

A photograph of a paved path lined with vibrant pink and red azalea bushes and green trees. The path curves from the bottom left towards the center. The bushes are in full bloom, with some showing bright red flowers and others showing pink. The background is filled with lush green foliage, including tall evergreen trees.

***South Ayrshire Council***  
***Horticultural Training***  
***Programme - 2006 - 2012***

# Historic Introduction

- *John Cochran – Senior Support Officer*
- *Background Information*

# Introduction

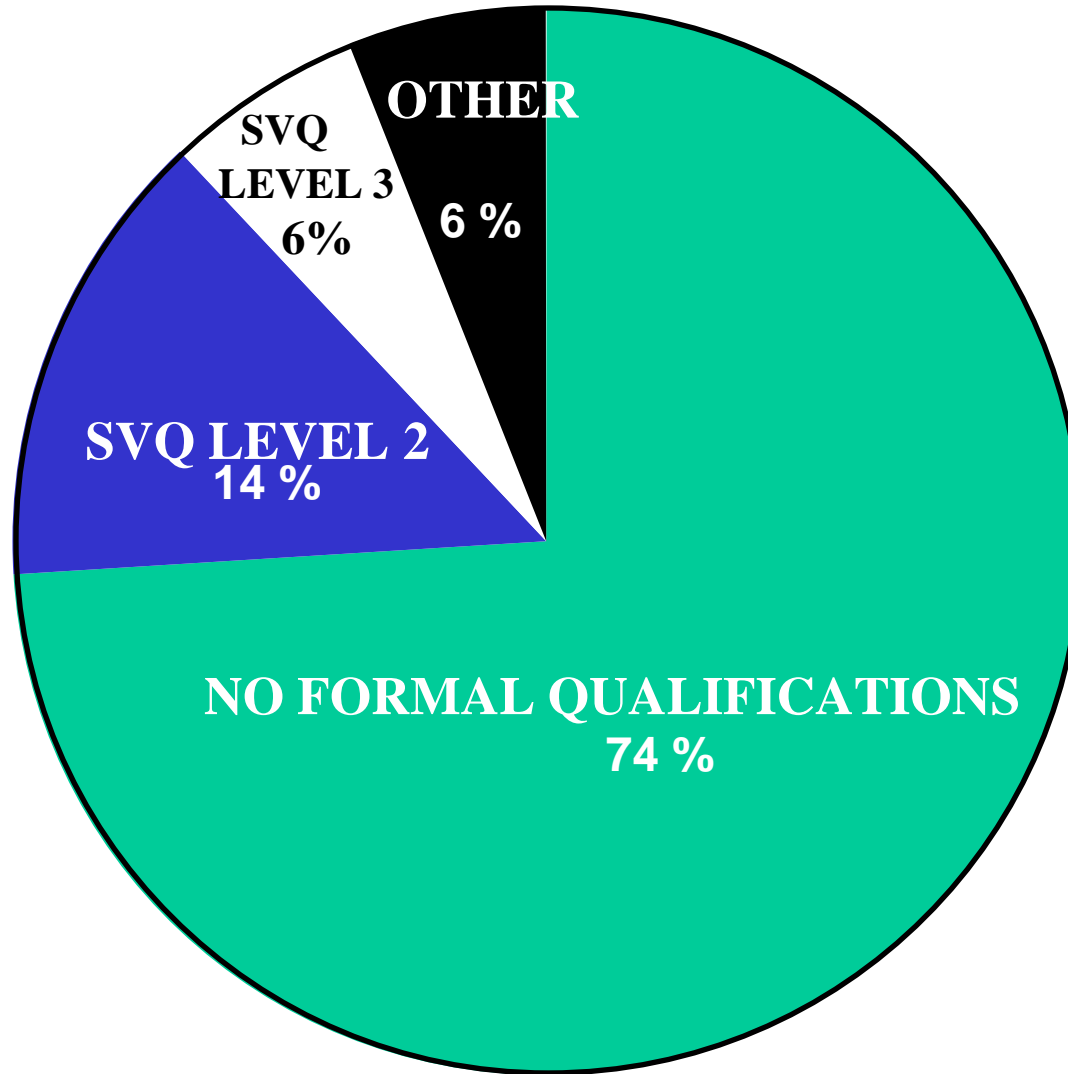
- ***SAC Development and Environment Neighbourhood Services currently employ approx 50 full-time employees in Ayr, Troon, Prestwick and the Northern Villages.***
- ***In 2006:***
  - ***14 employees were due to retire within 10 years***
  - ***14 employees were between 45 and 55 years old***
  - ***18 employees were between 35 and 45 years old***
  - ***5 employees were between 20 and 35 years old***
- ***Three Foremen overseeing grounds maintenance operations had no had formal horticultural training but had approximately 45 years of practical experience between them.***
- ***Out of a total of twelve charge-hands, only five charge-hands had received formal horticultural training leading to recognised qualifications, although three of these employees were due to retire within the next 5 years.***
- ***The majority of gardeners had no formal horticultural training***
- ***It was necessary to address these issues and in order to generate interest, the entire workforce was invited to an informal meeting in June 2006 which resulted in approximately 20 candidates volunteering to be included in a training programme. The weekly, ½ day training course to SVQ Level commenced in September 2006. Each SVQ Level training programme would take two years to complete.***

