

# Employer Guide to Student Industry Placements



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West  
Lancashire  
College



## Student Industry Placements with West Lancashire College

At West Lancashire College we strive to offer our students the very best learning experience so that they leave college equipped with the qualifications, experience and life skills required to achieve their career ambition.

As well as supporting our students to develop their skills and knowledge in the classroom, we aim to give them the opportunity to put these skills into practice and gain valuable experience in the workplace, and for our T Level students, industry placements are a mandatory element of their programme of study.

T Levels are designed to bridge the gap between education and employment, giving learners the opportunity to develop practical skills, understand workplace expectations, and experience a range of functions within a business—such as quality, manufacturing, and health and safety.

T Level students spend a minimum of 315 hours (approximately 40 days) over their two-year programme in an industry placement relevant to their chosen subject, where they are able to apply their academic learning, develop technical skills, and ultimately become more employable.

Only with the commitment and support of our local employers can we offer these placements and better prepare our students to make the transition into work and, contribute to the development of a motivated, ambitious, and skilled workforce.

We currently require student industry placements for Digital, Early Years, Engineering, Health and Management & Administration roles.

This brochure offers an overview of what is involved when taking on a student industry placement, however if you have any questions or would like to discuss in more detail, we would love to hear from you. Please contact our Employer Engagement & Placement team on **01695 52300** or email **[employers@westlancs.ac.uk](mailto:employers@westlancs.ac.uk)**

Thank you for your interest in West Lancashire College, we look forward to meeting you soon.

Best wishes

**The Employer Engagement & Placement Team**

## How Industry Placements can benefit my organisation

**The best place for students to gain an understanding of workplace expectations, learn how to apply their knowledge and gain practical experience, is by spending time in industry. Your commitment to supporting young people not only supports their career development but also offers many benefits to your organisation.**

### Building a Talent Pipeline

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Industry placements give employers the opportunity to access a wide range of fresh talent and potential future employees, enabling them to plan and build their future talent pipeline. In addition, students on industry placements are studying industry-related qualifications and can bring existing knowledge and skills that can assist in specific projects, supporting organisations through busy periods.

### New perspectives

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Industry placements offer young people the chance to bring fresh ideas and new perspectives to an organisation's way of thinking, reflecting the interests and needs of the next generation of consumers.

### Development of current staff

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Industry placements can provide opportunities for existing staff who are aspiring managers through supervision and mentoring of the young person. This not only helps develop their own professional development but can also motivate them in their current role by providing new experiences and challenges.

### More Engaged Workforce

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Offering work or industry placements demonstrates the organisation's values to employees and reinforces a positive internal culture. It also actively supports the local community, contributes to regional economic growth, and can strengthen brand loyalty raising the organisation's profile.

### Corporate Social Value

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Offering an industry placement can help shape local skills and employment. You will be supporting individuals and communities while also strengthening relationships and creating a positive experience for both young people and your employees. Providing industry placements for the future workforce is a powerful way to demonstrate your commitment to corporate social responsibility.



## How Industry Placements work

### What is expected from an Industry Placement?

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Industry placements should add value to your business and provide students with genuine, meaningful work experience. Employers should ensure there is sufficient, varied work to keep the student engaged and to help them develop a broad range of skills. A dedicated mentor should be available to guide the student, explain tasks, and offer ongoing support throughout the placement.

### How long do Industry Placements last?

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Industry Placements are a minimum of 315 hours or 40 days, over the two-year programme, other than for Early Years placements, where a minimum of 750 hours is required.

### When can students attend a placement?

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Typically, students attend placement one day per week, however block placements can be arranged during college holidays or at times that better suit the employer. We aim to be as flexible as possible to ensure the placement works effectively for both the organisation and the student.

### Do I have to complete additional Health and Safety checks?

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Employers are responsible for the health and safety of young people on industry placement, as they are treated as employees during their time with you. This includes providing a safe working environment, adequate supervision, and an appropriate induction to the organisation. West Lancashire College will carry out Health and Safety compliance checks to ensure safety.

### Do I need additional Employer Liability Insurance?

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Existing employers' liability insurance will typically cover industry placements, provided the insurer is a member of the Association of British Insurers or Lloyd's. You may also need to inform your insurer.

