



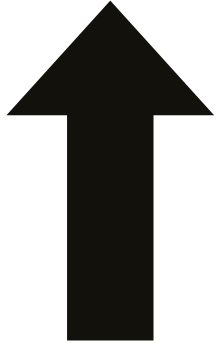
***INDUSTRY PLACEMENTS WITHIN THE ENGINEERING
AND MANUFACTURING SECTOR: HOW CAN THEY
WORK IN YOUR ORGANISATION?***

***27 MARCH 2024
14:00 – 15:00***

TL



HM Government



WELCOME



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TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN



Chris Cherry
Webinar Presenter

Industry Placement Specialist
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SPEAKER AND PANELLIST



Andrew Wallace
Speaker and Panellist

Production Coordinator
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FORMAT

Broadcast

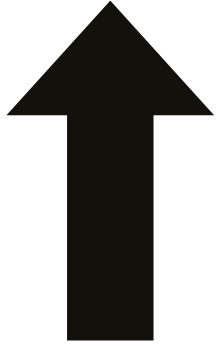
Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA

- 
- A large, solid black arrow pointing upwards and to the right, positioned on the left side of the slide.
- 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?



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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 services

AUTUMN 2024

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

AUTUMN 2025

- Marketing

Future

- Catering

WHAT FOLLOWS T LEVELS?

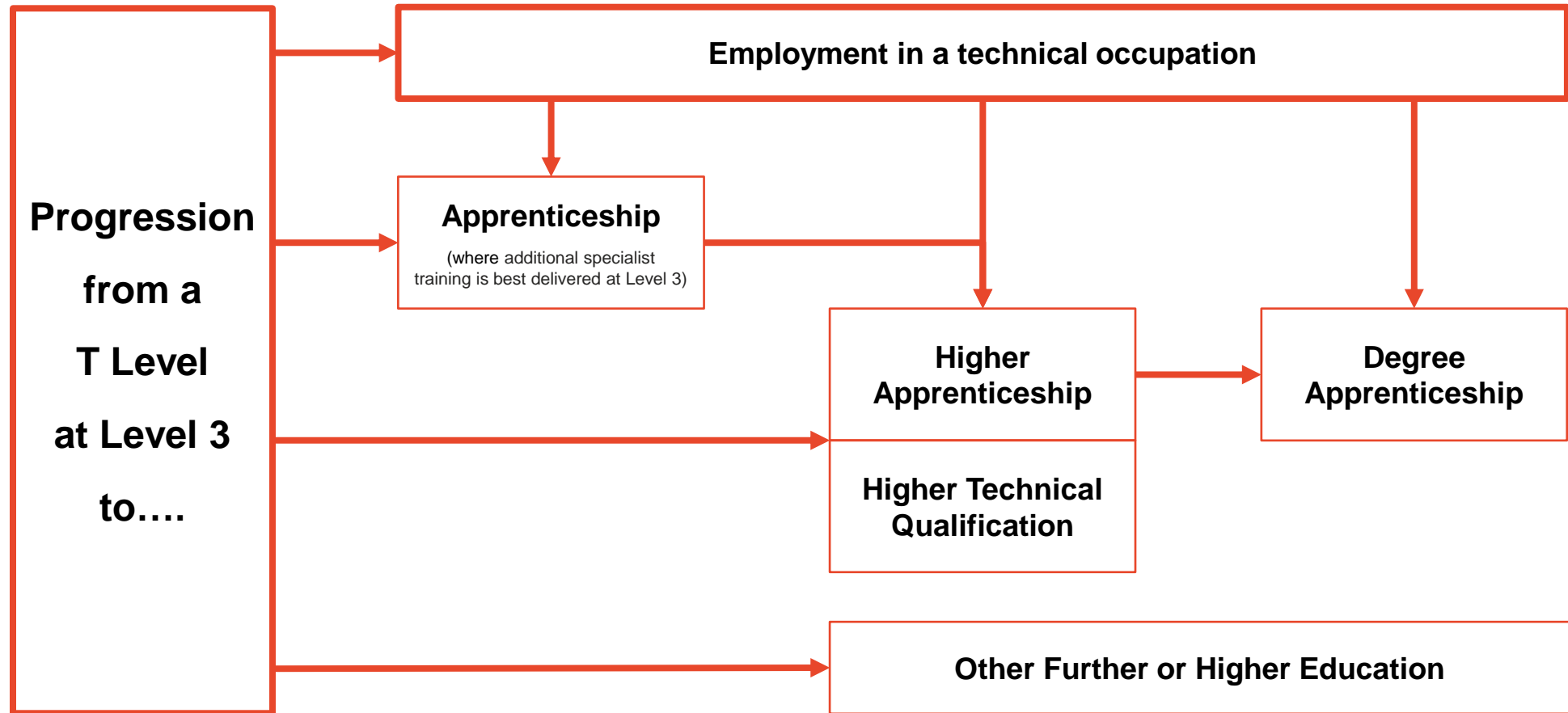
Building your pipeline of technical professionals




