



Race for Nature's Recovery Kickstarter Scheme Host Organisation Information Pack

1. What is Race for Nature's Recovery?

Race for Nature's Recovery is a project led by [Action for Conservation](#), [Generation Success](#), [Students Organising for Sustainability UK \(SOS-UK\)](#) and [Voyage Youth](#). The project aims to leverage Government investment via the [Kickstart Scheme](#) to place young people from predominantly Black, Asian and Minority Ethnic (BAME) backgrounds in work placements at environmental organisations.

While the Kickstart Scheme provides a financial springboard for this work, we know that additional support is needed to enable both young people and host organisations to maximise the opportunity, embed change and deliver lasting benefit to both the young people and their host organisations. Our partnership will therefore lead a wider support programme alongside the placements to support host organisations and young people, bolstering the impact of the scheme and creating lasting, transformative change in the sector.

While the Black Lives Matter protests and racial disparity of COVID-19 impacts have brought social and environmental justice issues to the forefront of discussions, the environmental sector has long been aware of the need to ramp up its ambition when it comes to racial inclusion. We know that the climate crisis and ecological breakdown disproportionately impact minority communities yet the environmental sector is still hugely lacking in diversity, employing just 3% BAME individuals.¹ To deliver climate justice and halt the ecological crisis we urgently need an inclusive environmental movement, with diverse staff teams that enable organisations to build stronger connections to the communities they serve.

Last autumn, dozens of organisations attended the 'Race Equality in Nature' conference, hosted by anti-racism campaigner and environmentalist Mya-Rose Craig, and many have since committed to diversifying their own teams along with other historic commitments in this space. Despite our best efforts, movement has been slow; the environmental sector has struggled to appeal to BAME individuals due to nature conservation's association with colonialism, class and income-related issues and low pay, and the impact of COVID-19 has led to pauses or even freezes in recruitment and capacity constraints.

This project provides a vital route for young people from underrepresented backgrounds to enter the environmental sector whilst providing organisations with additional staff capacity and the opportunity to progress key diversity commitments and ultimately drive a more impactful movement.

2. How does it work for a host organisation?

- In order to apply to the Kickstart Scheme, host organisations must apply for a minimum of 30 positions or apply through a representative organisation. Our partnership is set up as a representative organisation, allowing organisations seeking fewer than 30 placements to take advantage of the scheme and access the benefits of a wider partnership approach.
- We've applied to the scheme twice already, supporting 39 organisations to apply for 127 placements. We are hoping to apply for a third time by **March 5 2021** provided we meet the 30 placement minimum. We ask that interested host organisations apply to the core partnership by

¹ <https://sustainability.nus.org.uk/our-research/our-research-reports/race-inclusivity-and-environmental-sustainability>

5pm on Friday February 26 2021 to give us time to organise the necessary supporting information. Once our application is accepted, you (the host organisation) will join our wider support programme as will the young people you go on to employ.

- We anticipate that our application will be accepted by mid to late April. Placements can start after that, up until December 2021.
- Host organisations will receive 100% of the relevant National Minimum Wage for each placement for 25 hours a week for six months from the Government via the partnership, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.
- The Government also allocates £1,500 per placement for training. However, this will remain with the core partnership to coordinate the project and wider support programme, unless otherwise agreed in advance.

