# HOW MIGHT INDUSTRY PLACEMENTS WORK FOR YOUR DIGITAL ROLES?
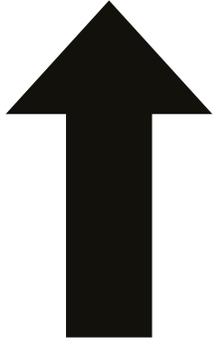
## 13 Dec 2023

# *WELCOME*

# TODAY'S TEAM

**Kelly Goudge**

Webinar Host

Head of Events
SDN

**Sam Dilliway-Davies**

Webinar Presenter

Industry Placement Specialist
SDN

# PANELLISTS

**Anna Withrington**

Speaker and Panellist

Intern Schemes Lead
IBM Foundation

**Fernanda Vargas Mendez**

Speaker and Panellist
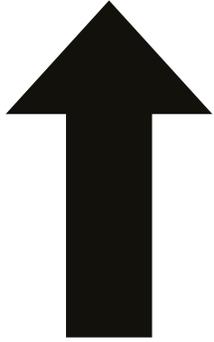
Degree Apprentice
IBM

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SDN

## 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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## AGENDA

1. **Introduction
   What are T Levels**

2. **Industry placements**

3. **Employer insights – Interview with IBM**

4. **Next steps / support available**

# *WHAT ARE T LEVELS?*

# THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE

**SKILLS FOR LIFE**

## 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
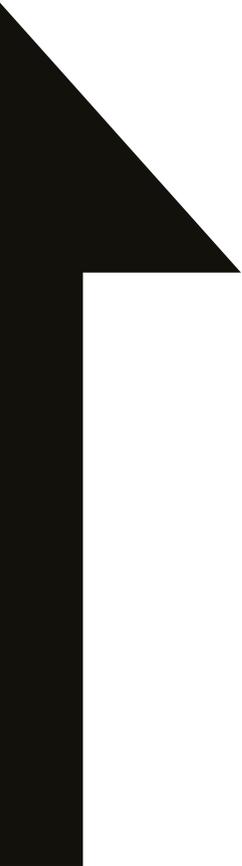
80% on the job
20% off the job

*Followed by possible progression to :*

## Higher Education

## Skilled Employment

## Higher level Apprenticeship / technical training

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# THE T LEVEL PROGRAMME

**SKILLS FOR LIFE**

**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**

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# WHAT FOLLOWS T LEVELS?
## Building your pipeline of technical professionals

**SKILLS FOR LIFE**

| Level 3 | Level 4 / 5 | Level 6+ |
|---|---|---|
| Technical Occupations | Higher Technical Occupations | Professional Occupations |

