



***HOSTING INDUSTRY PLACEMENTS IN THE  
HEALTH AND SOCIAL CARE SECTOR***

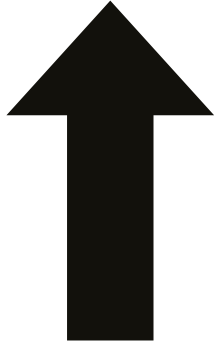
***30 November 2023***



**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



**Lucy Warner**

Young Workforce Facilitator

People Development -  
Apprenticeships and Early  
Careers

Royal Devon University  
Healthcare NHS Foundation  
Trust

***FORMAT***

# **Broadcast**

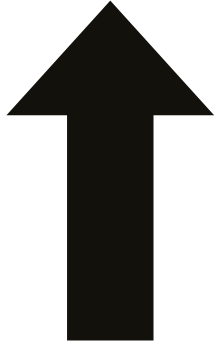
**Your microphone will be muted**

**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?***



***TL***

# 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

# **POLL** *Current delivery*

*Aside from Health which other T-Levels are you delivering in your organisation*

## **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
- Onsite construction

## **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***

# **POLL** *Planning / Considering*

## *Which T Levels are you considering or planning for in the future*

### **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 & 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  
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# WHAT FOLLOWS T LEVELS?

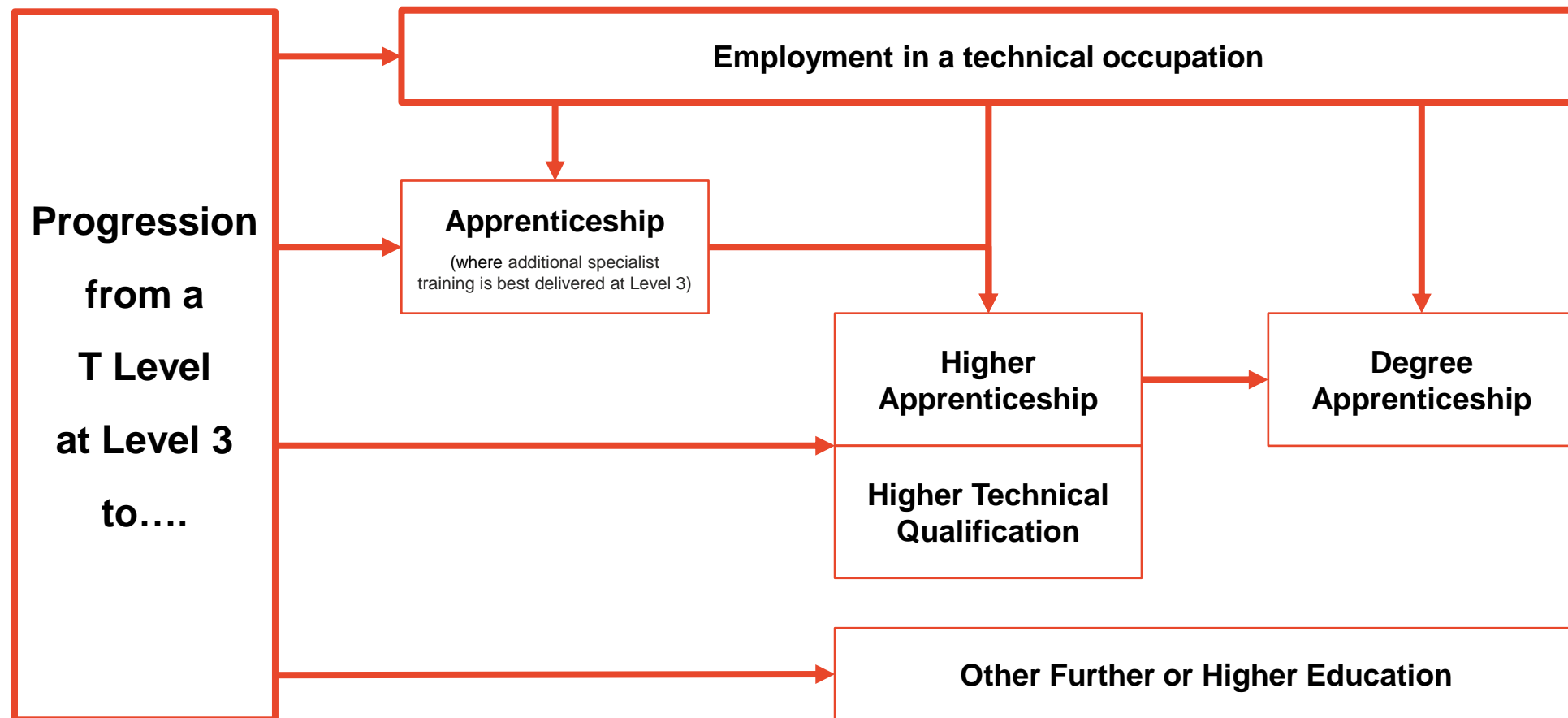
*Building your pipeline of technical professionals*



