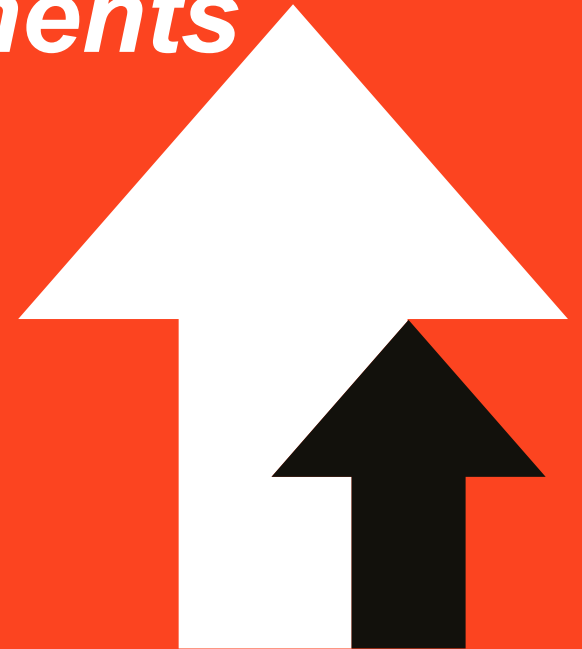
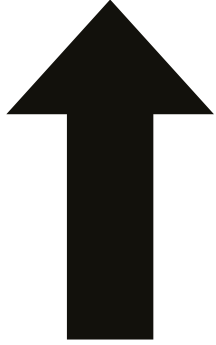


***How the updated industry placement  
framework can help you design and  
deliver industry placements***

**30 June 2026**



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***WELCOME***

***TL***



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# ***TODAY'S TEAM***



**Stephen King**

Webinar Host  
Technical Education Specialist

SDN Mesma Group



**Georgia Lavin**

Industry Placements Policy Lead,  
T Level Policy Team

Department for Education



**Anna Sutton**

Industry Placement Specialist

SDN Mesma Group

# ***WEBINAR FORMAT***

## **Broadcast**

**Your microphone will be muted**

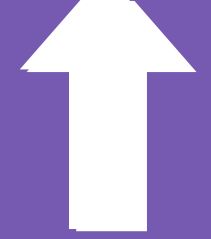
**Use the Q&A function for questions**

**Use the chat for discussion with  
participants**

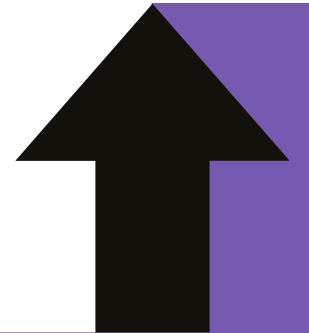
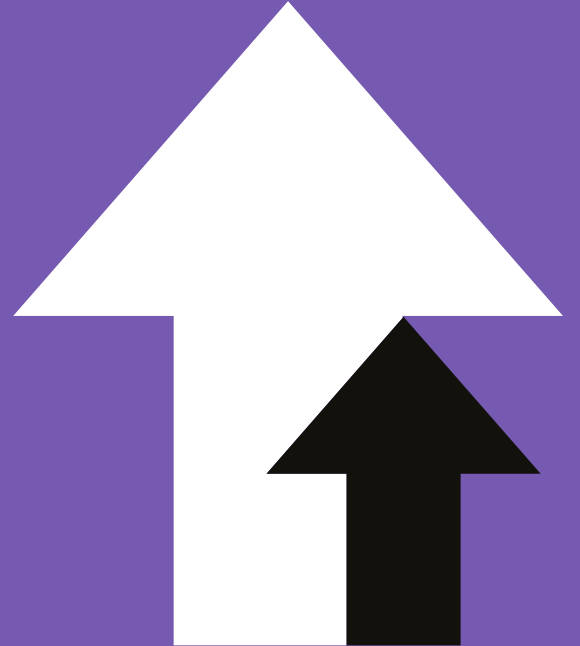
# AGENDA

