

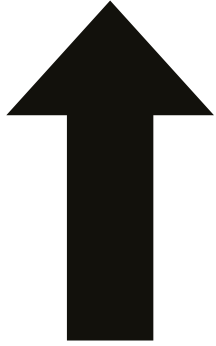


***HOSTING INDUSTRY PLACEMENTS IN THE
CARE SECTOR***

31 March 2026



TL



WELCOME



TL

TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN Mesma



Karen Kelly
Webinar Presenter

Industry Placement Specialist
SDN Mesma

SPEAKERS



Caroline Hardman
Programme Manager

Wigan County Council



Ruth Gorman
Chief Executive Officer

Imagine Act and Succeed

FORMAT

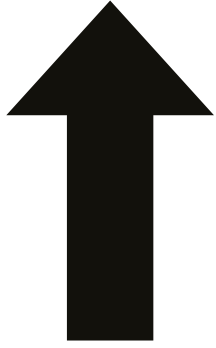
Webinar

**Use the Q&A function for questions to
panel members**

Feel free to use the chat box

AGENDA

- 1 What are T Levels and industry placements**
- 2 Employer insights**
- 3 Panel session / Q&A**
- 4 Next steps / support available**



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



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
- Onsite construction
- 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

- Care Services – from 2028/29

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

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.

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

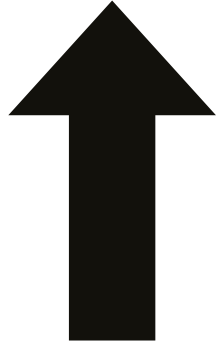
Support your community

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

WHAT DO INDUSTRY PLACEMENTS EMPLOYERS NEED TO OFFER?

- Projects and tasks for students that will help them to learn employability, practical and technical skills
- Someone to supervise and someone to mentor
- Induction
- A safe work environment
- Equipment and resources for the work
- Feedback and review



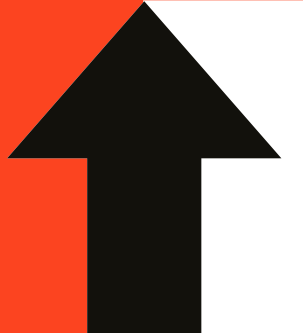


EMPLOYER INSIGHTS



Wigan♥
Council

Imagine
Act
and
Succeed



Overview of placement activity



Wigan[♥]
Council



Placements with Wigan ASCH providers for students studying Level 3 H&SC qualifications 2023 - 2025

38 T level Health students. 315 hr placements

118 BTEC H&SC students. 100 hr placements



'SWAP' pre-employment programme supporting people into social care jobs

Sep 2024 – Dec 2025

52 completed the SWAP
33 offered employment

Simple but connected process



Wigan Council



T Level Placements start Nov (45 days over 2 years)
Monday & Tuesday, every week in term time

