



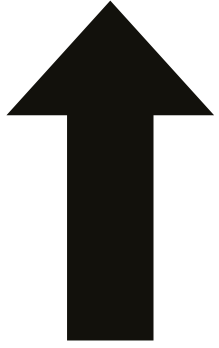
***INDUSTRY PLACEMENTS – UPSKILLING
TOMORROW’S WORKFORCE***

28 NOV 2023

TL



HM Government



WELCOME



TL

TODAY'S TEAM



Colin Bentwood
Webinar Chair

Managing Director
SDN



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Webinar Facilitator

Industry Placement Team
SDN



Simon Peek
Presenter and Panellist

Industry Placement Policy
Team
Department for Education



Jenna Horner
*Entry to Work Recruitment
Consultant*

Speaker and Panellist
Essex County Council



Ellie Lamb
Service Support Manager

Speaker and Panellist
Essex County Council

AGENDA

- 1. Why** ...are industry placements and T Levels important?
...you need to be involved?
- 2. What** ...are industry placements?
...you need to do
- 3. Employers' and students' experiences**
- 4. Panel Q&A**
- 5. Support and next steps**

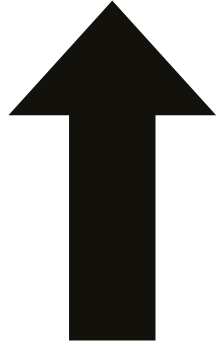
WEBINAR FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box



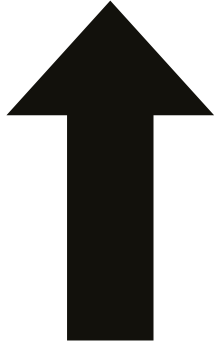
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SIMON PEEK
DEPARTMENT FOR EDUCATION

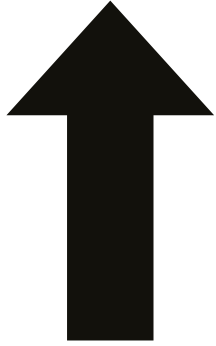
T LEVEL DELIVERY
POLICY TEAM





***WHY
ARE INDUSTRY
PLACEMENTS AND
T LEVELS
IMPORTANT?***





WHY
YOU NEED TO BE
INVOLVED



WHY OFFER AN INDUSTRY PLACEMENT?



**Talent pipeline for
the future**



**Good for your
reputation**



**Fresh ideas from
the next generation**

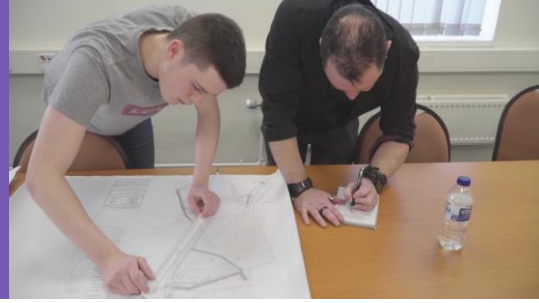
**A way to fill skills
gaps now and in
the future**



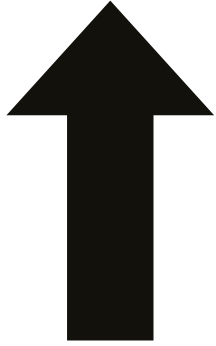
**A chance for staff
to develop
supervisory and
mentoring skill**



**Build a more
diverse workforce**



**Improve the profile
of your business**



***WHAT
ARE T LEVELS AND
INDUSTRY
PLACEMENTS?***



THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE



A LEVELS

Subject-based qualifications

two years at college or school

No placement / training element

T LEVELS

2-year technical programmes at local colleges, schools, training providers

80% knowledge and skills
20% on 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(s)

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

WHAT ARE INDUSTRY PLACEMENTS?

- Time spent by a 16-19 year old T Level 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 and averaging 350 hours** (approx. 45 working days)
- **Occupationally-specific** – developing students' practical and technical skills

WHAT FOLLOWS T LEVELS?

