



INDUSTRY PLACEMENTS
FEBRUARY 2024

TL

What are industry placements?



Real industry experience- learning and working in a business external to education provider, making meaningful contributions to an organisation



Minimum of 315 hours (approx. 45 working days)



Occupationally-specific – developing practical and technical skills in the T Level that the student is taking



No legal requirement or expectation for industry placements students to be paid – but employers can choose to if they wish.



For all T Level students and for the development of students on other vocational programme (CDF)

Why offer industry placements?

SMARTER RECRUITMENT

A SOLUTION FOR ENTRY-LEVEL JOBS

Industry placements are an ideal solution for entry-level skills. They can help you build a pipeline of talent for junior positions or apprenticeships.



COST-EFFECTIVE CHANNEL FOR RECRUITMENT

You can avoid many of the costs associated with recruitment by working with local colleges and schools to connect with young people who are deciding on their careers.



DEVELOP YOUNG PEOPLE INTO YOUR INDUSTRY

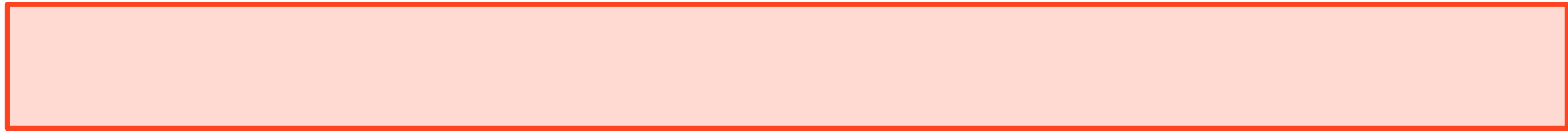
Placements give you a chance to work alongside the next generation of workers entering your industry, making sure they develop the knowledge, attitude and practical skills to succeed.



INDUSTRY PLACEMENT MODELS

Placements can be in **single block**, **day release** or a **mix of the two**.

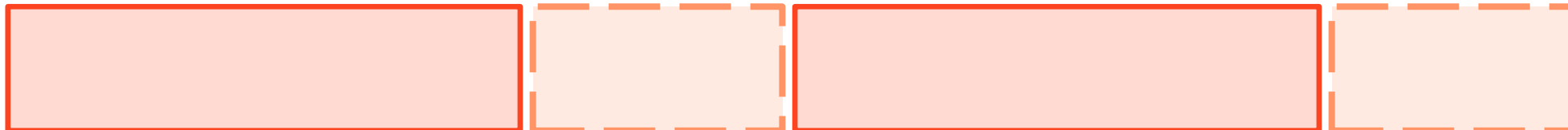
Single block: student completes entire placement in a 9-week (315 hour) block



