



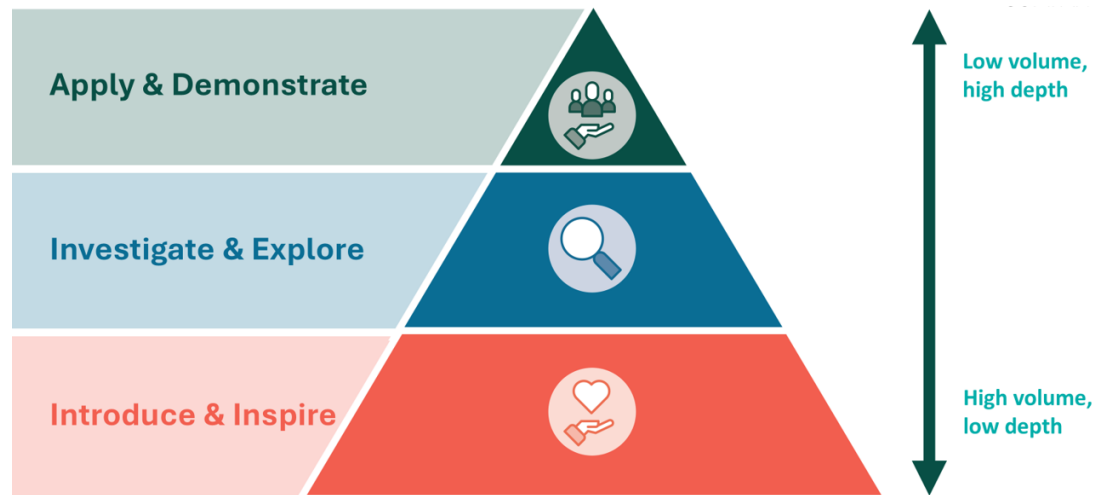
Green Careers & Skills Day

Whitehaven Academy case study

Cumbria Careers Hub / Enterprising Cumbria

Modern Work Experience Guidance

equalex: A progressive approach



A meaningful experience is one in which the learner has an opportunity to explore what it is like to work in that environment, the skills valued in the workplace, recruitment processes or what it takes to be successful.

A meaningful experience will:

- Have a **clear purpose, which is shared with the employer** and the learner.
- Be underpinned by **learning outcomes** that are appropriate to the needs of the learner.
- Involve an extensive **two-way interaction between learners and employees.**
- Include opportunities for learners to meet **a range of different people** from the workplace.
- Include opportunities for **learners to perform a task** set by the employer or produce a piece of work relevant to that workplace.
- Include **feedback from the employer** to learners on their work.
- Be followed by opportunities for learners to **reflect on the insights, knowledge or skills** gained through their experience.

Making the Day a Meaningful Workplace Experience



- Training delivered to 30+ employers/exhibitors on meaningful WEX principles



- Activities/ Tasks moved beyond conventional careers fair offers



- Hands-on tasks: dry-stone walling, hedge laying, conservation and heritage skills



- Students explored real pathways, qualifications and apprenticeships and discussed real life job roles.



- 200+ students and 34+ organisations engaged

3. Whitehaven Academy Impact

- 21 KS3 students attended, including disadvantaged learners
- Significant increase in awareness of green careers
- Improved understanding of transferable skills
- Greater confidence and aspiration
- Strong alignment with Introduce & Inspire and Investigate & Explore phases

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- Teacher Feedback:

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"Often with careers events students just get talked at and they are uninspiring, this definitely wasn't."

Engagement

- "The businesses had interactive activities which engaged the students, there were lots of things to do and they were interested in the students. Often with careers events students just get talked at and they are uninspiring, this definitely wasn't."

Confidence and Preparation

- "I think they had confidence as they had met some of the people before through our outdoor learning curriculum so it wasn't something totally new to them. Also you coming in to school will have made a big difference. I think this really helped relax and engage them."

Lasting Impact

- "I think the students got a real taste for the green careers and will remember that day and people being interested in them."
- Endorsement
- "We would love to take part again next year."

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Student Feedback:

"It taught me that
as a community
we need to
protect Earth and
life on Earth"

Awareness of Opportunities

- "There are lots of opportunities available to me."
- "There is a lot more than what you think there is out there."
- "There is a wide range of jobs I can choose from."
- "It has taught me there are lots of different career options."

Challenging Perceptions

- "There are office jobs and indoor jobs involved in this sector."
- "The work isn't just outside, it is also office based."
- "People did more on the jobs than I expected."
- "Stone walling didn't occur to me that it could be a green career."

Inspiration and Aspiration

- "There are many options available in the outdoor part of jobs."
- "I thought it would be jobs in nature and outside."

4. WEX Pilot Outcomes

- Demonstrated scalable sector-led work experience model
- Strong employer engagement and collaboration
- Evidence of system change towards meaningful work experience
- Recommendation: use Future Skills Questionnaire and ILR processes consistently
- • Collaborative model supports smaller employers

Shaping Tomorrow's Workforce- Annual Cumbria Careers Hub Conference

- We are really hoping you will be able to attend our careers conference **Shaping Tomorrow's Workforce**, once again it will be a county-wide event taking place at **Keswick Pencil Factory on 14 October 2026**.
- We will bring together schools, colleges, employers, training providers and partners to strengthen how we can all support young people across Cumbria to prepare for their futures.

For employers, the conference offers a valuable opportunity to:

- Build and strengthen your **connection with schools**.
- Support the increased requirements around **work experience**
- Access practical workshops on work experience and working with your local schools
- Explore how to create more meaningful workplace encounters for young people
- Collaborate with careers leads and partners to improve outcomes for learners

