



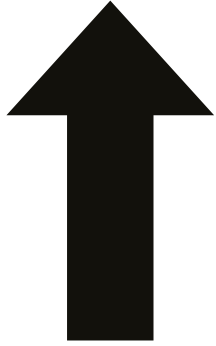
***BEST PRACTICES IN T LEVEL  
PLACEMENTS IN THE SOCIAL CARE  
SECTOR***

**TL**

20 July 2023



HM Government



***WELCOME***



Delivered in partnership with NHS England  
SW (Workforce, Education and Training)



**TL**

# TODAY'S TEAM



**Kelly Goudge**  
Webinar Host  
Head of Events  
SDN



**Anna Sutton**  
Webinar Presenter  
Industry Placement Specialist  
SDN

# PANELLISTS



**Yunus Giwa**  
Senior Work Programmes  
Officer  
Sanctuary Care Ltd



**Anna Woodberry**  
Workforce Development Officer  
Adult Social Care, Health  
Integration and Wellbeing  
City of Stoke-on-Trent



**Nicola Wright**  
Senior Training and Education Advisor for  
Integrated Adult Social Care  
Devon County Council



**Nicola Forrest**  
People Programme Manager  
Staffordshire & Stoke on Trent  
Integrated Care system

# ***FORMAT***

## **Broadcast**

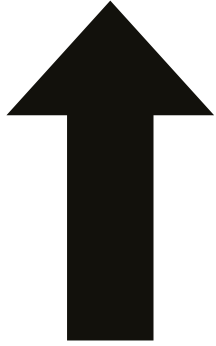
**Your microphone will be muted**

**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?*



*TL*

# 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



# ***WHICH T LEVELS WILL THERE BE, AND WHEN?***

## **AUTUMN 2020**

- Digital production, design and development
- Design, surveying and planning for construction
- Education and childcare

## **AUTUMN 2021**

- Building services engineering for construction
- Digital business services
- Digital support services
- **Health**
- **Healthcare science**
- Onsite construction
- **Science**

## **AUTUMN 2022**

- Finance
- Accounting
- Maintenance, installation and repair for engineering and manufacturing

- Engineering, manufacturing, processing and control
- Design and development for engineering and manufacturing
- Management and administration

## **AUTUMN 2023**

- Agriculture, land management and production
- Legal

## **AUTUMN 2024**


- Animal care and management
- Media, Broadcast and Production
- Craft and design

## **AUTUMN 2025**

- Marketing


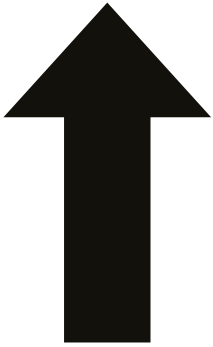

## **Future**

- Catering
- Hairdressing, Barbering and Beauty Therapy




T Level	Core content
Health	<p data-bbox="1072 301 2364 434"><b>The core content for the 3 T Levels will cover the following areas:</b></p> <ul data-bbox="1072 486 2346 1082" style="list-style-type: none"><li data-bbox="1072 486 2262 544">• Working within health and science (HS &amp; H)</li><li data-bbox="1072 594 1753 651">• Person-centred care (H)</li><li data-bbox="1072 701 1735 758">• Health &amp; Wellbeing (H)</li><li data-bbox="1072 808 2346 865">• Safety and environmental regulations (HS &amp; H)</li><li data-bbox="1072 915 2206 972">• Managing information and data (HS &amp; H)</li><li data-bbox="1072 1022 2283 1079">• Good scientific and clinical practice (HS &amp; H)</li></ul>
Healthcare Science	
Science	

T Level	Occupational specialisms	Options
Health	<ul style="list-style-type: none"> <li>Supporting Healthcare (plus one option)</li> <li>Dental Nursing</li> </ul>	Supporting Healthcare options Supporting the: <ul style="list-style-type: none"> <li>Adult Nursing team</li> <li>Midwifery team</li> <li>Mental Health team</li> <li>Care of Children and Young People</li> <li>Therapy teams</li> </ul>
Healthcare Science	<ul style="list-style-type: none"> <li>Optical Care Services</li> <li>Assisting with Healthcare Science</li> </ul>	



