

BUILDING SUSTAINABLE T LEVEL INDUSTRY PLACEMENT PROGRAMMES – LARGE EMPLOYERS

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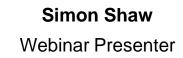




TODAY'S TEAM







Industry Placement Specialist SDN



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Broadcast

Your microphone will be muted

Use the Q&A function for questions

Use the chat box for comments

POLL When might you host T Level students?

- 1 We have already hosted T Level students (in the past)
- 2 We currently host T Level students
- 3 In the next 3 months
- 4 In the next 6 months
- 5 In the next 12 months
- 6 Beyond 12 months
- 7 We have no plans to host T Level students
- 8 Not sure

POLL How many T Level students might you host in the next 12 months?

- 1 1-5
- 2 6-10
- 3 11-20
- 4 21-30
- 5 31-50
- 6 51-100
- 7 101+

POLL Which T Level students might you host, based on roles in your organisation?

- 1 Agriculture, Environment and Animal Care
- 2 Business and Administration
- 3 Catering
- 4 Construction and the Built Environment
- 5 Creative and Design
- 6 Digital and IT
- 7 Education and Early Years
- 8 Engineering and Manufacturing
- 9 Health and Science
- 10 Legal, Finance and Accounting
- 11 Marketing

LARGE EMPLOYER CHARACTERISTICS

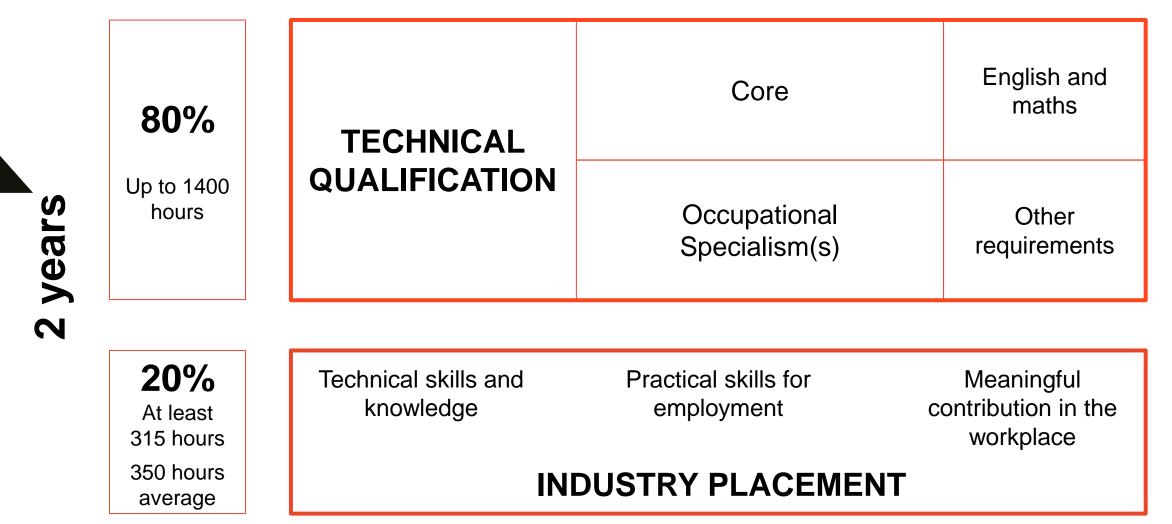
- Multi-department
- Multi-site
- Several different T Levels
- Multiple providers
- Central function / resource
- Capacity to scale

TOPICS

- 1. Developing high quality T Level industry placements
- 2. Working successfully with multiple providers
- 3. Creating effective progression routes
- 4. Supporting students through their placements and beyond

1. CREATING HIGH QUALITY PLACEMENTS

THE T LEVEL PROGRAMME



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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
- Employment-focused developing professional behaviours and attitudes



T LEVEL SUBJECTS

T Levels started in September 2020 at selected schools and colleges in England.

There are now over 20 T Level subjects to choose from, covering everything from agriculture to craft and design and engineering to science.

