



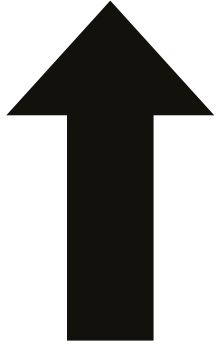
***HOW T LEVELS CAN CONTRIBUTE TO
YOUR WORKFORCE DEVELOPMENT PLANS***

24 MAY 2023

TL



HM Government



WELCOME



TL

TODAY'S TEAM



Jemma Froggitt

Webinar Host

Professional Development
Executive
SDN



Simon Shaw

Webinar Presenter

Industry Placement Specialist
SDN

FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

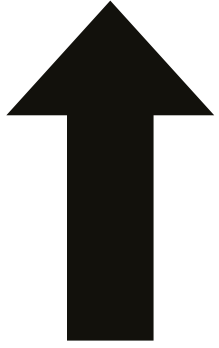
Feel free to use the chat box

AGENDA

- 1 Context**
- 2 Links to workforce plans**
- 3 Why employers offer industry placement**
- 4 Planning industry placements**
- 5 Tasks and projects**
- 6 Workforce initiatives: coaching and mentoring**
- 7 Next steps and support**

POLL *Which of these best describes where your organisation is currently at with industry placements?*

- 1 We already host one or more students.*
- 2 We already host one or more students and are planning to expand the number this year.*
- 3 We're in the planning stage and intend to host one or more students this year.*
- 4 We haven't made up our mind about hosting students yet.*



CONTEXT



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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 SUBJECTS

AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE

- Agriculture, Land Management and Production

BUSINESS AND ADMINISTRATION

- Management and Administration

CONSTRUCTION

- Building Services Engineering for Construction
- Design, Surveying and Planning for Construction
- Onsite Construction

DIGITAL

- Digital Business Services
- Digital Production, Design and Development
- Digital Support Services

ENGINEERING AND MANUFACTURING

- Design and Development for Engineering and Manufacturing
- Maintenance, Installation and Repair for Engineering and Manufacturing
- Engineering, Manufacturing, Processing and Control

EDUCATION AND EARLY YEARS

- Education and Early Years

HEALTH AND SCIENCE

- Health
- Healthcare Science
- Science

LEGAL, FINANCE AND ACCOUNTING

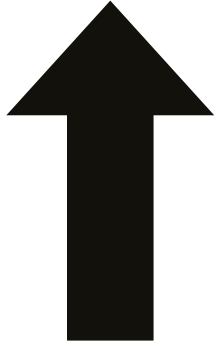
- Accounting
- Finance
- Legal Services

SEPTEMBER 2024 ONWARDS

- Animal Care and Management
- Catering (start date to be confirmed)
- Craft and Design
- Hairdressing, Barbering and Beauty Therapy
- Media, Broadcast and Production

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



***LINKS TO SHORT-
AND LONG-TERM
WORKFORCE
PLANS***

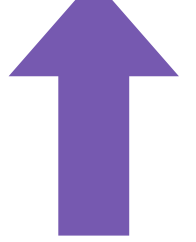
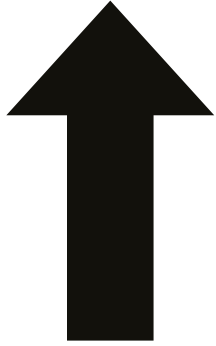