***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

# WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

MODEL	When this model might work	Example role
<b>DAY RELEASE</b>	<ul style="list-style-type: none"><li>• For continuous activities and services</li><li>• When support is needed and could be incorporated into your services</li><li>• To provide cover when apprentices are away</li></ul>	<b>Care Worker</b>
<b>BLOCK</b>	<ul style="list-style-type: none"><li>• Allows managers to schedule and plan in advance</li><li>• Where work can be aligned to business lifecycle</li><li>• Where equipment needs to be available at a specific time</li></ul>	<b>Activities Worker</b>
<b>MIXED</b>	<ul style="list-style-type: none"><li>• Where it makes sense to cover induction as a block, then moving to day release afterwards</li><li>• Where a mix of regular and project-based activities can be worked into a placement</li></ul>	<b>Rehabilitation worker</b>

## ***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)

## Care Support Work

Students join the Activity Co-ordinator in a residential, nursing or specialist dementia care home. The primary objective is to develop the students understanding and skills of how to support adults with a range of health needs and strengthen inter-personal communication skills.

## Project activities

- Design and develop ideas for an activity session aimed at supporting residents' health and wellbeing.
- 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:**

**PROVIDING PERSON-CENTRED CARE (A8)**

**JOB ROLE:**

**SUPPORTING CARE TRAINEE**

## **Objective**

To support the care 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** Ensuring individuals are supported to make their own decisions based on best possible information

**Activity 2** Ensuring that actions should be proportionate to the risk: being overprotective can disadvantage service users to be able to make their own decisions

**Activity 3** Using core values (e.g., compassion, respect, dignity) to deliver the best care and support for each individual

# EXAMPLE LEARNING OBJECTIVES (AVAILABLE FOR ALL T LEVELS)

**T LEVEL:**

**HEALTH**

**OCCUPATIONAL SPECIALISM:**

**SUPPORTING HEALTHCARE**

**JOB ROLE:**

**SUPPORTING HEALTHCARE TRAINEE**

## **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.

# EXAMPLES OF LEARNING GOALS

## Employability Skills

<b><i>Communication</i></b>	Active listening, use of visual, oral and written methods, engaging with individuals, sharing, building rapport, adapting style and tone
<b><i>Teamwork</i></b>	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

# ***THE VALUE OF INDUSTRY PLACEMENTS***

**Developing a pipeline of diverse talent**



**Insights and skills for young people**



**Building strong links between education and the workplace**





# WHAT EMPLOYERS ARE SAYING

“In business we are all looking for an edge, an advantage, and I believe T Level industry placements can provide businesses with that advantage. I would implore all employers to consider hosting industry placements.”

*Ray Olive, Assistant Director of People and OD at University Hospitals of Morecambe Bay NHS Trust, and recently appointed Chair of the T Level Ambassador Network*

“There are so many vacancies in the healthcare sector and care settings are not always seen as the most attractive to work in. So, we’re coming to the realisation that we also need to change the perception of the public, and the best way to do that is to attract younger people into the sector. We find that by offering industry placements to young people, that’s where your workforce are going to come from.”

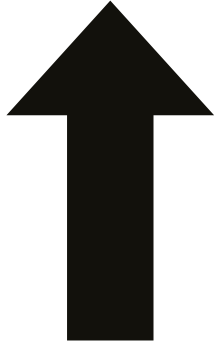
*Yunus Giwa Senior Work Programmes Officer Sanctuary Care Ltd*

“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*

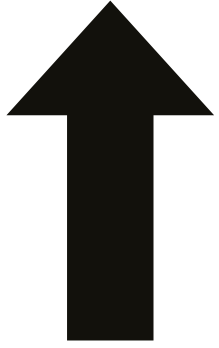
**TL**

Business benefits and case studies: <https://employers.tlevels.gov.uk/hc/en-gb/categories/4403442822034-Business-benefits-and-case-studies>



# ***PANEL DISCUSSION***





# *PANEL Q&A*



# 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

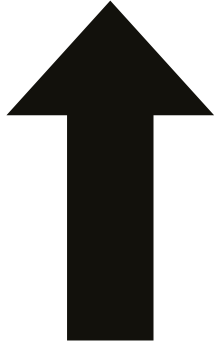


***POLL*** ***Based on what you have heard about industry placements:***

- 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

**TL**

## 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/>

## 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](http://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.

TL

