National Work Experience Standard

CERTIFIED BY FUTURES FOR ALL

FAQs for Employers

01 **What is National Work Experience Standard – Certified by Futures For All?**
An independent certification for employers that provide high-quality work experience. Organisations are assessed against a national framework developed by Futures For All, the UK's largest provider of work experience, drawing on over a decade of direct research and practice with employers, schools, and young people. It recognises organisations whose placements meet a set of evidence-based quality standards, covering the full placement journey from preparation through to follow-up support.

02 **Who is it for?**
Any company or organisation that offers work experience for young people and wants independent verification that their programme meets a National Standard. It is relevant across sectors and organisation sizes.

03 **How is it different from other quality marks or membership schemes?**
Certification is only awarded following an independent assessment. It is not self-reported, not membership-based, and not a badge you can buy. Every standard has to be met. That independence is what gives it credibility with schools, young people, investors, and procurement panels.

04 **What does the assessment cover?**
How work experience is designed and delivered, the quality and structure of the programme, and its impact. The framework sets out nine quality standards for work experience placements, organised across three phases: Before, During, and After. It's underpinned by a decade of research and delivery, and used to assess and benchmark work experience placements.

05 **How long does the process take?**
This depends on the timing of your most recent or upcoming work experience programme, since assessment is based on real placement evidence. It starts with a free and quick self-assessment, which is a diagnostic tool that gives employers an initial picture of how their work experience placements measure up. For a full assessment timeline, speak to a member of our team, and we'll be happy to talk you through a timeline based on your circumstances.

06 **How much does it cost?**
National Work Experience Standard – Certified by Futures For All is a paid service, which includes the cost of independent evidence review against the Standards and certification. The cost is £3,500 (plus VAT).

07 **What happens if we do not meet the standard?**
You will have the opportunity to resubmit evidence if there any gaps identified after the assessment. If the evidence still doesn't meet our Standards, your submission may go to a moderation panel, or you will be given an opportunity to do a full resubmission at a later date. Your assessor will have more information should this be the case.

08 **What do we get when we are certified?**
A certification badge to display on your website, recruitment materials, job listings and communications – providing independent, verifiable proof of your commitment to a high-quality work experience. We may also feature selected certified employers in case studies on the Futures For All website, shared with our network of over 2,200 schools.

09 **We already have a strong work experience programme. Why do we need external certification?**
Because saying it and proving it are two different things. Certification turns a good intention into a verified fact, one that holds up in an Environmental, Social and Governance (ESG) report, a board presentation, a school conversation, or a public sector tender, including as evidence of social value.

10 **How does this support our ESG reporting?**
Certification gives your social mobility commitments independent credibility. National Work Experience Standard is a verified, independently assessed standard, not a pledge or a policy. It provides evidence you can cite in annual reports, investor briefings, and social value reporting.

11 **How long does certification last and when does it need to be renewed?**
Certification is valid for three years and subject to renewal assessment. Renewal recognises that a returning employer requires less assessor time, and is priced accordingly.

12 **How do we get started?**
Start your free self-assessment. It's quick and gives you a clear picture of where your programme stands before you commit to anything.

For more information, contact us: **national.standard@futuresforall.org**

Visit the home of National Work Experience Standard