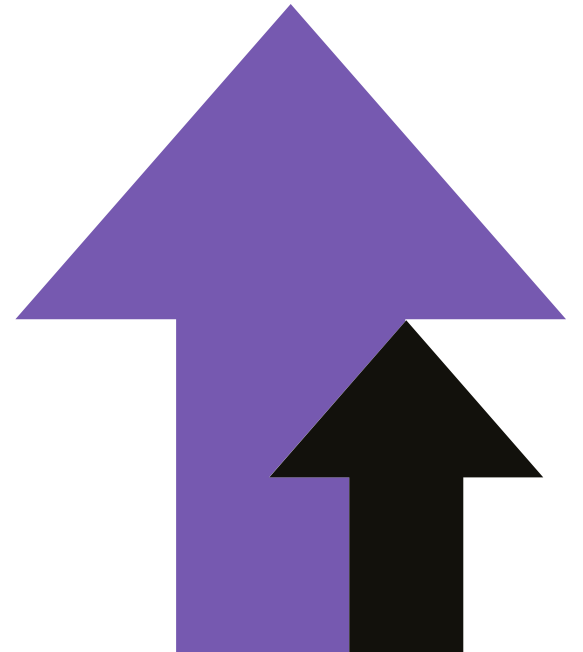








QUESTIONS & OBSERVATIONS

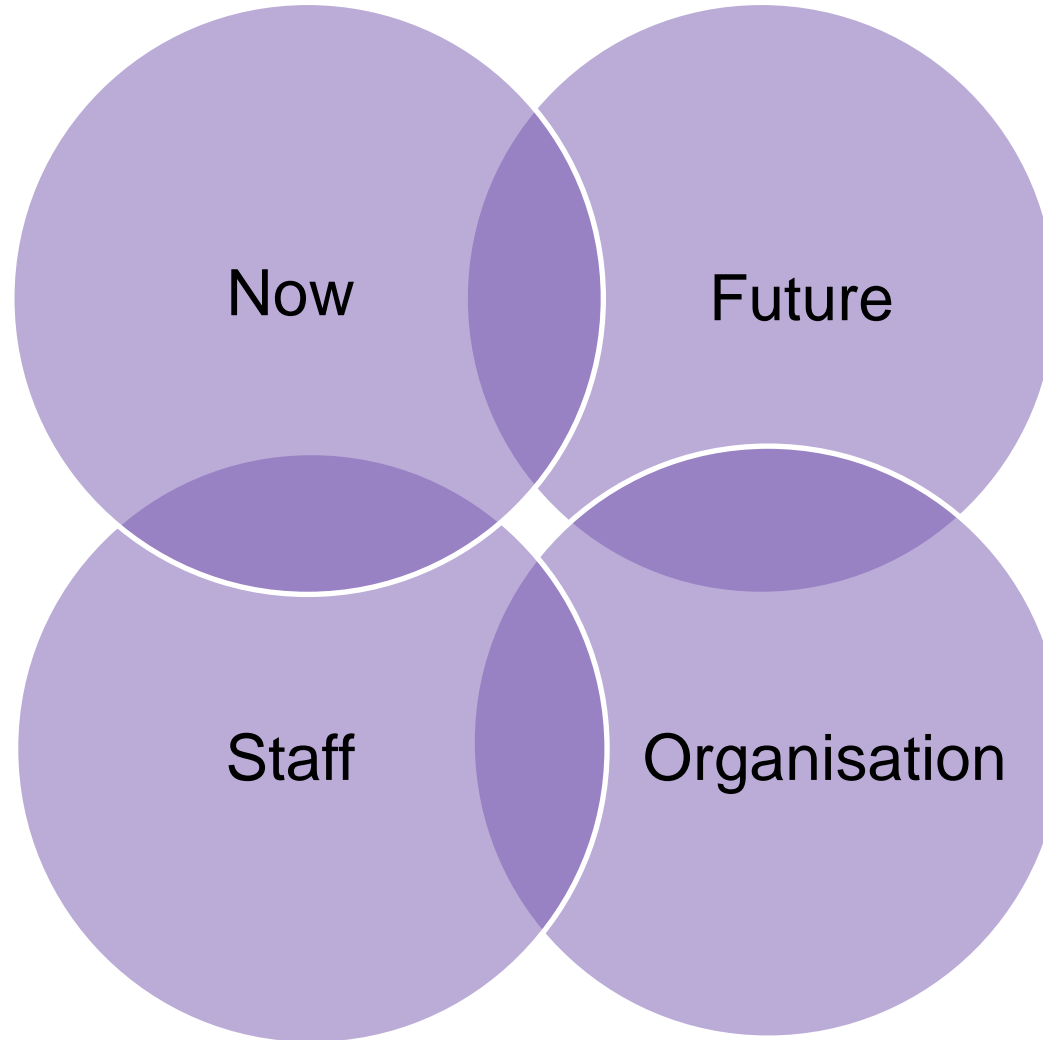


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Engagement

What do students contribute?

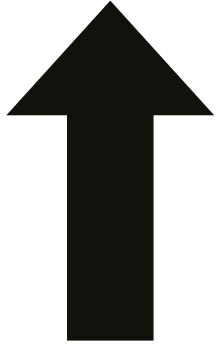


Where do students go to next?

Which skills do staff develop?

How could the organisation change?

Development



***WHY HOST AN
INDUSTRY
PLACEMENT?***



BENEFITS

Support your recruitment

- Solution to labour shortages/skills gaps
- Cost-effective recruitment/onboarding
- Brings new generations into the industry

