



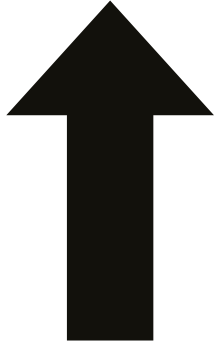
***INDUSTRY PLACEMENTS – UPSKILLING
TOMORROW’S WORKFORCE***

6 FEB 2025

TL



HM Government



WELCOME



TL

TODAY'S TEAM



Colin Bentwood
Webinar Chair

Managing Director
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Louise Doyle
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Industry Placement Team
SDN



Dan Simons
Presenter and Panellist

Head of T Level Industry
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Ellie Whitehouse
Speaker and Panellist

Early Careers Scheme
Leader | Global Learning
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JCB

AGENDA

- 1. Why** ...are industry placements and T Levels important?
...you need to be involved?
- 2. What** ...are industry placements?
...you need to do
- 3. Employers' and students' experiences**
- 4. Panel Q&A**
- 5. Support and next steps**

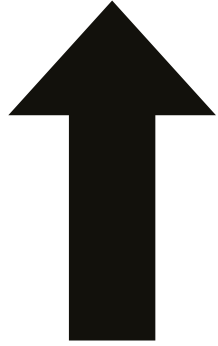
WEBINAR FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box



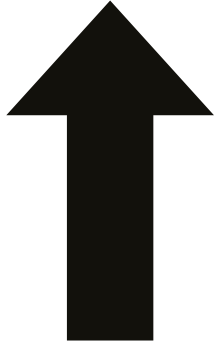
HM Government



DAN SIMONS
DEPARTMENT FOR EDUCATION

T LEVEL DELIVERY TEAM





WHY
YOU NEED TO BE
INVOLVED



WHY OFFER AN INDUSTRY PLACEMENT?



Talent pipeline for the future



Good for your reputation



Fresh ideas from the next generation

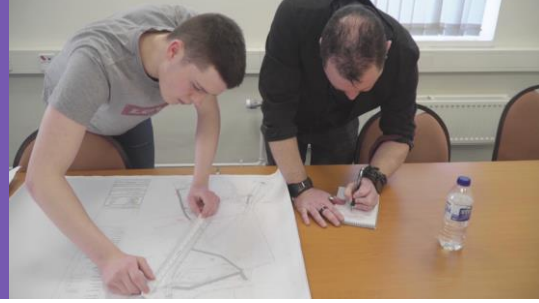
A way to fill skills gaps now and in the future



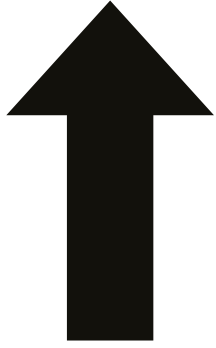
A chance for staff to develop supervisory and mentoring skill



Build a more diverse workforce



Improve the profile of your business



***WHAT
ARE T LEVELS AND
INDUSTRY
PLACEMENTS?***



THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE



A LEVELS

Subject-based qualifications

two years at college or school

No placement / training element

T LEVELS

2-year technical programmes at local colleges, schools, training providers

80% knowledge and skills
20% on a placement

Includes **Industry Placements** to build attitudes and behaviours and to develop practical skills

APPRENTICESHIP Level 2/3

at least 12 months work-based training

80% on the job
20% off the job



Followed by possible progression to :

Higher Education

Skilled Employment

Higher level Apprenticeship / technical training

THE T LEVEL PROGRAMME



2 years

80%

Up to 1400 hours

TECHNICAL QUALIFICATION

Core

English and maths

Occupational Specialism(s)

Other requirements

20%

At least 315 hours
350 hours average

Technical skills and knowledge

Practical skills for employment

Meaningful contribution in the workplace

INDUSTRY PLACEMENT

WHAT ARE INDUSTRY PLACEMENTS?

