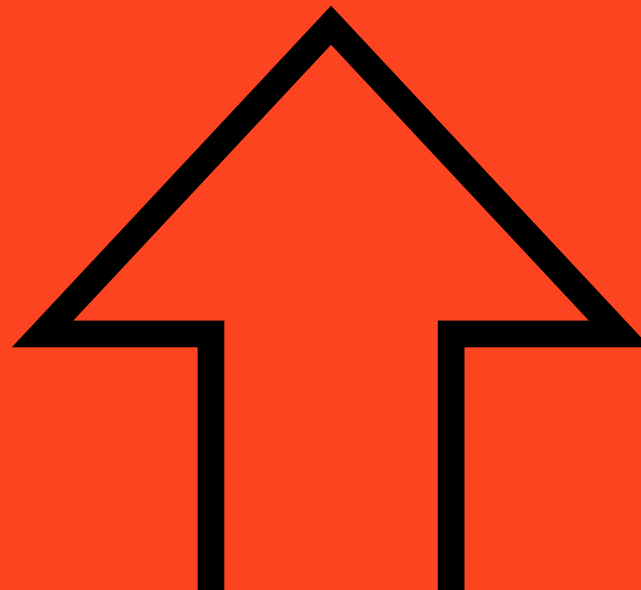


PLACEMENT APPROACHES

DEVELOPING THE RIGHT MODEL FOR YOUR ORGANISATION

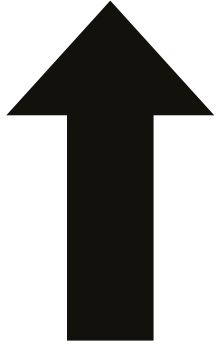


25 APRIL 2023

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HM Government



WELCOME



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OBJECTIVES

- 1. Introduce some of the options for structuring industry placements**
- 2. Think about how options can work for you as a placement host**

TODAY'S TEAM



Colin Bentwood
Webinar Chair

Managing Director
SDN



Louise Doyle
Webinar Facilitator

Industry Placement Team
SDN



Simon Peek
Presenter and Panellist

Industry Placement
Policy Team
Department for Education



Rob Dodds
Speaker and Panellist

Apprentice Co-Ordinator
Unipres

AGENDA

1. Introduction

- **Webinar objectives**
- **Introducing T Levels and industry placement**
- **Routes into being an industry placement host**
- **Placement Models**

2. Case study interview - Unipres

3. Possible scenarios for your placements

4. Next steps / support available

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

THE T LEVEL PROGRAMME

2 years

80%

Up to 1400
hours

TECHNICAL QUALIFICATION

Core

English,
maths and
digital skills

Occupational
specialism

Other
requirements

20%

At least
315 hours
350 hours
average

Technical skills and
knowledge

Practical skills for
employment

Meaningful
contribution in the
workplace

INDUSTRY PLACEMENT

WHY OFFER AN INDUSTRY PLACEMENT?

Smarter recruitment

- A solution for entry-level jobs
- Cost-effective recruitment
- Bring young people into the industry

Support your staff

- Management and mentoring skills
- Fresh perspective
- Extra help with projects

Support your community

- Improve diversity
- Create shared value in your community
- Enhance image and profile

ENTRY POINTS

- Your current apprenticeship programme
- Long-term relationships with colleges or a school for other training programmes
- T Level graduates
- Involvement in the T Level Transition
- Already offering:
 - ...supported internships
 - ...work experience
 - ...35 hour tasters

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WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

MODEL	When this model might work	Example role
DAY RELEASE	<ul style="list-style-type: none">• Where a regular, steady pattern may suit the business• Where repeated tasks may need doing e.g. weekly• Where supervision time may need spreading	IT Support Team member
BLOCK	<ul style="list-style-type: none">• Works well for seasonal occupations• Where there may be high levels of demand at times• For project-based assignments / working patterns	Business Analyst
MIXED	<ul style="list-style-type: none">• Works well for those with unpredictable workflows• Where work may be part-seasonal• Where it makes sense to cover induction as a block, then moving to day release afterwards	Dental care Assistant

DELIVERY APPROACHES FOR PLACEMENTS

All T Levels

Work taster hours

Up to a maximum of 35 hours, usually taking place in their first year of study

Part-time work

Can be counted as long as the students employment is **related to the students pathway**

T Level Pathway placement

Placements can be delivered in a workplace relevant to the students T Level pathway

