

A young boy with light brown hair, wearing a dark blue school blazer, white shirt, and striped tie, is smiling warmly at the camera. The background is a bright, out-of-focus indoor setting.

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**South Midlands Careers Hub**  
**Work Experience Provider Showcase**

**Wednesday 26 April 2026**

# Work Experience Provider Showcase

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## Speakers:

- Michelle Warner – Chartered Institute of Logistics & Transport (CILT)
- Norma Odain-Hines – Morgan Sindall
- Charlotte Wilkinson – Sir Robert McAlpine

## Session objectives:

- To support Career Leaders' and employers with the planning and implementation of modern work experience
- To explore a variety of meaningful models of work experience linked to the Equalex framework

Time	Agenda
3.30 – 3.35	Introductions to session and MWEX / equalex
3.35 – 3.45	Speaker 1 - <b>Michelle Warner @ CILT</b>
3.45 – 3.55	Speaker 2 - <b>Norma Odain-Hines @ Morgan Sindall</b>
3.55 – 4.05	Speaker 3 - <b>Charlotte Wilkinson @ Sir Robert McAlpine</b>
4.05 – 4.15	Q&A and next steps

# Modern Work Experience Re-cap

Modern work experience should guarantee every young person access to high-quality, multiple workplace experiences, totalling 10 days' worth throughout secondary education.

This equitable approach will facilitate a variety of experiences **starting early**, connecting education and young people with industry and unlocking the skills and opportunities of the future workforce.

High quality work experience helps young people get ready for the world of work and when integrated into a structured careers programme - as defined by **the Gatsby Benchmarks**, work experience:

- Increases awareness of jobs and pathways **like apprenticeships**.
- Builds confidence in key skills like **speaking and listening**.
- Reduces the likelihood of a young person becoming NEET (Not in Education, Employment or Training) at **16** and **18**.

[Modern Work Experience | The Careers and Enterprise Company](#)  
[equalex for educators | The Careers and Enterprise Company](#)

## What is modern work experience?

A programme of modern work experience should:

- Prioritise young people who are missing out and provide targeted support	- Start early, allowing access to multiple, different industries and occupations
- Include experiences that are employer-led in their design	- Be underpinned by learning outcomes, to ensure a progressive high-quality approach
- Enable meaningful relationships between the employer and young person	- Offer meaningful experiences as defined in updated Gatsby Benchmark 6