- Why did we introduce the new delivery framework?
- What has changed?
- The role of employers in the framework
- What this means in practice
- Next steps and further support

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# *WHY WE MADE THE CHANGE*



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# PLACEMENT AVAILABILITY WAS A BARRIER TO SCALE UP

Industry placement completion rates remain high (97.9%) for current learner volumes

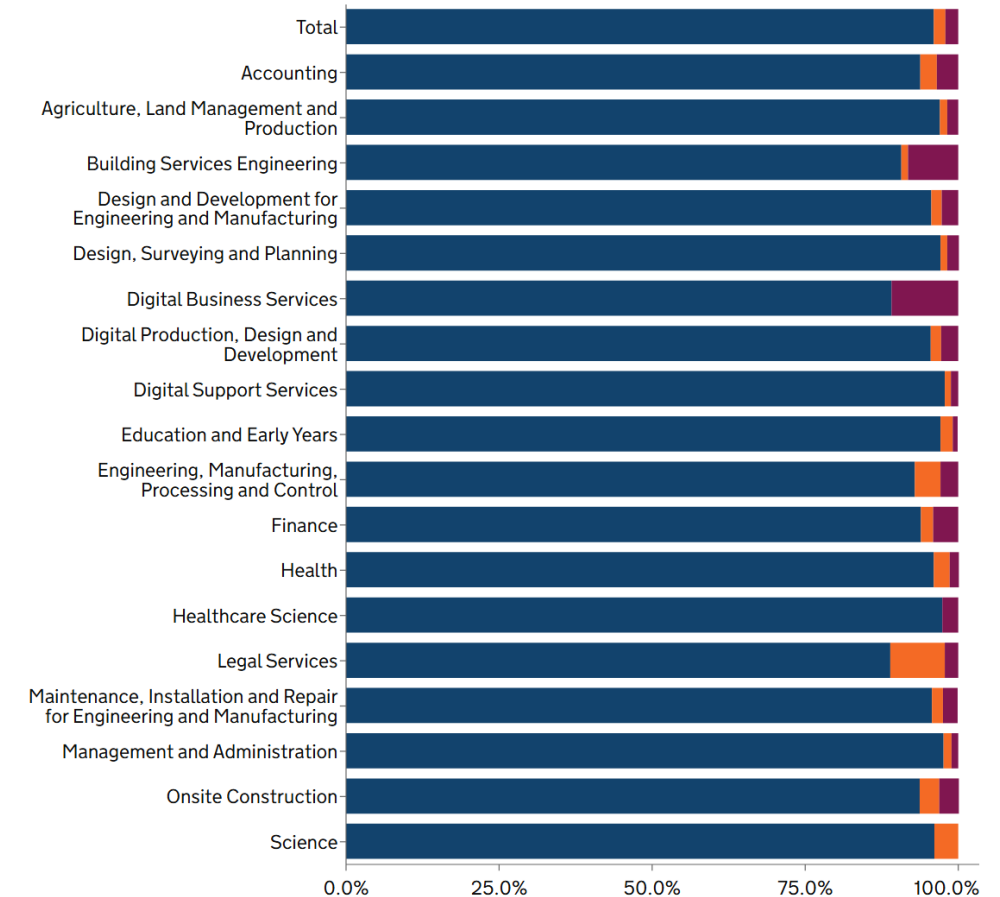
But placement availability was reported as the biggest barrier to schools and colleges scaling up their T Level provision.

We've introduced several flexibilities over the years to support placement accessibility, including:

- Allowing greater use of remote hours
- A wider range of placement settings
- Use of the provider site for employer-led projects and skills hubs

But the Post-16 Pathways consultation made clear that these changes do not go far enough

Industry placement status breakdown by T Level pathway for students awarded a T Level in 2024/25



# ***SO WE HAVE INTRODUCED A NEW DELIVERY FRAMEWORK FOR INDUSTRY PLACEMENTS***

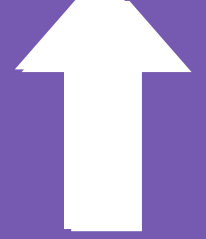
Following consultation feedback, we have decided to:

**Give providers and employers more scope to decide what a placement looks like, removing many of the current delivery restrictions.**

Why?