- Time spent by a 16-19 year old T Level student learning and working in an organisation
- **In a real environment** – with an employer, making a meaningful contribution to the organisation
- Minimum of **315 hours and averaging 350 hours** (approx. 45 working days)
- **Occupationally-specific** – developing students' practical and technical skills

WHAT FOLLOWS T LEVELS?

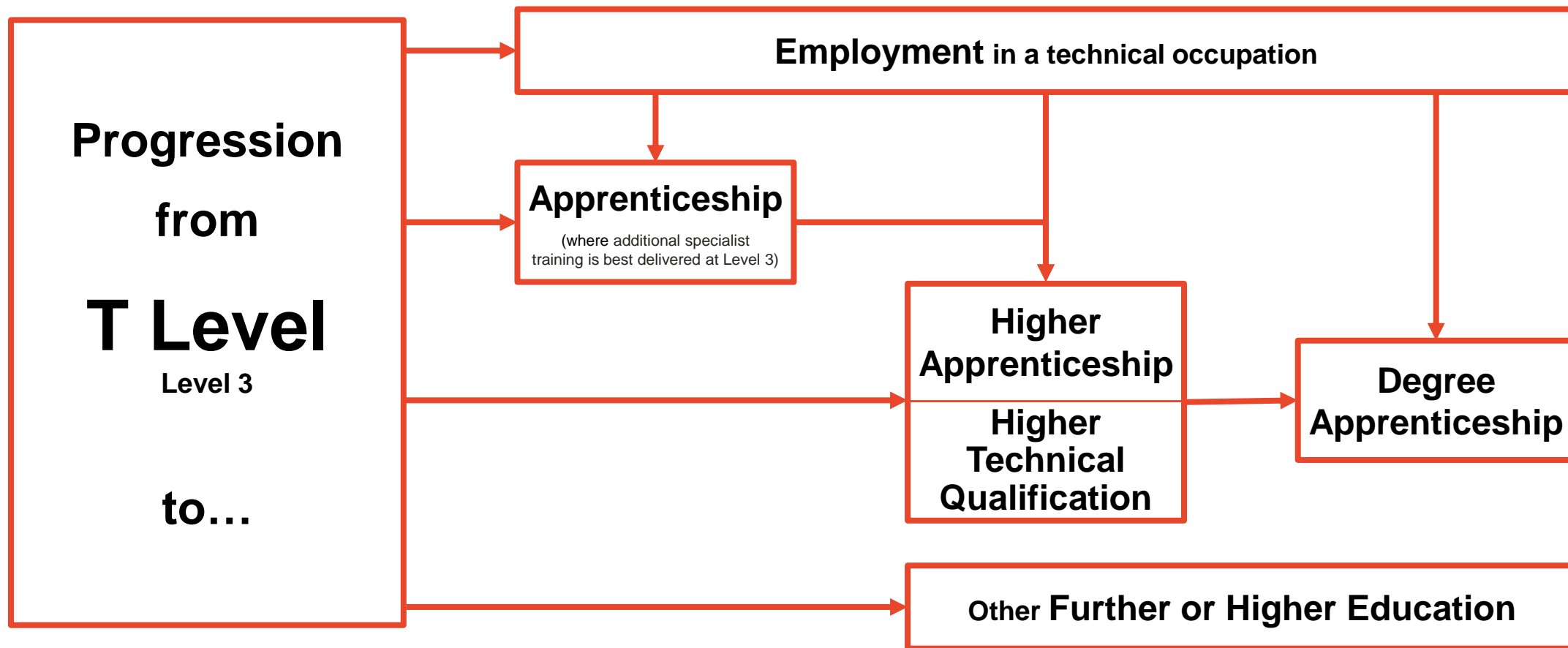
Building your pipeline of technical professionals



Level 3
Technical
Occupations

Level 4 / 5
Higher
Technical
Occupations

Level 6+
Professional
Occupations



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WHICH T LEVELS WILL THERE BE, AND WHEN?

