

Industrial Placements

Placements are an opportunity for an individual to undertake a project or period of work experience within an industrial setting. They provide industry with an opportunity to recruit suitably qualified or experienced students or graduates, apply their subject based knowledge and skills in the business environment. In return, placement candidates increase their knowledge, practical and employability skills.

There are a number of opportunities for employers wishing to identify and recruit undergraduates and graduates, some of which receive public funding. By committing to an industrial placement, employers can identify suitable candidates for employment, reduce recruitment costs, improve the skills of the candidate for their particular work environment, and build relationships with education partners, develop research programmes and potentially access a wide range of further public funding opportunities.

Types of Placement:					
Type of Placement	Undergraduate Placements	Internships	Short Knowledge Transfer Partnerships	Classic Knowledge Transfer Partnerships	Case Studentships
What is it?	Typically offered by universities to students as part of an undergraduate course	Typically offered by company as a route to potential recruitment and employment	Short term project used to employ student/associate that delivers a real business solution	Long term project used to employ student/associate that delivers a real business solution	Long term project used to employ postgraduate student that delivers a research and development, leading to PhD qualification
Typical Length of Placement	3, 6 or 12 months	Up to 3 months	10 – 40 weeks	1- 3 years	3.5 years
Entry Requirements	A–levels; Students expecting a good degree classification	A–levels; Students expecting a good degree classification; Graduates	A–levels; Students expecting a good degree classification	Graduates (usually with minimum 2.1 degree classification)	Graduates (usually with minimum 2.1 degree classification)
Costs					
Employer	Typically full employment costs	Full costs to employer, although there are some schemes available to support employment costs	Partial costs to employer; Public funding provided dependent on company size	Partial costs to employer; Public funding provided dependent on company size	Partial costs to employer: there are some Research Council grants available to support costs
Student Fees	Typically 50% university fees	There is no student fee	There is no student fee, unless training required is through a university course which exceeds the training budget	There is no student fee, unless training required is through a university course which exceeds the training budget	A research council grant covers student fees
Education Provider	Typically none	Typically none	Public funding is provided for academic input	Public funding is provided for academic input	Cost of academic supervision covered by student fee
Financial Support Opportunities					
Employer	There is Typically no support	There is usually no support There may be some grants to support the student	Up to £380 per week (plus any salary top-up) Public funding for SMEs up to 60% of total project cost Public funding for large companies up to 40% of total project cost	Employers are requested to provide financial support from between 40% and 60% of costs (approx. £20k per year, plus any salary top-up) Public funding for SMEs up to 60% of total project cost Public funding for large companies up to 40% of total project cost	Employers are requested to provide financial support from between 50% and 33% of costs (approx. £22k over the 3.5yr period, plus any salary top-up) Companies are also requested to pay for travel and subsistence
Student	Typically no support, except salary on offer	Typically no support, except salary on offer	Typical salary of £500 per week	Typical starting salary of £18,000 + per annum	Student Stipend; Approx. £13,590 + per annum
Education Provider	Typically no support	Typically no support	Public funding of approx £380 for 0.5 days per week of academic supervision	Public funding to fully support academic supervision at 0.5 days per week for full project	Bench fees only to support the study
More Information	See individual university websites	www.graduatetalentpool.ac.uk	www.ktponline.org.uk	www.ktponline.org.uk	www.rcuk.ac.uk/innovation/ktportal/docstudents.htm

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Academic Input	<p>University normally has to undertake checks to ensure safety of students during this year</p> <p>University may also checks on student progression, and/or coursework</p> <p>Little academic input from university into business</p>	<p>Typically no academic input</p>	<p>Expert advice of the academic provided and funded</p> <p>University supervision of associate</p> <p>University partner employs associate and deals with employment issues</p>	<p>Expert advice of the academic provided and funded</p> <p>University supervision of associate</p> <p>University partner employs associate and deals with employment issues</p>	<p>Expert advice of the academic provided and funded</p> <p>University supervision of student</p>
Benefits	<p>Route to identifying good and trained potential employees in the future year</p> <p>Can reduce graduate recruitment costs</p> <p>Attracts good quality students, usually expecting 2.1 degree classification</p> <p>Student gains a insight and experience of your industry, building hands on practical and business skills</p>	<p>Route to identifying suitable graduate employees</p> <p>Can be used as a summer placement</p> <p>No employment has to be offered at the end of the internship</p> <p>Companies are advised to pay at least minimum wage, but internships can be free</p> <p>Some incentive schemes offered by universities, public agencies to counteract pay issues</p>	<p>Associate is employed by University partner</p> <p>Associate gains real insight and experience of project in industry meeting a business need</p> <p>Students can take these up as a summer placement, part of their degree (accredited) or as part of a year in industry (intercalated)</p> <p>Allows for academic study time (up to 12 weeks) if the year in industry is accredited</p> <p>Academic partner provides 0.5days per week to the project</p> <p>Academic partner can help supply consultancy and equipment during the project</p> <p>Can lead to more funding opportunities in future years</p>	<p>Ideal opportunity to support graduate employees and training, preferably leading to full employment at the end of the project</p> <p>Aims to deliver a real business solution and income driver for the company</p> <p>Associate is employed by University partner</p> <p>Academic partner provides 0.5days per week to the project</p> <p>Academic partner can help supply consultancy and equipment during the project</p> <p>Funding is available to support costs of employment, with budget for training, academic input, travel, consumables and sometimes specific equipment to support the project</p> <p>Can lead to more funding opportunities in future years</p>	<p>Ideal opportunity to support graduates to undertake Research and Development training, leading to full PhD qualification of the individual student</p> <p>Aims to deliver a novel research and development solution</p> <p>Paperwork to set up relatively quickly but the project can be lengthy with an academic focus</p> <p>Student undertakes at least 3 months work experience in your company</p> <p>Can lead to more funding opportunities in future years</p>
Limitations	<p>Dependent on students electing these courses and your placement offer</p> <p>Students may also have to undertake academic course at the same time as the placement</p> <p>Year in industry not always accredited by the University</p> <p>Projects may not necessarily challenge the student or deliver business solutions</p> <p>Can be administratively heavy</p>	<p>Best students will be attracted by wage offered</p> <p>Companies are advised to pay at least minimum wage</p>	<p>Paperwork can be lengthy</p> <p>Funding process can be complicated</p> <p>Not all universities want to undertake these programme</p> <p>Finding an appropriate academic partner can be difficult</p> <p>Can be administratively heavy</p>	<p>Paperwork can be lengthy</p> <p>Funding process can be complicated</p> <p>Not all universities want to undertake these programme</p> <p>Finding an appropriate academic partner can be difficult</p> <p>Project management requirements can be administratively heavy</p>	<p>Student is placed primarily at the Academic Institution</p> <p>Finding an appropriate academic partner can be difficult</p> <p>Some public funding is available to support costs of studentship, but is primarily employer supported - with budgets for training, travel, consumables and sometimes specific equipment supported by the employer</p>
Intellectual Property Rights (IPR)	IPR rests with the company	IPR rests with the company	IPR rests with the company	Company and Provider Agreement	Typically a tripartite agreement between student, company and provider

“The value of industrial placements extends beyond practically benefiting individual students and companies; placements serve as a valuable connection between industry and academia.”

Sarah Jones, The changing shape of academic collaborations, ABPI, August 2010

Are there other options?

Yes, there are a number of other schemes that can also offer you help, support and access to placements. Examples of these include the EDT scheme, Shell STEP programme and there are a number of individual university schemes.

Want to know more?

Visit: www.cogent-ssc.com/Higher_level_skills/placements.php