Modern Work Experience

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Introduction time



Name
Employer
Role

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Objectives

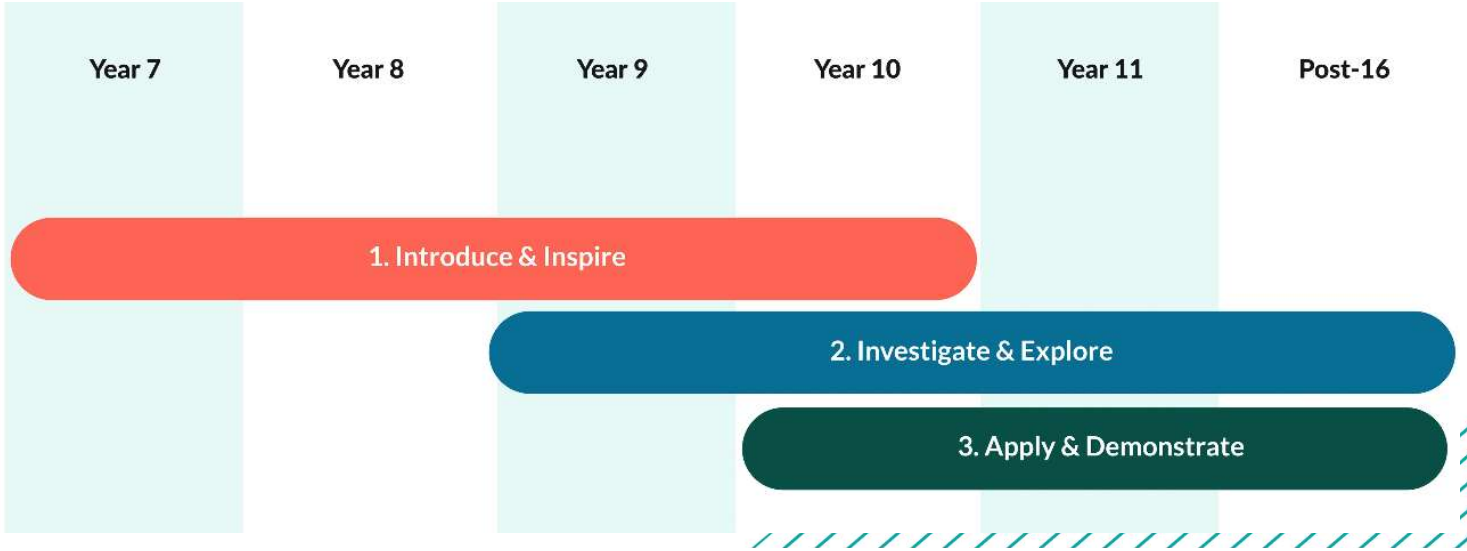
1. *Develop a shared understanding of what makes work experience meaningful*
2. *Collaborate with employers to explore current challenges and uncover new opportunities.*
3. *Co-design a modern, meaningful work experience (WEX) opportunity with potential for real-world application and further development.*

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Introduction

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

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Learning Outcomes

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Year 7	Year 8	Year 9	Year 10	Year 11	Post-16

Learners: have increased opportunities, improve their self-awareness, they're inspired and motivated

Learners: have develop skills to support career readiness, deeper understanding of roles they're interested in, understanding growth sectors and change in economy

Applying knowledge and skills into the workplace

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The Changing Landscape of Work Experience

"As the world of work changes, so must the nature of experiences of the workplace."
— *Careers Statutory Guidance, 2025*

From	To
One-week, one-size-fits-all placements	Tailored, purposeful opportunities
Admin tasks and shadowing only	Real-world projects and hybrid models
Low employer engagement	Co-designed with employers and educators

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"A **meaningful** experience gives the young person the opportunity to explore what it is like to work in that environment, what skills are valued in the workplace, their recruitment processes and what it takes to be successful."

— *Careers Statutory Guidance, 2025*

Making it Meaningful

Key Criteria for a Meaningful Experience:

- ✓ **Clear Purpose:** Shared understanding between the employer and the young person.
- ✓ **Defined Learning Outcomes:** Tailored to the young person's needs.
- ✓ **Two-Way Interactions:** Active engagement between the young person and employees.
- ✓ **Exposure to Diverse Roles:** Opportunities to meet various professionals within the workplace.
- ✓ **Practical Tasks:** Young person undertakes tasks or projects relevant to the workplace.
- ✓ **Constructive Feedback:** Employer provides feedback on the young person's work.
- ✓ **Reflection Opportunities:** Time allocated for the young person to reflect on insights and skills gained.

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1 Minute Task! What does meaningful WEX look and feel like, for young people and for your business?

They meet with other relatable employees

They takes part in a practical task

Colleagues proactively engage with the young person

They are on-site

Task: Design a Modern WEX Opportunity

Design a model that is meaningful, realistic, and aligned with both business and learner needs.

Key Questions	
Format & Duration In-person, virtual, or hybrid? One week, one day per week, or short-term project?	**How Will You Support Them?** Who will supervise or mentor? Will there be an induction, daily check-ins, feedback?
What Will the Young Person Do? Real tasks? Simulated challenge? Observe and reflect? What outcomes should they achieve?	**Making It Meaningful** How does this align with the 2025 definition? Are there opportunities for interaction, reflection, feedback?
Skills & Learning Goals What core skills will they develop (e.g., teamwork, communication, digital tools)? Any specific industry knowledge?	**Development Potential** Could this evolve into an apprenticeship or talent pipeline? Could it be scaled up or shared with other employers?

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Exploring Challenges and Opportunities

Common challenges employers face:

- *"We're too busy to supervise someone properly."*
- *"I don't know what tasks are appropriate or valuable."*

… and how to overcome them:

- *Flexible formats that fit around business and student schedules.*
- *Short, purposeful assignments that mirror real business needs.*

Discussion Point: What challenges will your company face? Let's develop ideas on how to overcome them

Next Steps:

How we can support you:

- Templates and toolkits.
- **Matching service:** Help linking you with schools and appropriate students.
- **Advisory support:** Bespoke support to tailor WEX to your business.
- **Join a working group** to refine ideas and share practice.

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