**Progression from a T Level at Level 3 to….**

**Employment in a technical occupation**

**Apprenticeship**
(where additional specialist training is best delivered at Level 3)

**Higher Apprenticeship**

**Higher Technical Qualification**

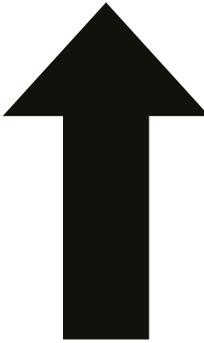**Degree Apprenticeship**

**Other Further or Higher Education**

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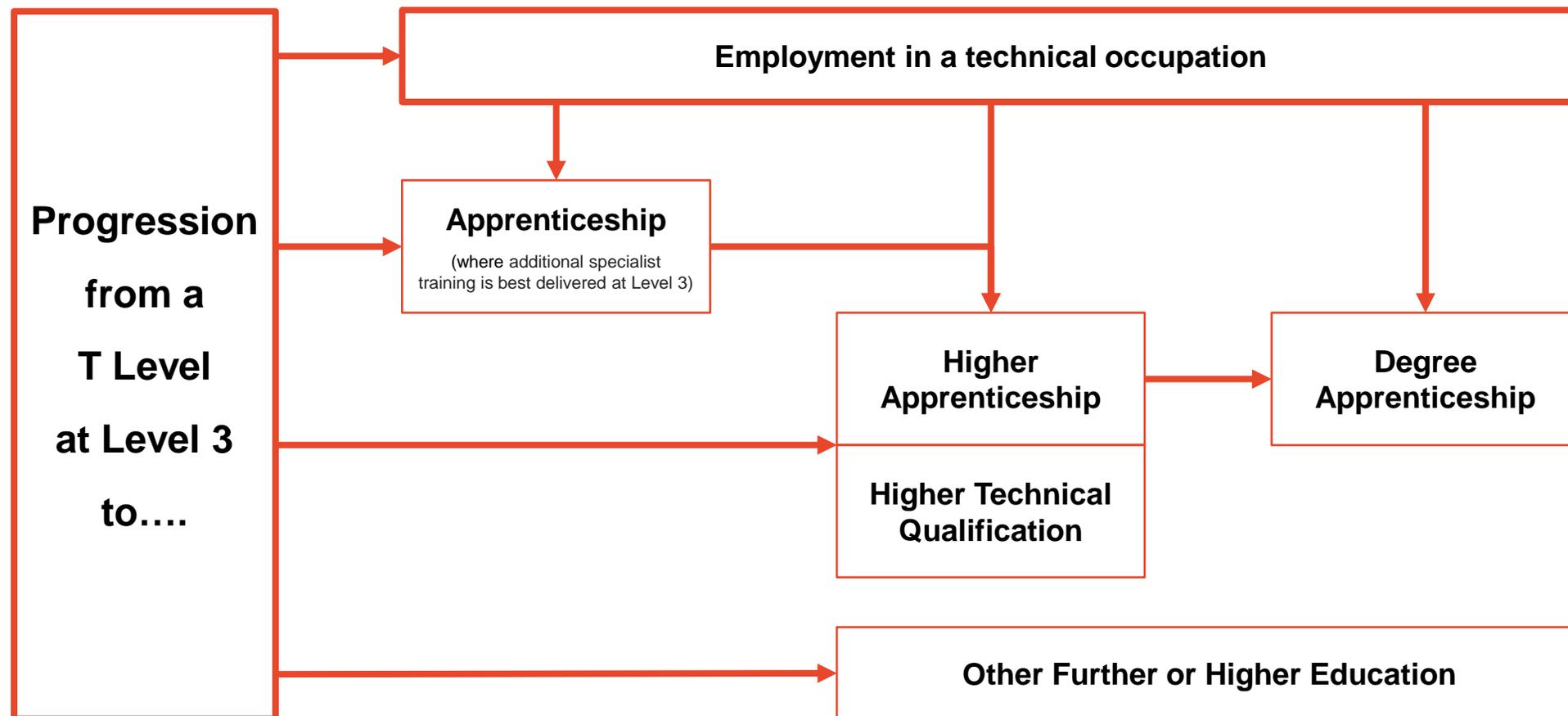
# WHICH DIGITAL T LEVELS ARE LIVE?

**Digital production, design and development**

**Digital business services**

**Digital support and services**

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# 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 and average 350 hours** (approx. 45 working days)

- **Occupationally-specific** – developing students' practical and technical skills

