



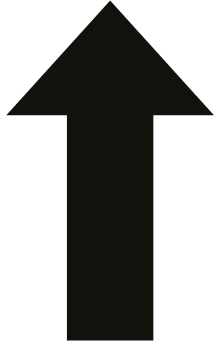
***THE ROLE OF THE LINE MANAGER AND MENTOR –
HOSTING T LEVEL STUDENTS IN THE WORKPLACE***

4 NOVEMBER 2025

TL



HM Government



WELCOME



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TODAY'S TEAM



Kelly Goudge

Webinar Host

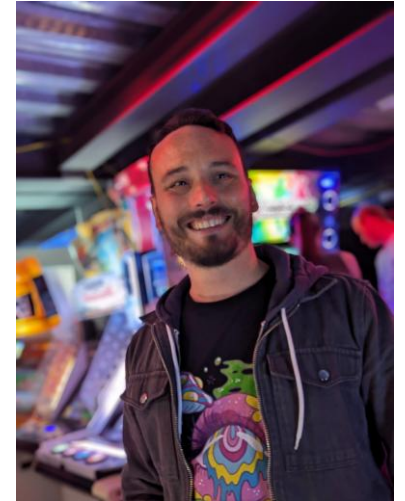
Head of Events
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Industry Placement Specialist
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Speaker & Panellist

Policy Adviser
T Level Industry Placements
Policy Team

Department for Education


Broadcast

Your microphone will be muted

Use the Q&A function for questions

Use the chat box for comments

TOPICS

- 
- A large, solid black arrow graphic pointing upwards and to the right, positioned on the left side of the slide.
1. Industry placements and T Levels
 2. Line managers and mentors
 3. Insights from students and employers
 4. Supporting students to succeed
 5. Next steps and support

YOUR T LEVEL PLACEMENT JOURNEY

- **Aware** of Industry Placements – **17%**
- **Understand** Industry Placements – **10%**
- **Planning** for Industry Placements – **32%**
- **Active** & hosting students – **41%**



***1. INDUSTRY
PLACEMENTS AND
T LEVELS***



WHY OFFER AN INDUSTRY PLACEMENT?



Recruiting New Talent

Working with T Level students gives you access to new, diverse talent. Industry placements can be a chance to assess potential candidates to fill your employment or apprenticeship vacancies and may reduce recruitment costs.



Support Social Mobility

Hosting industry placements can help showcase your institution to students who may not have considered it as a place to work or study.



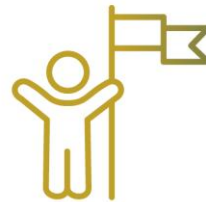
Technical Skill Development

Bringing T Level students into your team can help cultivate their skills, laying the foundation for a new generation of technical talent and your future workforce.



Increase Productivity

Gain an extra pair of hands to support your team. T Level students could perform some of the duties of an existing apprentice when they are off-site, as well as having their own responsibilities.



Staff Professional Development

Managing T Level students offers staff a unique opportunity to enhance their leadership and management skills, supporting career development.



Civic Duty

Support your local community; partnering with Further Education providers in your region to create opportunities, such as industry placements, for young people demonstrates your commitment to the local community.

WHAT IS AN INDUSTRY PLACEMENT?

- Time spent by a 16–19-year-old T Level student **working and learning** in an organisation
- **In a real environment** – with an employer, making a meaningful contribution
- Minimum of **315 hours and averaging 350 hours** (around 45 working days)
- **Occupationally-specific** – develop students' practical and technical skills

HOW T LEVELS FIT IN

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

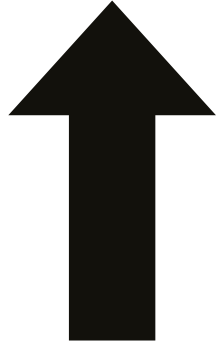
INDUSTRY PLACEMENT



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.



2. LINE MANAGERS AND MENTORS



Which of these best describes the role of a mentor, A or B?



TL **A**

Direction, coordination and support enabling a team member to perform their tasks effectively

B

Using knowledge, experience and understanding of the workplace and job role to guide, support and develop a less experienced team member

POLL

Which of these roles would be best carried out by a line manager and which by a mentor?

