

Industry Placement Overview

Each vocational area has specific objectives and this will also depend on whether it is a short term placement of 30 hours or an extended placement of 315 plus hours. These details can be discussed if you decide to move forward with the Work Experience Job Coaches (WEJC) for each area.

At Heart of Worcestershire College we offer a wide range of programmes all of which have a requirement for industry placement. We expect a placement broadly to:

- Have the opportunity to widen their specialist, generic skills and employability skills within the organisation.
- Become involved in the functional work of the organisation and become part of the team.
- Have their ability stretched once they have gained confidence in it.

With the introduction of T Levels in 2020 the Government introduced a pilot to ensure preparation takes place for increased hours of industry placement. The T Level brings with it a minimum of 45 days placement (315 hours minimum/750 hours for Education and Childcare) This ensures young people develop skills in the workplace as well as at college and will in turn provide greater opportunities. September 2022 sees the start of T Levels at Heart of Worcestershire College with Digital production, design & development, Digital Support and Services and Education and Childcare available.

Benefits for you:

- Find potential members of staff - you may talent spot an excellent future employee. You could use the placement period as a free trial period to establish if they would be appropriate to join your team.
- You may benefit by making use of the knowledge young people have in the areas of Marketing and IT and increase your understanding of current educational skills and trends in your industry.
- It's a great opportunity to introduce a fresh perspective and gain new ideas from someone who is keen to learn and contribute. Young people bring fresh and innovative ideas and skills which you may be able to utilize.
- Raises the community profile of your organisation amongst students, parents and employees.
- Your present workforce can benefit by creating not only mentoring and coaching development opportunities and an opportunity to share skills and knowledge but it can boost employee motivation overall.

If a student is on an extended industry placement, that is 315 hours plus, then it is expected that their work pattern should consist of 7 to 7.5 hours a day. This could be in a block or a day placement over a set number of weeks. The placement should normally be within the normal academic timetable as far as possible, however this can be discussed at a local level with each employer.

All hours and work patterns of hours worked is agreed by yourself (the employer), the student and the college.

Students normally have one or two days each week when they can attend industry placement, known as a weekly placement, or a block of time that has been planned into their academic year, known as a block placement. For students on an extended industry placement of 315 plus hours, both may be necessary.

Students can also attend in their own free time and holidays if appropriate, but this needs to be confirmed with the WEJC. Summer holidays would not normally be permitted.

Employers are able to request a selection process before accepting a student if they would like and this can be arranged with the (WEJC). Additionally employers are encouraged to work with us to identify their expectations of skills and behaviours prior to placement to support Heart of Worcestershire College in preparing the student for placement.

An alternative could be that a virtual project is set for a group of students to work on in College but set by you as the employer – this could be any project that could benefit your organisation. This would not be the case for a T Level.

There are industry placement opportunities required for all our vocational courses. If you think your business could support a young person develop their skills further then we would love to hear from you and are happy to answer any questions you may have.

If you would like any further information please do not hesitate to contact:

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