



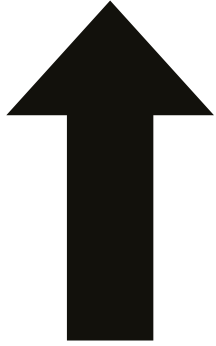
**T LEVEL INDUSTRY PLACEMENTS:
INCLUSIVE APPROACHES FOR HOSTING
SEND AND NEURODIVERGENT STUDENTS**

21 October 2025

TL



HM Government



WELCOME



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TODAY'S TEAM



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Industry Placement Team
SDN



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Industry Placement Team
SDN



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Speaker

Vice Principal (Student Life
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East

WEBINAR FORMAT

Broadcast


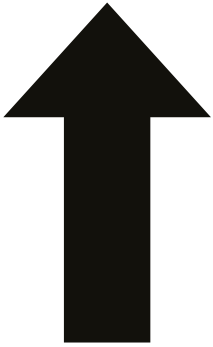

Your microphone will be muted

Use the Q&A function for questions



Feel free to use the chat box

AGENDA

- 1. Recap on industry placements and updated approaches**
- 2. Supporting students with differences – what might this mean?**
- 3. Provider interview**
- 4. Employer Support Fund**
- 5. Q & A**
- 6. Support and next steps**



***WHAT ARE
INDUSTRY
PLACEMENTS?***



WHAT ARE INDUSTRY PLACEMENTS?

- Time spent by a 16-19 year old 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). Models / timings are flexible, e.g. day release, block weeks
- **Occupationally-specific** – developing students' practical and technical skills

WHAT DO I 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



***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.



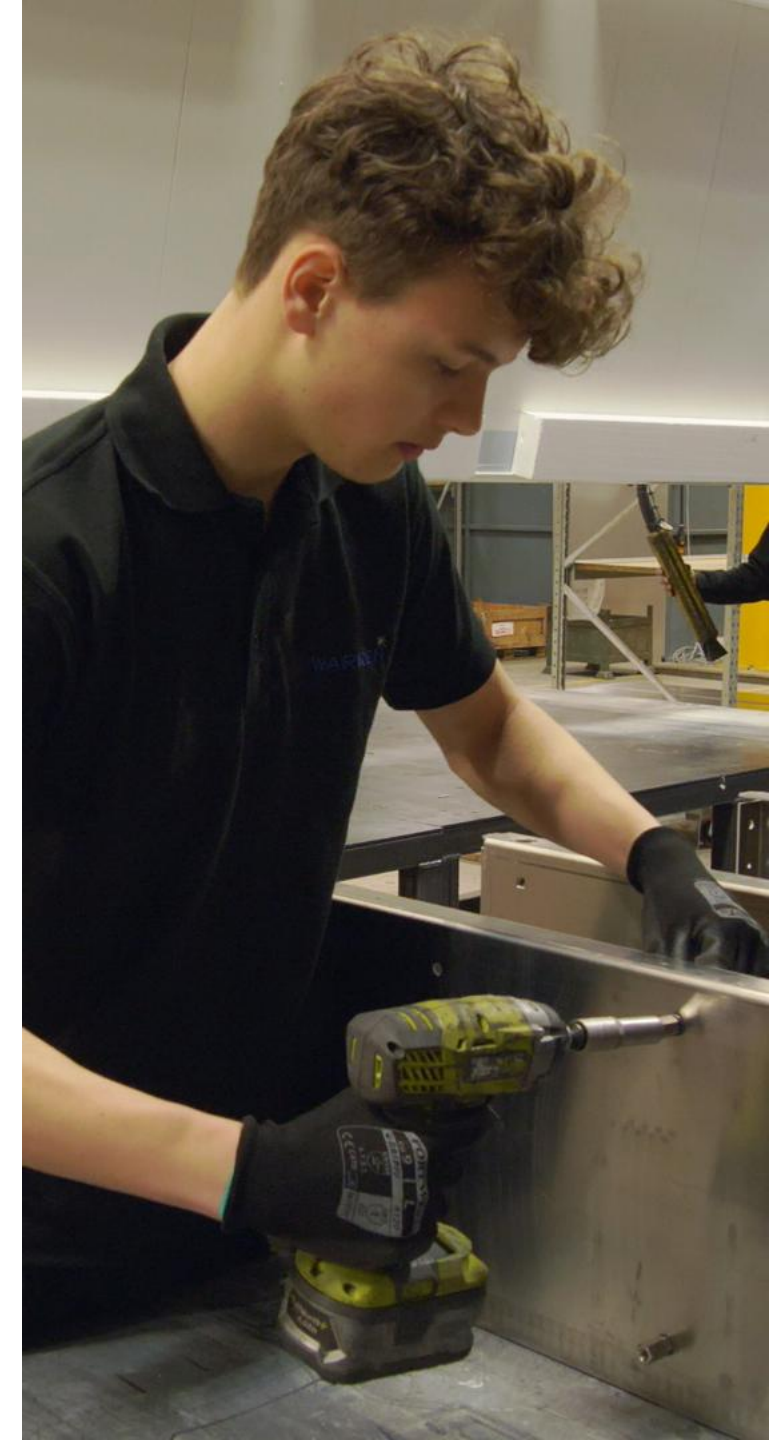
***SUPPORTING
STUDENTS WITH
DIFFERENCES***



