Written evidence submitted by Neill Hogarth (BYC027)

-          Note submissions can write was little or as much as they would like (under 3000 words)  and can answers any or all questions.
General

I attended school in the UK to “A” level. In the eighties I took part in a “work experience” scheme. I then joined the army as an officer for a few years. In Germany I did a three year apprenticeship as an electrician. I then worked in Germany in management and tutored internees. I have a honours degree from the Open University. I am currently sailing the world.

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1. What does “good quality work experience” look like? What do young people
and businesses expect to get from it?

It needs to be experience of real work. The trainee needs to be involved in the business process and not just “watch from the sidelines”. There needs to be formalised teaching of core values and of the theory behind the task. The trainee and the employer needs to benefit from the presence of the trainee. The trainee needs to experience “work” and learn the differences between school and work - attendance is not enough, others depend on you.

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

If young people just “turn up” and watch what is being done without being given the possibility to understand the reason or the theory behind their experiences, then the workforce can not develop and will remain stranded in a “monkey see, monkey do” environment. In a static work environment, this may have been acceptable but it is not a basis for success in a rapidly developing industrial and information workplace.

3. What evidence is there that work experience boosts social mobility?
I cannot quote figures but my own experience has been of many trainees from a non academic background who have, after completing an apprenticeship,  gone on to study in the same direction at a university. These people, with their deeply rooted ability to carry out a trade and theoretical understanding, are vital to any business wishing to develop further. This was the path I took.

4. How do differences between young people (e.g. geographic location,
socioeconomic background, ethnicity, disability) affect the work experience
opportunities they people have?

Young people with badly developed social skills or lacking discipline will always find it hard to obtain a placement. This is unfortunate as they probably benefit disproportionately from the integration in to a team away from their normal peer group.

5. How could resources to help young people find out about and access work
experience be improved?

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?

Pupils from 14 should receive regular opportunities for work experience. Only through repeated exposure can they enter the workforce with a thorough understanding of what is required of them. Compulsory experience is not useful. If trainees with no interest are forced to participate, this decreases the motivation of companies to offer placements.

7. How could schools and colleges be better supported to help their students
access quality work experience?

8. Are services to help schools and colleges develop relationships with
businesses working well? How could they be improved?

9. How could barriers to businesses (including small businesses) offering work
experience be overcome?

10.What does good practice in offering, advertising and recruiting for work
experience look like, and how can businesses be encouraged to follow it?

In the last company I managed, we had the trainees write about their experiences. We published these reports on our webpage to show that we were investing in the future and to attract further trainees. In Germany it is seen as a “good thing” to offer apprenticeships, internships and work experience.

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

12.What role should the Government have in ensuring young people have
access to quality work experience?

13.Should the Government invest in resources to help young people find work
experience independently? What would these resources ideally look like?

[14.How](https://protect-eu.mimecast.com/s/togqCE835C6QnRBuNSMyL?domain=14.how) could private and third sector organisations be better supported and
encouraged to help young people access quality work experience?

15.What lessons can be learned from the approaches of the devolved
administrations and other countries to work experience?

Obviously I am biased after having spent the majority of my life as a manager in Germany. There, pupils take part in work experience as part of the school curriculum. Aways when they have left the businesses I have been involved in, they have a far better understanding of the work environment and the specific company. It also gave us a chance to see potential apprentices or work students in detail.

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