

WORK EXPERIENCE

A GUIDE FOR LOGISTICS EMPLOYERS IN ENGLAND

**GENERATION
LOGISTICS™**



GXO



Department
for Transport

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What's the Challenge?

The freight and logistics sector faces chronic workforce challenges. Despite some easing of short-term shortages, long-term issues remain acute. A significant portion of the workforce is ageing – for example, the average age of an HGV driver is 48* – raising concerns about succession planning and the future talent pipeline. Roles such as HGV drivers, warehouse operatives, logistics managers, and vehicle technicians are particularly vulnerable, with up to 18% of workers in some roles already aged 60 or over, indicating a substantial retirement risk by 2030**.

At the same time, younger people often lack awareness of these roles or view the sector through a narrow lens, focusing only on manual or frontline jobs. This limits the pool of incoming talent and reinforces outdated perceptions of what logistics work entails.

Employers also face challenges related to diversity and flexibility. The sector is predominantly male, and while warehousing and courier services have attracted more varied applicants, areas like road freight and maritime remain heavily male-dominated. Moreover, the limited uptake of flexible or part-time work options makes it harder to appeal to underrepresented groups – including women, disabled individuals, and career-changers. Perceptions of inflexible or low-skilled roles persist, despite the sector's growing demand for digital, green, and strategic capabilities. This disconnect hinders both recruitment and retention.

*Skills and Employment Update Q1 2025, Logistics UK, 2025

**Future Skills Assessment for the Transport Sector, NSAR, 2025





What's the Opportunity?

Work experience is one of the simplest and most powerful ways to inspire the next generation and show them that logistics is a dynamic sector that keeps the country moving.

For young people, even a single site visit or short project can shift perceptions. For employers, thoughtfully designed placements are a practical, low-cost way to build awareness of the full range of roles in the sector, from planning, compliance and customer service, to technology, sustainability and automation.

At a time when schools and colleges are under increasing pressure to provide workplace experiences, employers have a timely opportunity to step in. The Government's Work Experience Guarantee commits to every student under 16 completing two weeks of high-quality work experience. This is backed by the Gatsby Benchmarks, a framework for careers guidance, where Benchmark 6 requires all students to engage directly with the world of work in all key stages. Yet many schools are struggling to find placements.

For logistics employers, this creates a clear opportunity to support future talent, challenge outdated stereotypes and widen access to the sector while also strengthening local partnerships, spotting emerging talent early, and contributing to social value goals.

In a sector that urgently needs to diversify, modernise and future-proof its workforce, work experience is not just a 'nice to have' - it's a strategic investment. Employers that embrace it now will be better positioned to meet tomorrow's challenges with a stronger, more informed, and more resilient talent pipeline.

What's in it for employers?

By offering even a small placement or virtual insight day, logistics employers can:

- Showcase the full range of careers, from automation and data to HR, health and safety, and sustainability
- Reach students from diverse and underrepresented backgrounds
- Provide valuable CPD for staff through mentoring and coaching
- Strengthen visibility with schools, parents, and local communities
- Align with local labour needs and future-proof talent pipelines

Work experience helps challenge outdated stereotypes, connect with your future workforce earlier, and give young people the confidence, skills and connections they need to succeed.

What support exists?

The Government's careers strategy is delivered by the Careers & Enterprise Company (CEC), working with 93% of schools and colleges through its Careers Hub network. CEC helps employers engage with schools in ways that are structured, inclusive, and aligned with local labour markets – including logistics.

A new framework, equalex, is a set of learning outcomes and objectives that ensure experiences of the workplace are progressive, meaningful, and build over a young person's education journey so that they can make well-informed decisions about their best next step.

As part of equalex, a modern, flexible model for work experience is offered. Instead of relying on a single one-week placement, equalex supports a series of shorter encounters, such as site visits, project-based tasks, and workplace challenges, that together offer up to 10 days of real-world meaningful exposure. For busy logistics employers, this makes engagement more achievable and scalable.

Participating through equalex also helps you meet the CEC Employer Standards, a recognised framework for inclusive, high-impact school engagement.



How do we get started?

