



Standard 1 Provide meaningful opportunities

Why does this matter?



Evidence base

1. **Four or more employer encounters makes a young person 86% less likely to be not in education, employment or training (NEET).** The more the better: Four or more encounters have been shown to help young people make decisions about 16+ choices, university and three or more make a difference when applying for a full-time job.¹
2. **Employer networks, mediated through school and college, can complement and compensate for the social networks** young people have by virtue of their family background.²
3. **More employee contacts means young people are more likely to consider apprenticeships.** There is a positive relationship between the number of employee contacts that a young person recalled receiving while at school and their eventual decision to embark upon an apprenticeship.³ Contacts with employees are therefore an important way to build awareness of a wider range of career pathways.
4. **Engaging with employees changes young people's attitudes.** A study showed employee volunteer careers talks influenced Key Stage 4 pupils' attitudes to education, their future plans and subject choices. It motivated them to spend more time on their studies and supported an improvement in academic attainment. Lower achievers and less engaged learners responded best to the intervention.⁴

“Many employers see work experience as a positive for their organisation. It gives them the opportunity to help shape and build their future workforce, and to give back to their community.⁵ Work experience can also help employers to develop the skills of their existing staff by giving them supervisory experience.”⁶

1. Mann, A., Kashefpakdel and E., Rehill, J. and Huddleston, P. (2017). [Contemporary transitions: Young Britons reflect on life after secondary school and college](#). London: Education and Employers
2. Mann, A., Huddleston, P. and Kashefpakdel, E. (2018). [Essays on Employer Engagement](#). London: Routledge.
3. Kashefpakdel, E., and Rehill, J. (no date). [Teenage apprenticeships: Converting awareness to recruitment](#). London: Education and Employers
4. Kashefpakdel, E., Percy, C., and Rehill, J. (2019). [Motivated to achieve: How encounters with the world of work can change attitudes and improve academic achievement](#). London: Education and Employers
5. [Chartered Institute of Personnel and Development \(2014\). Making Work Experience Work: Top Tips for Employers](#). London: CIPD
6. [Buzzeo, J., and Cifci, M. \(2017\). Work experience, job shadowing and workplace visits: what works?](#) London: The Careers & Enterprise Company