



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together





SUSTAINING AND DEVELOPING THE SKILLS BASE IN CARDIFF'S PARKS SERVICE

JON MAIDMENT

**HEAD OF PARKS, SPORT, HARBOUR AUTHORITY & LEISURE
CARDIFF COUNCIL**



**Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together**



SUSTAINING AND DEVELOPING THE SKILLS BASE IN CARDIFF'S PARKS SERVICE

- About the Service
- Issues and Challenges Faced
- Approach Taken
- What's Been Delivered
- Benefits Derived
- Future Aspirations

Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



CARDIFF COUNCIL'S PARKS SERVICE



- Strategy & Development
- Landscape Design
- Land Management
- Grounds Maintenance
- Arboriculture
- Park Ranger Service (Urban & Community)
- Plant Production Nursery
- Technical Support



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



CARDIFF COUNCIL'S PARKS SERVICE

- 1,600 hectares of POS
- 140 fte
- £5.1 Million Revenue Budget
- Mixed Economy of Provision
- Members of Green Space Wales
- Members of APSE
- Part of the Core Cities Network



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

ISSUES AND CHALLENGES FACED

- Long Periods of Inactivity
- Local Government Act 1988
- Ageing Workforce
- Poor Perception of recognition for the Industry
- Inability to recruit the right people
- Reducing budgets/resources to manage
- Absence of career pathways
- Loss of skills



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

APPROACH TAKEN



- Creation of an Internal Improvement Group
- Development of a Simple Strategy for Introducing a Comprehensive Programme of Apprenticeships & Traineeships
- Commitment to Resource Switching
 - Seasonal Labour Budget
 - Vacancy Provision
- Continuous Challenge
- Develop Relationships with Partner Organisations



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

APPROACH TAKEN Cont.

- A Clear Focus on Quality of Provision
- Make it Special
- Recruit Train & Retain



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

WHATS BEEN DELIVERED

- Parks & Cemeteries Apprenticeship (3yr & 1yr Ext Option)
- Arboriculture Traineeship (2yr & 1yr Ext Option)
- Plant Production Traineeship (2yr & 1yr Ext Option)
- Playground Management Apprenticeship (3yr & 1yr Ext Option)
- Sports & Turf Traineeship (3yr & 1yr Ext Option)



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

WHATS BEEN DELIVERED Cont.



- Trainee Florist (2yr & 1yr Ext Option)
- Creation Of Strategic Partnerships:-
 - Training Providers
 - Royal Horticultural Society
 - Core Cities
 - Twin Cities
 - National Rose Society
 - Mount Stuart Gardens
 - LANTRA



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

BENEFITS DERIVED

- Demonstrated Commitment
- Secured Political And Corporate Buy In
- Achieved Recognition Of Skills Requirement
- Generated Interest
- Reduced Recruitment Time/Costs
- Achieved Excellent Retention Rates
- Enabled Mentor Development



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



BENEFITS DERIVED

- Expansion Of Apprenticeships & Traineeships Into A Wider “People Programme”
- APSE Recognition – Employee And Employer
- Protection Of Service
- Enjoyment!



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together

FUTURE ASPIRATIONS

- Development of New Schemes
 - Landscape Trainee
 - Apprentice Park Ranger
 - Management Trainee
- Development of the Technician Role
- Develop Programme For Aspiring Managers
- Creation of a Training and Development Co-ordinators Role



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together