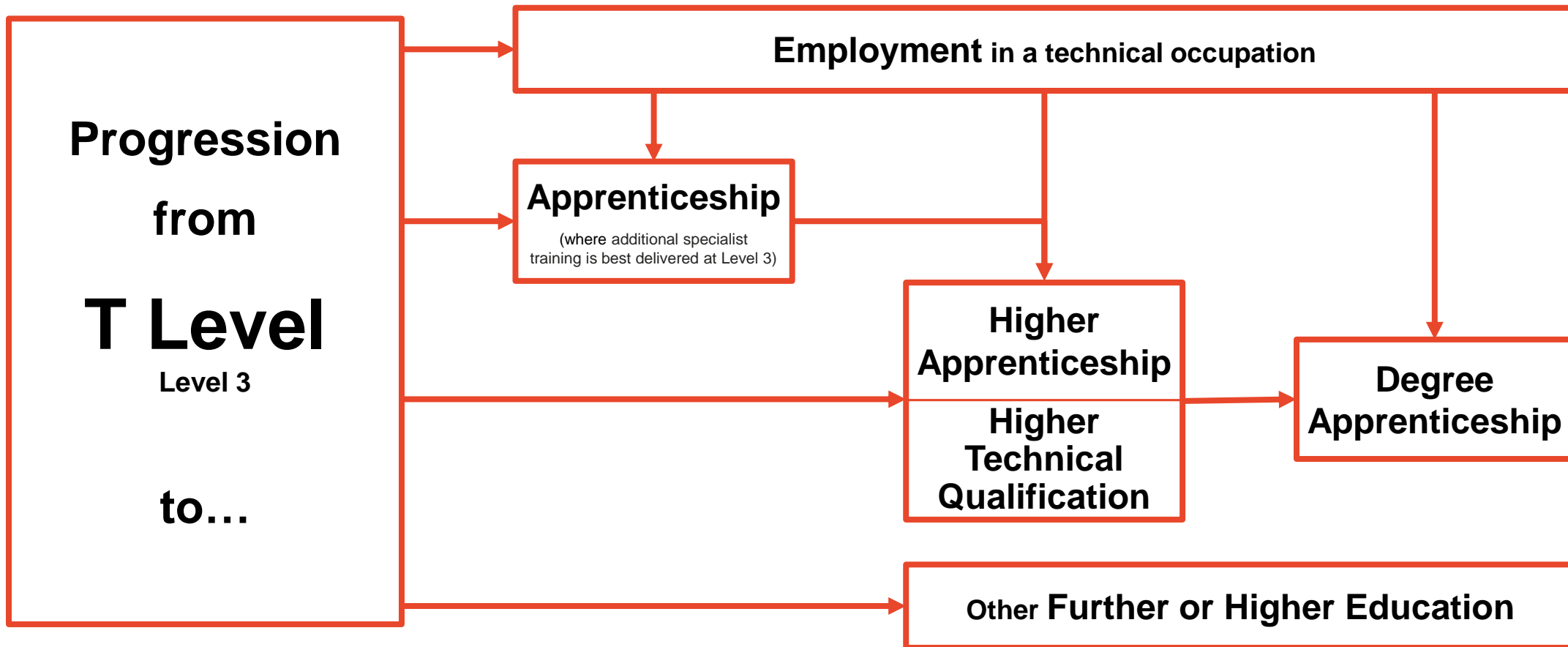
Building your pipeline of technical professionals



Level 3
Technical
Occupations

Level 4 / 5
Higher
Technical
Occupations

Level 6+
Professional
Occupations



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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 services

AUTUMN 2024

- Animal care and management
- Craft and design
- Media, broadcast and production
- Hair, beauty and aesthetics

AUTUMN 2025

- Marketing

Future

- Catering

POLL Which of the following T Levels are relevant to roles within your organisation?

POLL 1a

AUTUMN 2020

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

AUTUMN 2021

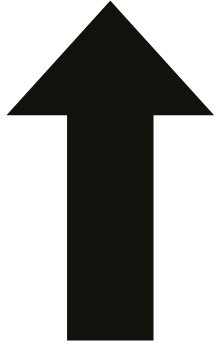
- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

POLL 1b

AUTUMN 2022 & 2023

- 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
- Agriculture, land management and production
- Legal services

