

EXPERIENCING WORK IN A POSITIVE WAY

Organising inspirational work placements for young women

“ Finding appropriate placement areas within engineering departments allowed us to “challenge” the stereotypical norm that engineering is a male only industry. ”

Employer hosting a work placement

WHAT YOU CAN DO:

Aim

Organise a work placement to engage young women and to market your organisation and industry to potential employees.

Before the placement

- ▶ Identify one person to supervise and co-ordinate the placement.
- ▶ Ensure an interesting and varied programme is set up, including:
 - Hands-on activities
 - Interaction with positive female role-models
- ▶ Select positive female role models who can inspire young learners to enter non-traditional careers.
- ▶ Ensure all staff are made aware of the placement and the reasons for it.

After the placement

- ▶ Use the feedback from the learner and the school to help improve future programmes.
- ▶ Listen to feedback from appropriate employees for their opinions.
- ▶ Provide constructive feedback for the learner.

During the placement

- ▶ Ensure the learner knows about the business
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- ▶ Build in time for review meetings to ensure the learner is clear about what's expected and is having her learning needs met.
- ▶ Ensure that female role models are involved in at least some of the planned activities - particularly women in senior positions
- ▶ Check the practical/hands on activities are in place. This is often the first thing to go when people are under pressure and it is important to ensure it happens
- ▶ Encourage the learner to complete her work experience logbook - she may need help completing some industry specific tasks.
- ▶ Take every opportunity to involve the learner in site (or off site) visits, within health and safety limitations.
- ▶ Ask the learner to prepare a short presentation or other feedback mechanism such as a poster or small project, to find out how the experience has been for her.



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For more detailed advice about organising inspirational industrial visits, please contact:

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Wider Horizons has been developed in Yorkshire & Humber as an innovative method of encouraging young women into science, engineering, technology and built environment careers.