

# RACE FOR NATURE'S RECOVERY

Race for Nature's Recovery is a scheme supporting young people from diverse backgrounds to thrive and progress their careers by using the Government's Kickstart scheme to place them in environmental organisations across the UK.

The scheme partnered with over **30 environmental organisations** across the UK to run placements for **125 young people**. Here are the key impacts for the host organisations and their Kickstarters.

## Environment sector host organisations reported changes to their approach to recruitment including...

- **83%** reviewed their role profiles for their accessibility to underrepresented groups within the sector
- **64%** consulted underrepresented groups in the development of their role profiles
- **61%** reviewed interview tasks and processes to make them more accessible

*Something we have changed a lot is our recruitment practices, trying to really address barriers. And we are seeing kind of a broader range of candidates now for our other roles. I think that's one thing we've really gained from what we've learned from this experience.*

Race for Nature's Recovery host organisation

## To retain their Kickstarters, environmental organisations hosting placements reported changes in their organisation's approach to better support employees from underrepresented groups...

- **62%** changed their induction approach
- **63%** changed their approach to fostering a connection or sense of belonging between the organisation and their employees
- **75%** changed their approach to training provision linked to designed to enable staff to complete their roles

*We created a more in-depth and structured induction process to give the kickstarter a really good understanding of our organisation, the sector and the different functions and roles. We wanted to give the individual the chance to fully engage with, understand and participate in all the different aspects of our work to help open up options and experience to them.*

Race for Nature's Recovery host organisation

## Environmental host organisations also reported changes to support their Kickstarters to progress within their organisation or across the environment sector...

- **73%** changed their mentoring and career planning support
- **53%** changed their delivery of development and learning opportunities linked to career progression
- **47%** changed their approach to facilitating networking either internally or externally

*We welcomed the opportunity to welcome young people through the Kickstart and Race for Nature scheme. It was fantastic to see their confidence and knowledge development in their role. We also learned so much from working with the young people; they brought a fresh perspective and skill set, which benefits our work with young people and communities*

Race for Nature's Recovery host organisation.

## Reflecting on their overall experience of completing a Kickstart placement through Race for Nature's Recovery, young people told us...

- **98%** rated the overall experience of their placement as positive or extremely positive
- **94%** felt mostly or very supported by their host organisation to complete their placements
- **92%** felt mostly or very supported to develop their skills
- **80%** felt mostly or very supported to progress within their host organisation

*Everyone was very welcoming and friendly from the start. They recognised that I was a new starter with not a lot of experience so were very helpful by giving me lots of advice. I had regular meetings with my manager who made sure I was always comfortable and not stressing myself out. Also, it's common to have social gatherings like lunches together or even staff fun days where we feel more appreciated. They were all really accepting of everyone's differences and made sure I had access to all the opportunities available at work. They were very friendly and understanding of any issues I may have faced and helped me find solutions which in turn made me feel more comfortable around them.*

Race for Nature's Recovery Kickstarter

## Kickstarters also reflected on their experiences of inclusion within the host organisations...

- **84%** agreed that they've felt comfortable being themselves at work
- **83%** agreed they have felt valued at work
- **79%** agreed they have felt integrated at work, when engaging in their work activities
- **60%** agreed they have felt integrated at work, when engaging in social activities

*I have been recognised by members of staff including my team members for all the work I've done and helped with. They always thank me and clearly show their appreciation verbally which makes me feel valued at work. They always recognise when I have helped out with something and are appreciative of that. Also, they suggest me to other members of staff when a task appears suggesting that they trust I am able to do that well.*

Race for Nature's Recovery Kickstarter

## Looking across the scheme as a whole, which provided Kickstarters with training and mentoring support in addition to support provided by their host organisation, impacts include...

- **76%** gained environmental knowledge and 82% gained skills to support their placement and/or future career ambitions following the training provided by the Race for Nature team.
- **60%** progressed personal development goals via the Race for Nature's Recovery mentoring programme
- **54%** were retained in the sector, either by their host organisation or through a new job or career opportunity.

**Race for Nature's Recovery is a UK Government Kickstart gateway consortium operated by:**

