

EMPLOYER GUIDE: DIFFERENT TYPES OF WORK EXPERIENCE

Work experience as a generic term covers many different types of placements, some of which are outlined below:

Pre 16 block: this is the traditional and long-established model for work placement in schools of which most people will be aware. The objective of this work placement is to give young people a taster of being in the work place, a chance to see the skills needed and to gain confidence in an unfamiliar environment.

Post 16: many schools/colleges encourage students in sixth form to organise work experience for themselves. This will most likely be to further develop employability skills, to enhance future applications for University/Apprenticeships/employment. Most often this is for a week.

Specific to support curriculum: some courses require an element of work experience to support classroom based learning. Students will spend time with an employer to apply what they have already learned in a real life setting. An example of this is students studying Health & Social Care having work experience in the community in care homes/day centres or other care settings.

Students with special needs: this is a bespoke placement arranged to suit the student's individual needs. The duration and frequency of attendance at the work place will vary and may change over time as the student's confidence increases. It may start with a teacher also in attendance. This type of placement requires communication of clear and specific expectations of both what the employer will do and what they can expect from the student.

Traineeships: work experience is a key element of this qualification. It can vary in duration from 6 weeks to 6 months and the key focus is becoming work ready.

Study Programme: Work experience is a key component of 16 to 19 study programmes and all students are expected to undertake work experience or some form of work-related training as part of their study programme 'non-qualification activity'.

Parental arranged: this is when parents have agreed to work experience which is neither endorsed nor supported, by a school/college so they have sole duty of care for their child. There are no official guidelines for such placements but employers must still adhere to Health & Safety laws in connection with work experience participants.

Work shadowing: in which an individual student is assigned to 'shadow' an individual employee going about his or her normal activities, allowing close observation of jobs which for reasons of complexity, safety or security cannot be actively undertaken by the student;