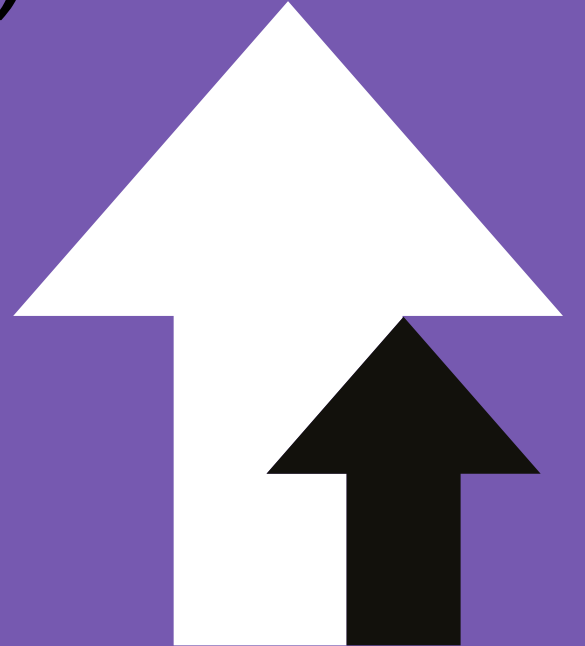
- Strikes the best balance between accessibility and maintaining the placement integrity
- Allows providers and employers to better adapt placements to new T Levels
- Simplifies the guidance by reducing the number of rules providers and employers must navigate





# ***WHAT HAS CHANGED (AND STAYED THE SAME)***

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# ***THE OVERALL STRUCTURE OF THE PLACEMENT WILL REMAIN THE SAME***

All industry placements must still:



Be overseen by an employer, or employers



Last a minimum of 315 hours (or 750 for Early Years Educator OS)



Allow students to develop relevant technical and employability skills

## ***BUT PROVIDERS CAN NOW FULLY TAILOR PLACEMENTS TO THEIR LOCAL CONTEXT***

Beyond the core requirements, T Level providers can **make case-by-case decisions on how placements are delivered**, considering:

1. the needs, abilities and aspirations of their students
2. the working practices and capacity of their local employers

This includes deciding:

- how many hours are done remotely
- how much time is spent in a small team project or skills hub
- how many employers are involved in delivering the placement

# LIMITS ON DELIVERY APPROACHES HAVE BEEN REMOVED

| Delivery approach                                 | What's changed?                                                                                                                          |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Part-time work                                    | <b>Nothing</b> – can still be counted if relevant to the course                                                                          |
| Pathway or route placement                        | <b>Nothing</b> – placements can still be at pathway or route level                                                                       |
| Work taster activities                            | <b>Recommended</b> for no more than 35 hours, rather than capped                                                                         |
| Multiple employers                                | <b>More than two employers can be used</b> if the student would benefit or to suit the working practices of the sector                   |
| Remote hours                                      | <b>More than 20% of hours can be remote</b> if aligned with sector/employer working practice                                             |
| Small team project                                | <b>Recommended</b> for up to one third of the placement, rather than capped                                                              |
| Skills hub and training centre                    | <b>Recommended</b> for up to one third of the placement, rather than capped                                                              |
| Use of the provider site or commercial facilities | <b>Can be used for any student</b> if work is: relevant, not supervised by course teacher and outside of the normal learning environment |

## QUALITY REMAINS PARAMOUNT

These changes are about boosting the accessibility of T Levels, whilst retaining what makes placements valuable.

