

# Exchange Schemes for young farmers in the UK

## Farmers Apprentice

Scheme name	Farmers Apprentice
Email	<a href="mailto:farmapprentice@rbi.co.uk">farmapprentice@rbi.co.uk</a>
Website	<a href="http://www.fwi.co.uk/farmersapprentice/">http://www.fwi.co.uk/farmersapprentice/</a>
Exchange objectives	Farmers Apprentice offers a week-long competitive crash course (or 'boot camp') of tasks relating to a modern farming operation. The boot camp takes place at Easton & Otley College in Norfolk between 20-25 July. The winner of the boot camp wins GBP 10 000 to invest in their farming career. 10 applicants compete for the prize and their competitive tasks are filmed for assessment by a panel of industry judges. The 10 applicants are initially screened through an interview process.
Target groups	Must be legally entitled to work in the UK
Group determination	18 to 25 years old
Number of participants	10 participants
Duration of an exchange	1 week
Finance	The boot camp is free and the GBP 10 000 prize can be spent as the applicant sees fit on their agricultural career.

## Future Growers Trainees and Apprenticeships

Scheme name	Future Growers Trainees and Apprenticeships
Email	<a href="mailto:futuregrowers@soilassociation.org">futuregrowers@soilassociation.org</a>
Telephone	0117 987 4601
Website	<a href="https://www.soilassociation.org/futuregrowers/">https://www.soilassociation.org/futuregrowers/</a>
Exchange objectives	The Soil Association's Future Growers scheme offers work-based learning in organic fruit and vegetable production, delivered on organic farms with mentoring and support from expert organic growers, backed up by in-depth seminars at farms across the UK. Both the traineeship and the apprenticeship involve: participants being employed as organic growers (at least 30 hours per week); regular mentoring; a programme of farm-based seminars run by organic experts; farm walks and visits to learn from a variety of approaches and techniques. As part of the schemes Future Growers are able to participate in access to land events that are part of a Grundtvig EU-wide project which include discussions on legal options for accessing land for commercial use.
Target groups	Must be legally entitled to work in the UK



Scheme name	Future Growers Trainees and Apprenticeships
Group determination	16 years +
Number of participants	Numbers vary depending on the number of host farms seeking to participate and making places available
Destination(s)	Host farms can apply to receive trainees and apprentices throughout the UK.
Duration of an exchange	Six-month traineeships or two-year apprenticeships
Finance	The cost of the scheme for applicants is GBP 950 for trainees and GBP 3 200 for apprentices.

## Get Mentoring in Farming

Scheme name	Get Mentoring in Farming
Email	<a href="mailto:sarah.trouten@sfedf.co.uk">sarah.trouten@sfedf.co.uk</a>
Telephone	8454674928
Website	<a href="http://getmentoringinfarming.org.uk/">http://getmentoringinfarming.org.uk/</a>
Exchange objectives	Get Mentoring in Farming is a UK-wide initiative to recruit develop and train volunteer business mentors from the Farming Sector and to match them with small farming related businesses. Mentors offer support over the course of a year through monthly one-to-one sessions with mentees. Mentors help mentees in relation to improving their core business, diversification; improving business resilience; company growth; reducing costs; using new technology; and business planning. The mentors are selected from industry and voluntarily provide 1 hour tailored mentoring services per month for 1 year based on their expertise. The mentors' expertise is matched with the needs identified of farmers.
Target groups	Mentees need to own an agricultural business, or be involved in its management. The scheme does not target support in any specific sense as long as mentees meet this criteria. The scheme does not undertake targeted recruitment of mentors, but does consider, and try to respond to barriers to participation for traditional/family farms.
Group determination	There is no age limit but the National Federation of Young Farmers is a partner in the initiative. The scheme covers the full range of agricultural sub-sectors.
Recruitment	Recruitment of mentors is mainly via strategic/corporate partners, who act to promote the scheme and raise awareness of the need for mentors to take part via their networks.
Duration of an exchange	1 year. Mentees are supported with a 1 hour mentoring session every month for a year.
Finance	Services are provided for free to mentees. Mentors are volunteers and are not reimbursed for their input or offered any financial incentive. Central Government funding is used to support the scheme infrastructure and to deliver training and development for mentees.
Practical arrangements	Prospective mentees and mentors fill in a profile form at application stage and the mentor manager 'matches' the pair. A mentor is trained to take an overarching look at the business operations of the mentee rather than just looking to provide advice in the areas that the mentee is aware of needing support in. This is aimed at developing the overall competitiveness of the business operation.



