



Work Experience Month 2018

**News stories from Accredited
Organisations throughout WEM 2018**

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Latest News

Pioneering new 5-year partnership between Fair Train and Health Education England

1st. October 2018

A five-year partnership between Fair Train and Health Education England has been formally announced today. It is intended to lead to the accreditation of almost 200 NHS organisations of all types and sizes throughout England with **Fair Train's Work Experience Quality Standard** and so to provide significant support to NHS' workforce development.

Fair Train's accreditation applies to any employer, learning or training provider or facilitator engaged in any aspect or aspects of work-based learning, i.e. traditional school work experience for year 10 or 12 students; 16+ placements (e.g. for study programmes or the incoming T-level industry placements); traineeships; internships; apprenticeships; and volunteering (when designed to improve employability).

Fair Train's two principal aims are, firstly, to drive a substantial increase in the availability and uptake of all forms of work experience in all sectors, and secondly, to ensure that every experience is genuinely meaningful and delivers the greatest possible benefit to the employer, the learning provider and, above all, the learner undertaking the experience.

Since its inception in 2013, **Fair Train's Work Experience Quality Standard** accreditation has been achieved by more than 400 organisations, in all sectors. It demonstrates, not just their commitment to providing work experience opportunities, but to doing so at the highest possible quality. As well as being a standard-setting and checking kite-mark, the accreditation is also a detailed framework which provides a first-class "how to" guide; accredited organisations consider this to be invaluable.

The **Work Experience Quality Standard** is awarded at three levels, Bronze, Silver or Gold. The level is determined by the breadth and detail of the experience on offer, but whatever the level, quality is the key criterion. The framework covers every stage of any work-based learning placement, from initial planning right through to post-placement follow-up and support, and enables an organisation to build on its current provision or to get started.

This five-year partnership is a development of a highly successful one-year pilot undertaken by Fair Train and Health and Education England in 2017/2018 which led to 37 NHS organisations being accredited with the **Work Experience Quality Standard**. They ranged from very large multi-faceted Trusts and Foundation Trusts to specialist providers, for example in mental health and orthopaedics, and an ambulance service.

Rod Natkiel, Fair Train's CEO, said: *"The NHS is literally the core of the UK's well-being, and so it's a real privilege to be playing a part in the development of its future workforce. Working closely with Health Education England and a large number of NHS organisations over the last year, we've been extremely impressed by the diverse developmental opportunities they offer to a wide range of people and by their commitment to the quality and constant development of those opportunities. Engaging ever increasing numbers of NHS organisations with **Fair Train's Work Experience Quality Standard** will significantly support that commitment to quality."*

"Whether it's a young person starting out on his or her working life, someone returning to work or someone changing direction – for example leaving one of the military services – meaningful experience of the workplace is vitally important to their professional and personal development. But it only works if it's an experience of quality. We're extremely pleased to be working with Health Education England on ensuring that quality, and to be helping spread the message that the NHS offers a huge range of careers, not just medical ones."



MARKING FORMAL AGREEMENT (left to right)
Catriona Cole: National Programme Manager, Talent for Care (HEE); **Kirk Lower:** National Lead for Talent for Care (HEE); **Rod Natkiel:** CEO, Fair Train; **Vanessa Convey:** National Programme Manager, Talent for Care (HEE)

Latest News

Fair Train and Torbay Council initiate two-year partnership to support Torbay's Social Care sector

2nd. October 2018

A two-year partnership between Fair Train, the UK's Work Experience expert, and Torbay Council has gone into action today with the announcement of the first three Torbay social care providers to achieve Fair Train's prestigious **Work Experience Quality Standard accreditation**.

Fair Train's accreditation applies to any employer, learning or training provider or facilitator engaged in any aspect or aspects of work-based learning, i.e. traditional school work experience for year 10 or 12 students; 16+ placements (e.g. for study programmes or the incoming T-level industry placements); traineeships; internships; apprenticeships; and volunteering (when designed to improve employability).

Fair Train's two principal aims are, firstly, to drive a substantial increase in the availability and uptake of all forms of work experience in all sectors, and secondly, to ensure that every experience is genuinely meaningful and delivers the greatest possible benefit to the employer, the learning provider and, above all, the learner undertaking the experience. This pioneering two-year initiative with Torbay Council is designed to achieve both those aims, working with the area's providers of social care, the importance of which is already substantial and is growing fast.

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Rod Natkiel, Fair Train's CEO, said: "Social Care is already a major element in the UK's infrastructure and will become increasingly important. Development of the future workforce in this sector is, therefore, vital. Whether it's a young person starting out on his or her working life, someone returning to work or someone changing direction, meaningful experience of the workplace is vitally important to their professional and personal development and to engaging them with the sector. But it only works if it's an experience of quality. So it's a pleasure to be supporting Torbay Council in its commitment to Work Experience in the Social Care sector."

Councillor Julien Parrott, Torbay Council's Executive Lead for Adults, said: "The contribution that social care providers make to our Torbay community is invaluable. The demand for their services is going to increase dramatically in the years ahead, which is why finding their workforce of tomorrow is so important. We're delighted to be partnering with Fair Train to focus on the crucially important aspect of work experience as part of that workforce development, as Fair Train has the experience and commitment to guide organisations into carrying out work experience efficiently, effectively and at the highest possible quality."

Kat Green, Director of Bay Care Group, one of the organisations achieving Fair Train's Work Experience accreditation (at Gold), said: "It's great to get involved in this really exciting and very important project. Encouraging people to consider a career in social care is so important to our sector, and offering high-quality work experience is an excellent way of doing that. For anyone involved in work-based learning, Fair Train's guidance, experience and enthusiasm are invaluable."

Alan Tilley, of ROC Wellbeing Devon – part of United Response, another newly accredited organisation (at Bronze), added: "We consider work experience a very important part of our workforce development and it's great to have the support of an organisation with the experience in this field that Fair Train has. That will help us to ensure that our work experience is high quality and, at the end of the day, that can only be to everyone's benefit."

Laura Jefferies of Cream Care, the third newly accredited organisation (at Gold), said: "It's reassuring when such a respected organisation as Fair Train assesses one's work experience activity as being at high quality, and it's also really valuable that they guide you into ways of doing it even better. Any organisation is only as good as its staff and high quality work experience is a really good way of finding the great staff of tomorrow."

Jon Bourne, Support Manager for Cream Care, collected the Work Experience Quality Standard certificate. Also attending the presentation was **John Bryant**, Torbay Council's Head of Integration and Development, who is leading the partnership with Fair Train for the council.

Accreditation presentation (right)

John Bryant: Head of integration and Development at Torbay Council; **Kat Green**: Director of Bay Care Group; **Jon Bourne**: Support manager for Cream Care; **Alan Tilley**: ROC Wellbeing - part of United Response and **Cllr. Julien Parrott**: executive Lead for Adults



Accreditation presentation (left)

Jon Bourne: Support manager for Cream Care; **Kat Green**: Director of Bay Care Group; **Rod Natkiel**: CEO of Fair Train; **Alan Tilley**: ROC Wellbeing - part of United Response

Latest News

Spark! Awards: celebrating the best in education and business for Work Experience

4th. October 2018

The focus in Work Experience Month for Spark! is definitely on celebrating, as it completes final preparations for its 32nd annual awards which recognise achievements in education and business partnerships.

The awards will take place on Thursday 8th November and the evening is hosted by Spark!'s partner in this project, Cisco UK & Ireland, at Cisco's head office in Feltham. Spark! has been accredited at Bronze with Fair Train's Work Experience Quality Standard since 2014 and Cisco is also one of our Gold accredited organisations: both doing terrific work.

This longstanding, annual event recognises and celebrates the hundreds of ongoing collaborations between education and business, and awards those that promote and deliver all types of work experience to the highest quality.

Its list of awards covers 8 different categories: **The Jubilee Cup**, which recognises work-related learning projects of secondary schools and businesses; **Work Experience Company of the Year**; **Teacher of the Year**; **Volunteer of the Year**; **Work Experience Student of the Year**; **Apprentice of the Year**; **STEM Award** (school, business or project); and **The Malcolm Gibbins Cup** - an award for overall education business excellence.

Nominations for all categories are still open, so if you wish to submit one, Spark! would love to hear from you. Please contact rachel.mcadam@sparklondon.org to request a form.

Also, do please get in touch with Ruby Mir at Spark! if you're an employer, school or college in the Greater London area wanting to get started on Work Experience or upscale your activity. Spark! has years of experience in this field and terrific connections in the area. It's ruby.mir@sparklondon.org



Latest News

Inaugural event for Tailored Education and a great example of client-focused bespoke programming

4th. October 2018

A Work Experience Month highlight is Tailored Education in Bolton just completing its inaugural Work Ready Week programme which was attended by up to fifteen Year 10 students from St. James Church of England High School every day. The week introduced the students to the concept of work readiness through wide ranging sessions – from first aid and health and safety to CV preparation and interview techniques - combined with enterprise tasks to develop and hone vital work-based skills.

