



## EXPERIENCES OF WORK THE BENEFITS OF GETTING INVOLVED

### Why volunteer your time?

As an employer, you should never underestimate the positive influence you can have on young people. Sharing your experience and workplace with young people allows them to meet role models and see examples of jobs they might like to do in the future. However much time you can offer, you can make a real difference.

Sharing your career journey can be powerful. Your insights, unique industry knowledge and experience can make a difference to the options a young person considers for their future career.

You could be the role model who changes a young person's life, just by showing them what is possible.

### What is an Experience of Work?

Schools and colleges are responsible for providing real experiences of the workplace. **And by the age of 16**, every pupil should have had **at least one experience of a workplace**, additional to any part-time jobs they may have.

**By the age of 18**, every pupil should have had **one further such experience**, additional to any part-time jobs they may have.

So what does an 'experience of the workplace' actually mean? In the past, this would almost certainly and exclusively mean a 'work experience placement', with students coming to your workplace

and spending a week or two working alongside a member of your team. The world of work has changed hugely, and expectations of experiences of the workplace are very different now.

### Types of Work Experience

The range of contexts for experience of the workplace has diversified, and includes:

- ✓ work shadowing
- ✓ workplace/site visits
- ✓ insight days
- ✓ mentoring
- ✓ project-based learning
- ✓ social action and volunteering

## How will you benefit from offering an experience of the workplace?

In return for your time, you can expect the following benefits to your business:

- ✓ Raise a positive profile and bust myths about your business and industry.
- ✓ Build business-relevant skills in young people to support your recruitment strategy and develop your future workforce.
- ✓ Employee engagement and development: employees can build on their supervisory and leadership skills whilst sharing their knowledge and expertise with young people.
- ✓ Insights into your business: understand how young people view your business.
- ✓ Access to skills: tap into the minds of digital natives.
- ✓ Give back to your community and build relationships with schools and colleges.
- ✓ Embrace online delivery to enable more young people to gain valuable insights into careers and industry opportunities.

## More help to get you started

For help linking with a school get in touch with us at [Cumbria Careers Hub](#)

For fuller info and guidance visit: [CEC Experiences of Work Guidance](#)

*"When designing your programme it's really important to consider the needs of the school or college. Meeting their needs and objectives will lead to a fuller experience for young people."*

Nicola Hall, Director of Education

## Preparing for a "traditional" work experience

- ✓ You need to clearly identify who will supervise students during their time with you and who will deputise in the event of their absence. Supervisors should be aware that young people will require more
  - ✓ supervision than adults.
  - ✓ Prepare a scheme of work of activities and ensure relevant departments are aware of their involvement.
- ✓ It is worth remembering that students should have the opportunity to make choices and decisions for themselves. Consider how these activities may allow them to do things for themselves and how it might link to the student's school work. This and any learning objectives should be agreed with the work experience organiser and may include:
  - o Understanding the purpose of the job or task and its relationship to the overall work of the company
  - o Meeting appropriate standards of working behaviour such as timekeeping, dress code and conduct
  - o Identifying the importance of good health, safety and welfare practices

Whenever possible invite the student to visit prior to the placement commencing. Research has shown that a pre-placement visit to discuss the nature and range of work builds the student's confidence and they performed better during the placement. It may be possible to complete an induction into the workplace at this time and introduce the student to key personnel they will be involved with.