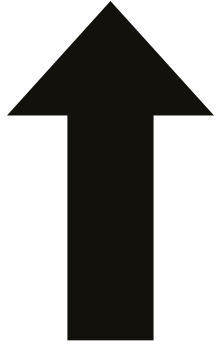




***BUILDING SUSTAINABLE INDUSTRY PLACEMENT
PROGRAMMES
ISSUES FOR LARGE EMPLOYERS***

21 FEBRUARY 2024

TL



WELCOME



TL

TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN



Simon Shaw
Webinar Presenter

Industry Placement Specialist
SDN

PANELLISTS



Lisa Ferris Wood
Speaker and Panellist

Gloucestershire Hospitals
NHS Foundation Trust



Jo Simovic
Speaker and Panellist

Amazon UK Services Ltd

FORMAT

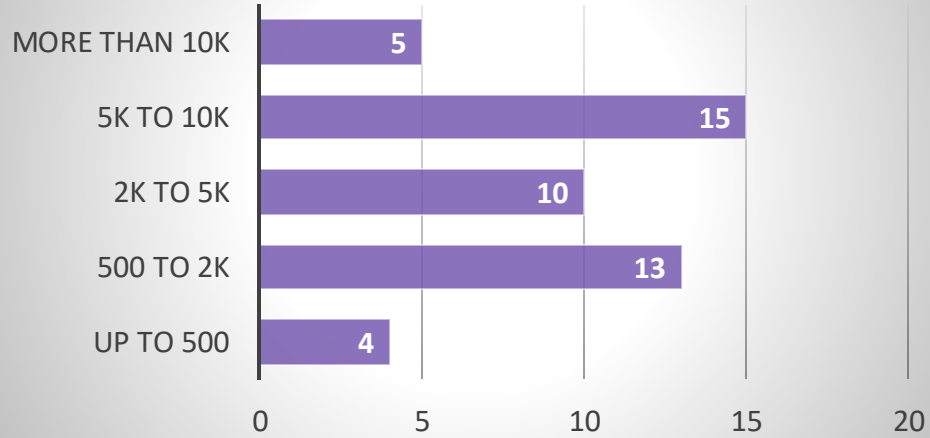
Broadcast

Your microphone will be muted

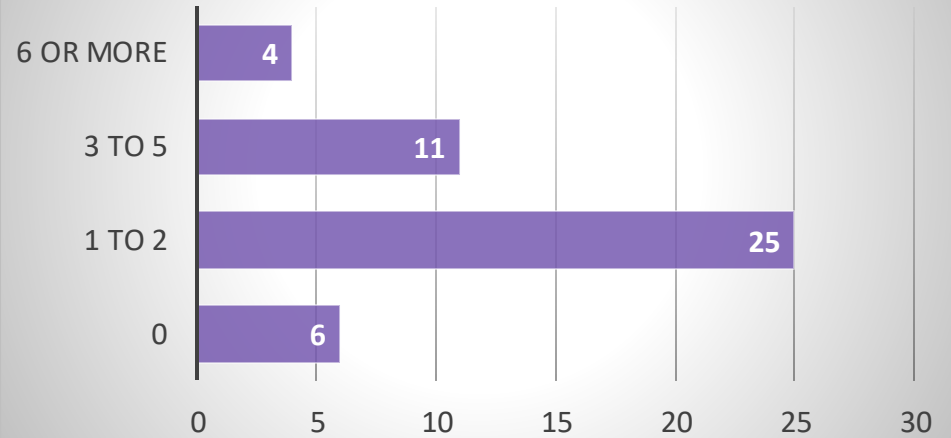
Use the Q&A function for questions

Use the chat box for comments

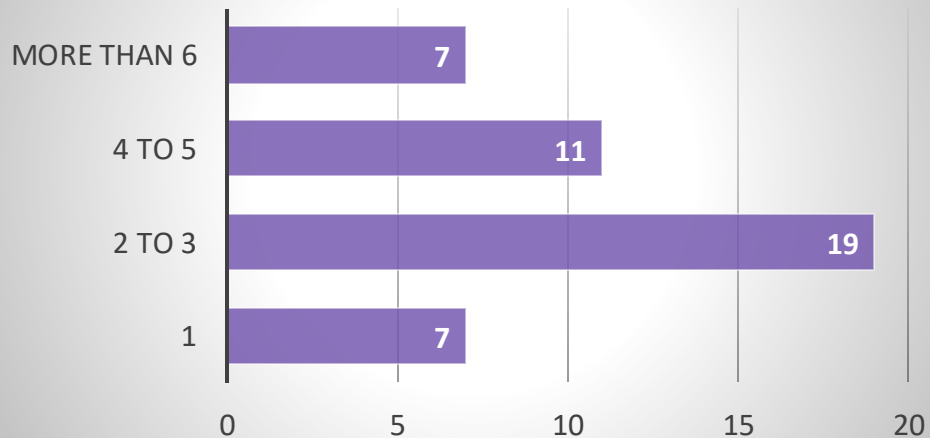
Number of employees



