

T LEVEL INDUSTRY PLACEMENTS

Developing Tomorrow's Workforce

T LEVEL INDUSTRY PLACEMENT SUPPORT FOR EMPLOYERS

Funded by the Department for Education, delivered by **SDN Mesma Group**, to help employers looking to understand, plan, host and expand T Level industry placements



Funded by
UK Government

T-LEVELS
THE NEXT LEVEL QUALIFICATION

GETTING STARTED WITH T LEVEL INDUSTRY PLACEMENTS

PRACTICAL

Focused on the decisions and actions that help placements work.



EMPLOYER- FOCUSED

Centered on workforce needs, meaningful work and realistic delivery.



EXPERIENCE-LED

Hear directly from a T Level student and an employer about their experiences.



In the chat: Tell us your organisation and whether you're **exploring**, **planning** or **already hosting** industry placements.

USE Q&A • USE CHAT • MICROPHONES MUTED • SESSION RECORDED • SLIDES SHARED POST EVENT

TODAY'S TEAM



Kelly Goudge

Webinar Host, Events Manager
SDN Mesma Group



Anna Sutton

Webinar Presenter, Industry
Placement Specialist
SDN Mesma Group



Helen Alston

Speaker and Panellist,
Operations and Systems
Manager, Jeff Gosling Ltd

WHAT YOU WILL TAKE AWAY

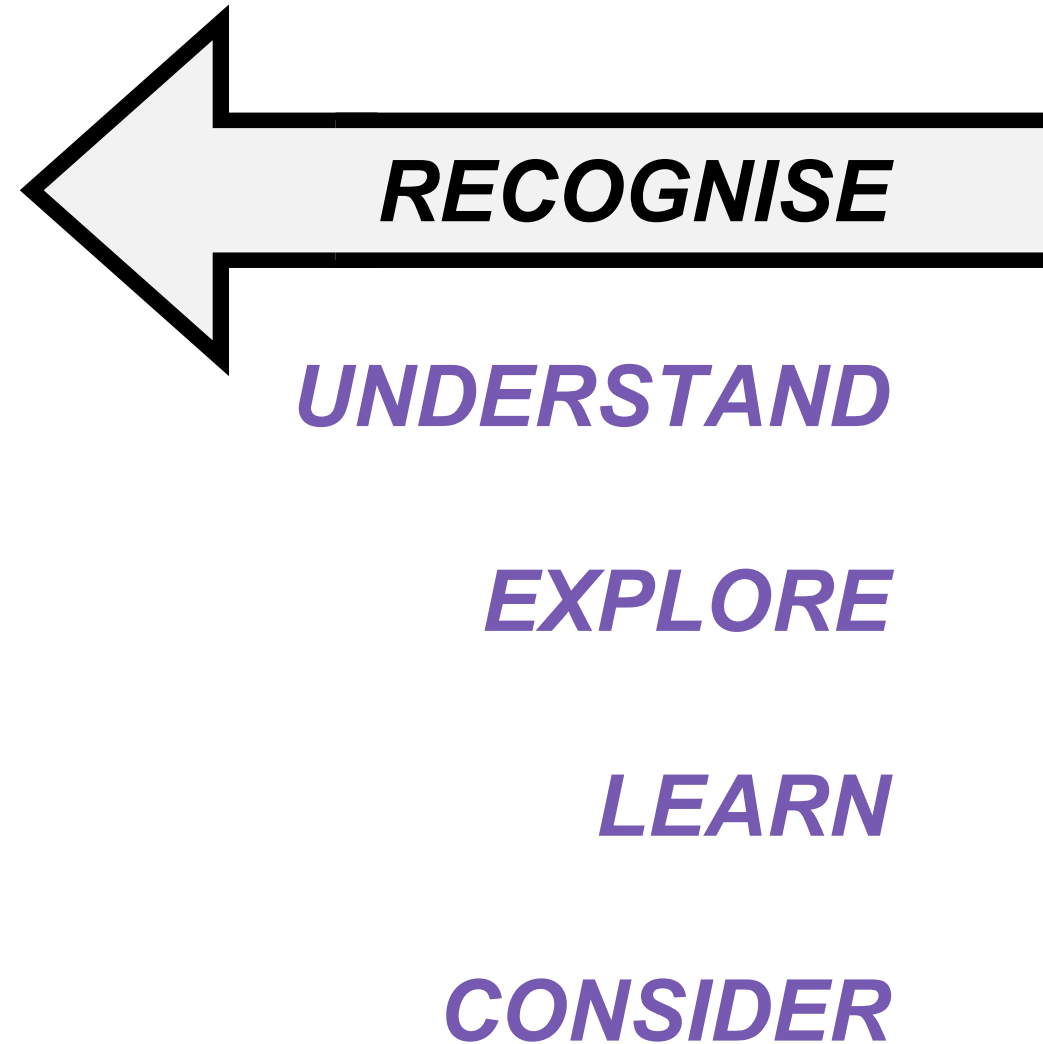
Five connected outcomes, moving from understanding to action.

