



INDUSTRY PLACEMENTS

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WHAT ARE T LEVELS?

- T Levels are new, **2-year technical education courses** that follow GCSEs and are **equivalent to 3 A Levels**, which provides students with the skills, knowledge and behaviours they need to progress into skilled employment, further study or a higher apprenticeship
- Developed **in collaboration with employers**, to ensure that the content meets the needs of industry and effectively prepares students for work
- Offer students **a mixture of classroom learning (80%) and 'on-the-job' experience (20%)** via an industry placement
- First 3 T Levels were rolled out in September 2020
- There are a further 7 in September 2021 (Education, Digital, Construction and Health & Science T Levels will be available)
- In 2022 we introduce Business and Administration, Engineering and Manufacturing and Finance and Accounting
- In 2023, T Levels from the Agriculture, environmental and Animal Care, Catering and Hospitality, Creative & Design, Hair & Beauty, Legal

THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE

A LEVELS

Subject-based qualifications

two years at local college or school

T LEVELS

2-year technical programmes at Local colleges, schools, training providers
80% classroom based
20% in a placement

Includes **industry placements** to build attitudes and behaviours and to develop practical skills

APPRENTICESHIP Level 2/3

at least 12 months work-based training

80% on the job
20% off the job

Followed by possible progression to :

Higher Education

Skilled Employment

Higher level apprenticeship / technical training

CONTEXT - THE T LEVEL PROGRAMME

2 years

80%

Up to 1400
hours

**TECHNICAL
QUALIFICATION**

Core

English and
maths

Occupational
specialism

Other
requirements

20%

At least
315 hours
350 hours
average

Technical skills and
knowledge

Practical skills for
employment

Meaningful
contribution in the
workplace

INDUSTRY PLACEMENT

WHAT AN INDUSTRY PLACEMENT SHOULD OFFER

A high-quality industry placement should:

- Give students the chance to **put into practice the technical and employability skills** that they have learnt as part of their T Level, so they can develop the knowledge and skills they need to progress
- Enable students to **gain experience** of being in a workplace setting, where they undertake **stretching tasks and activities**
- **Allow students to step out of their comfort zone** and **build their confidence and competence**
- Give students **credibility** with prospective employers
- Enable students to **build their network** in the industry
- **Give the employer the opportunity to:**
 - **develop and shape** young peoples' skills required by the industry
 - **identify future talent** and potentially take the student on as an apprentice or an employee after they have finished their T level

KEY ROLES AND RESPONSIBILITIES FOR EMPLOYERS TO SUPPORT STUDENTS ON THEIR PLACEMENT

Before the placement

- Work with the provider to **design the placement** (i.e. agree the student's learning goals, key activities / tasks and working pattern)
- Work with the provider to **select** the best student for your organisation
- Identify a **member of staff to supervise** the student on placement
- Have an **introductory chat** with the student before they start

During the placement

- Provide an **induction** to the workplace, including health and safety requirements
- Help student apply and develop their **technical and employability skills**
- Provide **regular feedback** to student on their performance
- Contribute to **review meetings** on the student's progress

After the placement

- **Input** to the provider's decision about whether the student has completed their placement, based on whether they have met their learning goals
- **Provide appraisal** of the student's performance on placement

KEY CHALLENGES IN DELIVERING PLACEMENTS

- **One size doesn't fit all** – aware that there are differing workplace practices across industries, and students have different backgrounds and personal circumstances
- **Encouraging employers to offer placements** – providing support for employers to be able to offer placements, understanding the multiple asks government has of them to offer differing forms of work related training
- **Financial and resource costs to employers** – identifying and overcoming the cost to employers of hosting a student including equipment, liability insurance and more
- **Health and safety /security clearance** – students often require security clearance to access sites, especially engineering and construction.
- **Ensuring accessibility of placements** – many businesses are in remote areas or rural areas

QUESTIONS

LINKS

Industry placement delivery guidance: [T Level industry placements delivery guidance - GOV.UK \(www.gov.uk\)](#)

Employer support for industry placements: [Home – T Levels and Industry Placements \(employerindustryplacements.co.uk\)](#)

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