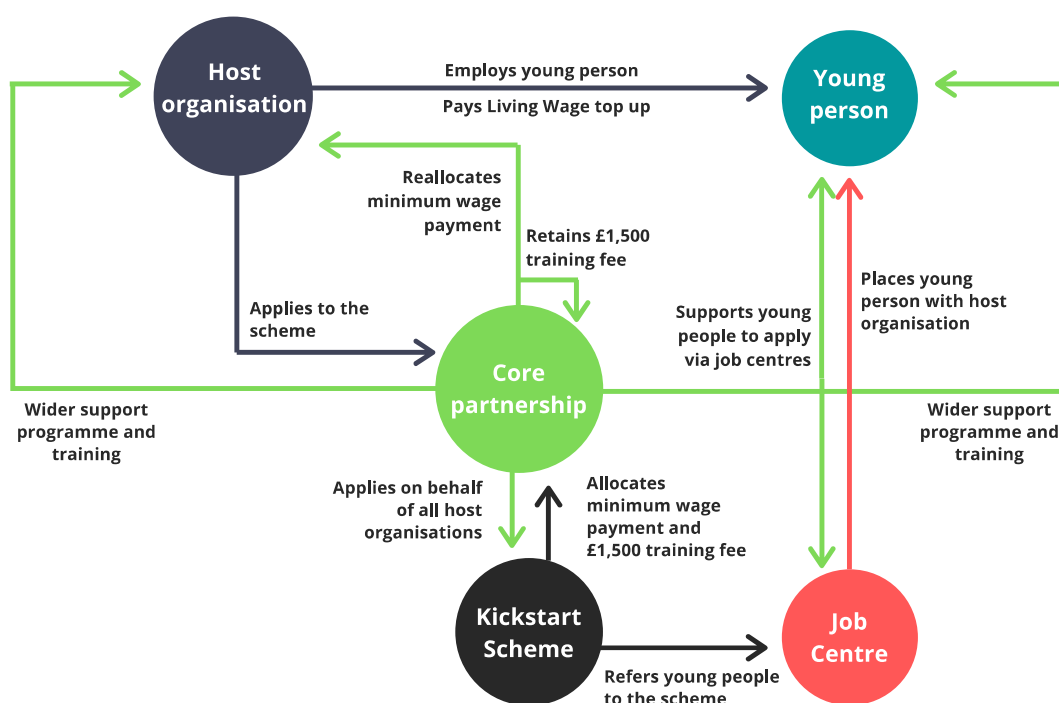


Figure 1. Diagram of how the scheme works and the roles of the host organisation, core partnership, Kickstart Scheme, job centres and young people. The 'core partnership' consists of Action for Conservation, Generation Success, SOS-UK and Voyage Youth. Please note that this diagram was created by the partnership and is specific to this proposal.

3. Eligibility and commitment of the host organisation

The programme is open to organisations able **to commit in principle** to:

- Paying the relevant regional [Real Living Wage](#) top up for all placements. See below for a breakdown of top up costs.
- Committing the Government's £1,500 per placement training fee to cover the coordination of the project and wider support programme.
- Supporting young people to undertake 25 hours of training with our core partnership throughout their placement.
- Formally committing to discussions with our core partnership after 3 months and 5 months to discuss the future of the placement and explore longer term employment arrangements and opportunities.



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- Providing regular feedback on areas of the project through standard reporting forms and case studies.
- Providing a meaningful and rich work placement and the necessary support structures to ensure individuals are able to thrive in their roles.

We hope to secure additional grant funding to lead further activities to maximise the impact of the scheme. Therefore we ask that host organisations **also commit in principle to:**

- Bespoke diversity and inclusion training for your senior leadership team and/or reverse mentoring between the young people on placement and members of the senior leadership team.
- Attending and participating in regular knowledge sharing sessions and celebratory events with other host organisations and young people.

4. What we need from the host organisation

- Demonstration of eligibility requirements listed above.
- Basic details for the organisation and the primary contact.
- Details of the job titles(s), location(s) and ideal start date(s). Placements can be located anywhere in England, Wales or Scotland.
- Evidence that the job placement is a **new job** and does not replace existing or planned vacancies or cause existing employees, apprentices or contractors to lose or reduce their employment.

