

BRIGHT FUTURES EXPERIENCE - KS3 WORKSHOP

STEP INTO THE WORLD OF WORK

INITIAL FEEDBACK & IMPACT REPORT

An evaluation of our immersive KS3 workplace experience,
designed to build real employability skills and connect
classroom learning to future careers - without leaving school.

YEAR 7 COHORT · 232 STUDENT RESPONSES · 2025-26 ACADEMIC YEAR

EXECUTIVE SUMMARY

Transforming the Classroom into a Corporate Hub

Our **Step Into the World of Work** workshop assigns Year 7 students to departments - including Payroll, HR, Marketing, and Health & Safety - and immerses them in the fast-paced reality of the modern workplace. Students don't just learn *about* business; they *become* the business.

This report presents initial feedback from our most recent Year 7 delivery, drawing on a comprehensive post-event survey completed by **232 students**. The data demonstrates a highly effective careers intervention that directly supports schools in meeting their statutory obligations under the **Gatsby Benchmarks**.

Supporting the Gatsby Benchmarks

The workshop is specifically designed to help Careers Leaders evidence progress against the Gatsby Benchmarks. This delivery directly addresses **6 out of the 8 Benchmarks**, with particular impact on Benchmark 2 (Labour Market Information), Benchmark 4 (Curriculum Links), Benchmark 5 (Employer Encounters), and Benchmark 6 (Workplace Experiences).

HEADLINE IMPACT

The Numbers Speak for Themselves

**95%**

found the workshop
enjoyable

**94%**

learnt something
new

**97%**

understand skills for
different departments

**96%**

understand how school
subjects shape careers

"The Step Into Work workshop was superb! As the session was delivered, I kept mentally ticking off Gatsby key terms one by one. It was truly excellent, and the feedback from both staff and students has been overwhelmingly positive."

MRS S HARMAN

Careers Coordinator, Sir Joseph Williamson's Mathematical School

ENGAGEMENT & LEARNING

Engaged, Motivated, and Learning

A common concern for Careers Leaders is whether KS3 students are genuinely engaged by careers activities at this age. Our data provides a clear answer: the immersive, challenge-based format of this workshop successfully captures student attention while delivering substantial new knowledge.

How much did students learn?

**94%**

of students learnt
something new
during the session

95%

found the workshop
enjoyable

83%

agreed it was
well presented

96%

would or might
recommend it to peers

EMPLOYABILITY SKILLS

Building Real Skills, Not Just Fun Tasks

Students self-reported significant development across a range of essential workplace competencies. Teamwork and Communication emerged as the most widely developed skills - both critical for any future career pathway.

Skills developed / strengthened during the session



GATSBY BENCHMARKS

Addressing 6 out of 8 Gatsby Benchmarks

The Gatsby Benchmarks are the gold standard for careers education in England. Every element of the Step Into the World of Work workshop has been designed with these benchmarks in mind, giving Careers Leaders clear, evidenceable impact.

97%

agree they understand the skills required for **different departments** in a business

Strongly Agree  29%

Agree  68%

96%

agree their **school subjects shape** their future career pathways

Strongly Agree  60%

Agree  35%

Benchmark	How the Workshop Delivers
BM 1 - A Stable Careers Programme	The day is carefully structured with clear objectives, giving students a meaningful, immersive workplace experience from start to finish.
BM 2 - Career & Labour Market Information	Students explore growing and declining sectors, local and national job opportunities, salaries, working conditions, and how qualifications link to earning potential.
BM 3 - Addressing Individual Needs	Activities are team-based and interactive, allowing students to engage at their own level while reflecting on personal strengths, interests, and career aspirations.
BM 4 - Linking Curriculum to Careers	Departmental activities show students how subjects like Maths, English, Science, and Art are used in real jobs - from problem-solving in Finance to creativity in Design & Product Development.
BM 5 - Encounters with Employers	The workshop facilitator and invited industry guests guide students through each department, providing authentic insight into what different roles involve.
BM 6 - Experiences of Workplaces	The workplace simulation lets students rotate through departments, practising skills and experiencing how teams work together to achieve business goals.

Staff Perspective

"Staff mentioned it is hands down the next best thing to in-person work experience. Getting Year 7/ KS3 students into a physical workplace is extremely challenging, but this provided a genuinely tremendous experience that fills that gap perfectly. I was mentally ticking off Gatsby key terms one by one throughout the session."

Mrs S Harman, Careers Coordinator - Sir Joseph Williamson's Mathematical School

STUDENT VOICE

In Their Own Words

The qualitative feedback from students is the most powerful evidence of impact. Their responses - reproduced verbatim below - demonstrate genuine understanding of careers concepts, labour market realities, and the link between school and work. Comments are organised by the Gatsby Benchmark they most closely reflect.

Benchmark 4 - Linking Curriculum Learning to Careers

"I learnt that the subjects you choose in school impact what qualifications you have and what job you will get. I also learnt about the different roles in a workspace and company."