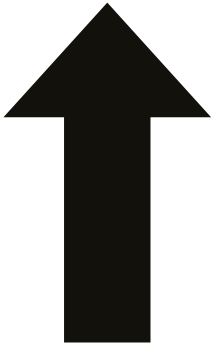



Level 3
Technical
Occupations

Level 4 / 5
Higher
Technical
Occupations

Level 6+
Professional
Occupations





***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

WHY OFFER AN INDUSTRY PLACEMENT?

SKILLS
FOR LIFE

Smarter recruitment

- A solution for entry-level jobs
- Cost-effective recruitment
- Bring young people into the industry

Support your staff

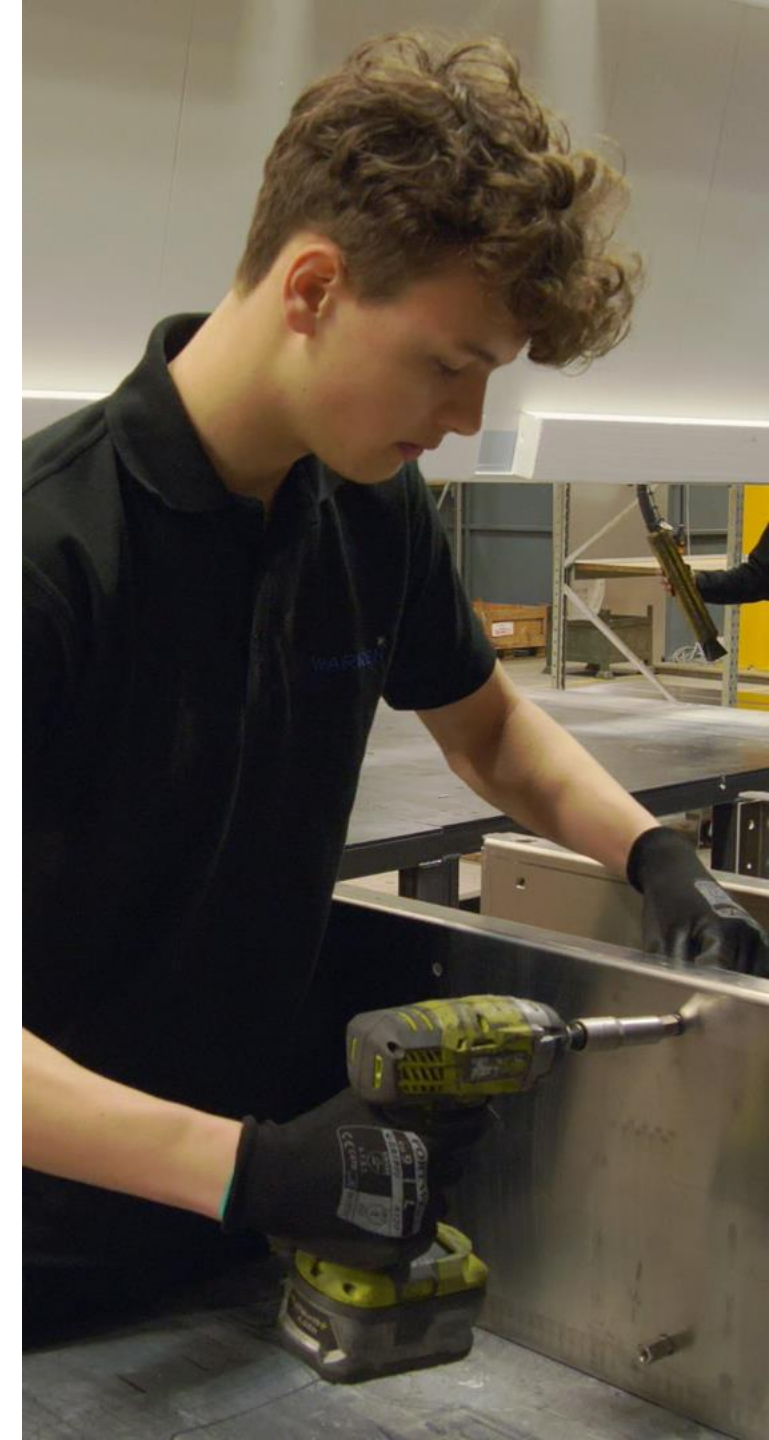
- Management and mentoring skills
- Fresh perspective
- Extra help with projects

