

The
Education
& Training
Foundation



National Work Experience Quality Standard



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Work Experience Quality Standard

- Demonstrating the need
 - Young people
 - Employers
 - Quality
- What is the **Work Experience Quality Standard**?
- How does it benefit businesses?
- How does it benefit learning providers?

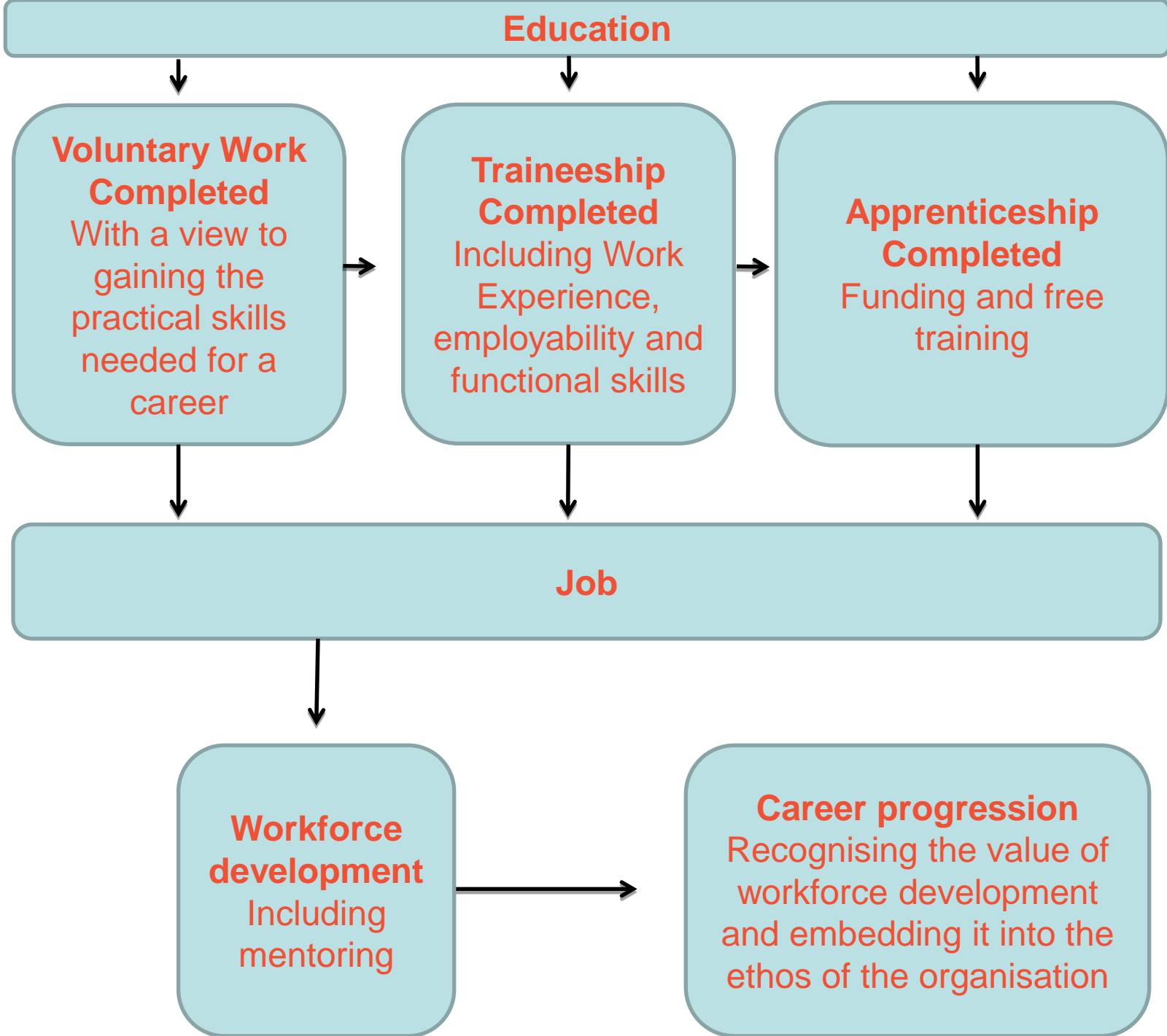


Demonstrating the need

- Good quality **Work Experience** enables people to be work ready.
- There was no definition of “good quality”.
- Evidence shows quality is extremely variable which has a negative impact on the learner and the business.
- Confidence - media criticism is causing employers to pull out of offering work experience at a time we need more.

Why is quality important?

- Traineeships can often be the entry point for Work Experience. A bad experience could put off the organisation or the young person forever.
- A poor quality Traineeship can be more time consuming and less productive for the host **business**, making them less likely to consider other opportunities such as Apprenticeships.
- A poor quality experience for the **young person** can result in them not getting a true understanding of how the business operates and not leaving the experience inspired for a future career.
- A poor quality experience is more likely to increase the attrition rates for Traineeship programmes, having a negative impact on the **learning provider** and impacting their reputation.



The focus of the standard

- For employers and those who organise work experience.
- Especially relevant for organisations developing new programmes e.g. Traineeships
- Draw on **best practice** wherever it is found.
- Overseen by **Steering Group** made up of key sector partners.



Steering Group

- Department for Education (Observer)
- National Apprenticeship Service
- AELP
- OfSted (Observer)
- The National Council for Work Experience
- TUC
- AoC
- LEP's
- Employers
- Learning providers
- Third Sector National Learning Alliance

Frameworks at three levels

- Gold
- Silver
- Bronze



- Key criteria for good quality.
- Enables organisations to aim for accreditation at any level and to aspire to progress to gold.

What the frameworks cover

Confirm that work experience is a voluntary activity

- **Organisation** – Considering the benefits & impact on the organisation.
- **Planning the placement** – Ensuring that the right elements are in place.
- **Starting the placement** – Managing expectations from both sides.
- **The placement itself** – Ensuring effective delivery.
- **Conducting reviews** – Making sure support is in place.
- **End of placement and beyond** – Evaluation and next steps.

Bronze Level - criteria

- Covers all basic legal requirements
- Requires that:
 - work experience is a voluntary activity
 - is planned
 - supportive
 - includes formative and summative reviews



Gold Level - criteria

- Builds on the foundations achieved at Bronze & Silver.
- Requires a company wide policy for work experience endorsed at senior level.
- Seeks to record – and accredit where possible – skills gained and knowledge learned.
- Great focus placed on helping young people to progress to paid employment inside or outside your organisation.

Becoming accredited



- Straight forward and aspirational.
- Self assess and record level, with advice and guidance available. This is a robust process and subject to audit by Fair Train.
- Use and publicise Work Experience Quality Standard branding. Support from Fair Train with PR.
- Agree aspirational level and timescale for our support.

Benefits to businesses that become accredited

- Public demonstration of your commitment to helping young people.
- Independent validation of the quality of your work experience for:
 - your staff
 - young people
 - their parents / guardians
 - employers and quality inspectors
 - the public (and the media!)
- Helps you ensure all areas of your business provide the same level of quality and that you are getting the most from your placements.
- Demonstrates to young people that you want their experience to be valuable.
- Helps to reinforce positive branding.

Benefits to learning providers that become accredited?

- Public demonstration of your commitment to helping young people & relevant for Ofsted inspections.
- Independent validation of the quality of your work experience for:
 - your staff
 - young people
 - their parents / guardians
 - employers and quality inspectors
 - the public (and the media!)
- Demonstrates to businesses that you support that you recognise the importance of quality.
- Demonstrates to young people that you want their experience to be valuable.
- Helps to reinforce positive branding and gives access to our networks.



Any questions?