Support your staff

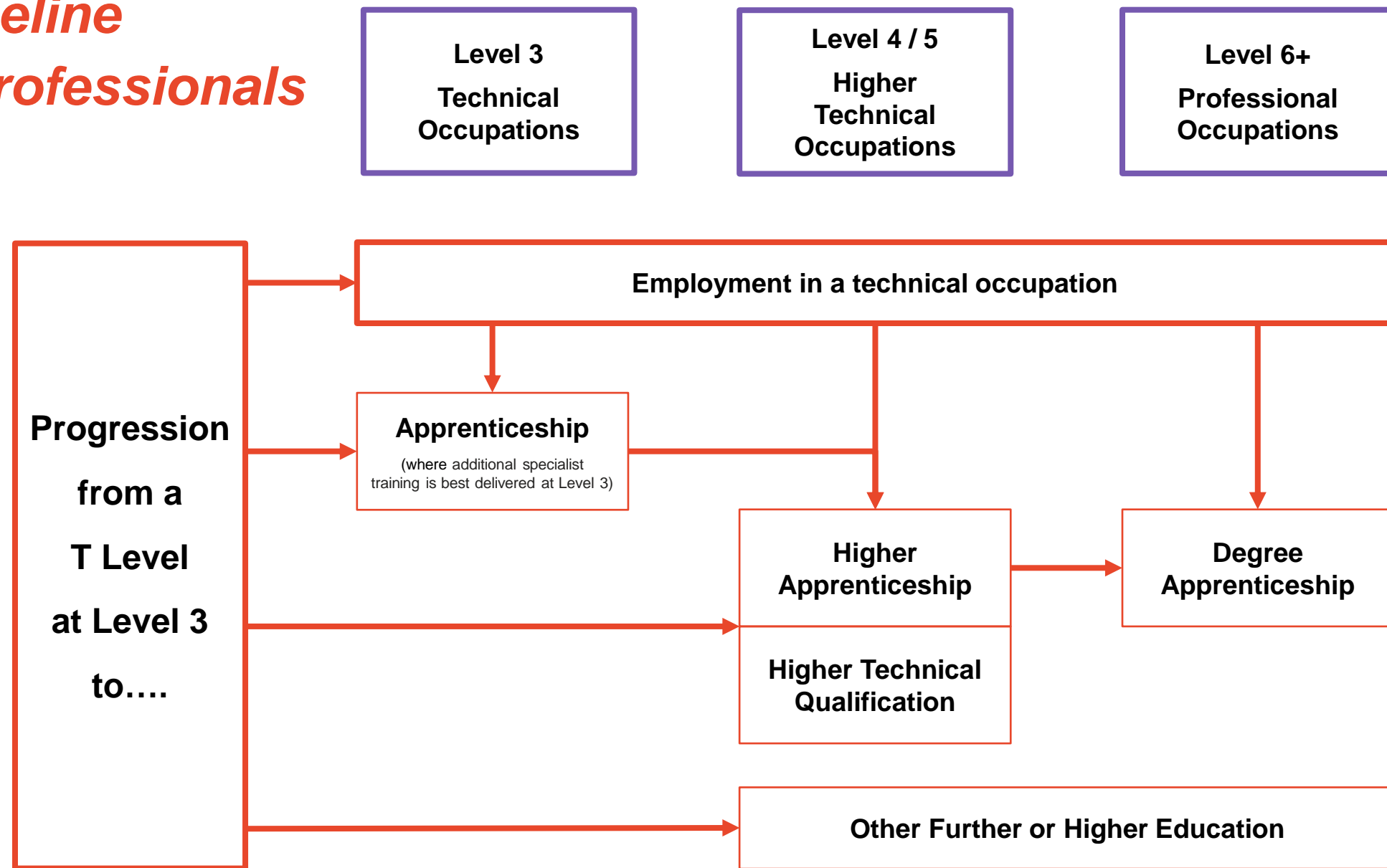
- Coaching and mentoring skills
- Fresh perspective – new ideas
- Extra help with work and projects

Support your organisation

- Improves diversity
- Creates shared values around people
- Enhances image and profile

