

# Flexible approaches

Modern work experience.  
**Let's make it work.**

There are many types of workplace experiences that you could offer. The flexible approaches we've provided below can achieve a range of meaningful outcomes. Keep in mind that these are only examples to inspire you and are not prescriptive, choose the best delivery model to suit your capacity/resources and achieve your intended outcomes. Discuss learning outcomes with your local Hub, school or college contact. High level learning outcomes are shown in the equalx framework on the next page.

| Type of experience                             | Description                                                                                                                                                                                                                                                               | Business benefits                                                                                                    |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>2-hour workplace experiences</b>            | A structured introduction to the workplace, including the opportunity to complete a work-based task or skills development session. This could include a tour and should provide the opportunity to meet a range of staff—ideal for larger groups.                         | Staff development<br>Inspire learners to consider your sector<br>Break down stereotypes about your sector            |
| <b>Workplace visit day</b>                     | An interactive day of micro experiences where learners tour your workplace, network with team members, complete tasks and get feedback, join small discussion groups to explore the different types of job roles which they may not have otherwise considered.            | Foster staff collaboration across departments<br>Support greater diversity of young people interested in your sector |
| <b>Workplace safari</b>                        | A day of structured activities, typically coordinated by a school, college, provider or Careers Hub where multiple employers showcase a variety of careers on one site. The day helps learners understand a broad range of businesses and career opportunities.           | Connect and network with different businesses<br>Meet larger numbers of learners in one day                          |
| <b>Shadowing</b>                               | A personalised experience where learner(s) shadow and actively engage with a single member of staff carrying out their role for a day or longer, gaining a deeper understanding about the role, responsibilities and career pathway.                                      | Improve staff wellbeing<br>Support talent pipeline into early careers                                                |
| <b>Short workplace experience (generalist)</b> | Learner(s) spend a few days, a week or more in the workplace observing different roles, activities, with opportunities to complete tasks or produce a piece of work developing their essential workplace skills.                                                          | Better prepare talent pool                                                                                           |
| <b>Short workplace experience (specialist)</b> | Similar to the generalist workplace experience but focused on a specific occupation, offering deeper insight into a role of interest (typically after learners have explored various sectors and roles).                                                                  | Nurture future talent in key skills-gap occupations                                                                  |
| <b>Multi-stage project</b>                     | A real-life project set by an employer which involves multiple touchpoints, such as visits with tasks in-between – e.g. learners take part in an enterprise competition to set up a business or create a product/ service.                                                | Gain fresh perspectives and ideas                                                                                    |
| <b>Virtual experiences</b>                     | Half day, project led, one or two day experiences that are online and could include interactive career chats, virtual tours, work-based tasks and problems, essential skills development and should include feedback on work and the chance to meet a range of employees. | Reach young people in locations that could not access your workplace due to travel distance audience                 |



High level equalex learning outcomes are shown in the outer ring

(schools will be working with a more detailed list of objectives which sit under these outcomes)