- RECOGNISE** opportunities for industry placements to support your organisation's workforce needs
- UNDERSTAND** T Levels, industry placements and the range of relevant subjects
- EXPLORE** your role as an employer, flexible delivery options and available funding
- LEARN** from a student's and an employer's experience
- CONSIDER** your first step and where to find practical support

THE OPPORTUNITY

Why you need to be involved

T-LEVELS
THE NEXT *LEVEL* QUALIFICATION



WHY THIS MATTERS

THREE CONNECTED BENEFITS

FUTURE WORKFORCE

- Early access to emerging technical talent
- Potential pathways into apprenticeships and employment
- Support for longer-term workforce planning

TEAMS AND SERVICES

- Opportunities for colleagues to supervise and mentor
- Defined projects and entry routes
- Stronger links between early careers and service delivery

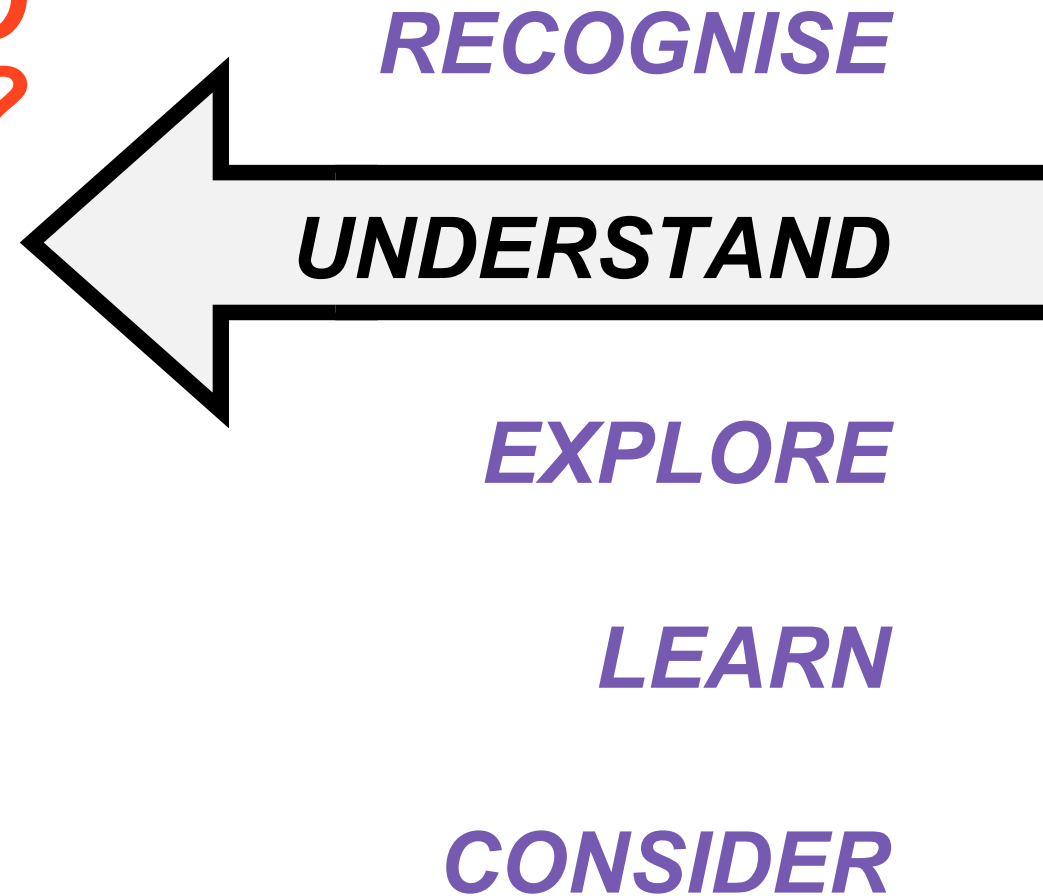
COMMUNITIES

- Meaningful opportunities for local young people
- Greater awareness of careers in your business sector
- Support for social mobility and skilled employment

WHAT ARE T LEVELS AND INDUSTRY PLACEMENTS?