AUTUMN 2020

- Digital production, design and development
- Design, surveying and planning for construction
- Education and childcare

AUTUMN 2021

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Science

AUTUMN 2022

- Finance
- Accounting
- Maintenance, installation and repair for engineering and manufacturing

- Engineering, manufacturing, processing and control
- Design and development for engineering and manufacturing
- Management and administration

AUTUMN 2023

- Agriculture, land management and production
- Legal services

AUTUMN 2024

- Animal care and management
- Craft and design
- Media, broadcast and production

AUTUMN 2025

- Marketing

Future

- Catering

POLL Which of the following T Levels are relevant to roles within your organisation?

QUESTION 1

AUTUMN 2020

- Digital production, design and development
- Design, surveying and planning for construction
- Education and childcare

AUTUMN 2021

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Science

QUESTION 2

AUTUMN 2022, 23 & 24

- Finance
- Accounting
- Maintenance, installation and repair for engineering and manufacturing
- Engineering, manufacturing, processing and control
- Design and development for engineering and manufacturing
- Management and administration
- Agriculture, land management and production
- Legal services

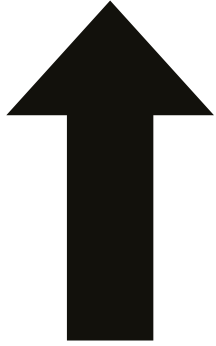
NEW Autumn 2024

- Animal care and management
- Craft and design
- Media, broadcast and production