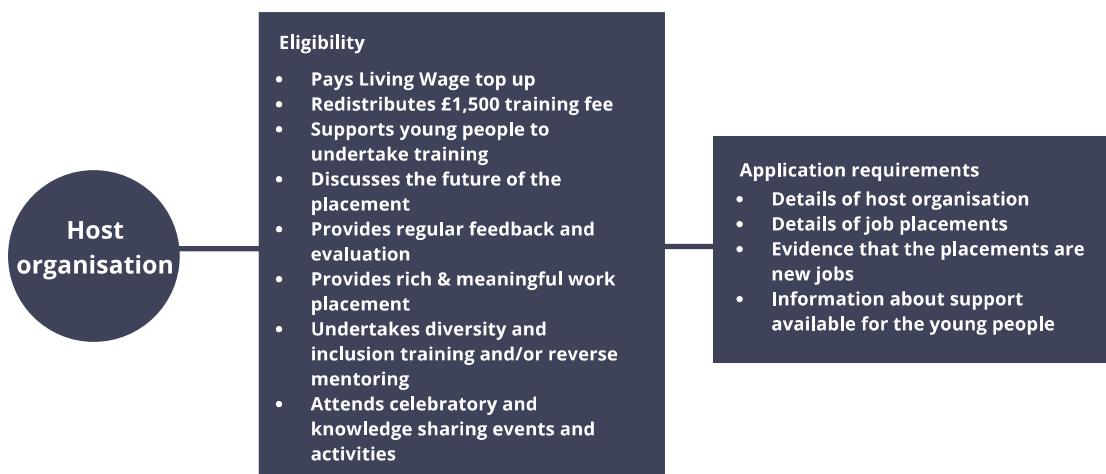


Figure 2. Description of the eligibility and application requirements of the host organisation. Please note that this diagram was created by the partnership and is specific to this proposal.

5. How much will it cost the host organisation?

Organisations delivering Kickstarter placements via our core partnership will need to provide the [Real Living Wage](#) top up for their placements. This amount will depend on the age and location of the young person you hire and ranges from £835 for a 21-24-year-old outside of London to £4,707 for a 16-18-year-old in London. We advise that host organisations budget for the most expensive scenario in the relevant region, as you will not be able to select candidates based on age nor would we want to discriminate against younger people.

	London top up amount	Outside of London amount
16-18 year old	£4,707	£3,606
18-21 year old	£3,265	£2,164



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21-24 year old	£1,936	£835
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6. What is the wider support programme?

SOS-UK, Action for Conservation, Voyage Youth and Generation Success will coordinate the project and the wider support offer for young people and organisations that will run alongside the placements.

We will offer the following core activities:

1. Enable and support host organisations to access the scheme; support young people from our networks and those of host organisations to apply to the scheme.
2. Coordinate a bespoke recruitment process for each host organisation and manage the relationship with job centres to meet the desires of the host organisation.
3. Support young people to join a training cohort and undertake 25 hours of training throughout their placement, focussed on sector-specific skills and knowledge and general employability skills.
4. Help build future pathways for young people beyond the 6-month placement through existing host organisations and opportunities within other networks.
5. Capture the impact and experiences of young people and host organisations via formal evaluation, surveys and reflective learning logs and share findings through publications and roundtables for the sector.
6. Training and support for host organisations to develop their internal capacity to embed diversity and inclusion at the highest levels of leadership and action meaningful and long-lasting commitments to systemic change.
7. Tailored mentoring and networking opportunities for young people outside of their role to address and advance personal development goals.
8. Regular knowledge-sharing and celebratory events for host organisations and young people.
9. A centralised communication campaign to celebrate and share highlights and learnings from the programme and spotlight host organisations and young people.

We will also offer the following financial support package, totalling over £35,000:

- £20,000 in match funding to enable eligible host organisations to extend the placements beyond 6 months.
- £50 per young person for clothing and equipment.
- £40 per young people to contribute to our central communications campaign in the form of blogs, tweets, testimonials etc.
- £4,000 to support young people experiencing hardship or data deprivation.

7. Placement timeline

Phase 1: Placement preparation & recruitment

- Host organisations commit to placements and work with core partnership to develop role profiles and apply to the scheme.
- Core partnership manages the recruitment process with host organisation and regional job centre.
- Young people are matched with host organisations.
- Host organisations receive pre-placement training; young people join a training cohort and begin their training.
- Impact evaluation and communications work begins.



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Phase 2: Placements

- Young people begin work placements and continue to receive tailored training and support from core partnership.
- Host organisations receive further training from core partnership.
- Evaluation and communications work continue.

Phase 3: Future pathways

- Young people are retained by host organisations or receive support from the core partnership to explore for further employment or training opportunities through the scheme or elsewhere.
- National awards ceremony celebrates all graduates and host organisations.
- Sector roundtable to share learnings and research.

8. Who is the partnership?

Action for Conservation (AFC) is a youth environmental action charity that uses pioneering approaches to engage and inspire young people from diverse backgrounds to become the next generation of environmental leaders. AFC will oversee the development and coordination of the mentoring and support programme for young people alongside Voyage Youth, drawing on their experiences delivering environmental mentoring programmes for young people across the UK.

Generation Success believe that careers should not be defined by birth, seeking to advance social mobility by empowering all people of diversity to achieve their career aspirations. Generation Success will oversee the recruitment process of young people, provide training for host organisations and build future pathways for young people, using their experience managing apprenticeships and job placement programmes to address underrepresentation within employment and enterprise.

