



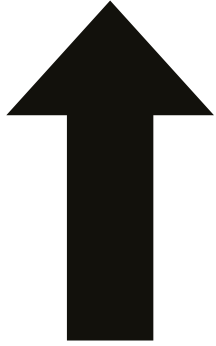
***INDUSTRY PLACEMENTS – UPSKILLING  
TOMORROW’S WORKFORCE***

***25 SEPT 2025***

***TL***



HM Government



***WELCOME***



***TL***

# **TODAY'S TEAM**



**Colin Bentwood**  
*Webinar Chair*

Director  
SDN Mesma Group



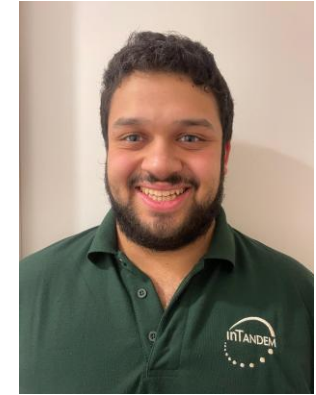
**Louise Doyle**  
*Webinar Facilitator*

Director  
SDN Mesma Group



**Dan Simons**  
*Presenter and Panellist*

Head of T Level Industry  
Placement Delivery  
Department for Education



**George Stephens-Clark**  
*Speaker and Panellist*

BEMS Engineer  
InTandem Systems Ltd

# **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**

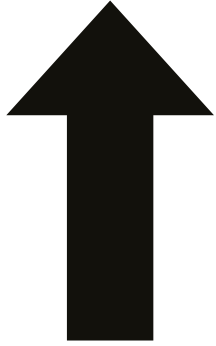
# ***WEBINAR FORMAT***

## **Broadcast**

**Your microphone will be muted**

**Use the Q&A function for questions**

**Feel free to use the chat box**



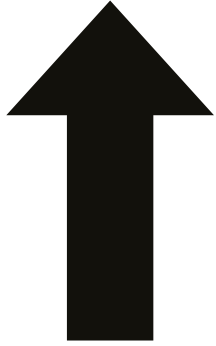
HM Government



***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**

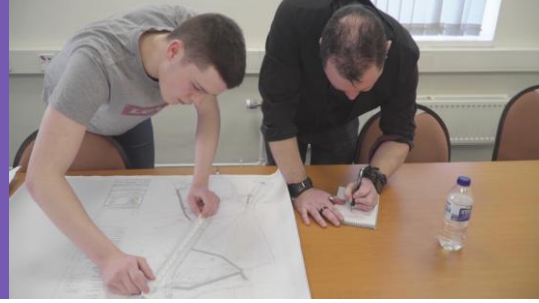
**A way to fill skills gaps now and in the future**



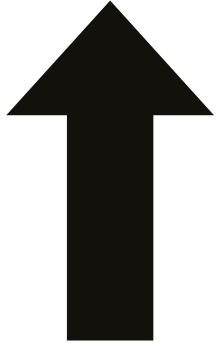
**A chance for staff to develop supervisory and mentoring skill**



**Build a more diverse workforce**



**Improve the profile of your business**



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



## ***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

# 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

# WHICH T LEVELS WILL THERE BE, AND WHEN?

## AUTUMN 2020

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

## AUTUMN 2021

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science (*final enrolments September 2025*)
- onsite construction (*final enrolments September 2024*)
- 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