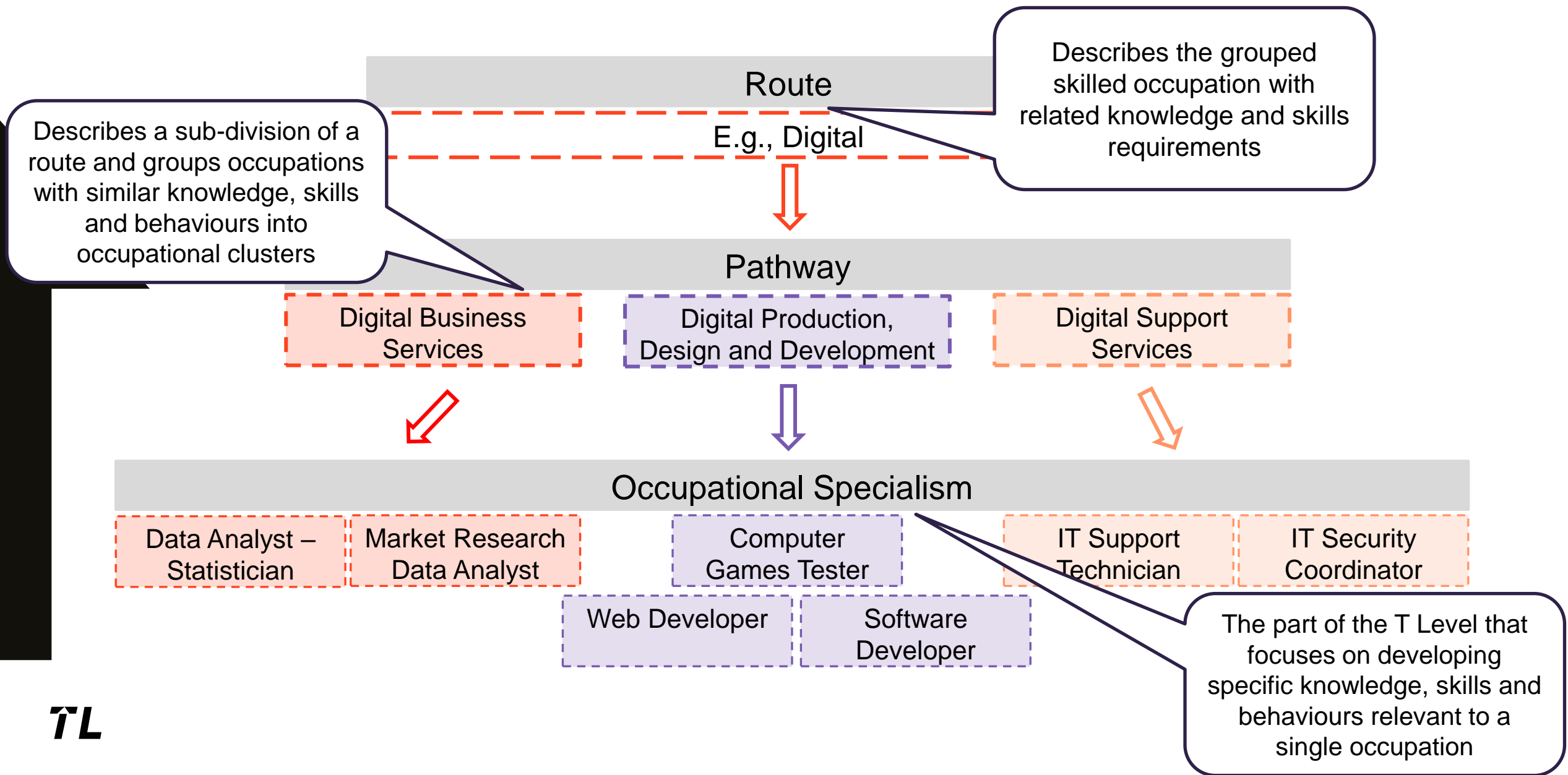
Day release: student attends placements several days a week over the placement period



Mixed: student completes the placement through a mixture of blocks and day release

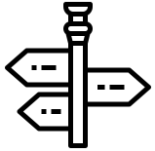


ROUTE, PATHWAY AND OCCUPATIONAL SPECIALISM



SUPPORT FOR PROVIDERS

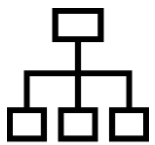
We want providers to build sustainable relationships with local employers and to become self-sufficient in delivering T Levels as the programme scales up.



Delivering a new **Provider Support Package** with the Association of Colleges (AoC) and Strategic Development Network (SDN) to support providers to deliver high quality industry placements. This includes additional support to help providers to develop and implement employer engagement strategies with a programme of CPD available from April see: Strategic Development Network | T Level and industry placement support



Continuing our work with providers and employers to **identify potential barriers and solutions** to the delivery of placements for each of the T Levels.



Offering clear delivery guidance and **permanent, flexible delivery approaches** to ensure T Level students can access high-quality placements across all industries, by better reflecting employer working practices and common industry practice.



Connect Service – connect with employers interested in T Levels

Support in place for employers and students



Employers

We want employers to be interested and willing to offer IPs. Employers who host IPs should enjoy the experience and see the benefit of hosting students. As a result of their positive experience, they should want to offer repeat placements.

- Reprocurd the employer support package with tailored webinars and 1:1 support
- Large employer engagement conducted by employer outreach teams
- Employer support fund for FY 23/24
- Website support for employers
- Continuing to grow and develop the T Level Ambassador Network



Students

We want all students to successfully complete their placement and T level. Following this, we want all students to progress onto positive destinations.

