

Ofsted report 'Getting ready for work' (Nov 2016) recommended opportunities for young people to take part in meaningful WRL

Type of WRL Activity	Aim and description of the activity	Learning Outcome	Who is the activity aimed at?	
<p>Work Experience (In 2012, the government removed the statutory duty on schools to provide KS4 pupils with compulsory work related learning.)</p>	<p>A meaningful placement with an employer in which a young person carries out a range of tasks and duties in the same way as an employee.</p> <p>Placements can be one day per week (9 – 5) or shorter days if more appropriate.</p> <p>Placements can also be for one or two week blocks.</p> <p>Participants benefit from exposure to real life examples of careers and can help with choices. Even not enjoying a particular role can be important in forming career management.</p>	<p>Learning by doing about the skills and personal qualities, careers and roles that exist within a workplace or organisation.</p> <p>The aim is to raise the aspiration and broaden the horizons of young people by giving them a real experience of the world of work.</p>	<p>A young person (15-19) who has a career intention in a particular sector or would benefit from finding out the realities of working.</p> <p>Employers approached for a placement will need to:</p> <ul style="list-style-type: none"> • Know proposed dates • Have a clear objective • Be provided with relevant background details • Interview the young person 	<p>Young person must demonstrate a commitment and the maturity to undertake the opportunity. If the young person is not prepared and fails to understand the commitment – it can be demotivating.</p> <p>If not planned, it can damage the reputation of the organiser and may</p> <p>Lead professional and BEBP team to make an assessment based on any associated risks to the success of the placement.</p>
<p>Speakers from the world of work</p>	<p>One or more employers deliver sector-specific information or details about employer expectations to groups of young people in a setting or on their premises.</p> <p>Sessions can be 1 – 2 hours – depending on the group and subject matter.</p> <p>Sessions should be made as inter-active as possible with resources to help maintain interest.</p>	<p>A more realistic understanding of what is involved in different job roles.</p> <p>A more realistic understanding of what is required in the workplace.</p>	<p>Groups of young people who have an interest in a specific work area.</p> <p>Could also be for young people to find out more about areas of work they may know little about and might be interested in.</p>	<p>Employers need to be prepared with clear aims and objectives and have information on the level of the group/their understanding.</p> <p>Groups must be accompanied by an adult/teacher who can support and facilitate the visit and advise in advance on any potential risks to the success of the session.</p>

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Motivational speakers/ Coaching	<p>As above with more focus on the benefits of employment to the young person.</p> <p>The speaker could be a young role model to help motivate a positive approach to work.</p> <p>Could also be a type of coaching session with a small group or 1:1.</p>	<p>An understanding of what motivates people to work – not just financial!</p> <p>Can help to improve an individual's performance, targets and goals.</p> <p>Can also help develop more self-awareness and the ability to identify solutions to specific work related issues.</p>	<p>Young people who are disengaged with education and are not participating.</p>	<p>The session should be well planned and led by a professional who has the skills to manage a small group of young people.</p> <p>There should always be an accompanying lead professional who knows the group at the session and can provide details on any associated potential risks.</p>
An insight from JC+ into the labour market and needs of employers	<p>A representative from JC+ delivers a one hour session on information about their service.</p> <p>They provide up to date information on employment opportunities within the local area and how to access them.</p> <p>Could provide access to JC+ Disability Employment Advisers to support those with SEND</p>	<p>Helps young people to make an effective transition from school to work.</p> <p>Provides young people with information on the current employment opportunities available and the needs of employers</p>	<p>Young people prior to 18 who may need help and motivation to seek employment.</p>	<p>Visits to the Job Centre should be well planned and include some inter-active session.</p> <p>The group must be accompanied by an adult/lead professional who is aware of the young people and any associated risks.</p>
Workplace visits	<p>Young people visit an employer's premise in small groups to find out about the range of roles and opportunities within a particular sector.</p> <p>Visits need to be planned in advance and can be from an hour upwards.</p>	<p>Help boost young people's attitudes and employability skills.</p> <p>Help broaden horizons and challenge stereotypical</p>	<p>Young people who have an interest in a specific sector and would benefit from the opportunity of talking to employers.</p>	<p>All visits must be accompanied by an adult/lead professional who is aware of the young person and any associated risks. The person who has organised</p>

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	Key organisations have a commitment to these type of visits including McDonalds, Coca Cola.	thinking	Visits can be offered by employers or organised bespoke	or facilitated the session.
Access to College Open Days/Careers Fairs	Visits to college open days and careers fairs These can be undertaken in a group or individual basis.-	To help young people make informed decisions about their progressions routes. They can also help with crucial decision making	Young people in KS4 or KS5 or who are NEET.	Visits should be well planned and as inter-active as possible. Groups must be accompanied by the lead professional who knows them and is aware of any risks associated with visit.
CV writing, job search and interview skills	Sessions can be arranged for individuals or in small groups and aim to help with career management skills. Employer volunteers can be engaged to provide the realistic aspect.	A better understanding of the value of an updated CV and the importance of practice interviews	Any young person seriously keen to access the employment market.	All sessions must be planned with as much prior knowledge of the students as possible. Young people should be accompanied by a lead professional who can advise on any associated risk to the success of the session.
Mentoring	Mentors are individuals from business and the local community who can provide 1:1 encouragement. They can support young people with their career management in practical ways such as research, help with CVs etc.	Young people gain confidence from meeting their Mentor on a regular basis that can help with transition to work or participation	Young people who lack confidence or may not have the support from family at home.	Referrals must be made through the Bromley Mentoring Initiative process by the lead professional A focus on transition to work can be highlighted on the referral form.