WHAT FOLLOWS T LEVELS

*Building a pipeline
of technical professionals*

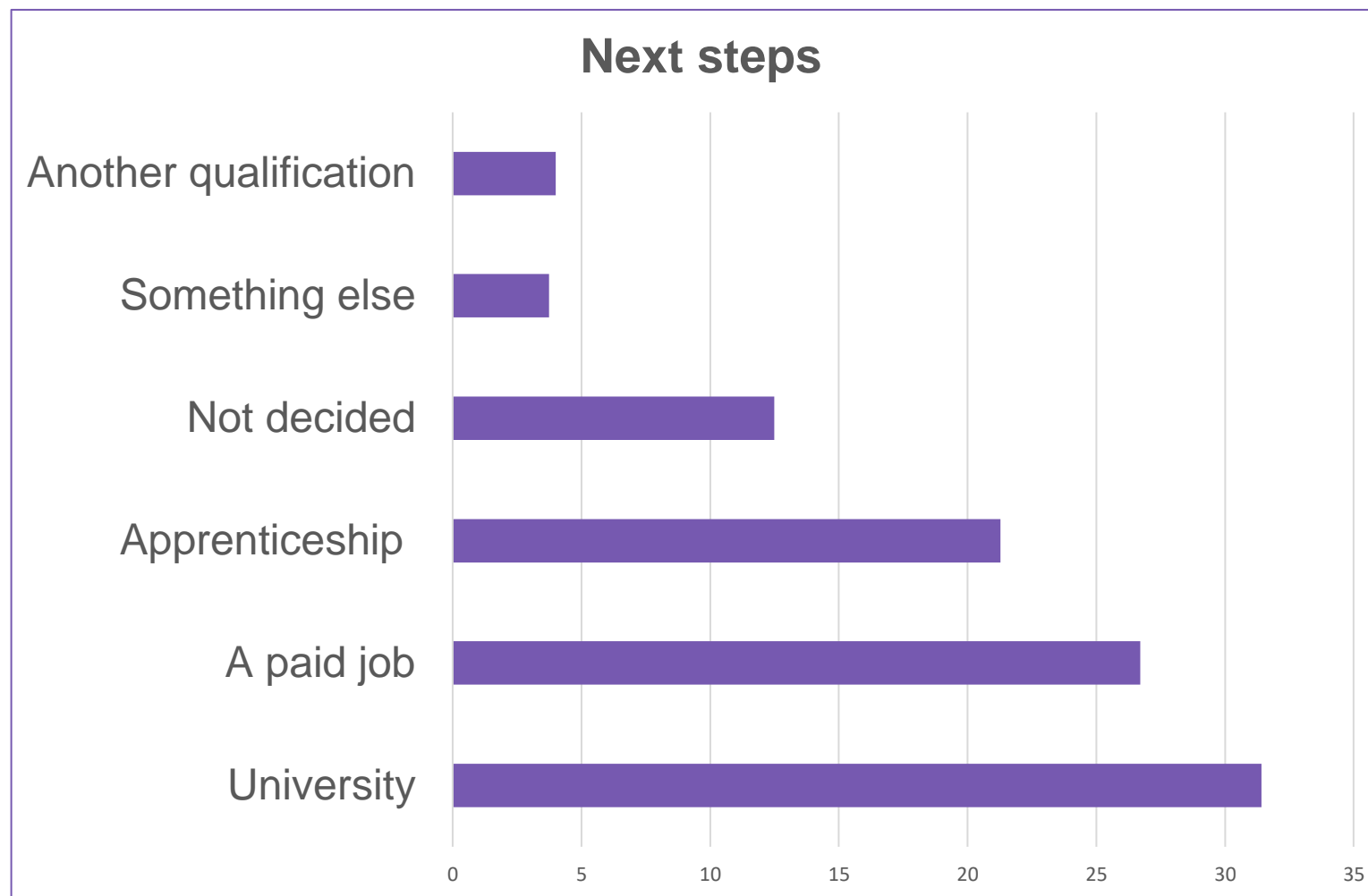


PROGRESSION PROFILES



<https://www.instituteforapprenticeships.org/qualifications/t-levels/t-level-progression-profiles/>

