

Work Experience Programme

A Work Experience Programme is one of the entry-level employment routes you can offer as employer and contribute adding social value to Essex.

What is a Work Experience Programme?

Work experience placements are designed to bridge the gap between education and the world of work. Most work experience is through “who you know” but how about the children that do not have those connections?

You can help build connections among your organisation, the educational system and local communities by implementing a work experience programme.

Approach your local schools to offer your placement opportunities. You can promote your organisation and the career pathways you offer and in return you can gain access to a possible talent pipeline, especially helpful for organisations with future skills gaps.

See below the Essex County Council Work Experience Programme requirements as an example:

- Eligible for year 10 and 11 students
- Placements are unpaid, for 1 to 2 weeks for someone in full time education.
- It must be required as part of their studies and can continue in non-school time up to 12 consecutive months, should both parties want to do so.
- Placements to take place annually in June.

Work Experience Programme and Social Value

As an employer your organisation can create social value when you promote work experience to young people. Vendors can include Work Experience placements as the social value offer they make when bidding for ECC contracts. The social value measure ECC 17 covers work experience, specifically measuring the number of weeks spent on meaningful work placements or pre-employment course, 1-6 weeks student placements (unpaid).