Supply chain or network

One lead employer is able to facilitate the full placement but split the placement hours across their supply chain or network

Multiple employers (up to 2)

Providers can utilise up to two employers

% Small team project

Students work in small teams alongside an industry professional for up to **one third** of the placement, to implement a commercial/ charity project

Specific T Levels only

Route specific placement

Students undertaking digital and E&M T Levels can undertake their placement at Route level

% Skills hubs and training centres

Up to a maximum of **one third** of total placement hours can be spent in an employer-led skills hub or training environment, to improve student readiness to enter the workplace

% Hybrid placement delivery

Up to a maximum of **one fifth** of the total industry placement hours can be delivery remotely – applies to essentially desk-based roles

A small number of alternative delivery approaches exist to address the specific needs of SEND pupils and those studying T Levels in Young Offenders Institutions (YOIs).

LET'S HEAR FROM...

Rob Dodds



UNIPRES

PANEL



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Webinar Chair

Managing Director
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Industry

**1.
Digital**

**2.
Accounting**

**3.
Manufacturing**

**4.
Construction**

T Level student

Digital production, design and development

Legal, Finance and Accounting (investment banking)

Engineering, manufacturing, processing and control

Onsite construction (bricklaying pathway)

Organisation

Software start-up

Local accounting firm

Large manufacturing firm with supply chain of smaller component on an industrial park

Local building company

Model

Block

% Hybrid placement delivery

Supply chain or network

Mixed

% Hybrid placement delivery

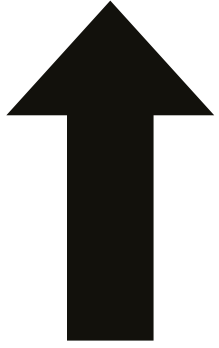
Multiple employers (up to 2)

Day release

% Supply chain or network

Mixed

% Small team project



***TOOLS
AND
SUPPORT***



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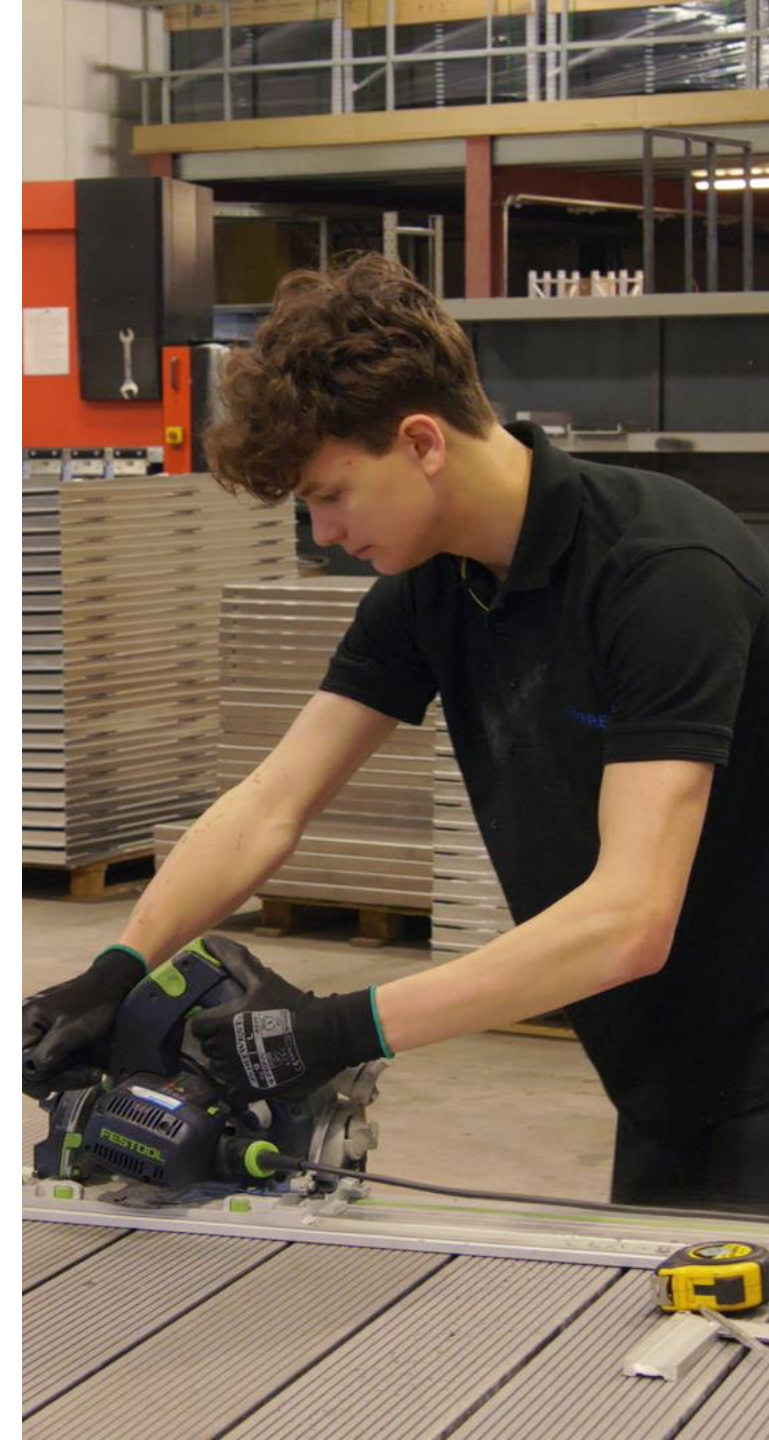
TOOLS AND RESOURCES