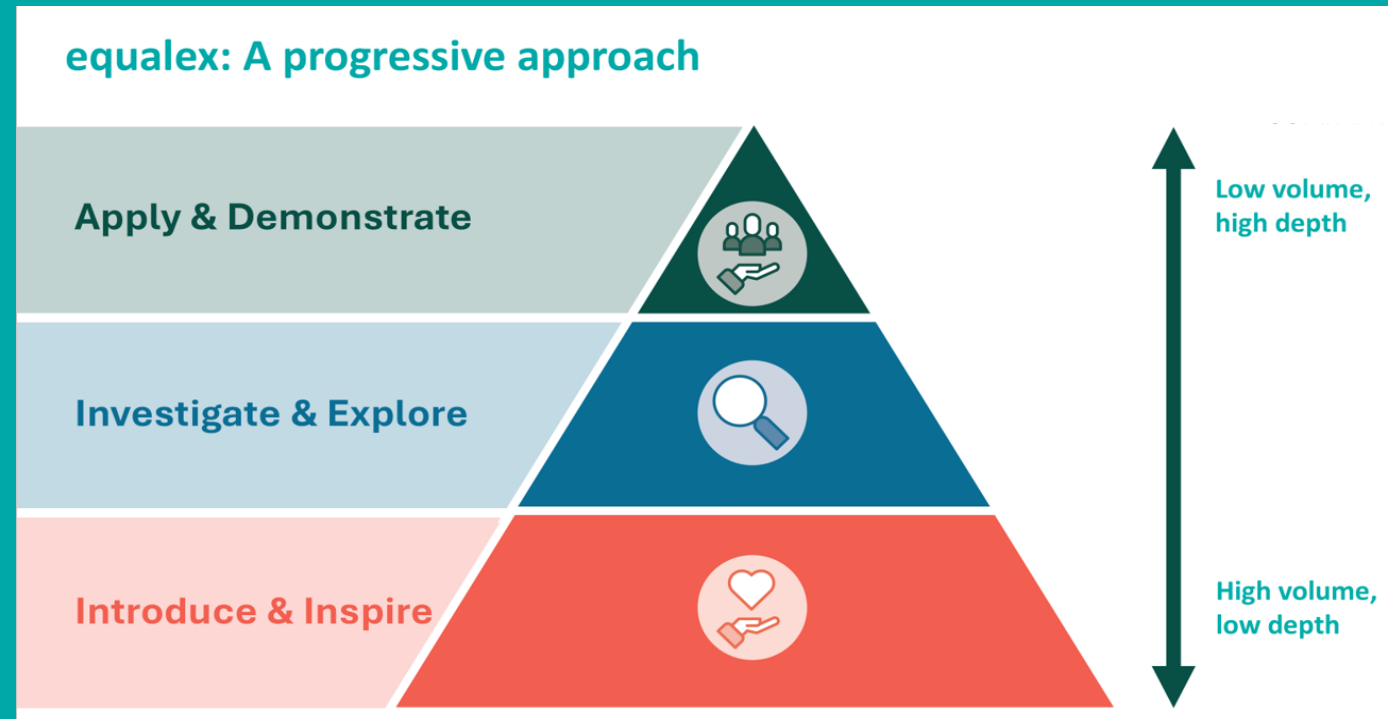
## Equalex Framework

Equalex is a national framework designed to shape high-quality work experience for young people. Put simply: it gives schools and employers a structure so that when young people come into your workplace or engage in work-related activities, the experience is meaningful, consistent, and helps them build useful skills.

**Introduce & Inspire:** Early, 'light-touch' exposure to real workplaces e.g. site visits, meeting a range of staff

**Investigate & Explore:** Deepening of understanding through experience, e.g. job shadowing, mini projects, team challenges

**Apply & Demonstrate:** Applying knowledge and skills learned, e.g. work placement, projects



# Chartered Institute of Transport & Logistics (CILT)

Michelle Warner  
Novus Programme Manager

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Institute of Logistics  
and Transport**



The Chartered  
Institute of Logistics  
and Transport

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**Michelle Warner**  
**Novus Programme Manager**

**Chartered Institute of Logistics & Transport**

**Sector - Logistics & Transport**  
**Based in Northamptonshire but National**



# Schools & Contact Methods

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Sir Christopher Hatton School, Wellingborough  
Campion School, Northampton  
Abbeyfield School, Northampton  
Kingsthorpe College, Northampton  
Shenley Brook End School, Milton Keynes  
Northampton School for Girls, Northampton  
Northampton School for Boys, Northampton  
Redbourne School, Ampthill  
Gresham's School, Holt  
Cogenhoe Primary School, Northampton

## Methods

Careers Hubs

“Give an Hour” Mailing lists

Network contacts

Direct contact with schools

HRH Princess Anne “Just contact schools!”



# Tried & Tested Ideas

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**Picking Exercise – INSURANCE – You can't have children actually picking stock in a warehouse! Use the cups and straws exercise.**

**Warehouse Planning – Explain ABC analysis and grouping of products, not putting high value items near fire doors, etc. They then become warehouse managers and have to plan the layout.**

**Route Planning – give them a quick overview of the basics of route planning, list a few drops for them to plan and let them do it. To make it more complex you can give them cost per mile to aim towards cost efficiency. You could even give maximum capacities and order volumes and get them working out how many trucks they need.**

**Mini Project – This is a good one to show the different business departments and to get them understand collaboration between departments. New product launch, big event, etc, etc.**

