



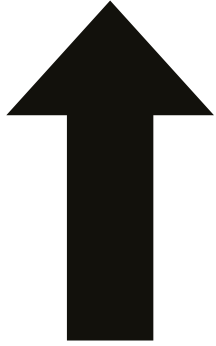
***DESIGNING AND SCALING INDUSTRY
PLACEMENTS IN LARGE ORGANISATIONS***

13 FEBRUARY 2026

TL



HM Government



WELCOME



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TODAY'S TEAM



Kelly Goudge

Webinar Host

Head of Events, SDN Mesma
Group



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Webinar Presenter

Industry Placement Specialist, SDN
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Nicola Drury

Speaker and Panellist

SDN Mesma Group Senior
Associate

FORMAT

Broadcast

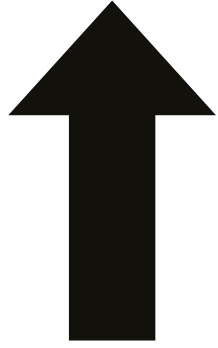
Your microphone will be muted

Use the Q&A function for questions

Use the chat box for comments

TOPICS

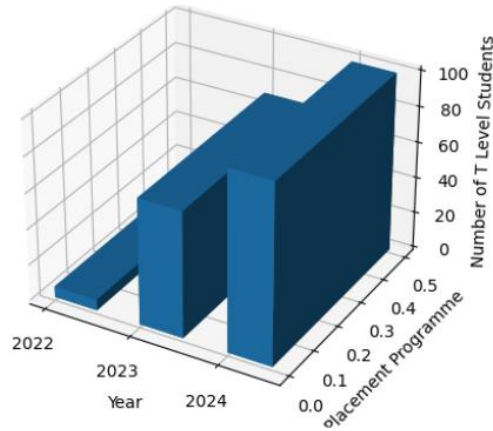
1. Placements in large organisations
2. Opportunities to scale
3. Placement design and delivery
4. Roles
5. Practical steps



1 PLACEMENTS IN LARGE ORGANISATIONS



SINGLE EMPLOYER



- Affinity
- Diversity
- Contribution
- Apprenticeships
- Success

“The access to talent placements provide is at the heart of our recruitment strategy”

“The benefits both to the young people you work with and to your organisation will be significant – and as Lloyds’s experience shows, all of this can be realised in just a short period of time”



**+BOWMER
KIRKLAND**

amazon



Department
for Education

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REGIONAL PLAN



- Choice
- Target
- Rotation



“Supporting T-level students offers an exciting opportunity to expand our workforce pipeline and support the development of the next generation of health and care staff.”

“I’ve been bowled over by the response – countless health and care employers across our system have stepped forward to support placements”

REGIONAL PLAN

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

Landmark moment for technical education in Greater Manchester

- 1000 new placements
- 352 employers
- Large organisations
- ‘Good’ growth



“This is a big moment for technical education in Greater Manchester and a huge endorsement from some of our top employers”

“T Level placements are a great pathway for young people – we’re proud to support this milestone and play our part in helping to grow the next generation of digital and technical talent”



NHS
Buckinghamshire, Oxfordshire
and Berkshire West
Integrated Care Board

NHS
South Yorkshire
Integrated Care Board

Greater
Manchester
Integrated Care
Partnership



One
Gloucestershire
Transforming Care, Transforming Communities

30,000 – 50,000

Technician **Commitment**

- 27 organisations
- 150+ students
- Ambitions

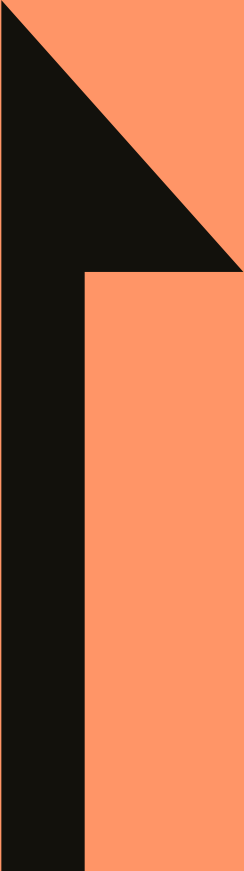
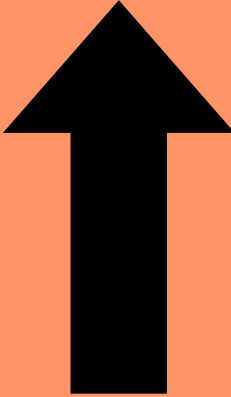