WHAT STUDENTS ARE ACTUALLY PLANNING



Source: Technical education learner survey Research report May 2022



QUESTIONS &
OBSERVATIONS

TL

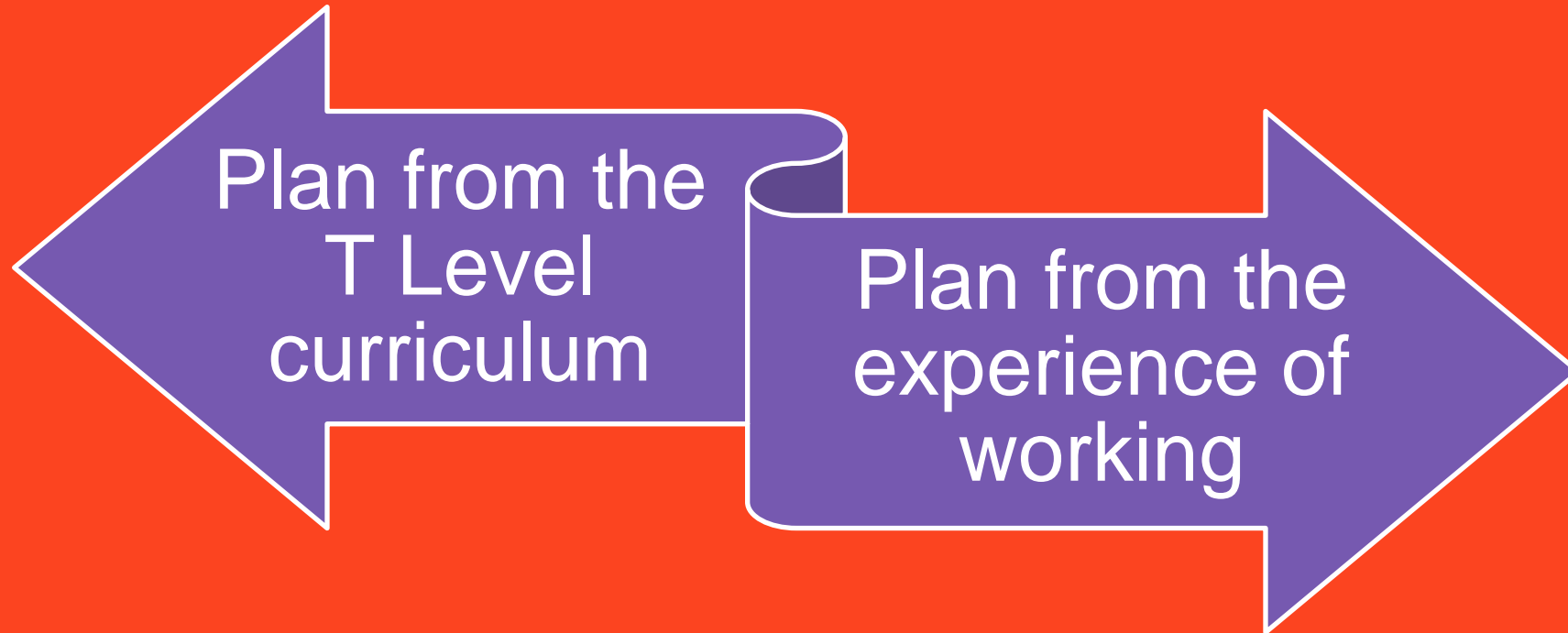


***PLANNING
INDUSTRY
PLACEMENTS***





PLANNING MODELS



Rotation



Caution
Heavy vehicles
moving
Pedestrians

5

Delivery approaches and combinations

All T Levels

**WORK TASTER
ACTIVITIES**

**SMALL TEAM
PROJECTS**

**PATHWAY
PLACEMENTS**

**PART TIME WORK
RELATED TO
PATHWAY**



**SHARED
PLACEMENTS**

**SUPPLY CHAIN +
EMPLOYER
NETWORKS**

**SPECIAL
EDUCATIONAL
NEEDS AND
DISABILITY**

**YOUTH
OFFENDERS**

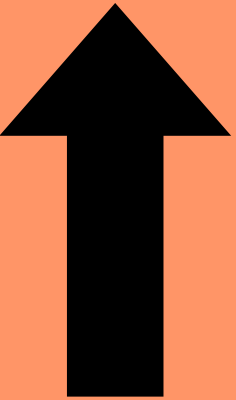


Some T Levels

**ROUTE LEVEL
PLACEMENTS**

**SKILLS HUBS/
EMPLOYER
TRAINING
CENTRES**

**HYBRID
PLACEMENTS**



Example A

SHARED PLACEMENT

A small family-run café and a high-end restaurant in the same town host a shared placement for a student on a Catering T Level. The student's specialist area is professional cookery. The café provides experience in food service and a basic understanding of how a kitchen runs. The restaurant is a much faster-paced, varied environment in which the student can develop high-level culinary skills. The placement time is split roughly one-third in the café and two-thirds in the restaurant.



Example B

SKILLS HUB

An engineering firm has its own training centre where recruits learn to use specialist equipment in a controlled environment. This helps to overcome health and safety concerns around young people going into the workplace. The centre is used by students on Engineering and Manufacturing T Levels, including students in placements with other local engineering firms. The training takes place in a block of 70 hours, around one-fifth of the total placement time, after which the students complete the rest of their placement with their host employer.

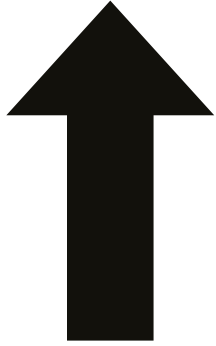


Example C

HYBRID + SHARED

A national employer has offered a remote placement to a student specialising in investment banking as part of the T Level in Legal, Finance and Accounting. This part of the placement allows the student to develop specialist skills in analysing financial information, applying risk management principles, and explaining financial products and services. The student spends the remaining four-fifths of their placement time in the office of a local accounting firm, developing general skills relating to the financial sector.





