**Work based learning opportunities for young people**

**Work Experience** is undertaken in Key Stage 4 (Years 10 and 11) or in post 16 education and is normally for a block of one or two weeks. In Years 12 and 13 a work placement may be a required as part of a course and can be for a much longer period such as for T Levels which have a 45 day work placement. Students are not *‘paid’* to undertake these work experience placements and employers must be health & safety ‘risk assessed’ to make sure that they meet strict guidelines for insurance purposes.

**Virtual Work Experience/experiences of work** is a new way for students, in any year group, to gain an experience of a workplace without the need to be physically in the building. The idea is to enable young people to experience the world of work through videos, Q&A sessions and set pieces of work which will require them to work with / alongside others. This would typically be part of a wider careers education programme and supported by teaching staff in school/college or parents / carers if this opportunity is being accessed from home.

A **Traineeship** is a short programme normally lasting between 6 weeks and one year. Young people would typically spend 2-3 days per week in a work placement and one day attending a college or training provider to complete employability short courses and functional skills in English and Maths (this might include remote attendance online). Young people on traineeships may be eligible for the 16-19 Education Bursary which is managed by their college or training provider, but young people are not *‘paid’* for their time in the work placement.

Traineeships can be in any area of work and the college or training provider will support the young person to find a suitable work placement related to their interests and career plans.

Typically, young people who are nearly ready for employment, might do a Traineeship and their next step would ideally be to progress to an apprenticeship or full time education such as a T level.

Traineeships are delivered locally by a range of different training providers.

**Supported Internships** are aimed atlearners with Education, Health and Care Plans (EHCP) and those with more complex barriers to work. They will however have the potential to gain paid employment, with support. Colleges offering Supported Internships tend to prefer students to have previously completed a college course before doing an internship, but this isn’t always the case. There may be workplace support from a job coach whilst the young person is on the Internship.

Supported Internships can be in any area of work as the college will support the young person to find a suitable work placement related to their interests. They require 1 day per week attendance at a college or training provider and 2-3 days per week in the workplace. Young people on Supported Internships may be eligible for the 16-19 Education Bursary which is managed by their college, but young people are not *‘paid’* for their time in the work placement.

Supported Internships are offered locally by several colleges.

**Apprenticeships** are classed as paid work so any young people wanting to undertake an apprenticeship will need to be ‘work ready’. Young people are often paid a reduced apprenticeship hourly rate for the first year of their apprenticeship whilst they settle in, although many employers may pay more. If an apprenticeship takes longer than a year to complete, then the apprentice will be paid the national minimum wage for their age. Employers can pay more than this if they wish.

Colleges and training providers are likely to prefer young people to have achieved a Grade 4 or 5 in both English and Maths GCSE’s before starting an apprenticeship. However, it may be possible for young people without these qualifications / grades to undertake an apprenticeship provided they have the potential to succeed e.g. if they have an EHCP or can show through assessments that they are able to study at the required level. These kinds of opportunities are limited.

Undertaking an apprenticeship should not be thought of as an easy option as they are paid jobs. Regardless of the apprenticeship level, young people will be studying whilst working for around 30 hours a week and will compete a large % of the coursework in their own time.

(A Level 2 Apprenticeship is equivalent to 5 GCSE’s, whilst a Level 3 Apprenticeship is equivalent to 2 A Levels. (Young people may need to complete a related Level 2 apprenticeship before moving on to a Level 3 one).

At the end of their apprenticeships young people will need to successfully complete an **End Point Assessment**. This is designed to be an objective and impartial assessment of an apprentice’s knowledge, skills and behaviours. Activities are different for every apprenticeship, but they all follow the same overall structure. The assessment activities can include: Professional discussions; Situational judgement tests; Practical observations; Portfolios; Question and answer sessions; Culinary challenges; Projects; Presentations; Interviews and Showcases

 