

Parks and Countryside Career  
development pathways –  
creating a future for parks and  
greenspace staff

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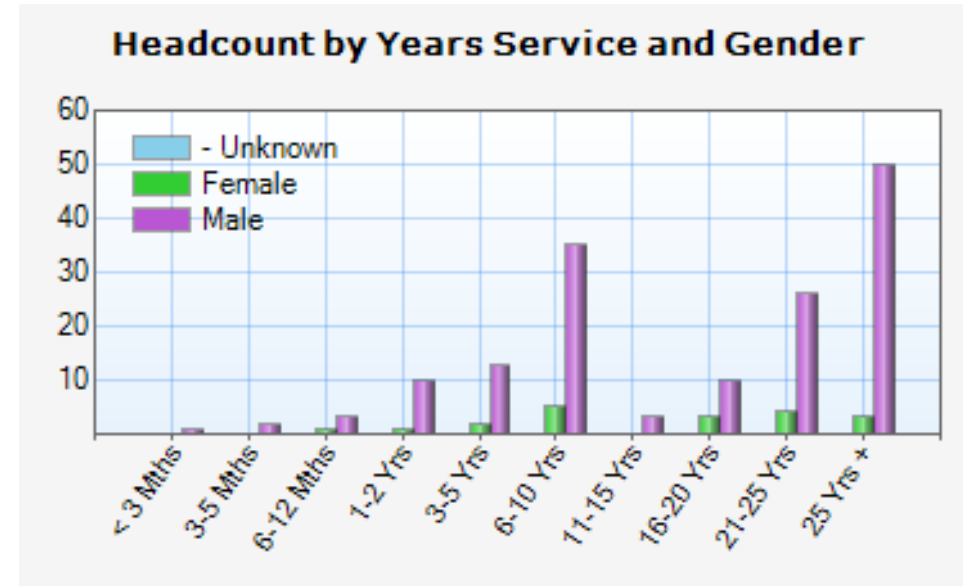
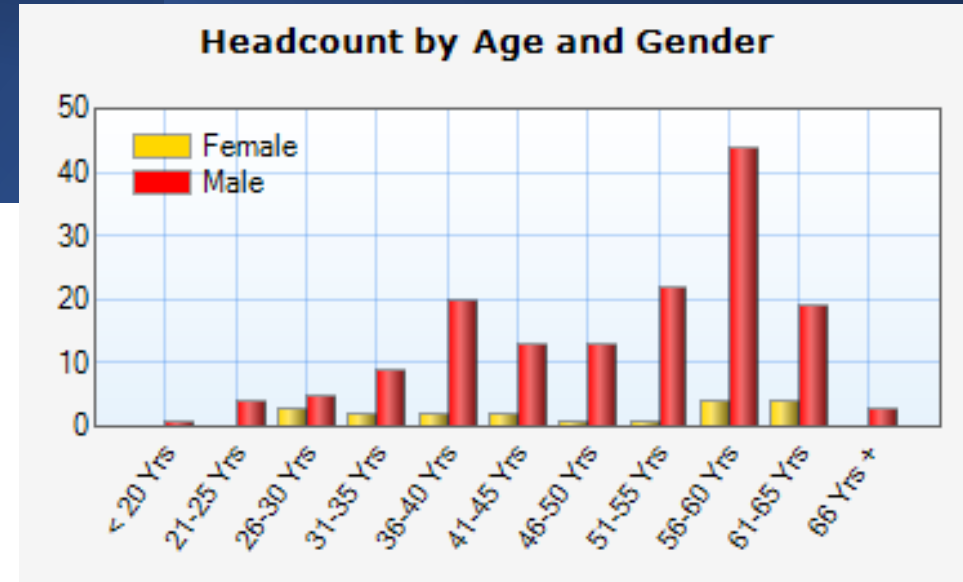
# Background

- ❖ Parks Services are complex, staff need to be able to develop a range of skills to deliver services.
- ❖ Apprenticeships provide an effective route into a Parks Service
- ❖ Training for existing staff tends to focus on:
  - ❖ Health & Safety
  - ❖ Generic training provided to all Council staff
  - ❖ Externally delivered training



# The issue

- ❖ Parks & Countryside Service has an aging workforce
- ❖ Cost of training can be significant
- ❖ Staff identified that there was a lack of opportunities for internal promotion and development



# Career Development Pathways

- ❖ Bespoke programme of in-house short modules
- ❖ Mentoring, tutoring and workplace assignments provided by experienced staff from the Parks and Countryside Service, passing on their knowhow and expertise
- ❖ Assists with succession planning, team working, continuing professional development
- ❖ Helps to achieve the council's values of personal accountability, ambition, and professionalism, putting customers at the heart of everything we do.



# Career Development Pathways - example

**Aspiring Parks Team Leader** - a structured 10 week introduction to the work of a Parks Team, focuses on leadership and is made up of both training and structured work, including:-

- ❖ Modules in CPD, Human Resource Management, Procurement, Health & Safety, Customer Relationship Management, and the use of IT Systems
- ❖ Modules on aspects of Parks & Countryside including Habitat management (woodland, heathland, grassland, coastal, wetland/ponds), Fine turf (golf and bowls), Cemeteries, playgrounds, allotments, working with and leading volunteers, achieving agreed standards (Green Flag)



# Outcomes and Future Targets & Goals

- ❖ Career Development Pathways have been important in sharing knowledge across the service.
- ❖ Acted as a starting point for further research and study for staff
- ❖ Assisted in preparing staff for their next career steps

*“I think it is brilliant that the current knowledge and expertise of staff is being shared through this programme. With each module I am learning new skills that are improving my current working practice and gaining knowledge that will support my career development.”*

**Aspiring Parks Team Leader - Cohort Member**



# Questions

