

Work Experience FAQ's

What is Work Experience?

Work experience takes place in the workplace and allows people from outside the organisation to experience what it's like to undertake a job supervised by staff who already work in the environment.

Work experience can vary from 'tasters' lasting just half a day through to programmes that last a week. Some work experience placements offer a hands-on experience, while some provide insights and observation. All can provide a valuable experience for people looking to move into a clinical or non-clinical career in the health sector.

Benefits of offering Work experience?

Visitors of all ages can bring energy, passion and a fresh perspective to our organisation as well as their life skills and experience. Existing staff will benefit from the chance to work with, and manage someone. Gives us as a Trust access to a wide talent pool to draw from when recruiting.

Work experience is crucial to bridge the gap between education and the world of work. At its broadest and best, work experience can open people's eyes to jobs they had never thought of, help inform career decisions, offer a chance to prove themselves to an employer and help instil the attitudes and behaviours expected at work. If we want people who are ready to work in healthcare, we need to be ready to help build their employability skills.

5 reasons why we offer work experience...

- to develop our future workforce
- to work with the local community, providing an opportunity to engage, inspire and inform people
- to develop staff - it's a chance for all staff to build management skills
- to gain fresh insights - see your organisation through someone else's eyes
- to increase staff engagement - colleagues get a genuine buzz from inspiring people.

Who can apply for work experience?

We are happy to support all of those in our community looking for a taster of employment with us as long as they are over 14 years of age. There will be various restrictions for under 18's and 16s within areas that would be considered unsuitable.

How can visitors apply for work experience?

Our application window is open all year around and found on the Dorset Healthcare website under Work Experience. There you will find the Work Experience Registration form and if you are successful the Work Experience coordinator will be in touch and will try to arrange a suitable placement for you. If anyone from within the Trust is approached directly either by an organisation, school or individual then please refer them to the online registration form or for any queries they can contact us at dhc.work.experience@nhs.net

Please note that due to work pressures we do not organise placements for the months August and December.

What is a Supervisor?

Each person on placement will require a Supervisor at the site. The supervisors are a friendly face helping those on placement with the practical things that allow them to settle in. The work experience person may often lack confidence and feel shy when they start and the supervisor should help them feel at ease to get the most out of their placement and act as a point of contact for the visitor.

The Supervisor will be responsible for:

- holding the Local Induction talk at the beginning of placement
- ensuring those on placement undertake a variety of tasks during the placement
- giving positive feedback at the end of the placement, helping those on placement understand how the experience ties into their education and career plans.

This would be a good development opportunity for an employee who wants to develop their management capability. You could tie the role of supervisor to staff development ensuring that it is valued as a management development opportunity. It could also be linked into a qualification that a member of staff is studying. A Host pack will be provided with guidance.