TL

FACTORS

Qualitative Factor	Requirements	Actions
1. Structured and Purposeful Work Experience	Provide meaningful tasks that develop occupational skills	 Develop a placement plan with relevant tasks Ensure alignment with T Level content Monitor and adjust work activities
2. Effective Mentoring and Supervision	Assign line managers/supervisors and mentors to support learning, provide feedback, and monitor welfare	 Designate experienced staff as line managers/mentors Provide training and induction for staff Schedule regular check-ins and feedback sessions
3. Safe and Inclusive Working Environment	Comply with health & safety, and promote equality, diversity, and inclusion	 Carry out health & safety assessments Deliver safety inductions to students Foster an inclusive and supportive workplace culture
4. Clear Communication and Collaboration with Providers	Coordinate with providers on planning, delivery, and evaluation.	 Set expectations jointly with the provider Participate in progress reviews Maintain open and responsive communication
5. Opportunities for Progression and Reflection	Enable students to reflect on their learning and consider career options	 Include time for student reflection Offer CV, interview, and career support Discuss future options and pathways

EXAMPLES

Employer	What they do	Why it works
Morgan Sindall Construction	Provide structured placements on live projects, assigning T Level students specific tasks such as planning and safety checks	Tasks are aligned with curriculum objectives, are meaningful, and provide hands-on industry experience that supports technical skill development
Frimley Health NHS	Assign students both a pastoral and clinical mentor to guide them during Health T Level placements, offering regular support and feedback	Trained mentors ensure consistent supervision, emotional support, and skill tracking, helping students feel confident and engaged
(TSI)	Offer science students placements in research labs with full safety inductions and a culture of inclusion and collaboration	Prioritises safety and inclusivity, enabling students to focus on learning and contributing meaningfully in a respectful, professional environment
The JCB Academy & Employers	Work with employer partners to co-design placements, agree on student criteria, plan schedules, and link work activities to engineering curricula	Close collaboration with education providers ensures alignment with T Level standards, clearly defined expectations, and smoother placement management
Willmott Dixon	Support student progression through mentoring, end-of-placement reviews, and opportunities to apply for apprenticeships	Encourages student reflection and career development, creating pathways into employment and improving motivation and outcomes

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cement managers

Team

strategically working with a business to create demand.

2. WORKING SUCCESSFULLY WITH PROVIDERS





Find the providers

Start the relationship

Promote the opportunities

Recruit students

Match to placements

Manage the relationship

Plan for the next cohort



Become trusted partners for the programme Support you at every stage of the placement

Building links with T Level providers

CHALLENGES

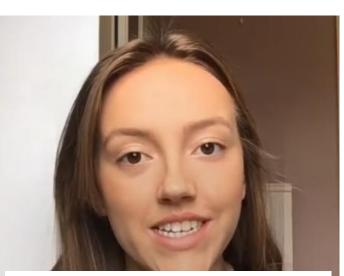
- Consistency
- Understanding
- Logistics
- Resources
- Quality

ISSUES AND SOLUTIONS

Challenge	Issues	Solutions
1. Inconsistent Processes Across Providers	 Providers may have different administrative procedures and processes for placements Leads to complexity and inefficiency for employers managing placements nationwide 	Develop shared resources, such as standardised memoranda of understanding and induction processes, to streamline placement delivery across multiple providers
2. Limited Flexibility and Responsiveness	 Some providers may be relatively inflexible in their processes Leads to lack of responsiveness to employers needs and preferences 	Share clear guidance about delivery approaches and support expectations, to help providers understand employers' neds and form effective partnerships
3. Logistics in Less-Well Connected Areas	 Coordinating placements can be difficult in regions with limited public transport or fewer local providers Leads to limited opportunities in some areas 	Use flexible delivery models, helping employers and providers in remote areas facilitate placements in these areas
4. Resource and Capacity Constraints	 Employers may lack the time, staff, or infrastructure to support multiple placements across various locations Leads to lack of coordination and consistency 	Integrate T Level placements into other early careers programs, such as apprenticeships and graduate schemes, to share resources and optimise available capacity
5. Uneven Standards Across Providers	 Maintaining a high standard of placement experience across different sites and providers can be challenging Leads to variable quality of experience for students 	Develop structured placement programmes with clear objectives and tasks aligned with the T Level curriculum, ensuring consistency and quality across different locations