Regardless of the delivery model used, all students will have:



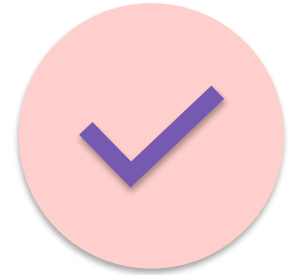
stretching  
learning goals



regular review  
meetings

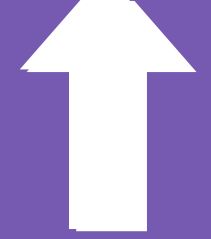


an employer  
appraisal

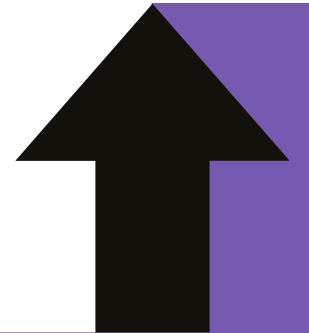
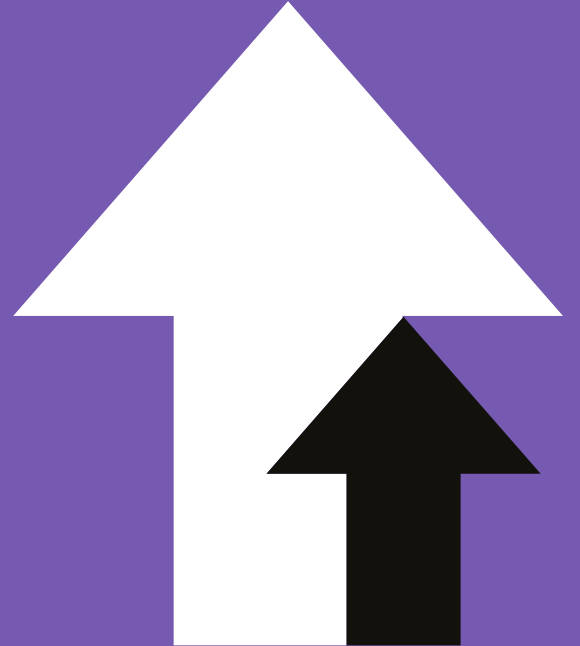


evidence-based  
completion  
decisions

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# ***ROLE OF EMPLOYERS***



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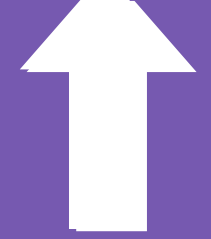
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# ***EMPLOYER OVERSIGHT REMAINS KEY IN THE NEW DELIVERY FRAMEWORK***

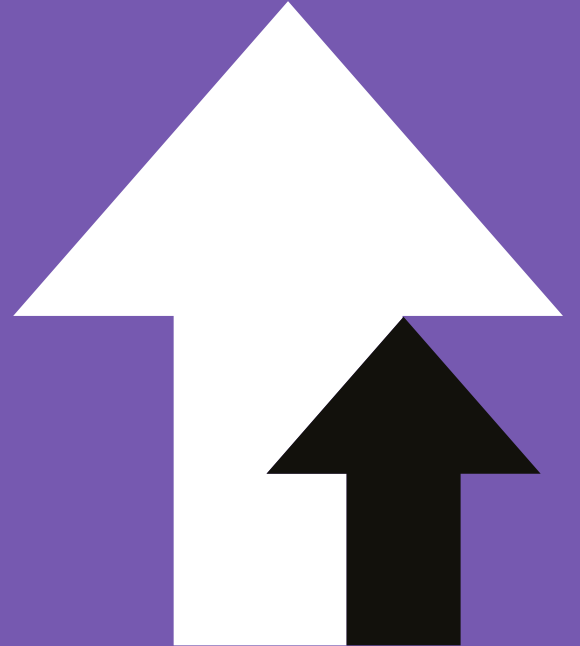
Regardless of the delivery model used, employers will be responsible for:

1. Working with the T Level provider to **design the placement**, agreeing:
  - a. the placement objectives and learning goals
  - b. the placement working pattern and structure
  - c. any reasonable adjustments needed
2. Ensuring a **safe working environment** (where the student is in your facilities)
3. Providing any **induction or training** needed
4. Setting the placement **tasks and activities**
5. Conducting **regular check-ins** with the student
6. Attending placement **review meetings** – to provide feedback and raise any concerns
7. **Verifying placement hours** completed
8. Providing an **appraisal of the student's performance** to inform the final completion decision.

