***objection handling***

***Location, location, location!***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement because their business is “too rural or remote”.

| **Employer objection** | **Your response** | ***Where can you find further guidance?*** |
| --- | --- | --- |
| **Our business is in a remote area and is too far from your school/college.** | Businesses like yours in rural, coastal and / or remote locations know how hard it can be to recruit staff. Offering industry placements to students can be a great way to find new recruits locally and from surrounding areas.  There are several ways we can overcome issues with students travelling to an industry placement and this might not be a problem as many of our students travel long distances to get to us so, this placement could end up being quite local for them. | [Providing industry placements in rural and remote areas](https://employers.tlevels.gov.uk/hc/en-gb/articles/4403442935442-Providing-industry-placements-in-rural-and-remote-areas) |
| **Our business is in a remote area and local transport routes do not follow typical working day patterns.** | We will work with you to match the hours of the placement to public transport timetables (or indeed to times when lifts or car sharing are available).  We will provide the student with accurate, up-to-date public transport information – and in the placement role description, so students know all about the travel situation before applying for the placement.  We can always consider a short work trial before signing the student onto the placement, so they can test the journey and timings. |  |
| **Being so remote the transport costs to get here will be too much for the student.** | Where appropriate we may be able to reimburse all or some of the costs of transport through funding that is available for the placement. |  |
| **Because we are so remote can we do the placement virtually?** | We understand that many jobs now have hybrid working arrangements, but we are only allowed to give students up to one fifth (20%) of their total industry placement hours delivered remotely.\*  We will agree together which elements of the placement can be achieved through remote working.  In addition, up to a maximum of 35 hours of work taster activities can be counted towards students’ placement hours, which could be delivered virtually.  The purpose of the work taster hours is to help students gain a better understanding of the industry, prepare them for their placement and help employers assess a learner’s suitability before committing to a placement.  Activities could include activities such as job-shadowing, introductory meetings with employees, virtual tours of the workplace, completion of on-the-job mandatory training and induction to the workplace company policies. | The 20% rule applies to the following T levels:   * Digital (All T levels) * Accounting * Finance * Legal Services * Management and Administration * Media, Broadcast and Production   DfE further [guidance](https://assets.publishing.service.gov.uk/media/649d43c345b6a2000c3d4515/Annex_A_industry_placement_delivery_approaches_guidance.pdf) on rules. |

Remember that if a business in a remote area offers an industry placement it could end up being a great way for the firm to find new recruits locally and from surrounding areas.

\*Where a student is following the 20% rule it is up to the school/college to make sure that the location of the remote hours take place in a suitable environment e.g., a dedicated office space at the school. In exceptional cases, students are able to undertake placement hours from home if the provider is satisfied students have an appropriate environment to work from and there are no safeguarding concerns.

Please note that placements on the Early Years Educator specialism in the [**Education and Childcare**](https://www.tlevels.gov.uk/students/subjects/education) T Level and the Dental Nursing specialism in the [**Health**](https://www.tlevels.gov.uk/students/subjects/health) T Level are subject to special rules. Please make sure you are familiar with them before discussing working hours with potential employers.