

Work Experience

in the built environment

Placemakers PLC - General Careers Work Experience Matrix

Aims	Target young people – recruitment	Timing, location & who to involve	Structure & content	Follow up
<i>Give young people an early opportunity to experience the world of work</i>	<ul style="list-style-type: none"> 14-16 year olds completing their GCSE's and interested in exploring built environment careers. Could offer to a small group of up to 5 young people 	<ul style="list-style-type: none"> Year 10 summer work experience week – typically later in the Summer term. 	<ul style="list-style-type: none"> Enjoyable, engaging activities that give young people a genuine insight into working life 	<ul style="list-style-type: none"> Support young people to consider how to describe the experience in their CV. Consider if follow up work experience in a particular area is appropriate.
<i>Introduce young people to a wide range of career roles to help them develop their own career choices and aspirations</i>	<ul style="list-style-type: none"> 14-16 year olds completing their GCSE's and interested in exploring built environment careers. 	<ul style="list-style-type: none"> Involve at least 3 different teams from across the business in planning and delivery. Include a visit/tour of the site. 	<ul style="list-style-type: none"> Ensure young people complete tasks/shadow at least 3 different teams from across the business (e.g. project management, marketing and HR) to expose them to multiple careers. Agree a clear learning outcome for each day or activity. Mix of on site / office days. 	<ul style="list-style-type: none"> Ask young for feedback on the role(s) they were most interested in and why they would be suited to them. Consider if you can offer a follow up deep-dive work experience or insight day on a particular role.
<i>Increase community engagement in the neighbourhoods near to our major new development in the City</i>	<ul style="list-style-type: none"> Work with CYT to partner with schools in neighbouring boroughs Prioritise schools who will be most impacted by the development. Develop a registration form which captures key location data so you track reach. 	<ul style="list-style-type: none"> Design a long-term programme that can be repeated/built on the duration of the development. Always include a visit/tour of the site. 	<ul style="list-style-type: none"> Set a task focused on the local development (e.g. a design task). Incorporate a local stakeholder consultation session. Build in senior leadership visibility (e.g. induction or end of week presentation) to create a memorable moment for young people Invite parents/teachers to observe the presentation on the last day. 	<ul style="list-style-type: none"> Consult directly with participating schools, young people and employees (and CYT if appropriate) on how the experience can be improved; record their feedback and use it to improve the delivery programme for the following year. Publicise success and impact of work experience on social media (if necessary permissions collected).
<i>Deliver social value aligned with our social impact strategy</i>	<ul style="list-style-type: none"> Target schools with the highest % of free school meal eligibility to ensure we are driving social mobility; prioritise young people on free school meals 		<ul style="list-style-type: none"> Include an activity that introduces young people to our net zero priority 	<ul style="list-style-type: none"> Align output with our social value calculator Develop as a case study for our Annual Report (necessary permissions collected)

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