Scheme name	Get Mentoring in Farming
<b>Selection of farmers (guests) and hosts</b>	A mentor manager matches mentors and mentees on the basis of the details provided by both at application stage. A mentee is able to state a preference as to the mentor's specialism or skills. An 'ideal' match may not however reflect the preferences of mentees, as Sfedi has found that the mentee often is not aware of the ways in which a mentor will be able to help them. The mentor manager works to match on the basis of Geography but also where a mentor will be able to gain a good overview of the mentees role and the farming operation that they are involved in.
<b>Language conditions</b>	Language is not a requirement for participation. Participants will predominantly speak English. Some mentees/mentors in Wales may speak Welsh in their mentoring meetings.

## HelpX

Scheme name	HelpX
<b>Website</b>	<a href="http://www.helpx.net">www.helpx.net</a>
<b>Exchange objectives</b>	HelpX is provided primarily as a cultural exchange for working holidaymakers who would like the opportunity during their travels abroad, to stay with local people and gain practical experience. In the typical arrangement, the helper works an average of 4 hours per day and receives free accommodation and meals for their efforts.
<b>Group determination</b>	Volunteer helpers willing to stay and help with physical work on a short-term basis in exchange for food and accommodation
<b>Destination(s)</b>	Australia (and worldwide)
<b>Duration of an exchange</b>	Depends on host arrangement

## IEPUK

Scheme name	IEPUK – Worldwide rural placements
<b>Email</b>	<a href="mailto:info@iepuke.co.uk">info@iepuke.co.uk</a>
<b>Telephone</b>	+44 1572 823934
<b>Website</b>	<a href="http://www.iepuke.com">www.iepuke.com</a>
<b>Target groups</b>	Student farmers
<b>Group determination</b>	18-30 years
<b>Home country</b>	Worldwide
<b>Destination(s)</b>	UK
<b>Duration of an exchange</b>	Maximum 1 year
<b>Finance</b>	The trainee should get paid at least the national minimum wage or national agree wage. The host does not have to pay a fee to IEPUK. The trainee has to pay programme fees and visa costs. Trainee should get accommodation or help in finding accommodation.



<b>Scheme name</b>	<b>Llyndy Isaf Scholarship</b>
<b>Email</b>	<a href="mailto:information@yfc-wales.org.uk">information@yfc-wales.org.uk</a>
<b>Telephone</b>	01982 553502
<b>Website</b>	<a href="http://www.yfc-wales.org.uk/opportunities/rural-affairs">http://www.yfc-wales.org.uk/opportunities/rural-affairs</a>
<b>Exchange objectives</b>	Llyndy Isaf is a 614 acre upland livestock unit in the Nant Gwynant Valley, Snowdonia owned by the National Trust Eryri. The Llyndy Isaf Scholarship is a partnership between National Trust Eryri and Wales YFC, which gives a Wales YFC member the opportunity to run the farm for a year. As well as assuming the role of Farm Manager at Llyndy Isaf, selected applicants will also spend time at the neighbouring farm, Hafod y Llan. Hafod y Llan is also owned by the National Trust and the farm manager there, Arwyn Owen acts as the applicant's mentor to provide guidance, support and advice. Training plays a big part of the experience and the scholar will be encouraged to make their own choices about which training courses they undertake outside of running the farm.
<b>Target groups</b>	Members of Young Farmers Wales
<b>Group determination</b>	18 to 26 year olds
<b>Number of participants</b>	One per year
<b>Duration of an exchange</b>	1 year
<b>Finance</b>	A salary of GBP 16 000 (plus access to the farm house and a vehicle)

