



***HOSTING INDUSTRY PLACEMENTS IN THE
HEALTH AND SOCIAL CARE SECTOR***

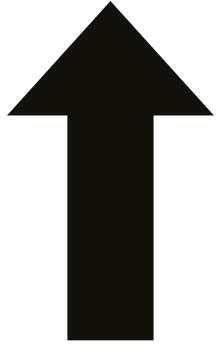
11 May 2023



TL



HM Government



WELCOME



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TODAY'S TEAM



Jemma Froggitt

Webinar Host

Professional
Development Executive
SDN



Karen Kelly

Webinar Presenter

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PANELLIST



Iain Hook

Careers & Engagement Team
Lead

University Hospitals of
Morecambe Bay NHS
Foundation Trust

FORMAT

Broadcast

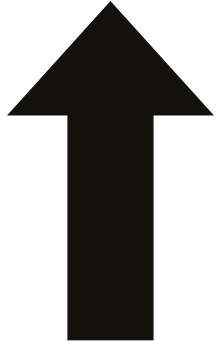
Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA

- 1 What are T Levels and industry placements**
- 2 Employer insights**
- 3 Panel session / Q&A**
- 4 Next steps / support available**



WHAT ARE T LEVELS?



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THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE

A LEVELS

Subject-based qualifications

two years at local college or school

T LEVELS

2-year technical programmes at Local colleges, schools, training providers
80% classroom based
20% in a placement

Includes **industry placements** to build attitudes and behaviours and to develop practical skills

APPRENTICESHIP Level 2/3

at least 12 months work-based training

80% on the job
20% off the job

Followed by possible progression to :