- 01.** Start small
Try a one-day visit, virtual taster, or a single placement.
- 02.** Add meaning
Use real tasks or projects that reflect your business.
- 03.** Promote it
Connect with local schools, share student stories, and invite young people in.



MYTHBUSTING

Despite growing interest in talent pipelines, many employers still underestimate the value of work experience. Misconceptions can lead to minimal involvement or missed opportunities entirely. But when approached with clear structure and purpose, work experience can be a powerful tool – not just for inspiring young people, but for shaping future-ready businesses.

Myth:

“Work experience takes too much time to organise.”

Reality:

With the right structure and support, even small, time-limited placements can be impactful. Templates, partner organisations, and digital tools can streamline the process, making it manageable even for busy teams.

Myth:

“Young people don’t have anything useful to contribute.”

Reality:

Students bring fresh perspectives, curiosity, and digital know-how. Given the right brief, they can add value to real tasks, offer creative insights, and even challenge stale assumptions.

Myth:

“We don’t have the right kind of roles for students.”

Reality:

Every business has functions students can engage with – from marketing and finance to tech and sustainability. What matters most is designing tasks that give insight and build confidence, not finding a perfect job match.

Myth:

“It’s just observing – they can’t actually do anything.”

Reality:

Even short placements should involve active tasks: researching, giving feedback, testing user journeys, creating content, or contributing to internal projects. The key is aligning activities with their abilities.

Myth:

“It’s too risky – what if something goes wrong?”

Reality:

With simple planning and clear guidelines, risks are minimal and manageable. Thousands of businesses host students every year without issue – and often report positive outcomes for staff morale and culture. Schools, colleges and local Careers Hubs can support with risk management.

Myth:

“Only big companies can offer meaningful placements.”

Reality:

Small and medium-sized businesses can offer rich, hands-on experiences with greater variety, closer mentorship, and a more personal touch – often leaving a bigger impression than a large corporate setting.

Myth:

“We need a perfect, polished programme before we start.”

Reality:

Progress beats perfection. A thoughtful first placement can be small and simple – and improved over time. Feedback from students often helps shape better experiences in the future.

Myth:

“It’s only valuable if they want a job with us afterwards.”

Reality:

The impact of work experience extends far beyond recruitment. It builds brand awareness, strengthens community relationships, demonstrates your organisation’s commitment to social value and develops workplace skills and behaviours for young people.

Myth:

“We won’t see any return from it.”

Reality:

Many employers discover untapped enthusiasm, build stronger community ties, and even identify future apprentices or employees. It’s a long-term return – not just a short-term output.

Myth:

“It’s too hard to measure success.”

Reality:

While long-term impact may take time, short-term indicators like student feedback, staff reflections, or even a returning apprentice are all signs of value.



Work Experience Programmes

Creating meaningful opportunities for young people starts with how the sector presents itself.

Employers can broaden horizons by showcasing the full spectrum of job families that keep logistics running – not just operational roles like drivers and warehouse staff, but also careers in HR, marketing, IT, sustainability, finance, automation, and health and safety. Site visits, career talks, and employee stories are powerful tools for revealing the diversity behind the scenes.

To attract students and schools to your work experience programme, promotion matters. Don't assume they'll come to you. Share clear, engaging information through your website, local networks, and school partnerships. Use short videos, case studies, or social media posts that show real students doing real tasks. Get your teams involved in awareness events, open days, or virtual Q&As – especially staff who've joined through early careers pathways. Word of mouth from schools, parents and students themselves is one of the most effective tools for building interest and trust.

Framing logistics as a dynamic, interconnected system, where real-time decisions, technology, and coordination keep goods moving, helps students see it as an environment where they can solve problems, be creative, and make a difference. Hands-on, project-based experiences like designing a delivery route or tracking a product's journey bring these concepts to life. It is also important to highlight roles that align with different cognitive strengths, such as data integrity, systems thinking, or pattern recognition, making space for neurodiverse talent in the narrative.

Finally, the language used to describe roles matters. Swapping out technical jargon for relatable, purpose-driven terms, such as describing a “transport compliance analyst” as someone who “keeps deliveries safe and on track behind the scenes”, can help young people understand, relate to, and imagine themselves in the role. These changes help open the door wider, creating entry points for students from all backgrounds and learning styles.