The basics

T-LEVELS
THE NEXT LEVEL QUALIFICATION



STRUCTURED LEARNING. MEANINGFUL WORK.

Exact arrangements are agreed between the employer, the school or college, and the student.

315+

minimum hours

16–19

typical student age
range

REAL

work connected to
technical learning

NEXT

progression towards
skilled employment

A substantial period of structured learning and meaningful work with an employer

A STUDENT'S PERSPECTIVE

Ella Salts

Media, Broadcast and Production T Level student at Walsall College

What I did | What I learnt | What I enjoyed | Why it mattered | How it changed me

Please use the Q&A Function to raise any questions



Jenna Sutton

2020-03-25 10:51:24

THE T LEVEL PROGRAMME

Two years: technical learning plus a meaningful industry placement.

80%

UP TO 1,400 HOURS

TECHNICAL QUALIFICATION

- Core
- Occupational specialism(s)
- English and maths
- Other requirements

20%

AT LEAST 315 HOURS

350 hours average

INDUSTRY PLACEMENT

- Technical skills and knowledge
- Practical skills for employment
Meaningful contribution
- in the workplace

DEVELOPING FUTURE TALENT: *Post-16 pathways into employment and higher skills*

POST GCSEs / VOCATIONAL GCSEs – AGE 16 Students choose the route that fits their interests, goals and prior attainment

**AGE
16-18**

FOUNDATION PATHWAYS Targeted preparation for progression

Foundation Apprenticeship

Work-based learning while studying

Occupational Certificate

Occupationally focused training

Foundation Certificate

Core skills and progression preparation

SPECIALIST PATHWAYS & DESTINATIONS 16-19 years

Work-based training Including Apprenticeships

Earn, learn and build occupational competence

T-LEVELS

Technical education with an industry placement

V LEVELS

Vocational routes to skilled careers

A LEVELS

Academic study

**AGE
18+**

**Skilled
Employment**

**Work-based training
Including
Apprenticeships**

**Higher Education
including University**

T LEVELS AVAILABLE NOW: *A clear view of the current offer*

AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE

Agriculture, Land Management and
Production
Animal care and Management

BUSINESS AND ADMINISTRATION

Management and Administration

CONSTRUCTION

Building Services Engineering for
Construction
Design, Surveying and Planning for
Construction

CREATIVE AND DESIGN

Craft and Design
Media, Broadcast and Production

DIGITAL

Digital Data Analytics
Digital Software Development
Digital Support and Security

EDUCATION AND EARLY YEARS

Education and Early Years

ENGINEERING AND MANUFACTURING

Design and Development for
Engineering and Manufacturing
Maintenance, Installation and Repair for
Engineering and Manufacturing
Engineering, Manufacturing, Processing
and Control

