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New to Nature Employer information session

August 2022

About Groundwork

Groundwork is a federation of charities mobilising practical community action on poverty and the environment across the UK.

We're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.



Today's session



Why?



What?



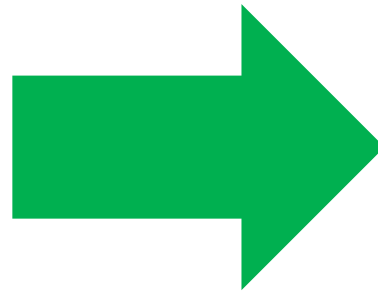
How?



Clarifications



Questions



> Is it for you?

> What's involved?

> What's next?

Why do we need New to Nature?

- > Nature recovery and net zero require a new green workforce
- > Despite rising employment young people remain disadvantaged in the labour market
- > Environment sector not seen as a career sector of choice for young people
- > Sector lacks diversity and is seen as inaccessible
- > ***We need to change how we bring the next generation into the sector***

What is New to Nature?

- > Paid 12-month work placements in the natural environment sector (x70)
- > Targeting young people (18-25s) from underrepresented groups:
Ethnically diverse/ disabled/ economically disadvantaged
- > Capacity building for host employers
- > Training, support and a step on the career ladder for young people
- > ***Create life-changing opportunities for young people,
Contribute to a more diverse, inclusive environmental sector***



