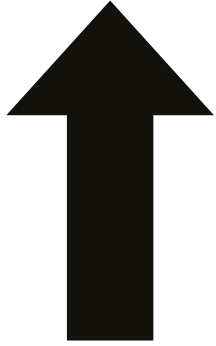




***UNLOCK THE POTENTIAL OF T  
LEVEL PLACEMENTS: MAKING THE  
BUSINESS CASE***

***29 AUGUST 2024***

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***L***



***WELCOME***



***TL***

# TODAY'S TEAM



**Kelly Goudge**  
Webinar Host

Head of Events

SDN



**Anna Sutton**  
Webinar Facilitator

Industry Placement Team

SDN



**Helen Bancroft-Morris**  
Guest Speaker

Industry Placement  
Officer

NSCG (Newcastle &  
Stafford Colleges Group)



**Kate Taylor**  
Guest Speaker

Apprentice & Early  
Careers Manager

ABP UK

# ***WEBINAR FORMAT***

## **Broadcast**

**Your microphone will be muted**

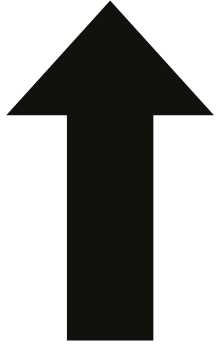
**Use the Q&A function for questions**

**Feel free to use the chat box**

# AGENDA

1. T Levels overview
2. Making the business case
  - Benefits for your organisation and teams
  - Planning and resource allocation
  - Involving department and team leads
3. Q&A
4. Support and next steps

# ***T LEVELS OVERVIEW***



***TL***

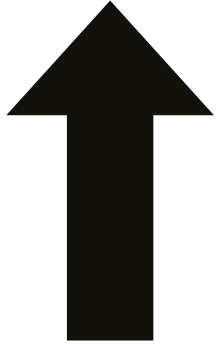
# ***T LEVELS OVERVIEW***

- Introduced in England in September 2020 as a new technical qualification for students aged 16-19
- Combine classroom learning with substantial industry placements
- Equivalent to three A Levels and spans two years
- Over 20 different T Level courses are available, with more planned for the future
- As of the 2023-2024 academic year, approximately 26,000 students have enrolled in T Levels since their introduction.

# ***WHAT ARE INDUSTRY PLACEMENTS?***

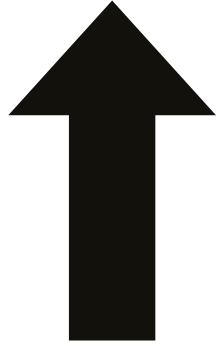
- Time spent by a 16-19 year old T Level student learning and working in an organisation
- **In a real environment** – with an employer, making a meaningful contribution to the organisation
- Minimum of **315 hours and averaging 350 hours** (approx. 45 working days)
- **Occupationally-specific** – developing students' practical and technical skills





# ***MAKING THE BUSINESS CASE***





# ***AN INTRODUCTION TO***



**Helen Bancroft-  
Morris**  
NSCG

**Kate Taylor**  
ABP UK



# **WHY OFFER AN INDUSTRY PLACEMENT?**



**Talent pipeline for  
the future**



**Good for the 'when  
we have time' tasks  
& projects list!**



**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**



**Build a more  
diverse workforce**



**Improve the profile  
/ understanding of  
your work**

# WHAT DO WE NEED TO DO TO OFFER INDUSTRY PLACEMENTS?

## **DECISION AND PLANNING**

- Decide if they will work for us
- Find a college or school
- Decide who will supervise
- Recruit
- Comply with legal and policy requirements
- Consider equipment and support

## **FINAL PREPARATIONS**

- Identify and plan projects and variety of tasks
- Create pre-joining instructions for the student
- Prepare for induction
- Sign a 3-way agreement between us / the college or school / the student

# ***WHAT DO WE NEED TO DO TO OFFER INDUSTRY PLACEMENTS?***

## ***DURING PLACEMENTS***

- Induction, with close contact during settling in
- Supervision and support
- Practical skills training
- Finding opportunities for skills practice
- Feedback and reviews
- Work with our college or school if support is needed

## ***REVIEW AND EVALUATION***

- Final review / appraisal for the student
- Final review for us
- Celebration

# CHALLENGES

## COMPLIANCE

In such matters as:

- health and safety
- insurance
- safeguarding
- Prevent
- students with special educational needs and disabilities
- data access and security

- All of these will normally be business as usual
- Some tasks or projects just won't work for a young worker, but many will
- Our local college or school can and will help with compliance issues and will offer support and advice

# ***WHAT ARE THE POSSIBLE COSTS?***

- Staff time
- Training and supervision
- Legal compliance
- Space and equipment
- Payments to students (optional)

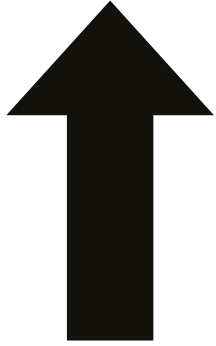
# ***GETTING DEPARTMENTS AND TEAMS ONBOARD***

- Introduce colleagues to T Levels and industry placements early on
- Consult and involve colleagues in the planning and design and, if possible, introduce them to the students early on
- Consider the potential benefits for them – could this support their professional development and future career opportunities?



# ***MAKING THE CASE SUMMARY***

1. What is the strategic alignment – which benefits will support the achievement of your organisation's goals and objectives?
2. How will you plan for hosting a student and what resources will be required?
  - Are there any challenges you foresee and how might you mitigate against these?
  - What are the costs and is there a potential for cost savings?
3. How will you get the teams and individuals who will be working with and supporting the student(s) onboard?



# ***QUESTIONS AND ANSWERS***

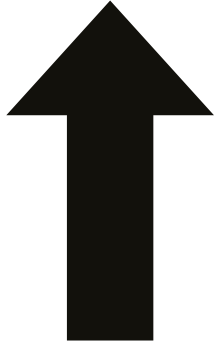


# ***POLL*** ***Based on what you have heard today:***

- 1 Are you more likely to make a case for your organisation to offer 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

**Discover your future workforce**

T Levels: a new qualification developed in collaboration with employers.

[Find out more about T Levels](#)

**T-LEVELS**  
THE NEXT LEVEL QUALIFICATION

An industry placement is at the heart of each T Level course:

**Early access**  
to the brightest talent

**Shape the future**  
of your industry

**5 simple steps**  
[Find out how industry placements work](#)

**Partner with a school or college**

**Search for providers**  
See schools and colleges near you.

[Search](#)

**Invite providers to contact you**  
Leave your details for them to get in touch.

[Register your interest](#)

[Looking for providers in more than one location?](#)

[About T Levels and industry placements](#)

What industry placements and T Levels are, and how they could work in your business.

[Plan industry placements](#)

Guidance to help you plan, including working with schools, legal compliance and paying students.

[During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.

[Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your organisation.

# ***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](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.

**TL**