Industry placement delivery approaches

<https://employers.tlevels.gov.uk/hc/en-gb/articles/10007415795602-Industry-placement-delivery-approaches>

Planning industry placements

<https://employers.tlevels.gov.uk/hc/en-gb/categories/4403450040850-Plan-industry-placements>



- Tailored one-to-one support
- Tools, resources and case studies
- Book workshops and webinars

GOV.UK Search for support

T Levels and industry placement support for employers

GIVE FEEDBACK This is a new service - [help us to improve it](#)

Discover your future workforce
T Levels: a new qualification developed in collaboration with employers.
[Find out more about T Levels](#)

An industry placement is at the heart of each T Level course

Early access to the brightest talent | **Shape the future** of your industry

[About T Levels and industry placements](#) | [Plan industry placements](#) | [During industry placements](#) | [Business benefits and case studies](#)

What industry placements and T Levels are, and how they could work in your business. | Guidance to help you plan, covering legal compliance, working with providers and paying students. | How to work with students while they are on a placement, and end-of-placement reviews. | Benefits of an industry placement at your company, including the £1,000 employer incentive.

Partner with a school or college
Offer a placement or find out more about their T Level programme.

Skill areas and courses
[Digital and IT](#)
With courses ranging from development and design to business support, how could a T Level student help your business thrive?
[All skill areas](#)

T Level workshops and webinars
[How might industry placements work for your legal, finance and accounting roles?](#)
18 May 2022 3:00pm (1 Hour)
[All workshops and webinars](#)

Have a T Levels question?
Our T Levels support bot is here to help you find the answers. [Ask a question](#)

Contact us
If you'd like to speak to someone about T Levels or industry placements, or can't find what you're looking for, [contact us](#)

EMPLOYER SUPPORT FUND

- Financial assistance to employers offering high-quality industry placements
- £12m for one year (financial year 2023-24)
- From April 2023, employers can claim legitimate costs including:
set up costs **equipment** **staff training**
- Guidance
www.gov.uk/government/publications/employer-support-fund-for-t-level-industry-placements

POLL ***Based on what you have heard about industry placements:***

- 1 Are you more likely to implement industry placements?*
- 2 Are you more confident to implement industry placements?*
- 3 Has this webinar been useful and practical for your industry placements planning?*

POLL *Based on your current circumstances and your understanding of T Levels, is your organisation likely to offer Industry Placements?*

- 1 *Yes - we are already hosting T Level Industry Placements*
- 2 *Yes – in the next six months*
- 3 *Yes – in seven to twelve months*
- 4 *Yes – more than a year from now*
- 5 *Not in the foreseeable future*
- 6 *No*
- 7 *Don't know*

THANK YOU

<https://employers.tlevels.gov.uk/>



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Disclaimer

This advice is general guidance and is not legal advice. It should not be acted on without a full understanding of your current situation. You can access the latest government guidance on industry placements at www.tlevels.gov.uk. SDN Enterprises Ltd (trading as SDN) has tried to ensure that the information and advice we give is accurate. However, SDN will not accept liability for any loss, damage or inconvenience arising as a consequence of any use of or the inability to use any information or advice given.

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