Interview with

JCB



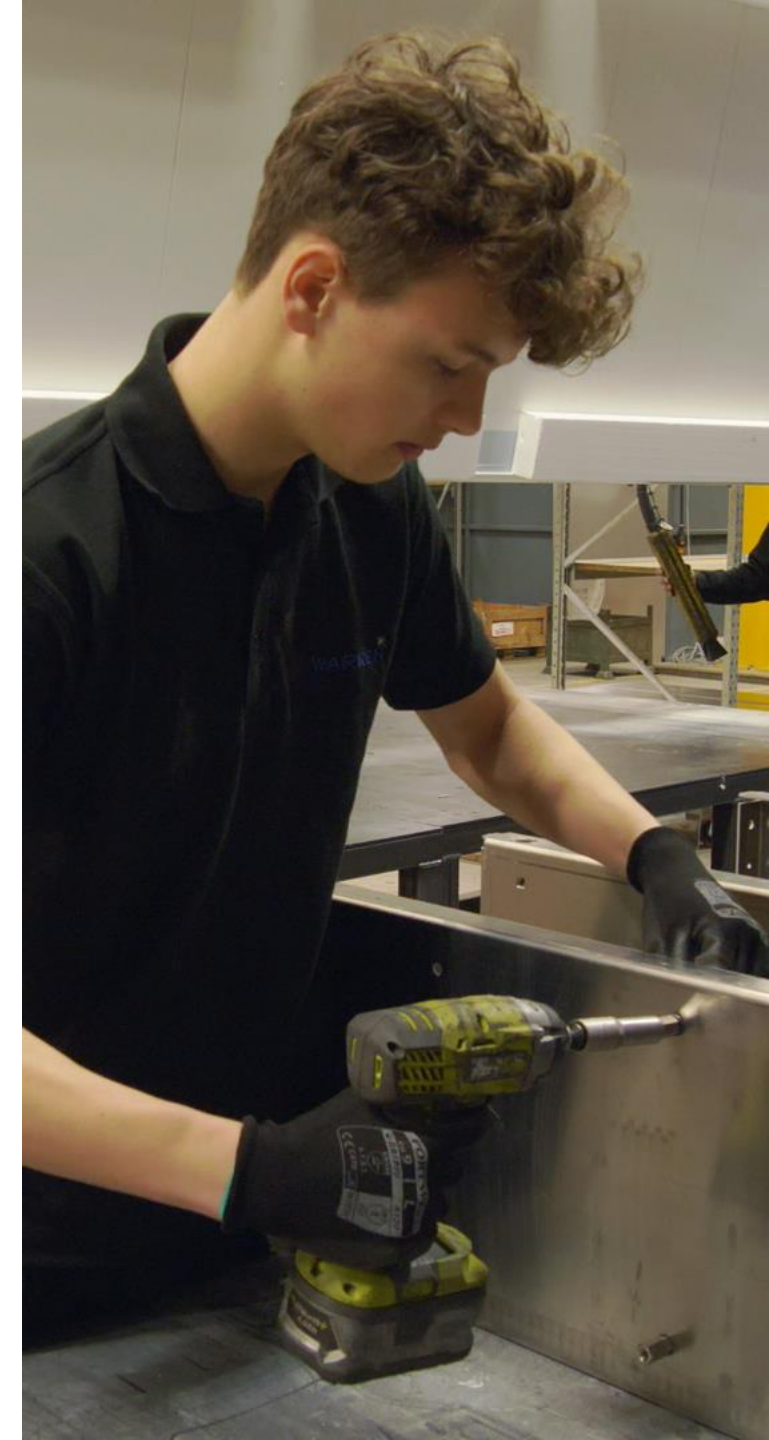


***WHAT
YOU NEED
TO DO***



WHAT DO INDUSTRY PLACEMENTS EMPLOYERS NEED TO OFFER?

- Projects and tasks for students that will help them to learn practical and technical skills
- A safe work environment
- Equipment and resources for the work
- Induction
- Someone to supervise and someone to mentor
- Feedback and review



WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

| MODEL | When this model might work | Example role |
|-------------|---|------------------------|
| DAY RELEASE | <ul style="list-style-type: none">• Where a regular, steady pattern may suit the business• Where repeated tasks may need doing e.g. weekly• Where supervision time may need spreading | IT Support Team member |
| BLOCK | <ul style="list-style-type: none">• Works well for seasonal occupations• Where there may be high levels of demand at times• For project-based assignments / working patterns | Business Analyst |
| MIXED | <ul style="list-style-type: none">• Works well for those with unpredictable workflows• Where work may be part-seasonal• Where it makes sense to cover induction as a block, then moving to day release afterwards | Dental care Assistant |



***UPDATED
APPROACHES***



AN UPDATED APPROACH TO INDUSTRY PLACEMENTS

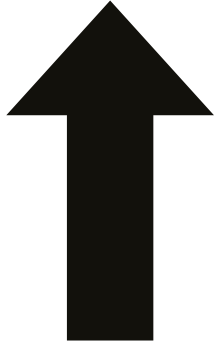
Following consultation with employers, providers and students, the possible industry placement delivery approaches have been updated to:

- **unlock opportunity** for students, so they can develop experience and skills in a wider variety of roles and across a broader pool of employers
- **meet the evolving demands of industry.** The new approaches are now more closely matched to employer / sector practice.
- **reduce complexity** so that providers can more easily deliver placements that are tailored to individual students and employers.

PART OF A BROADER MENU OF OPTIONS

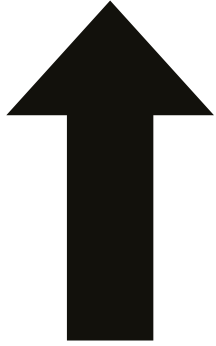


| APPROACH | HOURS | DESCRIPTION |
|------------------------------------|--|--|
| Work taster activities | Up to 35 hours | Short-term activities like shadowing, site visits, or team meetings. |
| Pathway or route-level | All placement hours | Placement can cover broader areas across your T level, not just the student's occupational specialism. |
| Part-time work | All placement hours | Allows students to count part-time work relevant to their T level. |
| Multiple employers | All placement hours | Placement hours can be with up to 2 employers or shared across up to 3 employers in a supply chain or network. |
| Hybrid (remote) | 50% (Digital route) 20% (All other eligible routes) | Some placement hours can be completed remotely, but this must take place in a suitable environment. |
| Skills Development Projects | Up to one third of placement hours | Students complete activities in small teams or work in simulated environments under employer supervision. |