## NFYFC Discovery Programme

<b>Scheme name</b>	<b>NFYFC Discovery Programme</b>
<b>Email</b>	<a href="mailto:discovery@nfyfc.org.uk">discovery@nfyfc.org.uk</a>
<b>Telephone</b>	02476857200
<b>Website</b>	<a href="http://nfyfc.org.uk/TravelwithYFC/yfctravel">http://nfyfc.org.uk/TravelwithYFC/yfctravel</a>
<b>Exchange objectives</b>	The Discovery Programme offers NFYFC members the opportunity to travel abroad and gain work experience on farms in order to experience another way of life. The type of exchanges can be varied and are advertised and open to competition; e.g. one-month's experience working on Limestone Downs farm in New Zealand or working on dairy farms in Norway. Several competitions are available each year, with each competition being open to a very small number of successful applicants. Applicants gain experience of working on a new farm as well as exposure to new cultures.
<b>Target groups</b>	NFYFC members
<b>Group determination</b>	18 to 26
<b>Number of participants</b>	Varies but normally less than 25
<b>Destination(s)</b>	Open to many countries in Europe and further afield where exchanges can be arranged with farms and other organisations. Hosts apply to be part of the scheme.
<b>Duration of an exchange</b>	Around 1 week to a few months depending on the trip arranged.
<b>Finance</b>	Some finance is provided by the NFYFC. Applicants should also seek sponsorship.



Scheme name		Nuffield Farming Scholarships
<b>Email</b>		<a href="mailto:director@nuffieldscholar.org">director@nuffieldscholar.org</a>
<b>Telephone</b>		01460 234012
<b>Website</b>		<a href="http://nuffieldscholar.org">http://nuffieldscholar.org</a>
<b>Exchange objectives</b>		<p>The Nuffield Scholarship offers scholarships to individuals within the agricultural industry that wish to pursue studies abroad. The studies need to demonstrate that they will benefit the industry broadly speaking. Applicants submit proposals in an area of interest to them. Around 40% of applicants come from professional service providers or educational bodies linked to the agricultural sector. Around 60% of applicants come from farms. These studies aim to strengthen an area of business that farmers are interested in i.e. by researching farming practice in other countries. The main aims of this scheme are:</p> <ul style="list-style-type: none"> <li>• Unlock individual potential and broaden horizons through study and overseas travel with a view to gaining expertise in area of personal interest in the field of food and agriculture;</li> <li>• Enable scholars to have access to the world's leaders in food and farming;</li> <li>• Deliver benefits to agricultural and related industries through knowledge transfer. The above aims link into a broader objective of the scheme to support the development of leaders of the future within the agricultural sector.</li> </ul>
<b>Target groups</b>		<p>For the UK scheme:</p> <ul style="list-style-type: none"> <li>• UK residents aged between 22 and 45 years old (inclusive) at the application date;</li> <li>• Individuals working in farming, rural land-based industries, food industries or agricultural associated industries as an owner, manager or employee;</li> <li>• Anyone engaged for at least 2 years in a relevant sector and who intends to remain involved in their industry;</li> <li>• The participants need to be actively engaged with, and linked to the agricultural sector (e.g. the scheme would not select retirees) across a wide range of fields including forestry, horticulture, food supply chains, professional farm advisors etc.</li> </ul>
<b>Group determination</b>		22 to 45 years old
<b>Recruitment</b>		Applicants are required to submit an online application form that requires information on the rationale and relevance of the applicant's proposed international research assignment. Applicants may request advice from the Nuffield Farming Scholarship Farming Trust on how to complete the application form before submitting. The application forms are reviewed by the board members with a view to selecting up to 20 appropriate applicants for support.
<b>Duration of an exchange</b>		At least 8 weeks and must be completed in 18 months. The travel element of the scheme can be broken up (i.e. 8 weeks can be taken at different points across the year), although the Trust encourages scholars to undertake a condensed period of travel in order that they can immerse themselves in another culture and focus on the opportunity of learning.
<b>Budget for exchange</b>		The bursary is made available to selected scholars covers their travel and accommodation costs. Participants (scholars) are responsible for organising their own insurance. The overall package of support is worth around GBP 11 000 (bursary GBP 6 000; international conferences and pre briefings GBP 3 000 and training, publication and administration GBP 2 000).



