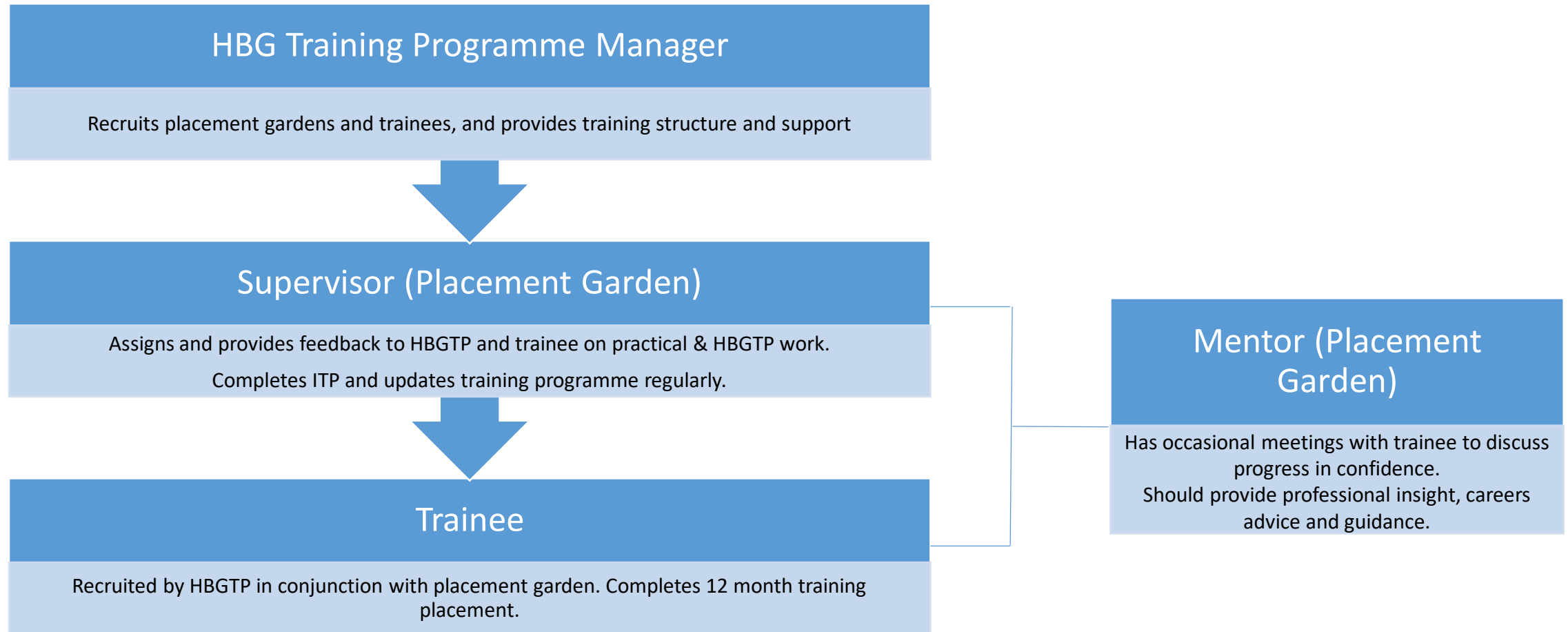
Practical training

PLUS

Written work



Roles & Support



Recruitment

- How we recruit
- Who we recruit
- What our expectations are
- What their expectations are



Placement Gardens

- Recruited July – Dec previous year
- Must meet ‘placement garden criteria’
- Vital to trainee experience
- Provided with a bursary of approximately half trainee salary at National Living Wage (paid direct to PG)
- Must attend train the trainer event

Incredible network!