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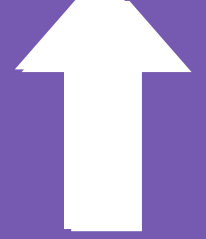
# *QUESTIONS*



*TL*

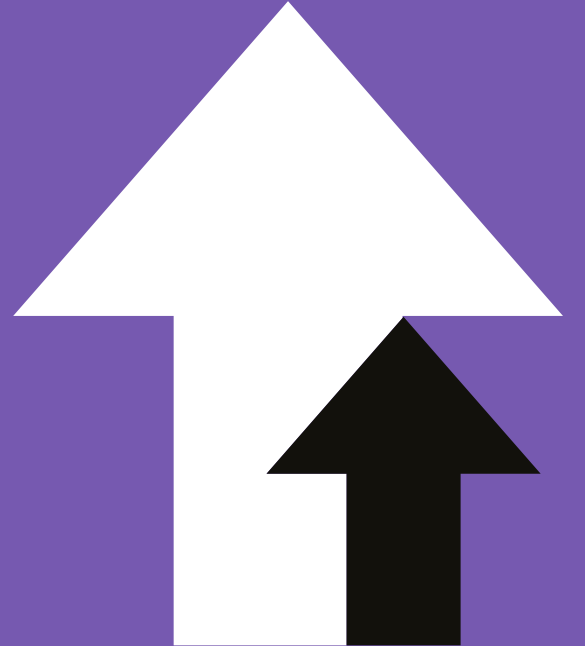
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# ***WHAT THIS MEANS IN PRACTICE***

***TL***



## ***MORE WAYS FOR EMPLOYERS TO CONTRIBUTE***

Design placements around:

- real work
- employer capacity
- sector practice
- student readiness
- meaningful contribution

## ***THE CONVERSATION WITH YOUR SCHOOL OR COLLEGE MAY FEEL DIFFERENT***

**“Can you host a student for 315 hours?”**



**“What could work in your organisation?”**

Explore:

- real activity
- timing and capacity
- teams, sites or departments
- remote, project or rotational models
- support needed from the school or college

# ***T-LEVELS***

***THE NEXT LEVEL QUALIFICATION***

**Small team projects**

## ***WHAT THE VIDEO SHOWS US ABOUT EMPLOYER-LED DESIGN***

Employer-led design works best when there is:

- a real brief or challenge
- clear expectations
- structured support
- student skill-building
- employer feedback

*The model is small team projects; the principle is purposeful design.*

## ***THE WIDER PLACEMENT MIX***

Placements might include:

### **Time and place**

- workplace time
- block delivery or day release
- remote or hybrid activity
- specialist settings or skills hubs

### **People and activity**

- rotations across teams or sites
- project-based activity
- more than one employer

## ***LARGER AND PUBLIC SECTOR / NHS EMPLOYERS***

Possible approaches:

- rotations across departments or sites
- blocks, day release or blended models
- project activity linked to real service needs
- remote or hybrid activity where appropriate
- partner or supply chain contributions
- early activity before workplace placement

## ***SMALLER EMPLOYERS AND SUPPLY CHAINS***

Possible contributions:

- focused workplace blocks
- regular days linked to a task
- part of a shared placement
- project briefs or challenges
- remote mentoring or feedback
- supplier or partner involvement



## ***HOW EMPLOYERS CAN SUPPORT STUDENT READINESS***

Employers can help define:

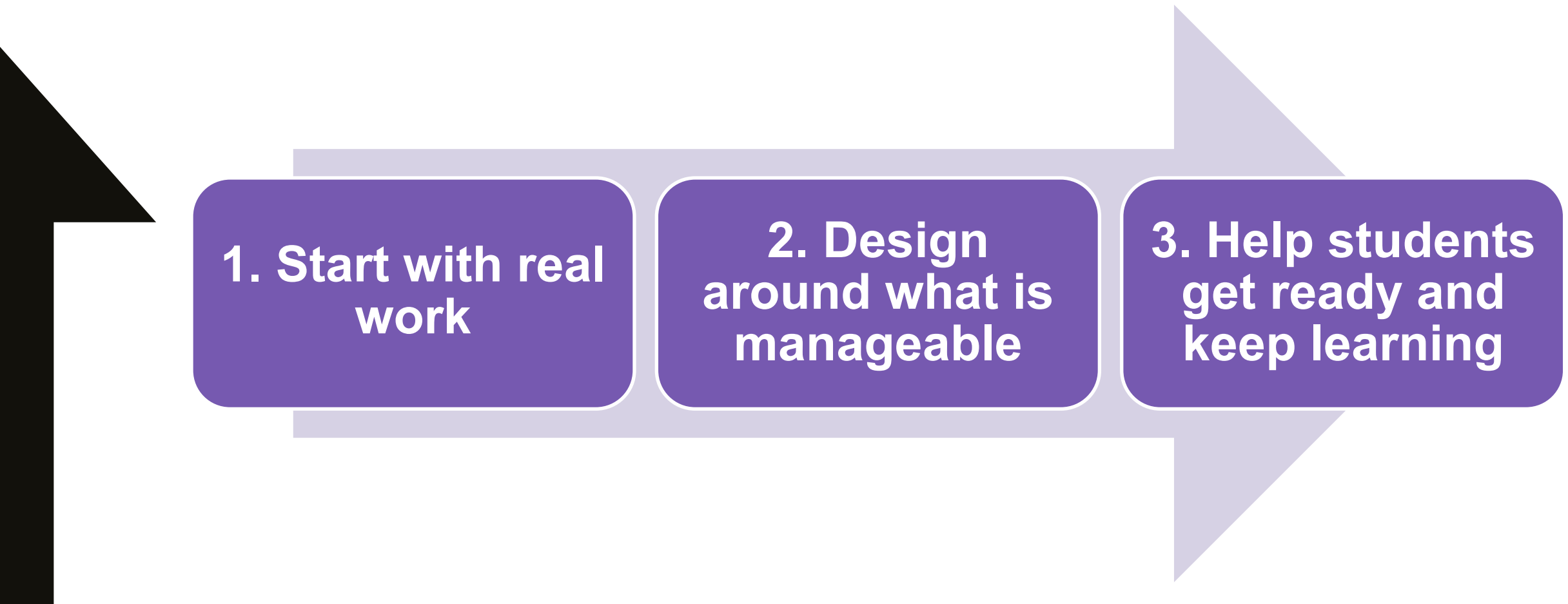
- workplace expectations
- professional behaviours
- sector language and tools
- safety and confidentiality and escalation
- common skills gaps
- what “ready” looks like

# *WHAT MAKES ANY DELIVERY MODEL MANAGEABLE?*

Agree:

- what the student will do
- who will support them
- when check-ins happen
- how feedback is shared
- who to contact if concerns arise

