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Green space skills
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Commission for Architecture and the Built Environment
The government's advisor on architecture, urban design and public space



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aiming to bring excellence to the design and management of public spaces in our towns and cities

A green space skills crisis



Training budgets on average only 0.94% of total staff budgets or £160 per person per year

68% of authorities said a lack of skills in horticulture was affecting overall service delivery

54% rated green space career prospects as poor or non-existent

68% of the workforce over 40

91% shortages in the required supply of landscape architects by 2012

60% of staff have been in the same post for more than 10 years



Little ethnic diversity and the proportion of women working in the sector is only around 10%

Skills to grow




1. Increase awareness of sector
2. Improve entry and career structures
3. Improve quality of training
4. Improve management and leadership skills
5. Increase overall investment in skills
6. Build capacity for joined up working
7. **Build a better evidence base**

Green space skills 2009

- Telephone survey of 1075 green space employers involved in planning, design and management of public green spaces
- Includes public, private and third sector employers
- Establishes labour market information including size and scope of sector, skill gaps and shortages and identifies the priority skills required in the sector

Survey findings: size of the sector




Figure 1: Proportion of green space sector by number of organisations





Figure 2: Proportion of green space sector by number of employees

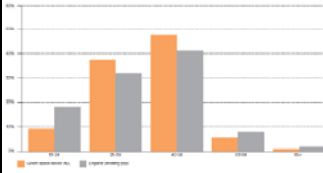


- **15,000 organisations** employing 121,000 people
- **Public sector is only 6.6% of the organisations but 50% of the employees**
- **Private sector is 86% of the organisations but only 40% of the employees**

Survey findings: shape of the sector



Figure 7: Age profile of employees in green space organisations compared with England working population

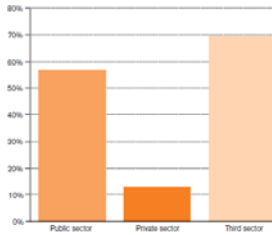


- An ageing workforce with few young people (only 8.9% 16-24 year olds compared with 17.8% in the working population)
- 71% male
- Lack of ethnic diversity with 96.8% white (compared with 86% white in England population)

Survey findings: who carries out green space work?



Figure 9: Percentage of land owners contracting out green space work



- Public sector organisations employ on average around 70 people
- Over 50% of the public sector contracts out their green space work
- Public sector organisations use on average the equivalent of 3 full-time posts in volunteer labour per year

Actions: promote skills through procurement

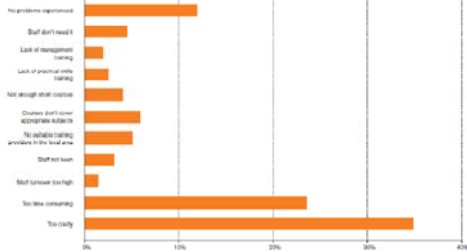


- Embed skills and training requirements in maintenance contracts
- Require contractors to take on apprentices

Survey findings: staff training



Figure 12: Barriers to training identified by green space organisations



- Public sector organisations spend on average around £245 on training per person per year, (£831 in private sector and £432 in third sector)

Actions: develop a business case for investing in skills



- Assess your team's skills and knowledge against a model of best practice such as TAES
- Develop a skills strategy alongside your open space strategy
- Develop a staff training plan and identify funding

Survey findings: qualification levels



Table 23: Qualifications held by employees by organisation type

Organisation level	England*	All green space sector	Public sector	Private sector	Third sector
Level 4 (degree equivalent and above)	33.5%	44.9%	37.7%	49.4%	35.9%
Level 3 (A level equivalent)	20.2%	21.0%	26.4%	15.5%	34.2%
Level 2 (GCSE A-C equivalent)	21.0%	24.3%	24.4%	21.5%	23.0%
Level 1 (GCSE D-G equivalent)	12.7%	5.8%	7.0%	5.5%	4.2%
No qualifications held	7.6%	4.7%	4.5%	5.2%	2.7%
Total	100%	100%	100%	100%	100%

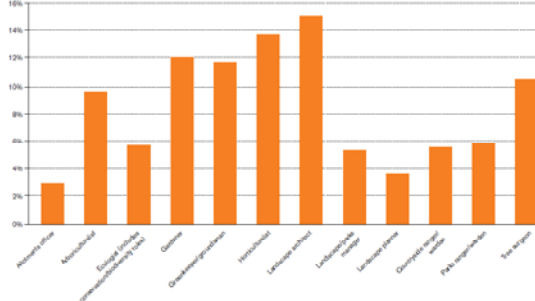
* Source: Labour Force Survey, Q3 - 2009

- Sector is generally well-qualified with almost 90% qualified to level 2 or above.

