

Why offer experiences of work to young people with additional needs?



Free CPD & Training opportunities

Many schools and colleges will offer organisations free CPD or training on a range of subjects in return for them offering work experience placements. This could include diversity and inclusion training or understanding neurodiversity.



Recruitment & building a talent pipeline

Work experience placements offers recruitment opportunities and enables you to understand the capabilities and talents of individuals and access a wider range of talent within your local community.

This can help you consider future strategic talent management, workforce and succession planning.



Opportunities for staff development

Offering work experience can provide opportunities for existing staff to supervise and mentor young people, providing opportunities to realise unidentified skills and develop management, professional and personal skills.



Fresh ideas and new perspectives

Young people can provide creativity, new ideas and fresh perspectives to your business as well as reflecting the interests and needs of the next generation of customers and consumers.

They often possess desirable skills and attributes valued within the workplace; neurodivergent individuals, for example, are often reliable, have good concentration and excellent attention to detail.



A more engaged workforce

Providing work experience sends a positive message to your wider workforce about how you support talent.

Creating an inclusive workplace will also make your organisation more suitable for existing neurodivergent staff and workers with disabilities.



CSR & engagement with the local community

Working with young people helps boost local economic development, can lead to increased brand loyalty and profile, and in turn to greater profits.

Providing meaningful work experience to neurodiverse or disabled individuals can also form part of your Corporate Social Responsibility(CSR) in the form of "giving back" to the community.

Inclusivity, diversity and recruitment are issues which impact all businesses. Why not offer work experience and gain exposure and solutions to all three?!