



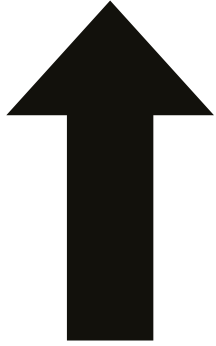
***INDUSTRY PLACEMENTS WITHIN ENGINEERING AND
MANUFACTURING ROLES: HOW CAN THEY WORK IN YOUR
ORGANISATION?***

5 AUGUST 2025

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HM Government



WELCOME



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TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN



Karen Kelly
Webinar Presenter

Industry Placement Specialist
SDN



Gary Howard
Employer speaker

Redpack
Packaging Machinery

AGENDA

- 1 What are T Levels**
- 2 What are industry placements**
- 3 Working with a provider**
- 4 Q&A**
- 5 Next steps / support available**

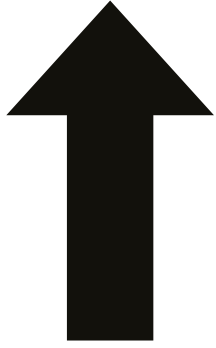
FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box



WHAT ARE T LEVELS?



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THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE



A LEVELS

Subject-based qualifications

two years at local college or school

T LEVELS

2-year technical programmes at Local colleges, schools, training providers
80% classroom based
20% in 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

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

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

WHAT FOLLOWS T LEVELS?

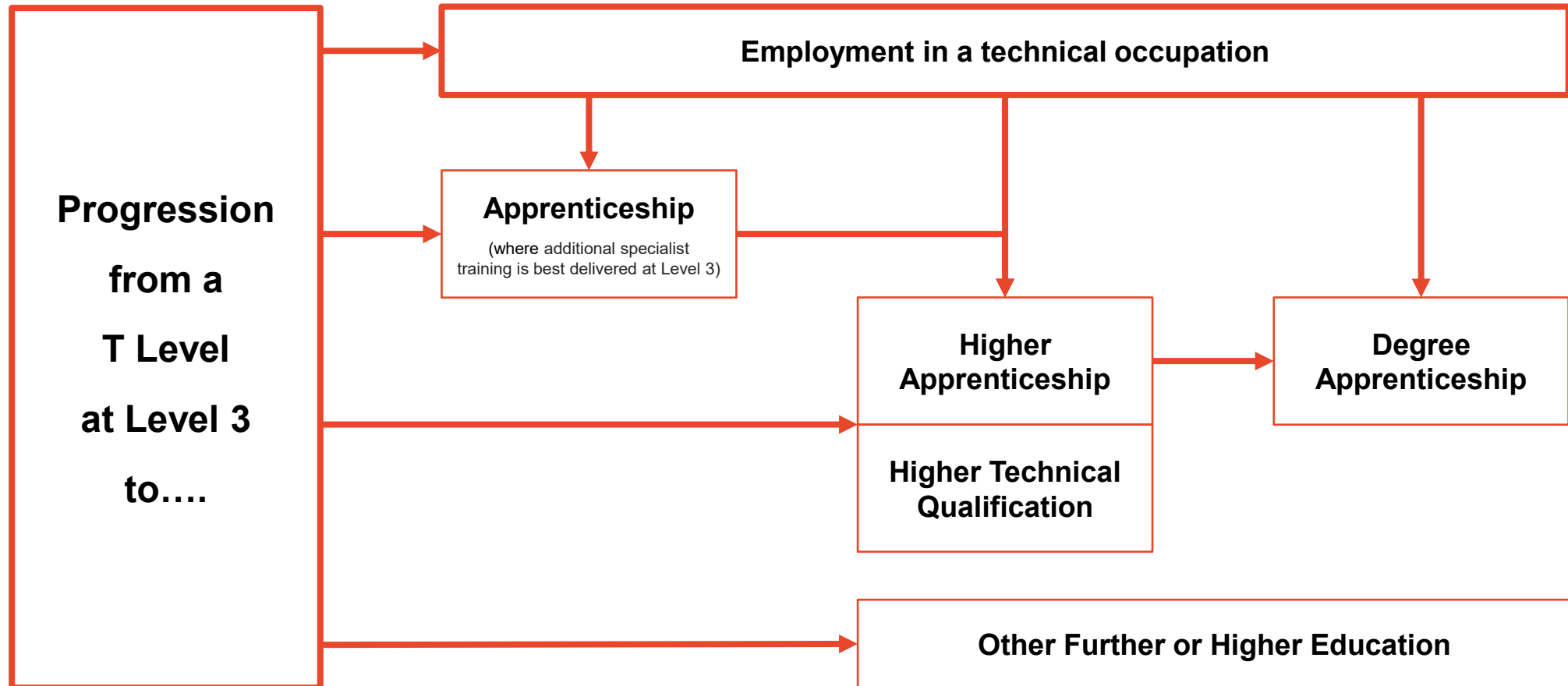
Building your pipeline of technical professionals



Level 3
Technical
Occupations

Level 4 / 5
Higher
Technical
Occupations

Level 6+
Professional
Occupations



Engineering & Manufacturing Route

T Level
Subject

Engineering, Manufacturing,
Processing and Control

Maintenance, Installation and
Repair for Engineering and
Manufacturing

Design and Development for
Engineering and Manufacturing

Common Core

Includes: Engineering principles, H&S, CAD, quality management and business awareness, amongst other topics.