Higher Education

Skilled Employment

Higher level apprenticeship / technical training

THE T LEVEL PROGRAMME

2 years

80%

Up to 1400 hours

TECHNICAL QUALIFICATION

Core

English and maths

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

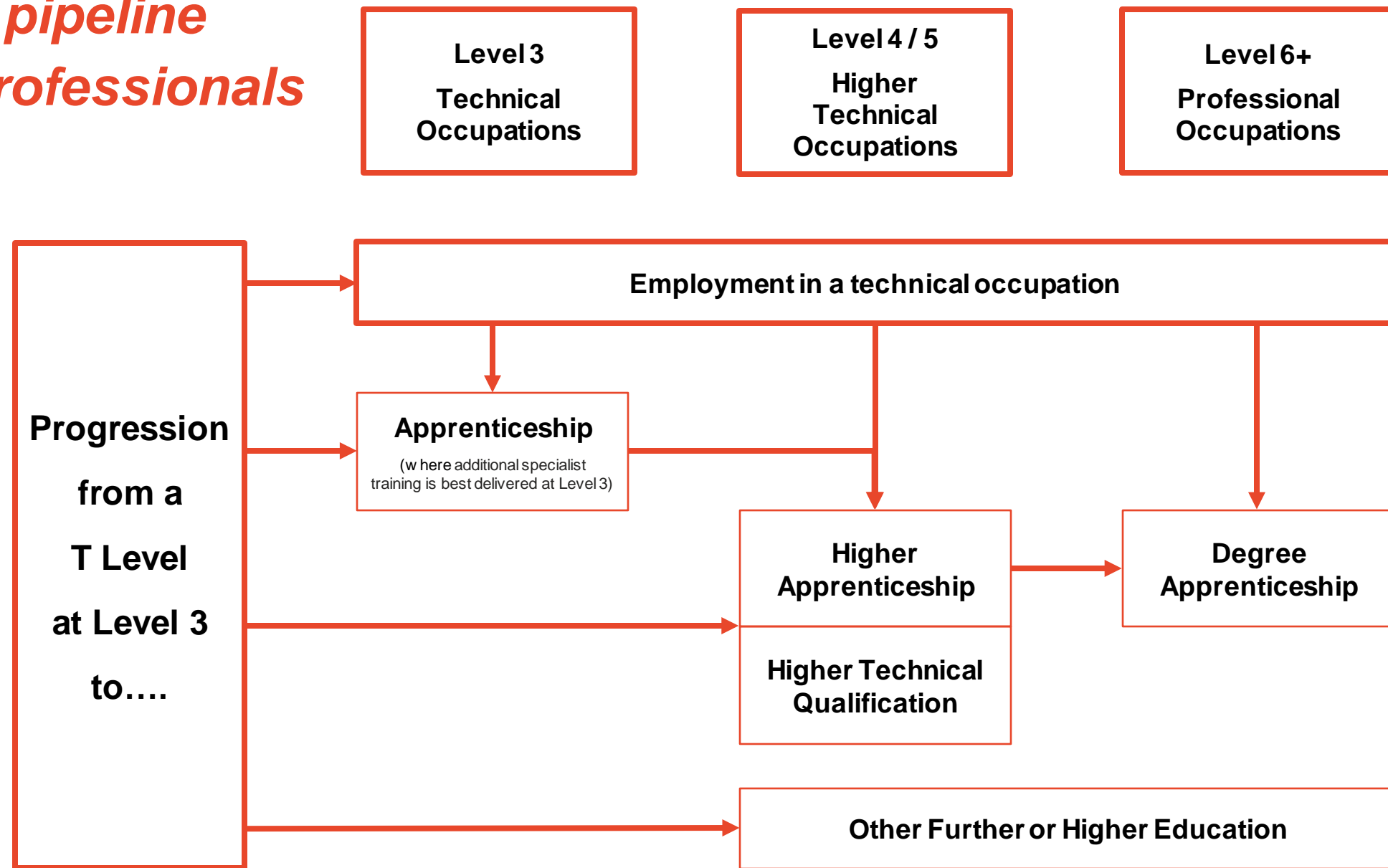
T LEVEL ROLLOUT





<p style="text-align: center;">2020</p> <ul style="list-style-type: none">• Design, Surveying and Planning for Construction• Digital Production, Design and development• Education and Childcare	<p style="text-align: center;">2021</p> <ul style="list-style-type: none">• Building Services Engineering for Construction• Digital Business Services• Digital Support and Services• Health• Healthcare Science• Onsite Construction• Science
<p style="text-align: center;">2022</p> <ul style="list-style-type: none">• Accounting• Design and Development for Engineering and Manufacturing• Engineering, Manufacturing, Processing and Control• Finance• Maintenance, Installation and Repair for Engineering and Manufacturing• Management and Administration	<p style="text-align: center;">2023</p> <ul style="list-style-type: none">• Agriculture, Land Management and Production• Legal Services
<p style="text-align: center;">2024</p> <ul style="list-style-type: none">• Animal Care and Management• Media, Broadcast and Production• Hairdressing, Barbering and Beauty Therapy• Craft and Design	<p style="text-align: center;">2025 and beyond</p> <ul style="list-style-type: none">• Marketing• Catering

WHAT FOLLOWS T LEVELS?

Building your pipeline of technical professionals





***WHAT ARE
INDUSTRY
PLACEMENTS?***



WHAT ARE INDUSTRY PLACEMENTS?

- Time spent by a 16-19 year old student, learning and working in an organisation
- **In a real environment** – with an employer making a meaningful contribution to the organisation
- Minimum of **315 hours** (approx. 45 working days)
- **Occupationally-specific** – developing students' practical and technical skills