HEALTH AND SCIENCE

Health
Science

LEGAL, FINANCE AND ACCOUNTING

Accounting
Finance (Last enrolments September
2026)
Legal Services

SALES, MARKETING AND PROCUREMENT

Marketing

T LEVELS COMING NEXT: *Planned rollout to 2030, shown by proposed launch date*

2028

AUTUMN



Social care

Sport, physical activity &
health

2029

AUTUMN / TBC



Catering & hospitality

Agriculture, environment &
animal care

Protective services

2030

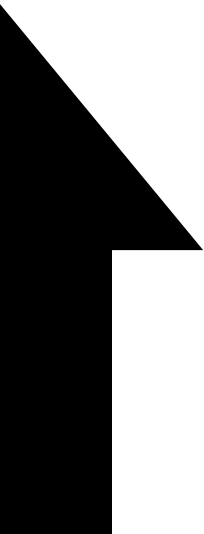
AUTUMN / TBC



Art, performing arts,
creative & design

Hair & beauty

Travel & tourism



PLACEMENT OPPORTUNITIES ACROSS YOUR BUSINESS

Illustrative example: an engineering and manufacturing business

Engineering and manufacturing

Design, production and maintenance

Business administration

Office support, HR and
project coordination

Digital and IT

IT support, software development
and data analysis

Finance and accounting

Accounts, financial records
and reporting

Marketing

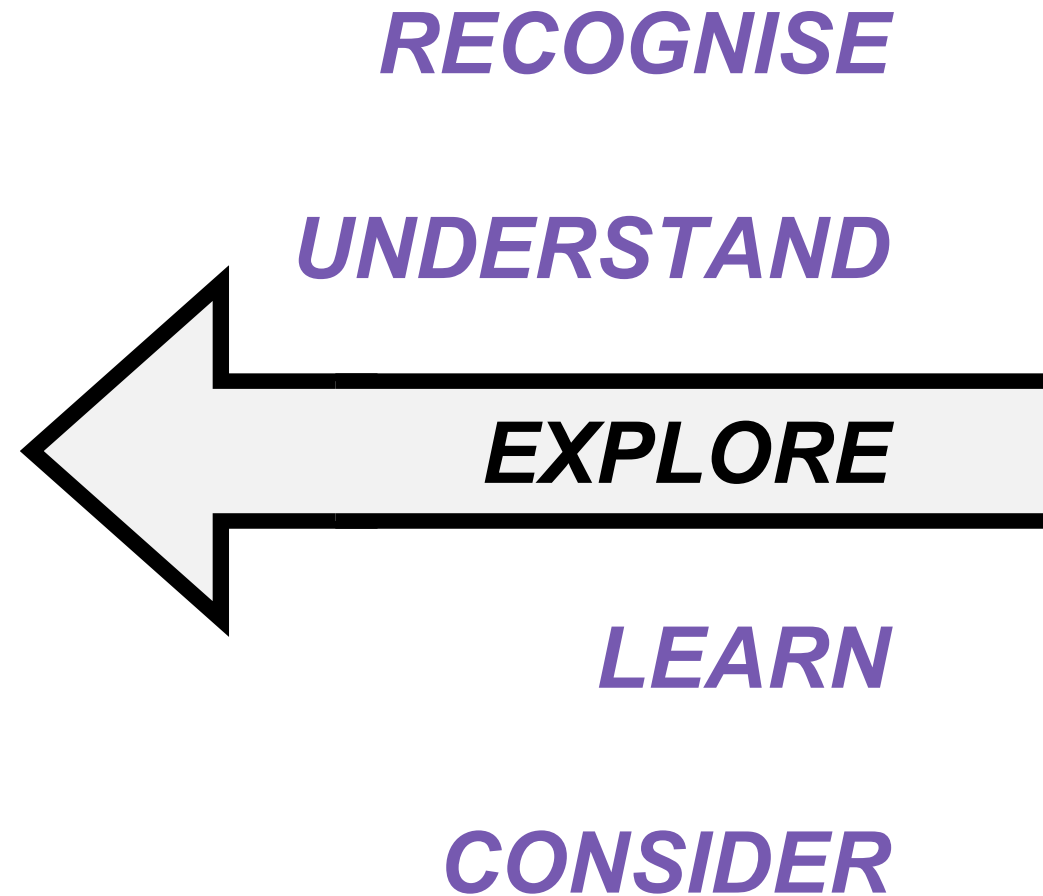
Content creation, market research
and campaign support

The same approach can help you identify placement opportunities in your own business or sector.