**Mock Interviews – Briefly explain STAR method. Use interview questions your company would normally use. Good if they get some prep time as they would in real life.**

**Speed Networking – Set up a room (training room maybe?) with tables and chairs. A number of employees from each department sit on chairs, they go round to each person for 5-10 minutes and learn about their job, department, what they like or don't like about their jobs, etc.**

**Presentations – Provide information to schools for students to then do presentations on. Give students information and get them to do presentations. After above exercises, get the students to do an end of day or end of session presentation showing what they learnt, liked, disliked, etc.**

**Site Tours - Can be adapted to not include high risk areas. Value in showing the "behind the scenes" areas that the public may not realise happens.**



## Other Resources & Contact Details

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**Generation Logistics Education Hub** - <https://educationhub.generationlogistics.org/>

**Novus Programme** – <https://www.novus.uk.com/>

**Chartered Institute of Logistics & Transport** – <https://ciltuk.org.uk/>

**CILT UK Next Generation** - <https://ciltuk.org.uk/community-events/communities/next-generation-forum/>

**Order Picking Simulation** - <https://www.warehouse-science.com/book/supplement/bb/howto.html> - **The version I do is an adapted version of this which uses zone picking, batch picking and then voice picking.**

**Feel free to contact me further:**

**Email – [Michelle.Warner@ciltuk.org.uk](mailto:Michelle.Warner@ciltuk.org.uk)**

**Linkedin – Michelle Warner CMILT**

**Novus, CILT and Generation Logistics are also on LinkedIn, Facebook and Instagram**

# Morgan Sindall Construction

Norma Odain-Hines  
Senior Social Value Manager

South Midlands  
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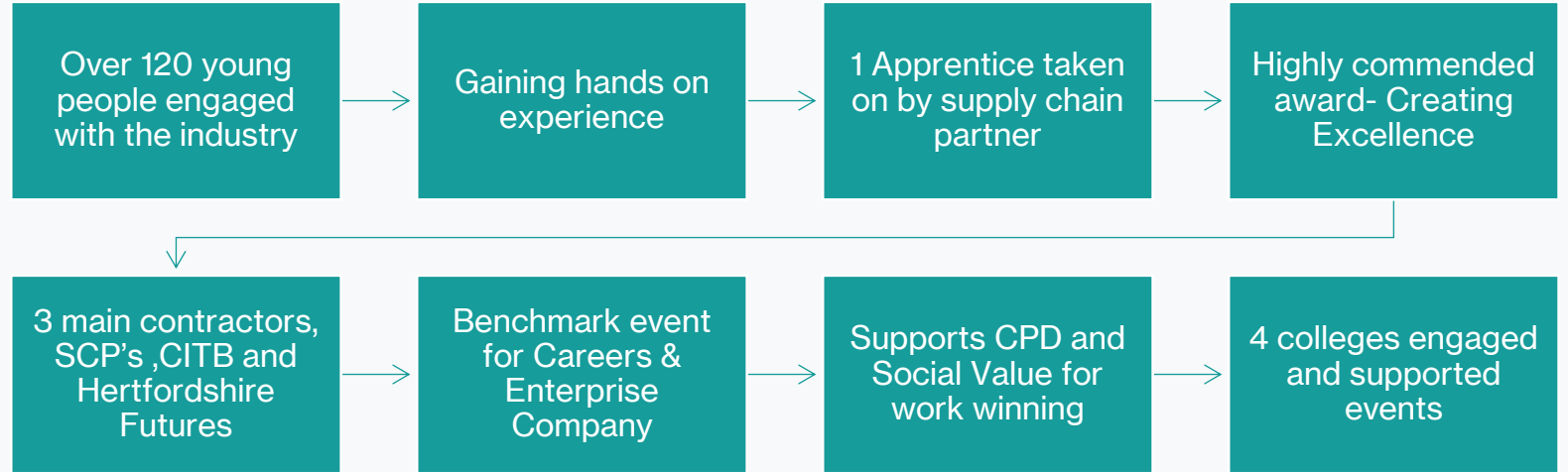
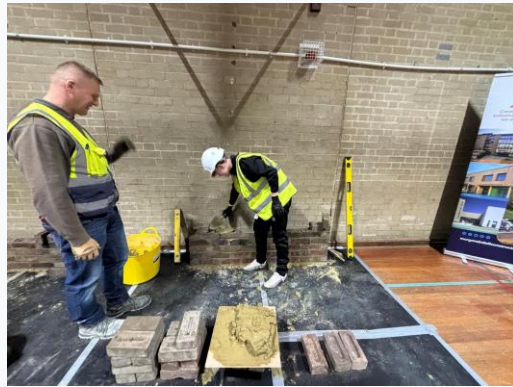
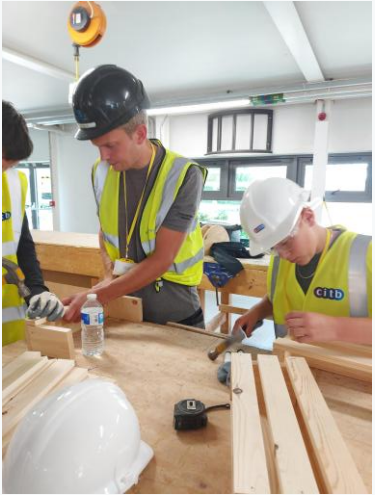
**MORGAN  
SINDALL**