- YEAR 7 STUDENT

"I learnt that different roles in the workplace have different attributes required. Jobs such as HR managers and Accountants require skills such as good communication and being able to add numbers up quickly."

- YEAR 7 STUDENT

"I learned that you can still use creativity in making a product and that it is not only mathematics and sciences."

- YEAR 7 STUDENT

"What I found most helpful was that it told us what subjects accumulated into which job or career."

- YEAR 7 STUDENT

"I learned how to get into engineering and what lessons you need to study to build up the skills that you need for the job."

- YEAR 7 STUDENT

"I learnt what different roles do and how different subjects can take you into different careers."

- YEAR 7 STUDENT

Benchmark 2 - Career & Labour Market Information

"I learnt about the general salaries of jobs in a business, I learnt that most jobs require communication and that qualifications aren't everything that a job interviewer looks at when recruiting people."

- YEAR 7 STUDENT

"I've learnt a lot of the roles such as an HR manager whose role contains hiring people with unique skills and experiences and I also have learnt a lot about taxes and where money goes after you receive pay."

- YEAR 7 STUDENT

"There are lots of different jobs out there not just ones that are spoken about or known well."

- YEAR 7 STUDENT

"I learnt about paychecks, jobs, qualifications and what lessons you need to be really good at such as drama, maths and engineering when doing sales."

- YEAR 7 STUDENT

STUDENT VOICE

More Student Voices

Further verbatim responses from Year 7 students, demonstrating the breadth of learning and the depth of impact across workplace skills, teamwork, and employer encounters.

Benchmark 3 & 6 - Workplace Skills & Experiences

"I learned about the importance of communication, what it really means to be employed, and what I need to do to get a great job in the future."

- YEAR 7 STUDENT

"I learned that every person in a workplace provides value to the team creating a good company and place of work."

- YEAR 7 STUDENT

"I learnt the importance of speaking with confidence - it can get you salaries of thousands of pounds."

- YEAR 7 STUDENT

"I learned that it is hard to work but with teamwork, it makes it much more simple."

- YEAR 7 STUDENT

"Pretending to sell a product to the other 5 people on the table because it felt like we were adults discussing very important terms."

- YEAR 7 STUDENT

"My favourite part of the workshop was the activities and the problem solving because it tested our brains and you could learn leadership and teamwork."

- YEAR 7 STUDENT

"I have learned about problem solving and teamwork and how to work together with people I do not know."

- YEAR 7 STUDENT

"I learnt about different roles in a company and their pay alongside the process of payment."

- YEAR 7 STUDENT

Benchmark 5 - Encounters with Employers

"The questions at the end for the BAE Systems engineers showed me potential careers and subjects that I want to pursue."

- YEAR 7 STUDENT

"People of real knowledge and experience of working life were there to help and inspire us - we got personal feedback so I could know how working life is really like."

- YEAR 7 STUDENT

"When they explained many jobs it was exciting to learn about them and to know what skills you need for what profession."

- YEAR 7 STUDENT

"I enjoyed when we got to ask them questions at the end - it helped me understand what working life is really like."

- YEAR 7 STUDENT

"About BAE and the hierarchy and structure of business - hearing from real engineers made it feel real."

- YEAR 7 STUDENT

"That getting a job can be hard but can be worth it because you are doing what you love."

- YEAR 7 STUDENT

CONCLUSION

A Proven Solution for KS3 Careers Education

The initial feedback from this Year 7 delivery confirms that the **Step Into the World of Work** workshop successfully bridges the gap between the KS3 classroom and the professional world. By combining immersive workplace simulations with clear links to the curriculum and labour market realities, the programme delivers a high-impact careers intervention that students find both genuinely enjoyable and highly educational.

The data demonstrates that this workshop directly addresses the most common concerns raised by Careers Leaders: it provides meaningful workplace experience without leaving school, it engages and motivates students at this age, it builds real employability skills, it introduces labour market realities, and it raises aspirations.

95%

enjoyed the
workshop

94%

learnt something
new

96%

understand how
subjects shape careers

6/8

Gatsby Benchmarks
evidenced

"Consistently engaging, insightful, genuinely enjoyable for students and staff, incredibly flexible, and they can tailor their programme to suit the individual needs of your school."

MRS S HARMAN

Careers Coordinator, Sir Joseph Williamson's Mathematical School - 5.0 ★★★★★

Why Book Step Into the World of Work?

Tried and tested: 20 years of delivering careers events across 700+ schools in England.

Gatsby-aligned: Directly evidences 6 out of 8 Gatsby Benchmarks in a single session.

Flexible and scalable: Two-hour school hall delivery, repeatable format - suitable for whole-year-group delivery.

Real impact: Students leave with a tangible understanding of the world of work, the skills required, and how their current studies connect to their future.

Ready to bring this experience to your school?

www.brightfutures-experience.co.uk