

Appendix 4

Impact summary report: Work experience programme 1–12 July

Key strategy links

- Cultural and Creative Learning Strategy Goal 4 – Cultural and creative experiences develop and enhance fusion skills needed for employability in the 21st century
- Culture Mile Strategy Aim 1 – Develop Culture Mile as a vibrant and welcoming cultural, creative and learning destination for all visitors, learners, workers and residents

Nine young people aged 14-17 took part following an insight day that was attended by 35 people. The programme was targeted at and designed for young people from disadvantaged backgrounds and participants were recruited via local authority youth teams, young offenders' services, Pupil Referral Units and schools with at least 70% of students in receipt of Pupil Premium. Participants spend time in two cultural organisations during their placements. A total of 14 departments in 7 organisations hosted participants – the Museum of London, Barbican, St Paul's Cathedral, Tower Bridge, Guildhall School of Music & Drama, Guildhall Art Gallery and City of London Corporation (Public Realm and Open Spaces).

Motivation

Participants said they had a number of reasons for taking part in the programme, including 'Gaining confidence to speak out loud', 'To be work ready', 'Coming in on time every day', 'To be here every day and finish', 'Try new things' and 'To know and have an understanding of what I enjoy'.

Attendance

Eight of the nine participants completed their one or two week placement, achieving 98% attendance.

Fusion skills development

Participants were asked to rate their confidence in a range of skills before and at the end of the programme. Results showed that the programme was especially effective in supporting the development of oral communication, creativity, organisational skills and analysis and evaluation skills, with participants reporting an increase in confidence in these areas. Interestingly, there were a number of confidence ratings that decreased as a result of the programme, suggesting that the experience of exposing the young people to real work environments made them re-assess their original levels of confidence, which in itself is an important outcome and something for us to explore further when evaluating next year's programme. These skills were collaboration and teamwork, problem solving, adaptability/flexibility, critical thinking, initiative and independent working/autonomy.

Effectiveness

Participants were asked how effective they felt the programme was in the following areas (7 of the 8 participants who completed their placements provided this feedback. One young person was not able to attend the evaluation session). Overall, feedback was very positive:

- Building confidence – 3 said 'very effective', 2 said 'fairly' and 2 were 'neutral'

- Broadening horizons – the programme was particularly successful in supporting this area, with 6 saying ‘very effective’ and 1 saying ‘fairly’
- Self-management – 4 said ‘very effective’, 2 said ‘fairly’ and 1 said ‘very ineffective’
- Overcoming barriers and using skills – 5 said ‘very effective’, 1 ‘neutral’ and 1 ‘very ineffective’

Overall satisfaction

Five participants rated the programme as ‘Excellent’, and 2 as ‘Good’.

Overall comments from the young participants included:

‘It was a great experience, I would 100% do it again. It was sometimes hard but I continued and showed resilience. It has made me open up to view the options that come my way. I am very thankful for this programme.’

‘The programme as a whole was a life changing experience.’

Feedback from staff at host organisations included:

‘A was very observant, during the walking task she made some very insightful comments that are going to be changed on the map and showed strong problem solving skills. She was chatty and friendly and really fitted into the team’

‘HR said you were great, super enthusiastic and asked insightful questions. They remarked particularly on how friendly you were, a talent that is very suited to working in HR’

‘It was lovely to host B for a few days. Despite being very shy she was able to open up in just a few days and met our whole team of volunteers with more confidence. It was lovely to hear about all the clubs she is part of and how much she enjoys theatre. I am sure she will do fantastic things with her future.’

Feedback from host departments on the overall programme

Host departments attended an evaluation session to discuss key learnings. Of the 7 departments represented, 100% said they would participate again and that it had been a positive experience overall. A particular highlight had been the personalities of the young participants and the hosts were effusive in their descriptions of the impacts they had witnessed for them.