## ***THREE PRACTICAL TAKEAWAYS FOR EMPLOYERS***



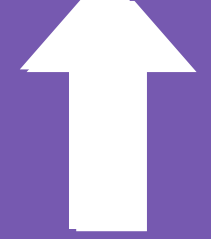
**1. Start with real work**

**2. Design around what is manageable**

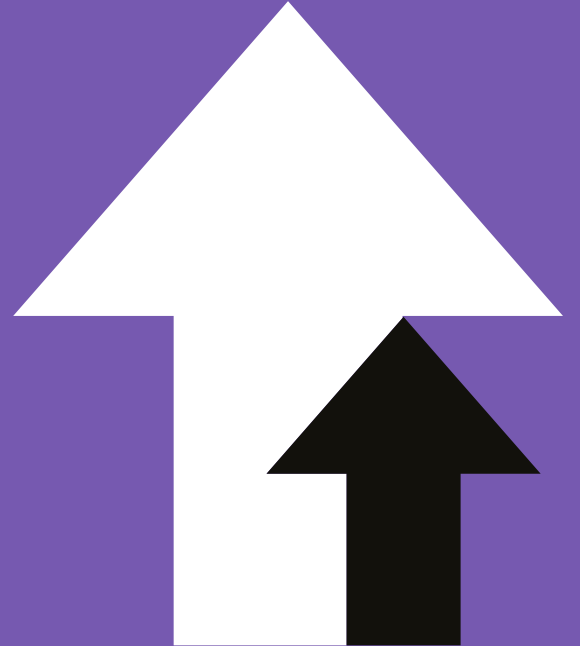
**3. Help students get ready and keep learning**

Real activity. Realistic model. Strong preparation.

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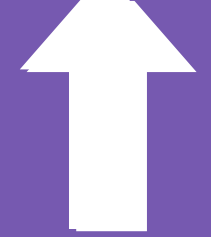
*QUESTIONS*



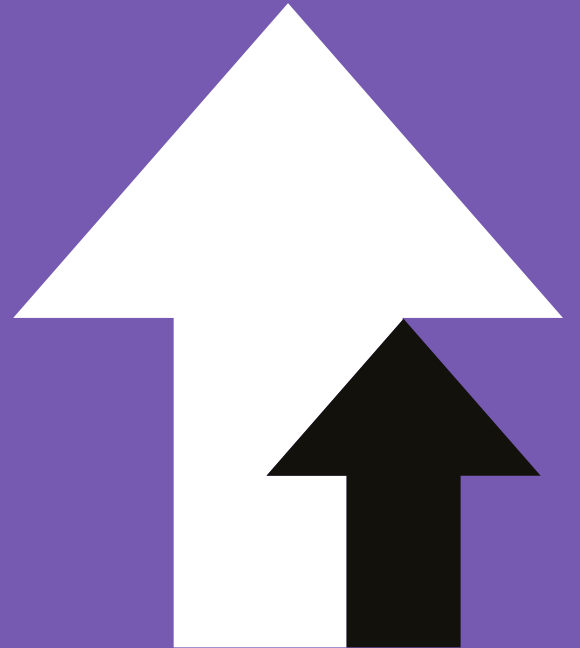
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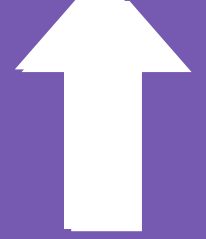


***POLLS***

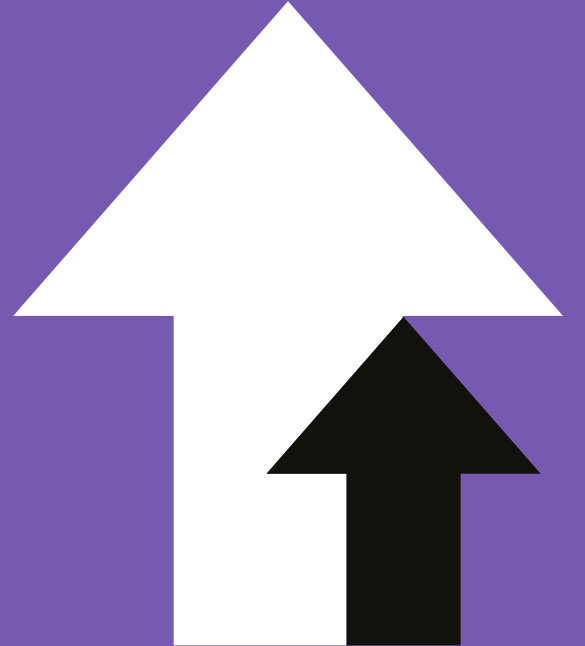


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# *NEXT STEPS AND FURTHER SUPPORT*



# EMPLOYER SUPPORT – T LEVEL INDUSTRY PLACEMENTS

Helping employers to:

- Understand what industry placements are
- Commit to host industry placements for the first time
- Plan and prepare to host placements
- Scale up the number of placements

[employers.tlevels.gov.uk](https://employers.tlevels.gov.uk)

Funded by:



Department  
for Education

Delivered by:



**T Levels and industry placement support for employers**

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[News and updates](#)

## Discover your future workforce

T Levels: a new qualification developed in collaboration with employers.

