

FAQ FOR EMPLOYERS

Getting Involved in Experiences of the Workplace

This FAQ guide is designed to help employers in Greater Lincolnshire understand how they can get involved in delivering experiences of the workplace for young people. Whether you're a small business owner or part of a large organisation, there are a variety of simple, flexible ways to make a difference.

You'll find answers to common questions about what workplace experiences involve, how your business can participate, and the benefits of doing so, for both young people and your organisation.

Explore the full range of opportunities and support at:
businesslincolnshire.com/local-business-support/experiences-of-the-workplace-the-careers-hub/

Q1: What are experiences of the workplace?

Workplace experiences give young people the chance to explore careers, gain practical insights, and develop skills that employers value. These can range from short school talks to full placements and everything in between.

By opening your doors, offering your time, or sharing your career journey, you help students connect the dots between education and the working world, boosting their confidence and skill set.

"75% of young people report gaining new skills and increased confidence from work experience" – GOV.UK

Examples of experiences of the workplace include:

- Give An Hour Sessions – A Short Talk, Q&A, Or CV Workshop
- Virtual And Assembly Talks
- Enterprise Advisor
- Virtual Sessions
- School Groups and Teacher Visits
- Work Experience Placements



Q2: Why should my business get involved?

Supporting workplace experiences isn't just good for students, it's a smart move for your business too.

Benefits include:

- Giving back to your local community and schools
- Raising awareness of your industry or sector
- Shaping future talent and helping young people gain relevant skills
- Building a positive brand image as a socially responsible employer
- Professional development opportunities for your staff (e.g., mentoring, public speaking)
- Discovering potential future recruits early on

Even small actions can have a big impact and many activities require very little time.

“In our Lincolnshire region alone, 60% of apprentices we hired last year were students we’d previously met in schools. Recognising potential early really helps...” - Jane Spurden, Career School Liaison Manager at Bakkavor Group



Q3: Do I need a lot of time or resources?

Not at all. You can choose how involved you'd like to be.

If you only have **an hour to spare**, that's enough to deliver a short talk or Q&A.

If you're open to **hosting students**, even a one-day visit can provide valuable insights.

There are also **virtual options** for busy teams or remote employers.

You'll find that many activities are flexible and fully supported by your local Careers Hub or education partners.



Q4: Is this only for big businesses or specific sectors?

Absolutely not. **All sectors and sizes of business are welcome and encouraged.**

From retail and hospitality to construction, digital, healthcare, and more, young people benefit from seeing the wide variety of career paths available. In fact, local and smaller businesses often provide more relatable and accessible experiences for students.



Q5: What age group would I be working with?

Most programmes focus on **secondary school and college students**, typically aged **11 to 18**. The type of experience offered may vary based on age, older students might benefit more from work placements, while younger pupils might engage more with talks or career insight days.



Q6: What support is available to me as an employer?

You're not expected to figure it out alone. The Greater Lincolnshire **Careers Hub** offers:

- Clear guidance and resources
- Templates and checklists
- Help coordinating with schools or colleges
- Ongoing support to make the process smooth and effective



Q7: I'm interested, what's the first step?

That's great! The easiest way to get started is to contact the local Carrers Hub at LEP_ECS@lincolnshire.gov.uk.

From there, you can:

- Register your interest to get involved
- Discover what other businesses are doing
- Connect with local schools
- Find practical guides and templates

Every action, big or small, helps a young person take one step closer to a brighter future.

“Would I recommend it? Absolutely. It's a small effort with a big impact.”

- Katie Woodward, Head of Operations at CorrBoard UK



READY TO GET INVOLVED?

Getting involved with experiences of the workplace is a powerful way to support the next generation, showcase your industry, and help shape the workforce of tomorrow.

Your time and insights could be the spark that inspires a young person's future career path.

Start making a difference today!

