



# Planting Seeds Apprenticeship (PSA)

---

Subject: Construction

Date: March 1st 2020 - April 15th 2020



## Introduction

This evaluation is based on the responses acquired from the participants of the Planting Seeds Apprenticeship from the Freedom Skatepark build that happened during March-April 2020.

5 out of the 6 apprentices completed the answer form.

The questions are numbered with a brief comment of responses below which states an insight that we can take away from the response.

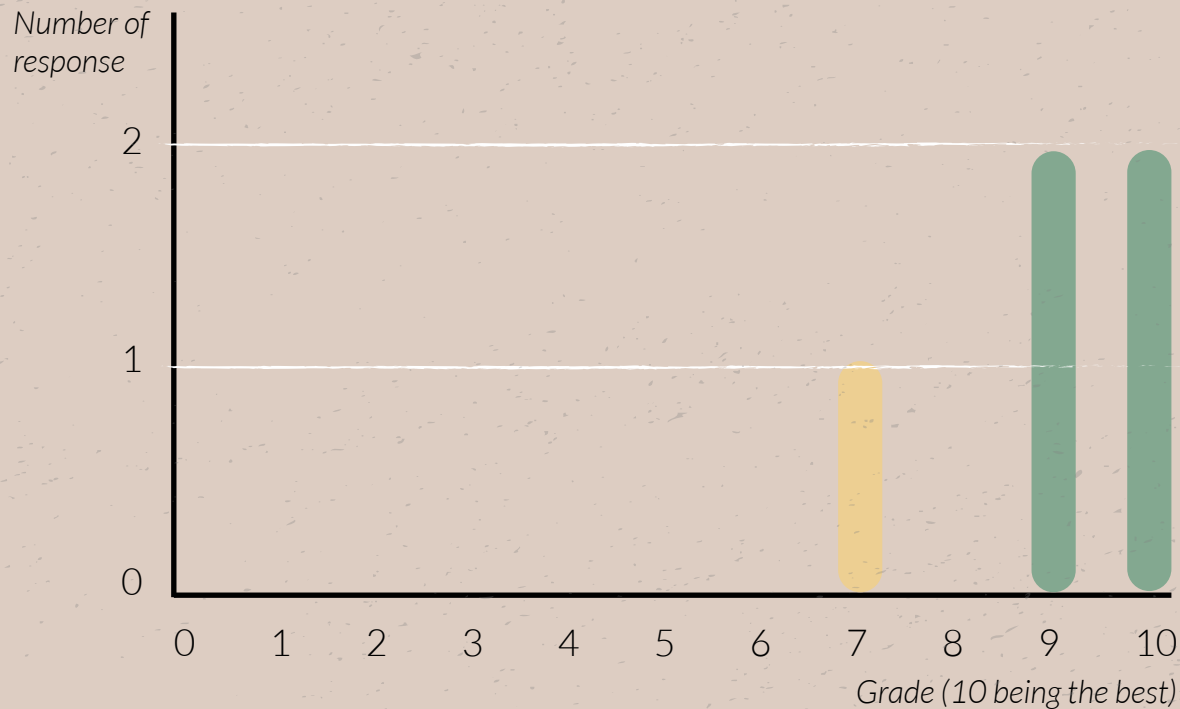
This report will end with a conclusion of the results, with a perspective on strengths and notations to improve for future projects to come.



# 1 / Fun

## How much fun was it to participate in the Planting Seeds Apprenticeship Programme?

Skateparks shouldn't just be fun to skate, they should also be fun to build, if approached with the right kind of energy. Having enjoyment in the learning of the building process is crucial in engaging the individual. It appears from the responses that average at 9 / 10 it's clear that the apprentices had a positive experience in participating on the build.

