

Modern work experience

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Your Work Experience

What was your first work experience and what did you learn?



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Work Experience: the current picture

- What we have at the minute could be better
- Summer 2025 – only around 60% of young people in HEY had some type of work experience before they left school at 16
- Add into this – part time jobs for young people are getting harder and harder to get
- Most employers now asking for experience for first time jobs.

Planning & Timing

Most plan 6–12
months ahead

Peak delivery in
Summer/Spring

Common year
groups: Y9,
Y10, Y12, Y13

Types of Experiences

1+ week block placements

Short experiences (<1 week)

Day release

Employer visits & curriculum projects

Virtual experiences & volunteering

Priority Groups

Young people with additional needs, free school meal students and looked after children

Students in Alternative Provision.

Persistent absentees.

Students with identified behaviour/mental health needs.

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Sourcing Placements

Learners self-organise

Parental support

School employer networks

Paid brokerage services

Budgets and Staffing

Most budgets are less than £3,000.

Coordination is done by:

- Work Experience Coordinators
- Careers Leaders
- Admin support in school/college
- Tutors on top of their teaching role



Challenges

Perceived lack of employers

Student motivation and anxiety

Behaviour/mental health barriers

Absenteeism

Funding & curriculum time issues

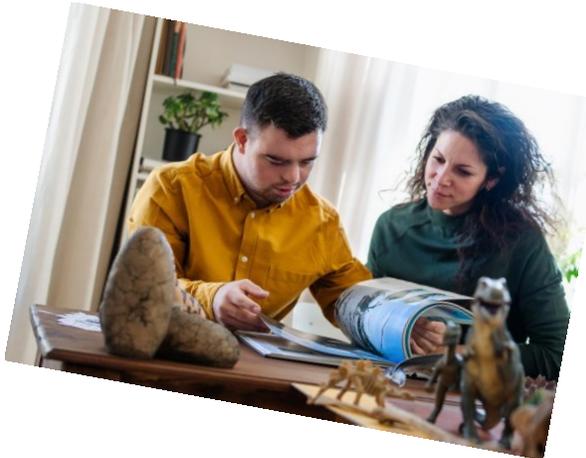
Parental support

Modern work experience

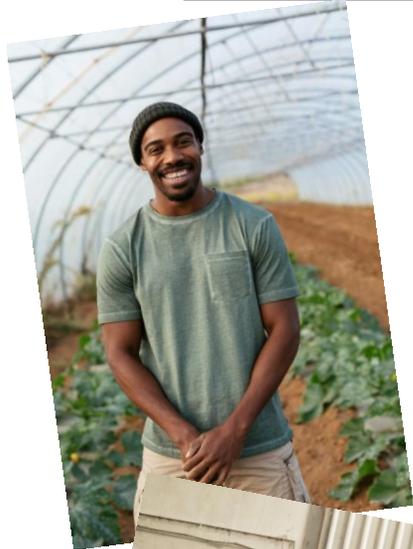
Modern work experience should guarantee every young person access to high-quality, multiple workplace experiences, totalling ten days' worth throughout secondary education



Experiences should be aspirational and inspirational, employer led, first hand and active (two way employer-pupil interaction).

