

WORKING WITH



EMPLOYERS



SCHOOLS



COLLEGES

TO DELIVER
EXCELLENCE IN
CAREERS EDUCATION

Work Experience Workshop

Catherine Beater and Michelle Pickard

Wednesday 8th July 2026



Key Focus of the session

- **Reflect on current delivery:** Review work experience activities across KS3, KS4, SEND and AP, with a particular focus on KS3.
- **Identify successes and learning:** Consider what has worked well, key challenges, and lessons learned from this year's activity.
- **Share practical insights:** Exchange examples from recent pilots and initiatives in schools and colleges.
- **Learn through peer discussion:** Engage in focused conversations to compare approaches and gather ideas from others.

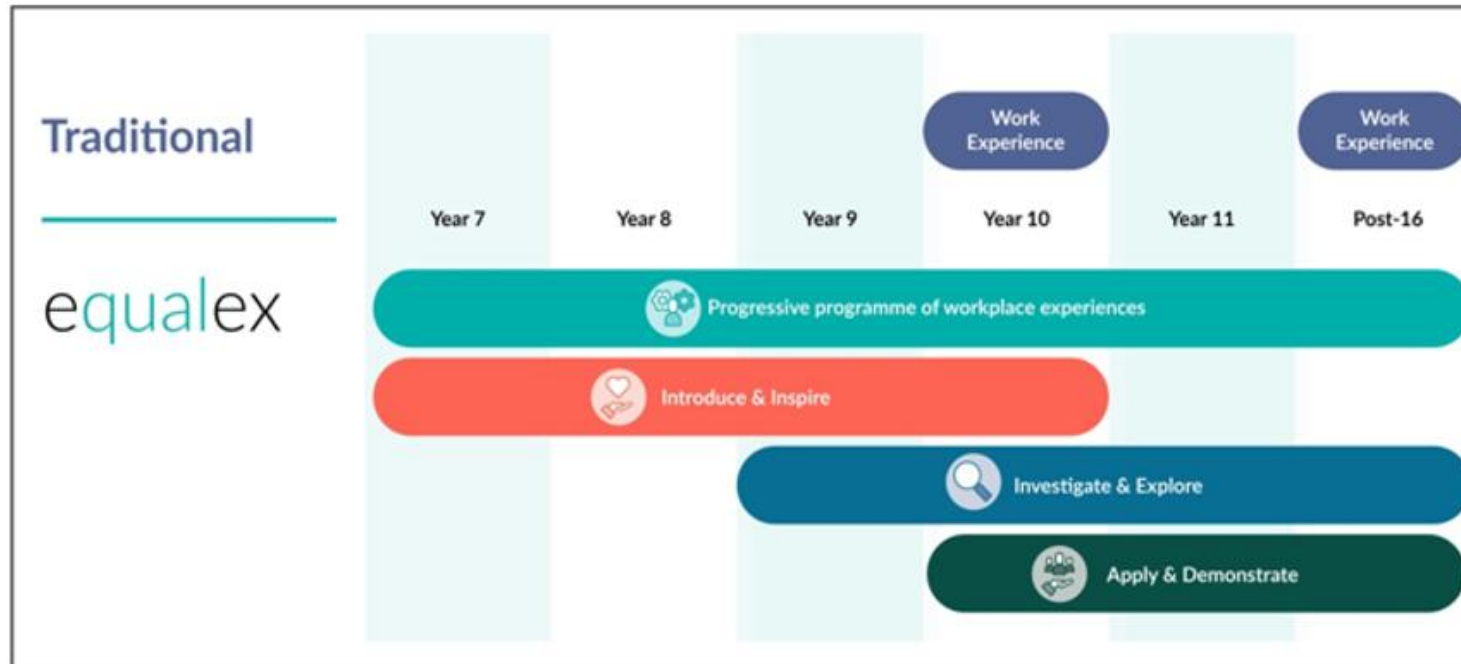
Gatsby Benchmark 6

A meaningful experience will:

- ✓ have a **clear purpose**, which is shared with the employer and the young person
- ✓ be underpinned **by learning outcomes** that are appropriate to the needs of the young person
- ✓ involve **extensive two-way interactions** between the young person and employees
- ✓ include opportunities for young people to meet a **range of different people** from the workplace
- ✓ include opportunities for young people to perform a **task** set by the employer produce a piece of work relevant to that workplace
- ✓ include the **employer providing feedback** to the young person about their work
- ✓ be followed by opportunities for the young person to **reflect** on the insights, knowledge or skills gained through their experience



equalex Framework



Including Learning Outcomes:

To ensure each experience or activity is **meaningful**, students must have the opportunity to meet and evidence the learning outcomes across the three core themes of:

- **Introduce and Inspire**
- **Investigate and Explore**
- **Apply and Demonstrate**

- Identify learning aims for each group
- Look at how the opportunity meets the leaning aim
- Plan in time for reflection

New Messaging – 23rd June 26 – DfE and CEC

- **Schools should be reforming their work experience programme**

Expectations are set out in the new guidance under Gatsby Benchmark 6.

www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools/careers-guidance-and-access-for-education-and-training-providers



Messages from recent updates:

- Mindful of direction setting linked to the “work experience guarantee”
- Expectation of reforming programmes as outlined in the new guidance
- Expectation that the direction of travel is that work experience should be more authentic
- Implementing the reform – turning the dial to progressing this work with good quality experience
- Look towards a progressive multiple employer approach
- Awareness of the need for young people to learn from and reflect on the experience



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Case Studies

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Case Study 1: Take your Child to Work

NATS Stanwick Air Traffic Control



St Peter's Take your Child to Work Day

- **Organised by:** St Peter's School
- **Provider:** Parent Employer Contacts
- **Target Group:** All KS3 Students
- **Length:** One day
- **Year Group:** Year 7, 8 and 9
- **Biggest Challenge:** Collecting and collating forms for 750 students!
- **Best quotes:** Parent: "At last my child understands what I do all day!"

Case Study 2: Provider Led in School



On site Dig Data and National Highway Day

- **Organised by:** Poole High School
- **Provider:** Dig Data, National Highways and Yunex Traffic
- **Target Group:** Year 11 GCSE students
- **Length:** One day
- **Year Group:** Year 10/11 and Post 18
- **Schools Involved:** Poole High
- **Biggest Challenge:** Rooming Constraints
- **Best Quote:** *"I learned about some of the apprenticeships and how people got their jobs" Year 10*



Case Study 3: Externally Organised



Bridge Project at BU

Organised by: BCP EC Team

Employer: SMP

Target Group: SEND and AP

Length: 2 hr session repeated twice

Year Group: Year 10/11 and Post 18

Schools Involved: 7 schools and providers

Biggest Challenge: Risk assessment and time to work with the employer to co-create

Best Quotes: Arriving soon!



Case Study 4: School based with Employer Visits



- **Year 9 Workplace Experience Project**
- **Organised by:** Magna Academy
- **Provider:** Lush and The Planetarium
- **Length:** Two separate days
- **Year Group:** Year 9 - 90 students (60 with Lush, 30 with The Planetarium, Winchester)
- **Schools Involved:** Magna Academy
- **Biggest Challenge:** Time
- **Best Quotes:** “The students response was fantastic—they were wonderfully engaged throughout”



Case Study 5: School based tasks involving Employers



Year 9 Meet the Employer Task Day

- **Organised by:** Glenmoor and Winton Academies
- **Provider:** School has planned working with numerous Employers with a speed dating and then tasks with six employers
- **Length:** One day
- **Year Group:** Year 9 (large year group 400 students)
- **Schools Involved:** Glenmoor and Winton
- **Biggest Challenge:** Time to plan a new event
- **Best Quotes:** occurring **SOON!**



Case Study 6 – School based with tasks and visits



- **Local Job Opportunities and Role**
- **Organised by:** Longspee Academy
- **Provider:** Hall and Woodhouse, Lush and The Chocolate Box Hotel
- **Length:** Numerous Days
- **Year Group:** Key Stage 3 – Year 9
- **Schools Involved:** Longspee Academy
- **Biggest Challenge:** Making sure sustainability occurs with employers – time to dialogue and confirm
- **Best Quotes:** Sharing next!

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Questions

Please ask a question or for any clarification

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Dorset
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY

Working with schools, colleges & employers across



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Case Study – WEX 15 Pilot

Sheila Irvine – Longspee Academy

Wednesday 8th July 2026





KS3 Modern Work Experience Project

LONGSPEE SECONDARY SCHOOL

SHEILA IRVINE

Longspee Secondary

- ▶ Small SEND school in North Bournemouth
- ▶ Students have ASD and behaviour issues
- ▶ In KS 3 we have x learners
- ▶ We wanted to support all our learners to engage in meaningful work experience that reflected the local job market and their interests
- ▶ Use the £1000 budget from CEC as best as possible