LINE MANAGER AND MENTOR ROLES

Line manager	Mentor
Set work tasks	Navigate the organisation
Manage timelines and progress	Ask questions from different angles
Assess work performance and outputs	Believe in ability and potential
Communicate within and across teams	Be a sounding board
Conduct work reviews and appraisals	Impart useful knowledge and experience
Support achievement of day-to -day tasks	Provide encouragement and support
Ensure healthy and safe working practices	Identify and work towards career goals



WHAT LINE MANAGERS DO

- Organise the student's work
- Support them as they carry out work activities and projects
- Delegate the support role to team members
- Monitor performance
- Review progress
- Action plan with the student
- Liaise with the school or college



WHAT MENTORS DO

- Share knowledge and experiences
- Provide guidance and feedback
- Offer encouragement and support
- Identify development opportunities and help to set goals
- Celebrate success
- Build confidence, independence, and self-belief
- Support personal development and wellbeing

WHO CAN BE A MENTOR?

“I suppose everybody that's working with one of these students is a mentor. It's how you see your role once you're in contact with a young person.”



“Someone that has the touch points asking the right questions – that's mentoring even if you don't know you're being a mentor.”



“It's just being approachable and supportive, taking the student under your wing and being a friendly face. It's just everything that you would be doing in your ordinary day-to-day work.”





***3. INSIGHTS FROM
STUDENTS AND
EMPLOYERS***



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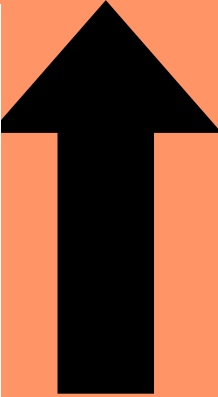
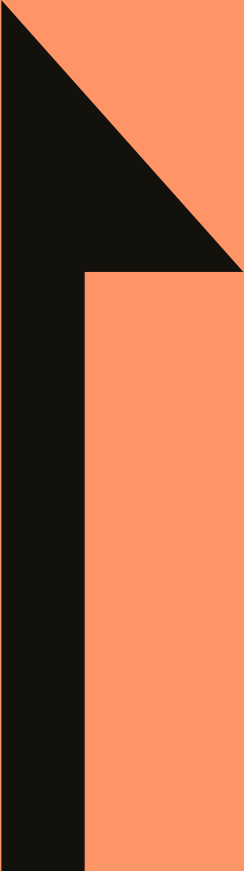




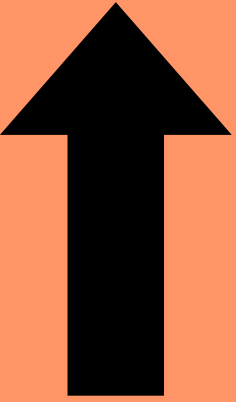
INSIGHTS FROM STUDENTS AND EMPLOYERS



- T Level students show **commitment, courage, and enthusiasm ...**
- ... and are capable of **progressing** into **key roles** in the organisation



Josh's DWP Digital T Level placement



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INSIGHTS FROM STUDENTS AND EMPLOYERS

- They **contribute to the organisation** during their placement ...
- ... and deliver **genuinely useful** results



INSIGHTS FROM STUDENTS AND EMPLOYERS

- They quickly become **part of the team ...**
- ... and develop **knowledge, skills and behaviours** that make them valuable employees in future