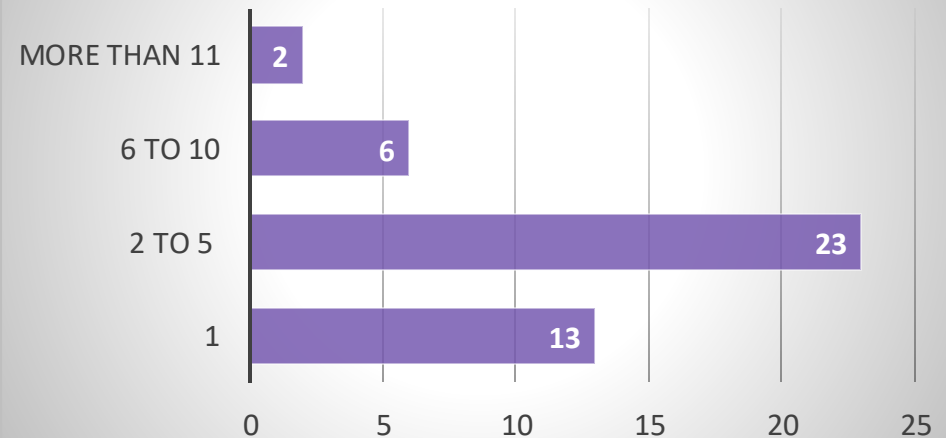
Number of staff FTE



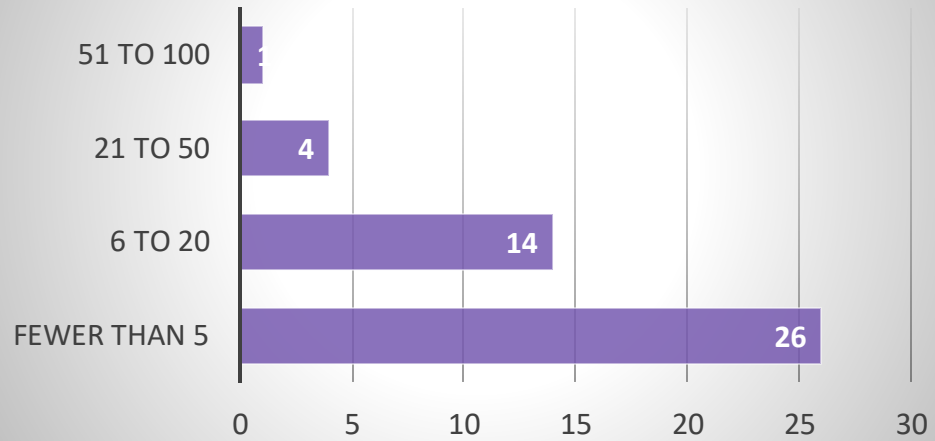
Number of departments



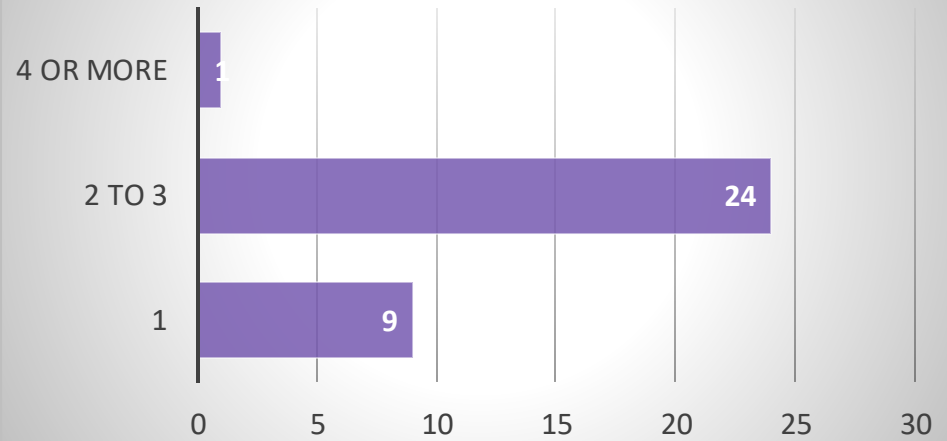
Number of sites



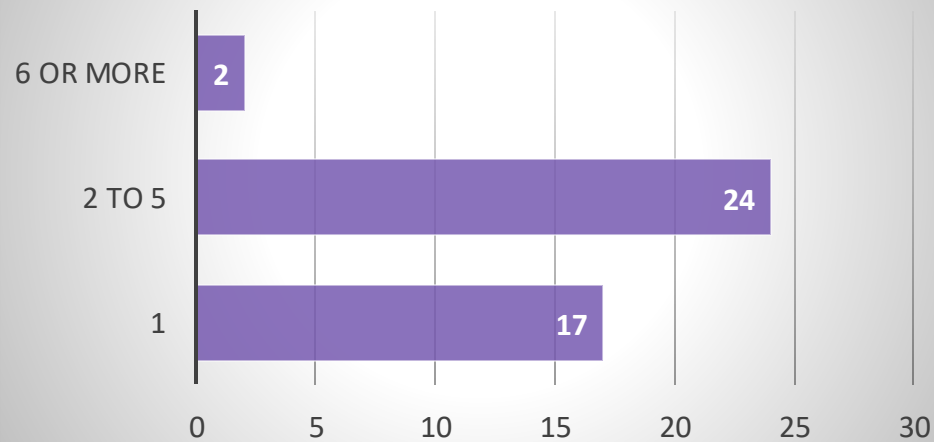
Number of students 2023-24



Number of T Level subjects



Number of providers



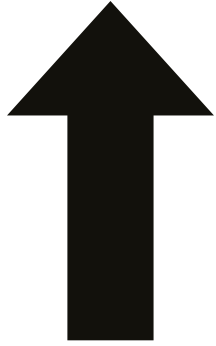
CHARACTERISTICS

- Ambition to scale
- Multi-department
- Multi-site
- Several different T Levels
- Multiple providers
- Central function / resource

ISSUES

- 1 Quality
- 2 Sustainability
- 3 Replicability
- 4 Scalability
- 5 Integration
- 6 Progression
- 7 Ambition

Next Steps



ISSUE 1
QUALITY



QUALITY ISSUES

MODELS

Day release

Blocks

Mixed

CONTENT

T Level curriculum

Work activity

Support

TIMING

Year 1 and / or Year 2

Season

Workflow

PROGRESSION

Goals

Structure / sequence

Review

QUALITY SOLUTIONS

PREPARE

- Know what's in the T Levels
- Know how the providers are delivering them
- Influence the structure and sequence of learning

PLAN

- Design delivery models
- Set the placement timetables

IMPLEMENT

- Provide meaningful, varied work
- Link work activities to what students learn
- Set clear objectives for tasks
- Review progress often

MODELS

MODEL

When this model might work

Example role

DAY RELEASE

- Where a regular, steady pattern may suit the business
- Where repeated tasks may need doing e.g. weekly
- Where supervision time may need spreading