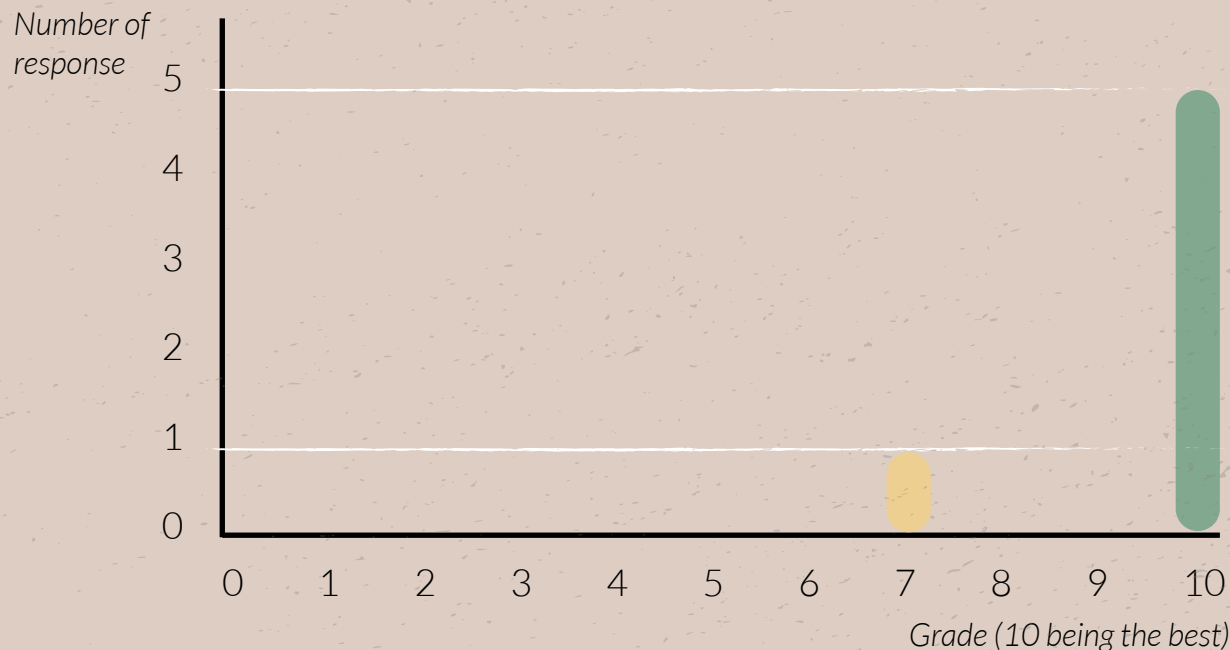


## 2 / Adequate safety measures

### Did you feel there was safety measures on the construction site?

All participants except for 1 felt there was 10/10 adequate information and safety measures provided. In the next project, will stick to having an introduction meeting and running through every single tool and what it's capable of and how to handle it safely. On reflection, we had only 2 finger injuries from using hammers.

There after no serious tool or power tool related injury so we should all be really happy about this. The one response scoring 7 was from Kayla. I called her and she told me this was due to the finger injury she had on the first day.