Survey findings: skills shortages



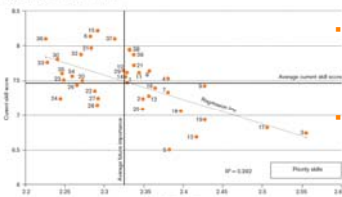
Figure 13: Job roles hard to recruit due to skills shortages



Survey findings: skills shortages



Figure 16: Public sector skills scores



- Priority skills are those which employers score as low skilled but of high future importance
- Public sector priority skills include marketing and promoting sites, planning, designing and managing sites for sustainability and community engagement

Table 20: Priority skills public sector green space

	Future importance	Current skills scores
3	Marketing and promoting sites	3.38 4.11
12	Coordinating site visitors	2.97 4.64
9	Planning for accessibility and climate change	3.34 4.39
11	Design/Planning for sustainability and climate change	2.91 4.51
14	Environmental skills	2.42 4.34
18	Herpetology	2.45 4.07
20	Restoring dead wood	2.45 4.07
7	Planning strategies and policies	2.35 4.25
17	Creating design which works for people	2.34 4.24
13	Working outdoors	2.34 4.25
14	Understanding and managing historic gardens and buildings	2.34 4.42
5	Engaging with the public about green space matters	2.43 4.44

Survey findings: developing the next generation



Table 21: Percentage of green space organisations running apprenticeship schemes

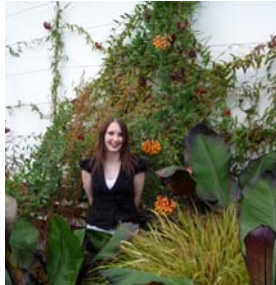
Response	All	Public sector	Private sector	Third sector
Yes	19.2%	25.8%	14.8%	20.9%
No	80.8%	74.2%	85.2%	79.1%

Table 22: Average number of apprentices per organisation which offer apprenticeships

	All	Public sector	Private sector	Third sector
Average number of apprentices	3.1	4.1	2.6	1.7
Organisations reporting	150	69	60	21
Margin of error	2.4-3.8	3.0-5.2	1.4-3.8	1.1-2.4

- Almost 70% of public sector organisations offer work experience placements
- Only 26% of the public sector employ green space apprentices
- Public sector organisations with apprentices employ on average about 4 apprentices each

Actions: develop the next generation

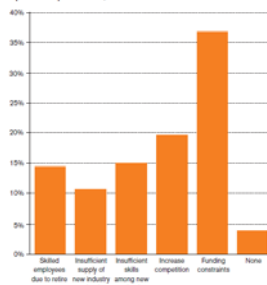


- Offer green space apprenticeships to local people to help meet employment targets
- Talk to local schools about involving young people in work experience or outdoor learning in parks
- Recruit community volunteers and involve them in decision-making

Survey findings: future challenges



Figure 21: Factors likely to affect business (all green space respondents)

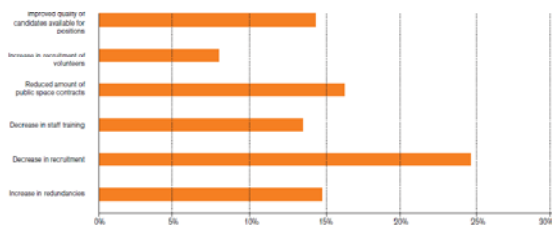


- Funding constraints are identified by all three sectors as being of great importance over the next two years. Almost half of public sector (44.2 per cent) and third sector (46.4 per cent) cite it as a major factor.

Survey findings: future challenges



Figure 22: The impact of the recession on green space organisations



- Nearly 20% of local authorities say that green space departments experience greater budgetary cut-backs than others



Actions: be a green leader



- **Develop your leadership skills and keep up to date with political priorities**
- **Promote your service widely, to politicians and the community**
- **Create a team culture of excellence and continual learning**

Thank you.

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