Case Study:

Redesigning Work Experience for Real Impact



Recognising that past placements had limited impact due to lack of engagement and context, Fagan & Whalley made the decision to create a more structured, supported, and educational experience across multiple sites and departments for two Year 10 students. Internally, the company worked to challenge common myths about work experience, such as perceptions that students would be unmotivated, disruptive, or unable to contribute meaningfully. By involving department leads in the planning process, giving them visibility into the students' development, and providing parent and school feedback, those assumptions were effectively addressed.

As a logistics employer with deep ties to local education through their Enterprise Adviser and careers governor roles, Fagan & Whalley understood that students often struggled to connect with operational roles when they didn't see the bigger picture. The new programme addressed this by designing a full-week itinerary (shared with schools, students, and parents in advance) that gave students access to the end-to-end functions of the business, including systems, customer service, health and safety, driver training, vehicle maintenance, and depot operations.

Each day had a clear structure with learning outcomes linked to specific departments. For example, in customer service, students were guided through Fagan & Whalley's customer portal, taught how to track vehicles, and learned to book and edit orders on the system. These tasks were delivered collaboratively by department leads and team members from diverse roles and backgrounds, creating a more engaging, hands-on learning environment. Active participation was prioritised, blending shadowing with small tasks that gave students ownership and confidence.

Crucially, the programme included pastoral and reflective support. Daily check-ins with HR and managers ensured students felt safe and supported, and mid-week reviews involved schools and parents to share progress and address any challenges. Feedback was also gathered and shared with departments, recognising their contribution and reinforcing the business value of participation.

One particularly impactful moment came when students were encouraged to offer suggestions for improvement. Their ideas – focused on streamlining internal processes – were shared in team meetings and even presented directly to directors. This not only demonstrated to students that their voices were heard, but also showed staff that work experience can drive innovation and insight.

The outcome was a significant improvement in student engagement, departmental satisfaction, and community relations. The local school has since invited Fagan & Whalley to expand their involvement in careers support, confirming that a well-designed placement can create ripple effects well beyond the one-week experience.



Case Study:

Delivering Futures – Royal Mail’s Work Experience Programme



As one of the UK’s largest employers - providing 1 in every 200 jobs - Royal Mail has made a bold commitment to the next generation of logistics professionals through its Future Delivered outreach strategy. A cornerstone of this approach is its growing work experience programme, which aims to provide 1,000 placements annually across operational and corporate functions. The programme is designed not only to inspire young people but to remove barriers to employment and directly support wider social mobility goals.

Placements are typically hosted within operations due to Royal Mail’s vast national footprint, but the programme extends across a wide range of functions, from engineering, fleet, HR, and property to marketing, compliance, and technology. This broad reach helps to challenge outdated perceptions of the sector as solely manual or low-skilled, showing students that logistics offers varied, professional, and progressive careers. The Work Experience Toolkit, with templates for 1, 3 and 5-day blocks, provides staff with easy-to-use resources, making it simple for managers at all levels to host placements confidently and consistently. While many placements still come through personal or family connections – and this remains a valuable entry point – Royal Mail is actively working to broaden access and ensure opportunities are available to those without industry networks. By formalising the process and capturing demand through national coordination, insight sessions and digital forms, the programme helps reach a more diverse pool of young people across the UK.

One recent placement, coordinated in partnership with local education leaders, focused on some of the most disengaged and hard-to-reach students – and the impact was immediate. Verbal feedback from students included:

“Best thing I’ve ever done. I actually learnt how to fix a seatbelt!”

“Because I have met the staff and they were sound, it makes me confident to apply in the future.”

“I learnt about Royal Mail and the different jobs.”

These reflections, gathered informally on the journey home, demonstrate not just enjoyment but confidence-building, practical learning, and career motivation – especially valuable for those who may not have considered logistics a viable or welcoming career path.

Key to the programme’s success is the supportive and structured approach: students meet staff across multiple functions, complete tasks linked to real operational processes, and interact with mentors who take time to explain, involve, and encourage them. The use of accessible language, hands-on learning, and daily feedback loops, including updates to parents and schools, ensures young people feel seen and valued.