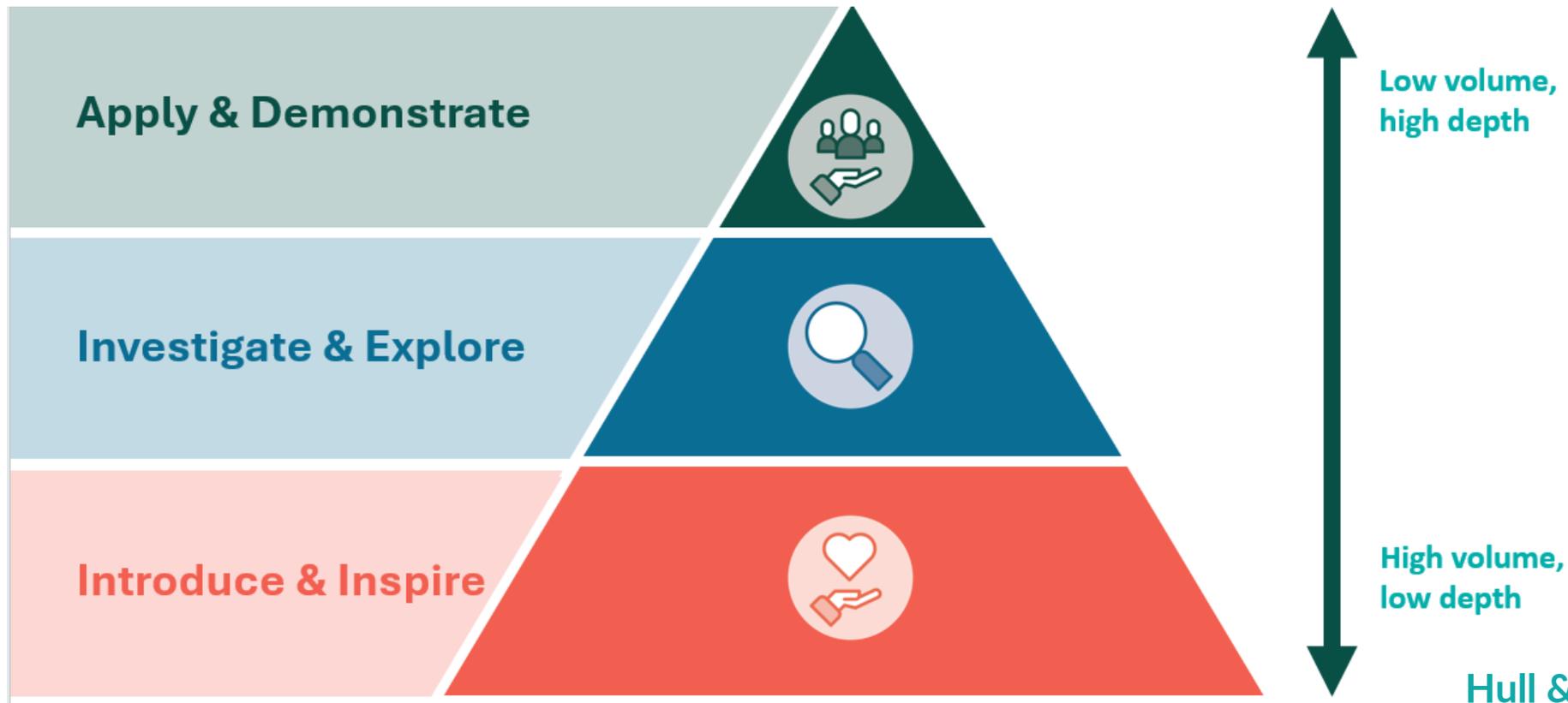


What is modern work experience?



- Prioritise young people who are missing out and provide targeted support
- Include experiences that are employer-led in their design
- Enable meaningful relationships between the employer and young person
- Start early, allowing access to multiple, different industries and occupations
- Be underpinned by learning outcomes, to ensure a progressive high-quality approach
- Offer meaningful experiences as defined in updated Gatsby Benchmark 6