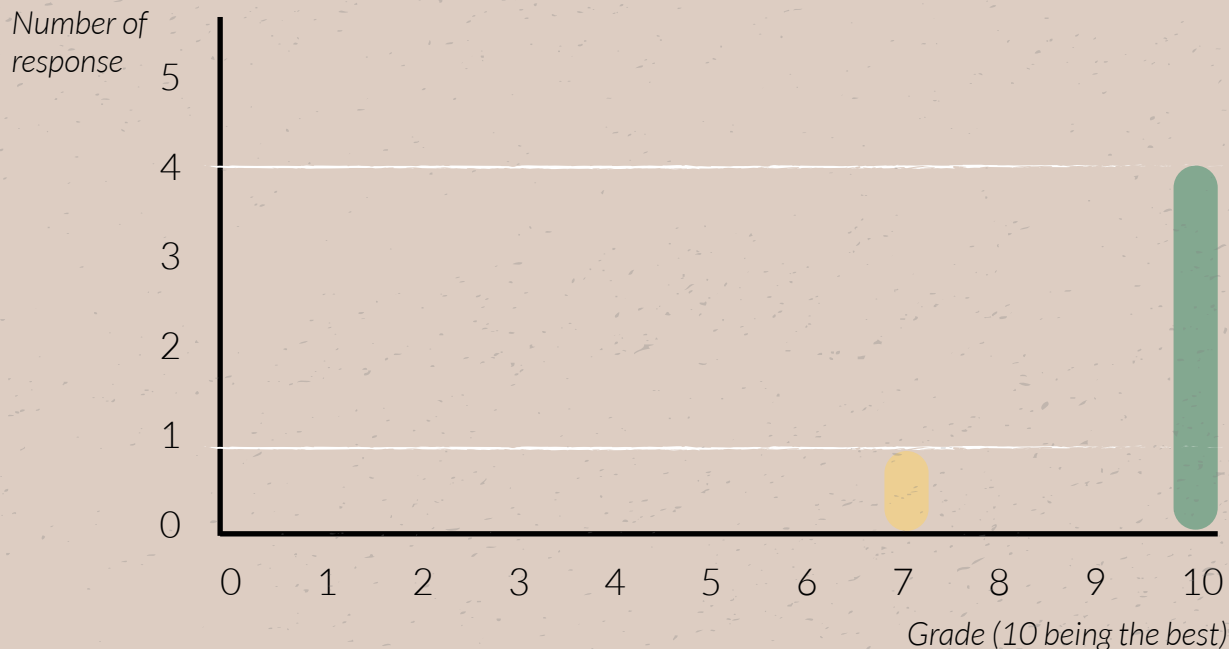
**Note:** really necessary that we have one pair of safety glasses per apprentice next time. Eye protection is of utmost importance and can be so dangerous if people don't have glasses and are too impatient to find some before cutting. Saw this happen a couple of times and don't want to see it happen again in the future. An insurance policy was taken to cover any liability of construction site based injury for any apprentice partaking in the programme. Again, certainly necessary for every upcoming build.

# 3 / Supported by your supervisors

## Did you feel well supported by your supervisor(s)?

Encouraging to see that the apprentices received and felt as though support levels from supervisors were strong. The one response from Kayla scoring 7 was apparently due to the fact that she didn't feel so well supported in calculating obstacles.

