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Supported Work Placements - Employers Guide

Work experience offers the students of today the opportunity to prepare for the challenges of tomorrow.

Work experience really does work

It works for students who get the opportunity to participate in the world of work and appreciate how to become productive members of the workforce. It works for employers who see work experience as providing a valuable recruitment pipeline into their business.

To improve our future workforce development, it is vital for education and business to work together to ensure that young people are better prepared for the world of work, with the necessary skills and motivation.

One important way in which employers can establish links with their local schools is through work experience placements. Work experience offers a wealth of benefits and opportunities. Students at school can become familiar with the skills and attitudes needed by modern business and recognise that the demands of working life are constantly changing, it can enhance their knowledge and understanding and better prepare them for the world of work.



For employers, it can provide the opportunity to help students develop an insight into the skills and attitudes required by business and to raise their awareness of career opportunities within their chosen vocational sector.

Employers can help students develop these skills and influence their future career choices by providing them with first-hand work experience

WHAT IS WORK EXPERIENCE?

Work experience can be described as: a placement on employer's premises in which a student carries out a range of tasks or duties, more or less as would an employee, but with the emphasis on the learning aspects of the experience

The success of a placement relies upon an effective partnership between the employer, the work experience organiser, the school and the student

BENEFITS TO EMPLOYERS

- **Influencing the quality and skills of future employees:**

Employers can help improve the quality and readiness of young people coming onto the labour market



- **Development of recruitment channels:**

Developing links with local schools can help to attract school leavers into jobs and can reduce recruitment costs

- **Raising the employers community profile:**

Many employers understand the importance to raising their profile in the community. Work experience placements provide a valuable means of maintaining a positive image amongst students, teachers, parents and employees

- **Influencing career choices:**

Employers have identified that work experience placements are an effective way of raising the profile of career opportunities within their organisation and, in some cases, of dispelling unwarranted preconceived ideas of a specific sector

Our service

Good business depends upon quality for its success. This means investing in quality products, services and staff. Similarly, for work experience placements, employers will need to invest time in planning their placement in order to gain the maximum benefits. To ensure the success of the placement ITEC will plan:

- Aims and objectives of the placement and plan and prepare a short placement description
- Discuss with the employer what work the student will be doing or observing, the risks involved and how these are managed
- Induction to the placement so a student is prepared for their work experience
- Debriefing and evaluation of the placement, could we improve the experience?

During the placement ITEC will:

- Pre-screen and select the most suitable student
- Provide candidate details so employers can choose the most suitable student
- Monitor attendance and timekeeping
- Visit the student at least once to monitor their progress
- Provide a dedicated member of staff who will support and mentor the student