

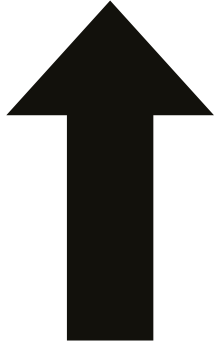


***HOSTING INDUSTRY PLACEMENTS IN THE
HEALTH AND SOCIAL CARE SECTOR***

31 October 2024



TL



WELCOME



TL

TODAY'S TEAM



Kelly Goudge
Webinar Host

Head of Events
SDN



Karen Kelly
Webinar Presenter

Industry Placement Specialist
SDN

SPEAKERS



Nicki Wright
T-Level Industry Placement
Co-ordinator

ICS Devon



Pauline Champion
Early Careers and
Volunteer Co-ordinator

Devon Partnership
NHS Trust

Nikki Pryke
Apprenticeship Lead
People and OD Team

Royal Cornwall Hospitals NHS
Trust

FORMAT

Broadcast

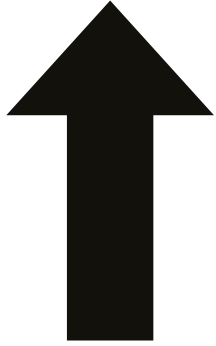
Your microphone will be muted

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

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

NEW Autumn 2024

- Animal care and management
- Craft and design
- Media, broadcast and production

Click all that are relevant

TL 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




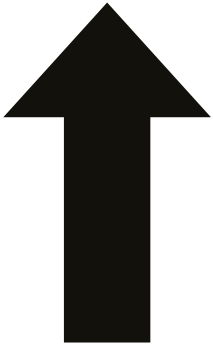

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

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

NEW Autumn 2024

- Animal care and management
- Craft and design
- Media, broadcast and production



***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 1/3RD)**

**PATHWAY
PLACEMENTS**



**PART TIME WORK
RELATED TO
PATHWAY**

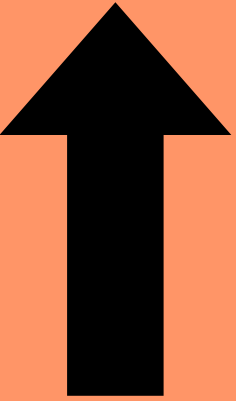
**UP TO 2
EMPLOYERS**

**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***



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

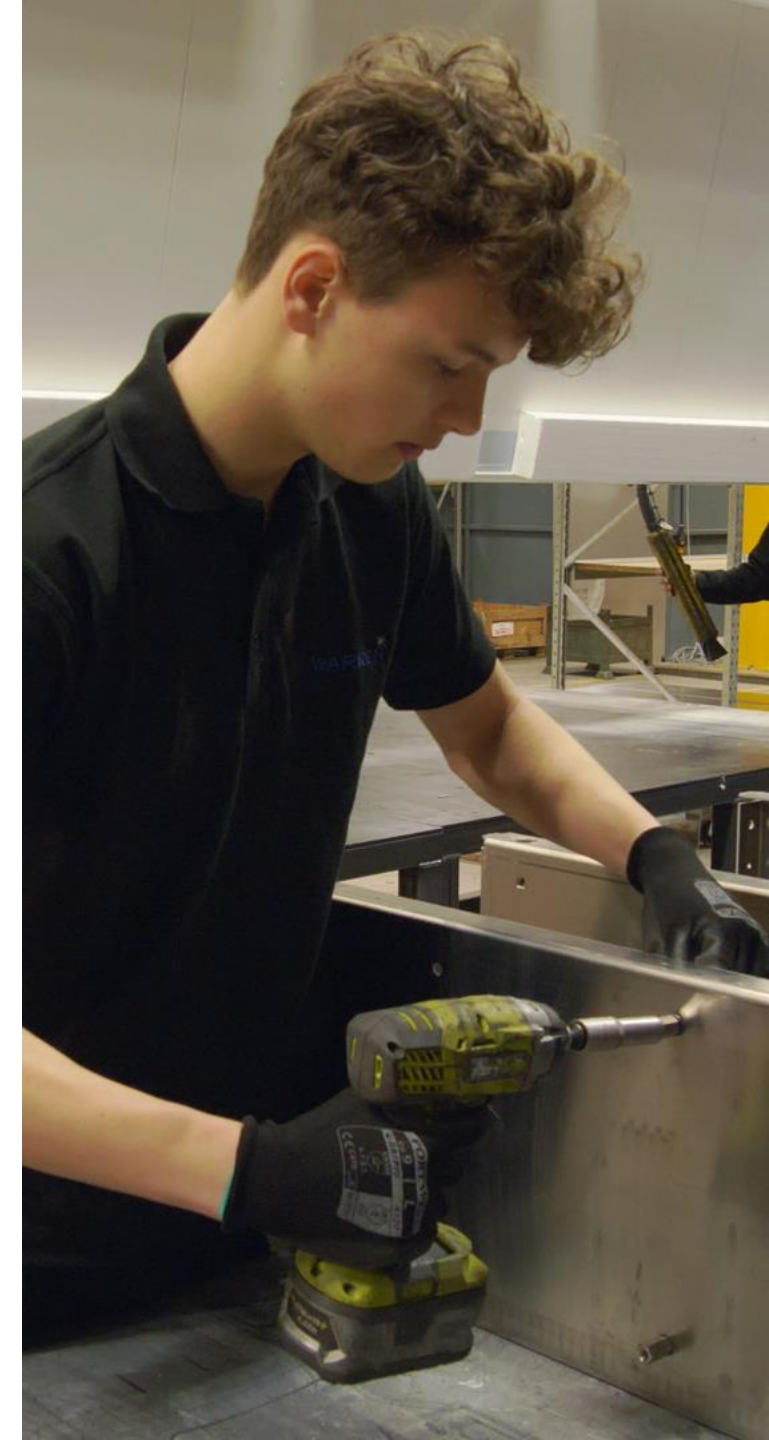
- Management and mentoring skills
- Fresh perspective
- Extra help with projects