### Do I have to pay for an Industry Placement?

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There is no legal requirement or expectation that students on industry placement will be paid as these placements are part of their course. However, employers can choose to offer payment.

### What support will I get?

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Throughout the placement, both the employer and the student will receive ongoing support from a dedicated Industry Placement Officer who will be your college point of contact. They will agree on the specific details of the placement and provide ongoing support throughout its duration. If a student has additional support needs in college, this can continue in the workplace to ensure they get the most out of their placement. Your Industry Placement Officer will also be available to discuss any concerns and identify what support is available to help overcome barriers.

### What if a student is absent?

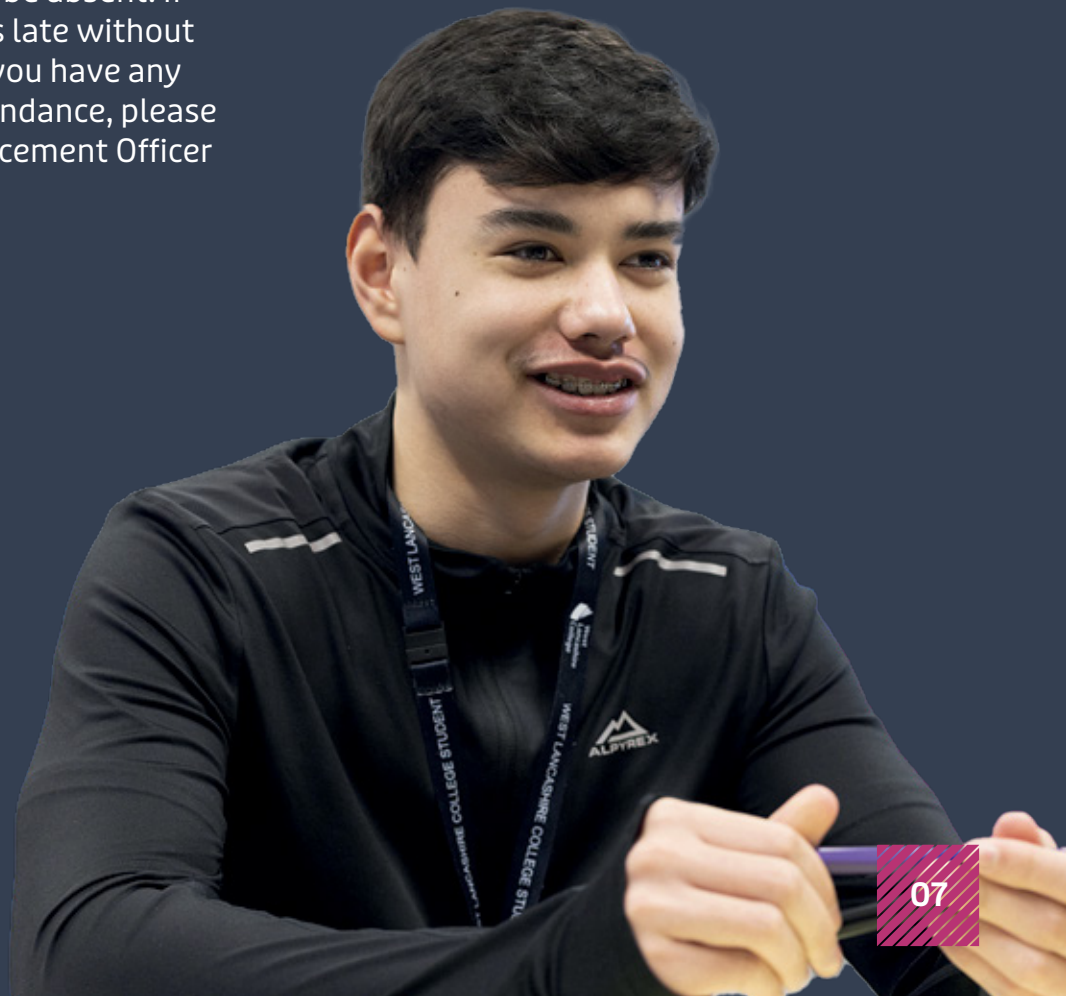
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Students are required to notify their placement employer as soon as possible if they expect to be absent. If a student fails to arrive, is late without a clear explanation, or if you have any concerns about their attendance, please contact your Industry Placement Officer immediately.