Tailored Education also arranged visits to a number of different companies around the Greater Manchester area so that the students could gain experience of the workplace environment and have the opportunity to ask questions. One of these visits included a Uniform Services Day when students gained valuable insight into the Police Force and Fire Brigade.

Now Tailored Education is busily planning for 2019 and has just convened its annual Work Experience Co-Ordinators' meeting. This gives every school with which Tailored Education works the chance, not just to confirm logistics like numbers of students and dates, but also what specifics the school would like prioritised – e.g. one-to-ones; PSHE lessons; assemblies etc. Very precise and bespoke: the clue is in the name "Tailored Education!"



Latest News

Never an organisation to stand still, Doncaster Council is now going into the movie business. (Well, sort of!)

5th. October 2018

To keep itself even more busy than usual during Work Experience Month (!), Doncaster Council has embarked on the production of a Work Experience video. This will build on the many programmes the Council runs to promote work-based learning opportunities, like its *Apprenticeship Insight Days*.



Doncaster Council

Aimed at school leavers considering Work Experience within Local Government, the video will provide valuable information about the skills and knowledge they'll gain from the activity, but it will also inspire more managers in the Council to offer work placements – and those that already do, to offer more. The video will feature interviews with individuals from a cross-section of areas, from electrical, engineering and finance, to Human Resources and care. They will explain why they chose Local Government as a career and what they're getting from it, whilst managers will talk about their role and why they believe that the Council offering Work Experience is so important.

Additionally, Doncaster Council is also changing the process in which individuals apply for Work Experience; the focus will be strongly on providing a more structured process, with specific opportunities in Local Government for which individuals can apply. Increased support and resources have also been made available to people, including how to complete application forms and preparing for an interview: key skills for any young person when applying for employment.

Keep up the great work Doncaster! We all look forward to seeing your new video and, as soon as it's ready, we'll share it on our website and with our other accredited organisations.

Latest News

Former apprentice produces Work Experience Videos for Havering College

5th. October 2018

In response to enquiries, here's a bit more about the video producer featured last week in the following article:

Just four great examples of a suite of Work Experience videos produced in-house by a former apprentice, Adam Trinder, at Gold-Level Work Experience Quality Standard - Havering College.

After completing a print-based media course at South Essex college, Adam began his Graphic Design Apprenticeship at Havering College in 2015 within its marketing team.

"It was great to get stuck in and experience the working world and it taught me so much about graphic design and so many other skills. I took the apprenticeship because I wanted to get as much experience as possible. I believe that having a strong portfolio and being able to prove your skills through your work is invaluable - especially so in this field of work."

After completing the apprenticeship, Adam was offered a job to stay on at the college as its Digital Content Designer.

"This role opened up the world of Photography and Videography for me. The videos I have created this year have propelled me in the digital world and enabled me to figure out what I am truly passionate about. Not only do I enjoy filming and editing the videos I create, but I love to see the students using their passions to build their futures and get a head start in life."

Please feel free to use and share Adam's videos!



Latest News

East Cheshire NHS Trust celebrates Work Experience Month by reminding us that Work Experience is not just for those starting out on their careers.

9th. October 2018

Launching it as part of Work Experience Month, East Cheshire NHS Trust is running a pre-employment programme, in partnership with Job Centre Plus/DWP and Cheshire and Wirral Partnership Trust, to support up ten local people back into employment. This will be through a mixture of clinical and non-clinical placements lasting six weeks.

The attendees will also be given two weeks of internal training which will include corporate induction, manual handling and conflict resolution training; completion of the e-learning packages required for the Trust; the importance of information governance; and basics around customer care and handling telephone enquiries. They will also have the opportunity to spend time with the Trust's recruitment team to look in detail at the most effective way to complete the NHS Jobs application form, and to pick up some interview tips.

The Trust is encouraging the placement managers to consider permanent positions for any successful participants on the programme, but there will also be the opportunity for them to join East Cheshire's 'nurse bank' – which offers flexibility of working hours whilst still having the benefits of being a permanent member of staff - or to consider volunteering.

This is the first time the Trust is running the programme, and if successful, the intention is to offer it again early next year. From all of us at Fair Train Keep up the good work!

East Cheshire NHS Trust



Latest News

EY Foundation's outstanding *Smart Futures* and *Our Future* programmes spread their reach to include, for the very first time, Stoke-on-Trent and Wolverhampton.



9th. October 2018

Smart Futures

A sparkling highlight of Work Experience Month 2018 is EY Foundation taking its outstanding Smart Futures programme to Stoke-on-Trent for the very first time. 10 young people from low income backgrounds will have the opportunity to take part in the work experience programme, achieving a CMI qualification in team-leading upon completion. They will then receive 10 months of high quality mentoring from a business mentor. EY Foundation's work experience is, of course, unusual in that participants are paid.

For more information about *Smart Futures* [click here](#).

Our Future

Also in Work Experience Month, EY Foundation will be launching an Our Future programme in Wolverhampton for the first time (for 10 young people) in conjunction with ERA Home Security and Legal & General. Our Future is a six-month programme which supports the transition into work of 16-19 year olds who have significant barriers, including low academic attainment.

For more information about *Our Future* [click here](#).

Latest News

The Big Bang is about to explode at Furness College and Barrow Sixth Form College!



10th. October 2018

Yes, to celebrate Work Experience Month 2018, and in conjunction with Barrow Sixth Form College, Furness College is currently putting the finishing touches to plans for proudly hosting STEM businesses to deliver key career information and advice for students across a 2-day event next week called 'Big Bang'.

The event will provide students with first-hand information from businesses and employees about many Science, Technology, Engineering and Maths related career paths ... not to mention the free goodies and challenges for the students to take part in. Presentations and science events will also take place throughout both days.



A big "Well Done!" from all of us at Fair Train to Alison and Tracey at Furness College, who have also been very busy networking with other local colleges, such as Kendal College and Lakes College West Cumbria, to share ideas and good practice regarding everything work experience related and about T-Levels.

They have also arranged very exciting and wide-ranging work placement opportunities for their students; notably amongst them was an electrical engineering student going to Ørsted Wind Farms in Barrow-in-Furness. He gained broad experience by spending time in several areas of Ørsted's on-shore offices in Barrow, and then set out on the service boat to the wind farm off Walney Island. Costing £1bn, this, the world's largest wind farm, generates capacity to power 590,000 homes a year and covers an area the size of 20,000 football pitches. Quite some work experience!

Latest News

Royal Wolverhampton NHS Trust celebrates Work Experience Month with a Nursing and Midwifery Career Event and *Get Into* pre-employment programme.

11th. October 2018

Celebrating Work Experience Month with a Nursing and Midwifery Career Event

On Monday 15th. October, The Royal Wolverhampton NHS Trust is running its second Nursing and Midwifery event: *What's it all about? The Fact Finders 2018*.



The Royal Wolverhampton NHS Trust

The Work Experience Team, in partnership with the Nurse Education Team, will be welcoming 72 local school students in years 10 – 12 for this all-day, action packed event. The attendees will be welcomed by Royal Wolverhampton NHS Trust's Chief Nurse before hearing from representatives of its medical professions on *Nursing Now* and *Midwifery Matters*.

Attendees will complete hands-on interactive sessions covering the Trust's Clinical Skills SimWard, CPR and a *Call the Midwife* session, whilst student nurses and midwives from the University of Wolverhampton will give a presentation on their own student journeys.

The attendees will also get to visit New Cross Hospital and see a busy NHS environment in action. Escorted around the wards by a student nurse or midwife, attendees will get valuable insight into the hospital's working mechanics and also the opportunity to put plenty of questions to ward staff, students or even patients!

This fantastic event is to encourage attendees to continue to work towards a career in nursing or midwifery or alternatively (and importantly) to investigate other career options in the NHS.

Get Into pre-employment programme during Work Experience Month

Work Experience Month will also see The Royal Wolverhampton NHS Trust, in partnership with the Prince's Trust, run its latest *Get Into* pre-employment programme. The four-week, non-clinical placement will support up to 12 local people back into employment.

As part of the programme, the attendees will be given eight days of internal training, which will include induction, alongside completion of the online e-learning mandatory packages, manual handling and an accredited first aid course. They will also be given a session on CV writing and interview skills in preparation for completing the NHS Jobs application form, and will take part in mock interviews.

On completion of the course, all attendees will be invited to one of the Trust's celebration events. Here, they will deliver a presentation in front of family and friends to showcase their experiences with the Trust, both as a whole and also within their specific placement areas.

Royal Wolverhampton NHS Trust is hopeful its placement managers will consider permanent positions for any successful participants on the programme, but there will also be the opportunity for them to join the Trust's temporary staffing bank; this offers flexibility of working hours whilst still having the benefits of being a permanent member of staff.

This is all fantastic Work Experience Month news from Gold Level accredited Royal Wolverhampton NHS Trust - demonstrating its commitment to delivering excellent Work Experience opportunities. From all of us at Fair Train - keep up the great work!