# *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

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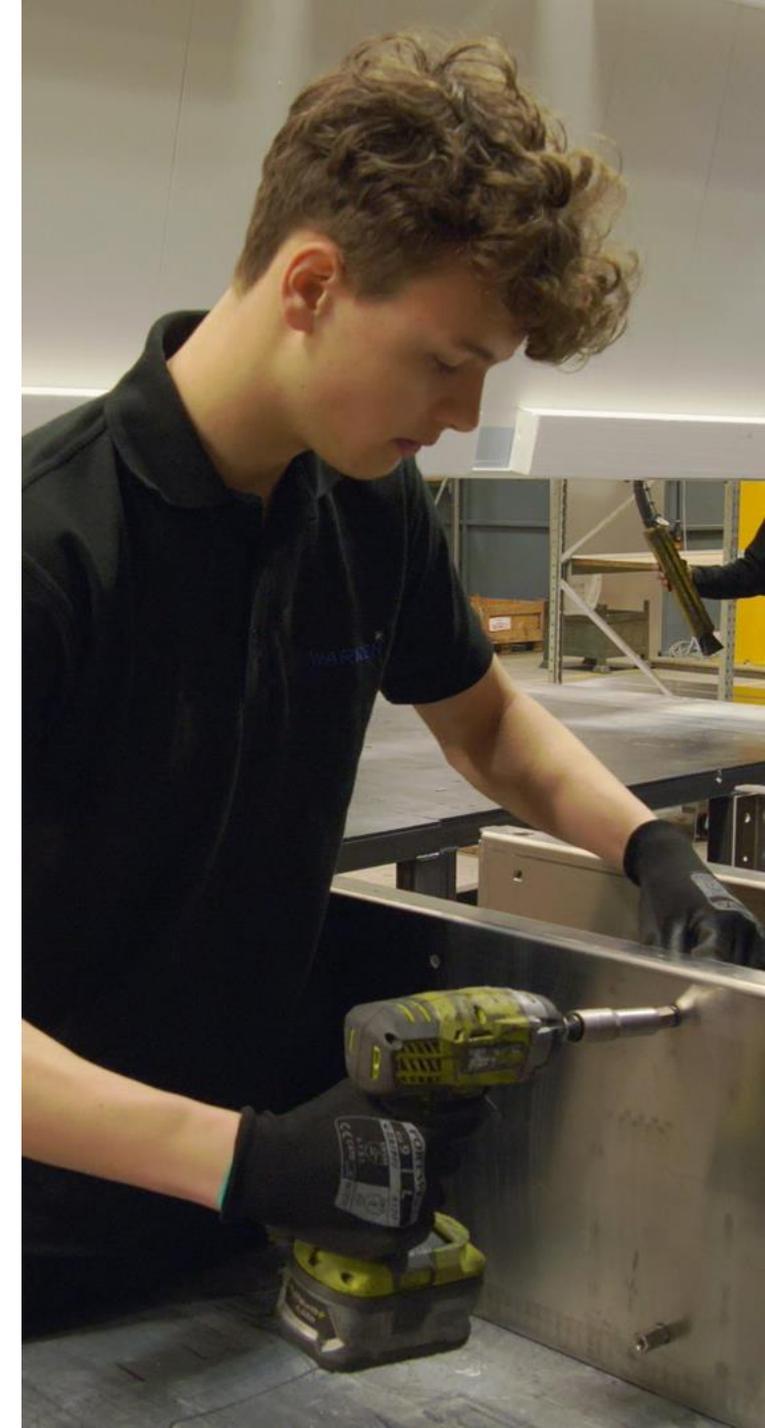
# Delivery approaches: all T Levels

**WORK TASTER ACTIVITIES**

**SMALL TEAM PROJECTS (UP TO 1/3RD)**

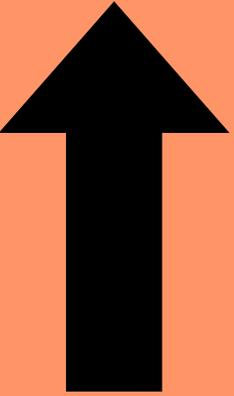**PATHWAY PLACEMENTS**

**PART TIME WORK RELATED TO PATHWAY**

**UP TO 2 EMPLOYERS**

**SUPPLY CHAIN + EMPLOYER NETWORKS (+2 EMPLOYERS)**

**SPECIAL EDUCATIONAL NEEDS AND DISABILITY**

**YOUTH OFFENDERS INSTITUTION**

# Delivery approaches: specific T Levels

**ROUTE LEVEL PLACEMENTS**

**SKILLS HUB/ EMPLOYER TRAINING CENTRES**

**HYBRID PLACEMENTS**

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# 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

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# EXAMPLES OF SUITABLE INDUSTRY PLACEMENT TASKS

## WEBSITE DESIGNER

- Interpret website designs and conduct internet to find content

- Review branding, interface design and user experience

- Create website user acceptance testing plans and templates

- Analyse and present website traffic data using analytics

## DATA ANALYST

- Data mining, collection, formatting and saving datasets

- Merge datasets from multiple sources for advanced analysis

- Clean data, find faults, and test data integrity

- Use data analysis tools and basic statistical techniques to identify trends and patterns

## IT HELP DESK TEAM MEMBER

- Respond to user hardware and software issues and faults

- Troubleshooting and practical problem solving

- Provide simple technical briefings to staff on new technology

- Record user support interventions, outcomes and feedback

- Set up and maintain devices, testing network connections and security

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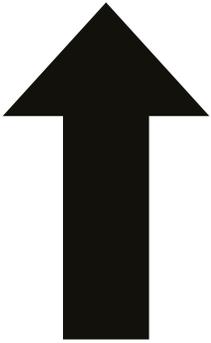
# INDUSTRY PLACEMENTS MODELS AND OPTIONS

# WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

**SKILLS FOR LIFE**

| MODEL | When this model might work | Example roles |
|---|---|---|
| **DAY RELEASE** | • Where regular support would be useful as your pattern of work is steady and regular<br>• Where you have a variety of tasks that need doing regularly,<br>• Where the mentor or line manager would prefer to limit their supervision time during a given week | **IT Help Desk**<br><br>**IT Support Team** |
| **BLOCK** | • Where concentrated work over an extended period is needed to achieve project deadlines<br>• Where students can be aligned to projects, events or annual business processes<br>• To allow managers to schedule and plan for groups of students | **Software development** |
| **MIXED** | • Where a student's course becomes more specialized<br>• Where regular and project activities can make up a placement<br>• Where there are several workplaces within a single employer allowing the student to experience more than one | **Social media production** |

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# *EMPLOYER SUPPORT FUND*

- DfE have announced a one-year Employer Support Fund to support with **legitimate costs** that employers incur when offering industry placements

- Funding should be used to **develop long lasting relationships** between employer and providers to create a **pipeline of placements** for this year and future years

- Up to **£12 million** will be made available through this fund

- The fund will run from 1 April 2023 to 31 March 2024

# EMPLOYER ELIGIBILITY CRITERIA

- Industry placement must begin **after 1 April 2023** and **before 31 March 2024**

- A **start date** must be **agreed**

- Placements must **adhere to quality standards** set out in the industry placement delivery guidance

- **Any employer is eligible to claim for legitimate costs**, apart from Government Departments and ALBs

- **Compatible with all delivery approaches** – so all employers delivering hours as part of one placement can claim for costs

- **£25,000 maximum claim value** for any single employer, across all providers

- **CDF placements are not eligible** for funding

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# *LEGITIMATE COSTS*

"**Administrative Costs**"
Such as **setting up processes and procedures**, **organisational systems** and a **physical workspace** to support delivery of the Industry Placement.

"**Training Costs**"
Such as **training existing staff** to develop their knowledge and build their confidence in offering and delivering high quality placements. For example **short workshops, internal guides or online courses mentoring training for line managers**

"**Tangible Costs**"
Such as **PPE** or other equipment, **insurance**, **security passes**, **mandatory vaccinations**, **mandatory training**, **software licensing**, **materials** and supplies directly related to the Industry Placement.  They must be used exclusively for the Industry Placement. Tangible costs may also include **supervisory and transportation costs** where applicable.
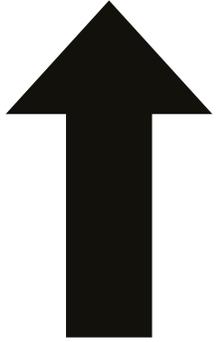
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# *INTERVIEW WITH*

# *IBM*

# ANY QUESTIONS?

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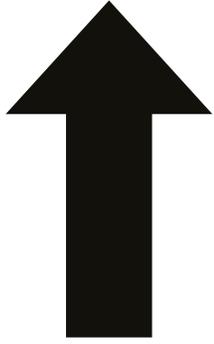
# POLL 1  Based on what you have heard about industry placements:

- Are you more likely to implement industry placements?

- Are you more confident to implement industry placements?

- Has this webinar been useful and practical for your industry placements planning?

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# POLL 2

## Based on your current circumstances and your understanding of T Levels, is your organisation likely to offer Industry Placements?

- Yes - we are already hosting T Level Industry Placements

- Yes – in the next six months

- Yes – in seven to twelve months

- Yes – more than a year from now

- Not in the foreseeable future

- No

- Don't know

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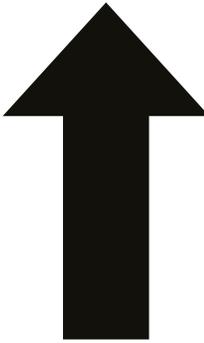
# SUPPORT AVAILABLE FOR EMPLOYERS

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**[https://employers.tlevels.gov.uk/](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.

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# 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.

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# *THANK YOU*

## *https://employers.tlevels.gov.uk/*

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