BLOCK

- Works well for seasonal occupations
- Where there may be high levels of demand at times
- For project-based assignments / working patterns

MIXED

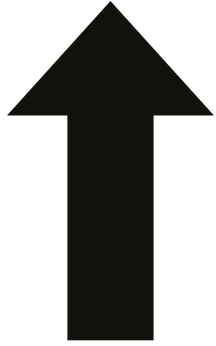
- Works well for those with unpredictable workflows
- Where work may be part-seasonal
- Where it makes sense to cover induction as a block, then moving to day release afterwards

SUPPORT

“Pick the right staff to deal with them, give them a mentor when they come in straightaway, make sure they’re busy and part of it, and make them want to stay. Because they are your recruitment plans for years to come.”

Rob Dodds, Unipres Training Academy,
Sunderland





ISSUE 2
SUSTAINABILITY



SUSTAINABILITY ISSUES

RATIONALE

Business
Community
Society

IMPACT

Work
Recruitment
Workforce

COMMITMENT

Senior leaders
Operational managers
Line managers

BAU

Processes
Motivation

SUSTAINABILITY SOLUTIONS

TOP

- Consistent with mission
- Embodies values
- Supports strategy

MIDDLE

- Supports operational objectives
- Process driven

FRONTLINE

- Enhances / extends role
- Uses existing processes
- Doesn't significantly add to workload
- Seen as a positive

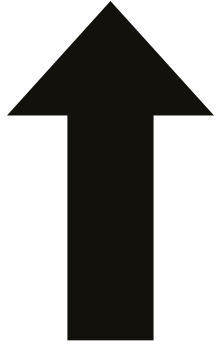
IMPACT

STUDENTS

- Created a dashboard to bring performance indicators to life
- Produced mock-ups and designs for a video appointment tool to be used by customers
- Designed local intranet pages with improved navigation and aesthetics
- Built a chatbot for a business area
- Developed an induction pack to help new joiners get more information about the business area and locate resources

APPRENTICES

- Helping to set a standard for how code should be written
- Giving people a better understanding of the ins and outs of the company's systems
- Networking with colleagues across the UK on how to improve the use of technology for customer support
- Contributing to the design and build of new services
- Analysing data to provide valuable insights into the business