Trainees

- Recruitment begins in March and is usually complete by the end of June
- Start Sept of that year
- Employed by the Placement Garden
- Work full time (with half a day per week for study) in the garden
- Paid at least National Living Wage
- Supported in both their practical and written studies



Individual Training Plan (ITP)

- Unique to each trainee
- Completed at start of year
- Formed of 4 sections
- Copy held by placement garden and scheme
- Updated throughout placement



Section 1

- Lists trainee & placement garden details
- Key dates



Section 2

- Assesses current stage of development
- Provides training structure
- Explores trainee Interests



Section 3

- Induction details

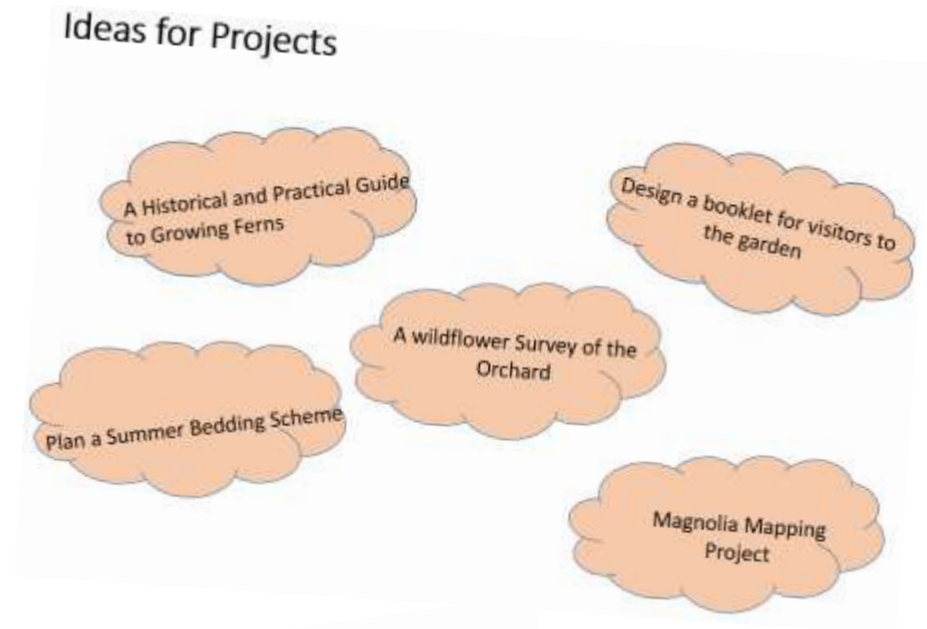


Section 4

- Training programme
- Projects

Written Work

- Scheme Handbook (vital!)
- Projects
- Plant Identification tests
- Daily technical journal
- Written work is uploaded onto Dropbox for scheme review



Technical Journal

21st March, 2015
SPRAYING PEACHES
Duration: all day
Area: Spring Garden
Weather conditions: Mostly sunny

- Peaches in the kitchen garden were sprayed with copper-based fungicide **Caprokalit** fl. against **Peach leaf curl** (*Taphira deformans*). **Wettable** powder formulation containing 50% w/w copper **oxochloride** can be used for control of a wide range of diseases, including downy mildew on hops, blight on potatoes and outdoor tomatoes, leaf spot on celery, apple and pear canker and bacterial canker on cherries and plums.
- The product was mixed into pesticide knapsack sprayer according to concentrations, as stated on product label. 4 litres of solution were then sprayed using fine nozzle, covering well whole peach trees. Ladder was used to prevent inhalation of mist when spraying high above branches. All PPE, including white overall, face shield and nitrile gloves were worn while performing spraying.
- Spraying is best performed in February, or just before the bud break. Spraying may be repeated in autumn at leaf fall.

Observations:

- Peaches in the Peach house have been in flower for last three weeks, and are every day pollinated using a rabbit tail. When pollinating, flowers on each branch are gently tickled with the tail, to aid delivering pollen from stamens onto pistil.



Written Feedback

- **Trainee receives feedback from:**

- **Supervisor:** Verbal and/or written feedback on plant idents (weekly), journal and project (every 4 months)

- **HGTP:** Written feedback from external tutor on plant idents, journal and project (every 4 months)

- **HGTP** receives written feedback from the trainee supervisor every 4 months.

- Feedback is collected from the placement garden and the trainee at the end of placement.

Challenges

- Quality across the garden/s
- Expectation management
- Recruitment
- Funding & resources
- Diversity



Do's and Don'ts

Do

- Include your team
- Be very clear on roles
- Allow 'extra' opportunities
- Collaborate

Don't

- Pick the person with all the skills already
- Expect them to hit the ground running
- Assume everything is fine
- Expect them to have a clear career goal in mind



Destinations

Common question...

Training V. Work

Case study: Louise Ellis, Audley End



Thank you for listening!