Royal Mail’s model also busts internal myths that work experience is difficult to run or adds little value. With a clear process for registering interest, matching students to local hosts, and tracking feedback, the programme is well-embedded and designed to scale. The result is a stronger talent pipeline, a visible commitment to community engagement, and an experience that leaves a lasting impression on everyone involved, from students to staff.

For employees, hosting placements also offers valuable CPD opportunities, helping them build skills in mentoring, communication, leadership, and cross-generational engagement.





Case Study:

Longer Placements, Deeper Learning



GXO's work experience programme offers students aged 16–18 a flexible, paid entry point into the world of logistics that stands out for its longer-term commitment and meaningful exposure. Rather than brief placements, the programme guarantees a minimum of eight hours per week on a schedule tailored to fit around school or college. This structure allows students to build familiarity with real workplace routines and responsibilities, often accumulating additional hours during holidays or after classes, deepening their experience over time.

Far from being token work placements, these opportunities provide sustained learning, where young people can gradually develop confidence, professional habits, and insight across multiple roles within the business. For many, this experience not only boosts their employability and financial independence but also positions them as potential future apprentices, thereby building genuine talent pipelines and supporting long-term social mobility in the sector.

My experience on the programme

Jack Kent



I'm currently studying engineering, business and maths at the JCB Academy, and alongside that, I work with GXO. Instead of doing a traditional one-week placement, I work every Saturday for an eight-hour shift. It's paid and flexible, so I get hands-on experience in engineering without interrupting my studies, which is a great way to prepare for a future apprenticeship.

I started out working on the packaging lines after my GCSEs. When I noticed an issue with the sticker rolls coming loose, I used my CAD skills at home to design a solution. My manager encouraged me to build and test it, and when it worked, I asked if I could do some engineering-related work experience. That turned into the role I have now.

Each week I work with the engineering team on things like inspecting conveyors, testing sprinklers and generators, and doing preventative maintenance to keep everything running smoothly. It's rewarding knowing that even at 18, I'm trusted to contribute, and my ideas are taken seriously. I've even seen how different sites operate and how the tech varies between them.

This role has given me confidence, practical knowledge, and a clear sense of where I want to go next. My goal is to move into a full-time engineering apprenticeship and eventually progress into a leadership role.

My experience on the programme

Felicity Atkinson



When I first joined the programme, I didn't know much about logistics – I just wanted to try something new while I was studying at college. I'd been on a different path, studying policing, but once I got hands-on experience in the Stock and Admin team, everything changed. I started part-time, fitting shifts around college, and found myself enjoying the environment, learning how different teams work, and slowly building confidence.

What made the biggest difference was the variety. I spent time in Customer Services, Freight Billing, Layout, and now I'm supporting our Health and Safety Manager, which has sparked a whole new interest in that area. Being part of the programme helped me realise that logistics has a lot more to offer than I first thought, and that there's a real career path here.

Now, I'm a full-time team member and working towards my Level 3 Business and Administration apprenticeship. I still get six hours of study time each week, and the support from my team has been amazing. It's not always easy, but I can see how everything I'm learning is preparing me for a future in Health and Safety – and I'm excited to keep growing with GXO.





Case Study:

Broadening Horizons Through Logistics – John Lewis Partnership



Coordinating a joint placement week across schools is no small task, particularly with each school needing to find placements for hundreds of Year 10 students. But the effort pays off: the programme blends hands-on activity with interactive workshops that introduce students to the full supply chain ecosystem, from stock control and transport to engineering, training, and sustainability. Time spent with support teams, driver trainers and operational staff helps students understand how all the roles fit together and the scale of opportunity within the John Lewis Partnership.

Students also get exposure to innovation in action. At Magna Park 3, they learn about recycling, customer delivery and the manual network before competing in a Partnership-themed quiz hosted by the visual and engagement teams. A full day at the nearby Fenny Lock site introduces them to robotics and automation, opening their eyes to how tech and logistics go hand-in-hand.

Feedback from students reflects the impact of the programme.

“I found it very fun and entertaining, and the staff are so nice – best I’ve ever met. I’ll definitely come back and recommend it to others.”

