

GREEN TEAM

CASE STUDY

**Supporting training
and jobs in the Green
Economy**



Making London Greener with the Green Team



Our Green Teams work across various locations in London, from pocket parks in council estates to cemeteries - maintaining and improving green spaces while offering 6-month placements to horticulture trainees.

Our impact over the last 12 months:

- ✓ **20 sites maintained and improved** including public parks, green spaces in housing areas, installing rain water harvesting and planting new wild flower meadows
- ✓ Each year our teams are maintaining and improving over **20 hectares of green space**
- ✓ **25 people supported**, 70% of those who have left have secured longer term work
- ✓ **30,500kg of green waste products recycled**, turned into a variety of items such as bed mulches and composting

Horticulture training within local communities

The green team works on various green projects across the capital. These projects involve various community green area improvements ranging from pocket parks and wider green spaces to water harvesting, water sustainability programs and low key hard landscaping projects. The Green Team training is done on the job, with the teams doing real work to make the communities where they operate greener and better. Team members also get additional help and support that reflects their individual needs, such as mentoring, qualifications and guidance.

Our green team jobs are open to adults of any age, many left school with limited or no qualifications and / or have been unemployed for a long period of time. The hands-on and outdoor nature of the scheme suits many trainees who often tell us that they did not do well in the school classroom. It is also common for trainees to have multiple barriers to getting work, such as mental or physical health issues or other challenges like growing up in care. For this reason, team leaders need to be good not only at teaching the skills for the job but also providing guidance, building a work ethic and confidence to tailor support to individual trainees.

Our Green Team members are all employed by Groundwork London and paid the London Living Wage.

Green Team is the first step into a career in horticulture for many. Still, it can also be valuable as a stepping-stone to other things by providing participants with the qualifications or self-belief to get into other work or learning.



MEET AZIZ MOSES

Green Team Trainee since April 2023

Born in Sheperd's Bush, Aziz is the oldest son of a family of three children.

After successfully passing his GCSE and A levels in media production, Aziz had to take up employment to support his mother and two brothers.

At 34, and after 16 years working various jobs in retail, security and construction, Aziz found himself on Universal Credit. Looking for a more fulfilling job, and after a friend told him about gardening work, he decided to explore this route.

When Aziz learned about Groundwork London Green Team training at a job fair, he knew he wanted to apply to join the programme.

I was working in Retail in Sheperds Bush. I didn't enjoy being indoors all day with no natural light. One week after applying for a role, I joined the Green Team. The process went really quick and allowed me to leave Universal credit after three weeks only





"I am enjoying learning how to use different equipment and tools."

Aziz started learning how to trim hedges with the Sheperds Bush team. After a couple of months he moved to our Westminster Team for a placement better suited to his needs.

Aziz and the team maintain the space for the comfort and the safety of the local residents, families and children. They remove weeds, water plants and sow seeds across the various green spaces and pockets of the Estate.

"I love watering plants and planting seeds. It is peaceful and therapeutic. My favourites flowers are roses and lilies".

After the programme, Aziz would like to continue learning through another placement or find a job for a landscape company.

"I am 34 now. My younger brother is the only one who had a chance to go to University. He just graduated with a Philosophy and Art degree. It's time for me to move out from home and get my own place. If I could, I'd love to get a degree myself!"



I planted my first seeds here recently. I never did that before!



This is wood chipping. We have removed the grass, turned it into soil, deweeded and added wood chipping to prevent weed from growing again. It's hard work. Weeds' roots were really difficult to pull out. After this, no need to go the gym!



From the team at Groundwork and our participants, we say

Thank you for your support

for the lives and communities you've helped us change



Our green teams are part funded by the horticultural work they deliver. The mentoring and support the participants receive is through the employability contracts Groundwork deliver. The participants' salaries are funded through the generous support of our corporate partners. Please contact us if you wish the Green Team to undertake work for you, or can help us sustain and grow the programme.