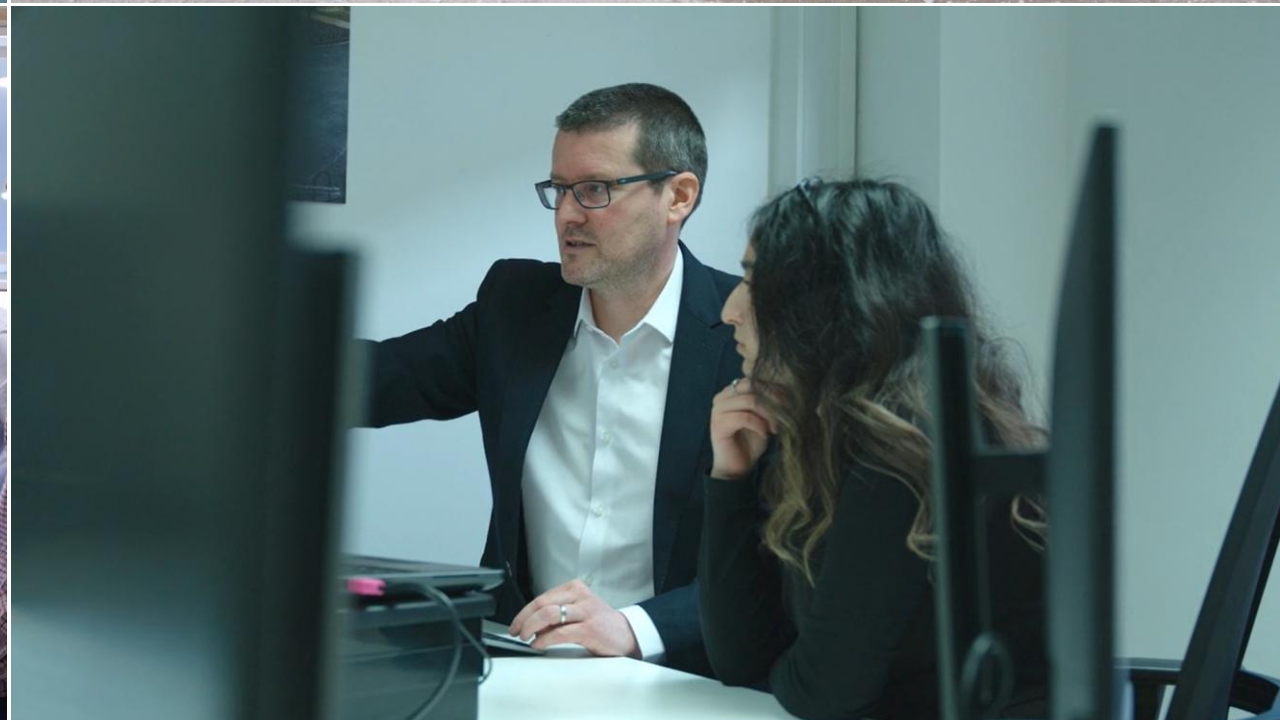
INSIGHTS FROM STUDENTS AND EMPLOYERS

- T Level students show **commitment, courage, and enthusiasm ...**
- ... and are capable of **progressing** into **key roles** in the organisation
- They **contribute to the organisation** during their placement ...
- ... and deliver **genuinely useful** results
- They quickly become **part of the team ...**
- ... and develop **knowledge, skills and behaviours** that make them valuable employees in future



