***objection handling***

***hybrid/remote working***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement because the firm mainly has remote/hybrid working arrangements so the student couldn’t meet the required hours in the workplace.

| **Employer objection** | **Your response** | ***Where can you find further guidance?***  |
| --- | --- | --- |
| **Most of our staff work from home so we couldn’t have the student on a placement for the traditional working week.** | There is no one prescribed model of when the student must do their placement. Therefore, it may be possible to work with you to design a placement that matches when your staff are in the workplace. In certain circumstances, remote working can be used as long as the placement remains high-quality and meaningful for the student. This would obviously need to work in conjunction with the student’s time in school studying but may be possible.  |  |
| **All our staff do at least one day a week from home so the student would have to do some time working from home.** | 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. | 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. |
| **Because of our hybrid working arrangements we just feel that even with the remote hours mentioned above, 315 hours is still too much.** | Work taster activities can also be used for up to 35 hours of the placement and these can be undertaken remotely. 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.There may also be the possibility of splitting the 315 hours between a 2 unconnected employers.  |  |
| **Could we deliver any of the placement hours in any other way in order to make up the 315 hours** | You can use supply chain and employer networks to deliver hours i.e. where you as the lead employer facilitate the placement across your subcontractors or employers in your supply chain or employer network. There is a limit of 3 employers (including the lead employer) that students can engage with as part this approach. The lead employer would be responsible for the student for the full placement, regardless of whether the student was working with them or a partner/sub-contractor. |  [Industry placement delivery approaches](https://employers.tlevels.gov.uk/hc/en-gb/articles/10007415795602-Industry-placement-delivery-approaches) |

\*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.