Work Experience Proposal



- ▶ To develop partnerships with new businesses
- ▶ To appeal to KS 3 and provide an insight into the world of work which is engaging and inspiring
- ▶ Develop sustainability and longevity with the activities and workshops
- ▶ Provide first hand, realistic experiences of the retail and hospitality industry
- ▶ To link across the curriculum and develop employability skills

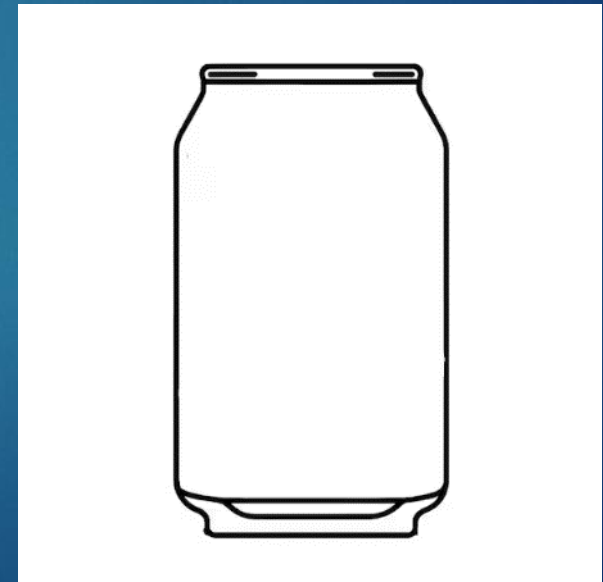
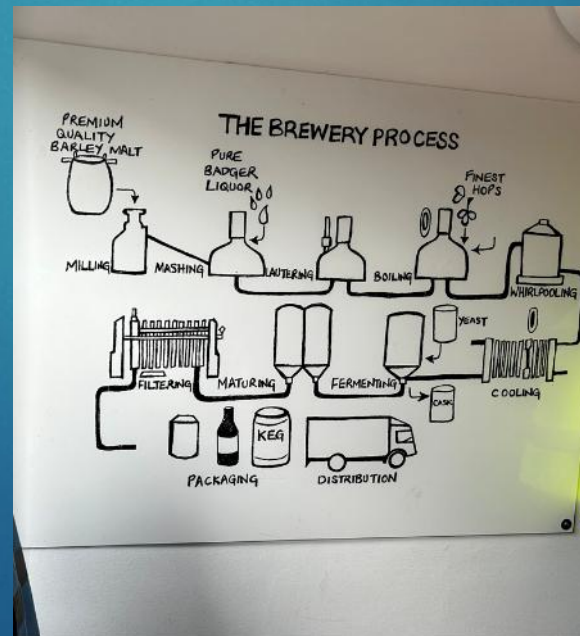
Lush

- ▶ Tour of the Green Hub
- ▶ Q and A with Lush staff
- ▶ Made two bath bombs, Toby's Magic Cow and own design
- ▶ Designed own bath bomb at school



Hall and Woodhouse

- ▶ Tour of brewery and factory
- ▶ Lunch in the pub
- ▶ Looked at the history of the company: panda pops and Rio
- ▶ Designed a new soft drink brand



Chocolate Box Hotel

- ▶ History of chocolate session in school
- ▶ Chocolate truffle making workshop at hotel with master chocolatier
- ▶ Branding and elevator pitch to develop presentation skills in school



Outcomes:

- ▶ Students all engaged well and enjoyed the trips
- ▶ They weren't stand alone visits but were embedded in lessons with preparation and reflection sessions
- ▶ They were all practical and hands on tasks
- ▶ Students had to wear high viz, gloves etc as appropriate to the workplace
- ▶ They involved teaching staff and also parent/carers not just careers staff
- ▶ We can deliver these visits and sessions again





Lush



Wates Visit



Dorset Forum outdoor classroom



Forest Schools



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Case Study: Modern WEX

Debee Porter – Poole High School

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BTEC Digital IT

COMPONENT 2: Collecting, Presenting and Interpreting Data

Outcome A: Understand how data is collected and used by organisations and its impact on individuals.

Outcome B: Be able to create a dashboard using data manipulation tools.

Outcome C: Be able to draw conclusions and review data presentation methods and features.

50 x Y10 students and 14 x Y12

DigData (Data Inspiration Group)

National Highways Agency

1. Reasoning of Project / Use of Data (score out of 15): Students justify their answers to the questions using logical reasoning and data analysis. Are they making decisions based on solid evidence and sound reasoning?