WHAT YOU NEED TO DO

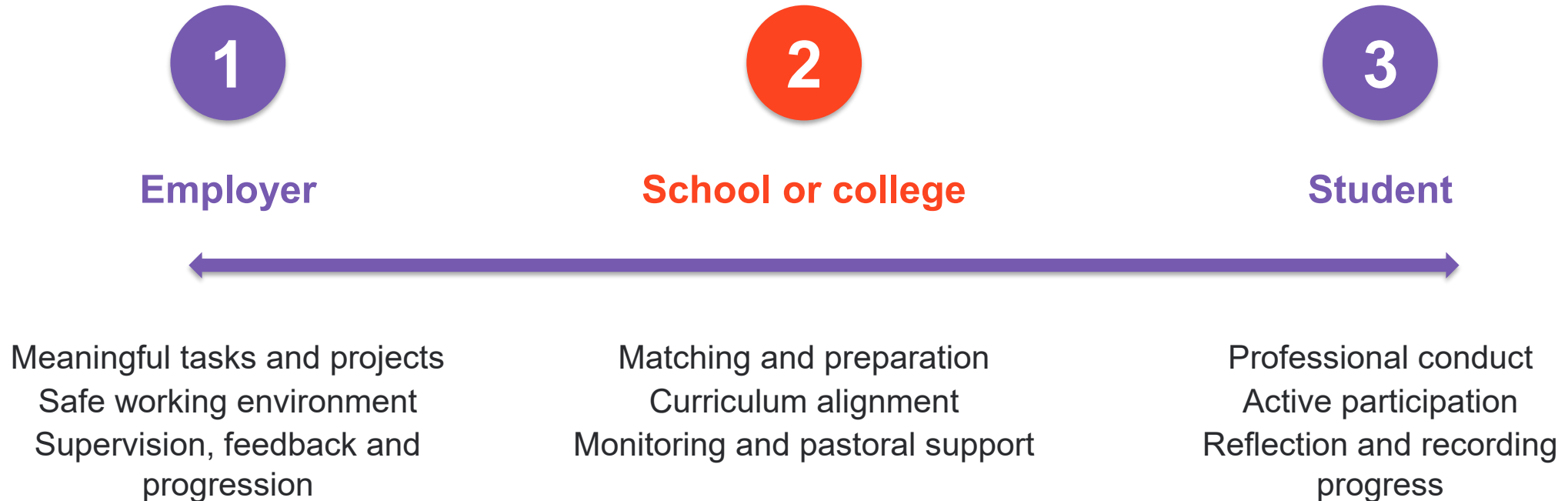
*Build a workable placement
through partnership*

T-LEVELS
THE NEXT LEVEL QUALIFICATION



A THREE-WAY PARTNERSHIP

A strong placement is coordinated across employer, school or college, and student.



MAKING PLACEMENTS WORK

Start with genuine work, the student's learning and your operational capacity.

Placements can be designed flexibly.
They do not all have to look the same.



PLACEMENTS DO NOT ALL HAVE TO LOOK THE SAME

Delivery models

BLOCK OR DAY RELEASE

Choose a pattern that fits service demand.

SMALL-TEAM PROJECTS

Defined employer-led work with clear outcomes.

SHARED DELIVERY

Across suitable employers, teams or networks.

HYBRID ACTIVITY

Where permitted and properly supported.

SKILLS-CENTRE ACTIVITY

Structured preparation or simulated activity.

ROTATIONS

Across services, sites or specialisms.

WHAT IS THE EMPLOYER SUPPORT FUND (ESF)?

Updated for placements starting between April 2026 and 31 March 2027

SUPPORT WITH ESSENTIAL COSTS

Helps employers deliver high-quality T Level industry placements by contributing to necessary, additional hosting costs.

Funding is allocated by T Level providers and is not guaranteed.



WHO IS ELIGIBLE?

- Employers of all sizes hosting Health T Level placements.
- SMEs hosting all other T Level placements, excluding Construction, which has separate funding arrangements.

SME definition

Fewer than 250 employees and annual turnover of £44m or less, or a balance sheet total of £38m or less.



WHAT IS IT FOR?

- Help first-time employers offer placements.
- Help existing employers expand their placement offer.
- Remove essential financial barriers, particularly for SMEs and priority sectors.

Start with your T Level provider

They decide how their allocation is used based on local needs and priorities.



ELIGIBLE COSTS AND HOW TO ACCESS FUNDING

Essential, additional costs directly related to setting up or delivering a T Level industry placement

1 SET-UP & STAFF TIME

- Processes, procedures and organisational systems
- Additional staff time for set-up, supervision, mentoring or evaluation
- Physical workspace needed to support delivery

2 EQUIPMENT & ACCESS

- Mandatory equipment, PPE, uniforms or specialist kit
- ID passes, DBS checks, occupational health or vaccinations
- Workstation set-up, software, licences and digital access

3 TRAINING & DELIVERY

- Necessary training for students or staff
- Materials and supplies directly related to the placement
- Insurance and eligible employer transport for simulated activity

HOW FUNDING WORKS

Health: fixed contribution of £800 per student. **Other T Levels:** SME claims must be supported by itemised receipts or invoices.

HOW TO ACCESS IT

Contact your T Level provider first. Complete the employer declaration and retain the required records.

Important: ESF is a contribution, not full cost recovery. General overheads without a clear placement link are not fundable.

