Introducing **Green Futures**, Feedback’s latest flagship project in Buckinghamshire.

Green Futures will support the local green economy, address youth unemployment and reconnect young people to land and nature. Together, we will foster new relationships between schools, youth organisations, food businesses, and social enterprises to bolster the county’s food and farming sector.

**Want to know more ...**

Green Futures is Feedback’s bespoke youth employability and green vocation scheme that:

- Creates new local career pathways through a network of youth, food sector, and environmental organisations across Buckinghamshire and funding for collaborative pilot projects.
- Offers training, careers advice, and support, through safe and empowering experiences for young people aged 11-17 years from marginalised backgrounds.
- Create new 15 week Real Living Wage internship placements for local young adults aged 18-24 in food and environmental organisations. We will fund interns’ wages and provide training and guidance for host organisations to offer high quality placements that improving access to the sector for underrepresented young people.

Green Futures will resource the creation of new opportunities whilst improving access to them for underrepresented young people. We are delighted to be able to offer this work in Bucks and are looking for organisations who want to collaborate in building a sector which delivers change for the planet and its people.

**Could your organisation host a Green Futures Intern?**

Feedback will soon open applications for organisations to host a Green Futures Internship. We will be running two cohorts of four placements in 2022, funded by the Rothschild Foundation.

- 1st Cohort: February – June 2022 (main placement between March to May)
- 2nd Cohort: October 2022 – March 2023 (main placement Nov to Jan)

Read on for more info about the benefits of participation, criteria and more.
**Why work with us?**

Whether you’re considering the programme from the perspective of a potential host organisation or a young person there’re a lot of reasons to work with us.

<table>
<thead>
<tr>
<th>Host Organisation</th>
<th>Young Person</th>
<th>The Sector</th>
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<tbody>
<tr>
<td>Reduce the administraive burden and capacity strain of running an inclusive recruitment process</td>
<td>Stable employment for a 15-week period paid at the Real Living Wage</td>
<td>Inspire a new generation of employees, volunteers and supporters for our work</td>
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<td>Increase your capacity as you work to recover from the effects of the Pandemic</td>
<td>Access to a high-quality training &amp; development programme</td>
<td>Address current and historical inequity within the sector</td>
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<td>Access to Feedback’s inclusive recruitment material to attract and select the right candidates</td>
<td>Personal development support including 1:1 mentoring and EDI Groups</td>
<td>New learning on how our work to regenerate our planet can better benefit everyone equitably</td>
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<td>Coordination support for your recruitment and selection process</td>
<td>Opportunities to reflect on lived experiences in a personal and professional context</td>
<td>Formation of a Green Futures education network</td>
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<td>Training and support network with other host organisations</td>
<td>Access to EcoTalent alumni network following the Internship, with regular career and training opportunities</td>
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<td>Your interns will receive a training and support package which might otherwise be out of reach</td>
<td>Learn first-hand about food, the environment and how to make a difference.</td>
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**How does it work?**

1. Application to the scheme is very simple. Despite this, recruitment processes can be a lot of work, which is why we are happy to offer our support and mentoring.

2. Eligibility check, and partnership agreement – From experience, we know that a lot of time can be saved by getting information and expectations clear right from the beginning.

3. Recruitment – Once we have a partnership agreement in place and agreed timelines, we will work with you to get the job ad live. We can help to short list applications and provide a pre agreed scoring matrix to help decide who to invite to interview. Our staff will offer prompts from our framework to assist you in mitigating potential bias. The intern will be your employee however, and so the decision will always be yours!

4. Training, development and support – your intern will participate in our training programme along with 3 others. The programme consists of 7 days on content covering employability, the environmental and sustainable food sectors, practical skills like project management, and communication skills. They’ll get access to 1-2-1 support, equality, diversity and inclusion support groups, and a newsletter with opportunities for additional learning and employment beyond their placement.

5. We will help you conduct exit interviews so that you can gain insights about the ways you can improve your internship/ employment offer, as well as the USPs you can focus in on to continue delivering future opportunities.

After the internship, interns will continue to receive support from the Green Futures team. They will have access to our newsletter with accessible follow-on job and training opportunities. They will retain access to our Equity Diversity & inclusion groups to support them in pursuing a career within the sector.
Requirements

Green Futures seeks to support organisations working in the environmental and progressive/sustainable food sectors with internships typically focussed on growing, cooking, food distribution or campaigning.

Green Futures is committed to increasing equity, diversity and inclusion within the sector in all its forms. We want to work with organisations who share this commitment.

Feedback is a Real Living Wage employer. We think it would be unethical to assist in the creation of low paid roles for young people, many of whom may be struggling financially, whilst our staff are being paid fairly. More broadly however, we believe that internships are also about interns testing us. They are getting a feel for the sector, and what it might mean to try and build a career within it. We are convinced that a core part of this has to be fair working conditions, something that the food and farming sector more broadly doesn't always get right.

Costs and support we can offer

We are able to offer a comprehensive package of support thanks to funding from the Rothschild Foundation. As a result, we can lead on the recruitment of the young person, pay the full Real Living Wage Salary for a 30 hours per week, 15 week role, and offer a training and development package which is comprehensive and focussed on maximising the impact of the programme for hosts, and for young people. We’re able to provide a programme based on what’s needed, not just what will be enough. We are also keen to help you access training on safeguarding and in other areas you may feel will be of benefit as an employer. We will also help you if you need guidance with other policies or oversight.

What to do next?

If you haven’t already, please contact Rebecca Nutley via rebecca@feedbackglobal.org to discuss working together. We are confident we can work together to make Green Futures benefit your organisation, and local young people.

About Feedback

Feedback is a campaign group working to regenerate nature by transforming our food system. To do this we challenge power, catalyse action and empower people to achieve positive change. Founded in 2013, we combine hard-hitting investigative research, mass public participation feasts, and on the ground pilots for a better food system. As a result, we’ve put food issues, in particular waste, at the very top of the business and policy agendas.

We work across multiple aspects of our food system, including industrial meat, food waste, farmed fish, British sugar and ‘green’ energy generated through Anaerobic Digestion of edible food. We also work on campaigns around food citizenship, food commons and new food economies, piloting alternatives to the globalised, financialised food system. Our experienced EcoTalent team, is working with Green Futures which forms part of our Food Citizenship work which aims to bring about new food system models and bring new voices to the table. www.feedbackglobal.org