Latest News

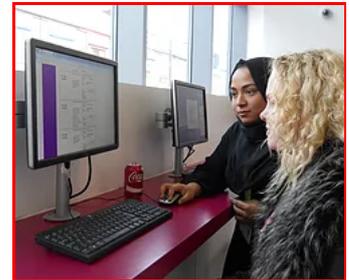
“Even better than truly brilliant”

Lifting the lid on the Fair Train audit process

11th. October 2018

On-site audits are an extremely important part of Fair Train’s operations, as they help us to ensure the rigour and continued credibility of our **Work Experience Quality Standard**. Any accredited organisation can expect to be selected, at random, at any point in its two-year accreditation period, for an audit; that means providing materials in advance for detailed review and setting up a series of on-site activities and interviews for when a representative of Fair Train visits.

That sounds very regimented and formal, and they are very important, but audits are almost invariably uplifting and celebratory and it is genuinely inspiring for us to see the first-class work that is being carried out in all sectors by our accredited organisations of all types and sizes all round the country.



We don’t normally make public the results of our audits as, in essence, they are between us and the organisation. But as it’s Work Experience Month, and with the agreement of the organisation in question, we thought we’d publish this summary of an audit carried out yesterday with **First Choice Homes Oldham** to show how the process works.

What made yesterday’s audit even more special is that Rod Natkiel (our CEO) who conducted the audit, was accompanied, as observers, by five students from the Alliance Manchester Business School. This very international group (from the UK, India, Lebanon, Peru and France) is undertaking a review of Fair Train for us: a project as part of the students’ MBA course at the business school. More of that story another day!

First Choice Homes is the largest housing provider in Oldham, looking after 60% of the town’s social housing properties. It is also a committed provider of exceptionally well thought-through Work Experience placements, which it has been offering for more than six years; they run alongside the company’s apprenticeship programme. First Choice Homes Oldham, which is a co-operative and community benefit society registered with the Financial Conduct Authority, first achieved accreditation with Fair Train at Bronze in 2014. It moved up to Gold in 2017. Its aim is simply: *improving lives in Oldham*.

One of the key things we always want to establish in an audit is how much work-based learning is considered, throughout the organisation, to be important and meaningful. From what we heard and saw in yesterday’s audit and our other connections with the organisation over the years, there is clear evidence that all the c.420 staff at First Choice Homes fulfil that requirement and really buy into this activity. That spirit is generated from the very top, through passionate commitment from CEO Vinny Roche, and there’s exemplary enthusiasm, dedication and professionalism demonstrated by Michelle Tomlin, the company’s Employment and Skills Manager, and Naomi Martin-Smith, its Volunteer Co-Ordinator, who runs the work placements programme on a day-to-day basis. Michelle and Naomi were both interviewees in the audit.

Another element we look to verify in any Gold-level employer is that the “mentor/buddy” system is operating effectively; well, no-one could ask for a more caring mentor than Naomi!

Work placements at First Choice Homes are based on an 8-week/16 hours-per-week structure and there’s no upper age limit for participants; those undertaking placements with the company at the moment range from 19 years old to 64. Flexibility is key in the programme’s management; for example, child-care logistics often have to be factored in for placement participants and the schedules are adjusted for those individuals.

This exemplifies two key themes that one can see running consistently through all the work-based learning activities at the company: firstly, “setting people up to succeed” and, so, doing everything possible to achieve that; and secondly, being supportive in every way possible, as appropriate from person to person. That support can and does range from solving logistics challenges (like child-care) to more seriously life-impacting issues like homelessness, bereavement, substance abuse and mental ill-health.

There are currently 22 people undertaking placements with First Choice Homes Oldham and there’s a strong emphasis on accessibility in all aspects of the work-based learning it offers, not least in an applicant very rarely being turned away, whatever challenges s/he may present. And in its very practical approach to developing work skills and employability, First Choice Homes offers participants experience in a wide range of roles – from Project Administrator to Event Facilitator, Multi-Skilled Trade Operative and many more. This means that participants get a taste of just about

everything. In every role experienced, and at all key stages of the placement, a participant will undertake documented self-evaluation, so that progress in the acquisition of skills can be monitored ... and celebrated!

Always a highlight of any audit is meeting and talking in depth with placement participants. During the audit yesterday, we met four: one just embarking on a placement (having been through preparatory training days); one at about the mid-point; and two who have completed the placement and have moved into employment ... one with First Choice Homes Oldham itself. That's great progression.

Strongly consistent in all those participants' stories was how the placement is making, or has made, a huge beneficial impact on their confidence and self-belief. Individual themes emerged. They included: overcoming worries about lack of modern-day skills and fitting in when returning to the workplace after a long gap; seriously insufficient employability skills (e.g. CV writing, preparing for and coping with interviews); building up the capability to withstand a full 37.5-hour week after health issues; and bouncing back from redundancy and unemployment in one's 50s and feeling "on the scrap-heap". It would not be an over-statement to say that what we saw yesterday was four people who had been through a transformation.

All of the participant interviewees were highly complimentary about the work placement experience with First Choice Homes Oldham, and one described it as "even better than truly brilliant". Praise does not come much higher than that. It is also reflected in the company's related policies and placement documents, reviewed before, during and after the audit.

Whilst, as is always the case, there were minor enhancements we suggested to First Choice Homes Oldham's paperwork and the practices, they were very much that: minor. The company's approach to all aspects is exemplary.

First Choice Homes would very much like to be able to offer a job to virtually all its work placement participants, but that is not an option. It does, however, ensure that its support doesn't end when the placement does – not just through keeping in touch and being there for any follow-up enquiries, but also by including former placement participants in its casual volunteering roster.

As audits nearly always are, our visit to Oldham yesterday was extremely uplifting. This is a great example of a Gold Level Work Experience Quality Standard accredited organisation fully demonstrating all the qualities that we believe are essential in making work-based learning meaningful and valuable. First Choice Homes is also clearly achieving its aim of *improving lives in Oldham*.

Many congratulations to everyone in the company on this terrific work and all of us at Fair Train are delighted that we are able to confirm, in the light of the audit, that **First Choice Homes Oldham** has maintained its Gold Level status ... with flying colours!

Latest News

Education & Employers - *Inspiring the Future* Volunteering Platform Video



12th. October 2018

Thanks to Beverly Munden, Franchise Manager of Tinies, for bringing this really interesting video to our attention – to pass on to all our organisations. Please feel free to share.

Education & Employers - Inspiring the Future Volunteering Platform Video

Inspiring the Future enables schools to connect with inspirational volunteers from the world of work quickly and easily, revolutionising the way in which young people get insights into exciting and unique careers and inspiring them to be ambitious.

The video explains the aims of the *Inspiring the Future* platform, its impact and how the technology works.



Latest News

Case Studies - Leeds Teaching Hospitals (accredited at Bronze) What's it like being an intern in Estates & Facilities?

13th. October 2018

My name is Jessica McGowan and I am currently a full-time student going into Year 13. I have hopes of pursuing a degree, and then eventually a career, in Law. So, I'm almost certain you're asking yourself, 'Why choose an internship in Estates and Facilities, working for the NHS?'

As being a part of a programme called "Career Ready", a charity which helps teenagers across the UK find internships (i.e. paid work experience) in order to gain an insight into the 'real world of work', I chose to work in Estates & Facilities for Leeds Teaching Hospital's Trust. My internship lasted 4 weeks, and I can honestly say that my 4 weeks spent with the team has been the most enlightening experience I could ever have hoped for.



My first week began, of course, with an induction into the Trust, which gave me insight into the different complexities and foundations involved in hospitals. The induction included talks on 'personal safety', 'fire safety' and 'security', which I knew were key elements with Estates & Facilities.

After that came all of the more entertaining activities. I had twice visited the Helipad, once for a training exercise with the Fire Department testing that the hoses were working properly, and once to get a closer look at the Air Ambulance as it came all the way from Bradford - taking it merely 8 minutes to arrive! I also visited the Engie power station site located at Leeds General Infirmary (LGI), where I saw the operations involved in powering the hospital and how it would work in an emergency situation, using a 'back-up' generator. Additionally, I witnessed a fire training exercise at Temple Newsam Park with West Yorkshire Fire Department. It was quite intriguing to learn how long it really takes for them to set up – in this case, it was 45 minutes – as the majority of the public are completely oblivious to this process taking so long.

So, arriving back to our question, 'Why Estates & Facilities?'. Personally, there are several answers. Firstly, with regards to my passion for law, there is a lot of legislation surrounding Estates & Facilities, especially within matters such as fire safety and food safety. I feel that my internship has helped me to develop a further understanding of the law, which I will be able to transfer to my studies and also general knowledge. Secondly, working within Estates & Facilities has taught me that hospitals are not simply 'clinical'.

Looking back now, I was so naïve as to how broad hospital networks really are. Though the clinical departments within a hospital are important, the operations which go on almost 'behind the scenes' are just as important in keeping a hospital functioning. How would severely ill or disabled patients get around without porters? Who would ensure that unwelcome visitors were seen off-site without security? How would we know where to go in the event of a fire without the fire department?

Furthermore, the team within Estates & Facilities have treated me with the utmost kindness and respect. I have definitely learnt a lot of valuable skills from all of them. I cannot thank them all enough!

