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| ***THE POTENTIAL BENEFITS******of industry placements*** |

This tool will help you to consider the benefits of offering industry placements. It may not be possible to put a financial value on the benefits, so the tool focuses on identifying their impact and timescale. We have included a column for you to quantify the benefits, if you wish to.

| ***POTENTIAL BENEFITS*** | ***SPECIFIC BENEFITS FOR YOUR ORGANISATION*** | ***IMPACT****high, medium low* | ***TIMESCALE****short- medium- or long- term impact* | ***VALUE****your estimates* |
| --- | --- | --- | --- | --- |
| **Recruitment** | Grow your talent pipeline |  |  |  |  |
| Attract a new generation of recruits from new places |  |  |  |  |
| Tackle skill shortages |  |  |  |  |
| Contribute to an extended work trial, to test skills and abilities  |  |  |  |  |
| Streamline recruitment processes |  |  |  |  |
| **Skills to enhance productivity** | Students bringing in skills for specific projects and tasks  |  |  |  |  |
| Support for growing teams  |  |  |  |  |
| New, skilled, young people coming into your industry |  |  |  |  |
| **New ideas** | Fresh eyes |  |  |  |  |
| New skills |  |  |  |  |
| Up-to-date learning  |  |  |  |  |
| Innovative work practices |  |  |  |  |
| Increased creativity |  |  |  |  |
| Influencing learning for young people entering your industry |  |  |  |  |
| **Reputation** | Visibility with potential new recruits and your community |  |  |  |  |
| Demonstrate a commitment to diversity |  |  |  |  |
| Create case studies to promote your credentials as a good employer |  |  |  |  |
| Promote your record as a learning and development organisation |  |  |  |  |
| **Staff development and satisfaction** | Opportunities for your staff to be buddies, mentors or line managers  |  |  |  |  |
| Opportunities for staff to gain new management and mentoring skills |  |  |  |  |
| Opportunities for your people to feel valued, challenged and developed  |  |  |  |  |
| Opportunities to diversify teams, with students who liven up the work environment |  |  |  |  |
| **Brand** | Recognition as innovative and forward-thinking |  |  |  |  |
| Raised profile with customers, as industry placements become well-known  |  |  |  |  |
| **Build relationships in the community** | Get to know more local colleges, schools and other providers better |  |  |  |  |
| Network with other employers to share placements, experience and good practice |  |  |  |  |

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| ***THE POTENTIAL COSTS******of industry placements*** |

This tool will help you understand the types of costs which can come from offering industry placements. You can use the completed table as a starting point to forecast and calculate costs. This will depend on factors such as how many placements your organisation is offering, when and for which courses, where they are based, and the arrangements you make for supervision and mentoring.

| ***POTENTIAL COSTS*** | ***SPECIFIC BENEFITS FOR YOUR ORGANISATION*** | ***IMPACT****high, medium low* | ***TIMESCALE****short- medium- or long- term costs* | ***COST****your estimates* |
| --- | --- | --- | --- | --- |
| **Time** | Investment in time to plan and arrange the placement |  |  |  |  |
| Investment in time to understand industry placements and T Levels |  |  |  |  |
| Investment in relationship-building with the colleges or schools |  |  |  |  |
| Investment in staff time to support and supervise the student |  |  |  |  |
| **Training and Supervision** | Investment in induction, health and safety and basic training for the student  |  |  |  |  |
| Investment in mentoring to support successful completion of learning goals |  |  |  |  |
| **Legal compliance** | Cost of employers’ liability insurance, if this is not already in place |  |  |  |  |
| Cost of Disclosure and Barring Service (DBS) checks, if needed |  |  |  |  |
| **Space and equipment** | Access for students to a place to work safely |  |  |  |  |
| Computers, equipment, tools, uniforms or personal protective clothing if needed |  |  |  |  |
| **Payments to students****(optional)** | You may wish to offer a wage, allowance, travel and subsistence payments to incentivise and motivate the student  |  |  |  |  |