“This T Level industry placement programme is expanding entry routes into technical careers within higher education, research and innovation, helping to inspire a new generation of technical professionals and a new pipeline of technical skills into an aging workforce”



Institutions hosting and preparing to host T Level industry placements

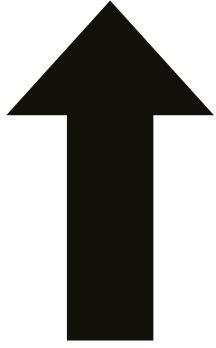


- 
- What's driving the growth of industry placements in large organisations?
 - What scope is there for large organisations to lead and be part of industry and sector-wide growth?
- 

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***2 OPPORTUNITIES
TO SCALE***



LARGE EMPLOYER CHARACTERISTICS



PRACTICAL STEPS

- Range widely
- Go multi-site
- Provide central support
- Standardise processes
- Use flexible delivery



“There are opportunities in other roles such as digital, finance, or administration – the core business may be an obvious place to start but other cross-company roles can easily offer other routes to expansion”

CHALLENGES AND SOLUTIONS

- Sustainability
- Replicability
- Integration
- Progression

Industry Placement Expansion

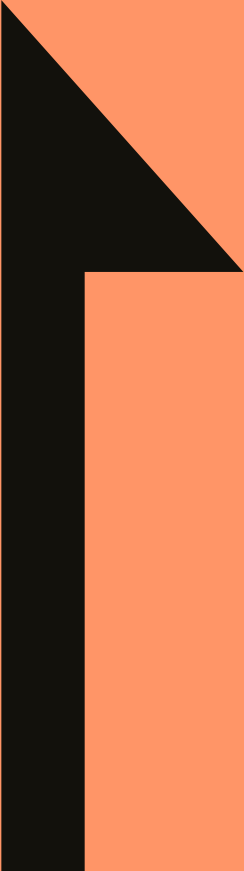
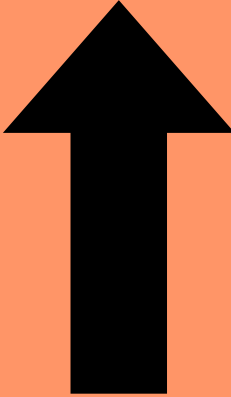
INTERACTIVE ACTION CHECKLIST

Sustainability

SOLUTION	HIGH	MED	LOW	ACTION
Create a clear strategic rationale for industry placements that is consistent with the organisation's mission and embodies its values	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Maintain the commitment of senior leaders in support of the strategy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Demonstrate how the industry placement programme supports business and HR objectives for recruitment, talent and early careers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Provide evidence of its contribution to the organisation's equality diversity and inclusion goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Show how giving opportunities to young people helps to support a shared set of values around people and a developmental culture within teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Learn from and build on successes and setbacks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>

Replicability

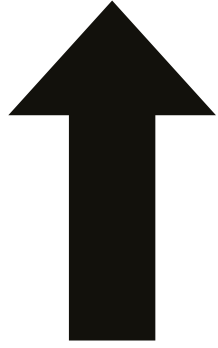
SOLUTION	HIGH	MED	LOW	ACTION
Create and resource a central function for high-level planning, systems development, data analysis, and support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>
Create a two-way flow of information, insight and intelligence between the central function and departments/teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="Enter action or notes..."/>

- 
- Which practical steps are large organisations taking to scale up?
 - How have they overcome some of the challenges?
- 

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3 PLACEMENT DESIGN AND DELIVERY