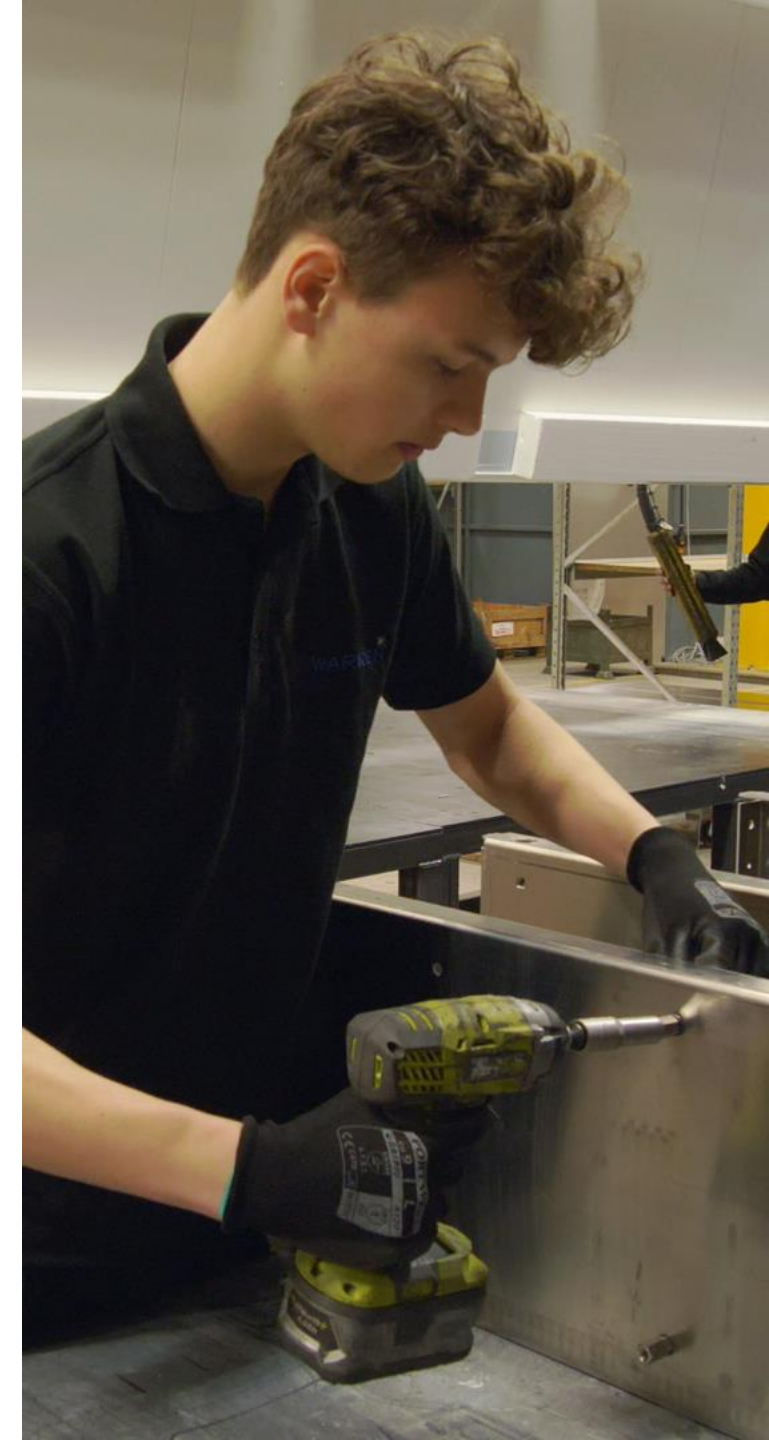
TASKS AND PROJECTS



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WHAT DO INDUSTRY PLACEMENT HOSTS OFFER?

- Onboarding and induction
- A safe, healthy and supportive work environment
- Someone to supervise, coach and mentor the student
- **Tasks and projects** that help the student to learn practical and technical skills
- Equipment and resources for the work
- Feedback and review



EXAMPLE PLACEMENT TASKS: DIGITAL

WEBSITE DESIGN

Interpret website designs and research internet for content

Review branding, interface design and user experience

Create user acceptance testing plans and templates

Analyse and present website traffic data using analytics



DATA ANALYST

Data mining, collection, formatting and saving datasets

Merge datasets from multiple sources for advanced analysis

Clean data, find faults, and test data integrity

Use data analysis tools and basic statistical techniques to identify trends and patterns



IT HELP DESK

Respond to user hardware and software issues and faults

Troubleshooting and practical problem solving

Provide simple technical briefings to staff on new technology

Record user support interventions, outcomes and feedback

Set up and maintain devices, testing network connections and security



EXAMPLE PROJECTS: HEALTHCARE

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.

