

# Another recruit from the Work Experience Placement Programme

Vicky Ellis, Head of Business Support at CUB, explains why she feels the programme is so effective: "The work experience placements which are run by the Jobcentre work really well for our business. Finding skills and experience in an office based environment for a number of positions we hold can be challenging and with our location and the skills in the immediate area, primarily being agricultural or skilled labour finding hidden gems can be tough.

"Not everyone is able to apply themselves and sell their skills and experience on their CV, and employers face difficult decisions when recruiting to ensure that they find the right candidate without giving a commitment of offering employment straight away. The work placement gives businesses an opportunity to try and test out potential candidates with real work placement experience and gauge their suitability for the business and the role, and in turn the applicant has an opportunity to see if the business, responsibilities and job is a good fit for them also.

"We have had a huge amount of success with work placements in the past and I would encourage other businesses to make use of this as a recruitment tool to help assess a candidate's suitability for a role."

Becky, who had finished an apprenticeship as a Receptionist and Hub Administrator with Roddons Housing, was eager to find her next job role and so applied to take part in the Work Experience Placement Programme. Becky said of the experience: "Personally, I have never struggled to get a job and when I was asked to do work experience from the Job Centre I just wanted to start working rather than doing the experience placement without a guaranteed job at the end of it.

After sitting down and speaking with an advisor they informed me that this is how most businesses work, experience first and then they offer you the job based on whether it is the right job for you and whether you are the person they are looking for.

"The work experience gave me a massive overview of what the actual job role included, as when I had my first interview I wasn't quite sure what it involved and I wasn't quite sure what CUB did. Doing work experience gives you the chance to show the company what abilities you have and how you can really do what you say you can.

"Whilst on my two week placement I also got to work on my own and within the team to see how it all worked and fit together. If I was ever in the situation again where I needed to do work experience before being offered a job I would definitely do it as it gives you the chance to see whether you are going to enjoy working for the company. That gives you the confidence to say 'No it's not for me' or 'Yes I'd love to stay!'"

So how has Becky found working for CUB so far?

"I absolutely love it I really enjoy my job role and I have been made very welcome by all the fantastic people I work with and have settled in well."

Read the full story here: [Cambridgeshire Chamber of Commerce](#)