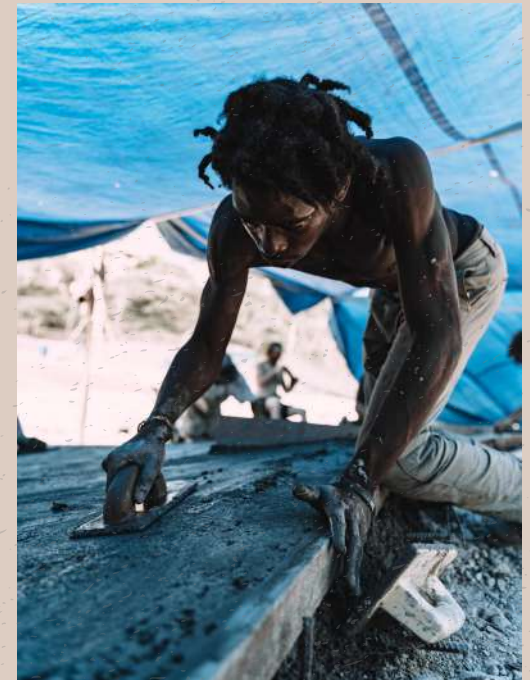
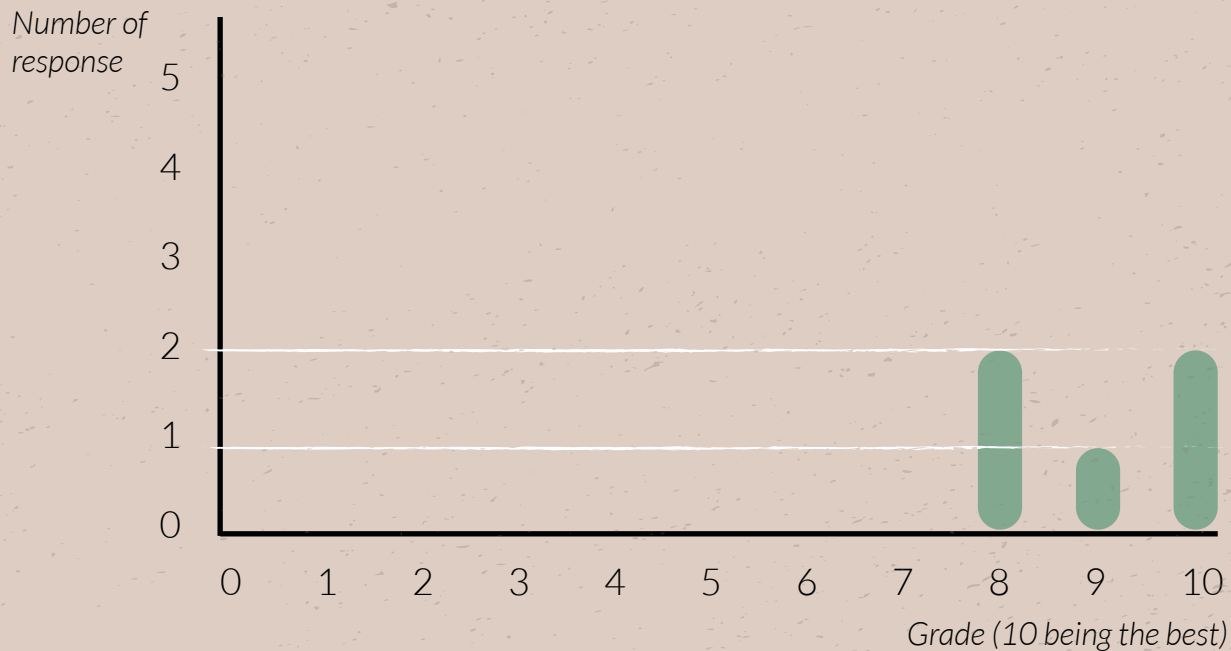
Considering Kayla's comment, on the next build would be an idea to get the apprentices to calculate the cubic metres per obstacle and test to see if they have learned from the lesson and see if they can make accurate calculations for ordering concrete.



# 4 / Competence

## How competent did you feel at skatepark construction by the project?

With the average response to the question of competence at 9 out of 10, the apprentices voiced that they were able to handle tasks proficiently, and we can all agree that these responses are true, given that there wasn't a single apprentice, who by the final week of construction couldn't handle the more specialist construction tasks confidently.





# 5 / Effective learning

**Is there anything that your supervisors could have helped you to learn more effectively?**

We had 2 responses for this question - both answered that they felt that they were well informed and given that “a lot was being taught”. An important factor to keep in mind when teaching how to build skateparks. There is A LOT to take in. We did well to not overload apprentices and taught at an effective tempo without overwhelming them