# Introduction

- **2006 - No formal training programme exists for SAC Grounds Maintenance**
- **2006 - Induction programme is held to gauge initial interest**
- **2006 - Voluntary SVQ Training takes place at SAC Links Road Training dept –  
13 candidates have signed up for the SVQ programme of which 7 for SVQ2  
and 6 candidates for SVQ 3**  
**Courses only run in the winter months. Two years to complete each SVQ**
- **2008 – Second phase of SVQ Induction and Training – awards ceremony**  
**A further 30 candidates signed up for the courses. Links Road could not  
take all candidates ; some had to wait until 2010**
- **2008 - Eight chargehands also sign up for Assessor Training**
- **2009 – One qualified Assessor (foreman) signs up for Verifier Training**
- **2010 – 2012 – Final Phase, all staff are now formally trained in horticulture**
- **Links Road training Centre hopefully to be accredited with SVQ level 4.  
Only the best Level 3 candidates will be accepted for this course**

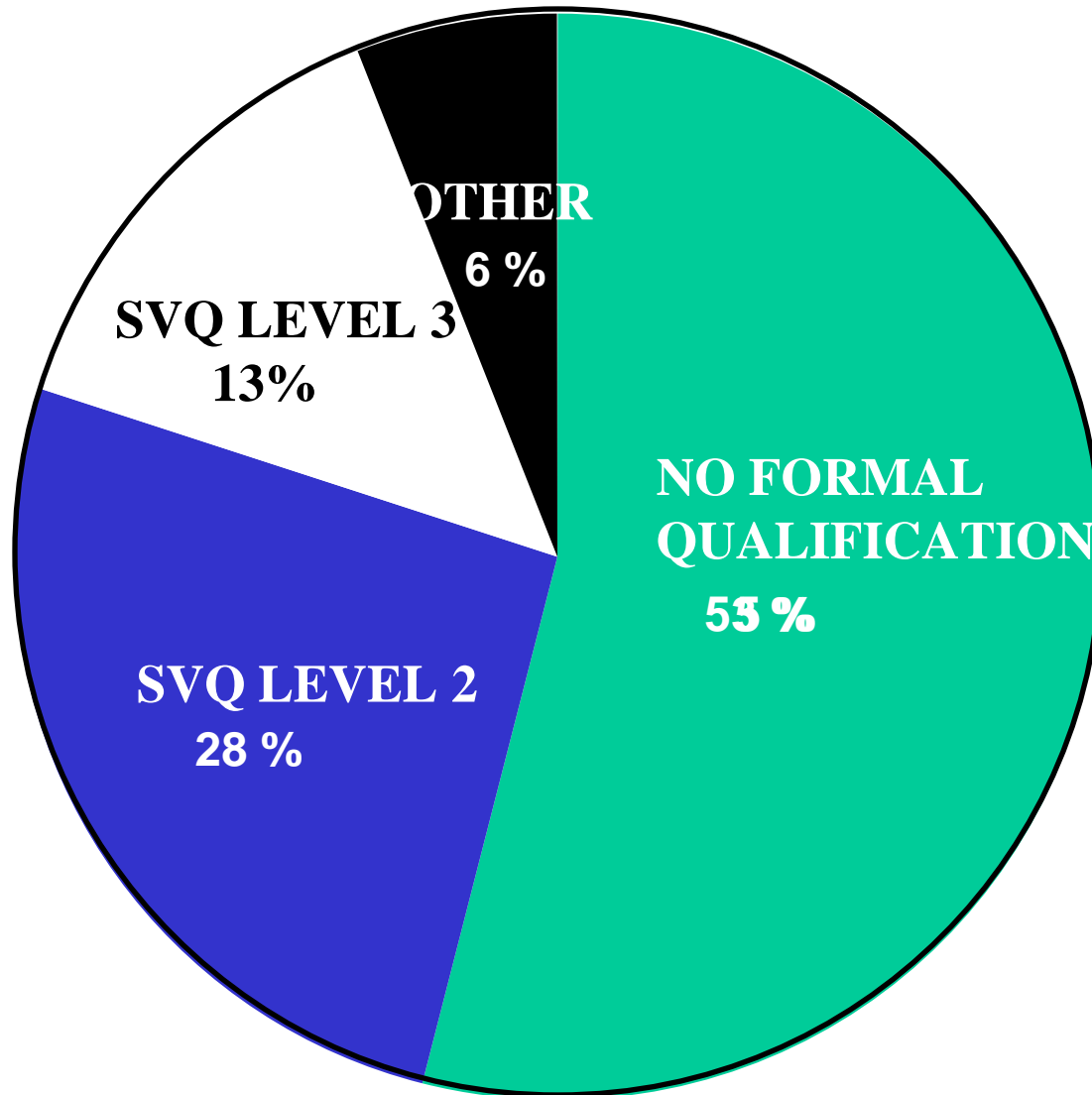
***Development and Environment – Neighbourhood Services***