Support your community

- Improve diversity
- Create shared value in your community
- Enhance image and profile

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



MYTHBUSTING

Safeguarding and Supervising

- Concern about young people on premises
- Does everyone need DBS?
- Young people will need close supervision

Insurance and Legislation

- Young people create insurance problems
- Special arrangements to have under 18s
- Health and Safety concerns

Bureaucracy

- Too much paperwork
- Not worth the effort to recruit
- Lead time too long/can't recruit on demand

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	Lean Manufacturing Draughting
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	Project Design Engineer
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	Engineering Research

CONSIDER TASKS AND ACTIVITIES THAT:

- build on initial core knowledge and practical skills developed on their course
- facilitate skills development
- will attract and challenge students aiming for a career in engineering or manufacturing
- provide opportunities for students to make a meaningful contribution, but recognising that they are likely to be new to the world of work and so will need support and training
- allow learning and contribution without being an added burden for their supervisors, and without slowing down overall business processes

EXAMPLE LEARNING OBJECTIVES (AVAILABLE FOR ALL T LEVELS)

T LEVEL: Engineering and Manufacturing T Level

OCCUPATIONAL SPECIALISM: Maintenance, installation and repair
(Maintenance engineering technology: Mechanical)

Objective

Understand the operation of different mechanical principles and systems in practice (e.g. how they manage forces, power and motion).

Typical activities / Skills

Activity 1 Gather and analyse relevant information, data and other evidence to confirm issues, problems, faults, areas for investigation, likely causes, agreed processes, methods, expectations and outcomes.

Activity 2 Examine, explore and interrogate information and data (e.g. client complaint details; maintenance records and schedules) to develop an understanding of issues and appropriate methods for resolution.

EMERGING PRACTICE - WHAT IS WORKING?

- Invest the time to create strong partnerships with education partner/s.
- Get involved as early as possible and influence the curriculum
- Use visits and taster opportunities to build student awareness/readiness
- Using existing induction and onboarding activities
- Support recruitment / interviewing student processes
- Block placement models for Engineering and Manufacturing working well for staff and students
- Provide pastoral care for those on placements

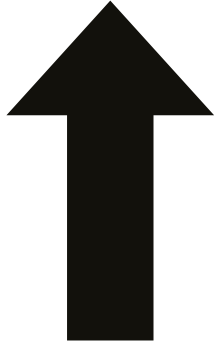
EMERGING PRACTICE - CHALLENGES?

- Less influence when there are single/smaller number of Industry Placements available
- Working with more than one education provider as they can differ
- Recruitment numbers onto T Level courses are not easy to predict
- Steep learning curve in the first couple of years
- T Level Transition changing to T Level Foundation year (24/25)



***INTERVIEW WITH
ANDREW WALLACE***





PANEL Q&A

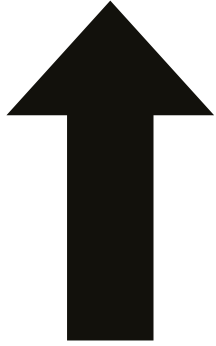


POLL ***Based on what you have heard about industry placements:***

- 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

If you would value a call with an industry placement specialist to help you decide, plan or prepare to host placements, do get in touch.

We can arrange:

- A **1-2-1 call** - to chat through any issues, barriers or questions you may have.
- An **online Group Session** - allowing you to bring together relevant members of the team to chat through what's involved, how to host placements in your organisation, and help you overcome any challenges.



GATSBY CHARITABLE FOUNDATION

Gatsby Charitable Foundation is committed to strengthening the country's science and education skills and is supporting the Department for Education in the implementation of T Levels.

To help support engineering and manufacturing businesses to engage with T Levels, we have partnered with...



Gatsby have begun working with some initial groups of employers across a number of Engineering and Manufacturing sectors to try to unpick some of the most commonly perceived barriers to hosting industry placements, including;

Staff
Capacity

Progression

Under 18s

Financial
Concerns

Rurality

HOW WE CAN HELP YOU

- We are in the initial stages of projects around:
 - **Accelerated apprenticeships** with National Skills Academy for Food and Drink
 - **Security critical work environments** with Nuclear Skills Strategy Group (with Cogent Skills)
 - **Security critical work environments** with MOD
- We scaffold this work using project managers with industry-based knowledge and experience to help translate, contextualise and support engineering and manufacturing employers on their journey to hosting T Level industry placement students.
- We would like to work with groups of **employers** who want to host T Level students but might need help **unpicking a particular issue**. If that resonates with you, **please get in touch**.



GATSBY

TL

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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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