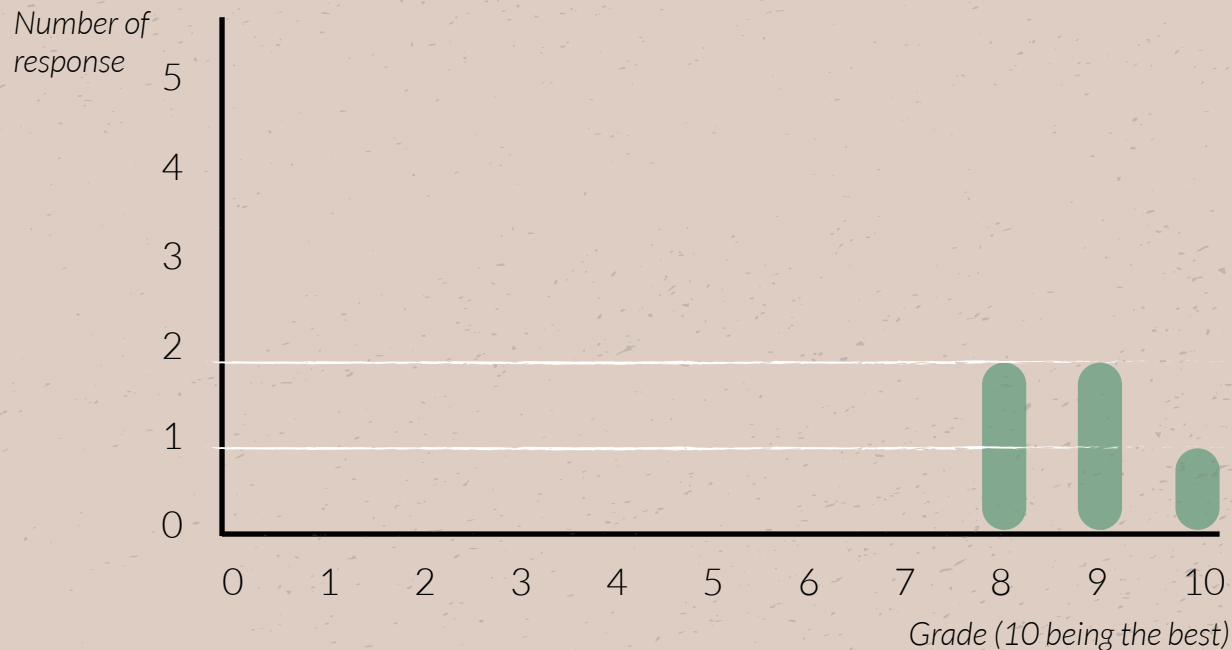


***“A lot was being taught”***

# 6 / Energy on site

## How was the energy on site and within the construction crew?

On-site energy is really vital to an overall experience and especially in the consideration of learning. Learning stuff is never easy if there isn't fun and enjoyment involved. Positive energy relates itself directly into the skatepark itself and standing back and looking at Freedom Skatepark, it's clear to see that a hell of a lot of positive vibes went into making it. The planting seeds reflect that in their answers here.



**Observation:** despite every setback the project was thrown (covid19, losing so many volunteers) we can see that by keeping strong minds and positive energy throughout the build is really vital especially to those learning. The freedom park project was an exceptional example of how our collective dedication can see those testing times through to the end.

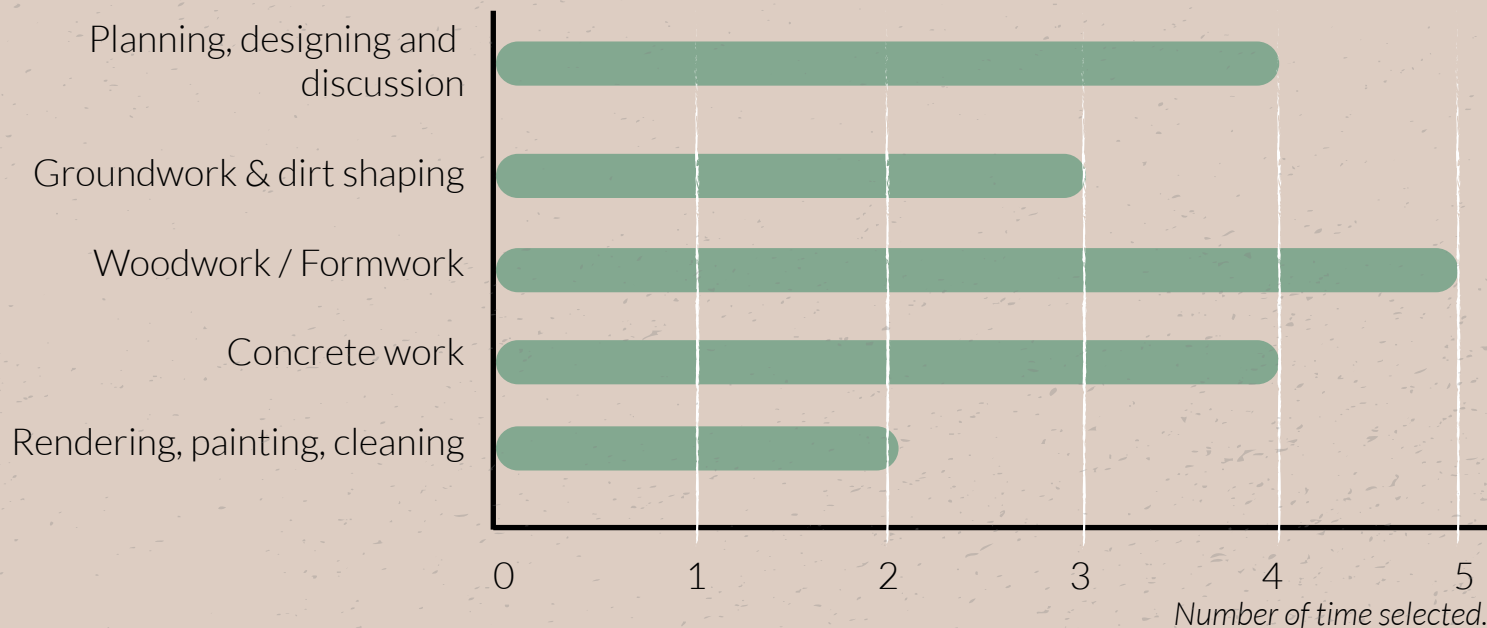
# 7 / Aspects of construction most enjoyed