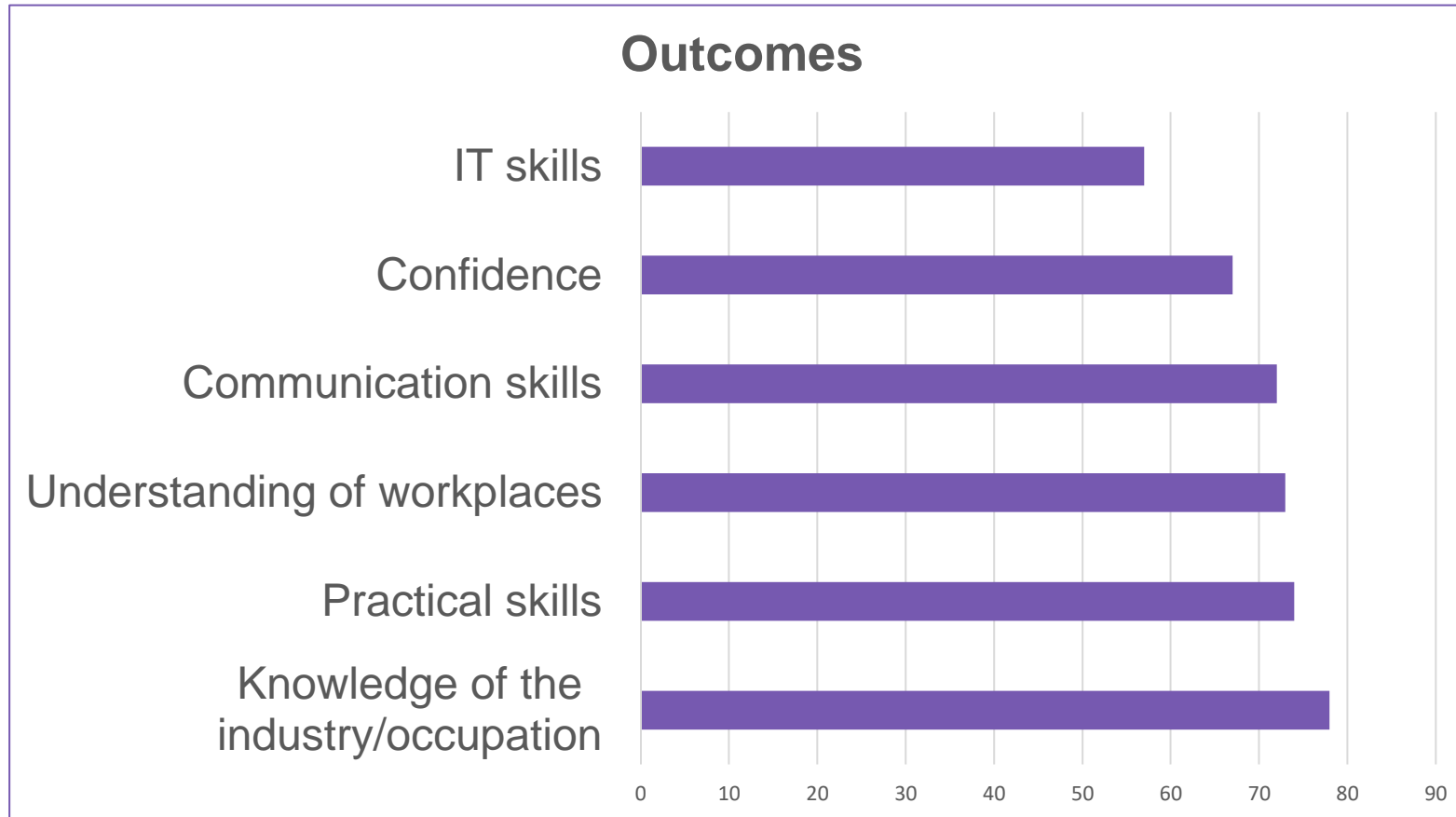
Project activities

- 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.
- Use active listening and engage with individuals to develop rapport and build confidence thereby assisting with patients' overall comfort and wellbeing.

Tips for tasks and projects

- Be realistic
- Vary them throughout the placement
- Make them interesting and challenging
- Consider the sequence of tasks
- Reflect the role

What do students gain?



Source: Technical education learner survey Research report May 2022

What do students value most?

Drivers of satisfaction	Correlation	%
I felt supported by the employer during the placement	.57	87
The placement was a good challenge for me	.45	87
The placement directly related to my T Level course	.44	89
I was fully prepared for my placement	.31	73
The placement came at the right point in the course	.31	58
I felt supported by my provider during the placement	.27	75

Source: Technical education learner survey Research report May 2022



QUESTIONS &
OBSERVATIONS

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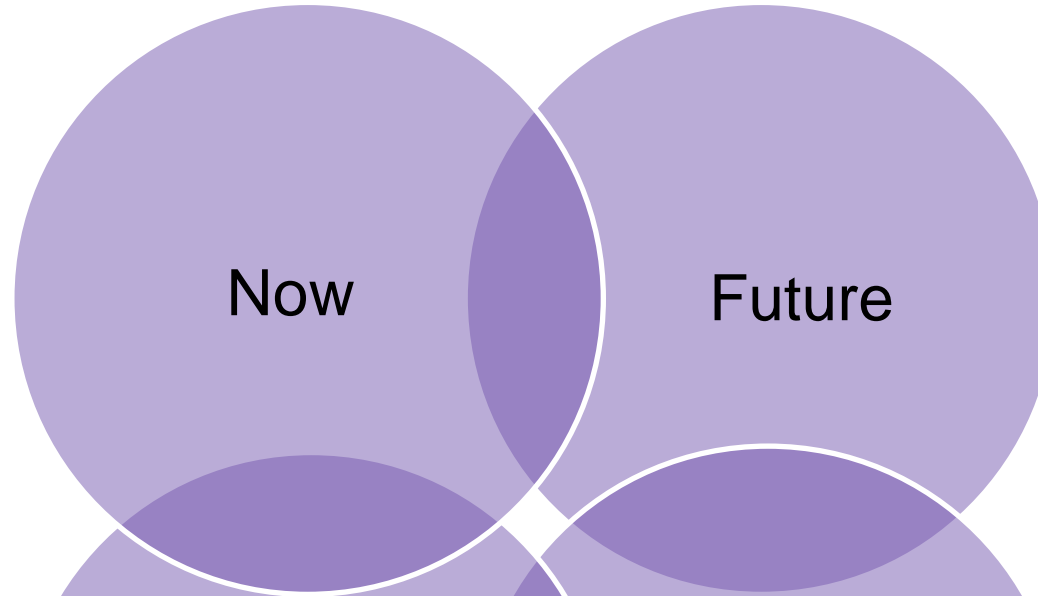


***WORKFORCE
INITIATIVES:
COACHING AND
MENTORING***



Engagement

What do students contribute?



Where do students go to next?

Which skills do staff develop?

How could the organisation change?

Development





**MORGAN
SINDALL**
CONSTRUCTION



***WORKFORCE
INITIATIVES AND
TRAINING:
COACHING AND
MENTORING***



COACHES AND MENTORS

- Open minded, adaptable
- Confidential, professional
- Patient, respectful
- Inspiring, enthusiastic
- Emotionally intelligent, empathetic



PLUS

- Be open, honest and straightforward
- Respect the student
- Show integrity
- Do what you say – keep your promises



HELP THE STUDENT:

- Realise what their role is
- See how they contribute
- Carry out their tasks
- Get answers from colleagues
- Tackle the work they're given with confidence
- Get any extra support if they need it
- Learn at the same time as work



BEHAVIOURS

- **Curiosity** – coaches and mentors think that people are the experts on their own lives, so they are curious to learn about what makes students tick; they ask questions and don't make assumptions
- **Humility** – coaches and mentors know they still have much to learn themselves so they're not on any kind of a pedestal
- **Respect** – they know they can have a good relationship with someone who is quite different in many ways, and these differences don't make students wrong or deficient in any way

"You end up looking at things a bit differently as a result of coaching students because, on the whole, they are really engaged young people, who do actually bring something by way of enthusiasm and willingness."