**CONSTRUCTION**

# Herts Cornerstone Construction Group



# Insight day 2025



# Insight Day - 2026



**MORGAN  
SINDALL**  

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**CONSTRUCTION**



**ANY  
QUESTIONS?**

# Sir Robert McAlpine – Integrated Health Projects

Charlotte Wilkinson  
Social Value Manager

South Midlands  
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Integrated Health Projects by



Sir Robert  
McALPINE

# Work Experience Programme 2026



## IHP Team



Integrated Health Projects by



Integrated Health Projects by



# Introduction



Charlotte Wilkinson

Social Value Manager

IHP – Joint Venture between Sir Robert  
McAlpine and Vinci Construction

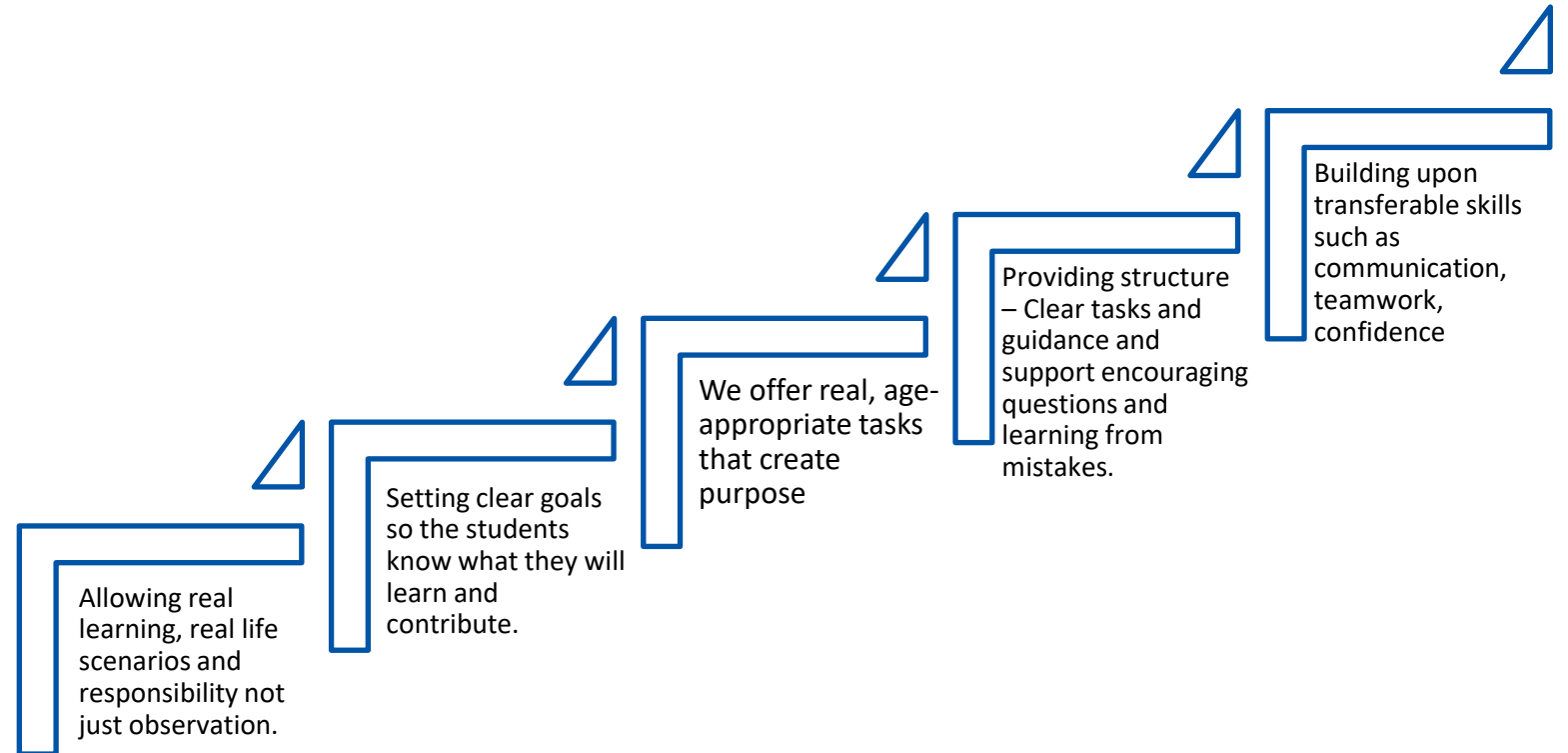
Healthcare

UK Wide



# WEX Model - Delivery

- **Delivery to 30 Students**
- **One Week Work Experience Placement including site visit.**  
However, this could be completed one day per week.
- **The Aim of the WEX programme is Years 8-9.**
- **Engagement lead with South Midlands Careers Hub & Careers Lead at the school**