3. CREATING EFFECTIVE PROGRESSION ROUTES

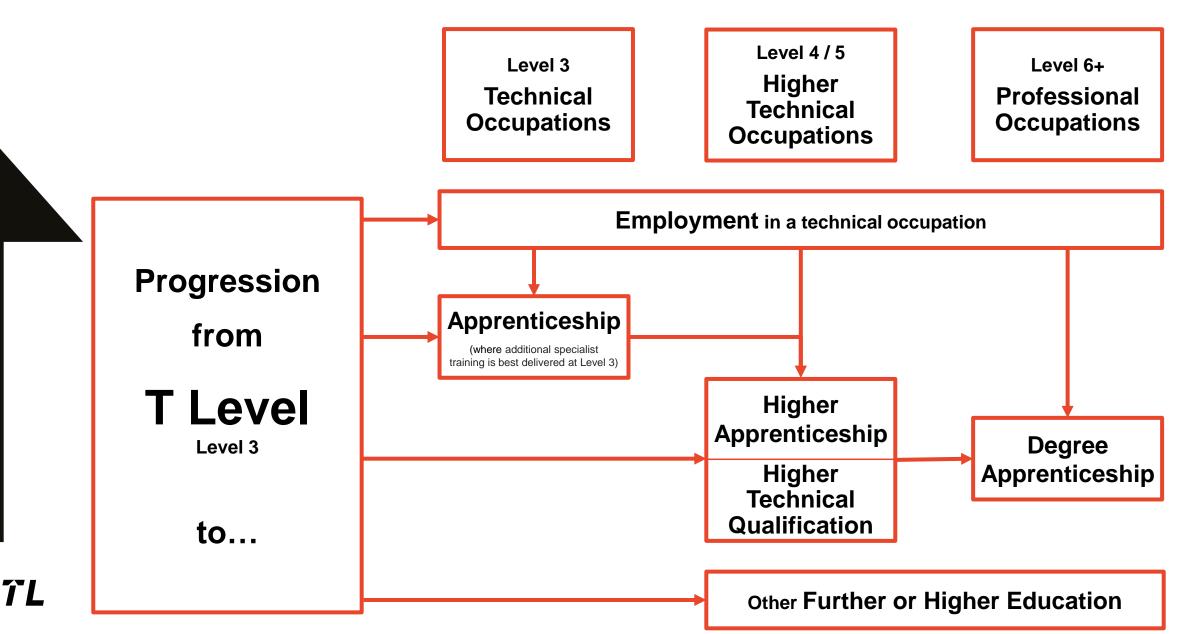
WHAT STUDENTS SAY



IT COULD OFFER ME THE MOST OPPORTUNITIES AND EXPERIENCE 

IT'S THE BEST OF BOTH WORLDS

WHAT FOLLOWS T LEVELS?



PROGRESSION ROUTES

The Institute for Apprenticeships and Technical Education (IfATE) occupational maps show where technical education can lead

\$ \Im R R Ê Health and Engineering and manufacturing Creative and Business and Care services science design administration **4**99 兪 \diamond ۵ĵ۵ Ê ſ Construction and Education and early years Catering and hospitality Legal, finance and accounting Protective Digital the built services environment õ-J-ĢA **Q**⁄ View all 15 **d** routes Agriculture, Transport and logistics Sales, marketing Hair and beauty environmental and procurement and animal care

Explore the IfATE occupational maps by selecting a route below:

TL <u>https://occupational-maps.instituteforapprenticeships.org/</u>

HOW FAR CAN THEY GO?



Project manager

Project manager

Assistant Construction Manager

BSc (Hons) in Construction Management

"Currently I'm in my Year 1 specialism which is construction management. In May I'll start my rotations in different sections of the business just to make sure I'm in the right role, then I'll go back to my specialism in Year 3.

"After Year 5, I get my honours degree in construction management and get promoted to construction manager, and then hopefully in the far, far future I can progress and become as project manager with ISG."



"After the T Level, I asked if I could return and pursue my education with them. It just so happened that was the time when they were recruiting for apprentices, so happily they obliged.

"The company has opened so many doors for me including the opportunity to work overseas. I would like to say a massive thank you to the Early Careers Team, and I hope my future has many more opportunities to further my education."

4. SUPPORTING STUDENTS THROUGH THE PLACEMENT





Provide a framework for the industry placement programme Identify the key activities needed to set it up and manage it Who is coordinating?

What resources do they have?

How many placements? Which departments, teams and locations? Who are the line managers?

> Which T Levels? Which provider(s)?

