

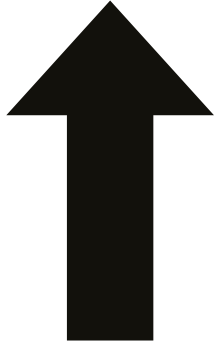


HM Government

UNLOCK THE POTENTIAL OF T LEVEL PLACEMENTS: MAKING THE BUSINESS CASE

29 APRIL 2025

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WELCOME



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TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events

SDN



Anna Sutton
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Industry Placement Team

SDN



Steve Saunders
Guest Speaker

Head of ESG and Social
Value

Hippo Digital



Will Hemingway
Guest Speaker

Computer Science Digital
T-Level Student

Hippo Digital

WEBINAR FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

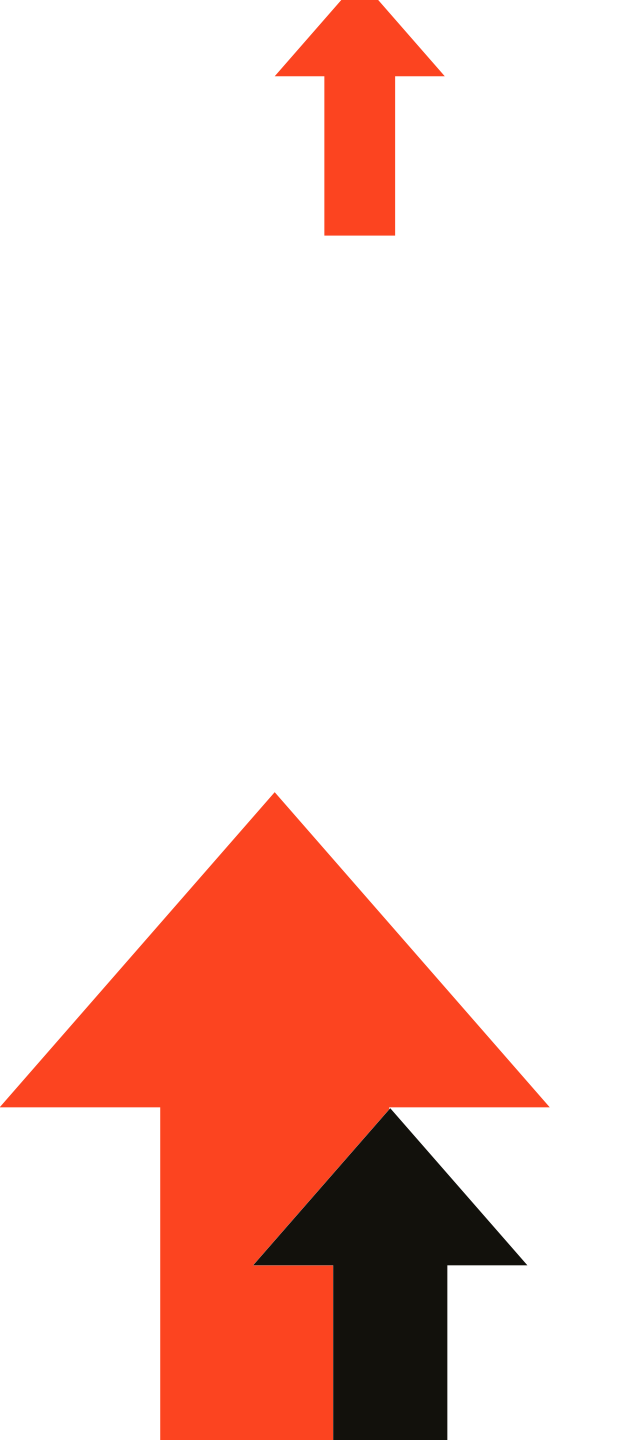
AGENDA

1. T Levels overview
2. Making the business case
 - Benefits for your organisation and teams
 - Planning and resource allocation
 - Involving department and team leads
3. Q&A
4. Support and next steps



T LEVELS OVERVIEW

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T LEVELS OVERVIEW

- Introduced in England in September 2020 as a new technical qualification for students aged 16-19
- Combine classroom learning with substantial industry placements
- Equivalent to three A Levels and spans two years
- Over 21 different T Level courses available, with more planned for the future

WHAT ARE INDUSTRY PLACEMENTS?

