

Careers Activities Explained

Careers talks: Can you give a presentation about your career journey and/or opportunities in your business or wider sector? Talks like this inspire young people to explore a range of opportunities and you can make sure your business/sector is one they'd like to investigate further.

Careers talks are usually 10-30 minutes for a large group (e.g. in assembly) for any age (11-18).

Mock interviews: Can you give a young person their first experience of an interview scenario? Young people build their confidence by doing a 'trial run' before their first real interview and you can keep up-to-date with young people's interests and achievements, inside and outside of school/college.

Mock interviews are usually a half or full day, with ~20 mins/student for ages 14+.

Workshops/projects: Could you set a challenge relevant to your business, help young people develop the skills they need to solve it and provide feedback? Young people develop employability skills by working with employers in this way and you could get young people's perspective on a live issue – potentially solving a current problem for your business.

Workshops usually take place over a full day, for any age (11-18).

Employability sessions: Could you explain your organisation's recruitment process and help young people understand what makes a great CV or how to succeed at interview? Young people prepare for success by understanding what you're looking for, and you get better-prepared candidates applying for your vacancies.

Employability sessions usually happen within a lesson, lasting up to an hour for ages 14+

Speed networking: Could you explain your role in 5 minutes (props are useful!) and answer young people's questions about your career? Young people move around the room so they get to explore a wide range of roles, sectors and opportunities to help inform their career decisions. As an employer, you get the chance to influence a large number of young people to join your business/sector.

Speed networking is usually a 1-2 hour session, for any age (11-18)

Make a workplace video: Could you showcase your workplace in a short film? These resources help young people to visualise their future in work and to choose a working environment that suits them.

Bring a stand to a careers fair: Can you set up an eye-catching, interactive stand and engage young people in a conversation about opportunities in your business or wider sector? Young people meet a lot of local employers in one place and you get to have positive career conversations with your future workforce.

Careers Fairs usually last all day, with all age groups attending (11-18) and parents can be invited too.

Mentor an individual or group: Could you make a regular commitment to help young people develop their career plans? Schools may identify individuals or groups who need particular support, and you could be the link with the world of work that they might not have elsewhere in their lives.

Mentoring commitments would depend on your availability and would usually be for older students (14+)

Curriculum or subject support: Could you help a subject teacher to bring lessons to life by providing real-world context to the topics they teach? Young people can find enhanced motivation for learning if they understand how topics are useful for their futures, and you can develop the attributes, skills and knowledge you need in your future workforce.

Curriculum support usually involves working with teachers rather than students directly. Young people benefit from this approach at any age (11-18).

Work Experience

Individual placements: Can you host a young person in your business to help them experience the work environment/culture and gain some skills for a future career in your industry? 5-day placements are very popular but some young people are also available for shorter, more flexible placements.

These placements are usually undertaken by students in Year 10 (age 14-15) and Year 12 (age 16-17).

Group visits: Could you open up your workplace to a group of young people (accompanied by school/college staff), giving them a tour of your facilities and showing them the work environment?

These visits usually last 30 mins-2 hours and are suitable for any age (11-18).

Challenge Day Projects: Could you develop a real-world scenario into a problem-solving challenge for a group of students to undertake within school/college, supported by a team of your staff and staff from the school/college? Could you help them to understand your business and to develop the skills they need for roles in your industry?

These are usually a full-day programme, with plenty of support to help you develop your ideas and pitch it at the right level. It is suitable for any age (11-18)

Volunteering opportunities: Do you have a charitable or community-focused project or activity that would benefit from extra people, as a one-off project or an ongoing activity? Many young people are keen to develop their employability skills through volunteering, through schemes such as the Duke of Edinburgh Award.

These commitments are usually available to older students (age 14+)

Regular placements: Could you host a young person for a day/afternoon each week (for example), helping them to build their skills and confidence through a long-term relationship with an employer.

These placements are needed by older students (age 16+) such as those completing T-Level qualifications. They are also popular with students who have special educational needs and disabilities (SEND).

Virtual work experience: Could you develop some online content and challenges to help young people explore your business and test the skills relevant roles in your industry? There are a number of platforms that enable and promote your offer, such as [Speakers for Schools](#) and [Springpod](#).

Most virtual work experience is 5-7 hours of virtual, self-paced content and is usually recommended for older students (age 14+)

Supported Internships: These are work-based study programmes for young people with special educational needs and disabilities (SEND). It provides a fully-supported model for transition from school/college to work, with support for employers via [Wiltshire Council](#).

Supported Internships are available to students with SEND aged 18-24.

Salisbury Early Careers Directory

The Early Careers Directory will be published in January 2025. The Directory aims to showcase all the early career opportunities available in Salisbury and, as well as being published on-line, an A5 magazine size copy will be **distributed to all Sixth Formers in the city**. This is a great opportunity to tell the young people of Salisbury about your:

- **Apprenticeships**
- **Graduate entry schemes**
- **Work experience opportunities**
- **Volunteering roles**

If you are a member of the Salisbury Chamber of Commerce or Salisbury BID, you will be entitled to a **free basic listing**.

A basic entry is a 1/4 page and includes Company Name, Logo, QR code or website address and up to 30 words about the type of opportunities you can offer the young people of Salisbury. You may use a single background image if desired. This cost £45 plus VAT

A half page advert includes up to 80 words and an additional image. This costs £80 plus VAT

A full page advert can be of your own design – for example it could be used to advertise your 2025 vacancies. It costs £100 plus VAT.

If you would like to advertise please get in touch with maggie@apprenticeshipsinsalisbury.co.uk

This initiative is 'Not for Profit'. Any surplus made on the directory will be put towards other initiatives of the Salisbury Careers Alliance.

July 2024.