Latest News

Case Studies - Derbyshire County Council (accredited at Gold) First-hand insight from a Business Services Apprentice



13th. October 2018

Joe was unsure what career path to take when leaving school and was attracted to the Business Services Apprenticeship at Derbyshire County Council. He felt that this would help him understand the variety of roles in the organisation and think about whether he could see himself doing any of these in the future.

Derbyshire County Council gave Joe the opportunity to extend his learning and to gain experience, enabling him to make a more informed decision on his future career path.

This is what Joe had to say while on the Apprenticeship:

"I have really enjoyed my apprenticeship so far at Derbyshire County Council. I have developed great working relationships with colleagues within the division and I have felt like I've been supported every step of the way. I have been given plenty of responsibilities but, at the same time, I haven't been overwhelmed with pressure. I am never afraid to ask for help because everyone is friendly/approachable, and they also understand that I am still learning my role. The work itself is varied, which means that I do not get bored by repeating the same tasks all day every day."

"As well as support from colleagues, I have also received a lot of support from my assessor who is always there to give me any advice and to help improve my coursework so it's the best possible standard."

"So far, I have been given many opportunities to extend my learning at the Council. For example, going out on Health & Safety visits with Senior Consultants to see what issues they have to face on a daily basis. I have also been given the chance to work short stints in other areas of the Council alongside different people, for example the Derbyshire Business Centre."

"All of these experiences are not only building my knowledge of how the Council works, but have also helped me decide what route I would like to go down in the future."

Latest News

Case Studies - Notting Hill Genesis (accredited at Gold) Chesianie - City of Westminster College



13th. October 2018

A few weeks ago, I was informed by my tutor at college that work experience was commencing soon. I was then told I was going to be doing the work experience programme at Genesis Housing Association (now Notting Hill Genesis) for five working days. I am a young lady just currently trying to find myself and figure out what kind of work fits me.

Completing the work experience course at Genesis has really opened my way of thinking, as I have been educated on different things such as apprenticeships. I have learnt so many things in such a short period of time that I will be able to use in the future.

Having this experience just goes to show not everything you do has to be rewarded with money because the experience gained can be much more valuable.

Now I'm not going to go into that much detail about what I learnt because that will be a spoiler and that's for you to find out. I worked with the social and economic team this week which was great fun. I was educated about business start-up which was done by competing an activity. I was also educated on how to use the company's database, Northgate, to update their client's information.

After completing tasks, I was then given lots of constructive feedback from the great social and economic team members who pushed us to the limit, making us give the best and made us have a good time by making us laugh and how to develop ourselves individually.

I feel like I have completed my placement at Genesis carrying away new skills and a better perspective which I will use professionally and in my personal life. The biggest thing I took from this placement is not thinking I know everything and there's always new things to learn to better myself, and if in need of help, don't be shy to ask for it. Before completing this course, I didn't have an idea of what I wanted to do but talking to the team they've helped me have an understanding.

At first, I felt like it would be awkward and boring, however the staff in the social and economic team were very welcoming. They gave me a tour of the building and they were attentive always checking if I was alright. As the days went past it just got better.

Latest News

Case Studies - EY Foundation

(accredited at Gold)

Kierran, Manchester, Williams Hulmes Grammar School



13th. October 2018

I was raised by my mum and I am the youngest of four. If I go to university I will be the first in the family. I live in an area that has low progression into university or high paying jobs, a lot of families are hard off. When we were growing up, we didn't have a lot of money. Part of the reason I went on *Smart Futures* is because it is paid and that would help. I would still go on now if it wasn't paid, but it was a bonus to walk home and be able to say, "here you go."

My mum has seen me become my own person. It's not a strict rule to dress smartly to college, but *Smart Futures* taught me this is what makes me feel more confident. Coming from a low-income family, I had the one suit. Since *Smart Futures* I have saved up and got myself more. My mum has noticed that I carry myself higher, the programme did wonders for my confidence.



If you are doing work experience for free it feels like slave labour, you are just doing it to be able to write about it in the future. But if you get paid for it you get into the mindset that you are working there.

Before *Smart Futures* I was a bit reserved and not sure of where I was going, I wouldn't have known what to say in an interview. But since the programme I have spoken in front of my whole year group and I just didn't think about it, I knew I could do it. I couldn't have done this before *Smart Futures*. My teachers have noticed a difference as I am more willing to present, and some of them have even commented on how good they were.

Smart Futures has opened a lot of doors for me. I can now say I have learned a whole new range of skills and experiences. I had a chance to reflect about what I had done, whether that is managing a team or coaching someone through a problem, and to move those skills into another job.

At *Smart Futures* you are in a working environment and I felt like a grown up just being there. The programme helped close the gap between going to school and having a job, whereas in previous work experience, I was sat at a computer putting data into a spreadsheet. Here, you get integrated into the workforce and when I met some of the volunteers that were helping I kept thinking in a few years that could be me.

I now feel confident about getting a job. You are taught skills rather than knowledge. You can know everything but if you don't have the communication skills to get that knowledge across it's useless. In the future I know I want to be involved with people, I like delivering presentations. I can't explain why but I get a sense of accomplishment. I probably gave as many in *Smart Futures* as I have throughout school. To get a job you really need to be able to sell yourself in a short amount of time and be confident in doing so. You get zero practice of this at school.

My advice to someone applying would be to make the most of the experience, it goes a lot faster than you think. From the moment you click apply start trying to get into the mindset that you are applying for a job. A lot of the jobs we could be working in in 10 or 15 years might not exist yet.

Latest News

Case Studies - University Hospitals Bristol NHS Foundation Trust

(accredited at Silver)

Traineeship - My Journey



University Hospitals Bristol
NHS Foundation Trust

13th. October 2018

It's funny how life can sometimes take an unexpected turn. This is what happened to me in January of this year. When my Job Coach at the Job Centre suggested I take an apprenticeship. I thought he was joking. I thought an apprenticeship at my age? But when I realized he was serious I decided to investigate further.

I was invited to a meeting at the Job Centre where we were given an overview of the Traineeship by the guys from *Weston College*, and I signed up for it thinking I have nothing to lose. The Job Centre was always sending me on courses that promised a job at the end of it and I thought this will probably be yet another course that won't deliver. But how wrong I was!

It started with an interview at the Education Centre, for some strange reason I didn't feel at all nervous, and I didn't know what the panel of three would ask me, so I was winging it. I was successful, and I was selected for the Traineeship.

We started with two weeks in the classroom where George and Ian from *Weston College* guided us through the preparation stages for employment within the NHS. This included interview techniques, creating an up to date CV and providing all the documents that the NHS required for employment, and also a mock interview and learning the Trust's values. *Weston College* also made sure that we had the necessary grades for Maths and English, and the tuition for this was provided by Khateeja and Daniel.

After the preparation work came the main part of the course. This meant attending an NHS induction, and then we were each given a job placement in various departments around the hospital which would last about seven weeks. I was sent to the Resourcing department. I was involved in a project where all the temporary staff records were being converted from paper files to computer files. My job was to prepare the paper files for scanning, and I would sometimes do the scanning as well.

I think the job I was given wasn't typical of a job placement and I found the work very repetitive and boring, I felt that it was not really in keeping with the spirit of the Traineeship, however I was told that my work was very useful, so I was able to stick with it, and kept focused on the end game which would hopefully be a job. After the job placement we had another week in the classroom to wrap up the course and start to apply for jobs and apprenticeships at the BRI.

At the end of the course we were invited by the department heads for a free lunch and a presentation, where each of us was awarded a certificate for all our hard work. When the course ended the real work began, applying for jobs, which for me felt harder than it should have been. I applied for about ten jobs and had about four interviews and I finally got a job in the Oncology department as a Medical Records Clerk.

So, was it worth it? For me it certainly was. Apart from some of the difficulties, I enjoyed the course. I met some really nice people and had a bit of fun along the way. What made this different from the other courses the job centre sent me on was the fact that there was an employer on board right from the start.

So, I would recommend this course, and everyone who stayed on the course to the end managed to get a job or apprenticeship in the NHS. I would just like to end by saying a BIG THANK YOU to everyone involved!

Latest News

Case Studies - Care Plus Group

(accredited at Gold)

Employability Services have triple success helping Scunthorpe GP Practice 'Grow Their Own'

13th. October 2018

Care Plus Group's Employability Services team was first approached by Core Care Links Ltd. in October 2016, when they were looking for assistance to recruit an apprentice Medical Receptionist at their Market Hill Surgery in Scunthorpe. The remit was to recruit a candidate who displayed excellent customer service skills, along with the ability to work within a busy and challenging environment. Employability Services were happy to assist and also welcomed the chance to work for the first time within the North Lincolnshire area.



Pictured from left to right: Aleksandra Jarosz, Tori Lindsey and Kirsty Slinger

The first apprentice recruited as a result of this partnership working was Aleksandra Jarosz (*pictured above left*). Aleks quickly demonstrated her worth and was offered a permanent position at the surgery less than 4 months into her apprenticeship.