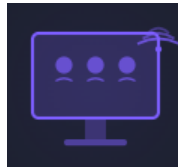
FLEXIBLE DESIGN



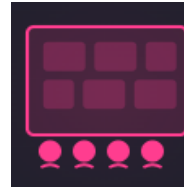
Shared



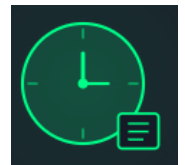
Pre-placement training



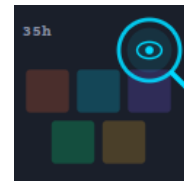
Hybrid/remote



Small team projects



Part-time work

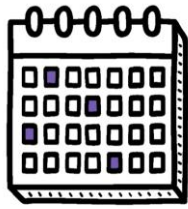


Work tasters

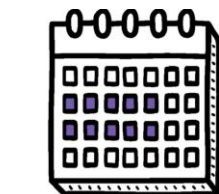
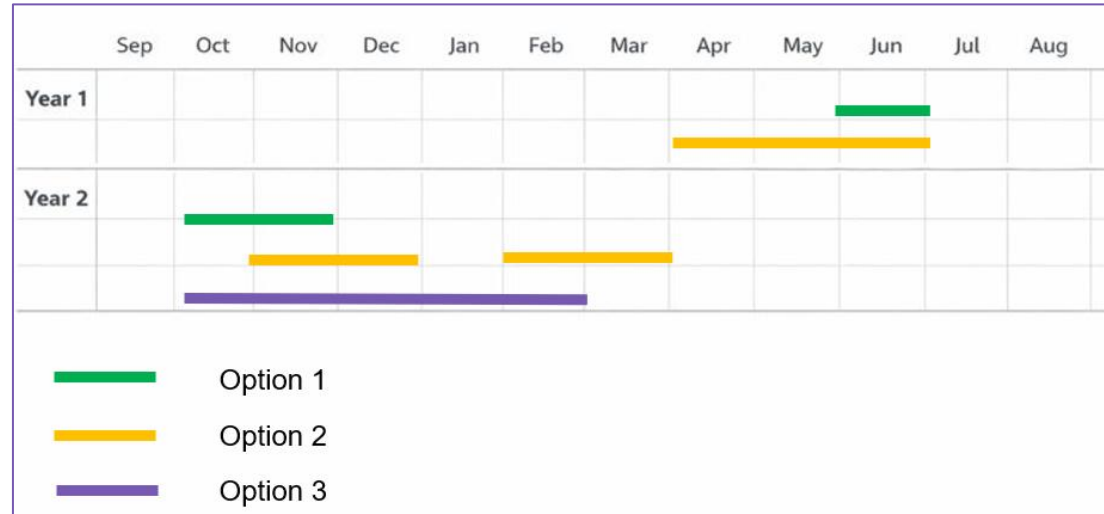
OTHER MODELS

- Split placements
- Rotate students
- Roll-on, roll-off

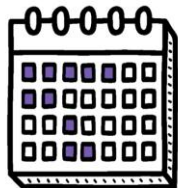
STRUCTURE AND TIMING



DAY RELEASES



BLOCK PLACEMENTS

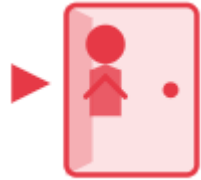


MIXED PLACEMENT

Day Release	Block	Mixed
<p>Year 1: 2 days per week, for 10 weeks (160 of 350 hours)</p> <p>Year 2: 2 days per week, for 12 weeks (190 of 350 hours)</p>	<p>Year 1: A single block (e.g. 175 of 350 hours)</p> <p>Year 2: A single block (e.g. 175 of 350 hours)</p>	<p>Year 1: 1 day per week for 10 weeks (80 of 350 hours)</p> <p>Year 2: a single block (270 of 350 hours.)</p>
<ul style="list-style-type: none"> - When there are repeated tasks that need doing e.g. weekly. - When the T Level student replaces an apprentice when they attend day release to college. 	<ul style="list-style-type: none"> - In organisations with project-based assignments. - When a student is being trained in one specific procedure or experiment. 	<ul style="list-style-type: none"> - When it helps a student to understand your organisation in a phased way, building involvement as the student develops.



