The Role of Experiential Learning in Careers Planning for the Future of Work in the 21st Century

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What is Experiential Learning?
Learning Through Reflection on Doing

- “Learning is the process whereby knowledge is created through the transformation of experience” Kolb 1984
- All 4 stages feed into each other all are needed to facilitate effective learning
- No one stage is effective as a learning procedure on its own.
Experiential Learning in Action
Insights on Experiential Learning to…..

• Needs to pass the ‘So What Test’ and be personal relevant to the individual
• Absence of excessive judgement – providing a safe space to work through self discovery
• Create a learning climate where reflecting on mistakes is a critical ‘must not miss’ opportunity for learning
• Build an educational practice that starts firmly with where the learner is at

In the 21st Century..

• Great tool to help students to learn how to go about learning independently (Smith et al 2016)
• Can help equip young people with a framework to join the dots to navigate a Future of Work where we don’t yet know what those jobs might be
Example of Experiential Learning Using the Gatsby Benchmarks of Good Careers Guidance

How can I apply my learning into a new setting?

EXPERIENCE

- Encounters with employers and employees
- Stable Careers programme
- Personal guidance

EXPERIMENT

- Encounters with FE and HE
- Experience of workplaces
- Addressing needs of individual pupil

REFLECTION

- What do I already know? What do I need to know more about?
- Using Employer Mentor Support: What is important to me? What connections have I made?
- ‘So What’ Make it personally relevant to me

CONCEPTUALISATION

- Linking curriculum learning to careers
- Learning from career and labour market information
YE Company Programme Milestone Map

Starting Up

Creating the Board of Directors

Generating the Idea

Business Planning

Launching

Running the Enterprise

Winding Up

Looking Back & Next Steps

Young Enterprise is among a number of enterprise & careers education providers that work closely with schools. For info on range of careers and enterprise education providers in your area please contact the Careers and Enterprise Company. www.careersandenterprise.co.uk/
YE Company Programme
Delivering Gatsby Benchmarks Through Experiential Education

EXPERIENCE

- Set up and run a Young Enterprise Company for up to one academic year.
- All decisions made by young people including roles and product choice

REFLECTION

- Supported by a volunteer business adviser
- Become aware of careers of local employees and skills valued in the workplace

CONCEPTUALISATION

- Recognise qualities and skills needed for employment – skills they have and still need to develop,
- Understand how skills / knowledge gained can be applied within the curriculum
- Experience and insight into a broad range of roles to run a business

EXPERIMENT

- Apply skills, skills, knowledge, enterprising qualities gained into future settings
- Recognise strengths and areas for development to inform future goal setting/careers planning
- Create personal accounts of employability skills developed and applied within a real world context
- Applied Learning into new situations. FE/HE Applications.
- Apprenticeship/Employment Interviews

YE Company Programme
Delivering Gatsby Benchmarks Through Experiential Education
Longitudinal study showed 94% of YE Company Programme Alumni go into post statutory education EET compared with 87% Office National Statistics for this age group.
Using Experiential Learning to Support Careers Planning TAKEAWAYS

**Experience of workplaces, FE and HE is most effective when ‘warmed’ up by knowledge of general concepts / skills**

**Local employer / industry engagement invaluable – you can’t be what you can’t see**

**Role of mentor to help make sense of experience and understands the learning cycle**

**Diversity of support to encourage greater self awareness**

**Engage parents**

**Create a safe space to make mistakes and transfer new learning into a future setting – builds competencies eg) resilience.**

**Encourage self directed learning**

**Experience of workplaces, FE and HE is most effective when ‘warmed’ up by knowledge of general concepts / skills**

**Value discovering what is important to you including what don’t want as much as what you do**

**Understand skills you have and those you need to develop**

**Link curriculum to careers and career relevancy back to curriculum**

**EXPERIENCE**

**EXPERIMENT**

**REFLECTION**

**CONCEPTUALISATION**

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**EXPERIENCE**
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Thanks for Listening!