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M | S S I O N
D | V E R S E

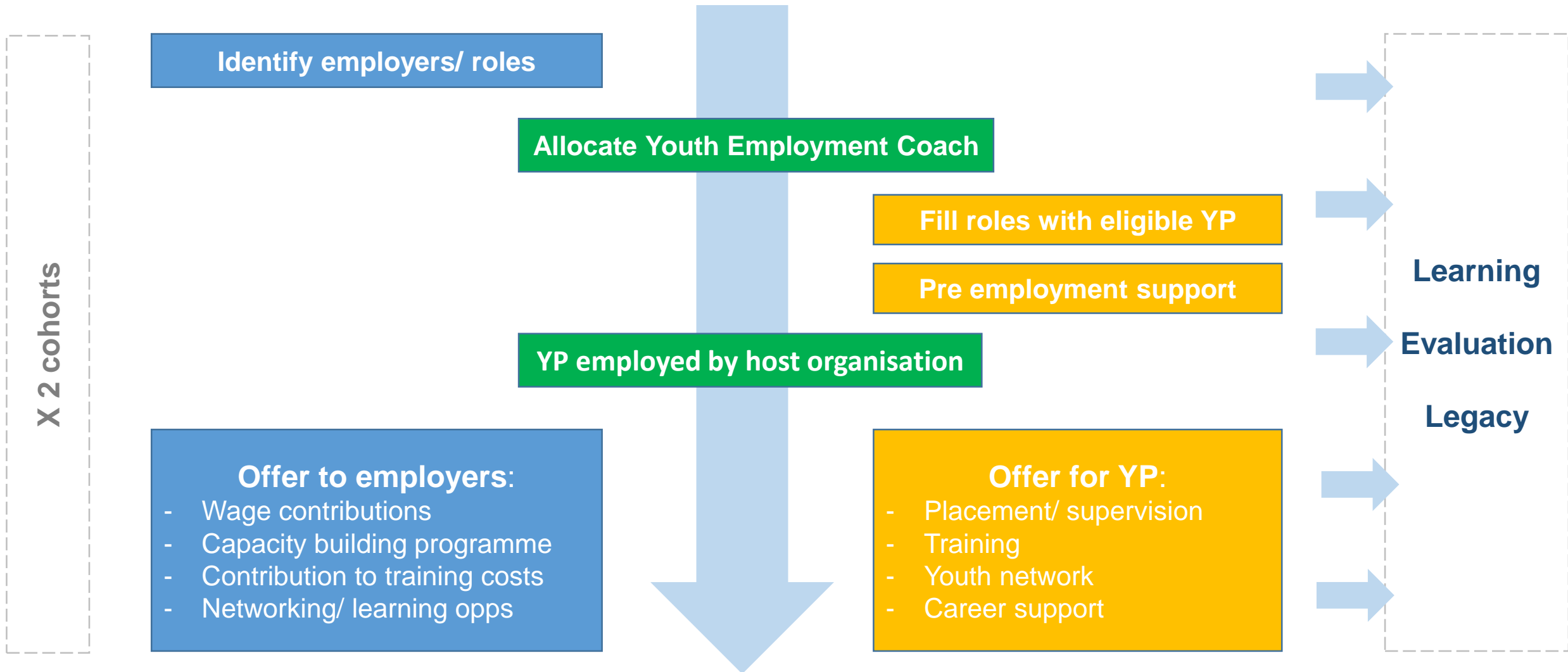


Prince's Trust



Youth
Environmental
Service

How will New to Nature work?



Offer to employer organisations

- > **Funding:** up to 90% of placement salary and on-costs
- > **Recruitment support:** Targeted outreach, shortlisting, selection
- > **Mentoring support:** Youth Employment Coaches
- > **Training budget:** Access to funds towards role-specific training for YP
- > **Capacity building:** Support from partners to create an inclusive culture
- > **Network building:** Sharing learning/ experiences, address common goals

Who are we looking for?

Organisations....

- > operating in England, Northern Ireland, Scotland or Wales
- > who are not for profit – including charities, CICs, public sector orgs
- > with an interest in protecting and enhancing the natural environment*
- > who can offer high quality experiences and a stable/ supportive environment
- > wishing to join us in a movement to help change the sector
- > Who can commit to a programme of training, learning, evaluation

Who are we looking for?

**Organisations with an interest in protecting and enhancing the natural environment – a primary focus on...*



Biodiversity and nature recovery: E.g. organisations seeking to protect or create habitats, or to protect plant, animal or insect species.



Urban green spaces: E.g. organisations working with community gardens, city farms, nature reserves and other green spaces acting as 'hubs' for community volunteering activity.



Education and nature connection: E.g. organisations encouraging people to connect with nature and promote wider environmental understanding

Who are we looking for?

We would particularly welcome interest from....



diverse-led environmental organisations



smaller, specialist charities who could use this opportunity to build their capacity

What are we looking for in a placement?

- > Full time (35 hrs) for 12 months (but flexible to meet YP needs)
- > In any part of eligible organisations – ‘back office’ or ‘front line’
- > High quality roles that contribute to participant’s prospects
- > Interesting roles that showcase the opportunities for a rewarding career
- > Accessible: roles that do not require lots of prior experience/ travel
- > Roles that suit a variety of abilities and interests

A placement **portfolio**



```
graph TD; A[A placement portfolio] --- B[Local and national roles]; A --- C[Geographically diverse]; A --- D["(some) roles that clearly demonstrate potential for YP to influence the org/ sector"]; A --- E[Some roles with diverse-led organisations]; A --- F["(some) inspiring/ unique roles"]; A --- G[Varied aspects of the natural environment supported]; A --- H[Combination of employer types and sizes]; A --- I[Roles to suit different interests/ abilities]; A --- J[Roles which have the potential to change organisations]; A --- K[Mixture of 'hands on' and desk based roles];
```

Local and national roles

Geographically diverse

(some) roles that clearly demonstrate potential for YP to influence the org/ sector