[Find out more about T Levels](#)

[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, case studies and progression](#)

Discover the benefits of hosting an industry placement at your organisation.

### T Level subjects

There are now 21 different subjects for T Level students to choose from. With everything from agriculture to craft and design and engineering to science, find out how T Level students could help your business thrive.

[All T Level subjects](#)

### T Level webinars and events

A range of events to help you understand more about T Levels, whatever stage of your journey.

[T Level industry placements – compliance, legal responsibilities and safeguarding](#)

Thursday, 23rd April 2026, 2:00 PM

[See all webinars and events](#)

# PRACTICAL GUIDANCE, CASE STUDIES AND TEMPLATES

- About placements, how they work and the benefits
- Getting started with placements
- Planning for placements e.g. delivery approaches, compliance/safeguarding, roles, preparing managers/supervisors
- Working with providers and students e.g. projects/tasks, induction/onboarding
- Supporting and managing students on placement
- Models to scale up industry placements across your organisation

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[employers.tlevels.gov.uk](https://employers.tlevels.gov.uk)



# PRACTICAL GUIDANCE, CASE STUDIES AND TEMPLATES

For each T Level route:

- Case studies
- Overview of relevant T Levels and specific requirements
- Answering common questions
- Models and approaches
- Selecting projects / tasks

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# CPD FOR YOU AND YOUR TEAMS

## Live sessions and recordings:

- Introduction to T Level industry placements
- How to host placements in particular routes / roles
- Scaling up placements across your organisation
- Role of the line manager / mentor
- Compliance and safeguarding
- Supporting students with SEND
- Models and delivery approaches
- Supporting students on placement
- Progression and employer impact

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THE NEXT LEVEL QUALIFICATION



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# 1-2-1 ORGANISATIONAL SUPPORT

Speak to a T Level placement specialist:

- What it might look like to host placements in your organisation
- Planning steps and overcoming challenges
- Scaling up

## Book in a session:

- 1-2-1 call
- Online group session
- In-person group support
- Monthly employer exchanges

**TL**

The screenshot shows the 'GOV.UK' header with a search bar. The main heading is 'T Levels and industry placement support for employers'. Below this is a 'GIVE FEEDBACK' button and a link to 'help us to improve it'. A 'News and updates' link is also visible.

The main content area features a large section titled 'Discover your future workforce' with the text: 'T Levels: a new qualification developed in collaboration with employers.' and a button 'Find out more about T Levels'. To the right is an image of two men working on a laptop, with the 'T-LEVELS THE NEXT LEVEL QUALIFICATION' logo overlaid.

Below this are four smaller sections, each with an image and a link:

- 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, case studies and progression**: Discover the benefits of hosting an industry placement at your organisation.

At the bottom, there are two more sections:

- T Level subjects**: There are now 21 different subjects for T Level students to choose from. With everything from agriculture to craft and design and engineering to science, find out how T Level students could help your business thrive. Link: [All T Level subjects](#)
- T Level webinars and events**: A range of events to help you understand more about T Levels, whatever stage of your journey. Link: [T Level industry placements – compliance, legal responsibilities and safeguarding](#) (Thursday, 23rd April 2026, 2:00 PM). Link: [See all webinars and events](#)

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# THANK YOU

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

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THE NEXT LEVEL QUALIFICATION

 **SDN**  
Part of the SDN Mesma Group

**SKILLS  
FOR LIFE**

## 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](https://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.