

Industry Placements at Luton Council

Apprenticeships, T-levels & IMPACT Graduate Schemes

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LUTON
2040

Luton

#TeamLuton

Luton residents have opportunities to access and benefit from quality jobs

Everyone in Luton feels and is safe

Many more residents in Luton can access a safe and affordable home that meets their needs

Luton Council is a unitary authority, we are One Team, with over 2,900 team members & £157m net revenue budget – all working to meet our vision to eliminate poverty and achieve a fair, healthy and sustainable Luton by 2040

We provide circa 730 services

- To 225,000 residents
- Who live in 84,357 properties
- Supporting 8,180 Luton based businesses
- Managing circa £4bn of revenue generating assets

Progress so far:

- Lowest number in temporary accommodation for over 10 years
- Child poverty is down!
- 69 town centre events delivered in 2025 – attended by over 7,400 people
- Game changing investment – airport growth, Universal Studios and new developments such as Power Court & the Stage
- Future plans include:
 - £698m Capital programme over the next 5 years
 - £221m Housing investment programme over the next 5 years

T-Level Industry Placements

Our 2040 Vision, to be a healthy, fair, and sustainable town where everyone can thrive, and no one has to live in poverty drives everything that we do here at Luton. A key part of this is creating valuable opportunities for our young people to gain real work experience, exposure to career opportunities and learn a variety of skills and knowledge needed for future employment opportunities.

- Having already established a work experience programme for Year 10 and 11 students and a graduate scheme the T-levels provided a mutually beneficial way to engage college students. Our aim was to:
- Form a pathway into our early careers, target new talent coming through in the local area
- Attract and support a diverse range of 16–19-year-old students from the local area into our workforce
- Show off the opportunities, range of careers and roles at the council – myth busting Local Government
- Provide quality placement experiences that are mutually beneficial, addressing skills shortages now and in the future and for the students contributing to projects/tasks that will develop knowledge and skills learnt at college by putting them into practice with real impact and outcomes for their own communities

Roles



Supporting Pathways:

- Business & Administration
- Construction – Design, Surveying & Planning
- Digital – Digital Support & Security

Planned for the future:

Legal, Finance & Accounting
Marketing

Placements

Welcomed students since 2022

We have had placements in the following areas:

- Property & Infrastructure
- Community Choices
- HR
- Housing
- Adult Learning
- Economic Growth

*New in 2026 – Digital, Data & Technology



How to apply

Work with Bedford College Group

Open to enquiries, with CV to WorkEx@luton.gov.uk, from all local students

We create a real experience for all students who are applying for a placement;

- role profiles, outlining the project/s and team information for each placement
- hold an interview with Host Manager and student
- liaise with Course Lead at college to confirm curriculum outcomes
- liaise with Placement Co-ordinator at College for logistics
- students complete mandatory training, Induction and ongoing support from Placement Manager
- they adhere to the working environment, access to all relevant kit and become a valued part of the team
- students who fully complete their placement with us – are eligible for the Guaranteed Interview Scheme for job opportunities up to L3 grade

What we look for

These could be drawn from a range of examples including:

School activities

Sports

Charity work, fundraising or volunteering

Church and faith related activities

Hobbies and interests



The skills and qualities we look for include:



Reliability



Keen to learn



Hard-working



Honest



Team player



Willing to take the initiative/be independent



Ideas/suggests ways to make a difference (innovative)

What our students say

What are the benefits of a placement alongside college?

'Industry placements help students to understand the dynamic of a professional workplace which can be valuable for future employability.' *Digital Pathway Student

Would you recommend a T-level?

'Absolutely, I'd recommend it to anyone who's looking to build hands on industry experience whilst gaining a qualification.' *Digital Pathway Student

*'Overall, this experience is giving me valuable insights into office work and career opportunities'**Business & Admin Student

Why did you choose to complete a T-level?

I wanted a course that not only focused on the traditional classroom learning but also included hands-on industry experience. This helps me strengthen my understanding as I'm able to connect the theoretical aspects of IT with how it's applied in everyday situations.