# WEX Programme Overview

*Creating a meaningful work experience Placement*



Introduction

Proposal of creation of their own project based on the introduction

Selection of the appropriate pupils based on the proposal /insight creating a light touch on the industry.

Students completing the introduction will investigate and explore – deepening of the understanding

Creating touch points during seminars and workshops, delivery of site visit and meeting the site team allowing them to apply knowledge and skills learned on their project.

# WEX Programme Overview

*Creating a meaningful work experience Placement*



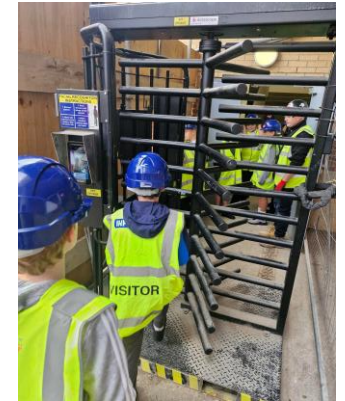
*Seminars*



*Seminars*



*Site Visit*



*Site Visit*

# WEX Programme Overview

## Creating a meaningful work experience Placement



Site Visit



Mind Mapping



Presentation



Discussions



Design Drawings



Giving Back



## Theme: Social Value



### Summary:

Launch of our Work Experience Programme with Hexham Middle School. Allowing students to understand about IHP, roles in construction and explore a range of collaborative ideas.

