



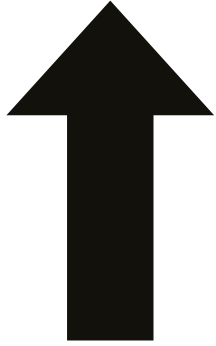
***INDUSTRY PLACEMENTS – UPSKILLING
TOMORROW'S WORKFORCE HOW CAN
THEY WORK IN CHARITABLE
ORGANISATIONS?***

18 JAN 2024

TL



HM Government



WELCOME



TL

TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN



Karen Kelly
Webinar Presenter

Industry Placement Specialist
SDN

PANELLIST



**CHICHESTER
COMMUNITY
DEVELOPMENT
TRUST**

Clare de Bathe
Chief Executive Officer
Chichester Community
Development Trust

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**

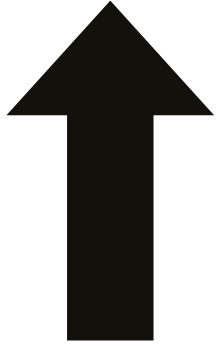
WEBINAR FORMAT

Broadcast

Your microphone will be muted

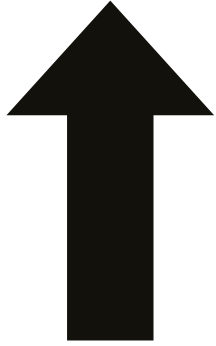
Use the Q&A function for questions

Feel free to use the chat box



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

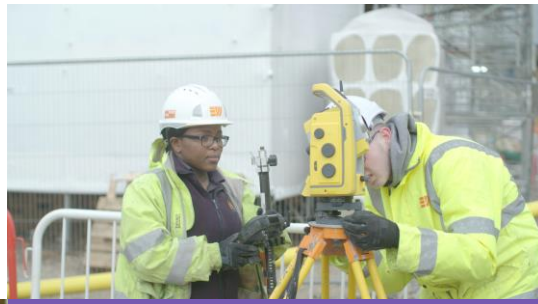




WHY
YOU NEED TO BE
INVOLVED



WHY OFFER AN INDUSTRY PLACEMENT?



Talent pipeline for the future



Good for your reputation



Fresh ideas from the next generation

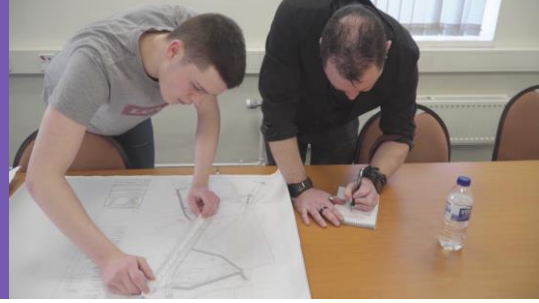
A way to fill skills gaps now and in the future



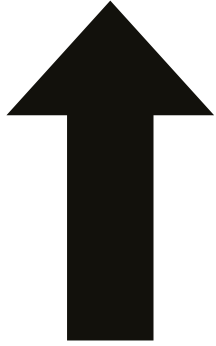
A chance for staff to develop supervisory and mentoring skill



