

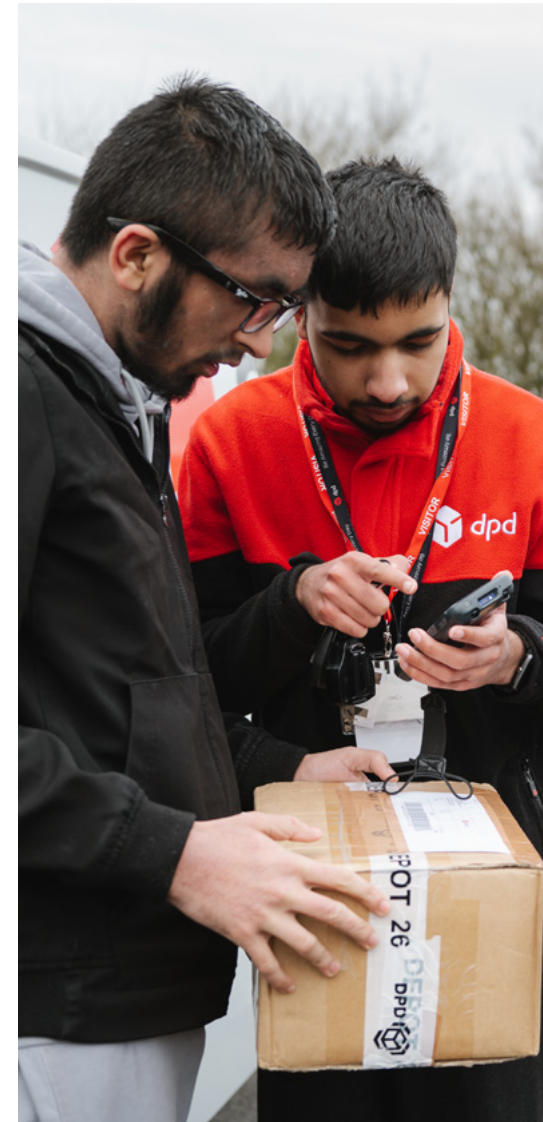
What makes work experience meaningful?

Work experience has moved far beyond the days of making tea or photocopying. Today, things are different. Over the last 10 years, 4,700 schools and colleges have been working towards the [Gatsby Benchmarks](#), a renowned framework of eight benchmarks that define world class careers provision across schools, special schools, and colleges.

Gatsby Benchmark 6 'Experiences of workplaces', has recently been updated to include a clear [definition](#) of what makes experiences meaningful for schools and colleges.

While experiences will vary in intensity – from short group workplace visits to extended industry placements, the core principles for making them meaningful remain the same:

- 1. Establish purpose**
agree clear learning outcomes.
- 2. Be targeted**
understand the needs of the young people engaging in your experience, to better tailor to their needs. Appreciate that many young learners are in a completely new environment when they spend time in your business and need your patience to build confidence.
- 3. Showcase diversity**
offer the chance to meet with a diverse range of employees, ensuring they are relatable role models. Where possible, include opportunities to meet people from a broad range of backgrounds and experiences.
- 4. Make it engaging**
enable meaningful two-way interaction and include hands on learning, ideally based on real work projects.
- 5. Provide feedback**
ensure that you feedback on any work produced or presented as part of your workplace experience.
- 6. Gain feedback from the young people**
to support you to evaluate the impact of the experience.
- 7. Consider pre & post work**
work with the school, special school or college to ensure young people attending are prepared, knowing what to expect and have had enough feedback to reflect on their experience and skills gained afterwards.



Modern work experience.

Let's make it work.