

Stan's story: launching a career through an industry placement

Laura Ennion is the Talent Coordinator at Horwich Farrelly, a national law firm with their head office in Manchester. She views industry placements as a great solution to talent recruitment that also fits with the firm's ethos.

"Our model is to progress our employees internally. Industry placements are the perfect opportunity to do this - to get fresh, raw talent in, giving them exposure to us and to our business."

Horwich Farrelly focuses on attitude above all else, so if a young person can come in with the right attitude and apply themselves they will flourish. Stan, an IT student from Trafford College, did exactly that.

"I wouldn't be where I am today without the industry placement opportunity. My friend and I both did industry placements and we both have full-time jobs now. Other friends who didn't do placements, are not in work and I think they regret not taking advantage of the opportunity."

During his placement, Stan learnt to manage his time and gained real experience directly related to his course without the pressure of a paid job. He was able to go at his own pace, ask questions and find out all about the other areas of the business.

Stan impressed the team so much that they offered him a full-time job as a Service Desk Technician at the end of his course. A year later Stan is enjoying working with his team and has been promoted to Analyst.

"This experience has taught me what I can achieve and in what kind of time frames. I've seen different qualifications I can go for that will progress me onwards and upwards, doubling what I am on now."

Beth Robinson, a Work Placement Coordinator from Trafford College, worked with Laura to set up the placement and feels it was successful because it was mutually beneficial.

"Industry placements give students a much more balanced view of the real world and sets them up for success when they finish their course. For employers, they see the positives of having young people in their business. It helps with their internal progression figures and their talent pipeline. If they employ a student having met them on an industry placement, they could potentially have that person for their whole career."

Horwich Farrelly has chosen to invest time and resource into designing a structured learning programme for the industry placement students, running workshops on topics including 'office behaviour' and 'legal jargon busting'.

Laura believes this investment is worthwhile as the industry placement is just the first step in a young person's career progression within the firm. They also see them as a way of promoting the firm as an employer of choice in the area, of building relationships with local education providers, and of playing their role in addressing the skills gap by providing hands-on experience to students and accessing talent.

After Stan's success last year, Horwich Farrelly has taken more industry placement students into different departments including law, accounting, and human resources further developing their partnership with Trafford College and building their pipeline of young talent.

For more about T Levels and industry placements visit [gov.uk/dfes/t-levels](https://www.gov.uk/dfes/t-levels)