DELIVERY STAGES



Onboarding



Progress



Tasks and projects



Pathways



Support



Post-placement



1

ONBOARDING

Introduce the student into the organisation and help them adjust to their roles and responsibilities



2

TASKS & PROJECTS

Create tasks and projects that give the student a meaningful experience of work in your environment



3

SUPPORT

Supervise and support the student and help them deal with any challenges they face, including to their mental health and wellbeing



4

PROGRESS

Make opportunities for the student to learn new knowledge and skills progressively throughout the placement, give frequent feedback and review progress regularly



5

PATHWAYS

Help the student to understand the opportunities open to them after they finish their T Level and to choose the next step in their early career

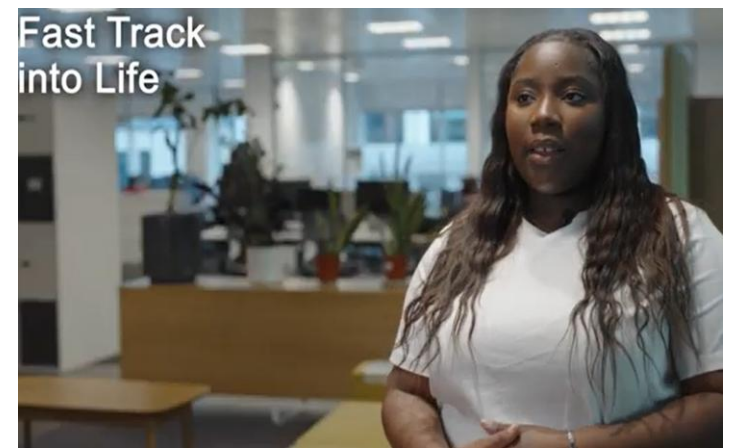


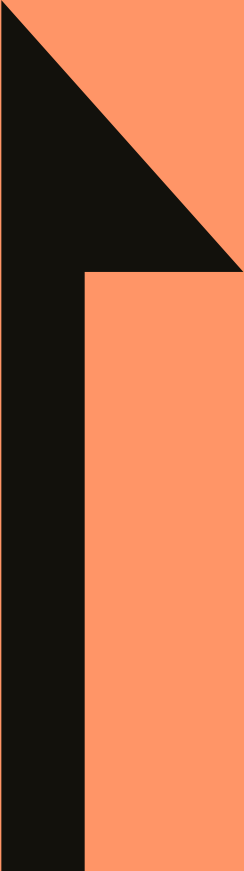
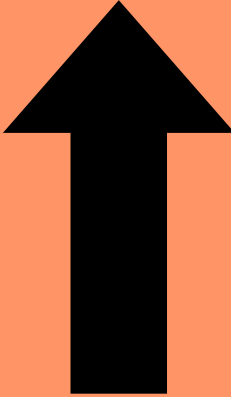
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POST- PLACEMENT

Review the student's achievements against their learning objectives, review their experience of the placement, and agree next steps

DELIVERY TIPS

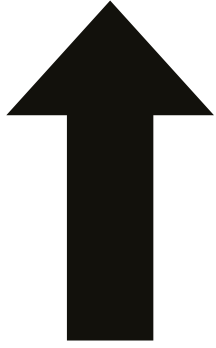


- 
- What have you seen that works well as a delivery method?
 - What would your top tips be?
- 