2. Team Collaboration (score out of 15): How well do the students work with others (if applicable) to complete the project. Communication, sharing ideas, and dividing tasks

3. Presentation Style (score out of 10): Project is organised, clear, and visually appealing. Are the answers and explanations easy to follow, and does the overall presentation engage the audience? Use of clear headings, subheadings, charts, and diagrams (if applicable) that enhance understanding.

4. Creativity (score out of 10): Uniqueness and innovation in students' approach when tackling the project questions. Are they thinking beyond the surface level and offering original insights or solutions.

Curriculum-based Work Experience

BIMA Digital Day –Hello Fresh/Aston Martin

Beep Digital



1. Project: Today YOU are the digital agency...

2. Aims & Objectives:

- The role of agencies and clients
- Getting a client brief
- Process to solve the brief
- Developers, designers and strategists

3. Challenge(s) set

4. Tackle the brief:

Discover (research , explore current market, identify solution, finance)

Design (branding, features, target audience, technology, marketing)

Deliver (presentation and communication skills, oracy, numeracy)

Y7 Work Experience Enterprise Day

Launch Pad is a fast paced, engaging enterprise challenge which provides young people with the opportunity to discover more about themselves and develop key skills which are valued in the workplace.

Through a series of hands on, fun activities young people work in teams on the early stages of launching a fledgling business, balancing a budget as well as creating a brand identity and marketing strategy.

- Students undertake a day of work experience as part of an Events Team, Marketing Team, Product Development or Finance Team.
- Set a task, work alongside others, gain feedback
- Hear about the world of work- from employees and entrepreneurs.
- Meaningful conversations to explore interests further whilst developing employability skills.

“I, and every volunteer, were shocked with the standard of the “output” from the students. Simply outstanding. It was so encouraging to see the teamwork, effort, fun and urgency the student teams showed – brilliant. Also, their willingness to try, no fear, was again so refreshing to see.”



Y7 Work Experience Enterprise Day

Kevin McPartlan - IT & Communications Specialist
Sheena Passfield - Founder of Mountain Peak Consulting
Lee Hill - Runway Consulting
Claire Aitken - MUFG
Chris Lawrenson - Founder of Coda
Chitra Sundaribai - JPMC
Sudhakar Shivappa - JPMC
Soundhariya Viswanathan - JPMC

“Personally speaking , the students were the absolute stars of the two days. When I appreciated the age group we were meeting, I was most concerned that both size of groups & the content would be troublesome. Not a problem!
 Attitude, commitment, engagement, effort, manners, courtesy – simply refreshing to observe and experience. WOW – what an absolute joy to experience and observe.
 The school should be congratulated on the standards they are achieving here.



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Key Learning and Next Steps

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Key Successes and Learning

- ✓ Target a year group and identify clear learning aims
- ✓ Scope the day (calendar) liaising with SLT
- ✓ Take staff with you, share and get them involved
- ✓ Identify employers linked to individual student needs and interests
- ✓ Sit within a plan which works towards the work experience guarantee for all
- ✓ Stay positive and read the **FEEDBACK** from employers and students! It makes a significant impact in the future.



Future Plans

Reflection:

- How are you reforming your work experience provision so that all learners benefit from high-quality opportunities that support their development, learning and progression?
- Are work experiences underpinned by relevant learning outcomes that build on prior learning and experiences?

Some next steps:

- Read the Modern Work Experience section of the Careers & Enterprise Company (CEC) website to find out more about modern work experience.
- Access the resource and checklist Understanding how to embed progressive employer encounters and work experiences.
- Undertake a Careers Impact Internal leadership review with a particular focus on theme 5



Useful Resources

1. CEC Modern Work Experience - [Modern Work Experience | CEC Corporate Web](#)
2. WEX Learning aims (see p3, 4 and 5) [equalex learning outcomes and objectives](#)
3. Dorset Career Hub Website CL Portal – example of reflection activities for young people with SEND and KS4 and KS5
4. Dorset Career Hub Website CL Portal – example of the equalex available in format to copy
5. CEC Digital Hub: [Applying equalex in practice: emerging learnings and case studies - The Careers & Enterprise Digital Hub](#)
6. CEC Digital Hub: [Modern Work Experience \(WEx\): FAQs and Guidance for Careers Hubs - The Careers & Enterprise Digital Hub](#)
7. **Dorset Careers Hub:** [WEX Resources | Dorset Careers Hub](#)

New government guidelines (GBM 6)

www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools/careers-guidance-and-access-for-education-and-training-providers