***4. SUPPORTING
STUDENTS TO
SUCCEED***





WORKING AND LEARNING

Learning is a by-product of work

- 90% for technicians and healthcare workers
- 80% for trainee accountants

Organising work makes a big difference to learning



WHAT STUDENTS SHOULD DO

Ask questions

Ask for help

Watch what other people do

Listen to what's going on

Talk to their team colleagues

Have a go at new tasks

Push out of their comfort zone

Be aware of strengths & areas for improvement

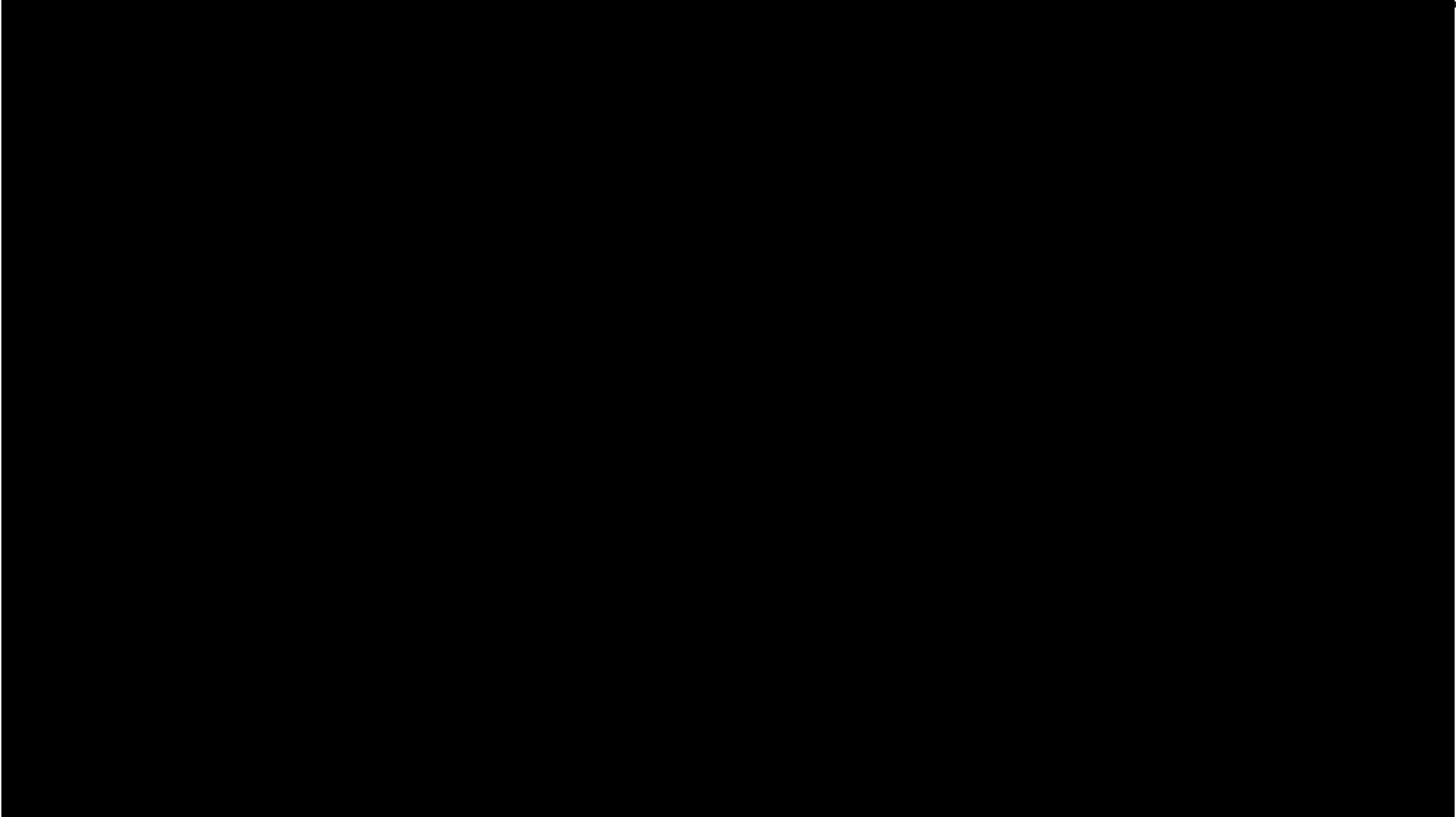
Be open to constructive feedback

Reflect on experiences & mistakes

Set targets and actions

Keep records of what they're learning

Reflect on progress



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SUPPORTING STUDENTS' LEARNING

Opportunities to learn

- Being part of a group or team
- Working alongside other people in a group
- Working with customers or clients (internal and external)
- Taking part in discussions inside and outside the group
- Helping to solve problems

How you can help

- Encourage interactions with others
- Support the student to play a fully active role in your team
- Give them chances to use their knowledge and practise new skills
- Help them to reflect on what they have done and learned
- Show relationships between tasks

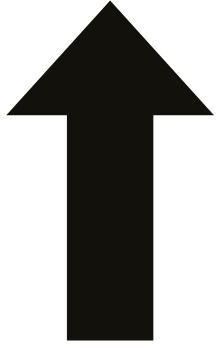
MANY STUDENTS ARE NEW TO WORK SO ...

