

Example Roleplay Exercise

- The exercise you are about to complete involves a roleplay scenario, where you will be answering the phone to an employer who has called the office to find out more information about the DYW project.
- **[Insert interviewer name]** will play the role of the employer.
- Below is a brief which outlines the aims of the Developing the Young Workforce project. You will have 10 minutes to read this brief and make any notes that you might find helpful with regard to how to approach the phone call.
- The roleplay will commence as soon as the interviewers return to the interview room. As this is a telephone roleplay, the interviewers will sit with their backs to you, as they will not then be able to consider body language or eye contact as part of the assessment process.
- The roleplay should last no longer than 5 minutes.

Project Overview

The key objective of the West Lothian Developing the Young Workforce project (WL DYW) is to encourage and support increased and improved engagement between businesses and education providers. The team do this by working with employers to understand how developing young people might add value to their business and, from there, the WL DYW team identifies the most appropriate next steps for the employer to take. Business involvement depends on a range of factors, including how much time employers would like to commit – some can commit to a couple of hours twice a year, others to more than that – however any time they can commit is appreciated.

Some of the ways in which businesses can get involved are listed below:

Working with schools/colleges/partner organisations

- Offering work placement opportunities (this can be in a traditional week-long block, an extended placement option or a more bespoke arrangement)
- Delivering career/industry insight talks to groups of students/staff
- Hosting site visits at the workplace (students/staff)
- Supporting with career guidance such as conducting mock interviews
- Running competitions or projects

Recruiting a young person

- Finding a suitable young person to fill a job vacancy
- Taking on a Modern Apprentice

Employers find a range of different benefits to getting involved, examples include:

- Using it as a Continuous Professional Development opportunity for managers/staff
- Raising awareness of an industry/company
- Benefitting from the fresh perspective that young people can bring to business
- Corporate Social Responsibility
- Becoming ambassadors for investing in young people, with accompanying positive publicity

There is no set cost involved for employers in being part of the project, other than the time invested in developing young people. The only occasions a cost would be involved would be if an employer was actually employing a young person, in which case their wages would be the cost as normal, or if they were running a competition or project which involved some materials being purchased.

The DYW project works with a range of partners, including the local schools and colleges, so that we are best placed to identify the most suitable arrangement for each business.

If an employer contacts DYW to find out more, we can arrange for a member of the team to come out and visit the employer, or to call them to discuss further.