Delivery approaches: all T Levels

**WORK TASTER
ACTIVITIES**

**SMALL TEAM
PROJECTS (UP
TO 1/3RD)**

**PATHWAY
PLACEMENTS**



**PART TIME WORK
RELATED TO
PATHWAY**

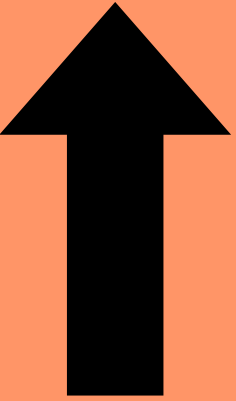
**UP TO 2
EMPLOYERS**

**SUPPLY CHAIN +
EMPLOYER
NETWORKS (+2
EMPLOYERS)**



**SPECIAL
EDUCATIONAL
NEEDS AND
DISABILITY**

**YOUTH
OFFENDERS
INSTITUTION**



Delivery approaches: specific T Levels

***ROUTE LEVEL
PLACEMENTS***



***SKILLS HUB/
EMPLOYER
TRAINING
CENTRES***

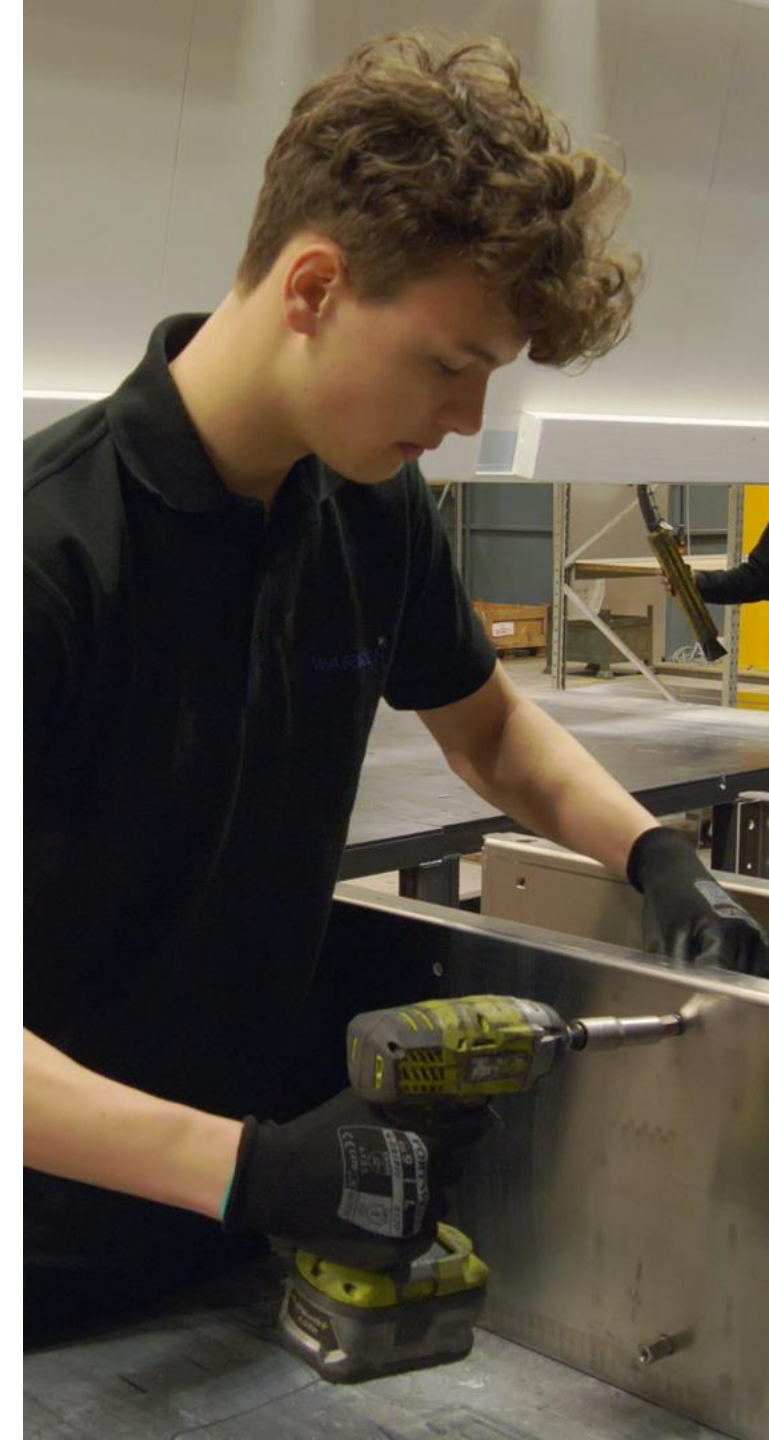


***HYBRID
PLACEMENTS***



WHAT DO INDUSTRY PLACEMENTS EMPLOYERS NEED TO OFFER?