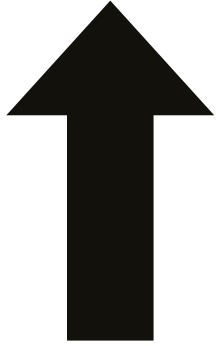
EMPLOYER SUPPORT FUND

- One-year fund to support employers with legitimate costs of hosting placements
- Funding may be claimed for every student who starts a placement between 1 April 2023 and 31 March 2024
- Maximum amount of £25,000 to any one employer
- Covers administration, training and direct costs
- Training costs include providing staff with the practical skills to support students, **e.g. mentoring**
- Funding allocated to and managed by T Level providers – contact provider(s) to make a claim



*QUESTIONS &
OBSERVATIONS*

TL



***NEXT STEPS
AND SUPPORT***



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*

<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

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/>

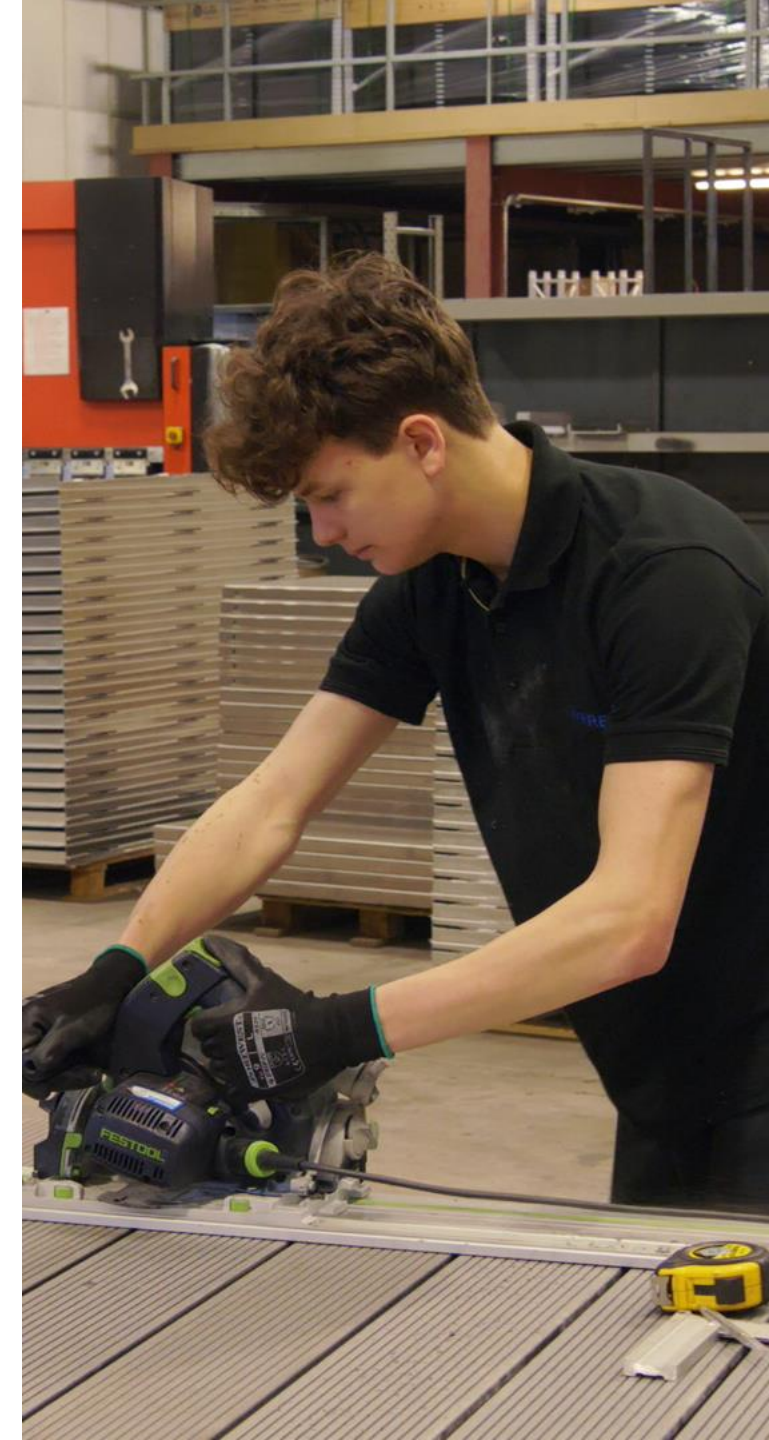


Disclaimer

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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