


**2010 - 2011  
Work Experience  
Evaluation Review**



***Creating successful links between  
business and education***



We pride ourselves on creating successful links between education and business. We hope that you enjoy reading the 2010 - 2011 academic year testament statements from employers, young people and staff from schools and colleges.

We would like to thank all those employers who supported the programme this year – without this, work experience would not be possible.

You will see that together we have made a difference!

Barbara Chantrill  
Chief Executive LEBC

## Introduction

In these tough economic times more young people than ever before are indicating that they value the opportunity to gain work ready skills, an understanding of the job market and the growing number of professions which can be pursued. Employers have shown they greatly appreciate the contribution they can make to assist the future work force by raising an awareness of the skills, attitudes and behaviours which are required. In addition, employers have stated they are able to raise their company's profile within the local and wider community as well as use work experience as a valuable recruiting tool.

LEBCs work experience system ensures that one visit from our Employer Assessors, gathers all the necessary information required for a well run work experience programme. The visit also helps reduce the time employers have to spend setting up and organising work experience within their own businesses as the information gathered at the visit is held centrally and can be used by schools and colleges both in and outside Leicestershire. We recognise the time given by employers and provide in return ongoing support, information and guidance throughout the process each year.

Currently, all young people have the opportunity to undertake a placement on work experience for one or two week blocks or extended programmes when they are 14 – 16 years old. Some also undertake work experience to support their studies whilst in sixth form, to support their college course, studying a Young Apprenticeship or an Apprenticeship programme. For many young people this is their first 'real' experience of the world of work and for some the situation will be new and daunting to them. It is crucial to their development that this first experience is a positive one.

## Participation and Developments Over 2010-2011 Academic Year

- Over 63 schools, colleges and external agencies have worked with LEBC to support their Work Related Learning / Work Experience programmes. LEBC visited **2,934** employers, securing over **3,164** different job opportunities. Across Leicestershire County and City over **10,244** young people participated in work experience this year.
- The new look Work Experience Agreement has sections covering specific work place hazards with agreed associated control measures. It also clearly states any known medical conditions, medication taken or support needed by the young person.
- All young people participating in work experience in Leicestershire are now expected to attend an interview with the employer prior to starting their placement and where this is not possible, talk to the employer by telephone. With the information set out in the agreement the employer is in a position to make appropriate changes or additions to the risk assessment, that are specific to each young person attending the placement. This has been positively received by employers this year.
- LEBC has implemented a new centralised database which enables us to store all work experience information electronically. In a move to reduce paperwork this means that placement descriptions and generic risk assessments can be forwarded by email.

## Going Forward

- As part of Leicester City Council's review of services, the WEXA placement agency will finish on the 31 August 2011. LEBC will be expanding its existing Placement Service to accommodate those schools that still wish to use this service to manage their work experience programme.
- We plan to further develop the centralised database to allow young people to become more involved in identifying suitable placement options as well as enabling employers to access and check the information provided to us.
- The prediction is that more 16 to 18 year olds will start to participate in work experience and look for alternative routes after A Levels such as Apprenticeships.
- We welcome new partnership opportunities with organisations in any business sector, large or small, who feel that they can support either work experience or volunteer in schools to talk about their particular profession or sector of business.

## Evaluation and Feedback

### Evaluation One

Employers are visited on a rolling programme depending upon their occupation risk level; high risk employer's occupations are visited every year, medium every two years and low risk every three years. All new employers joining the programme receive an automatic visit.

	Yes	No
Was this your first visit by an Employer Assessor?	53%	47%
If yes, were you aware that you would be visited?	65%	34%
Was the purpose of the call explained?	99%	1%
Was the purpose of the need to visit explained?	99%	1%
Were you informed as to what the visit would entail and what would need to be seen?	95%	5%
98% felt the overall experience with the Employer Assessor was good to excellent.		
97% of employers said the experience of the visit and process (i.e. duration, content, guidance) was good to excellent.		
96% found the information left by the Assessor, in the Employer Pack, good to excellent.		
98% thought points raised in the meeting were effectively explained, either well or excellently.		
83% felt that the visit increased their confidence in accepting work experience students.		

### Feedback from employers

"Visit was helpful and useful in order to explain and set boundaries in relation to work based activities."

**Rushcliffe Care**

"Very professional and informative but also to the point and conscious of people's time."

**Trinity Motors of Hinckley Ltd**

"The information provided was useful, the assessor was friendly, supportive and informative. This has increased the likelihood of me taking further placements."

**Melton Borough Council**

"Excellent meeting – very informative and explained any queries we had with regards to undertaking a work experience applicant."

**Corporate Architecture Ltd**

"Very easily explained and very useful pack left."

**Glen Craft Jewellers**

"I welcome the opportunity to work in partnership with LEBC. This will provide a much needed boost to the current level of documentation we supply to local schools and colleges."