Building diversity



Improve the profile of your organisation



***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?

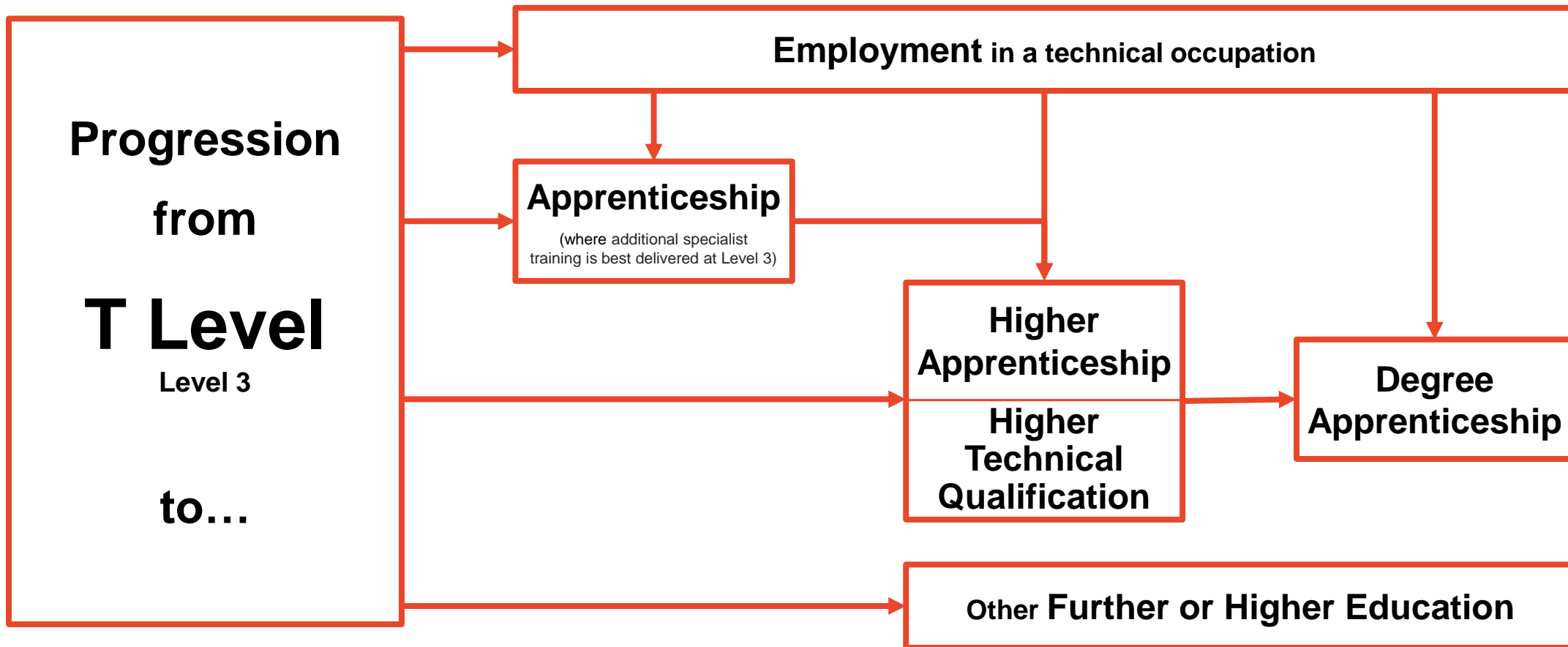
Building your pipeline of technical professionals



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

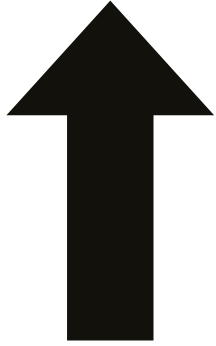
- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