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4 ROLES





Team leader



Mentor



Senior leader

Department head



Line manager

ROLES IN INDUSTRY PLACEMENTS

Select a role to view responsibilities across each phase

SENIOR LEADER

PLACEMENT COORDINATOR

LINE MANAGER/MENTOR

PLANNING



Select a role above to view planning responsibilities

PREPARATION



Select a role above to view preparation responsibilities

DELIVERY


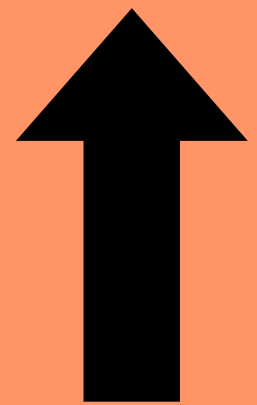


Select a role above to view delivery responsibilities

REVIEW



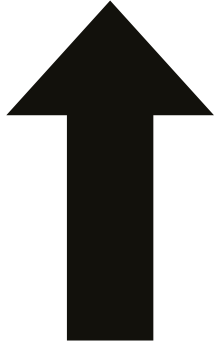
Select a role above to view review responsibilities

- 
- 
- How do you see these different roles?
 - What makes them work well together?

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5 PRACTICAL STEPS



GROWTH PLAN



RESOURCES



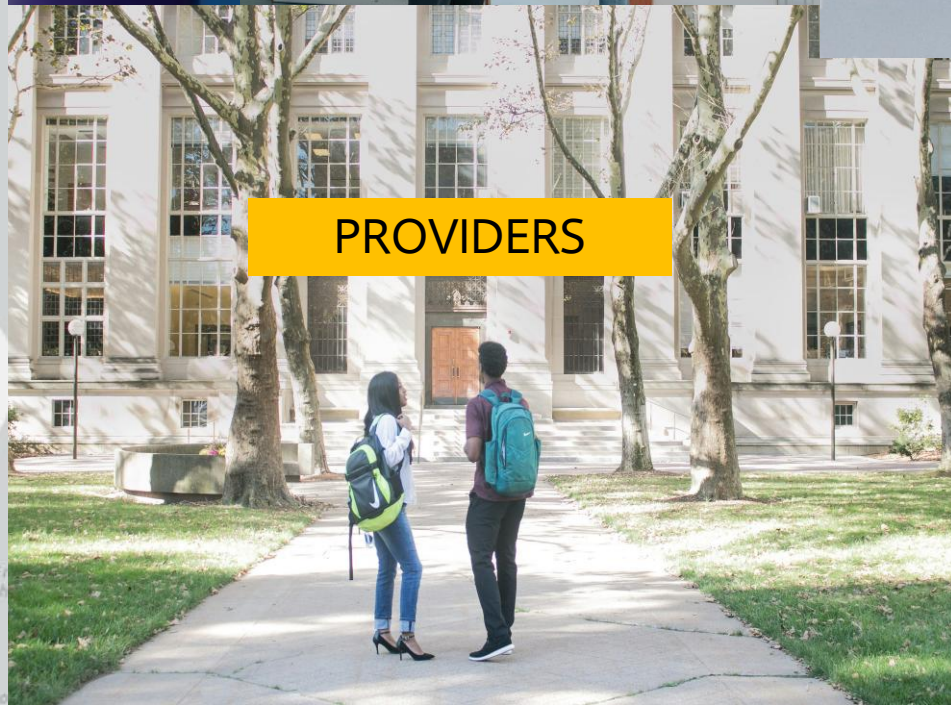
OUTREACH



DESIGN



PROVIDERS



SKILLS & TALENT



LOCATIONS



INTERNAL



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)?

EXTERNAL



Become essential partners for the programme

Support you at every stage of the placement journey

Find the provider(s)

Start the relationship

Promote the opportunities

Recruit students

Match to placements

Manage the relationship

Plan for the next cohort

Growing Your Industry Placement Programme

INTERACTIVE CHECKLIST

Growth Plan

KEY FACTOR

HIGH MED LOW ACTION

Skills and Workforce Planning

KEY FACTOR

HIGH MED LOW ACTION

Placement Locations

KEY FACTOR

HIGH MED LOW ACTION

Internal Resources

KEY FACTOR

HIGH MED LOW ACTION

Providers (Schools and Colleges)