- 1 Recognise they are students – be patient and watchful
- 2 Share experience – be generous
- 3 Welcome questions – students should be curious!
- 4 Keep an eye on workload – manage time, prioritise
- 5 Focus on professionalism – conduct, etiquette, emotion
- 6 Set a great example – role model positive behaviours



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



RESOURCES AND CPD

- Tools
- Resources and case studies
- CPD webinars

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.

employers.tlevels.gov.uk

Book a 1-2-1 call with a T Level placement specialist today

- Help you scope out a preparation plan for placements
- Explore placement models and how to scale up
- Work through a particular issue or barrier
- Present at internal staff meetings to build awareness and buy-in
- Conduct a 1-hour training session for line managers / mentors
- And more...

employers@strategicdevelopmentnetwork.co.uk

THANK YOU

employers.tlevels.gov.uk

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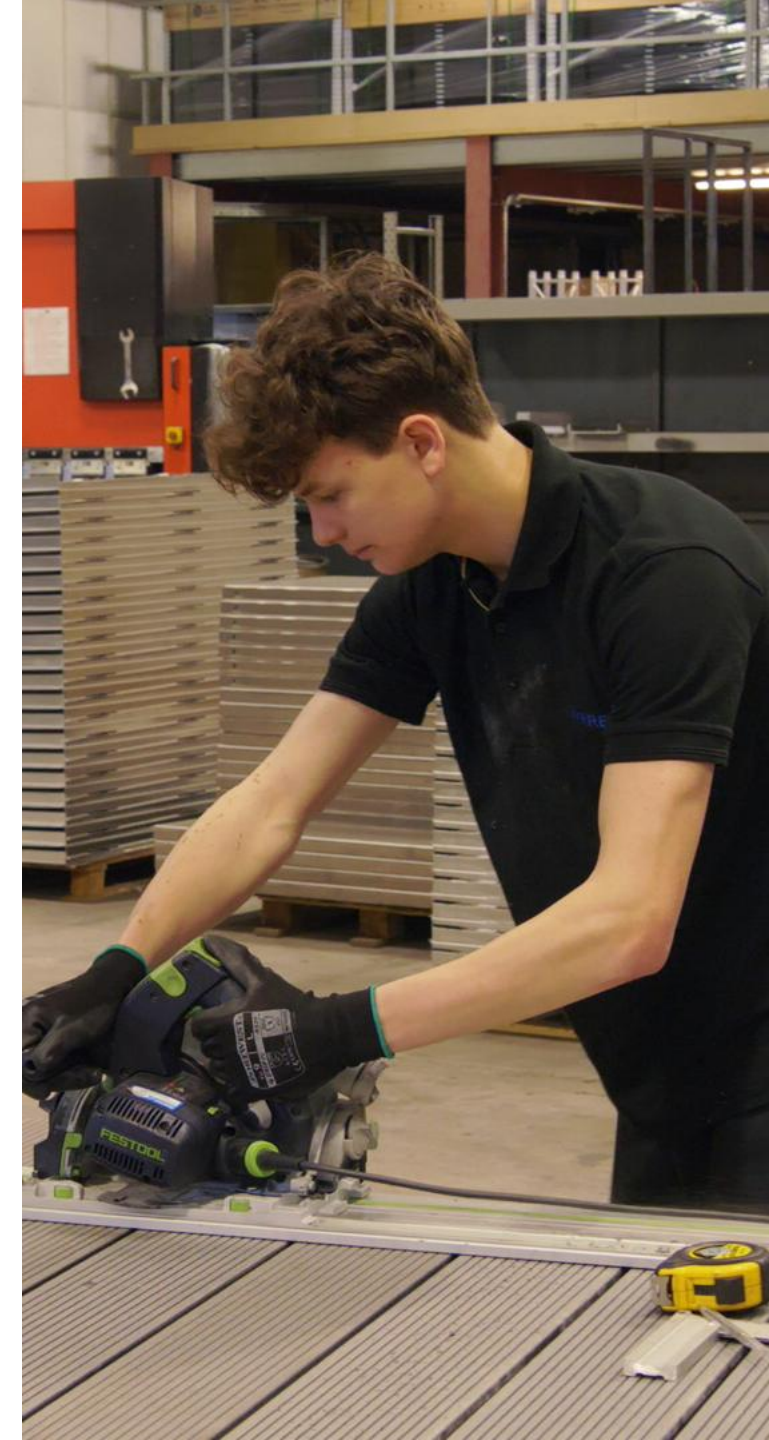
Part of the SDN Mesma Group

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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