***Click all that are relevant
to your organisation***

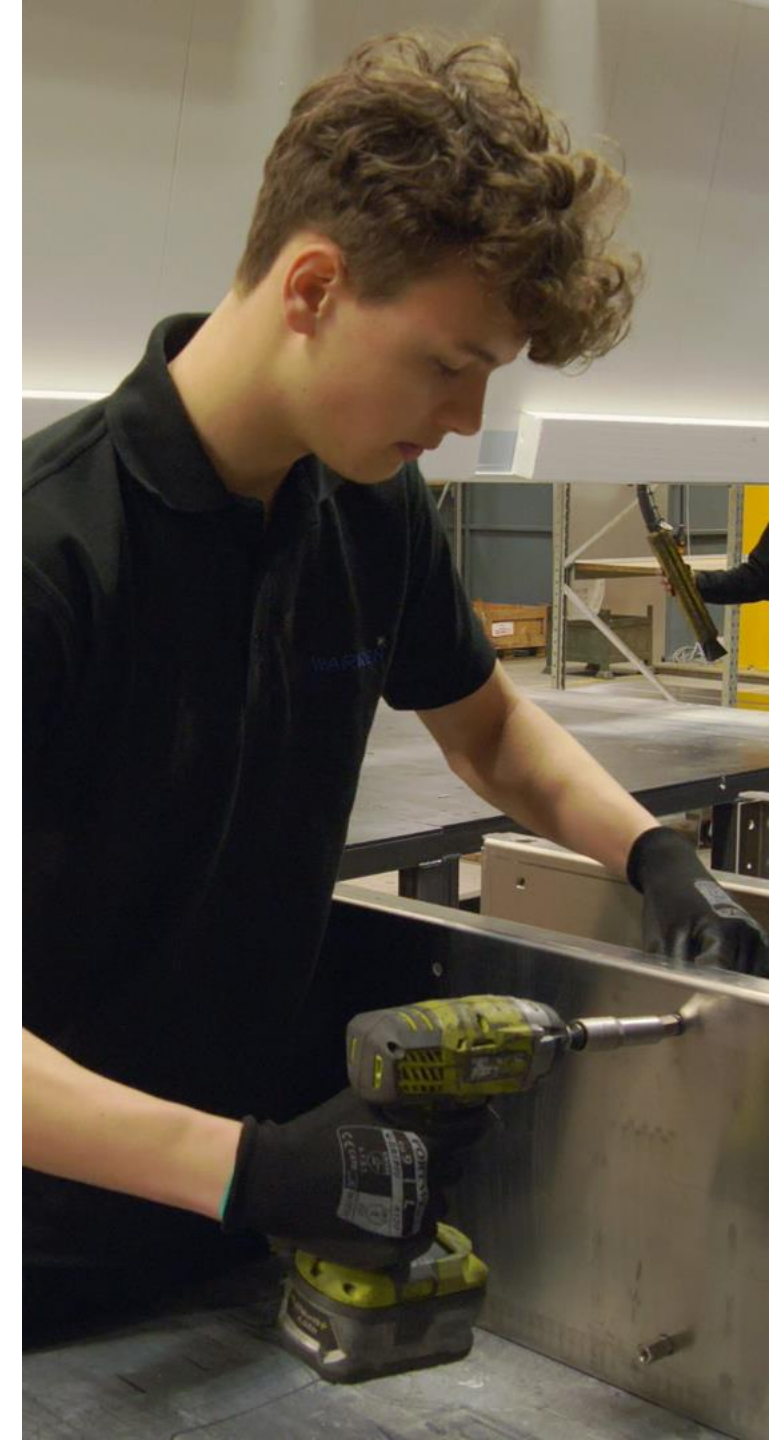


***WHAT
YOU NEED
TO DO***



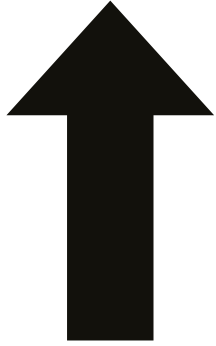
WHAT DO INDUSTRY PLACEMENTS EMPLOYERS NEED TO OFFER?

- 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



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



***THE VALUE OF
INDUSTRY
PLACEMENTS***



WHAT EMPLOYERS ARE SAYING



“From Morgan Sindall’s perspective it’s vitally important for our future to inspire the next generation to come through into the construction industry.”

Alistair Broadberry, Area Director, Morgan Sindall



“We want to grow our company bringing in sharp young individuals who we can mould to do what we need them to do.”

Andy Dannahay, Managing Director, CTECH Business Solutions



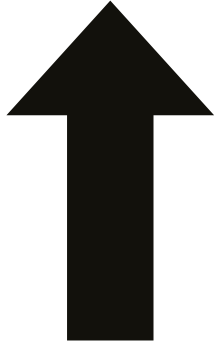
“T Levels are a good opportunity for us to expand the workforce and show those who want a career in health and health sciences what that career actually is ... if we grow our own we’re more likely to keep them.”

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

Interview with Essex County Council



Essex County Council



PANEL
Q&A

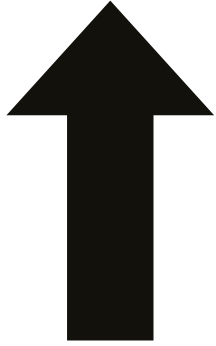


POLL ***Based on what you have heard about industry placements:***

- 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

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.

FUNDED BESPOKE HANDS-ON SUPPORT

A call with an industry placement specialist

1-2-1 call or Online group session

talk through what's involved in hosting placements
in your organisation

discuss options, practicalities or challenges



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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