Students Organising for Sustainability (SOS-UK) is an educational charity created by students and staff at the National Union of Students (NUS) in response to the climate emergency and ecological crisis. SOS-UK will oversee co-ordination of the project, drawing on existing strong relationships with environmental conservation charities. SOS-UK will also lead on impact monitoring and evaluation.

Voyage stands for Voice of Youth and Genuine Empowerment. Based in Hackney, they work with black and minority ethnic boys and girls from several disadvantaged wards and communities in North London. They offer structured programmes providing work-based learning, mentoring and engaging workshops to create positive pathways for educational and broader development for young people between 14 - 21 years. They will oversee the development and coordination of the mentoring and support programme, provide training for host organisations and develop future pathways for young people.

9. How to apply?

Interested organisation can apply by completing the form [here](#) by **5pm on February 5 2021**. We will be in touch shortly after to discuss next steps.

Any question can be addressed to [Jamie Agombar](#) at SOS-UK or [Laura Kravac](#) at Action for Conservation.



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Frequently Asked Questions

How does the recruitment and interview process work?

Host organisations will work with the core partnership to specify their recruitment and interview preferences, outline any person specifications and identify where you may need support with key recruitment areas including candidate attraction, filtering, screening and selection. The core partnership will then work closely with the job centres to realise your preferences and support with agreed recruitment areas.

What type of training and mentoring will the young people receive?

Individuals will be placed in a cohort of 12-15 individuals and undertake 2 days of comprehensive training before the placement starts and regular monthly training focussed on sector-relevant knowledge and understanding, resilience, leadership, employability, confidence and communication. Training will be delivered online and in-person. Additional funding will enable us to offer bespoke mentoring on evenings and weekend and will focus on supporting young people to explore their own personal development needs.

Can my organisation top up the role to fulltime?

Yes – this is something we can coordinate with your regional job centre.

What happens to the £1,500 training allocation?

The intention of the project is that the Government's training budget remains with core partnership to cover centralised costs unless agreed otherwise in advance.

Are there any other fees associated with taking part?

Not at this time. We have applied for grant funding to cover the remainder of central costs. If we are not successful, we may have to request £250-£500 per placement to cover this.

Who is responsible for payroll?

The host organisation is responsible for payroll. If this is a barrier let us know – we may be able to support with payroll services.

What are the payment terms?

You will receive the first salary payment at the start of month 4 of the placement and the remainder of the payment at the end of month 6 of the placement. Let us know if cash flow is a barrier to you applying and we may be able to support.

How does the money flow to the host organisation?

The core partnership will receive the wage payment from the Government and reallocate that to host organisations. Host organisation are then responsible for adding the Living Wage top up and paying their employee.

How does a young person apply to the scheme?

Young people enter the scheme through a work coach at their regional job centre, who will have details on live vacancies.

Who is eligible to apply for a placement?



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The scheme is open to young people aged 16-24 who are currently on Universal Credit and at risk of long-term unemployment.

Can I hire a young person from my existing network?

Not directly – we can support that young person to connect with their local job centre.

Can you guarantee that the individuals will be from Black Asian and Minority Ethnic (BAME) backgrounds?

While we cannot guarantee that all applicants will be from BAME backgrounds, we will work closely with the job centres to specify the objectives of the project and recruit individuals currently underrepresented in the environmental sector.

What if the individual has performance issues?

Any performance-based issues will be addressed by the job centre's work coach.

Does a host organisation need to pay back a portion of the most recent payment if the young person quits?

No – the host organisation retains the most recent payment.

Are host organisations able to interview the candidates?

Yes – we will specify your recruitment and interview preferences with the regional job centre.

What happens at the end of the 6-month period?

We hope that at least 50% of the young people will be retained in roles within host organisations and we plan to utilise other Government schemes, such as the Apprenticeship Levy, and our own organisational networks and that of the job centres to support the other 50% to find roles at other organisations or pursue higher education and/or training.

I'm not technically an environmental organisation – can I still apply?

Yes – please contact Jamie and he can help you assess whether you're right for this project.

Can we apply directly to the Government's Kickstart scheme outside of this initiative?

Yes – but only if you are applying for 30 or more placements and you would not have access to the wider support offer.