“I would recommend it because it was a very good and interesting experience. I learned a lot of new things and made good memories – everyone was very nice and respectful.”

“I enjoyed talking about having a possible career at John Lewis.”

In parallel, the team also runs a dedicated SEND programme throughout the year, working closely with two local schools. Six students attend each week from January to October, gaining practical experience as well as communication and employability skills that support their transition into the world of work. Several students, both SEND and mainstream, have since gone on to work with John Lewis via the on-site agency, continuing their journey in logistics while still studying.

By combining hands-on learning with exposure to real roles and a warm, inclusive welcome, the team at Magna Park is helping to build awareness, aspiration and ambition. As one student summed up: “My overall experience was to be pleasantly surprised.”



At Magna Park, the John Lewis Partnership has built a strong and inclusive approach to early careers, delivering a multi-layered work experience programme that supports both mainstream and SEND students. Now in its third year, the model brings together up to 10 students at a time from multiple local schools, offering them a structured week of discovery within the logistics sector.





Creating Equitable Access to Work Experience

Delivering meaningful experiences for young people is also about ensuring they can get there, feel safe, and have their basic needs met. Preparation plays a big role here: helping students know what to expect before they arrive can put them at ease and remove unnecessary stress. This might include sharing a short video where staff introduce themselves, offering a virtual tour of the site, or simply providing clear guidance on practical details such as what to wear, when breaks are, whether they need to bring lunch, and what time the day will finish. Working closely with schools to identify individual needs and support this preparation helps create a welcoming environment. For logistics employers aiming to support social mobility, addressing these barriers is not just about removing friction; it is about sending a message that logistics is open to all. It shows students that the sector sees and values them, regardless of background.

Travel to Site

Barrier:

Not all students have the financial means or support to travel to industrial estates, depots, or transport hubs, especially those located in rural or peripheral areas.

Impact:

This limits access to students from lower-income backgrounds or those without family support, widening existing opportunity gaps.

Solutions for Employers:

- Schedule experience days to align with public transport timetables or consider hiring minibuses for group visits
- Offer virtual alternatives where appropriate, especially for students in remote or hard-to-reach regions
- Partner with local transport authorities or education providers to offer subsidised or free travel passes

Access to Food

Barrier:

Students may arrive without meals or funds to purchase food, particularly those eligible for free school meals.

Impact:

A hungry student is unlikely to engage fully, and this can lead to discomfort, stigma, or withdrawal from opportunities.

Solutions for Employers:

- Provide lunch or snacks as part of the experience, making it part of the hospitality and welcome
- Offer a discreet voucher system or partner with local caterers for inclusive provision
- Remember to make meal options culturally inclusive and respectful of dietary needs



Clothing and Safety Gear

Barrier:

Some students may not own appropriate workwear (e.g. steel-toe boots, high-vis jackets) or may feel out of place if they don't "look the part".

Impact:

This can discourage participation, reinforce feelings of exclusion, or result in students being unable to take part in certain tasks.

Solutions for Employers:

- Provide all necessary PPE and workwear in advance or on arrival
- Communicate clearly that no special clothing is required beyond basic comfort and safety
- Where uniforms are part of the experience, offer inclusive sizing and a welcoming explanation of their purpose

Accessibility and Additional Needs

Barrier:

Students with disabilities or neurodivergent conditions may find typical logistics environments overwhelming or physically challenging.

Impact:

Without reasonable adjustments, students may disengage or be excluded from opportunities altogether.

Solutions for Employers:

- Offer a pre-visit planning conversation to identify adjustments and preferences
- Ensure facilities (including toilets, entry points, and tasks) are accessible
- Train staff on how to create neurodiversity-friendly environments, including offering quiet spaces or alternative formats

Cultural and Psychological Safety

Barrier:

Young people from marginalised backgrounds may feel unsure if they will be welcome or respected, especially in environments with limited diversity.

Impact:

A perceived lack of inclusivity can deter students before they even step through the door.