Process



College inform council of who/where live and we match to employers

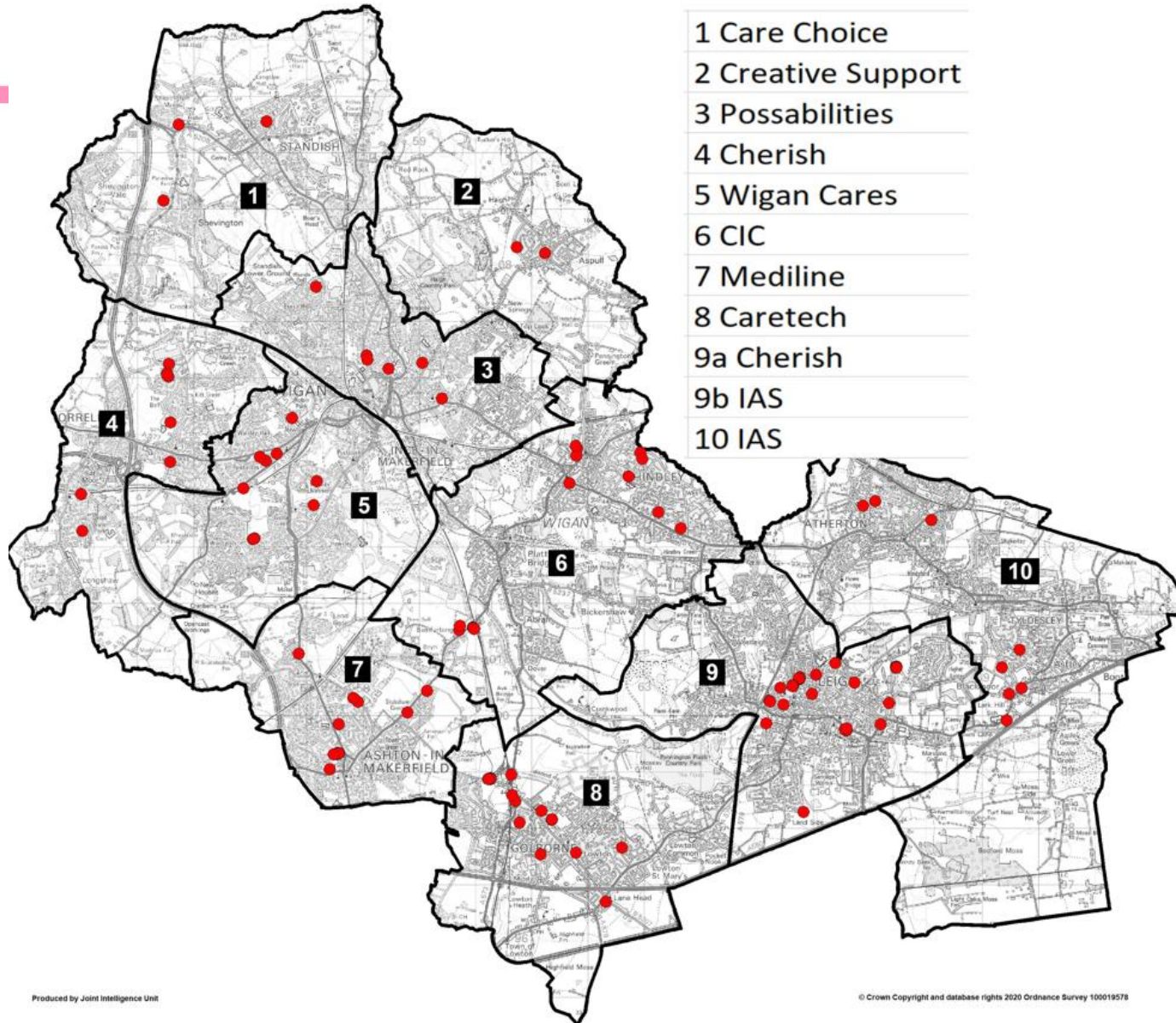
Students briefed at a session in college as to what to expect

Contacted by placement manager a week before start date



Mid placement check-in

End placement celebration and review, job opportunities etc



Supported Living Care Providers

Simple but connected process

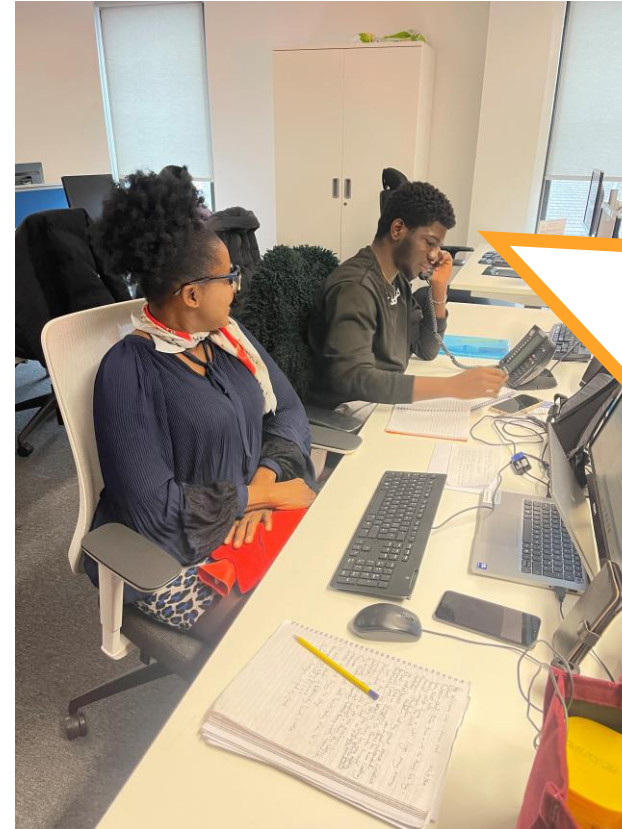


Wigan
Council



I've had opportunities to go out on visits with the key workers, visiting in people's homes or at planned appointments, it's given me the opportunity to gain multiple skills and an outlook on how people are currently living with complex issues.

Ruby Morris
2nd year T level student
Complex Dependency Team



Stanley Obioma
1st year T level student
Adult Front Door Team

I really like the fast-paced work environment and how supportive the staff are towards me. I have attended customer visits and learned a lot. I've also gained experience from shadowing different teams such as the social workers, the reablement team and the social care officers. The staff are very helpful and supportive; they check to see how I am coping and getting on and help me out if I find anything difficult



T level students Placements at Imagine Act and Succeed



Preparing the organisation

Why supporting students is important?

What behaviours need to be in place?

Where they will work, and who to mentor?

Don't make assumptions on people's abilities.