# *Candidate achievement prior to 2006*

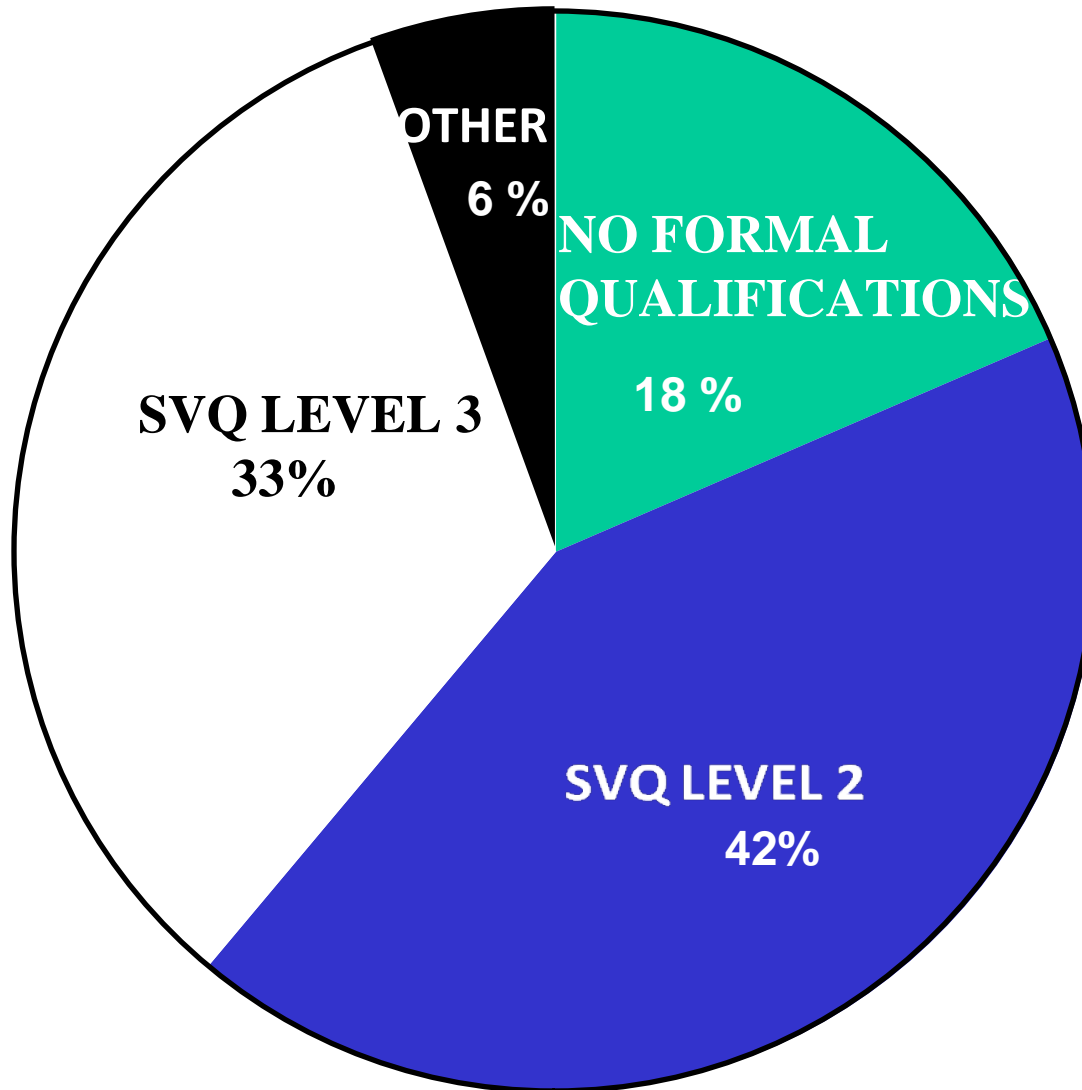


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# *Candidate achievement 2008*