LEARN FROM OTHERS

*Building on other's learning
and experiences*

RECOGNISE

UNDERSTAND

EXPLORE

LEARN

CONSIDER

T-LEVELS
THE NEXT LEVEL QUALIFICATION



EMPLOYER EXPERIENCE



Helen Alston

Operation and Systems Manager, Jeff Gosling

Starting point | Experience | Benefits | Progression | Next steps



Please use the Q&A Function to raise any questions

FIVE QUESTIONS TO UNCOVER OPPORTUNITIES

01 Where do we have future workforce or recruitment pressures?

02 Which teams already support early-career talent?

03 Where could a student undertake meaningful tasks or a defined project?

04 Which managers or mentors could support a young person?

05 Which schools and colleges are local and offer T Levels?

NEXT STEPS AND SUPPORT

Choose a practical route forwards

T-LEVELS
THE NEXT **LEVEL** QUALIFICATION

RECOGNISE

UNDERSTAND

EXPLORE

LEARN

CONSIDER



POLL

Based on what you have heard about industry placements:

Select the response that best reflects your organisation.

- 01 Are you more likely to implement industry placements?**
- 02 Are you more confident to implement industry placements?**
- 03 Has this webinar been useful and practical for your industry-placement planning?**

POLL

Is your organisation likely to offer industry placements?

Select the response that best reflects your organisation.

- 01 Yes – already hosting**
- 02 Yes – in the next six months**
- 03 Yes – in seven to twelve months**
- 04 Yes – more than a year from now**
- 05 Not in the foreseeable future**
- 06 No**
- 07 Don't know**

INDUSTRY PLACEMENT SUPPORT SERVICE FOR *EMPLOYERS*

T-LEVELS
THE NEXT *LEVEL* QUALIFICATION

UNDERSTAND

How industry placements can work for your organisation

- ✓ Introductory and sector-specific webinar sessions
- ✓ Case studies and real employer stories
- ✓ Resources and guidance: build a business case for placements
- ✓ Communications and targeted support

PLAN

Design and plan your first industry placements

- ✓ Topical webinars to help you plan placements
- ✓ Guidance on models and delivery approaches
- ✓ Downloadable tools, templates and checklists
- ✓ Placements in Practice: employer exchanges
- ✓ In-person conferences

HOST

Support students in the workplace and make placements a success

- ✓ Topical webinars to help you support staff and students
- ✓ Practical guidance, tools and case studies
- ✓ Placements in Practice: employer exchanges
- ✓ In-person conferences
- ✓ Regional Hubs: build strong local placement models and relationships

SCALE-UP

Grow placements across teams, locations and supply chains

- ✓ Account management: diagnostics, actions, support
- ✓ Scale-up guidance, case studies and webinars
- ✓ Placements in Practice: employer exchanges
- ✓ In-person conferences
- ✓ Regional Hubs: build strong local placement models and relationships

Start by joining the mailing list and visiting the T Level Employer Support website

UPCOMING EVENTS



Webinars

Practical online sessions with guidance, employer insights and useful resources.

Dates

- 16 Dec – Making the business case for industry placements
- 20 Jan - Creating a high-quality industry placement: planning meaningful activities and experiences



Conferences

Connect with other employers, explore practical examples and resources, and discover the business value of industry placements.

April 2027

- North
- South



Placements in Practice

Explore industry placements, hear real experiences, ask questions and share approaches that work.

Dates

- 24 Nov - Scaling the offer
- 15 Dec - New to placements



Register your interest – employers@strategicdevelopmentnetwork.co.uk

DIRECT SUPPORT

Dedicated long-term support for those looking to scale up industry placements.

Account management advice and support over 18-months, to help you with (for example):

- Placement design and models
- Multi-site or supply chain planning
- Provider matching
- Overcoming challenges

[Scan, or click here to express your interest](#)



JOIN THE T LEVEL AMBASSADOR NETWORK

T-LEVELS
THE NEXT **T** LEVEL QUALIFICATION

FOR EMPLOYERS, PROVIDERS, STUDENTS AND STAKEHOLDERS

The **T Level Ambassador Network** is a national community of over 1,800 employers, providers and sector partners who actively support each other and champion T Level industry placements.

Connect with others involved in T Level industry placements

CONNECT



Pair up with a buddy to support your planning and hosting of industry placements

BUDDY



Access exclusive events and communications support

ACCESS



Share experiences and best practices

SHARE



Raise the profile of T Levels and your industry placement successes

PROFILE



Find out more and join the network.

THANK YOU FOR JOINING US

**You will receive a copy of the recording and slides after the event.
For further support, visit: <https://employers.tlevels.gov.uk/>**



**Funded by
UK Government**

T-LEVELS
THE NEXT LEVEL QUALIFICATION

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 Mesma Group 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.