Special Educational Needs and Disabilities (SEND)

SEND code of practice sets out four broad areas of need:

- Communication and interaction
- Cognition and learning
- Social, emotional and mental health difficulties
- Sensory and/or physical needs



Communication and Interaction

EXAMPLES OF NEED OR CONDITION

- Speech, Language and Communication Needs (SLCN)
- Autism Spectrum Disorder (ASD), including Asperger's Syndrome



WHAT THIS MIGHT LOOK LIKE IN THE WORKPLACE

- May struggle to express ideas clearly or interpret instructions.
- Might miss social cues or find teamwork and small talk difficult.
- Can take longer to process spoken information.

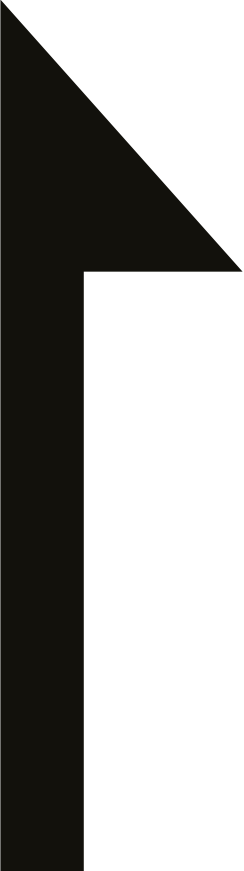
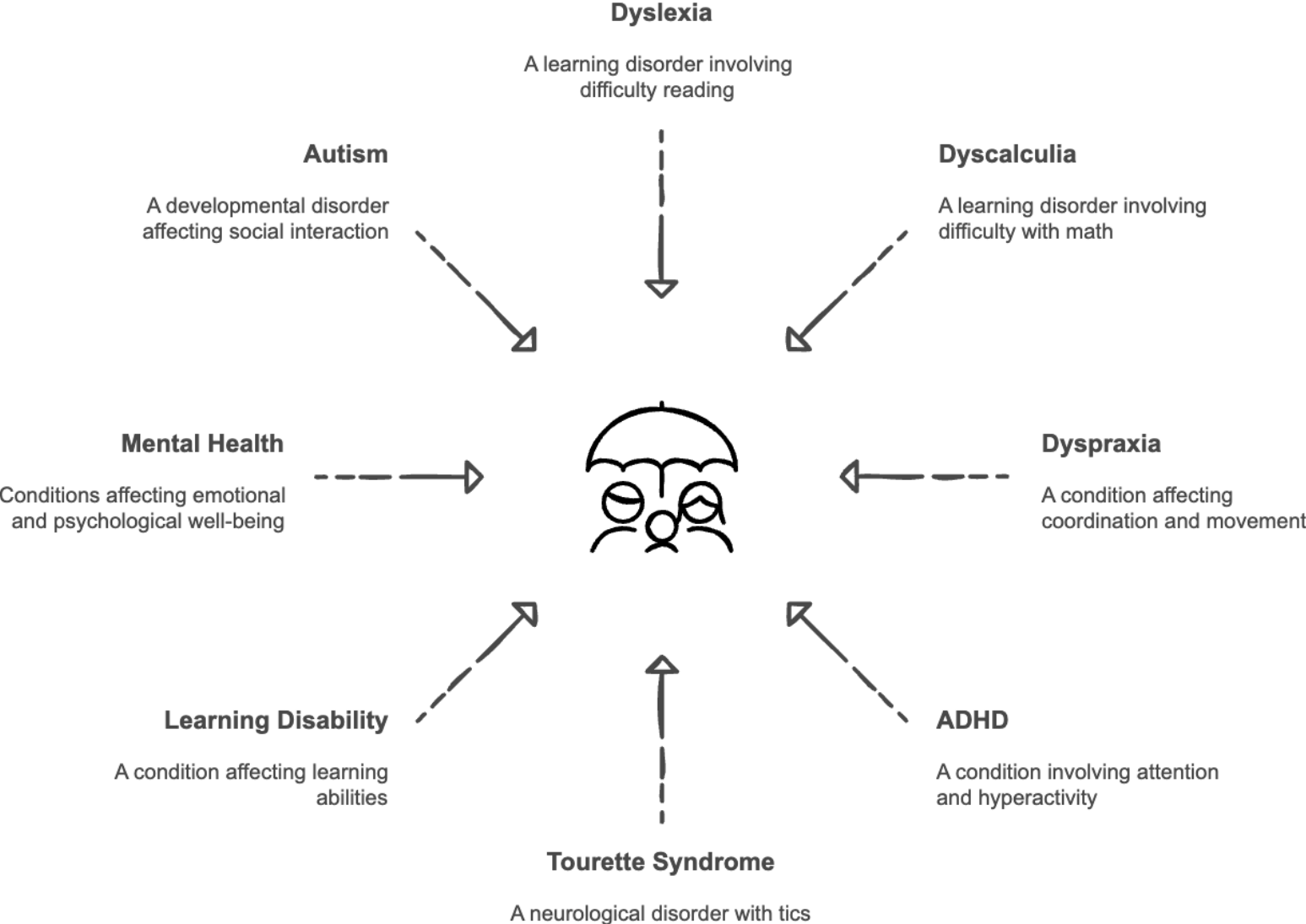