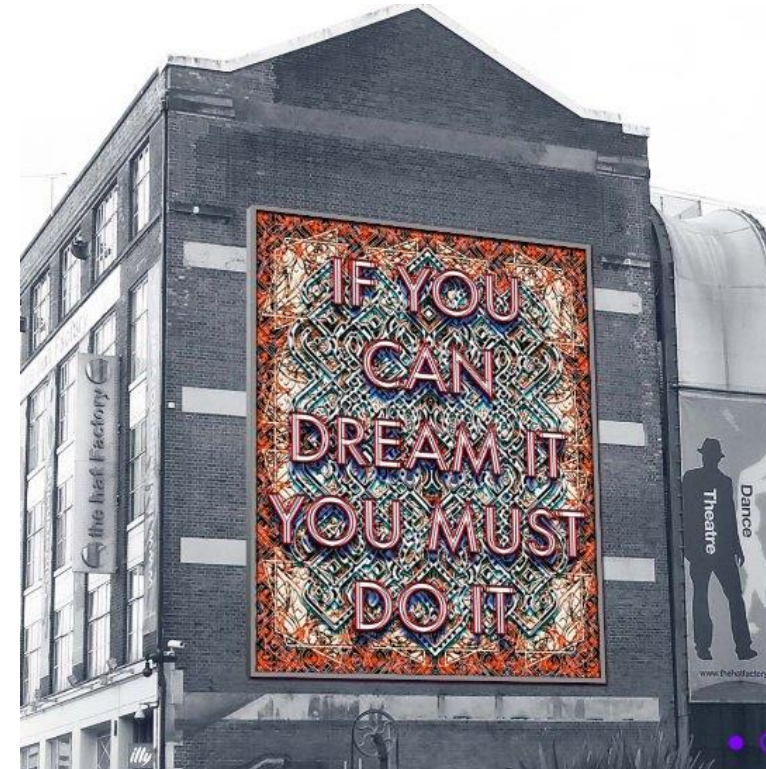
What have you enjoyed most about the industry placement at Luton Council?

I've really enjoyed learning how the DDaT team supports users within the council. Having completed a few handovers myself, it's been particularly interesting to witness the work that goes into supporting other teams within the council especially from a digital perspective. *Digital Pathway Student

'developing skills in the organisation, communication and team work, while also learning how the council supports businesses and local people. What makes it even better is how supportive the environment is – my colleagues are super approachable and always willing to guide me and make me feel part of the team' *Business & Admin Student

What our managers have to say

- *“We work in a vibrant fast-moving environment with competing demands albeit with immense opportunity to be creative. Work can cover Architecture, engineering, project management and quantity surveying which provides a wide range of career paths and a broad understanding of the construction industry.*
- *Having T level students enables us to take a fresh approach that re-energises the workplace.*
- *Students become embedded in the team and work on live projects bringing a new vision, innovation and energy that we help steer for real world outcomes.”* **Project Design & Delivery Manager**



IMPACT Graduate Programme

Part of the IMPACT Graduate programme since 2016

National recruitment process

Successful candidates complete a 2-year contract and achieve a CMI Level 7.

Confirmed 4 graduates a year from 2026 onwards



Apprenticeships at Luton Council

- Luton Council has around 45 young apprentices'
- Luton Council schools have 20 young apprentices'
- In 2024/25 academic year 1260 people started an apprenticeship in Luton.
- We work with other employers across the town to support apprenticeship recruitment.
- For more information and support contact:
 - lbcapprenticeships@luton.gov.uk
- Opportunities:
 - Education (including facilities, ICT, Teaching, Early Years)
 - Accounts
 - Business Administration
 - Construction
 - Events
 - Data
 - Horticulture
 - Marketing
 - Housing
 - Social Work

Apprenticeships at Luton Council

An apprentice joins Luton on a fixed term contract (for the length of the apprenticeship – often 2 years)

As they come to the end of their apprenticeship many of our apprentices' successfully apply for permanent roles within the council

- [Tips for applying](#)
- Vacancies found [here](#)
- Supporting statement – look at the essential criteria for a role and explain why you think you meet them.
- Tailor your CV for the role you are applying for
- Proof read
- Ask for support and help – we are here to help!
- Check your emails once you have applied

Luton Apprenticeship Awards



Celebrating the achievements of apprentices across Luton during National Apprenticeship Week.



National Apprenticeship Week coming on 8th February 2027

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