Some roles with diverse-led organisations

(some) inspiring/ unique roles

Varied aspects of the natural environment supported

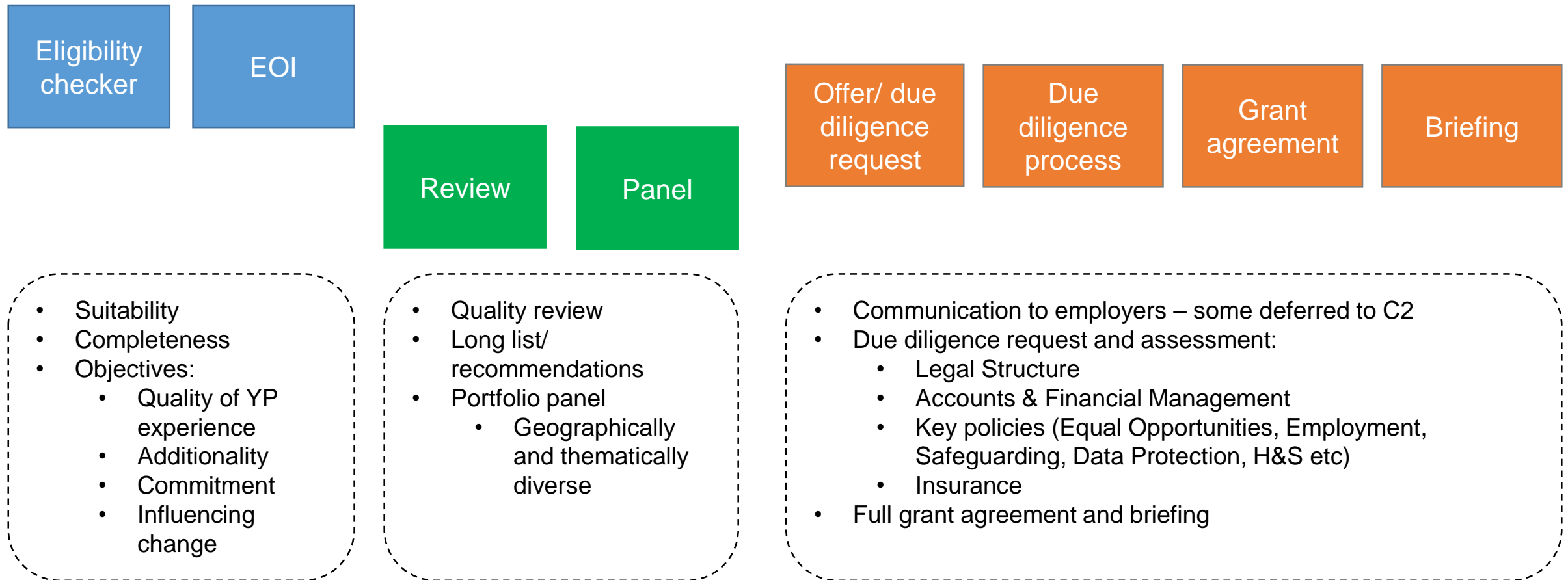
Combination of employer types and sizes

Roles to suit different interests/ abilities

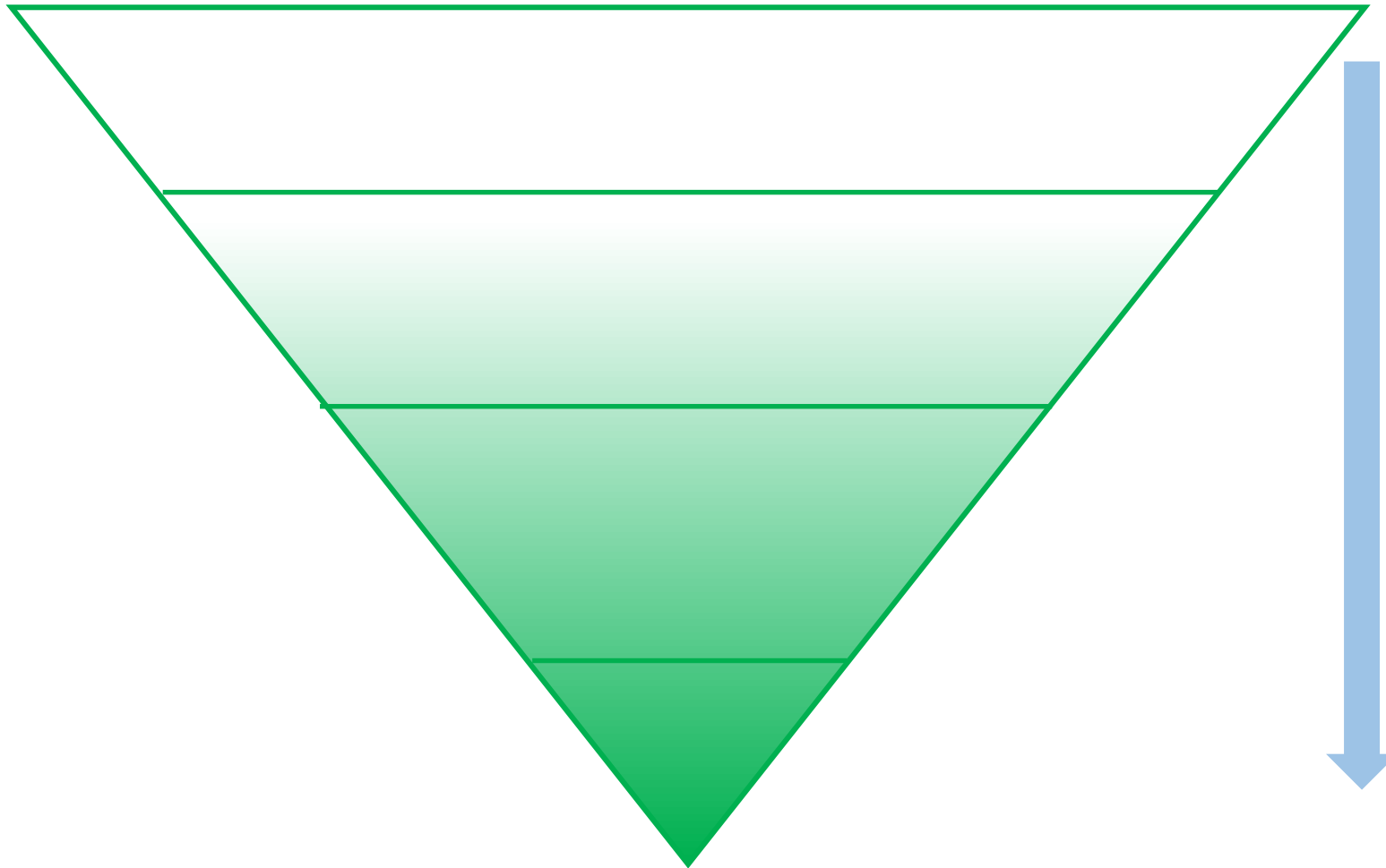
Roles which have the potential to change organisations

Mixture of 'hands on' and desk based roles

EOI process



Selection process



1. Eligibility assessment

Org/ placement suitability

2. Quality review

Quality of experience of YP,
alignment with objectives

3. Additionality

Sets it apart from other jobs

4. Panel

Variety, geography

Considerations

- > Iterative process – committing to an emerging programme
- > Demand/ competition – unable to meet demand
- > Imperfect selection process – short EOI, seeking a ‘portfolio’ – not a like-for-like assessment process
- > Not a grant funding programme – will require investment
- > How can we leverage the appetite to support change? Legacy and learning

Clarifications

- > **Cohorts/ EOI deadlines:** Aug = 10-15 roles, Oct = 55-60 roles
- > **Match funding requirements:** £1m+ turnover subsidising smaller orgs
- > **Number of placement per organisation:** 4 max but likely to be less
- > **Types of organisation:** Not for profits all in scope, justification helpful

Timetable



| | Cohort 1 (10-15 roles) | Cohort 2 (55-60 roles) |
|-----------------------------------------------------------|----------------------------------------|-----------------------------------------|
| Open for employer expression of interest | 20 July to 17 August 2022 | 20 July to 14 October 2022 |
| Deadline for employer Expression of Interests | 17 August 2022 | 14 October 2022 |
| Review and shortlist employers/ placements, due diligence | By mid-September 2022 | October/ November 2022 |
| Vacancies open for EOIs from young people | Mid-September 2022 to end October 2022 | Early January 2023 to mid-February 2023 |
| Interviews and appointments | November/ December 2022 | February/ March 2023 |
| Young Person undertake pre-employment course | Early January 2023 | Early April 2023 |
| Young Person starts in role | Mid-January 2023 | Mid-April 2023 |

Your questions



Next steps

- > Sharing/ outreach – ensuring diversity and geography
- > More webinars!
- > Exploring legacy and evaluation plans
- > Young person facing comms campaign
- > **Contacting us:** NewtoNature@groundwork.org.uk