



SPEAKERS
for schools

The benefits and burdens of work experience for all

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Content

1. How did the research come about? What inspired it?
2. How did you choose the methodology? What lessons did you learn from this approach?
3. Did the research turn out how you hoped, and what impact did it have?
4. Where did it lead? What came next?



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Declining trends in work experience participation

- Since 2012, after school-age work experience was removed as a statutory requirement, we are seeing decline in participation rates with some stark differences regionally. This trend changed slightly when the Career Strategy and the Gatsby benchmarks were published in 2017 but it never fully recovered.
- This is despite the evidence in public domains showing there is a directionally positive relationship between work experience and young people education, social and emotional and employment outcomes
- At Speakers for Schools we offer work experience, both digitally and in-person but for a period we also faced some issues with the demand for our available spaces- we were keen to find out why and what stops educators and young people from these opportunities.

Participation	14-16	Post-16	Reference
2010 (non selective state schools)	82%	18%	https://www.educationandemployers.org/wp-content/uploads/2014/06/employer_engagement_in_english_independent_schools_july_2012_.pdf
2017	74%	25%	https://www.educationandemployers.org/research/contemporary-transitions-young-britons-reflect-on-life-after-secondary-school-and-college/

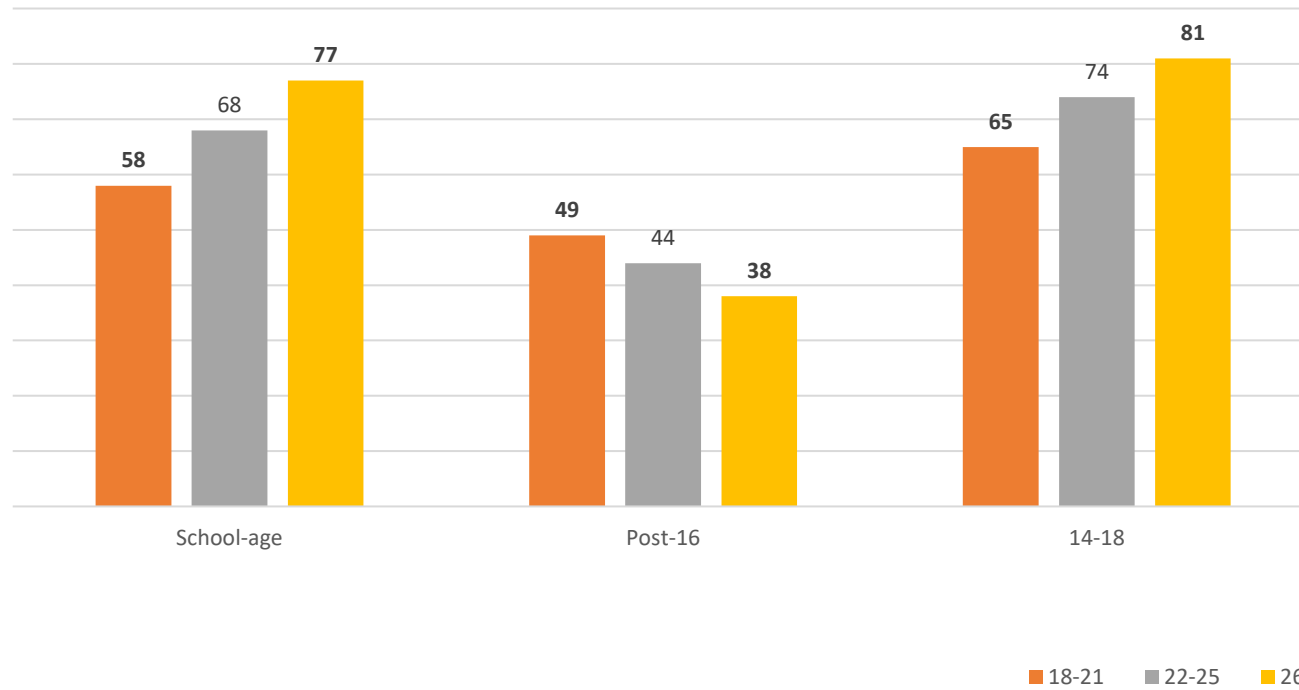
The approach



- Validate our assumptions about work experience participation trends and further investigate the outcomes
 - Borrowed methodology from influential papers in the world of careers education; asking young people to recall their experiences at school and college
 - Commissioned YouGov poll of 2,000 18-30 year olds, asking them about current economic activity, income if they are in employment and whether they have done work experience with employers in the past. Our analytical sample varies depending on our key variables of interest.
 - Regression modelling for correlational analysis; this is not cause and effect and more needs to be done to further test our findings.
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Declining trends in participation

Total number of wex 14-18 (%)



Results from our initial analysis

£1,088

Respondents in full-time work reported a 3.4% higher average wage; that is £1,088 per year using the sample average salary of £32k.

4% less
NEET

Attending work experience reduces the probability of being NEET from 11% to 7%

x2

Young people from independent schools are twice as likely to have attended 3 plus work experiences than state school peers.

55%
more
confident

Young people who reported attending wex at school age believed their confidence and self belief was improved (31%). This is higher for older age group (55%).

Implications



- Extensive evidence has previously found that undertaking multiple experiences of the workplace while at secondary school can significantly reduce the chances of becoming Not in Education Employment or Training (NEET) and can increase chances of achieving higher wages in a future career. (Education and Employers 2017, CEC 2021)
- However, young people from state-funded education recall fewer opportunities when comparing with their peers in independent schools and colleges. Young people from independent schools are twice as likely to have attended 3 plus work experience (33%) including virtual and in-person as opposed to only 17% of state school young people.
- The responsibility for organising work experience and other career-related learning activities for young people is passed on to schools and colleges. Despite the recognition of the impact and importance of a good careers education by key stakeholders including Ofsted, access to quality work experience still depends on social capital young people have access to and where they come from.

Next... our campaign was formed to tackle unequal access to quality work experience



Work Experience For **All**

Every young person deserves access to quality work experience regardless of their background or where they live.

But not everyone has that chance. Scroll down to find out more...



Building our evidence base

- Further research questions came about since our first study, looking at a wide range of aspects of work experience delivery
- Qualitative research method to complement our quant study:
 1. International Work Experience Practices (Published)
 - Q1. What forms of work experience exist for young people aged 11 to 16?
 - Q2. What outcomes does work experience deliver for the young people participating?
 - Q3. How does work experience deliver these outcomes?
 2. Policy analysis and recommendation; a stakeholder engagement (Forthcoming)
 - Q1. What can policy do to improve the English work experience system to promote more social mobility?
 - Q2. How would an improved system for work experience be funded?
 - Q3. What was the impact of previous work experience policies in England?





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Thank you

<https://www.speakersforschools.org/work-experience-for-all/>

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