Due to this success, Core Care Links were keen to work with Care Plus Group's Employability Services again, which resulted in Tori Lindsey and Kirsty Slinger joining the Market Hill Surgery administrative team. Tori was employed on a fixed term Intermediate Labour Market training opportunity contract and Kirsty joined as an Apprentice. Once again, both were such a success; they have recently been offered extensions to their contract.

Amanda Thomas, Care Plus Group's Apprenticeship Development Officer says, *"It has been an absolute pleasure to work with Market Hill Surgery and to support Aleks, Tori and Kirsty in starting their careers within the Health and Social Care Sector. Core Care Links have really embraced the opportunity to 'grow their own' and in doing so are ensuring they have well trained, high quality staff in place in order to move the Practice forward into the future"*.

Nicola Glen, Service Manager for Core Care Links says, *"This partnership working has been so successful, the intention is to continue working with Employability Services and to adopt the same recruitment method at our other Practices"*.

Latest News

Salford Royal Hospital NHS Foundation Trust going up through the gears for Work Experience Month



16th. October 2018

It's hard to believe that Salford Royal NHS Foundation Trust can go up through the gears and get even busier in its Work Experience activities for Work Experience Month – but that's exactly what the team there is doing. The new academic year brings a flood of requests from schools and colleges for NHS Career Ambassadors to attend their various careers events, and the Trust has agreed to six of these requests already for Work Experience Month alone ... and it hasn't stopped there.

That's happening alongside Salford Royal running its Prince's Trust *Get Into Hospital* programme and welcoming the next cohort of eleven excited Supported Internship students who are about to embark and undoubtedly enjoy their placements.

Since January, the newly formed Northern Care Alliance NHS Group, of which Salford Royal Foundation Trust is a part - along with The Royal Oldham, North Manchester General, Fairfield General and Rochdale Infirmary has also run a number of Open Days. The open days were for the public and promoted work experience, Supported Internships, Nurse Cadet Programmes, volunteering opportunities and, of course, careers, at each hospital.

Work Experience Month marks the number of placements offered by the group climbing past 500 in less than a year; that equates to approximately 11,250 hours of invaluable experience!

This is definitely workforce development in very positive and successful action – and many congratulations to the group's Widening Participation team on its commitment, enthusiasm and sheer hard work: that combination is what has produced such terrific results.

From all of us at Fair Train Keep up the GREAT work!

Latest News

70 students gain valuable insight into careers with the NHS at Royal Berkshire NHS Foundation Trust



17th. October 2018

Work Experience Month marks a milestone and celebration for the Royal Berkshire NHS Foundation Trust as it notches up its 174th work-based learning placement in the 6-month period, April to September this year.

Earlier in the year, the Trust welcomed more than seventy local Year 12 students to an Introduction to Medicine careers day to help them with their career ideas and to have a chance to hear first-hand experiences from consultants, GPs and medical students about the day-to-day reality of their job.

The afternoon gave students the opportunity to spend time in the Simulation Centre at the hospital, taking part in a patient scenario with 'Dave' the Simulation mannequin and being involved in activities with Clinical Skills, the Resus team, and Medical Physics.

Comments from the day ranged from "Insightful, engaging and well planned." to "It gave me some real perspective on what the job is actually like". The jam-packed day was followed up with the offer of work shadowing over the summer, prior to UCAS applications being submitted. It's great that 75% of the participants accepted, as hopefully they will move forward in their careers with the NHS now high on their lists!

Terrific work Royal Berkshire!

Latest News

Excite them in the early years!

18th. October 2018



The Work Experience Quality Standard accredited Robert Jones and Agnes Hunt NHS Foundation Trust is highlighting Work Experience Month 2018 with a visit today (Thursday 18th October) by 15 Ambassadors from the Trust to a local school in Shrewsbury, during which up to 80 pupils will get an insight into working for the NHS. In “round-robin” style, all the pupils will meet each of the Ambassadors to start to build a picture of the more than 350 careers that the NHS can offer.

The Trust stages this event three or four times a year, normally with The Marches School in Oswestry. And, to top that, in November the Trust, in partnership with the Shrewsbury and Telford Hospital NHS Trust, will be staging a careers event at Shrewsbury Town Football Club for all Year 10 and 11 pupils from all parts of the Shropshire region. That’s going to be between around 500 young people! It’s the third time that this partnership has staged this event, which has been hugely successful, and is an example of the Trusts’ firm belief in engendering people’s interest in working in the sector at a formative young age.

Taking that even further, in June this year, the Robert Jones and Agnes Hunt NHS Foundation Trust arranged a visit of 5 and 6 year olds from a local primary school. As well as sessions in practical infection control and manual handling, the children got to X-Ray their classroom teddies and take the image away on a disc. Everyone at the Trust found it very inspiring and uplifting!

This wide-ranging activity is at a time when the Trust’s Training Team is extremely busy with careers events of all types which result in applications for Work Experience coming flying in (three of the eight Work Experience weeks that the Trust will be offering in 2019 are already full) as well as managing all the Trust’s other training needs and 40 apprenticeships.

The team is conscious of growing interest in careers with the NHS - pleasingly with young people becoming increasingly aware of the breadth of career choice on offer – and a growing interest particularly in Orthotics. Many people point to the Invictus Games and the increasing awareness of the amazing achievements of Paralympians as inspiration for their interest in this field. With only Salford and Glasgow universities currently offering courses, it’s early days for this discipline but, as demonstrated by the strategies detailed above, The Robert Jones and Agnes Hunt NHS Foundation Trust is very adept at linking to early interest!

It’s also extremely good at exciting people, capturing their imagination and interest and delivering experiences of the workplace at consistently high standard. Keep up the great work!

Latest News

Tinies championing workforce development in a sector where the need is growing exponentially

The importance of Work Experience and Volunteering to inspire others

18th. October 2018

No-one should under-estimate the importance of work-based learning; that's what Work Experience Month is all about. The people and organisations who provide these opportunities for young and older alike, career changers and those returning to work, are not just facilitating experience of the workplace and the acquisition of "soft skills", they are providing insight and often inspiration for the next generation/s of the UK's workforce.

And people who volunteer their time to inform, excite, develop and, hopefully, inspire those joining, re-joining or changing direction in the workforce are providing a "money can't buy" service which can literally change lives.

Those activities are especially important in sectors where the required size of the workforce is growing exponentially: for example, in the Social Care and the Childcare sectors. That's why Fair Train has embarked on a pioneering two-year Social Care workforce development project with Torbay Council which we were delighted to announce to launch Work Experience Month 2018 (see our story on 2nd. October:

<https://www.fairtrain.org/torbay-partnership-with-fair-train>)

And that's also why, as another highlight of Work Experience Month 2018, we are putting the spotlight on and congratulating Work Experience Quality Standard accredited **Tinies Childcare** for creating its outstanding [Inspiring A Future in Childcare](#) campaign which focuses on the Childcare industry.



Raising awareness about the thousands of job opportunities in the Childcare sector and demonstrating the crucial importance to UK society of the work of early-years professionals, the campaign is setting out to inspire the next generation of childcare workers. They will be integral to the support that millions of working parents already need – and with many, many more joining their numbers in the years ahead.

The campaign launched its childcare networking event in London, supported by the Education and Employers Charity and the Department for Education, and demonstrated how much can be achieved when schools and local employers work closely in partnership. These events are a great starting point for those unsure of where they see their future taking them - and what events like this lead to can literally shape a career: from Work Experience and/or apprenticeships to first jobs.

Events like this are also integral to raising awareness and, as awareness around the range of jobs available in the Childcare sector grows, we look forward to the positive effect this will have on the number of work experience opportunities being sought, offered and undertaken in the Early Years sector. And, of course, we also look forward to a substantial growth in the numbers of people willing to volunteer their skills, knowledge and advice to help others progress.

For more information about hosting an event visit Tinies.com.

Latest News

Fair Train's creativity supports its accredited organisations in many ways

19th. October 2018



We want to support our organisations in as wide a range of ways as possible: not just in all that the Work Experience Quality Standard and its associated processes and resources have to offer, and in bringing organisations together to share tips and spark ideas off each other, but in more "bespoke" ways, whenever we can and whenever resources allow.

The requests we've met have ranged from creating this certificate for Chance2Shine – Blackpool Council ...



Aimi O'Donnell, Employer Relationship Manager, Chance2Shine – Blackpool Council said:

"Earlier this year, Fair Train very kindly designed an employer's certificate for us and it's been really effective. The employers love it and I'm sure it encourages them to do even more. Thanks for your help and support, Fair Train!"

... to this video we produced recently for British Airways to help Melissa Kose, BA's Community Education Manager, to get even more support from her colleagues during Work Experience Month.



We say "even more" because the way that employees from around BA support Mel in all aspects of BA's Work Experience is hugely impressive – as will be demonstrated in our next Work Experience Month newsletter on Monday 22nd October.

We are sharing this video with you all as a special concession from Fair Train's CEO, Rod Natkiel, who hates seeing himself on screen in any way!