### Community Benefits:

- Enhancing the students' knowledge and understanding of careers in construction
- Promoting higher level construction related qualifications
- Illustrated IHP's commitment to local schools

### Business Benefits:

- Illustrating the commitment of IHP to support the communities in which we work
- Partnership working and relationship building with the local community

## Careers Event for Hexham Middle Schools

### Hexham Hospital—September 2025

In September 2025, Charlotte Wilkinson, Social Value Manager, led the launch of a pioneering work experience programme in collaboration with Hexham Middle School. The initiative engaged 150 Year 7 students in a hands-on workshop designed to introduce them to the construction industry and inspire future careers in the built environment.

### Objectives

- To raise awareness of the construction industry among young students.
- To promote creativity, teamwork, and problem-solving through a real-world challenge.
- To identify and nurture future talent through a structured work experience programme.

### Workshop Highlights

The workshop introduced students to IHP and the wide range of roles within the construction and built environment sectors. A central feature of the session was the launch of a design competition:

**Challenge:** Students were tasked with preparing a bid to design a new and sustainable Maggie's Centre at the Freeman Hospital, replacing the current building.

This challenge encouraged students to think critically about sustainability, design, and community impact, while developing their understanding of the construction process.

### Programme Impact

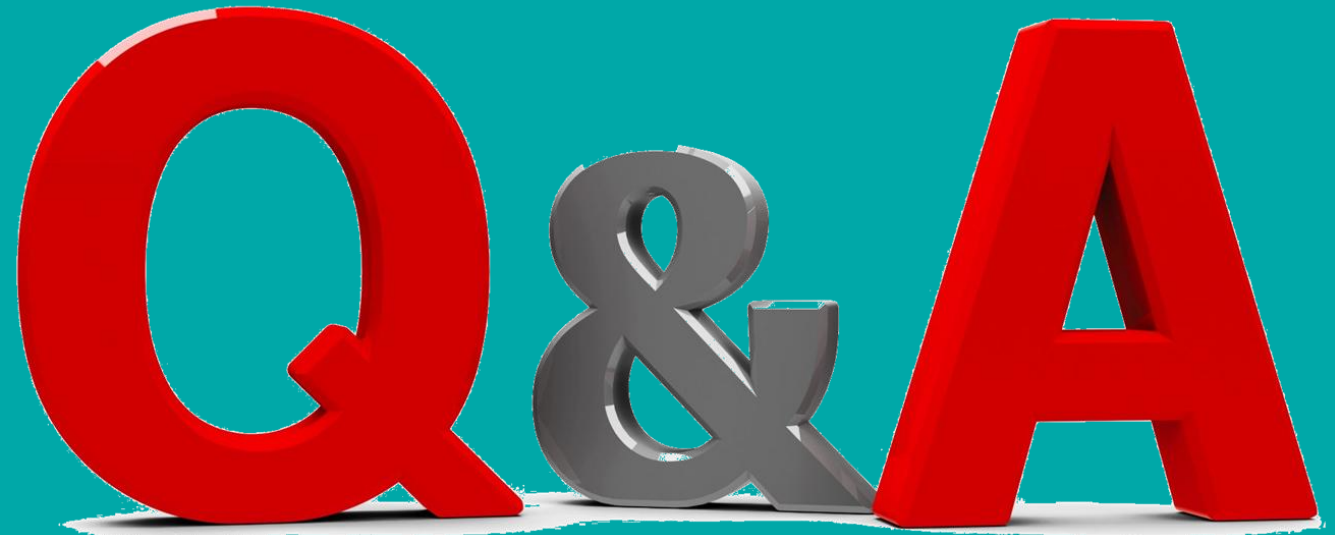
- 150 students engaged in the workshop.
  - 30 students will be selected to join the work experience programme, where they will further explore their ideas and gain practical exposure to the industry.
- The initiative provided students with a tangible connection to the world of work, helping them translate aspirations into action.

# Over to you!

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We invite you to take this opportunity to ask questions, to find out more about any of the programmes presented.



# Thank you!

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Thank you to all our speakers.

Next Showcase date: Thursday 25 June 2026  
Invites to follow!

*Thank  
you!*