HOW EMPLOYERS CAN ADAPT

- Give clear, step-by-step or visual instructions.
- Allow extra time for responses.
- Explain changes in advance and keep routines consistent.
- Encourage respectful, plain communication among colleagues.



WHAT DOES NEURODIVERGENCE MEAN?



What support might students' need?

*I need help
to get to and
from work*

*I have a mentor when I'm in
the classroom who would
need to join me in the
workplace*

*I might need a quiet
space to work if the
environment gets
noisy*

*The equipment I
need to work with
may need to be
adapted for me to
use it*

*There may be health and
safety risks for me in the
workplace, over and
above the risks to other
students*

Practical approaches

Set clear expectations together for work, such as punctuality, reliability, dress code

Build up hours over the initial period of the placement

A member of the college / school team is present during the early stages of the placement

Student visits the workplace before the placement starts to develop familiarity and confidence

As with any student, be sensitive to signs of anxiety or nerves. This may be the first time they've been in a workplace.

With the student's agreement, speak with parents or carers. They may be an enormous support for you and the student.



***INTERVIEW WITH VIKKIE
MORTON - EPNE***

**Education
Partnership
NorthEast**

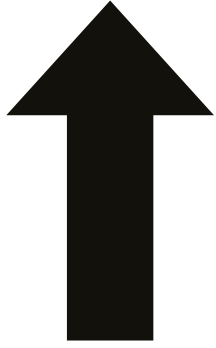
Developing a genuine partnership between employer, provider and family

Open and honest dialogue is key to identifying:

- Workplace risk
- Support with adjustments to policies and/or equipment
- Travel requirements to and from work
- If an independent mentor is helpful
- If a job coach is needed
- A link with the parent/ carer

Where do you see the:

- Opportunities for your organisation?
- Barriers that you would need to overcome to make this a reality?



***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.

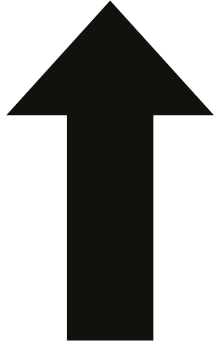
Example:

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.

*What are the risks for employers if we **don't** provide opportunities for students with **SEND**?*

- Miss out on increased innovation, new perspectives, and a more inclusive culture.
- Deny access to a pool of enthusiastic, capable young people with unique skills and strengths.
- Strengthen your company's commitment to corporate social responsibility and inclusion.

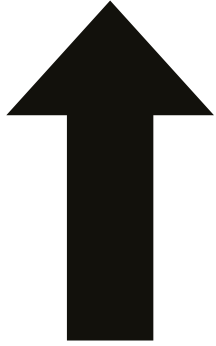


PANEL Q&A



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?*



***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.

FUNDED BESPOKE HANDS-ON SUPPORT

If you would value a call with an industry placement specialist to help you decide, plan or prepare to host placements, do get in touch.

We can arrange:

- A **1-2-1 call** - to chat through any issues, barriers or questions you may have.
- An **online Group Session** - allowing you to bring together relevant members of the team to chat through what's involved, how to host placements in your organisation, and help you overcome any challenges.



THANK YOU

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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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