



# Work Experience



Work experience refers to the time spent working in a job or profession, gaining practical skills and knowledge related to a specific field. It is an opportunity for both the individual and the business to learn from each other and to create a positive connection.

Young people today are tomorrow's leaders. By guiding them now, you're shaping a strong future workforce and ensuring your industry's growth. Embrace the chance to inspire and be inspired by the next generation.

## Why is work experience important?

Work experience is an opportunity for your business to meet young people, develop their employability skills and build a talent pipeline for your business. For many businesses this is also linked to achieving your Corporate Social Value. You can also receive FREE training to support you on your journey towards becoming an inclusive employer.

## How can I offer work experience?

You can sign up now through "The Bridge" on the [Essex Opportunities Portal](#). Your business will be matched to an education setting in your area as well as with individuals who have shown an interest in your industry area.

## What checks will need to be completed?

Once you have made your workplace offer, you will be matched with an education provision. The Careers Leader at the provision will then take you through the onboarding checks.

## How long should work experience last for?

This is negotiable and should be developed in discussion between the business and education setting. You can offer a full 10 day programme or offer shorter experiences such as work tasters, school visits and skills days.

What will it cost my business?

Generally there is no financial cost to offer work experience and start building your talent pipeline.

Do all of my staff need to be DBS checked?

No, just staff who will be supporting the young person (this may be one person if the young person is only working with them). A member of staff with a DBS must be with the young person at all times. On occasions, a young person may be supported by a member of school/college staff who will be DBS compliant.

Do I need specialist insurance to offer work experience?

The insurance industry has agreed that students on work experience placements should be treated as employees for the purposes of insurance. This is usually covered by your public liability insurance.

How can I support a young person whilst with me?

The education setting can supply you with all the information you may need to support a young person in a placement. It is a good idea to have a structured plan of activities, what they will be doing, who they will be meeting and what time tasks will happen. We have provided you with an introduction template in our resource section on the [Essex Opportunities Portal](#).

What should I do if a placement breaks down?

Due to our matching service, we are confident you will receive young people who are interested and motivated to succeed. If there are any challenges, speak to your contact at the education setting.

To discuss working with an educational setting to offer work experience email:

✉ [targetedemployment@essex.gov.uk](mailto:targetedemployment@essex.gov.uk)