**Aston Martin Lagonda**

## Evaluation Two

Employers' response to a survey about the work experience process. This is what they said:

<b>96%</b> agreed that the information received from LEBC, Leicester/Shire Work Experience Alliance (WEXA) and the school was appropriate to the placement.
<b>92%</b> agreed that the information about the placement was received in good time.
<b>92%</b> said the young person contacted them prior to the placement to arrange an interview or starting arrangements.
<b>88%</b> felt the young person was well prepared for work experience.
<b>89%</b> said learners were given an induction on the first morning which was signed and a copy kept for the record.
<b>87%</b> agreed that the young person was aware of the learning opportunities available and had clear aims for the experience.
<b>89%</b> of employers felt that the students demonstrated an interest in their organisation and work.
<b>88%</b> agreed that the placement was a positive experience for their organisation.
<b>72%</b> of young people were contacted by a teacher/tutor during the placement.
<b>53%</b> of young people received a visit from a teacher/tutor while on placement.
<b>79%</b> of employers will be offering work experience placements in the future.
<b>33%</b> of employers were happy to be contacted regarding alternative placements or curriculum development opportunities within their organisation.

## Feedback from employers post the placement

"Our placement student was very willing and helpful and fulfilled all duties asked of him. We wish him well for the future."

**Devereux Decorators Ltd**

"I believe offering work experience is crucial and it offers a real life experience that students can refer to - good or otherwise. For us it ensures we offer opportunities, and this time we managed to give one of our employees' daughters an opportunity which enabled us to help our employee too. Perfect."

**Standard Soap Company Ltd**

"The learner was well prepared and we hope to have similar or same learners in the future."

**Fastway Couriers**

"The student was a very polite, interested and inquisitive person who fitted into our workforce very easily. It was a pleasure to have him here for the two weeks of his placement."

**Graham Goode Motors Ltd**

"We had two amazing young people come for work experience. This makes it worth while for our company. I would like to say that the candidates placed with us were outstanding and we would be delighted to offer both a position with us once they are old enough to seek employment."

**Welcome Break**

## Evaluation Three

Students were asked to indicate how the work placement assisted them in specific areas:

	Strongly Agree	Agree	Disagree	Strongly Disagree
Confidence.	42%	48%	5%	1%
Communication skills.	45%	45%	4%	2%
Working as part of a team.	46%	40%	8%	2%
Analysis and evaluation of information.	24%	55%	14%	3%
Identifying your strengths and weaknesses.	33%	50%	10%	3%
Ability to organise and take responsibility.	48%	41%	6%	2%
Make a positive contribution to the workplace.	50%	39%	4%	2%
Show initiative in the workplace.	44%	45%	5%	1%
I have a better understanding of peoples' rights, roles & responsibilities in the workplace i.e., trade unions, confidentiality.	33%	49%	10%	3%
I have a better understanding of how businesses are structured and organised.	32%	49%	11%	3%
I understand better the importance of health & safety in the workplace.	39%	45%	8%	3%
I understand better how my school work fits in to the world of work.	27%	47%	13%	6%
The placement has helped to improve my IT skills.	16%	23%	25%	30%
The placement has helped me to complete specific coursework objectives.	19%	37%	22%	14%
I feel more positive about the world of work.	41%	45%	6%	3%
I am motivated to work harder in lessons and with my coursework.	34%	43%	123%	5%
I am clearer about what I want to do in my future education and/or career.	36%	34%	18%	6%
I have developed new skills.	36%	41%	8%	5%
I enjoyed my work experience.	53%	32%	6%	3%
I would recommend my placement to future learners.	47%	35%	7%	5%

### Comments from learners about their work experience:

"It was amazing! Best experience ever."

Lutterworth College learner

"I want to do this as a job, I loved it!"

Longslade Community College learner



## Comments from learners about their work experience:

“Thank you for allowing me to go to work experience! It has been an amazing time for me, and I feel as though I have matured a lot due to the two weeks.”

**Sir Jonathan North Community College learner**

“I would recommend my placement because it is different and lets you see if that's what you want to do. I enjoyed my work placement and I would easily go there again.”

**Beauchamp College learner**

“I enjoyed being out of college for the week and working in an adult environment; also because they treated me with respect, even though I was a new member of the team.”

**Hind Leys Community College learner**

“I think that work experience was a good experience, and I would recommend that other people do work experience; so that they know how the 'world of work' actually is.”

**Soar Valley Community College learner**

“Overall I enjoyed my placement although parts of it were very tiring, and I now know how tough working with animals actually is!”

**Madani High School learner**

“Work Experience was a great experience and I feel like I have got so much out of it, for example my confidence has risen, I now have motivation to complete coursework and I am considering a career in the scientific field now. I am grateful for the opportunity I was given. Thanks.”

**Sir Jonathan North Community College learner**

“I thoroughly liked my work experience and loved getting more experience, I learnt a lot.”

**William Bradford Community College learner**

In Kind

**Work Experience**

**over £4,000,000**



Leicestershire Education Business Company (LEBC) would like to thank all learners, businesses and teachers who have been involved in this year's work experience.

We also thank you for your feedback which we use to continuously improve our service.



Leicestershire Education Business Company

## Want to Make a Difference?

For further information on all of the initiatives at LEBC or to request a copy of our events schedule for 2011 - 2012 please contact us via the details below:

**Leicestershire Education Business Company (LEBC)**

Ashcroft House  
Ervington Court  
Meridian Business Park,  
Leicester  
LE19 1WL

**Tel:** 0116 240 7000

**Email:** [contactus@leics-ebc.org.uk](mailto:contactus@leics-ebc.org.uk)

**Website:** [www.leics-ebc.org.uk](http://www.leics-ebc.org.uk)