### What administration will be required?

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Your Industry Placement Officer will complete a Health and Safety checklist and any other required documentation before the student starts their placement with you. During the placement, reviews will be conducted to assess the student's progress, and employer input will be requested. These reviews are recorded online, so there is no additional administration required. At the end of the placement, you will be asked to complete an evaluation or review to provide feedback on the student's performance and highlight any areas for development.



## What our employers say about Industry Placements



***“Hosting T Level students from West Lancashire College has been a great experience. We’ve supported nine T-level students so far, and it’s been rewarding to help them gain real workplace skills while contributing to our projects.”***

**Colin Southern,**  
Owner of The Bike Works



***“It’s been a really positive experience hosting T Level students - they’re motivated, keen to learn, and bring a fresh perspective to the team. The placements have not only supported our day-to-day operations but also helped us contribute to skills development in the local area.”***

**Derry Green,**  
Founder, The Secret Garden Glamping



***“At AMS, we’re committed to developing talent by focusing on the blend of knowledge, skills, and experience. Supporting early career pathways—like the T Level placements with West Lancs College—helps us grow as a business and strengthens the wider engineering sector.***

***We treat each placement as a year long opportunity to see if a student is ready for a long term role, while also recognising our responsibility to build skills for industry as a whole.***

***Even if students don’t ultimately join us, investing in their development benefits engineering across the board, and that alone drives our support for the college and its learners.”***

**Rob Higham,**  
Director and CEO at Additive Manufacturing Solutions Ltd



***“At Tawd Valley Developments we took on three T Level students and have enjoyed watching them grow their confidence and skillset in their time with us. Together they have tackled meaningful tasks, run their own social value projects and contributed to day-to-day tasks within the business.***

***Mentoring them has been rewarding and reminded us how employers can shape careers and confidence. We encourage other organisations to get involved and help inspire the next generation of skilled professionals.”***

**Mark Kitts,**  
Managing Director, Tawd Valley  
Development

***“Taking on a T Level student placement has been a really positive experience for us. It’s been great to support someone at the start of their career and see their confidence grow.***

***They’ve brought fresh ideas and enthusiasm to the team, and we’ve genuinely benefited from having them with us. I’d definitely encourage other employers to get involved – it’s a rewarding experience for everyone.”***

**Kim Barker,**  
Head of Planned Care at HCRG



## How Industry Placements benefit Students

Industry placements help to engage and inspire students and support them to understand more about their chosen industry and what working life is like.

### First-hand experience of industry and careers

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Industry placements are vital for young people to gain an insight into the world of work. Time spent with an employer broadens knowledge of industry, and exposes them to the wide range of careers available, helping to shape their future career pathways.

### Strengthen CVs and personal statements

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Industry placements are highly regarded by employers, sometimes valued as highly as qualifications—and often even more so than grades alone. These opportunities allow students to develop important skills, build confidence, and gain practical insight into the workplace, resulting in strong, meaningful references for future job applications. Crucially, they help students overcome the common barrier of lacking experience when trying to secure their first job.

### Growth in confidence

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Going through the application process, attending interviews, and completing inductions for an industry placement give students a valuable chance to practise and refine their recruitment skills. This experience can boost confidence and better prepare them for future job searches.

### Employability Skills

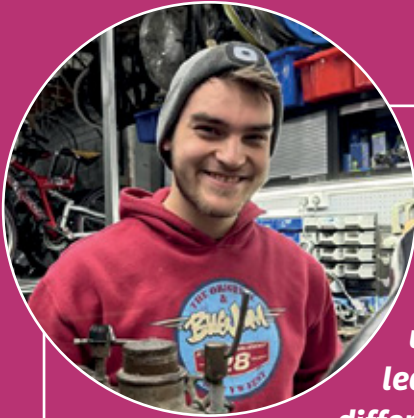
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Completion of an industry placement enables students to develop key qualities that employers look for, including reliability, punctuality, enthusiasm, and adaptability. These experiences allow them to understand how their personal strengths translate into a professional environment whilst also building sector-specific skills relevant to their chosen career path.