Occupational
Specialism

Fitting & Assembly Technologies

Mechanical

Mechanical Engineering

Machining & Toolmaking Technologies

Mechatronic

Electrical and Electronic Engineering

Composites Manufacturing Technologies

Electrical & Electronic

Control and Instrumentation




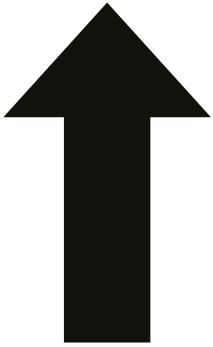

Fabrication and Welding Technologies

Control & Instrumentation

Structural Engineering

Light and Electric Vehicles

Industry Placement (at Route, Subject or Occupational Specialism level)



***WHAT ARE
INDUSTRY
PLACEMENTS?***

INDUSTRY PLACEMENTS

- Time spent by a 16–19-year-old student, learning and working in an organisation
- Minimum of 315 hours (approx. 45 working days)
- Provide the opportunity to work with an external employer, undertaking real work.
- Enable the student to apply and develop the technical skills and knowledge learnt in the classroom
- Support progression into skilled employment
- Accessible for every student

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	Engineering Maintenance Technician
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	CAD Technician
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	Materials Technician

INDUSTRY PLACEMENT DELIVERY APPROACHES

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 covers broader sector roles, not just the student's occupational specialism.
Part-time work	All placement hours	Allows students to count occupationally relevant part-time work as placement hours.
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, e.g., not at employer premises with virtual check-ins.
Skills Development Projects	Up to one third of placement hours	Students complete projects in small teams or work in simulated environments under employer supervision.

WHY OFFER AN INDUSTRY PLACEMENT?

SKILLS
FOR LIFE

Smarter recruitment

- A solution for entry-level jobs
- Cost-effective recruitment
- Bring young people into the industry

Support your staff

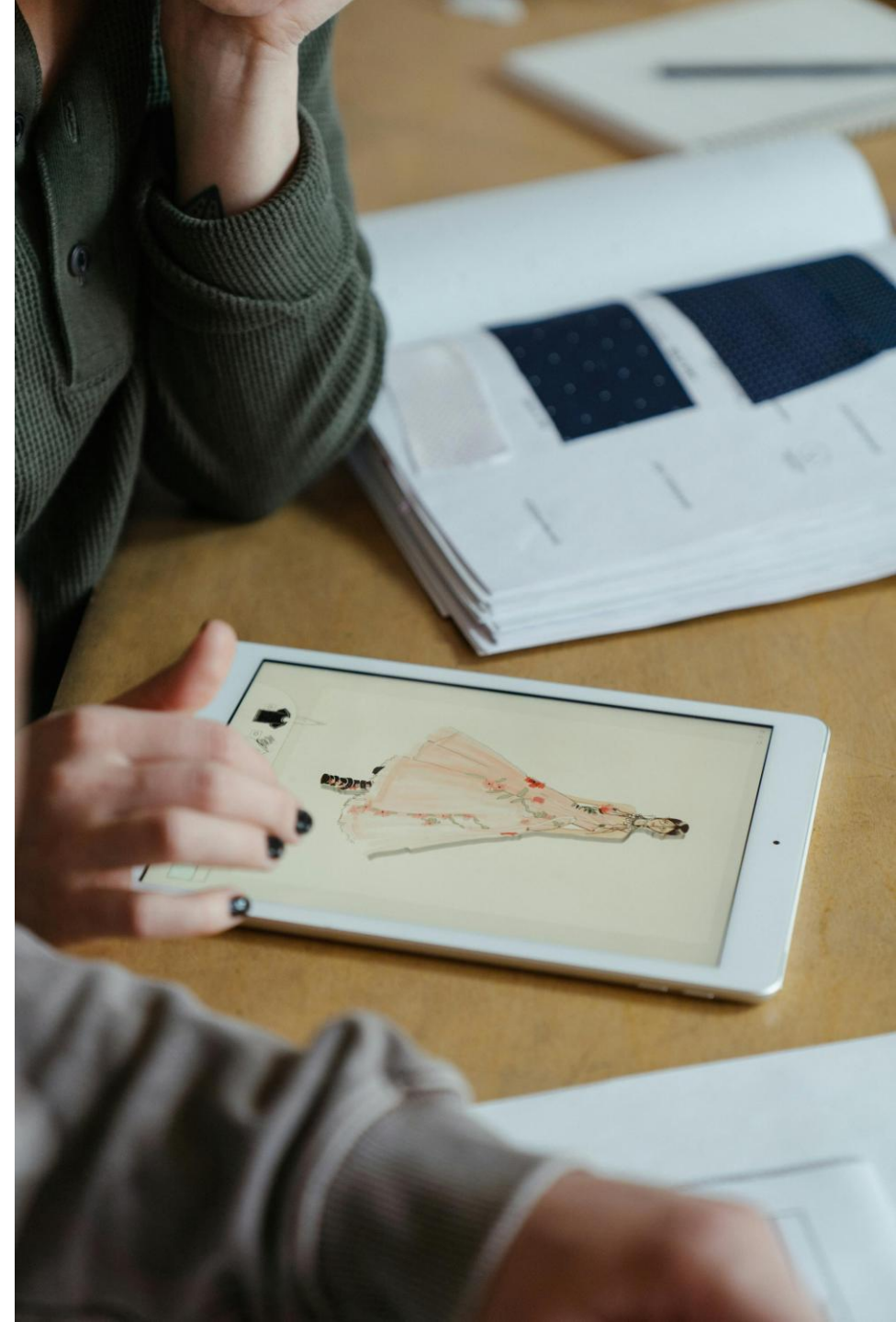
- Management and mentoring skills
- Fresh perspective
- Extra help with projects