ISSUES 3 & 4
REPLICABILITY &
SCALABILITY



REPLICABILITY AND SCALABILITY ISSUES

STANDARDISATION

Models
Processes
Partnerships

MONITORING

Placement numbers
Student progress
Issues / exceptions

SIMPLIFICATION

Documentation

REPORTING

KPIs
Dashboards

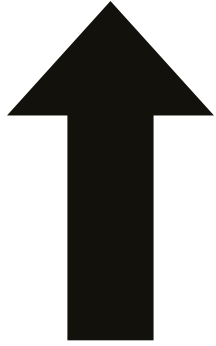
REPLICABILITY AND SCALABILITY SOLUTIONS

TIGHT

- Models
- Processes
- Timelines
- Data
- Reporting

FLEXIBLE

- Local variation
- Innovation
- Need



ISSUE 5
INTEGRATION



INTEGRATION ISSUES

TEAMS

Work tasks
Teamwork
Workflow

WORKFORCE PLANS

Skills
Demographics
Career escalators

ORGANISATION

Values
Culture
Reputation

EARLY CAREERS

Progression pathways
Accelerators
Cultural diffusion

INTEGRATION SOLUTIONS

NEAR

- Students
- Sites
- Vacancies

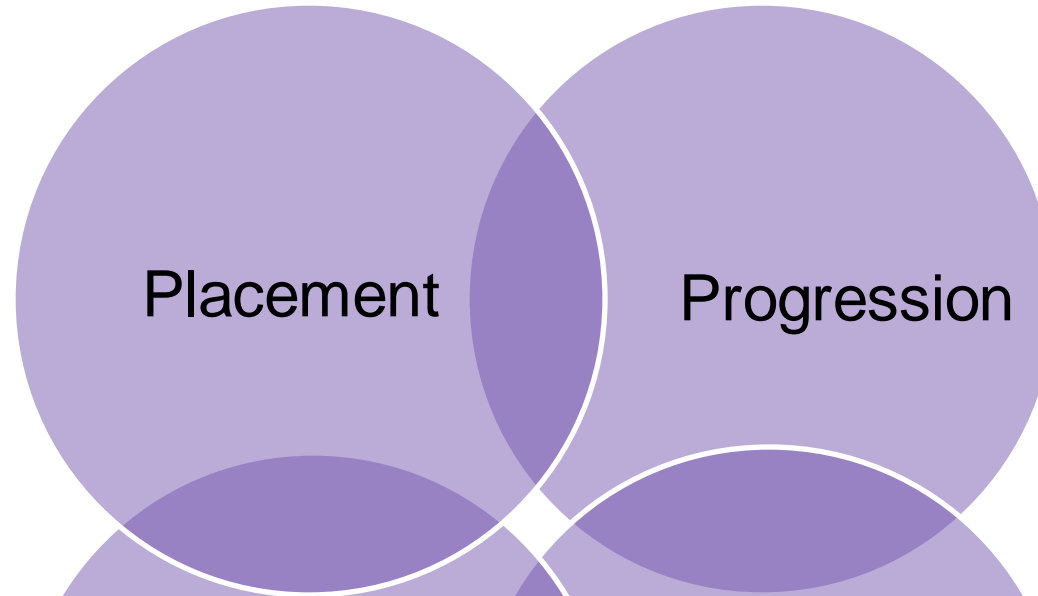
FAR

- Industry
- Technology
- Society / Social Value



Engagement

What do students contribute?

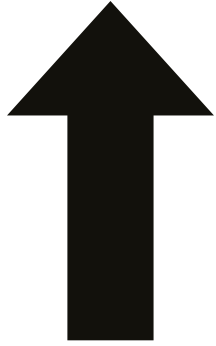


Where do students go to next?

Which skills does the organisation need?

How could the workforce change?

Development



ISSUE 6
PROGRESSION



PROGRESSION ISSUES

PATHWAYS

Apprenticeship

Degree

Internship

ONBOARDING

Induction

Rotation

Probation

PROCESS

Preparation

Application

Selection

MOMENTUM

Fast out

Fast track

PROGRESSION SOLUTIONS

STUDENT

- Opportunity
- Scope

EMPLOYER

- Fit
- Potential



“Now I’m starting work as a trainee site manager with Morgan Sindall. I’ll be doing a degree apprenticeship, one day a week at university and four days a week on site. I’ll start with a six-month rotation in different jobs like site management, quantity surveying, design management, estimating and so on. I think I’ll have a better understanding of what I do on site because of combining it with university.”

“Being a female from an ethnic minority on a construction site, she’s had to push herself to be successful. Fatima’s degree apprenticeship in site management is good because we don’t have many female site managers. I’m encouraging her to be a role model to attract more young people like her to consider us as a sector.”



“I finished my T Level earlier this summer, then in September I started a Level 4 apprenticeship at BAM Construction where I did my industry placement. The apprenticeship lasts two years and I’ll do a degree apprenticeship for the next three years after that. So five years’ study in all to become a construction site manager, which is what I really want to be.”

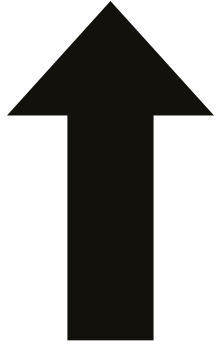


“Progression planning is the main reason for investment in technical education here at BAM, creating the next wave of construction managers, in an industry where there has been significant reduction in training over the last couple of decades.”

