



Hounslow Green Skills Bootcamp

 Hounslow, England

Hounslow Borough Council and wider community partners secured funding to deliver environmental skills training in land management and arboriculture through a 4-week course which began in February 2023. The course was aimed at unemployed Hounslow residents to help kickstart green careers and concluded with an interview with a partner employer.



Interview Questions and Responses

How did you as a community agree the key objectives that you wanted your project to deliver?

The Greater London Authority (GLA) provided funding for Green Skills Bootcamps, designed in collaboration with a wide range of borough councils in London and community groups.

The objectives were agreed in collaboration with the GLA, Hounslow Borough Council and the community, aiming to provide an interview for people attending the course to drive employment in the borough, providing core skills and tackling climate change.

How did you decide upon a single project idea that could deliver against those objectives?

The Green Skills Bootcamps are key for meeting these objectives and Maydencroft as delivery partners in Hounslow designed the criteria for the bootcamps around ecology, tree surveying and tree planting. Therefore the design of the Green Skills Bootcamps were strongly shaped by the procured consultant in the delivery process.

Describe the process by which you achieved consensus around objectives and projects. Has that consensus held or does it remain challenged by some in the community? If so, how are you dealing with that?

Consensus was gained by Hounslow Borough Council by recruiting people onto the course in partnership with the Meadowbank Adult and Community Education Centre who have strong community links, and set clear equality and diversity target to increase green skills in women. The Green Skills Bootcamp has not been challenged and has been greatly valued by the local community in Hounslow.



Rialtas na hÉireann
Government of Ireland

Funded through the Just Transition Fund and the Carbon Tax Fund

How did you approach planning and project management around your selected idea?

The project management activity was undertaken directly by Hounslow Borough Council and regular meetings were organised with partners, including the Adult and Community Education Centre with strong links to the community.

How has that stood the test of time through the project? Have you had to revise your plans. How have you managed that process?

Initially, the project was going to launch in January 2023 however the recruitment process did not begin until December 2022, therefore there was not enough time to recruit over Christmas 2022. The beginning of the project was therefore delayed to avoid any further disruption.

To ensure a strong uptake, Hounslow Borough Council have provided the cost of childcare and travelcards for people in Hounslow to get to the community centre to increase participation. This process has been undertaken in strong collaboration with all partners.

How did you identify a funding need?

The GLA announced largescale grant funding and to help participants in the Green Skills Bootcamp overcome barriers to employment. Hounslow Borough Council works closely with the GLA and therefore identified this funding opportunity for the benefit of the local community, providing approximately £5,000 – £6,000 worth of support and equipment per person.

How have you managed the process of bidding for funding?

The bidding process was managed directly by Hounslow Borough Council and potential partners were invited to participate in the bidding process for the project. These partners include Hounslow Highways, Lampton Community Services, Lampton Academy and Meadowbank Adult and Community Education Centre.

Did you have a need for specialist expertise for your project? If so how did you handle that and approach experts?

Lampton Academy and Maydencroft delivered specialised green skills training projects. Hounslow Borough Council was able to procure Maydencroft directly utilising existing industrial networking connections within Hounslow Borough Council.

What have been the hardest difficulties to overcome and how did you overcome them?

The largest difficulty was overcoming access to personal information and meeting GDPR expectations to ensure appropriate recruitment of individuals onto the bootcamp. This enabled Maydencroft to shape the training and final tests with the community appropriately, especially for those with learning difficulties. Maydencroft worked closely with Hounslow Borough Council and the Meadowbank Adult Community and Education Centre to enable this.

Has the community managed to stay true to the original project vision? If not, why not? If it has, how has this been achieved?

The project stayed true to its original vision. The only deviation within the project was the introduction of Groundwork UK into the project who set up 6 monthly employment opportunities to enable improved work experience following the Green Skills Bootcamp. This opportunity was enabled by an industrial networking conversation by Maydencroft as delivery partners.

What have been the biggest learnings from the delivery of your project?

Recruiting the most appropriate participants at project launch with an interest in the green skills sector was key to ensuring successful delivery of the Green Skills Bootcamp.

What decisions, or elements of organisation have been the most important in the delivery of your project?

A key decision was to recruit individuals with learning disabilities at certain levels and individuals with a basic level of English and Maths skills. This was key to ensure variety on the Green Skills Bootcamp whilst delivering training at an appropriate level for employers.

What were the most important sources of advice and guidance for your community as you moved through the different phases of the project?

Green Skills Bootcamps are a very new concept in the UK therefore it was difficult to identify sources of advice aside from the industry expertise of Maydencroft as industry leading training providers.

Key contact

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Links

Website: <https://hounslow.greentalk.io/story/green-skills-bootcamp>