

Internships give young people the opportunity to develop the skills that employers say make a difference getting a job and moving on in a career.

Likewise, we know that employers want work ready young people who bring attitudes such as determination, adaptability and resilience, and who can quickly contribute to the workplace.

The Skills for Career Success are the core learning outcomes all students will gain from the Career Ready programme. An internship allows our students to put these skills into practise. The Skills for Career Success are:




- **Communication and networking**
- **Team working**
- **Organisational skills**
- **Managing myself**
- **Self awareness**
- **Managing my career**
- **Problem solving and analysis**
- **Resourcefulness**

“We had the pleasure of four summer interns in our business and I have received amazing feedback. Their confidence has come on leaps and bounds and they have integrated so well we don’t want them to leave.”

– Gillian Perry, Internal Communications and Engagement Manager,
ACCESS

Build a pipeline of talented new recruits



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preparing young
people for the
world of work



The Career Ready programme links business with education to prepare young people for the world of work.

Career Ready internships and work placements allow students to apply their learning in a real workplace, make a genuine contribution to an employer and gain experience and skills that will prove invaluable to them as they set out on their chosen career.

In return, you get access to a pool of young, talented, motivated people from the local area who you could end up recruiting in the future.

We ask employers to:

- Give students some formal interview experience
- Offer a minimum of four weeks paid experience
- Assign a line manager to supervise the students's work and provide feedback
- Offer a planned programme of activity to enhance the student's skills
- Organise an event at the end of the experience where the student can present what they've learned

To support you, we commit to:

- Give you a toolkit to support you in running the internship placement
- Stay in contact with you and the student to support you throughout
- Visit the student at least twice during the internship, including to listen to their presentation

"The workplace knowledge I learnt from my internship is endless; I'll remember those six weeks for the rest of my life."

- Jack, Waseley, Hills High School, Career Ready intern at Lloyds Banking Group

80% of employers agreed: "As a result of my experience I would employ a Career Ready student."



"We've recruited 22 Career Ready students, saving over £120,000 on agency and recruitment fees – that's about as real as it gets. Career Ready has given St James's Place great access to talent and interns that have bags of enthusiasm and energy. I would recommend employers of any size get involved...the benefits far outweigh the small investment in time and effort."

- Rob Hawkins, St James's Place Wealth Management