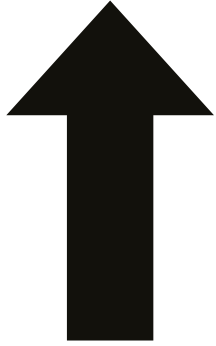
Support your community

- Improve diversity
- Create shared value in your community
- Enhance image and profile

WHAT DO EMPLOYERS NEED TO OFFER?

- Projects and tasks for students that will help them to learn employability, 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





***APPROACHES IN
PRACTICE***

***GARY HOWARD -
REDPACK***



CHOOSING A PROVIDER

what will they do?

- Support you to offer and deliver Industry Placements
- Assist with necessary paperwork or checks
- Plan and design the placement with you
- Match suitable students to you
- Review progress and how the placement is working
- Be available if there are queries or concerns

CHOOSING A PROVIDER

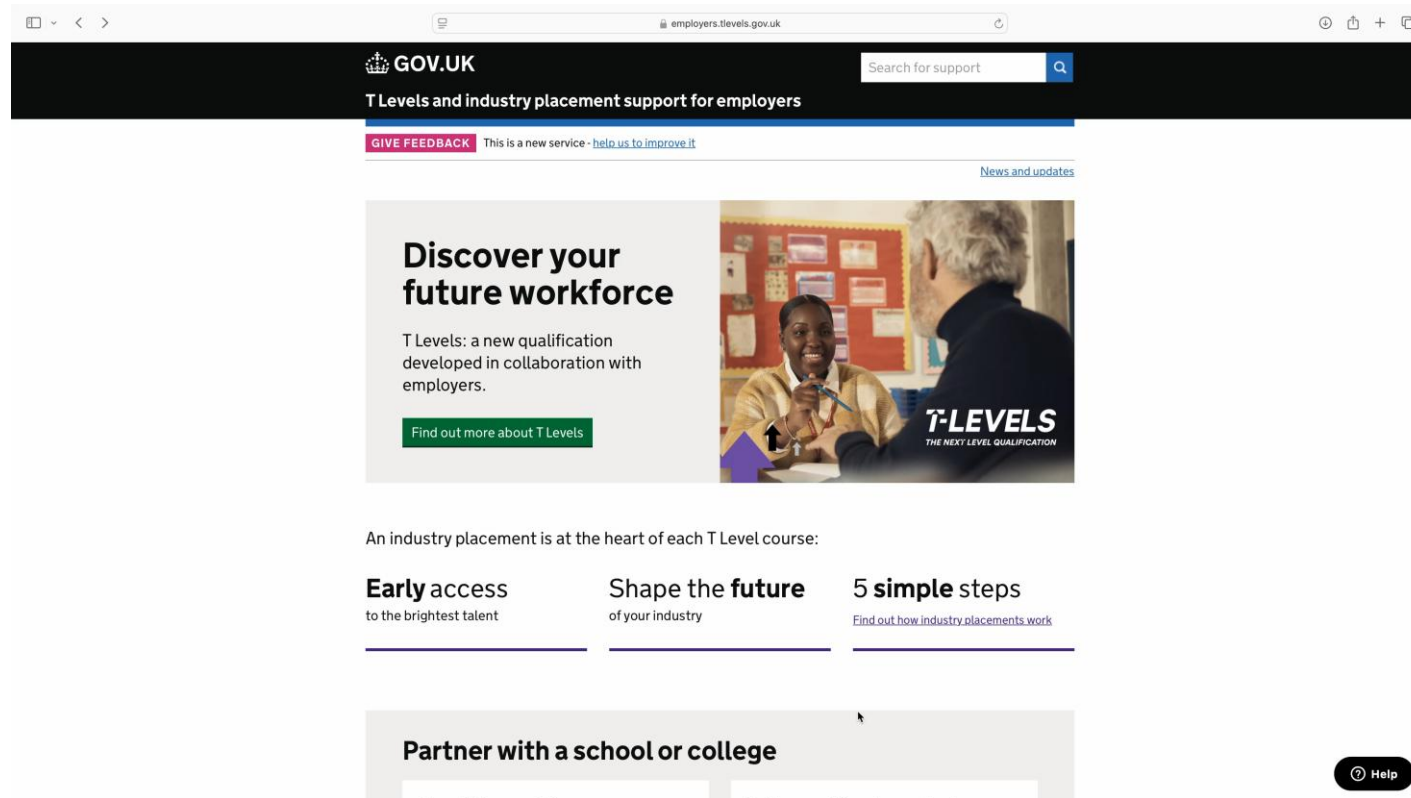
what should I look for?

