



HRO WORK SHADOWING SCHEME 2025

The HR Work Shadowing Scheme allows organisations who are looking to engage and develop future HR talent from LSE, to host **MSc Human Resources & Organisations students** for in-person or virtual work shadowing.

Our students gain exposure and insight into an HR function or organisation. It is a great opportunity to **develop future HR talent** plus **raise the profile of the HR profession and your organisation.**

Develop your future workforce

To host a work shadow student, email: dom.employers@lse.ac.uk



How does it work?

We welcome organisations from any sector and size to apply as a Host. Hosts can offer a half or one-day in person shadowing at their offices or a virtual conversation (1-2 hours, duration/s can be agreed with students). You can host individual students separately or a small group of students together. Some previous Hosts have incorporated this scheme into their organisation's existing Insights Weeks or similar programmes which we are happy for you to do.

What will be required from me and my organisation?

As work shadowing aims to give students insight into an area rather than for them to deliver or produce work, there is no cost or salary payments required from the Host. If you plan to host the student(s) in your office, you will need to confirm that you have public liability insurance in place and provide health and safety information in your workplace. If the student(s) will be required to travel outside of London, we recommend that you provide travel expenses.

Who are the students and can I choose which students to host?

This scheme targets LSE MSc Human Resources & Organisations students, especially those who are early in their career planning or exploring a particular HR route, to give them industry insights and exposure, as well as develop their confidence.

It is not intended as formal recruitment so you will not be able to pre-select your student(s) but our Faculty Lead will select and match you to the student(s) with the best fit, interest and motivation as students have to apply formally to the scheme.

When does it take place?

The work shadowing can take place **anytime between April – June 2025**. You will be able to arrange a mutually convenient time with your student(s).

Host Benefits

- ✓ **Target, engage and build relationships with LSE MSc HR students early in their career planning**
- ✓ Gain an insight into our students' HR skills and knowledge
- ✓ Support and **develop future talent for your profession and organisation**
- ✓ **Contribute to your organisation's volunteering and CSR initiatives**, giving time to future talent and making an impact on education
- ✓ If you are an alum, this is a perfect opportunity to **give back and share your experiences** with current students



Become a Host!



To apply, submit a [**Work Shadowing Host Application Form**](#) by **Friday 28th February 2025**. If your application is successful, we will match you with a student(s) who expresses interest in your role and who we feel is a great fit for your experience or organisation, based upon their application to the scheme.

Next steps

We will inform you of a successful match and your student(s) will then contact you to arrange the work shadowing day or online conversation. Before the experience, we provide guidance to Hosts and students on how to make the most out of it.

If you have any questions or would like to discuss further, contact our Employer Relations Team [**dom.employers@lse.ac.uk**](mailto:dom.employers@lse.ac.uk)