Scheme name	Nuffield Farming Scholarships
Funding source	The scheme is supported through sponsorship from a range of donors (past scholars, individuals, businesses, organisations, charities). One scholar has been funded through internal organisation funds in recent years but this is unusual.
Selection of farmers (guests) and hosts	The Trust does not 'match' the scholar with a host but selects the scholar and facilitates the scholar's own selection of a farming contact from its database. The extensive database of farming contacts has been built up over several years, and the farmers are not formally assessed with regard to their suitability, although 'sign up' to the ethos and aims of the scholarship scheme.
Insurance	The Trust ensures that the scholar has appropriate insurance in place (this is the responsibility of the scholar).
Assistance in travel etc.	The Trust does not plan the travel for scholars.
Conditions to participation	The main condition to participation is that the scholars prepare a study paper as an output. Otherwise, the scholar must recognise the aims and objectives of the scheme in order to have been selected.
Language conditions	English is required.

### Sainsbury's Agricultural and Horticultural Graduate Scheme

Scheme name	Sainsbury's Agricultural and Horticultural Graduate Scheme
Email	<a href="mailto:farm.apprenticeships@sainsburys.co.uk">farm.apprenticeships@sainsburys.co.uk</a>
Website	<a href="https://sainsburys.jobs/vacancy-details/516701?referrer=earlycareers">https://sainsburys.jobs/vacancy-details/516701?referrer=earlycareers</a>
Exchange objectives	This scheme, developed in partnership with some of Sainsbury's leading suppliers, is closely aligned with the Government's Agro-tech strategy by attracting the brightest young talent into the industry and creating the next generation of leaders to ensure British farming can lead on a global scale. Through this scheme, apprentices gain hands-on, practical experience within Sainsbury's farmer and grower supply chains. This includes a 15- 20 month apprenticeship (either with a Sainsbury's supply chain company or a Staffline client) with 44 days off the job training. The off the job training should lead to a vocational City and Guilds diploma in Agriculture, as well as other industry qualifications.
Target groups	Applicants must have Maths and English GCSEs grades A to D or equivalent. University graduates should not apply.
Group determination	16 to 23 years old
Duration of an exchange	15 to 20 months

### Tesco Future Farmer Foundation

Scheme name	Tesco Future Farmer Foundation
Telephone	0800 977 4639
Website	<a href="http://www.tescofuturefarmerfoundation.com/">http://www.tescofuturefarmerfoundation.com/</a>
Exchange objectives	The aim of the Tesco Future Farmers Foundation is to support the next generation of young farmers to develop business skills (rather than agricultural technical skills), increase confidence around developing business activities and to identify new leaders in the industry including young farmers entering the business