PREPARATION



Create the best conditions for the student to succeed Ensure a consistently supportive workplace Placement design

Student selection

Pre-placement checks

Line manager and mentor training

Onboarding the student

Tasks and projects

Support arrangements





Support the student's work and learning Enable progress, motivation and achievement Induction

Early activities – settling in

Task allocation

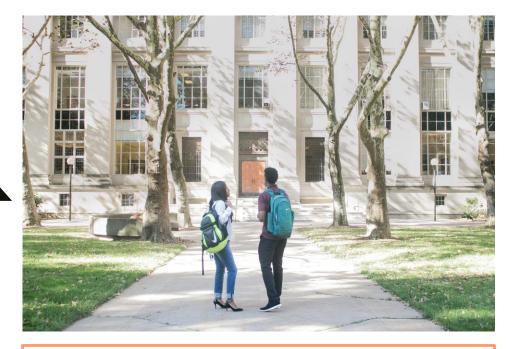
Supervision

Performance and feedback

Challenge

Support

PROGRESSION



Help the student choose the next step in their career

Support them through the process of thinking and taking action

Placement review – outcomes

Ambitions

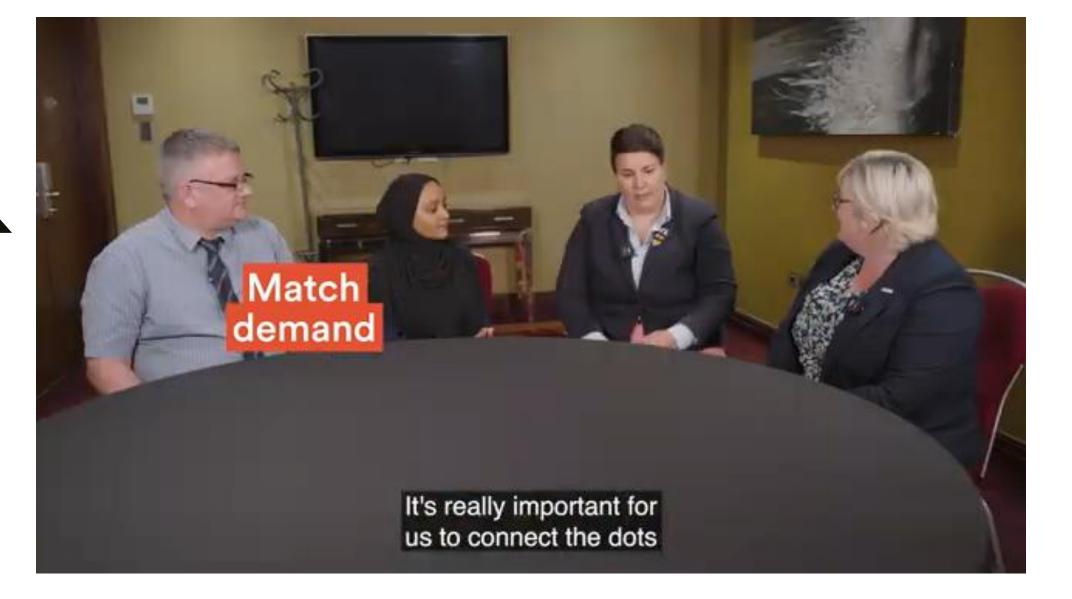
Career options

Further learning – qualifications

Opportunities

Networks and contacts

CVs, recommendations



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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?



RESOURCES AND CPD



T Levels and industry placemensupport for employers

- Tools, resources and case studies
- CPD webinars
- Face to face conference:
 - East Midlands
 (Nottingham, 25 June)



About industry placements

Find out more about what industry placements and T Levels are, and how they could work in your business.



Business benefits and case studies

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



Plan industry placements

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



During industry placements

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



Skill areas and courses

placement students can offer.

Discover the skill areas that industry

placements cover and find out what



Workshops and webinars

Online events to help you understand, plan and prepare to offer industry placements.

employers.tlevels.gov.uk

TAILORED 1-2-1 SUPPORT



Contact our team of T Level placement specialists to:

- Talk through the practicalities of hosting placements and your planning
- Work through a particular barrier or challenge
- Prepare staff e.g. support and training for line managers / mentors
- 1-2-1 call or online group session

employers@strategicdevelopmentnetwork.co.uk



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THANK YOU

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HM Government

Disclaimer

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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 <u>www.tlevels.gov.uk</u>. 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.