Equalex: A progressive approach



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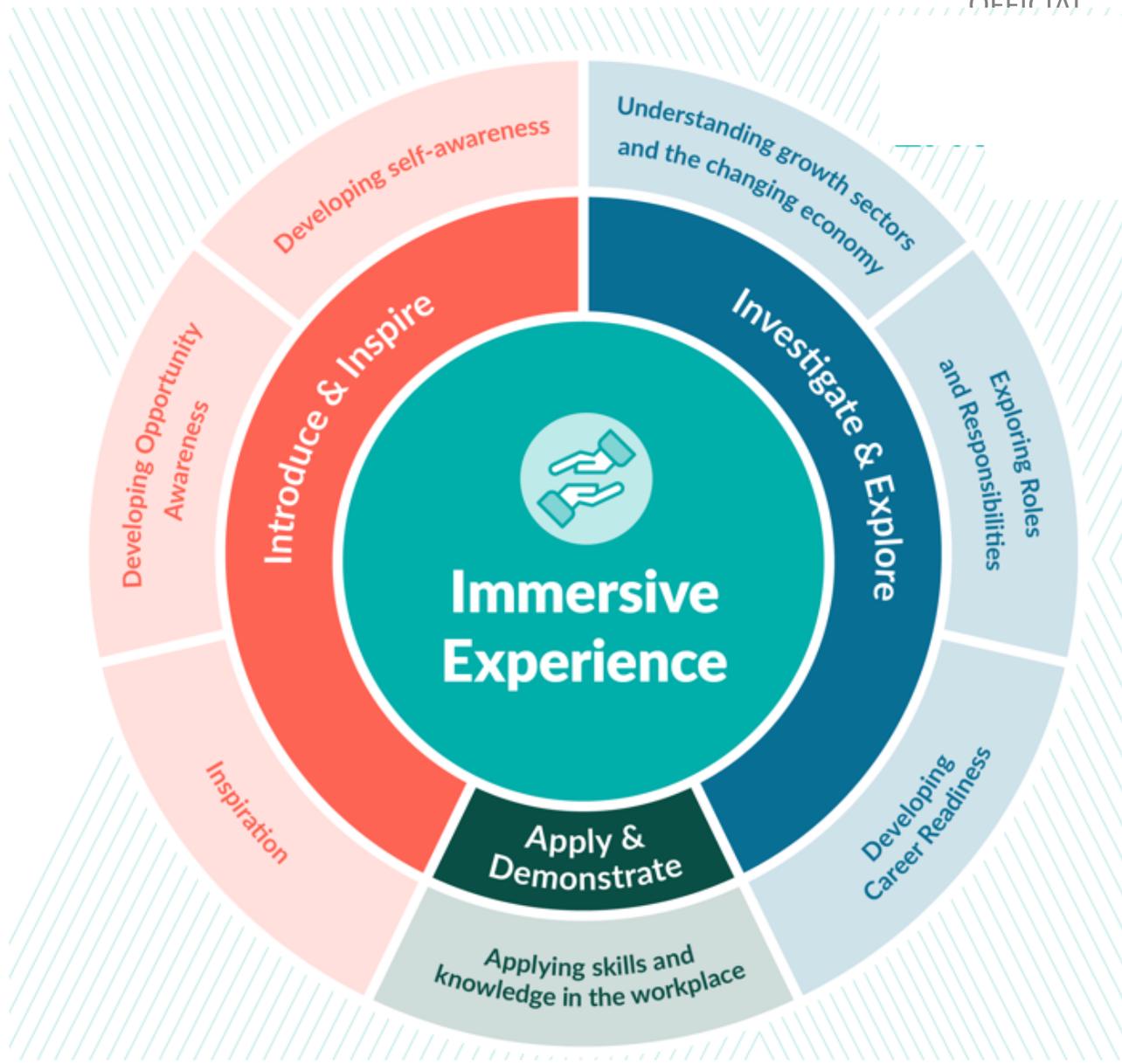
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Why take a progressive approach?

Traditional

equalex





Why take a progressive approach?

Phased Implementation

2025-26

- Awareness

2026-27

- Engagement

2027-28

- Delivery and review

Hull & East Yorkshire commitment

BAE SYSTEMS

**DIFFERENT
RESONANCE**

NHS

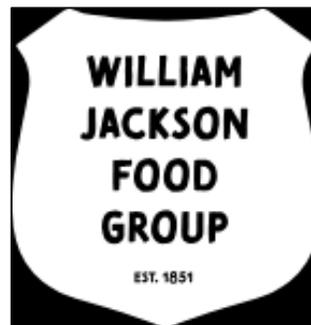
Humber Teaching
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Challenges to Overcome

Access issues
with some
workplaces

Disparities in
access

Capacity –
schools and
employers

Curriculum
time

Employer
awareness and
willingness

Transport

Can you get on board?

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