PROGRESSION PROFILES



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



ISSUE 7
AMBITION



AMBITION ISSUES

VISION

Success
Beyond

INITIATIVE

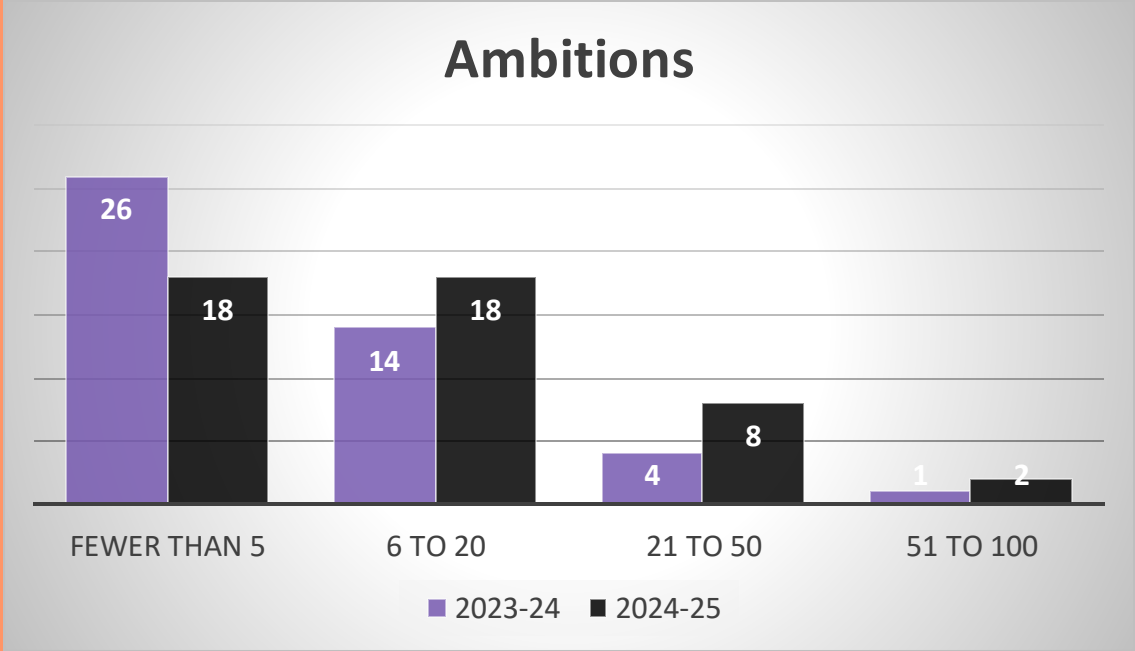
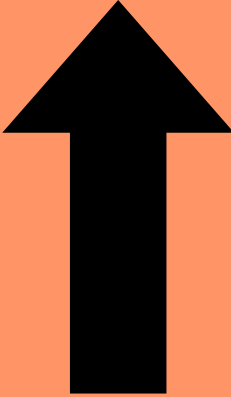
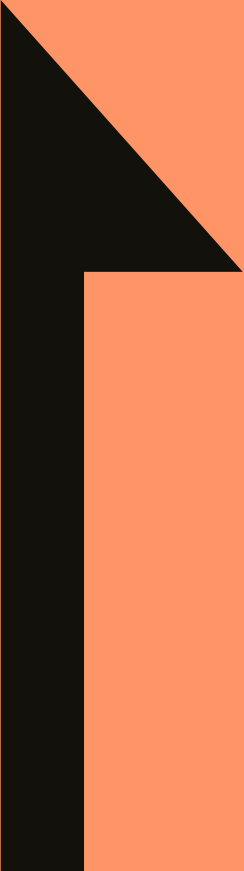
Opportunity
Challenge
Uncertainty

DRIVE

Motivation
Determination
Perseverance

PERSISTENCE

Resilience
Learning



AMBITION SOLUTIONS

TOP

- Raise the bar

MIDDLE

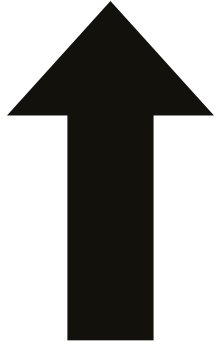
- Operationalise the programme

FRONTLINE

- Mobilise the workforce

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?*



NEXT STEPS



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



T Levels and industry placement support for employers

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

TL



[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/>



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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