## What aspects of the construction did you most enjoy? (multiple options)

The highest scoring aspects of the construction phase is Woodwork / Formwork followed by Planning/Designing and Concrete work. These are without a doubt the most immersive and engaging aspects of the build and it's great to see that all participants took enjoyment in learning and getting involved here.

## How can we boost the enjoyment/engagement in the painting aspect next time?

We recently saw how involved Wallace was in creating the small Freedom Skatepark mural for the park. Perhaps we can observe this example of locals taking ownership of painting tasks and how positively it was received. He wasn't part of the planting seeds, but the next project it would be an idea to identify the artists of the group and give them the specific task of designing some murals or working with local artists to produce this.





# 8 / Higher understanding/knowledge

**From the previously mentioned options, which aspect of skatepark construction would you like to learn more about and gain a higher level of knowledge & understanding in?**

Planning, designing comes up twice. We are already addressing this with our forthcoming projects in Peru, where the locals have been set skatepark design tasks to complete in advance of the build.



1. Planning & designing

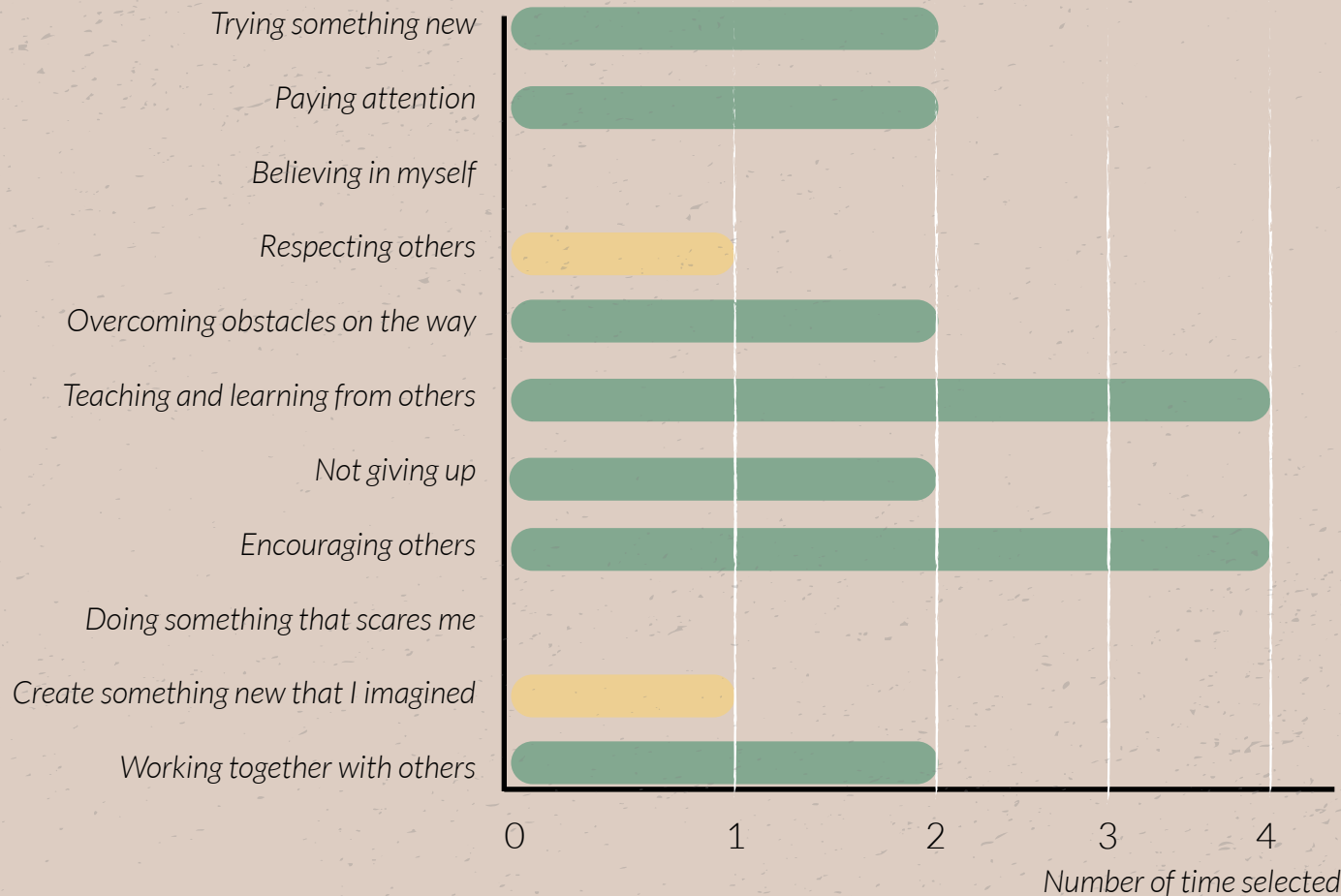
2. Formwork

3. Concrete work

4. Woodwork

# 9 / Personal Skills

Which of the following personal skills do you feel you have worked on during the PSA?



## *Highest scoring answers (4):*

Stoked to see that the apprentices felt that they hyped each other up during the build and learnt some important skills and knowledge. Seems like our crew did a stirring job at transferring their expertise to the group and in turn learned how supporting each other is really rewarding.