What are the positives of taking a T Level student?

- Encouraging students to work, earn and learn.
- Good with technology and can teach others
- Bring a fresh approach to the workforce
- Have new ideas on how things should be done
- More likely to stay in employment
- Talk to their friends and encourage them to also apply



Charlie's point of view



- **My Name is Charlie, I am 17 Years old I currently am studying Health and social care in college and work for Imagine act and succeed as a support worker.**



What is your favourite part of being a support worker?

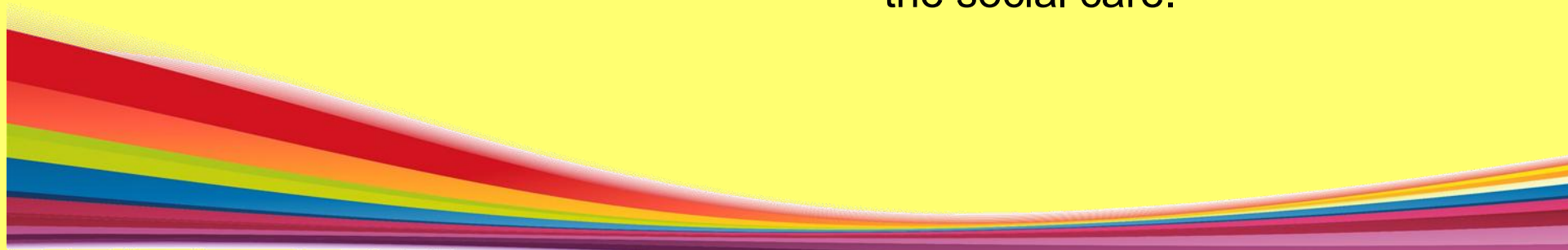


- What is your favourite part of being a support worker?
- My favourite part about being a support worker is making memories with the individual I support which they will cherish, being able to do this for the individual makes me feel so happy and grateful for them and the job that I have.





- **How do you think we can get more younger people to work in social care sector?**
- Influencing...through social media, doing presentations in places of education, we can show people the many great aspects of social care and how they can make a positive impact in Someone else's life.
- **From your perspective, which way do you think helps to recruit the younger generation?**
- The best way to reach younger people would be through social media like Instagram, showing them the job and the roles they would partake in and pinning a post on any form of social media. A targeted post to younger, showing the skills they also gain along the way in the social care.

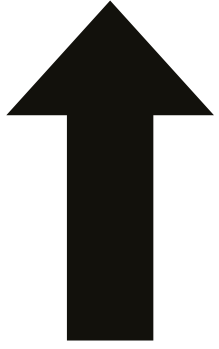


TIME FOR EXPANSION AND GROWTH

Health T Levels are already operating across the wider care ecosystem.

A whole system approach is key, building on successes in acute and clinical settings to include:

- Community and primary care
- Mental health and neurodiversity
- Social care and residential
- Family and early help
- Include the voluntary sector



***EMPLOYER
SUPPORT
FUND***



WHAT CAN BE CLAIMED

What is the Employer support fund (ESF)?

- A £6.3m one year Employer Support Fund
- Targeted funding to support employers on or between 23rd April 2025 and 31st March 2026

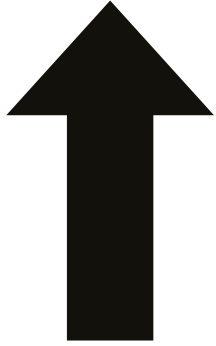
**Just announced....
Continuation of the Employer
Support Fund into financial year
2026/7**

What will the fund cover?

- **administrative costs** (e.g. physical space, 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.

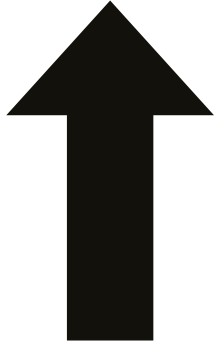


PANEL Q&A



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***



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. **No charge to attend.**

Wednesday 22 April – LONDON (BMA House, Tavistock Square, WC1H 9JP) FULLY BOOKED
Join the waiting list

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



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



Applications for the 2026 National Apprenticeship and Skills Awards opening soon ...

- Gatsby are pleased to be sponsoring the T-level Student of the Year and T-level Employer of the Year categories
- Entries open 15th April and close on 22nd May 2026
- Recognise the real impact that T-levels are having, from students making a meaningful contribution during their placements to employers investing in future talent

How to apply:

T-level Student of the Year

- The learning provider must complete an application form to nominate the student
- Know a student who deserves recognition? Encourage them and their provider to nominate them

T-level Employer of the Year

- The employer must submit an application form directly
- Answer questions about what a student has done on placement and what impact it has made

[For further details, application guidance and to apply, click here](#)

THANK YOU

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



HM Government

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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