KEY FACTOR

HIGH MED LOW ACTION

Outreach

KEY FACTOR

HIGH MED LOW ACTION

Placement Models

KEY FACTOR

HIGH MED LOW ACTION

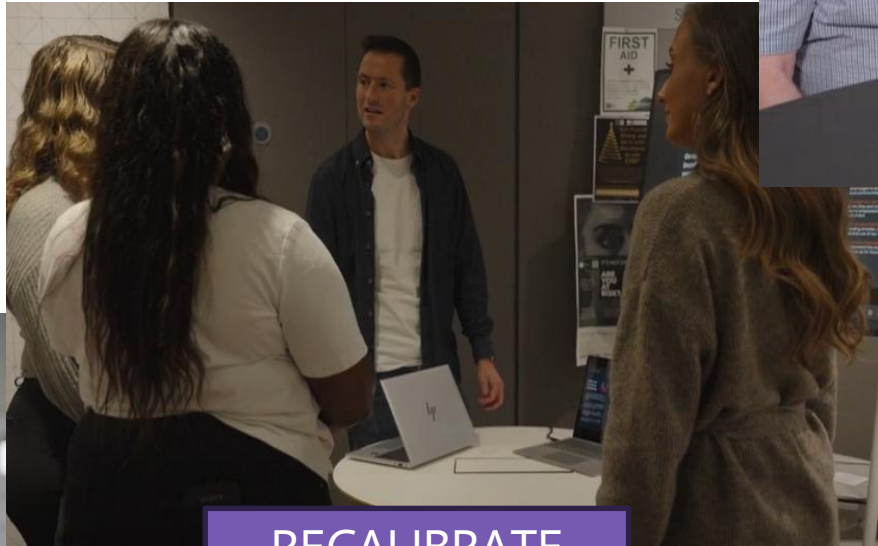
SAVE PROGRESS



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RENEW

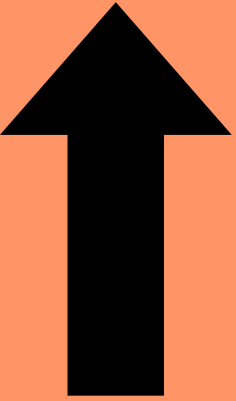


RECALIBRATE



RESOLVE

- What would be top of your list?



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

- 1 Are you more likely to scale up industry placements?*
- 2 Are you more confident to scale up industry placements?*
- 3 Has this webinar been useful and practical for your industry placement expansion planning?*

THE T LEVEL AMBASSADOR NETWORK

The TAN is a government backed, vibrant community of champions for Technical Education:

- Making employer engagement easier
- Enabling scale without losing quality
- Ensuring industry placements deliver value for learners and employers alike

By joining large employers can formally engage with TAN by:

- Nominating business unit leaders or others as T Level Ambassadors
- Participating in regional or national TAN forums, events, and working groups
- Collaborating with employer peers, colleges, and sector bodies through the network
- Position themselves as a regional and sector leader in skills development

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.

- Bespoke one-to-one support
- Tools, resources and case studies
- Book workshops and webinars

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

EMPLOYER SKILLS & T LEVEL INDUSTRY PLACEMENTS CONFERENCES



These conferences are **employer-led, practical and focused on** what works in real organisational settings. They highlight employer success stories, proven delivery models and partnership approaches to support high-quality, scalable T Level industry placements aligned with workforce planning.

The event is open to employers new to placements or looking to strengthen and expand their current offer, and is particularly useful for senior leaders, HR, L&D and operational teams.

Wednesday 22 April – LONDON (BMA House, Tavistock Square, WC1H 9JP)

Thursday 30 April – MANCHESTER (Clayton Hotel-City Centre, 55 Portland Street, M1 3HP)



“It has been a brilliant day, really informative and provided a lot of things to think about and hopefully develop our T-level offer in the future” – conference attendee



FUNDED BESPOKE HANDS-ON SUPPORT

A call with an industry placement specialist

1-2-1 call or Online group session

talk through what's involved in hosting placements
in your organisation

discuss options, practicalities or challenges



THANK YOU

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



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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