Scheme name	Tesco Future Farmer Foundation
	<p>through succession or starting their own firms. The programme offers a mix of activities designed to give young farmers' careers a kick start on the basis of tailored support.</p> <p>The support takes the form of:</p> <ul style="list-style-type: none"> <li>• Group workshops: two-day workshops where young farmers get to work on business challenges and problems with fellow future farmers;</li> <li>• Bespoke training: young farmers can access training from leading training companies across the UK. Training topics are selected by applicants providing the topics can help with their farming career;</li> <li>• Tesco provide access to supply chain visits with sales and marketing professionals in food processing and retail industries with a view to enabling young farmers to gain business contacts;</li> <li>• Mentoring: experienced individuals from the world of food and farming give up their time to focus on helping young farmers chart their future through bespoke business planning workshops;</li> <li>• International scholarships are on offer to a small number of applicants to enable young farmers to research global markets and business systems (Four people per year).</li> </ul>
<b>Target groups</b>	Any person from 20 to 35 (from any relevant sector). University Graduate level young farmers (or equivalent with experience).
<b>Group determination</b>	Any sector, persons aged 20 to 35.
<b>Number of participants</b>	There are 100 selected persons per year (50 during the spring and 50 in the autumn) There are two courses with about 35 selected for the less intensive course and 15 selected for the intensive course.
<b>Recruitment</b>	<p>The first stage of recruitment relates to a marketing phase (e.g. website, promotional events and Tesco promoting the scheme through suppliers).</p> <p>Applicants then go through a simple online application process. The most suitable applicants are then invited to a selection event with the aim of selecting applicants with the best business cases for applying to the scheme.</p>
<b>Destination(s)</b>	A small number of applicants may wish to take advantage of the international scholarship. If they wish to apply for a scholarship, applicants need to develop their own business case as to why and how the international scholarship will benefit them. Therefore within reason there are no restrictions as to the countries that applicants can travel to.
<b>Duration of an exchange</b>	The programme duration is 1 year. The intensive course consists of 25 days whereas the less intensive course consists of 15 days. The intensive course has more of a focus on business mentoring of young farmers' existing businesses from leading professionals. Applicants may wish to extend the number of training days if they can identify additional funding to support this.
<b>Selection of farmers (guests) and hosts</b>	Applicants can propose their own farms to work on if they choose to opt for this type of training. However, if they require support, Tesco can advise on appropriate farms.
<b>Insurance</b>	Applicants are required to purchase their own insurance for international travel.
<b>Assistance in travel etc.</b>	The scheme provides assistance from planning international trips.
<b>Language conditions</b>	Applicants need to speak English.



Scheme name	WWOOF UK
Email	<a href="http://www.woof.org.uk/contact">http://www.woof.org.uk/contact</a>
Website	<a href="http://www.woof.org.uk/">http://www.woof.org.uk/</a>
Exchange objectives	The scheme has educational and cultural goals. The objective of WWOOF in all countries is to link volunteers and growers in order to grow the organic movement through education. The work of WWOOF is underpinned by the following mission statement: WWOOF is a worldwide movement linking volunteers with organic farmers and growers to promote cultural and educational experiences based on trust and non-monetary exchanges, thereby helping to build a sustainable global community. The exchange aims to provide education for volunteers who have an interest in organic agriculture and want to promote sustainable living practices, in return for bed and board provided by a 'host' farmer. The objectives are to give volunteers the opportunity to participate in a wide range of activities; both utilising their own skills and learning new practices, techniques and skills. The agricultural activities are seasonal, providing year-round opportunities on organic farms.
Target groups	Organic farmers/smallholders, visiting members from any country or sector.
Group determination	The majority of exchange visitors/ volunteers are young. The average WWOOFER age is 27.
Recruitment	Via website, advertising and word of mouth. WWOOF also hopes to use other online communication methods and develop greater links with other green organisations.
Destination(s)	27 countries in Europe and 100 worldwide.
Duration of an exchange	The length of exchange depends on negotiations between host and volunteer; anything from a few days to several months. Some WWOOF hosts ask for a trial period of a few weeks before accepting people for longer stays.
Selection of farmers (guests) and hosts	Hosts must be able to teach something about organic growing and sustainable living and have appropriate accommodation etc.
Insurance	Host farmers are expected to have appropriate insurance cover – it is a requirement for becoming a member. WWOOFers make a commitment to get suitable insurance. Although, in Italy insurance is provided by WWOOF.
Assistance in travel etc.	Links to transport possibilities are often on WWOOF website, but no financial assistance is given for this. The e-learning platform will have advice on sustainable, low-carbon travel. Hosts will usually liaise with visitors prior to arrival and advise on travel and logistics. In many cases the host will offer a local pick up and transfer the visitors from stations etc.
Conditions to participation	WWOOFers and hosts make a 'commitment' to participation on the basis of a set of core values.
Language conditions	Applicants should have decent language skills related to their host country.