## *Low scores (0):*

Noticing that self-belief wasn't felt, to improve on this on future builds it might be important to provide even deeper encouragement when an apprentice does something correctly. To let them know they are doing it right and in turn give them more confidence and self belief.

# 10 / Like best

## What did you like best about the Planting Seeds Apprenticeship?

The recurring vibe from the responses, touching on meeting people from all over the world and all working together to achieve a common goal. Goes without saying, but with any future CJF projects, let continue to ensure that our build team is as diverse as it can possibly be - in turn providing the local community with an opportunity to see how all manner of gender, nationality etc can work harmoniously together.



*"Gaining Skatepark construction knowledge"*

*"I like the fact that I get to meet a lot of really nice people and that we got the job done"*

*"What I love most is when we get concrete!"*

*"Just the whole bonding aspect, working with people from around the world to achieve a common goal. It was pretty amazing"*

*"Meeting all the volunteers from all over the world"*



# 11 / What could be improved?

## What could be improved in the Planting Seeds Apprenticeship?

Noting from the answers here, would be beneficial for the next build that each apprentice is assigned to one pro-builder who is down for teaching throughout the duration of the build.

Obviously as things intensified as we lost many pros during the freedom park build, it became evermore intense for those pro-builders remaining to also allocate endless time to teach as well, however circumstances will be a little more relaxed in the future and will in turn give the pro-builders more time dedicated to teach individually. In a perfect situation, CJF would be able to elect one individual to take on the task of handling fully the Planting Seeds programme, therefore 100% dedication in the running of the programme is ensured.