Solutions for Employers:

- Assign a welcoming staff contact or mentor they can relate to
- Include clear messaging in materials that your workplace welcomes everyone, including underrepresented groups
- Encourage diverse staff (where available) to share their own stories and career journey

Understanding of the Workplace and Expectations

Barrier:

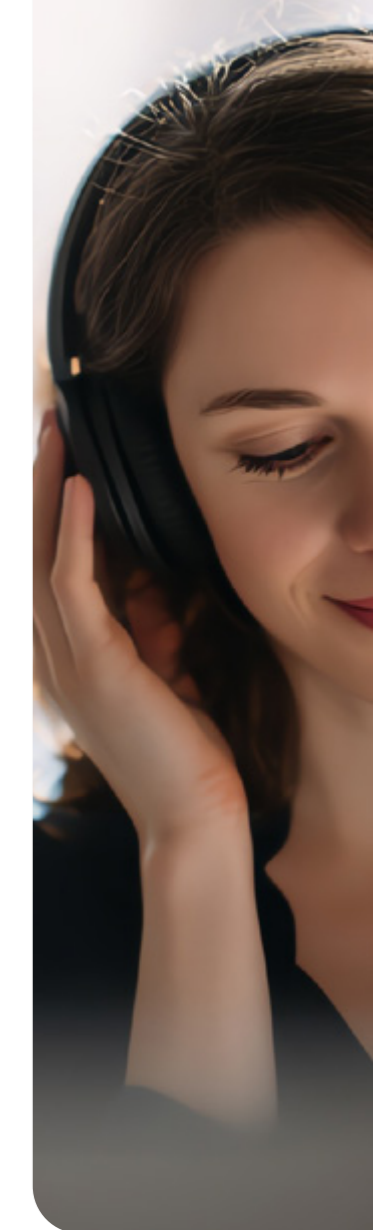
Students with limited family exposure to professional work environments may not know what to expect — from workplace etiquette to dress codes or how to ask questions.

Impact:

This can lead to anxiety, low confidence, or misunderstandings that affect the placement experience.

Solutions for Employers:

- Share a simple "what to expect" guide in advance, covering things like dress code, lunch arrangements, typical daily structure, and who to talk to
- Assign a friendly point of contact or mentor to check in during the day
- Keep instructions clear, jargon-free, and welcoming



Virtual Work Experience

For logistics employers who find it challenging to host in-person placements, due to site access, safety constraints or limited staff capacity, virtual work experience (VWEX) offers a flexible, scalable way to engage young people and build sector awareness. While it may not fully replicate the impact of on-site exposure, virtual models can still spark curiosity, build skills, and widen access, particularly for students who might otherwise miss out. A hybrid approach, combining virtual elements with shorter or carefully managed on-site visits, can provide the best of both worlds: broad accessibility alongside valuable real-world insight. With the right structure and support, VWEX can be a meaningful stepping stone into the world of logistics.

Case Study:

GXO's Virtual Work Experience



GXO partnered with Speakers for Schools to design and deliver a three-day VWEX programme for 16-18-year-olds, hosted via Google Classroom. The sessions introduced students to logistics through real-world themes like sustainability, innovation, and inclusion, while also developing communication and employability skills.

Interactive activities such as quizzes, breakout room collaboration, and supply chain mapping games helped keep students engaged. Feedback showed strong impact: 100% of students found it informative, 83% found it interesting, and 75% said it was interactive.

Most popular elements included live speaker sessions and gamified content. The experience supported GXO's early careers outreach and gave students a valuable glimpse into logistics beyond the warehouse floor.

Case Study:

Generation Logistics x Asda Logistics Services Virtual Work Experience

In July 2025, Generation Logistics partnered with Speakers for Schools to host an eight-hour, two-day VWEX programme for 30 students across the UK, offering an accessible, industry-led introduction to logistics. The programme was designed to be interactive, employer-led, and creatively stimulating, combining real-world challenges with direct insights from professionals across the sector.

Each day followed a fast-paced and varied schedule. Students kicked off with a logistics-themed quiz before diving into sector-specific discussions like fast fashion returns – a major supply chain challenge. Industry professionals joined for live Q&As, sharing career journeys and workplace realities. Students responded with curiosity and enthusiasm, making the most of the opportunity to hear from senior leaders and young professionals alike.