Latest News

Fair Train and Alliance Manchester Business School team up as MBA students conduct full review of our operations

19th. October 2018



Before the end of the year, we will be issuing our latest Fair Train Impact Report. Of course, when we say “our”, we mean the impact of our accredited organisations, as it is your amazing work that we’ll be detailing and celebrating in the report. As you will see when the report is published, the opportunities you are offering people, all round the UK, to gain invaluable experience of the workplace are staggering numerically – and we know that you deliver these opportunities at extremely high quality, too, because that’s what the Work Experience Quality Standard is all about.

If any of our accredited organisations is still to send in its latest data return, please do so, as we can still include your information; but please action this a.s.a.p.



Although we keep in touch with all our organisations as much as we can and really value your feedback and input which allow us to tailor our service to suit your needs and wishes, and although we also try to be constantly assessing our own standards and performance, objective analysis is always helpful.

That’s why we’re delighted to be being supported by the world-renowned Alliance Manchester Business School. As the first project in their full-time MBA course, five students from the school are currently conducting a full review of the environment in which we’re operating and where we’re placed within it and of how we’re performing. Amongst many tasks, they’ll be speaking to a wide range of organisations, accredited and not, conducting surveys with people who’ve undertaken Work Experience to assess the impact it’s had or is having, analysing key reports over recent years and current environmental/market trends – and then pulling it all together. The students have already had an invaluable first-hand flavour of our sector by attending and taking part in an EY Foundation employability workshop for about thirty Year 10 and 11 students from East Manchester Academy and in a Work Experience Quality Standard audit at [First Choice Homes Oldham](#). Thanks to both EY Foundation and First Choice Homes for accommodating us.

Not only will this consultancy represent a substantial amount of work (400+ hours), it’ll represent the thoughts of an international set of minds in these five, highly impressive students: Ali Hoteit (Lebanon); Adriana Ingar (Peru); Venkat Mounish (India); Beatrice Poubeau (France); and Ranvir Singh (UK).

Many thanks to them (they’re a pleasure to be working with) and to all at the Alliance Manchester Business School – especially Phil Galvin and Alicia Arribas.

There’ll be more news about this work later in the autumn.

Latest News

With opportunities galore and its always innovative approach, British Airways is flying even higher for Work Experience Month 2018!



22nd. October 2018

Included in British Airways' extremely ambitious Work Experience Month plans, which are themselves part of a comprehensive and highly energetic national, year-round strategy for Work-Based Learning, was a terrific *Your Flying Future* event last Wednesday in the Waterside Theatre at the company's headquarters in Harmondsworth, near Heathrow. We had the pleasure of attending it.

During the evening, more than two hundred students were given inspiring insight into the world of a pilot, with a focused determination by BA to fire up the imagination of more young women to consider this amazing career. Not surprisingly, the event was fully booked in less than two days of being announced! BA's aim is now to roll out these events throughout the year for its other departments, including engineering and business.

The atmosphere was terrific, and the event captured and maintained the interest of the students throughout by being really well structured, with excellent range and variety in the content and the activities. Those included great presentations by First Officers Rebecca Panther and Amie Kirkham, as well as by BA's Director of Flight Operations, Allister Bridger, whose career story (with its 'Top-Gun' RAF aspects!) really captivated the crowd. These elements were interspersed with a very effective ice-breaker and an extremely challenging 'Captain's Dilemma' recruitment exercise. It was certainly 'Job well done!' by Melissa Kose, BA's Community Education Manager, and the large number of her colleagues who supported the event with such enthusiasm



The students tackle the ice-breaker, guided by BA staff



Engineering at its most entertaining!



The glamorous life of running an event! Lucy Silvester and Belinda Barron help Melissa Kose recycle the ice-breaker materials.



The "Captain's Dilemma" recruitment challenge certainly got the students thinking.



Inspiration by Director of Flight Operations, Allister Bridger



Inspiration by First Officer, Amie Kirkham



Students looking the part ... with real-life First Officers

Always innovating, and also to mark Work Experience Month 2018, BA launched its *Teacher Take Off* days earlier in October. This event gives teachers themselves the opportunity to have a 1-day Work Experience in one of BA's many departments - to then share their experiences with their students. That first event indicated that this will be a hugely successful new initiative.

Meanwhile, it's "business as usual" as BA prepares for its 2019 Work Experience placements; it's currently conducting 'phone interviews and, at the end of the month, will be undertaking face-to-face interviews for potential candidates. And week in, week out, employees from all different areas of the BA business go into schools to put on workshops, attend career fairs and deliver presentations with the aim of inspiring students with the wide range of careers the company has to offer, and the high-quality work placement opportunities it provides.



And even a little time for the fabulous simulator!

Enhancing all that, a very successful peer-to-peer programme sees BA's Student Ambassadors going back to their own schools to deliver presentations about their work experience and its importance - and to inspire their classmates.

Never one to think small, BA is aiming to engage with at least 2,000 people in Work Experience Month alone! Congratulations from all at Fair Train and keep up the brilliant work.

Latest News

Blackpool Teaching Hospitals NHS Foundation Trust is shining brightly for creating exceptional Work Experience opportunities, especially the Health Academy



Blackpool Teaching Hospitals
NHS Foundation Trust

23rd. October 2018

It's an exciting time for the newly accepted cohort of Health Academy students at Blackpool Teaching Hospitals NHS Foundation Trust, as they've just started their work placements in a variety of areas and specialisms: a great Work Experience Month moment. They follow the warmly congratulated 17 of 18 recent Academy participants who went on to secure jobs as Healthcare Assistants. The academy is a partnership between the Trust, Job Centre Plus and Blackpool and The Fylde College and is designed for people receiving working-age related benefits.

Work Experience Month also marks the Trust's terrific achievement in the last calendar quarter of 155 placements for people ranging from under 16 to 25+. The interest is mostly in medical placements, but participants are also attracted by physio, midwifery and pathology. The latter is especially encouraging, as workforce development in Healthcare science is a priority for the majority of the many NHS Trusts accredited with Fair Train. Blackpool Teaching Hospitals NHS Foundation Trust is also getting increasing interest in placements for workplace experience in mental health, though it is not specifically a mental health trust.

The Trust's activities don't stop there, though, as this month it's getting out and about to engage, not just with 16-18s, but with the entire community through social media and special events. The aim is both to promote its Work Experience opportunities and the c. 350 careers on offer in the NHS. The team has eleven events scheduled to start in Work Experience Month; they range from 'work-ready' days which include mock interviews, to careers fairs and more.

From all of us at Fair Train ... congratulations and keep up the great work!

Latest News

From “Energy from Waste” to Beams and Lloyds Banking Group, London South East Colleges offer a diverse range of Work Experience for students during Work Experience Month (and all year round!)



24th. October 2018

It's an extremely busy week in an extremely busy Work Experience Month for Gold level Work Experience Quality Standard accredited London South East Colleges. It's had three very different Work Experience opportunities on offer to its students for this year's Work Experience Month, from banking and health and social care to energy and waste management.

London South East Colleges offers all full-time students the opportunity to work towards a *Career Advantage* programme, alongside studying their main course. This provides them with the crucial skills required by employers and universities to give them that all-important competitive edge. The programme focuses their attention on collecting social, employability, entrepreneurial, digital and IT skills. Throughout the year, the students work towards a portfolio of achievements in these areas and can achieve bronze, silver and gold awards.

Cory Riverside Energy Work Experience Week Monday 22th. October 2018– Friday 26 October 2018

This week, Cory Riverside Energy has been accommodating London South East Colleges' students for a week's Work Experience, which is Industrial Cadet accredited. The students are getting the opportunity to learn all about the company and what it does and to gain valuable industry experience.

A whole range of activities is introducing the students to the industry, the bigger picture of Cory, the journey of “Energy from Waste” and how teams work together to build a successful business. Students are also getting to see two of the company's major operations in action, including a trip down the Thames on one of its tugs, and have been following members of the team and engaging in activities based at the “Energy from Waste” plant.

There have also been opportunities for the students to acquire skills for interviews and to find out what skills are needed in order to be successful in varied roles - plus learning about the wider world of employment. At the end of this week, the students will present their findings to members of staff, demonstrating their presenting skills which are so important.

All students who complete the week will graduate as “Industrial Cadets” and receive individual feedback based on their performance throughout the week.

The week has been sponsored by EDT (Engineering Development Trust) which delivers more than 40,000 STEM (science, technology, engineering and mathematics) experiences each year, across the UK, for young people aged 9 -21. Its range of work-related learning schemes provides opportunities for young people to enhance their technical, personal and employability skills. EDT also helps develop partnerships, building links between educators and industry employers, helping organisations to reach talent and to connect with young engineers and scientists across the UK.

Caring students find quality work experience at Beams Monday 15th. October 2018– Friday 19th. October 2018

Last week saw the culmination of a group Work Experience project for students on the *Health, Care and Young People Level 1 Certificate* at Greenwich Campus. They have just completed a five-day placement, working to improve facilities and environments at a children's day and short-breaks unit in Hextable, Kent.

Beams is a charity that provides comprehensive support services to families of children and young people with any form of physical, learning or sensory impairment who live in the Dartford, Gravesham and Swanley areas.

