



Employer Frequently Asked Questions (FAQs)

What is the NEXUS In-School Programme?

The **NEXUS In School Programme** supports **Year 10 and 11 students** who benefit from a more practical, work-based approach to learning.

Students split their week between:

- A **long-term work placement** with a local employer (up to two days per week), and
- **Core GCSE studies** delivered in school.

The programme includes **comprehensive 1:1 wraparound support and mentoring** to help students succeed both in school and in the workplace.

What is the purpose of the work placement?

The placement helps students:

- Develop employability skills such as communication, teamwork and time-keeping
- Build confidence and resilience
- Gain real-world experience of the workplace
- Better understand career pathways and expectations

For employers, it offers an opportunity to positively influence a young person's future while supporting the local community.

How old are the students?

Students are typically **14–16 years old** (Year 10 or Year 11).

How often do students attend the placement?

Students attend their placement for **up to two days per week during term time**. Days and times are agreed in advance to suit both the school timetable and the employer.

How long does the placement last?

Placements are **extended and long-term**, allowing students to settle into the workplace, build skills over time and form meaningful relationships with staff — unlike short-term work experience.

What type of work can students do?

Students can take part in a range of **age-appropriate, meaningful activities**, such as:

- Supporting daily business operations
- Learning basic job-specific tasks
- Assisting staff under supervision
- Developing practical and transferable skills

Placements are tailored to both the **student's needs and the employer's environment**.

What support do students receive?

Each student receives:

- **1:1 mentoring and wraparound support**
- Ongoing monitoring by the **NEXUS team**
- Support with attendance, behaviour and wellbeing
- Help bridging learning between school and the workplace

Employers are never expected to manage complex needs on their own.

What support do employers receive?

Employers are supported throughout the placement with:

- A **named NEXUS Project Worker** as a single point of contact
- Regular check-ins and on-site visits
- Clear guidance on safeguarding and expectations
- Prompt support if any issues arise

We work in partnership to ensure the placement is positive and manageable.

What is expected of employers?

We ask employers to:

- Provide a **safe and welcoming environment**
- Offer suitable tasks and supervision
- Nominate a **workplace contact or mentor**
- Encourage professional behaviours such as punctuality and teamwork
- Share informal feedback on progress

You are **not required to assess the student academically**.

Do employers need to provide any training?

No formal training is required.

Simple workplace induction, clear instructions and ongoing encouragement are usually sufficient.

Are there health and safety or safeguarding requirements?

Yes, but we make this straightforward:

- Health and safety checks are completed before placement
- Risk assessments are carried out
- Employers receive safeguarding guidance
- Students remain on their school roll and are appropriately insured

Full support is provided to meet requirements.

What happens if there are issues with attendance or behaviour?

The **NEXUS team responds quickly** to any concerns.

We work with both the employer and the student to resolve issues and provide additional support if needed.

Are employers legally responsible for the student?

The student remains the responsibility of the school and the NEXUS programme while on placement. Employers are responsible only for **day-to-day supervision within their workplace**, as with any visitor or work experience student.

What are the benefits for employers?

Employers often find the programme:

- Highly rewarding and impactful
- A way to inspire and shape future talent
- Supportive of social value and community engagement goals
- An opportunity to identify potential future apprentices or staff

Many employers report positive engagement from their wider teams.

How do we get involved?

To join the programme:

1. Express interest in becoming a NEXUS employer partner
2. Discuss possible placement opportunities
3. Complete health, safety and safeguarding checks
4. Be matched with a suitable student
5. Receive ongoing support throughout the placement

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