- Projects and tasks for students that will help them to learn practical and technical skills
- A safe work environment
- Equipment and resources for the work
- Induction
- Someone to supervise and someone to mentor
- Feedback and review



EXAMPLE PROJECTS (AVAILABLE FOR ALL T LEVELS)

Healthcare Support Work – Children and Young People

Two students joined the Healthcare support team for children and young people at a large NHS Trust. The primary objective was to support the development of children and young people.

Project activities

- Design and develop ideas for distraction techniques supporting the development of the well and sick child and present them to the team
- Under supervision, assist registered nursing staff to record a range of physiological measurements of patients, such as blood pressure, oxygen saturation or blood sugar levels
- Using active listening and engaging with individuals to develop rapport and build confidence thereby assisting with patients' overall comfort and wellbeing

EXAMPLE LEARNING OBJECTIVES (AVAILABLE FOR ALL T LEVELS)

T LEVEL:

HEALTH

OCCUPATIONAL SPECIALISM:

SUPPORTING HEALTHCARE

Objective

To support the healthcare team by carrying out clearly defined clinical and non-clinical duties to provide high quality person-centred care and support to promote patient wellbeing

Typical activities

- Activity 1** Always practice effective infection control through the use a range of techniques for infection prevention and control, e.g. waste management, spillage, hand washing, use of Personal Protective Equipment (PPE), to ensure that the clinical environment is safe for staff and patients
- Activity 2** Work as part of a healthcare team (at least twice a week) to assist with patients' overall comfort and wellbeing. This could include supporting activities of daily living, supporting mental or spiritual health.

EXAMPLE LEARNING GOALS

Employability Skills

<i>Communication</i>	Active listening, use of visual, oral and written methods, engaging with individuals, sharing, building rapport, adapting style and tone
<i>Teamwork</i>	Working with others with different skills, expertise and experience to accomplish a task or goal

Technical Skills

- Skills in following all required standards, codes of conduct and health and safety requirements/legislation including risk assessments and use of appropriate PPE
- Application of professional practice, including appropriate conduct in the clinical environment, appropriate dress and punctuality.
- Skills in demonstrating the C 6's in relation to Care /Compassion/Communication

WHY OFFER AN INDUSTRY PLACEMENT?

WHAT EMPLOYERS ARE SAYING



“Until now we’ve only been able to provide work placements in our offices but not in people’s homes. That’s not really what we or the students want. Now with T Levels, we’re able to support students to go into the community. Industry placements allow us to deliver what we want, and what the students want, to achieve.”

Our industry placement students are able to work alongside a senior care assistant visiting customers, with their prior agreement, of course.”



“T Levels are a good opportunity for us to expand the workforce and show those who want a career in health and health sciences what that career actually is ... if we grow our own we’re more likely to keep them.”

Nneka Smith, Allied Health Professional Workforce Lead, Cambridge University Hospitals

INTRODUCTION

IAIN HOOK

CAREERS & ENGAGEMENT TEAM LEAD

***UNIVERSITY HOSPITALS OF MORECAMBE
BAY NHS FOUNDATION TRUST***

EMPLOYER SUPPORT FUND

- DfE have announced a one-year Employer Support Fund to support with **legitimate costs** that employers incur when offering industry placements
- Funding should be used to **develop long lasting relationships** between employer and providers to create a **pipeline of placements** for this year and future years
- Up to **£12 million** will be made available through this fund
- The fund will run from 1 April 2023 to 31 March 2024

EMPLOYER ELIGIBILITY CRITERIA

- Industry placement must begin **after 1 April 2023** and **before 31 March 2024**
- A **start date** must be **agreed**
- Placements must **adhere to quality standards** set out in the industry placement delivery guidance
- **Any employer is eligible to claim for legitimate costs**, apart from Government Departments and ALBs
- **Compatible with all delivery approaches** – so all employers delivering hours as part of one placement can claim for costs
- **£25,000 maximum claim value** for any single employer, across all providers
- **CDF placements are not eligible** for funding

LEGITIMATE COSTS

“Administrative Costs”

Such as **setting up processes and procedures, organisational systems** and a **physical workspace** to support delivery of the Industry Placement.

