

# **Inclusion by Design: Building Meaningful Work Experience Model That promotes Engagement and Reflection**

Pamela Odukoya  
Participation and Inclusion Manager  
Enfield Council



**Workshop Session  
Inclusion by Design:  
Building Meaningful Work Experience Model  
That promotes Engagement and Reflection**

**National Careers Leaders' Conference on Thursday 25 June at The Eastside Rooms in  
Birmingham**

**Pamela Odukoya, Participation and Inclusion Manager, Enfield Council**

## William Pollard

“Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow.”



## • **This Session Will Help You to...**

- design engaging work experience models.
- improve inclusion and access for vulnerable learners.
- enhance reflective practice to enable learners to identify their growth and plan next steps.
- strengthen how impact is measured.

# Ice Breaker – In Pairs

Thinking about your current setting:

- Which groups of learners are least likely to access meaningful work experience?
- What are the main barriers driving this? Consider the learners, the system, and the model.

# Factors impacting on Traditional Work Experience

Employer  
Constrains

Learner  
Context

System  
Barriers

# Moving towards Innovation

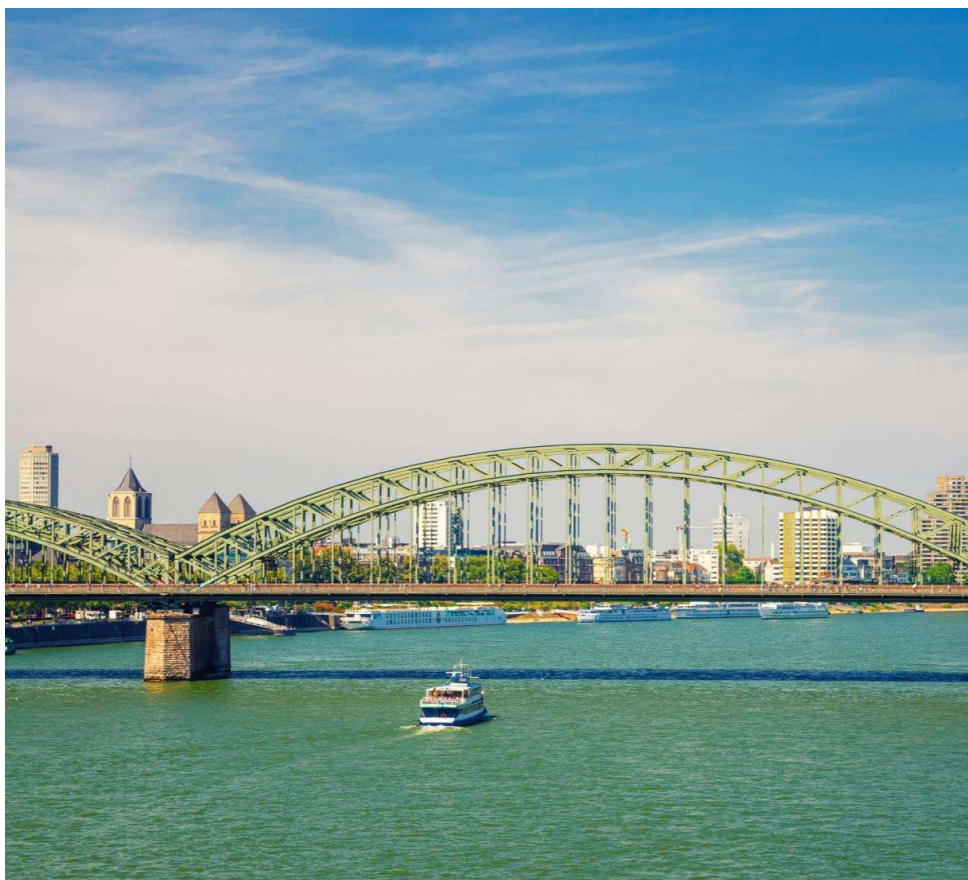
## Traditional Models

- Passive Access

## Innovation

- Meaningful Engagement

# Innovation bridges disengagement and opportunity



It turns work experience from passive access into meaningful engagement where learners contribute, grow, and thrive.

# Applying an Innovative Lens to Work Experience

- Innovation in work experience is not about doing something different.
- It's about designing meaningful experiences for all learners.
- All experiences must develop self-awareness, deepen understanding of opportunities, build skills, and enable learners to confidently plan their next steps.

# Applying An Innovative Lens to Work Experience

- Diverse delivery models
- Meaningful experiences
- Effective tailored support
- Measurable and learner focused outcomes

# The ACCESS Framework

- A – Assess purpose: clear intent linked to outcomes
- C – Clarify learner context and readiness
- C – Create meaningful experiences
- E – Embed reflection at key points
- S – Support and promote inclusion
- S - Show impact

# Suggested Work Streams



Customer Service - Review the customer journey from a young person's perspective.



Digital Services - Review a campaign or website from a young person's perspective.



Post Room/Document Management centres - Produce a guide for other learners explaining how the post room supports the organisation.



Facilities Management - Explore workplace environment and provide feedback.

# Gatsby Standard – How to Design Meaningful Work Experience

- Has a clear purpose
- A flexible delivery model - in person / virtual / blended
- Contextualised and role-relevant tasks
- Targeted support for vulnerable and SEND learners
- Structured reflection

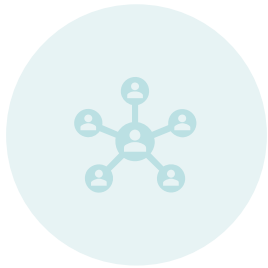
# How to Strengthen Impact

Learner  
Development

Triangulated  
Feedback

Progression  
Outcomes

# What Contributes to a Meaningful Work Experience for Learners?



Smooth interactions across the organisation's ecosystem (e.g. teams, roles and partners)



Clear feedback loop



Structured reflection



Tangible outcomes

# Practical Task - Redesign one element of your current work experience model using the ACCESS Framework

Element	Prompt Questions
<b>A – Assess purpose</b>	Is the intended outcome for this learner group clear?
<b>C – Clarify context</b>	What else can be done to clarify learners' context?
<b>C – Create experience</b>	Does this experience match learners' goals?
<b>E – Embed reflection</b>	When and how will reflection happen?
<b>S – Support inclusion</b>	What adjustments or support would help this learner group?
<b>S – Show impact</b>	How will transformation or progression be measured?

# Practical Task

1. Choose a learner group (e.g., SEND / AP / PRU / high risk of NEET)
2. Redesign one element of your current work experience programme based on the ACCESS FRAMEWORK
3. What impact would this change have on this learner group?

# Practical Task - Feedback

- 1. Which learner group did you focus on?
- 2. What barriers do these learners currently experience?
- 3. What element did you redesign using the ACCESS Framework?
- 4. What difference would this enhancement make for this learner group?

# What's in your Toolkit?



PRE WORK EXPERIENCE  
QUESTIONNAIRE



REFLECTIVE JOURNAL



POST WORK EXPERIENCE  
FEEDBACK FORM

# Final Thoughts

Innovative work experience sits at the intersection of:

- Learner Context
- Thoughtful Design
- Effective Support
- Strong Impact

## Seymour Papert

“You can’t teach people everything they need to know.”

“The best you can do is position them where they can find what they need to know when they need to know it.”



# Pause: Before you Leave, Consider

- What would you do differently to make your current work experience model engaging and reflective?
- How will you measure and evidence the impact of this for your learners?

**Let's continue the conversation and build innovative work experience models with learner focused outcomes.**