## Here's what our students say!



*"I have enjoyed the course and my industry placement where I have learnt a lot of different things including how to check and change different parts on bikes. I am hands on so it's great way to learn whilst developing practical skills. After I complete my course, I am planning on progressing to a Degree Apprenticeship and the placement will help me to show experience."*

**Ewan,**  
T Level Engineering student on placement at The Bike Works, Skelmersdale



*"I am really enjoying my work placement, it has given me a variety of new skills and has helped me to apply what I have learnt in the classroom to real-world situation. I have particularly enjoyed setting up equipment and repairing laptops for the end user. After completing my course I am hoping to study BA (Hons) Sports Media and Communications at University Academy 92 (UA92)."*

**Jakub,**  
T Level Digital student on placement at Burscough Priory High School, Burscough



*"I'm really grateful for the opportunity from the college to be able to do my placement at Tawd Valley Developments. It has really opened my eyes into what I want to do as a future career. I'm hoping to be able to go on and do a Project Management Degree Apprenticeship after I complete my course."*

**Megan,**  
T Level Management & Administration student on placement at Tawd Valley Developments, Skelmersdale



***“I am really enjoying placement, and I think it’s important as it gives us a realistic idea of what it will***

***be like in an early years setting in the future. Industry placement has allowed me to learn and implement different strategies and techniques from the professionals that I work alongside every day, and it’s been great to create special bonds with the children whilst also developing my knowledge along the way.”***

**Ruby,**  
T Level Early Years student on placement at Park Brow Primary School, Kirkby



***“My T Level Industry Placement with Secret Garden Glamping has***

***been simply amazing.***

***The whole team there have invested in me and developed my confidence in the workplace, and they have challenged me to do better. I am improving my employability skills, and I am now much more adept at dealing with the customer experience. The culture Derry and the team have created is one of positivity and that has rubbed off on me, working here is an experience I will never forget.”***

**Nathan,**  
T Level Management & Administration student on placement at The Secret Garden Glamping, Skelmersdale



***“On placement I have learnt the importance of child development and the different types of play. I have really enjoyed my placement and getting to know the children and the amazing staff and the role it is something would love to do in the future. I would tell Year 11s looking at doing Early Years that it’s the best choice you will make! The Early Years staff are the best and it’s nice knowing the great impact I will make on the child’s life during their early years of life.”***

**Evie,**  
T Level Early Years student on placement at Woodlands Primary School, Skelmersdale

## Here's what our students say!



*"I was nervous the first day I arrived on placement, but once I got to know*

*everyone there, my work placement has gone well, and I realised that I had been worried for no reason! I have learnt such a lot that I wouldn't have if I hadn't attended industry placement, including many essential workplace skills that have enhanced my theoretical learning. Industry placement is so important as it helps prepare us for the real world after college when we will be applying to work in the industry."*

**Alfie,**  
T Level Digital T student on placement at Hotter, Skelmersdale



*"It's important to gain relevant knowledge and experience from within the healthcare sector*

*alongside the theory as it gives you a better feel for what working in that area would be like. I've definitely developed my communication skills through face-to-face interactions with patients, and my favourite part is watching the nurses make up the IV antibiotics for the patients to receive through the PICC line while in their own home."*

**Katie,**  
T Level Supporting the Adult Nursing Team student, on placement at HCRG, Skelmersdale





***“My placement has been good as I’ve been getting more involved in difficult tasks. I’ve learnt lots to do with additive***

***manufacturing and I am hoping to go on to study a Degree Apprenticeship once I achieve my qualification in college.”***

**Joseph,**  
T Level Engineering student on placement at Additive Manufacturing Solutions Ltd, Burscough



***“My T Level placement was very beneficial and complemented what I had learnt in the classroom.***

***It allowed me to develop my communication skills with residents who have a variety of cognitive function disorders, I also learnt basic observations, and how to deliver personal care to residents who may not be able to fully comprehend that we were trying to help them.”***

**Taylor,**  
T Level Supporting the Adult Nursing Team student, completed placement at HCRG and now with Northwest Ambulance Service

## **How do I take on a student on Industry Placement?**

If you would like to find out more about taking on a T Level student on Industry Placement, please contact [employers@westlancs.ac.uk](mailto:employers@westlancs.ac.uk) or contact **01695 52300** and speak to the Employer Engagement and Placement Team.

## Disclaimer

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For more information, you can contact us by post, phone, or email and ask for further information on the courses that interest you.

You can also access detailed course information on our website [www.westlancs.ac.uk](http://www.westlancs.ac.uk)

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