“Training Costs”

Such as **training existing staff** to develop their knowledge and build their confidence in offering and delivering high quality placements. For example **short workshops, internal guides or online courses** **mentoring training for line managers**

“Tangible Costs”

Such as **PPE** or other equipment, **insurance, security passes, mandatory vaccinations, mandatory training, software licensing, materials** and supplies directly related to the Industry Placement. They must be used exclusively for the Industry Placement. Tangible costs may also include **supervisory and transportation costs** where applicable.



T-LEVELS

POLICY UPDATE

March 2023



T**L**



HM Government

INTEGRATED CARE SYSTEM COORDINATORS



- Engagement with employers, providers and the sector has shown a need for a **System-led approach to T Levels in the NHS**, as well as support with the resource demands of setting up industry placements.
- The **NHS is the largest employer** in England and its organisations are anchor institutions, providing local jobs across many skill areas that map to T Levels.
- We have launched funding to support 7 **T Level Industry Placement Co-ordinators** across NHS Integrated Care Systems (ICS).
- Once on post these T Level Industry Placement Co-Ordinators will work on T Levels and industry placements across their ICS from June 2023 until March 2025.

FOCUS FOR THE NEXT 6 MONTHS

Support scale up of T Levels

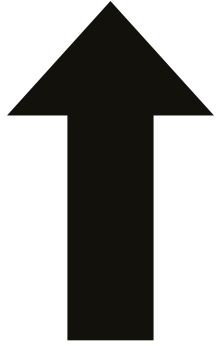
- Explore what more we need to do to support scale up of T Levels
- **Continue to work to resolve access to placement challenges**
- Deliver a centralised process for Government Departments to offer high-quality industry placements

Engage and support employers

- Procure continued delivery of the Employer Support Package
- **Analyse the impact of the ESF to understand how it is helping to engage employers**
- Engage with Government Departments to raise awareness of how T Levels can support talent pipelines

Support providers

- Continue to work closely with providers to understand and resolve issues
- **Continue to monitor how delivery approaches are working**
- Embed new & improved Provider Support Package



PANEL Q&A

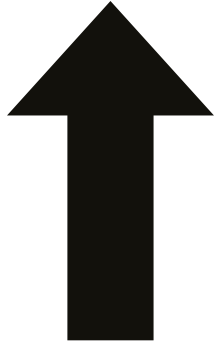


POLL ***Based on what you have heard about industry placements:***

- 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*



NEXT STEPS AND SUPPORT



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

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

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T Levels and industry placement support for employers



[About industry placements](#)

Find out more about what industry placements and T Levels are, and how they could work in your business.



[Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



[Plan industry placements](#)

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



[During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.



[Skill areas and courses](#)

Discover the skill areas that industry placements cover and find out what placement students can offer.



[Workshops and webinars](#)

Online events to help you understand, plan and prepare to offer industry placements.

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

Early access
to the brightest talent

Shape the future
of your industry

5 simple steps
[Find out how industry placements work](#)

Partner with a school or college

Search for providers

See schools and colleges near you.

Invite providers to contact you

Leave your details for them to get in touch.

▶ [Looking for providers in more than one location?](#)



[About T Levels and industry placements](#)

What industry placements



[Plan industry placements](#)

Guidance to help you plan,



[During industry placements](#)

How to work with



[Business benefits and case studies](#)

Discover the benefits of

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

Register an interest in T Levels and industry placements

Enter your details into our online form and we will share your interest in T Levels and industry placements with registered T Level schools and colleges for 12 weeks.

If a provider would like to speak to you about an industry placement or other T Level opportunity, they can contact you using the details you provide.

The form takes about 5 minutes to complete.

This form is only for employers with a single business location. If your organisation has multiple locations and you'd like to register an interest in T Levels and industry placements, [contact us](#)

Register an interest

More about T Levels and industry placements

[What are T Levels?](#)

[What are industry placements?](#)

[How industry placements work](#)



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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