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***

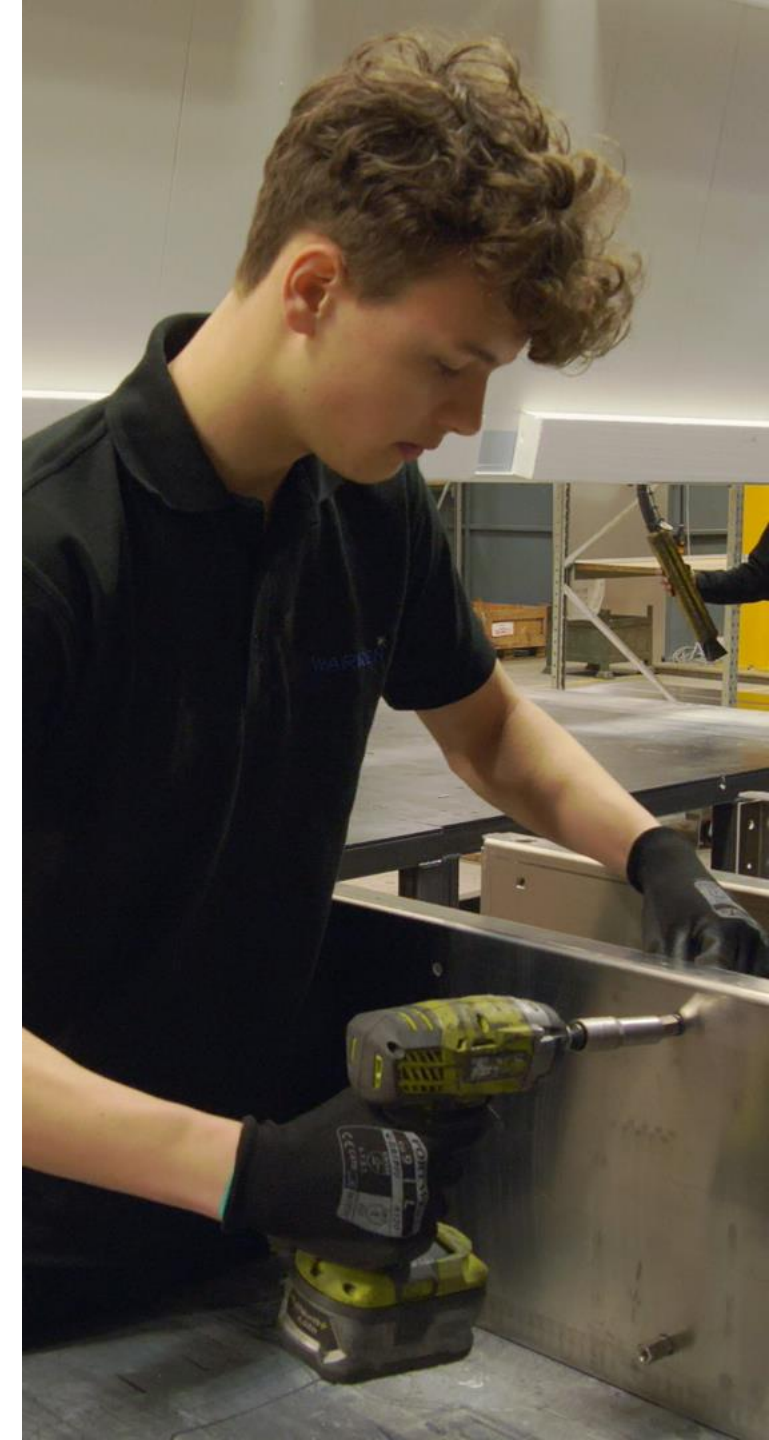


***WHAT
YOU NEED
TO DO***



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



SUPPORTING STUDENTS' LEARNING

Opportunities to learn

- Being part of a group or team
- Working alongside other people in a group
- Working with customers or clients (internal and external)
- Taking part in discussions inside and outside the group
- Helping to solve problems

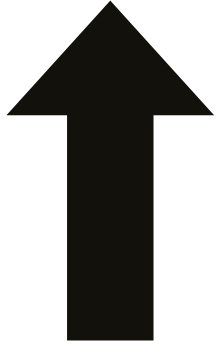
How you can help

- Encourage interactions with others
- Support the student to play a fully active role in your team
- Give them chances to use their knowledge and practise new skills
- Help them to reflect on what they have done and learned
- Show relationships between tasks they do

WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?



MODEL	When this model might work	Example role
DAY RELEASE	<ul style="list-style-type: none">• Where business pattern is usually steady and regular• Where you have cyclical, weekly tasks or processes• Where the mentor or line manager would prefer to limit their supervision time during a given week	Assistant Accountant
BLOCK	<ul style="list-style-type: none">• Where concentrated work is needed to meet a specific deadline• To offer alignment to project lifecycles or annual business processes• To allow managers to plan well in advance for student groups	Digital data analyst
MIXED	<ul style="list-style-type: none">• Where there is a discrete research project with a long lead-in time• Where it makes sense to cover induction as a block, then moving to day release afterwards for project work	Business Improvement



***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



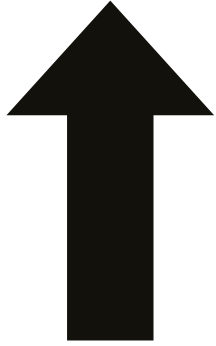
“T Levels are a good opportunity for us to expand the workforce and show those who want a career in health and health sciences what that career actually is ... if we grow our own we’re more likely to keep them.”

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

Interview with Chichester Community Development Trust

Let's make it happen

**CHICHESTER
COMMUNITY
DEVELOPMENT
TRUST**



PANEL Q&A

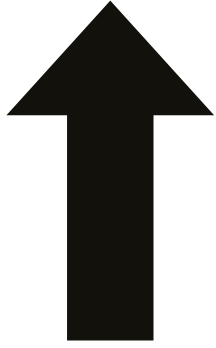


POLL ***Based on what you have heard about industry placements:***

- 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

SME BROKERAGE – T LEVEL GROWTH PARTNERS



The offer: To support SMEs in harder to reach sectors in offering T Level industry placements, we have contracted external ‘growth partners’ who can support an SME through the journey of hosting a placement. They can offer free and impartial advice about T Levels, help SMEs overcome any barriers or challenges to hosting a placement, help SMEs think about the right T Level for their business, and link them to a suitable school or college in their area that has a student looking for a placement.

Each of the growth partners provides support to a different sector as outlined below.



Digital

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

Contact MyPocketSkill

(tlevels@mypocketskill.com) or visit their [website](#)



Construction and the Built Environment

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

Contact eVolve Your Future

(enquiries@evolveyourfuture.co.uk) or visit their [website](#)



Business Operations

- Accounting
- Finance
- Management and Administration
- Legal Services

Contact Supplytrain

(hello@tlevelgateway.co.uk) or visit their [website](#)

THANK YOU

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



HM Government

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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