# ***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 early years

### **AUTUMN 2021**

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

## **QUESTION 2**

### **AUTUMN 2022 & 2023**

- 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

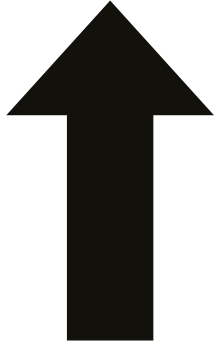
### **Autumn 2024 & 2025**

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

*Interview with*

*InTandem Systems Ltd*





***WHAT  
YOU NEED  
TO DO***

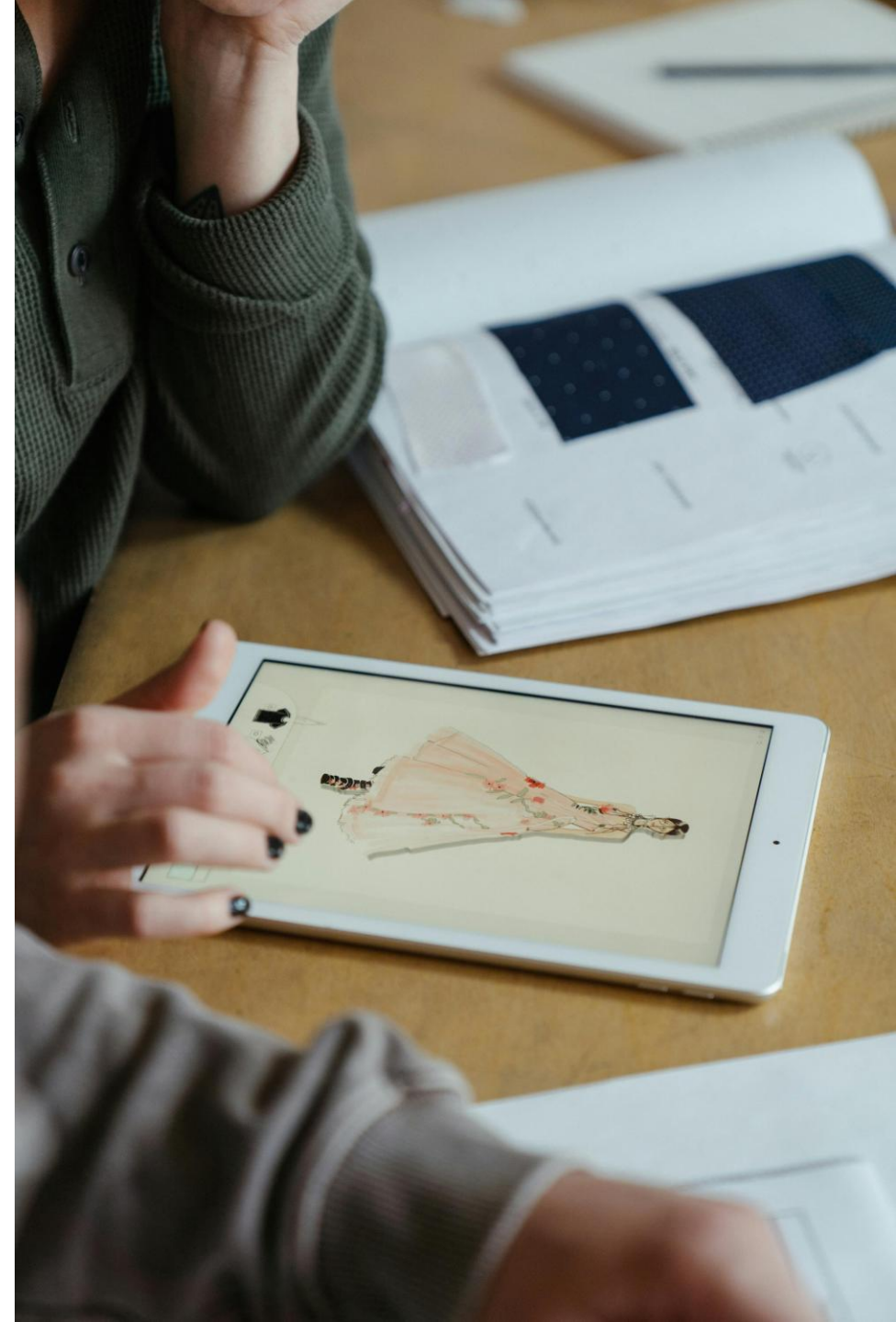


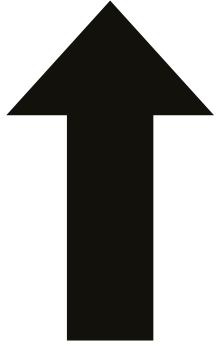
# WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

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

## ***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





***EMPLOYER  
SUPPORT  
FUND***



# 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, Health and SMEs

Funding is available for:

- employers of all sizes hosting placements for the **Construction route**
- employers of all sizes hosting placements for the **Health T Level**
- **small and medium sized enterprises** (SMEs) hosting placements for all 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.



***UPDATED  
APPROACHES***



# AN UPDATED APPROACH TO INDUSTRY PLACEMENTS



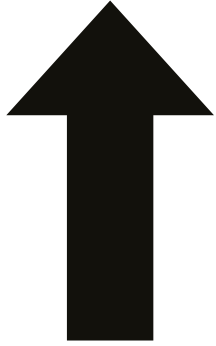
Following consultation with employers, providers and students, the possible industry placement delivery approaches have been updated to:

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



# ***PANEL Q&A***

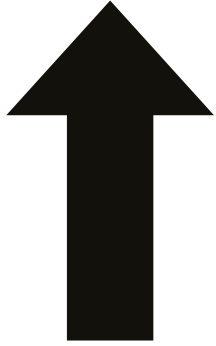


***POLL*** ***Based on what you have heard about industry placements:***

- 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 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.

# ***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

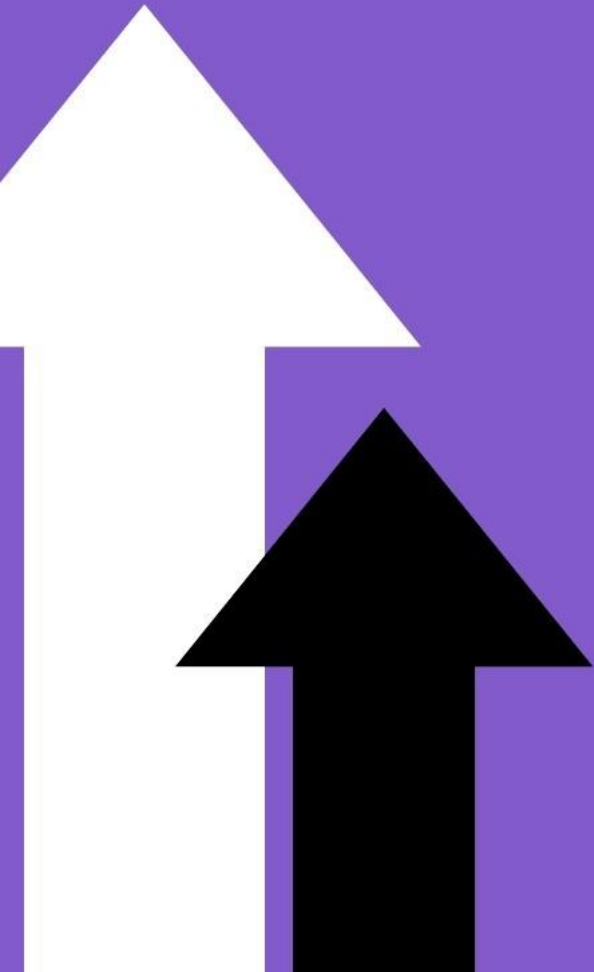
**1-2-1 call or online group session**

[employers@strategicdevelopmentnetwork.co.uk](mailto:employers@strategicdevelopmentnetwork.co.uk)



**#TLevelsWeek**

**13th - 17th October 2025**



**T-LEVELS**  
THE NEXT LEVEL QUALIFICATION

# 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](http://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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