**Written evidence submitted by Manor High School, Leicester (BYC006)**

**General**

1. What does “good quality work experience” look like? What do young people

and businesses expect to get from it?

For students it means working at recognisable brand names and successful companies. The students expect to feel a sense of achievement, that they will be capable of working in the industry and that they can handle the pressure of working with people and in an environment they are not used to. They might also hope for a summer job. For employers they look for enthusiasm, trustworthiness and reliability.

2. How important is good quality work experience to a successful industrial

strategy?

It is vital to attract new blood to the work sector. Companies are always looking for the next generation of workers.

3. What evidence is there that work experience boosts social mobility?

Work experience can build links with companies that can lead to apprenticeships and full time work; this can certainly help students to be socially mobile as it gets them on the work ladder much earlier than an academic route.

**Young people**

4. How do differences between young people (e.g. geographic location,

socioeconomic background, ethnicity, disability) affect the work experience

opportunities they people have?

Our students simply pick the areas they are interested in and want a further career with. Their background does not come into it. The only thing that might change this is the strength and scope of their own aspirations.

5. How could resources to help young people find out about and access work

experience be improved?

Schools have to lead with this. We had a parents evening to introduce the idea to year 10 pupils and parents, we subsidised the cost and paid for all PP students to take part. If the school promote and encourage the whole family, then students will understand the benefits of work experience.

**Schools and businesses**

6. Should compulsory work experience for under-16s be reinstated? What is the

right age for work experience within compulsory education: 14-16 or 16-18?

I do not think you can force the issue, there still needs to be an element of choice, otherwise you are going to get companies with students who do not want to be there. This will then reduce the pool of companies available for everyone else.

We complete work experience in year 10 in Feb & Aug, this works well and I think any younger and they will be too immature. I think a second round at age 18 would benefit students who particularly want to work in medicine as there are barriers to this at 16.

7. How could schools and colleges be better supported to help their students

access quality work experience?

Companies that organise the placements are expensive and are not very efficient with varied quality of placements. As there are limited providers available for the service, they do not have the competition to do better. Government run or supported schemes may help with this.

8. Are services to help schools and colleges develop relationships with

businesses working well? How could they be improved?

We work with two organisations LEBC and LLEP and they have provided us with an enterprise advisor who we work closely with to organise new events. He is dedicated, friendly and very supportive.

9. How could barriers to businesses (including small businesses) offering work

experience be overcome?

As mentioned above, government backing of a countrywide work experience programme/company could give companies the confidence to join up. With the rise in the popularity of apprenticeships, it is in their interest to develop links with students early. Many companies are simply scared to offer work experience, with firmer government backing, this could change.

10.What does good practice in offering, advertising and recruiting for work

experience look like, and how can businesses be encouraged to follow it? I have never witnessed this from a company directly. We have had a company offer a summer internship after a careers event at school.

11.Does work experience benefit businesses? What are the motivations for

businesses to offer work experience?

We certainly advertise their attendance at careers events and it does raise their profile within the community.

**Other services and organisations**

12.What role should the Government have in ensuring young people have

access to quality work experience?

Subsidised schemes, government run/backed work experience providers, re-establish it as a requirement for schools to offer it.

13.Should the Government invest in resources to help young people find work

experience independently? What would these resources ideally look like?

This is very difficult, as you must ensure that the correct health and safety checks have been carried out, we offer self-placement at a reduced cost but the company must still have all the proper checks before the placement takes place.

14.How could private and third sector organisations be better supported and

encouraged to help young people access quality work experience?

Link them to local schools so they can work together to set up programmes.

15.What lessons can be learned from the approaches of the devolved

administrations and other countries to work experience?

Not sure on this one.

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