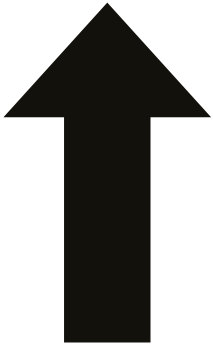



Level 3  
Technical  
Occupations

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

# *Delivery approaches: all T Levels*

**WORK TASTER  
ACTIVITIES**

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

**PATHWAY  
PLACEMENTS**



**PART TIME WORK  
RELATED TO  
PATHWAY**

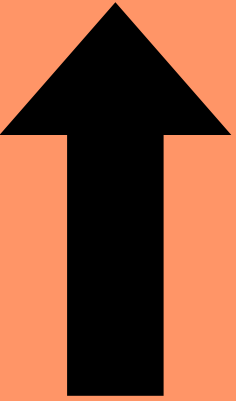
**UP TO 2  
EMPLOYERS**

**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***





# 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

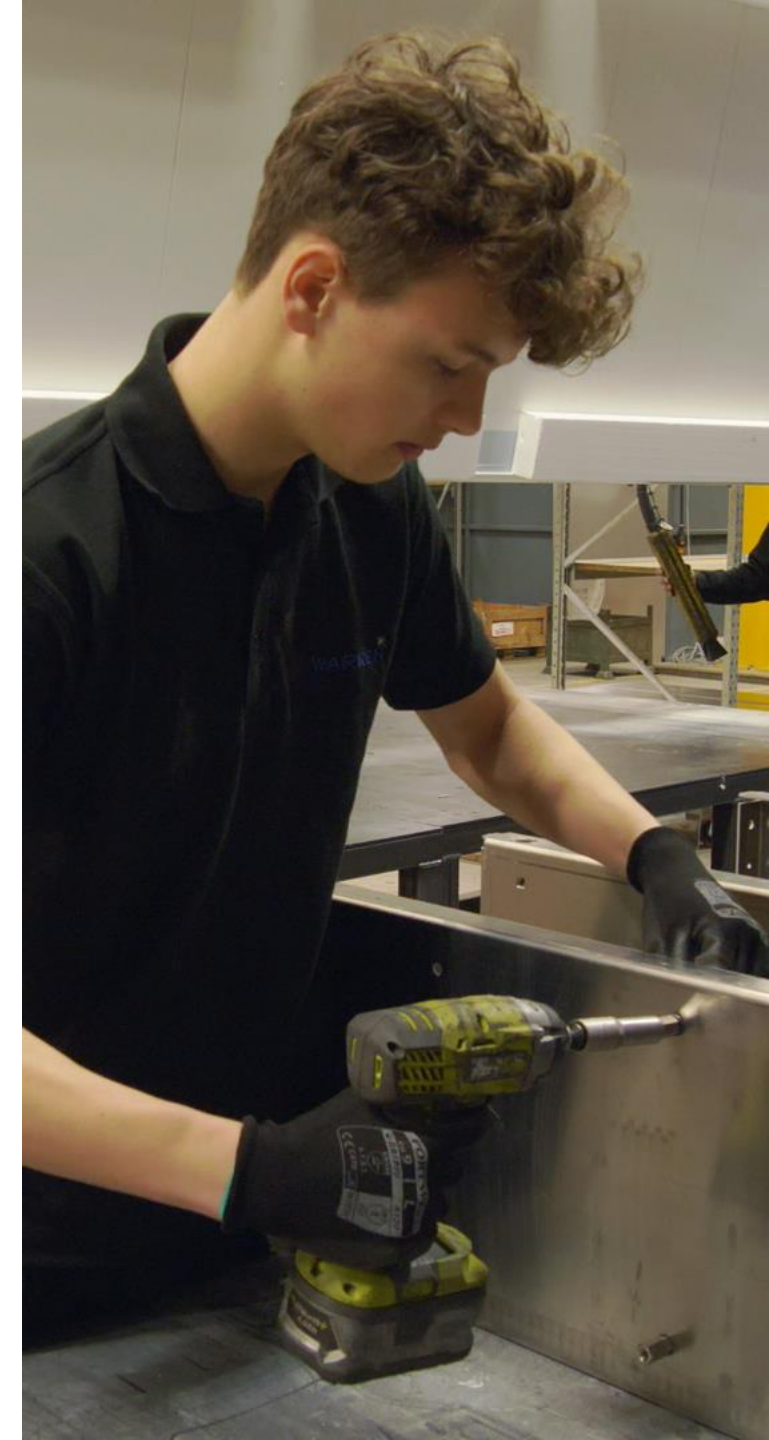
- Management and mentoring skills
- Fresh perspective
- Extra help with projects