During the Work Experience placement, the students became acquainted with the centre, its staff, children and parents, and were given the opportunity to engage fully with many of the activities that take place there. They spent much of their time clearing and preparing spaces to make room for new apparatus and play areas, and they even repaired and painted the unit's perimeter fence using the charity's corporate colours.



The students' tutor, Jacqui Brooks, has worked with the college's Work Experience Department to plan and bring the Beams project to life this term. Jacqui says: *"I've worked alongside members of the Trust for three years and, as it has developed, it has thrown-up a number of potential starter-opportunities that I believed our students would be interested in. From day one, they have been consumed with the work they have been performing here and have been eager to learn more about the day-to-day running of the service. Several students have even enquired about returning to work here during the summer when Beams will run its Summer play schemes."*



Amy Dale, 16, from Thamesmead would like to study to become a midwife after completing her levels 1 to 3 courses at the college. She hopes to become a volunteer at the centre and spend more time working with the children who attend. She says: *"I've always wanted to work in the caring sector and I feel like this type of work is my ultimate calling in life. It gives me so much pleasure to know I'm helping other people, particularly those less fortunate than me, to learn, explore and enjoy their lives. I would love to come and work here and I think I can supplement my studies by becoming more hands-on and learning from the professionals."*

Katrina Adams is the Head of the Beams Charity and is delighted with the work the students have carried out. In a letter to the College she writes: *"We have been so impressed with the students. Their behaviour, kindness and sincerity have been truly amazing. I can't wait to see them back again soon."*

The students will soon be working with a group of business students to take part in fundraising activities. They aim to form a partnership and create a number of small enterprises within the College to sell cakes, snacks and soft drinks around the campuses and raise funds for new tools and materials for future projects with Beams.

Lloyds Banking Group boost students' career advantage

This month has also seen a team of banking sector experts from Lloyds Banking Group visit London South East Colleges' Bromley and Orpington campuses to run workshops dealing with employability, work experience, CV building and presentation.

The team of seven shared their expertise and experience of corporate and business banking and gave students practical tips about applying for jobs, putting together an impressive CV, interview buzzwords and preparation techniques. Most importantly, the team emphasised the need for each individual to build and manage a strong 'personal brand'.

Students from a range of subject areas, including business, accounting, IT, public services, hair and beauty, art, design and media attended the workshops throughout an intense day, taking part in live discussions, question and answer sessions and interview role-plays.



Aryan, 19, from Bromley, is a level 2 business student who would like to work in banking after going to university. He came away from the workshop having discovered a 'bigger picture' of the career path on which he wishes to embark and the standards he will need to reach and maintain in order to be successful.

He said: *"I've learned some great things today. The idea of creating a catalogue of my good qualities and unique selling points and communicating these effectively to potential employers and clients is very important. This workshop has made clear the kind of positive personal attributes I need to work on before I start applying for jobs."*

Melody Fowler-Wright, from Lloyds Banking Group Retail Chief Operating Office, was a member of the team giving advice at the workshops. She said: *"We really wanted to press the importance of students building a 'brand' for themselves to show employers. This means understanding their strengths, identifying the transferable skills built through school work, hobbies and part-time jobs; and ensuring their personal presentation and punctuality reinforces their personal brand."*

"The students were very perceptive and had a huge amount of potential amongst them. We hope today helped all of them progress towards achieving their bronze awards and that they will take their learnings forward to be successful in the workplace."

Latest News

Opportunities for all on Chesterfield Community Care Farm



25th. October 2018

You don't often get snakes and tortoises on a British farm, but Chesterfield Community Care Farm is out of the ordinary - and not just because it's Work Experience Quality Standard accredited at Gold. It's a place where disadvantaged people come to experience farming life and learn about looking after animals while working towards qualifications, and it's an organisation which operates with commitment and passion; a visit there is truly heart-warming.

Chesterfield Community Care Farm is also innovative. To mark Work Experience Month 2018, 10 trainee nurses from the University of Derby have just completed a 1-week work placement at the farm. It's an unusual location for nurses to enhance their training, but invaluable experience to help care for young people and adults with special needs in a very different context and environment.

And always moving forward, the farm is currently completing plans to offer a six-week training programme for 19+ year olds focused on the L1 Award in Land Based Studies. During this period, service users will develop a range of land-based and animal care skills by working with the farm's varied livestock. They will be enrolled onto the L1 award and achieve considerably improved employability skills in Maths and English. To read more, [click here](#).

This is just the tip of the iceberg of what's happening at Chesterfield Community Care Farm, and why it earned a glowing feature in the Derbyshire Times. To read that, and it's very interesting reading, [click here](#).

From all of us at Fair Train ... keep up the fantastic work!



Ian Boyd, Farm Manager



Steven Boyd, Director of Chesterfield Community Care Farm and Excell for Training



Some residents of the farm!

Latest News

A vibrant Work Experience Month for Care Plus Group - with a video that brilliantly captures the flavour of its "curtain raiser" event



26th. October 2018

With a highly successful *Humber LEP Health and Social Care Group* event as a “curtain raiser”, **Work Experience Month** is in full swing in Lincolnshire - as *Care Plus Group's* Supported Employment Services continue to promote work experience opportunities for people of all abilities.

The *Humber LEP Health and Social Care Group* brings together relevant representatives from a range of education, skills and employer backgrounds. Its members and its Chair, Sharon Stead of *Care Plus Group*, work together to identify current and future skills gaps within health and social care and to create innovative local solutions to address them.

The Group recognised that a lively, content-rich and well publicised event would be the most effective way to interest, attract and recruit local residents to start a career within health and social care. And so, on 26th September, the first ever North East Lincolnshire health and social care careers event, *I Care Careers*, was held – which would also support Work Experience Month 2018 as a “curtain raiser”.

Approximately 400 people attended the event, including members of the public, university students and pupils from local schools and colleges, with 35 stands from a wide variety of health and social care providers showcasing the diverse range of careers available in the sector. This guidance was supplemented by delegates from universities, colleges and training providers who also offered specialist information about the many associated educational and vocational pathways that are available. The event’s guest speakers included Kishor Tailor, Chief Executive of *Humber Local Enterprise Partnership*, who also formally opened the event, and Councillor Jane Hyldon-King.

The event was undoubtedly a great success. Positive feedback from both delegates and attendees has continued well into Work Experience Month, with a resounding vote for more *I Care Careers* events to be held in the future.

Sharon Stead said *“Health and social care organisations face particular workforce challenges because of factors which are specific to the sector, like the changing and increasing health and social care needs of the population. This event has clearly not only inspired several local residents to start a career within the sector, it also provided a forum for local stakeholders to work together to support more local residents into further/higher education and employment.”*

This video shows how attendees had the opportunity to speak to health and social care professionals and to experience the interactive activities on offer.



Meanwhile it’s (highly impressive) “business as usual” as *Care Plus Group's* *Care Plus Employability Services* continues to deliver two strands under one service: Employability and Supported Employment.

Most notable is its Supported Employment which specialises in supporting people with learning difficulties, physical disabilities and long-term health conditions, assisting them to remove barriers to finding and sustaining employment. This is through a variety of employability opportunities and support packages tailored to individual needs. This holistic approach enables participants to make their own choices in crucially important matters

like finding employment, engaging in vocational training and support to access independent living/housing. All these factors considerably enhance the quality of life for people with long-term conditions and ensure that people facing such challenges have a positive experience of care.

This has been exceptionally well received with one school in particular, Cambridge Park Academy, as Work Experience placements taken by SEND (Special Educational Needs and Disability) students at the school have more than doubled for this academic year: an outstanding achievement and a highlight celebration in Work Experience Month.

Students attending this programme go through two phases. The first involves them spending two hours a week, for seven weeks, on placement and they are allowed to choose from a wide range of career paths including retail, catering and horticulture for that experience. The second phase increases this weekly placement time and lasts the entire academic year, with reviews conducted throughout with both the student and the employer to track the students' learning and key skills and experience, and to identify which key skills and areas need improvement.

"Care" is the key word in all these initiatives – alongside "professionalism" and "commitment" - and we congratulate Gold Level Work Experience Quality Standard **Care Plus Group** on its excellent work.

Latest News

Ending Work Experience Month 2018 with a Gold level accreditation to the Careers & Enterprise Company.



31st. October 2018

Welcoming the Careers & Enterprise Company to the Fair Train family with its [Work Experience Quality Standard](#) awarded this morning... [at Gold](#) ... is a great way to end Work Experience Month 2018. That's because the company is, of course, right at the heart of this sector as the government backed organisation that helps prepare young people for the fast-changing world of work. It does this by linking schools and colleges to employers, and supporting schools and colleges to deliver world-class careers education for young people.

Rod Natkiel, Fair Train's CEO said: *"It's been great liaising with the Careers & Enterprise Company as it's worked its way through the Fair Train accreditation process. The rigour with which it's conducted its part in the assessment and provided key evidence have been exemplary; just as importantly, it's been carried out with real enthusiasm and commitment throughout. Those qualities carry through into the company's work-based learning activities themselves, from the comprehensive and strategically thought-through range of experience offered to putting an Apprentice centre stage, literally, co-hosting a prestigious annual conference!"*

Alongside its work as a facilitating agency, the Careers & Enterprise Company directly supports a number of young people every year through the provision of Work Experience placements, internships and apprenticeships at its head office.