BENEFITS TO STUDENTS





PANEL Q&A

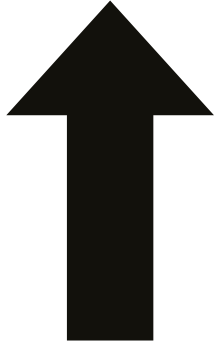


POLL ***Based on what you have heard about industry placements:***

- 1 Are you more likely to implement industry placements?*
- 2 Are you more confident to implement industry placements?*
- 3 Has this webinar been useful and practical for your industry placements planning?*

POLL *Based on your current circumstances and your understanding of T Levels, is your organisation likely to offer Industry Placements?*

- 1 *Yes - we are already hosting T Level Industry Placements*
- 2 *Yes – in the next six months*
- 3 *Yes – in seven to twelve months*
- 4 *Yes – more than a year from now*
- 5 *Not in the foreseeable future*
- 6 *No*
- 7 *Don't know*



NEXT STEPS AND SUPPORT



<https://employers.tlevels.gov.uk/>

- Bespoke one-to-one support
- Tools, resources and case studies
- Book workshops and webinars

Discover your future workforce

T Levels: a new qualification developed in collaboration with employers.

[Find out more about T Levels](#)

T-LEVELS
THE NEXT LEVEL QUALIFICATION

An industry placement is at the heart of each T Level course:

Early access
to the brightest talent

Shape the future
of your industry

5 simple steps
[Find out how industry placements work](#)

Partner with a school or college

Search for providers
See schools and colleges near you.

[Search](#)

Invite providers to contact you
Leave your details for them to get in touch.

[Register your interest](#)

[▶ Looking for providers in more than one location?](#)



[About T Levels and industry placements](#)

What industry placements and T Levels are, and how they could work in your business.



[Plan industry placements](#)

Guidance to help you plan, including working with schools, legal compliance and paying students.



[During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.



[Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your organisation.

UPCOMING FACE TO FACE CONFERENCES



Delivered by SDN and the Department for Education, these in-person conferences will give you practical insights, examples and support to help you plan, host and scale up T Level industry placements in your organisation.

South West

[12 February - Exeter](#)

East of England

[3 April - Stevenage](#)

East Midlands

[25 June – Nottingham](#)



What previous delegates have said

“Fantastic conference - really helpful to hear the perspectives of the employers, education providers, young people, and SDN itself. Really appreciated the focus on the "how" - which brought the online guidance to life.”

“I enjoyed the views from the T Level students and their experiences in placement”

“Brilliant event, very informative and great speakers / guests”

"Really well ran conference, all speakers and sessions were excellent"

FUNDED BESPOKE HANDS-ON SUPPORT

A call with an industry placement specialist

1-2-1 call or Online group session

talk through what's involved in hosting placements
in your organisation

discuss options, practicalities or challenges



T LEVEL THURSDAY

It's just one week until T Level Thursday! Part of National Apprenticeship Week, T Level Thursday is an opportunity to share your success stories, find out more about industry placements, engage with providers and students and promote T Levels to a wider audience.

[Download out the T Level Toolkit too for ideas and content to promote T Levels.](#)

On the day, make sure to use the hashtag **#NAW2025** so your posts can be found, and we can share in your celebration! Here are a few other tags to use as well:
#Tlevels #Tlevel #IndustryPlacements #SkillsforLife #TLevelThursday

T LEVEL
THURSDAY **#NAW2025**

NATIONAL
APPRENTICESHIP
WEEK 2025

THANK YOU

<https://employers.tlevels.gov.uk/>



HM Government

Disclaimer

This advice is general guidance and is not legal advice. It should not be acted on without a full understanding of your current situation. You can access the latest government guidance on industry placements at www.tlevels.gov.uk. SDN Enterprises Ltd (trading as SDN) has tried to ensure that the information and advice we give is accurate. However, SDN will not accept liability for any loss, damage or inconvenience arising as a consequence of any use of or the inability to use any information or advice given.

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