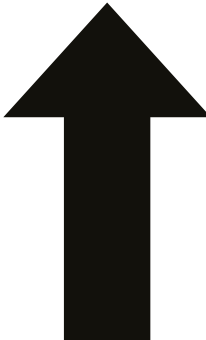
A structured practical work experience programme designed to give students hands-on experience in their chosen fields

To complete an industry placement a student must:

- demonstrate sufficient progress towards their learning goals
- work directly with an external employer
- have been on placement for a minimum of 315 hours (approx. 45 working days)

They are underpinned by important core principles:

1. Provide the opportunity to work with an external employer, undertaking real work.
2. Enable the student to apply and develop the technical skills and knowledge learnt in the classroom
3. Take account of student readiness for the workplace.
4. Support progression into skilled employment
5. Take place in a supportive environment
6. Be accessible for every student



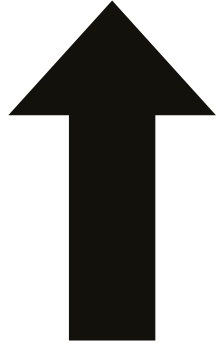
MAKING THE BUSINESS CASE



THE GOAL

To explain:

- why placements make sense for your organisation,
- highlight the benefits, and
- show you've thought through the practicalities.



AN INTRODUCTION TO



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**

THE PRACTICALITIES: WHAT YOU NEED TO DO TO OFFER INDUSTRY PLACEMENTS?

DECISION AND PLANNING

- Decide if they will work for us
- Find a college or school
- Decide who will supervise
- Recruit
- Comply with legal and policy requirements
- Consider equipment and support

FINAL PREPARATIONS

- Identify and plan projects and variety of tasks
- Create pre-joining instructions for the student
- Prepare for induction
- Sign a 3-way agreement between us / the college or school / the student

THE PRACTICALITIES: WHAT YOU NEED TO DO TO OFFER INDUSTRY PLACEMENTS?

DURING PLACEMENTS

- Induction, with close contact during settling in
- Supervision and support
- Practical skills training
- Finding opportunities for skills practice
- Feedback and reviews
- Work with our college or school if support is needed

REVIEW AND EVALUATION

- Final review / appraisal for the student
- Final review for us
- Celebration

CHALLENGES

COMPLIANCE

In such matters as:

- health and safety
- insurance
- safeguarding
- Prevent
- students with special educational needs and disabilities
- data access and security

- All of these will normally be business as usual
- Some tasks or projects just won't work for a young worker, but many will
- Our local college or school can and will help with compliance issues and will offer support and advice

WHAT ARE THE POSSIBLE COSTS?

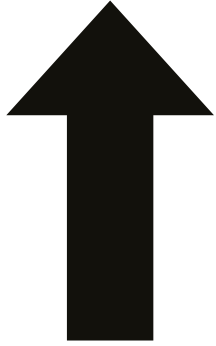
- Staff time
- Training and supervision
- Legal compliance
- Space and equipment
- Payments to students (optional)

GETTING DEPARTMENTS AND TEAMS ONBOARD

- Introduce colleagues to T Levels and industry placements early on
- Consult and involve colleagues in the planning and design and, if possible, introduce them to the students early on
- Consider the potential benefits for them – could this support their professional development and future career opportunities?

MAKING THE CASE SUMMARY

1. What is the strategic alignment – which benefits will support the achievement of your organisation's goals and objectives?
2. How will you plan for hosting a student and what resources will be required?
 - Are there any challenges you foresee and how might you mitigate against these?
 - What are the costs and is there a potential for cost savings?
3. How will you get the teams and individuals who will be working with and supporting the student(s) onboard?



QUESTIONS AND ANSWERS

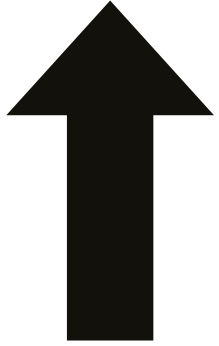


POLL *Based on what you have heard today:*

- 1 Are you more likely to make a case for your organisation to offer 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
- Face to face conference –
25 June, Nottingham
<https://employers.tlevels.gov.uk/hc/en-gb/articles/22041533559314-T-Level-Employer-Support-Conference-East-Midlands>

Discover your future workforce

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

[Find out more about T Levels](#)



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.

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



THANK YOU

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



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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