- They will work with you to design a suitable placement model
- They understand what kind of student would fit in your organisation
- They deliver quality training which matches the placement role
- They will prepare students well for the placement
- They will support students while they are on placement

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- Questions to ask a provider

HOW DO I FIND A PROVIDER?



Providers may approach you, or you can approach them

Start with links you already have with local colleges, schools and training providers

EMPLOYER SUPPORT FUND

£

What is the Employer support fund (ESF)?

- A £6.3m **one year** Employer Support Fund (ESF) for financial year 2025- 2026.
- Targeted funding to support **essential costs** associated with industry placements starting on or between **23rd April 2025 and 31st March 2026**
- Where possible, we have **acted on feedback** to improve the design of the fund

?

Why are we introducing this fund?

- To encourage new employers to offer placements
- To encourage existing employers to grow their placement offer
- To focus on T Levels we know have significant financial barriers or have been identified as a key Government focus.

Construction

Funding is available for:

- employers of all sizes delivering T Level placements for the **Construction route**

Health and SMEs

Funding is available for:

- employers of all sizes delivering industry placements for the **Health T Level**
- **small and medium sized enterprises** (SMEs) delivering placements for all other T Levels

WHAT CAN BE CLAIMED

What will the fund cover?

- **administrative costs** (e.g. physical workspace, processes and procedures)
- **tangible costs** (e.g. equipment, insurance, security passes, software licenses, essential training required for staff e.g. safeguarding course or for the student e.g. specialised courses or certification.).

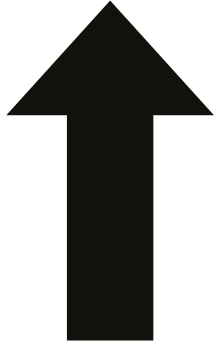
Other eligible costs:

- **Student transport** costs can be supported if they exceed what can be covered by existing funding routes
- **Staff hours / pay.** These claims should only be accepted if they represent additional costs to the employer that would not ordinarily be incurred.
- **Provider payment.** We will allow providers to make payments and claim from your ESF allocation on behalf of employers, provided there is a signed declaration form from an employer confirming the expense is an essential. Proof of purchase must be uploaded for all claims.

Example:

A civil engineering company offers placements on infrastructure sites where students need a basic toolkit and laptop to access digital blueprints.

Providing this equipment is essential for meaningful participation and so would be a reasonable use of support funding.



Q&A



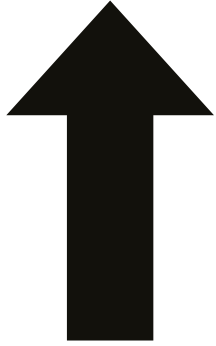
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POLL ***Based on what you have heard about industry placements:***

- 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?*

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***



RESOURCES AND CPD

- Tools, resources and case studies
- CPD webinars
Starting in September 2025
- Face to face conferences

T Levels and industry placement support for employers



[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-of-placement reviews.



[Skill areas and courses](#)

Discover the skill areas that industry placements cover and find out what placement students can offer.



[Workshops and webinars](#)

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

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



THANK YOU

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



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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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