Planning, organizing and team effort will be viewed and worked on. Potentially noting that more team meetings will be held to announce updates throughout the duration of the build and to get constant feedback on how everyone is doing and who is working together on what.

Pre-project materials such as a building manual will be provided to all participants in the future, to engage their learning before reaching the construction phase.

*“Planning and organizing”*

*“Well, I’d say it would be great if all the apprentices could have a specific individual teaching and training us the next time”*

*“Team effort could be improved”*

*“I literally have no complaints”*

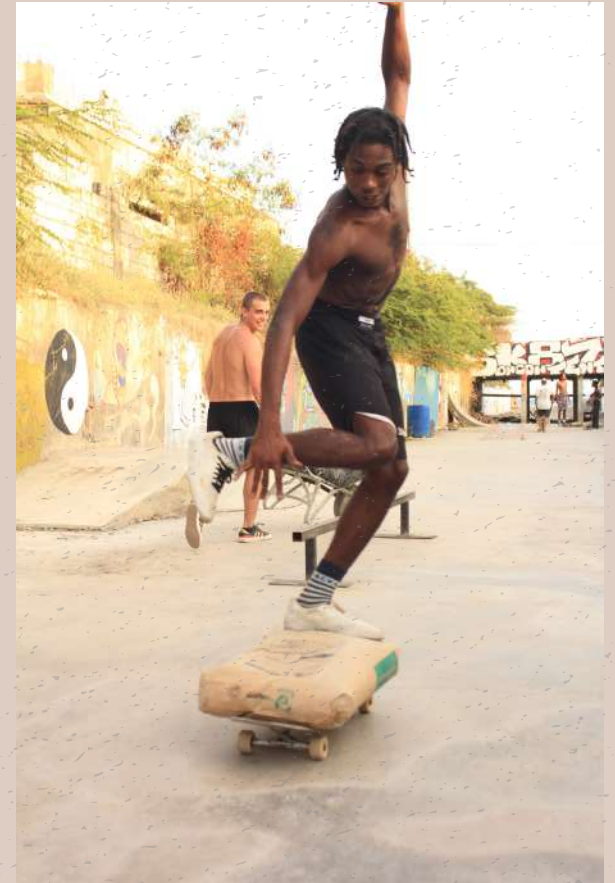
*“Nothing comes to mind because I understood the mission from get go with that they wanted to give and achieve”*

# 12 / Skilled enough to succeed in the exam

**Did you feel you were skilled enough to succeed at the PSA exam?**

The gully build turned a little chaotic with the local police stopping us from working, the second time in the middle of concrete pouring. Despite this the apprentices all worked as a group and showed every sign of taking on all manner of design and construction tasks professionally without need for help. In addition, the parking curbs were poured by some of the apprentices who proved to themselves that they can handle formwork and concrete mixing.

# YES





# Conclusion

In conclusion, it can be said that given the fact this was the very first time CJF has introduced a construction programme for local apprentices of this nature, that things went exceedingly well and for those locals involved, as they gained a valuable experience and insight into the world of skatepark construction, within extraordinary circumstantial events.

Time to highlight some of the aspects that are strong and those which can be worked upon for the future, as highlighted in the responses.

## ***Strengths:***

- Skills transferring ~ high level of competence by the end
- Team work ~ makes the dream work
- Energy on site ~ keeping the positive vibes going despite setbacks
- Support ~ receive adequate support from supervisors
- Safety ~ lessons in safe tool handling and on-site measures to avoid accidents

## ***To improve:***

- Time to teach ~ allowing the pro-builders more time to dedicate to teaching and more lesson planning in advance
- Organisation ~ more regular team meeting to discuss changes and updates
- Planning ~ not allowing too many dramatic changes to the skatepark design in order to stay on schedule, sticking to plan and following through with it
- Building exam ~ ensuring there is no disruption
- Masterclasses ~ taking the time to do more masterclasses on specific subjects (ie. concrete cubic calculations)