- Suite of guidance materials including the Student Guide
- Student readiness tool to reflect on their skills and areas of development during their placement

We have introduced flexible delivery approaches

All T Levels

% Work taster hours

Up to a maximum of 35 hours, usually taking place in their first year of study

Multiple employers (up to 2)

Providers can utilise up to two employers

Part-time work

Can be counted as long as the students employment is **related to the students pathway**

T Level Pathway placement

Placements can be delivered in a workplace relevant to the students T Level pathway

Supply chain or network

One lead employer is able to facilitate the full placement but split the placement hours across their supply chain or network

% Small team project

Students work in small teams alongside an industry professional for up to **one third** of the placement, to implement a commercial/ charity project

Specific T Levels only

Route specific placement

Students undertaking digital and E&M T Levels can undertake their placement at Route level

% Skills hubs and training centres

Up to a maximum of **one third** of total placement hours can be spent in an employer-led skills hub or training environment, to improve student readiness to enter the workplace

% Hybrid placement delivery

Up to a maximum of **one fifth** of the total industry placement hours can be delivery remotely – applies to essentially desk-based roles

A small number of alternative delivery approaches exist to address the specific needs of SEND pupils and those studying T Levels in Young Offenders Institutions (YOIs).

To view the full policy document, see [here](#)

EMPLOYER SUPPORT FUND (ESF)

- We have launched a **one-year Employer Support Fund**, where employers can claim for legitimate costs incurred when offering an industry placement.
- **Allocations have been paid out to all providers who have opted in.** We want you to use this money to target the **hardest to reach employers.**
- The fund will run from **1 April 2023 to 31 March 2024**, at which point we will reclaim any underspend.
- Providers must ensure they are submitting evidence of payments made to employers via our Employer Support Fund Online Tool – this can be accessed via your [DfE Sign-In Account](#)
- Please contact us directly with any evidence or impact statements via employer.supportfund@education.gov.uk.

SME GROWTH PARTNERS

Support is also available if you're trying to source industry placements for Construction, Digital, Management and Administration, Accounting or Finance T Levels. Contact one of our DfE approved growth partners who are here to help broker industry placements with SMEs.



Construction and the built environment

Pathfinder contractor – Evolve

Michele Scott - Michele.Scott@evolveyourfuture.co.uk



Digital

Pathfinder contractor – MyPocketSkill

Matthew Harker - matthew@mypocketskill.com



Business Operations

Pathfinder contractor -Supplytrain

Phil Golding - hello@supplytrain.co.uk

CONNECT SERVICE



The Department has a service to allow *employers to register an interest in T Levels* and allow *providers to see that interest* in order to initiate contact. The aim is to help you to connect and build relationships about all things T Levels - from career talks to hosting industry placements.

TL

GOV.UK

Connect with employers interested in T Levels

BETA This is a new service – your [feedback](#) will help us to improve it.

Connect with employers interested in T Levels

If you're a T Level provider, use this service to find employers who have expressed interest in T Levels and industry placements.

▼ [Make sure employers can find you](#)

Remember to check that your organisation's details are up to date in the [National Careers Service Course Directory](#) so that potential employers and students can find you using our T Level provider search tools.

Before you start

You will need to sign in with your DfE Sign-in account and add this service to your account before you can use it.

▶ [How to create a DfE Sign-in account and add this service](#)

Start now >

AVAILABLE BURSARIES

- Full information can be found here: [How T Levels are funded - GOV.UK](https://www.gov.uk)
www.gov.uk

16-19 Bursary Funding

- All 16-19 providers receive an allocation for 16-19 Bursary Fund. The formula reflects, among other things, the number of students expected to need T Level industry placements.
- This can be used in line with the provider's policy on bursary eligibility to help students with their own costs in taking up industry placements - in travelling to and from their placement, for example.
- See [16 to 19 Bursary Fund guide 2023 to 2024 academic year - GOV.UK](https://www.gov.uk)
www.gov.uk

IN SUMMARY

- Sign up for the T Level Newsletter by clicking 'Sign in to subscribe'
- T Levels support for schools and colleges website
- Industry placement delivery approaches provider guidance
- Provider guidance for the Employer Support Fund
- Connect Service – connect with employers interested in T Levels
- How T Levels are funded - GOV.UK (www.gov.uk)
- Find out about upcoming webinars and events
- You can email your IP questions to Industry.placements@education.gov.uk