## 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



# ***IDENTIFYING PLACEMENT PROJECTS***

Health and Science T Level students could do industry placements in:

- adult nursing
- midwifery
- mental health
- care of children and young people
- therapy
- laboratory science
- food sciences
- metrology sciences
- pharmacy services
- healthcare sciences

## ***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 health or science
- 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:**

**HEALTH**

**OCCUPATIONAL SPECIALISM:**

**SUPPORTING HEALTHCARE**

## Objective

To support the healthcare team by carrying out clearly defined clinical and non-clinical duties to provide high quality person-centred care and support to promote patient wellbeing

## Typical activities

**Activity 1** Always practice effective infection control through the use a range of techniques for infection prevention and control, e.g. waste management, spillage, hand washing, use of Personal Protective Equipment (PPE), to ensure that the clinical environment is safe for staff and patients

**Activity 2** Work as part of a healthcare team (at least twice a week) to assist with patients' overall comfort and wellbeing. This could include supporting activities of daily living, supporting mental or spiritual health.

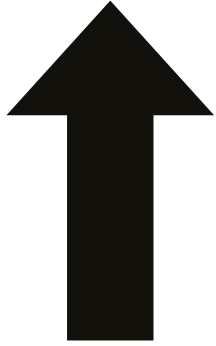
# EXAMPLE LEARNING GOALS

## Employability Skills

<b><i>Communication</i></b>	Active listening, use of visual, oral and written methods, engaging with individuals, sharing, building rapport, adapting style and tone
<b><i>Teamwork</i></b>	Working with others with different skills, expertise and experience to accomplish a task or goal

## Technical Skills

- Skills in following all required standards, codes of conduct and health and safety requirements/legislation including risk assessments and use of appropriate PPE
- Application of professional practice, including appropriate conduct in the clinical environment, appropriate dress and punctuality.
- Skills in demonstrating the C 6's in relation to Care /Compassion/Communication



# *INTERVIEW WITH*



Royal Devon  
University Healthcare  
NHS Foundation Trust



# ***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 Health 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, e.g., social care settings, surgery, mental health provider.
- 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)

# ***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

# **LEGITIMATE COSTS**

## **“Administrative Costs”**

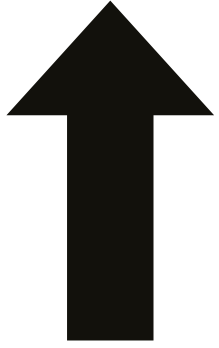
Such as **setting up processes and procedures, organisational systems** and a **physical workspace** to support delivery of the Industry Placement.

## **“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.



# *PANEL Q&A*

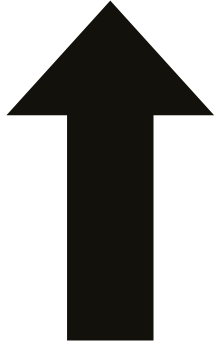


***POLL*** ***Based on what you have heard about industry placements:***

- 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.



# HEALTH & CARE T LEVEL INDUSTRY PLACEMENT SUPPORT

## Employer Support Package

Provided by SDN on behalf of the Department for Education. Provides initial information advice and guidance.

Go to: <https://employers.tlevels.gov.uk> to get started.

## ICS Industry Placement Network

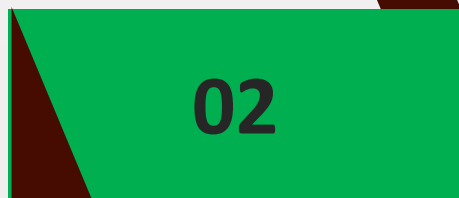
Facilitated by Gatsby providing support for all organisations within ICS's actively looking to plan and implement Industry Placements.

Email: [icsindustryplacementnetwork@gatsby.org.uk](mailto:icsindustryplacementnetwork@gatsby.org.uk)



### Awareness

Includes introductory and case study based webinars, one-to-one briefings and support



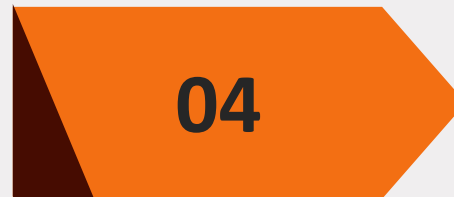
### Understanding

Includes access to case studies, finding a T Levels provider, signposting to financial support, practical understanding of scheme guidance



### Planning

Webinars, peer-to-peer support, good practice sharing, events, dedicated health & care facilitator



### Active

Collaborative working, troubleshooting, co-creation of research and evidence to support investment, targeted grants, large events

# 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](http://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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