

REACT

RESEARCH
ACTION
IMPROVEMENT

Using work experience to
connect workless adults with
employment

Uses of work experience in employment programmes

- Supported bridge to a specific job or sector
- Build recent experience in the workplace for CV/jobsearch
- Broaden understanding of work opportunities
- ‘Shake the tree’ – the role of conditionality

Supported bridges to work

- Intermediate Labour Markets
 - SWAPs
 - Kickstart
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- Well resourced
 - Integrated with job search
 - Linked to clear labour market need (sector) or specific employers/jobs

Building (recent) experience

- 1-2 weeks in a specific job role with one employer
- Application to start?
- Guaranteed interviews?

- Partnership between Coop and Ingeus, The Work Programme

Broaden understanding of work

- Work shadowing 1-2 days
- A day in the life
- Raising awareness of job roles and sectors – childcare
- Bringing transferable skills to life – 50+
- Improving interview content responses

The role of conditionality

- Work experience as a last resort
- Importance of language – ‘work for the dole’ – and impact on how viewed by employers and participants
- Structure – benefit disengagement or moving people closer to work? What difference does it make?

What does good look like?

- Structure
- Clarity of objective – skills acquisition, understanding job role, recent experience for CV/interview, expanding network
- Link to real job opportunities – and if not, transparency
- Integrated job search support and advice
- Participant engagement in choice and design
- Employer engagement in choice and design

Where are the challenges?

- Can big programmes be sufficiently tailored?
- Employer engagement
- Participant engagement
- Scaling success
- Managing exit
- Value vs conditionality
- Support in work – meeting complex needs

Building coherent journeys

- Quality – tailored experience, tied to need
- Integrated with jobsearch
- How to talk about work experience, and experience of work
- Use work experience to understand what you don't want – 'failing' to move into that sector may be helpful 'data acquisition' – how to frame this
- Agency
- Evaluation and transparency

Thank You



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