***objection handling***

***age***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement because of the student’s age or because the specific industry (health and construction) “doesn’t allow” under eighteens.

| **Employer objection** | **Your response** | ***Where can you find further guidance?***  |
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| **We aren’t allowed to take students who are still at school or under 19 in clinical or health settings.** | There is no legal basis or liability insurance that prevents under 18s from being allowed in clinical healthcare settings. Instead, it is a local management decision to impose age restrictions. To minimise workplace risks, hospital departments and NHS healthcare providers are encouraged to conduct risk assessment and take sensible steps to reduce potential hazards and protect your students’ safety and your existing workforce. |  |
| **We can’t have students on a construction site.** | The Construction Skills Certification Scheme (CSCS) will now offer an ‘Industry Placement Card’ for students on a Construction T Level. The card, displaying the CSCS logo, is for students aged sixteen and above. This card will apply across all Construction T Levels.We will apply directly to the card scheme issuer that is relevant to the Construction T Level undertaken by the student.  | The CSCS [details](https://www.cscs.uk.com/about/) |
| **We will have to buy them a CSCS card.** | See above plus we will pay for the student’s card with funds provided to us for the placement.  |  |
| **We don’t take students who are still at school or under 19 because they aren’t allowed to work the same hours as other workers.** | Placements should be organised in line with the normal requirements of the industry, even if this is outside the academic timetable. In general terms this means that the placement hours need to align with the “Working Time Regulations” i.e. students must be limited to 8 hours of working time a day and 40 hours maximum per week. They are not permitted to work between 10pm and 6am (employers can agree to change this to between 11pm and 7am). They need a 12 hour rest period between each working day, have a 30-minute rest break if working for more than 4.5 hours and have 2 days weekly rest. |  |
| **Because of their age doesn’t this contravene the Modern Slavery Act?** | Industry placements do not contravene the Modern Slavery Act. The requirement for students to undertake industry placements as part of a T Level does not fall within the definitions of forced or compulsory labour. Whilst industry placements are an integral part of the T Level programme for students to receive full T Level certification, students have the freedom to withdraw at any time and will instead receive a statement of achievement for the T Level components they have achieved. |  |