

Get Started with

**Work**

**Placements**

Guide for employers

# Work Placements

During their school careers, young people will experience the world of work through a range of activities. Taking place in the senior phase (S4-S6) work placements are an important part of careers education, offering young people an opportunity to experience a work environment and help them to plan their future career.

## Benefits of Work Placements

### Young People

- Help young people to understand the world of work and feel prepared to make choices for their next steps
- Discover how subjects, interests, strengths and skills relate to job roles
- Build networks and social capital, skills, confidence, knowledge and ideas for choices and next steps

### Organisations

- Earlier access to future talent, ease skills gaps and recruitment pressures
- Make a difference to the lives of young people including those who face the biggest challenges
- Connect with a diverse range of young people who can bring wider life experiences, new ideas and skills
- Feel connected to your local community, enhancing your profile as an employer of choice
- Meet your organisation's social responsibility

## Work Placement models

In a rapidly changing world of work, work placements have needed to adapt to reflect the needs of young people, education and business. Examples of different work placement models are highlighted below:

A week-long experience of the workplace with potential for additional opportunities

Work Tasters: half day or single day experiences of the workplace

Foundation Apprenticeship: takes place at an agreed time each week, for up to 2 years (level dependant)

A flexible placement: one day per week for a month or one afternoon a week for a couple of months

Placements undertaken out-with the school day (during term holidays e.g. internship model).

# Work Placements

## What does a great work placement look like?

There are no strict rules when it comes to deciding what activities and tasks should be included in a work placement as long as they give a realistic insight into the world of work.

Creating a timetable of meaningful and engaging activity for the placement is an important part of preparing to host a young person. It gives an overview of the entire placement experience and is a helpful way to ensure that the programme has a variety of tasks and opportunities. Potential activities/tasks can include:

- Setting the young person a project or task to work on for the some of or the duration of their placement
- Shadowing a different team
- Interviewing a senior member of the team on their role or a set topic
- A research task
- Explore routes and pathways into the sector/ organisation
- Prepare a presentation on a topic to a small group.
- Write a blog on their work placement experience
- Social Media takeover

Get Started with Work Placements is a snapshot of what a work placement is and what a work placement might look like. For a more in-depth guide, please visit our [Work Placements Resources page](#) to access our FREE Delivering Work Placements Employers Guide, trainee/apprentice logbook and induction templates.