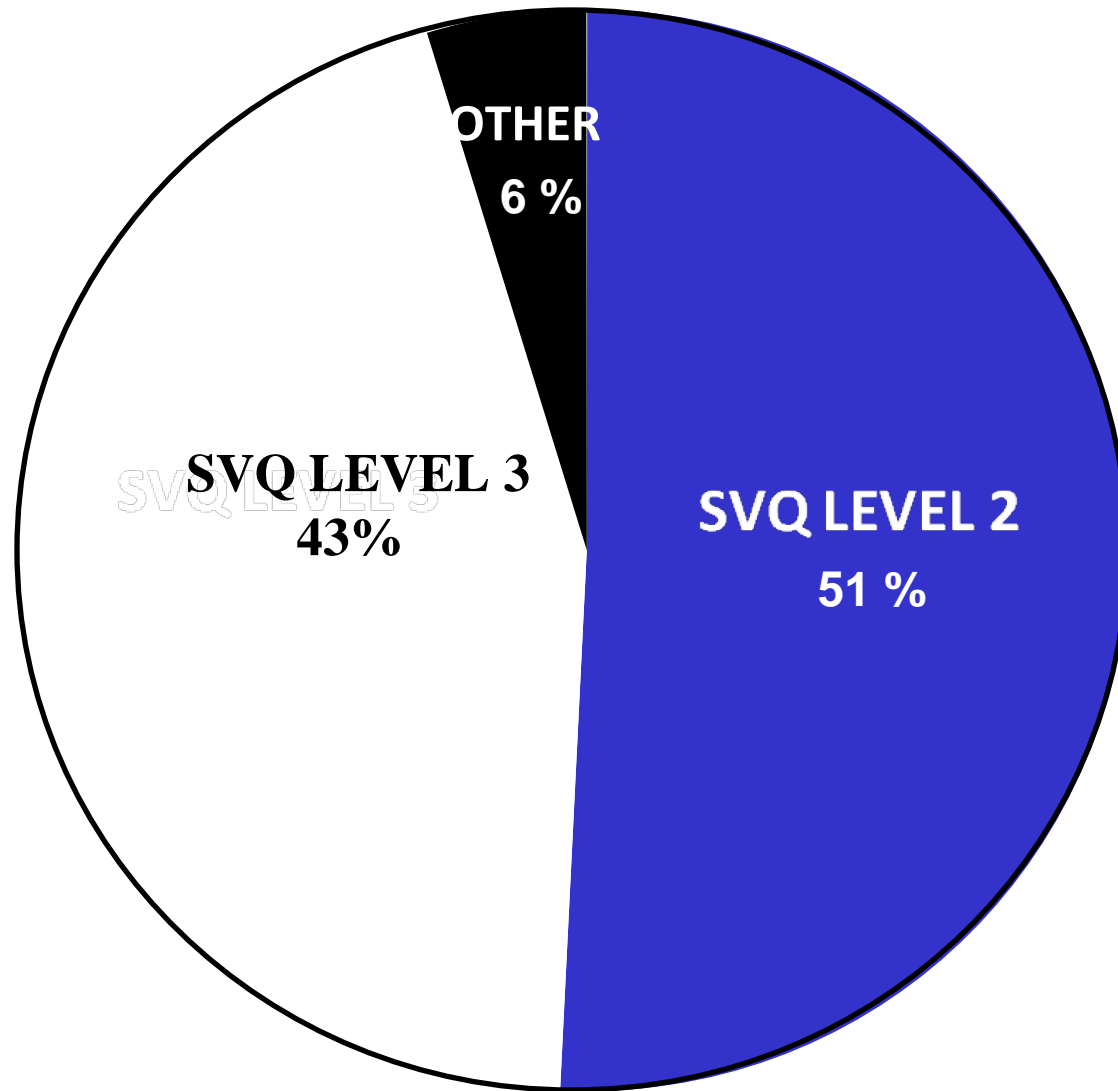


# *Anticipated candidate achievement 2010*



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# *Anticipated candidate achievement 2012*



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# Course Introduction

- *Gordon McGinn – Training Officer*
- *Course structure*
- *Course interaction*
- *Core Benefits*
- *Results*

# Wellington Square Renovation



*Robert Pirie – Charge hand SVQ Level 3*

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# ***Questions***

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