Hands-on activities were built into every session. From designing a clothing brand that reduces returns to brainstorming how to promote the logistics profession, students worked both independently and in groups, feeding back ideas in real-time. The blend of learning, creativity, and exposure to real workplace issues gave students a genuine flavour of the industry's pace and complexity.

The programme reached a highly diverse audience: 69% of participants came from ethnic minority backgrounds, and 20% identified as having special educational needs. The outcomes were striking:

- 84% said they could now make an informed decision about working in logistics (up from 43%)
- 52% said they were more interested in a logistics career
- 95% said the experience met their expectations

Students left with increased awareness, practical insights, and a better understanding of the wide ranging roles in logistics.



Next Steps: Getting Started with Work Experience

You don't need to run a large programme to make a meaningful impact. Even one placement, one visit, or one virtual session can open a door for a young person and start building your§

1. Decide What You Can Offer

Start small and build confidence. You could begin with:

- A half-day site visit
- A single one-week placement
- A virtual taster session
- A group day with multiple students and departments

Make sure it's structured, safe, and gives students real insight into your business. The Careers and Enterprise Company's Employer Standards may help you to assess your readiness.

2. Operational Considerations

When offering work experience placements, carefully assess the suitability of the working environment and operational context. This includes evaluating whether the timing aligns with peak business periods, seasonal fluctuations, or major operational changes that may limit the capacity to provide meaningful supervision and engagement. A quieter period may offer more opportunities for structured learning and mentoring, while peak times could pose risks due to increased pressure and reduced oversight.

Additionally, employers must conduct thorough young persons' risk assessments, taking into account the age, maturity, and experience of the individual. These assessments should identify potential hazards, ensure appropriate safeguards are in place, and confirm that the tasks assigned are both safe and developmentally appropriate. Creating a safe, inclusive, and well-prepared environment is essential to delivering a positive and impactful work experience.

You can find help on risk assessments for young people here:

- [Legal compliance for industry placements](#)
- [Advice for work experience organisers](#)

3. Connect with Local Schools and Colleges

Reach out to careers leads, Careers Hubs or schools and colleges in your area. They're often actively looking for logistics employers and will welcome your interest. Consider promoting your offer via your website or social media. Building relationships with local schools, colleges, and community groups can widen reach, while offering structured programmes, such as virtual tastings, shadowing days, or project-based placements, can appeal to diverse interests and abilities.

4. Use the Support Available

By sharing accessible materials early on, employers and work experience coordinators can help educators paint a fuller picture of what logistics involves, highlight real career pathways, and set students up to engage more confidently and meaningfully with their placement. Below are recommended resources and tools that can be used in pre-placement lessons, assemblies, or one-to-one guidance.

[Careers and Enterprise Company's Careers Hub network](#)

Careers Hubs operate across the country and can support with school links, activity creation, and more.

[Generation Logistics Education Hub](#)

A free, curriculum-aligned platform with videos, activities, and resources to help schools introduce logistics careers in the classroom.

[Generation Logistics \(student site\)](#)

A careers website designed to help young people explore the full range of logistics roles and pathways into the sector.

[Maritime Careers](#)

A comprehensive gateway to careers across the maritime sector designed to help employers and educators promote opportunities.

[Routes into Rail](#)

Supports individuals in exploring rail careers by mapping out entry points, qualifications, and progression routes across the sector.

[CAA STEM](#)

Provides accessible information on aviation careers and STEM pathways, helping people understand roles, training options, and routes into the aviation and aerospace sector.

5. Promote the Experience Internally

Engage your teams early. Involving staff across departments helps create positive work experience placements for young people, while giving employees valuable CPD opportunities as mentors and ambassadors. Placements work best when employees feel confident and supported to welcome and guide new entrants, helping them understand both the role and how the workplace operates.

Working with recognised unions helps ensure safety remains a priority and reinforces that work experience is designed to support, not undermine, existing jobs. Clear communication, structured inductions, and mentoring arrangements build trust and create a safe, inclusive environment. Celebrating employee involvement strengthens pride in the profession and helps make placements fair, inspiring, and beneficial for all.

**GENERATION
LOGISTICS**

**PUSH YOUR
BOUNDARIES**

Thanks and acknowledgement to members of the Department for Transport's Freight Workforce Group for their help in providing content for this pack.

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