Rod Natkiel continues: *"Though its impact spreads throughout the sector on a national scale, the Careers & Enterprise Company itself is a relatively small employer. So to provide two internships and 10 Work Experience placements this summer alone, as well as hosting two full-time apprentices and having numerous Work Experience placements and student group visits planned for the rest of the academic year, is an impressive commitment."*

Kevin Ronan, Director of Human Resources at The Careers & Enterprise Company, said: *"We work with schools and colleges across the country to help them improve their careers offer to young people, so it's vital that we practise what we preach when it comes to Work Experience. Going through the Fair Train assessment, which relentlessly focuses on quality, really does make you question every action, every step of the way. It's a terrific testament to the work of the small but highly committed team here that we achieved Gold."*

It's clear from what we (Fair Train) have seen and heard that the Careers & Enterprise Company strives extremely hard to ensure that each Work Experience student has a bespoke, tailored and meaningful gold-level experience throughout their time at the company. This ranges from establishing learning objectives before the student starts, so that the programme is absolutely aligned to the desired outcomes, and creating a detailed and appropriate learning plan ... to using a cross-organisational work policy which achieves consistency of approach across all departments as well as making sure that each manager is fully aware of what the learner is hoping to achieve. Monitoring and review, so integral to any successful work-based learning, are embedded into the company's practices.

But the proof is in the pudding – so what do the learners say?

Tom spent a week with the Careers & Enterprise Company this summer, and said:

"For my Work Experience in Year 12, I spent my time with the Careers & Enterprise Company. Each day I worked with a different team: Network Team, Employer Engagement, Digital, Marketing & Communications, Investment and, finally, the Government Relations Team. The most appealing part of my week here was that they took Work Experience seriously; I wasn't shoved into a corner. They gave me challenging but legitimate tasks to do, and I felt integrated into each of the teams I was with. I left each day either with new skills or useful information to help me when I finish my A-levels."

Darshan spent a year's Apprenticeship with the Careers & Enterprise Company before heading off to university:

"It has been full of surprises, ups and downs and many great experiences. There have been many highlights throughout the year which have challenged me to exceed what I thought I could achieve. Undoubtedly though, the biggest moment of the year for me was co-hosting the Careers & Enterprise Company's third Annual Conference!" Over the last year, I have been able to overcome the feelings I had at the start and really step into the job role and fully own it. I have worked with so many amazing people, from my colleagues in the office, to those across the network and, as a young person myself, it has been inspirational to see for myself the fantastic work of our partners. As I headed off to university, I felt more prepared for the world of work than ever, and I will always be grateful for this opportunity."

Mia also recently graduated from an apprenticeship at the Careers & Enterprise Company:

"Joining the Careers & Enterprise Company has taught me fundamental things about the workplace that you aren't taught in school. Everyone has an idea what a job will be like beforehand, but you never know until you're in it. It was the total opposite of what I envisioned it to be; everyone was welcoming, happy and genuine. Being around individuals who are so driven to achieving a goal is inspirational. Over this past year, I've met individuals I never thought I would meet. I have grown as a person and I have had an experience I will never forget."

Great feedback – so well done the Careers & Enterprise Company! We look forward to working with you over the years to come.



Latest News

Busy, wide-ranging and content-rich Work Experience at Notting Hill Genesis



31st. October 2018

As part of Work Experience Month 2018, Notting Hill Genesis' annual Work Experience programme kicked off on Monday last week with 26 students coming into the organisation. They started with an induction event held at Atelier House in Camden, during which the students were introduced to the organisation and took part in ice-breakers before meeting their supervisors for the week.

The students then spent the rest of the week getting some great Work Experience in various departments across the business including IT; Regeneration; Facilities; Policy; Neighbourhoods; and Marketing.

This is the first year that this Work Experience programme has been run by the newly merged Notting Hill Genesis, and the organisers were delighted to be able to involve so many departments from the legacy organisations. The result was that, by the end of their week last Friday, all the students had got a really good and comprehensive feel of Notting Hill Genesis and the work that it does.



Hajanee Gnanenthiran – Neighbourhood Manager
Aber Mohamad – Student
Keisha Darroux – Neighbourhood Assistant



Hanaan Ali, Chloe Owen Davidson, Tyler Tunstall, Morgan Tunstall (students)



Hannah Delvarr (Student)

Some students' experience was enriched further by trips during the week. For example, those under the supervision of Miles Lanham (Acting Head of Region – Westminster, West & South London) had the opportunity to visit the Houses of Parliament and to find out more from politicians about a range of subjects, including welfare benefits and universal credit.



On the Friday, Notting Hill Genesis teamed up, as it has before, with the Life Skills team at Barclays to deliver interview and CV Skills workshops.

A really valuable additional element this year was a session led by some of the apprentices who work at Barclays; they gave the students an insight into their roles and how an apprenticeship has helped them kick-start their careers. As always, this was a very successful morning and a great way to round up the week's Work Experience!

Hanaan Ali, Nazeera Rahman, Zakiya Moskat, Radiyah Ahmed, Bianca Geannia Bacia (Students) with 3 Barclays Life Skills Volunteers

Wasim Milad (Facilities Officer) had this to say about one of his students: *"Zakiya showed a real willingness to do. She impressed with how quickly she picked things up and showed a good attitude throughout her time with us. I have been really pleased with her and have nothing but good things to say about this wonderful young woman."*

As always, Notting Hill Genesis' Work Experience programme was a huge success. The organising team members have had great feedback from both students and supervisors ... and are really looking forward to the next one.



Wasim Milad – Facilities Officer (Notting Hill Genesis) **Zakiya Moskat** (Student)

Latest News

Sky Work Experience event aims to tackle gender imbalance in Software and Technology sector



5th. November 2018

Alongside creativity, technology is at the heart of everything that Sky does - which is why it's serious about supporting the next generation of "tech talent" in a key event for Work Experience Month. Sky offers many work experience opportunities throughout the year, including a Software graduate programme in Software Development, Automation Testing and DevOps, plus a whole host of apprenticeships, internships, work experience and insight days.

In its second year, the *Girls can Code* event at Sky is a Software and Technology insight day exclusively for women who are passionate about coding. This event is aimed at addressing the gender imbalance in technology. It was attended by 31 women on 19th October and was packed full with informative and interactive sessions designed to replicate a day in the life of a software or technology graduate. The day-long insight day included:

A group practical exercise in which the participants tried their hands at coding to build a Sky app. This session was designed to give them an insight into the fundamentals of coding and programming through a practical coding exercise;

Application hints and tips from the Early Careers team to help them make them make an application that stands out and to talk them through how to tackle different stages of the assessment process;

Q&A panel and Networking with the Early Careers team, graduates, apprentices and the Head of Software Engineering Academy to hear first-hand about the opportunities in Software and Technology departments at Sky. This session also provided an insight into the work culture and values at Sky.

Tour of the Sky Campus

The attendees said that the insight day really opened their eyes to the various opportunities in technology at Sky and gave them the confidence to apply for roles in a sector which is perceived to be male dominated.

Latest News

NORTH BRISTOL NHS TRUST EXTENDS WORK EXPERIENCE MONTH!

**CAREERS EVENING: Monday 12th November;
5:30 – 8:00pm; Southmead Hospital**



5th. November 2018

To avoid clashing with the region-wide 3-college careers fair “Ambitions 2018” taking place in Bristol in October, North Bristol NHS Trust decided to extend its Work Experience Month into November! It will be staging its next Careers Evening next Monday (12th), building on the terrific success of the Trust’s last event of this type. Do go along if you feel it could be of value; perhaps even more important is to ensure that any school, college or other organisation that you feel might benefit is aware of the event.

The Trust is making significant progress in streamlining its processes and its co-ordination with schools and colleges to make all forms of work experience it offers not just of high quality and of real value to the participant, but extremely efficiently set up and run too. The benefits that are quickly becoming clear include not over-stretching the departments that are already committed to providing placement opportunities by being able to build new relationships and expand into new areas. Importantly, that includes being able to attract students into experiencing Health Science.

The Careers Evening next Monday is a fantastic opportunity for people to find out about the wide variety of careers in the NHS, the training and education opportunities offered to support these careers and the work experience opportunities available to give a taste of them. With a determination to represent as many of the 350+ career options as possible, the Trust will have experts from a range of areas on hand, along with interactive activities and guidance on how to apply for jobs.

Signed up so far are: Medicine (junior doctors); Nursing (various areas); Midwifery; Science (labs, research, prosthetics, neurosciences); Therapies (physio, occupational therapy); Allied Health; Dietetics; Pharmacy; Corporate (Finance, IT, Sustainability, Library Services); Education and Training (apprenticeships, traineeships, career development opportunities); and the Employment Services and Volunteering team on hand to advise how to get jobs and volunteering roles. And there’ll be more still!

Do please pass on this information and the attached flyer to anyone who might be interested.



Careers Open Evening - 12th November 2018
North Bristol NHS Trust