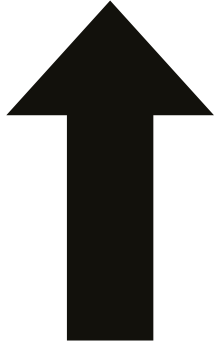
Support your community

- 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 employability, 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



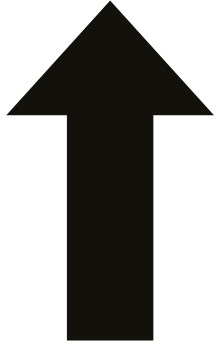


INTERVIEW WITH



Royal Cornwall Hospitals
NHS Trust





INTERVIEW WITH



**Royal Devon
University Healthcare**
NHS Foundation Trust



T Level Review

Nicki Wright -
T Level Industry Placement Co-Ordinator
ICS Devon

The journey so far

Scope - ambitions and key priorities of the project:

1. Establish a sustainable system wide operational strategy for T Levels
2. Improve local employer/provider relations
3. Promote T levels through sharing of best practice & working closely with stakeholders

Engagement

1. Engagement with key stakeholders across system
2. Consensus and partnership working to advance identified aims
3. Collaboration with wider networks
4. Development of T Level Network to embed T levels & destination career pathways within Devon

Key themes - Successes

- Increase in numbers of education providers & health & care Industry Placement (IP) offerings.
- System-wide identification & agreement of needs & solutions to develop/grow/embed T Level provision within Health & Social Care (HSC).
- Improved employer and educator relationships.
- Mapped industry placement capacity in HSC across all T Level programmes, e.g. digital, business.
- Created a scope of practice (SoP) for 1st & 2nd year students doing T Level in Health.
- Mapped the SoP to social care
- Aligning T Level supply with apprenticeship availability
- Supporting the expansion and delivery of the regional mental health workforce group
- Opened up novel placements (Ambulance Trust/podiatry/radiography, etc)
- Raised the profile of T Levels within health and social care - #NOTJUSTFORHEALTH

And for us to achieve a viable workforce pipeline in Devon:

- There needs to be **more information** for under 16's – roles, options
- There needs to be a **broader offer** from the colleges & increased consideration to workforce pipeline priorities
- There needs to be a **clear continuous pathway** for students – more apprenticeships on offer and more co-production with universities re: course entry criteria.

INDIVIDUAL RESPONSIBILITIES AND CO-PRODUCTION!!!!

Any further questions

Nicki.wright3@nhs.net

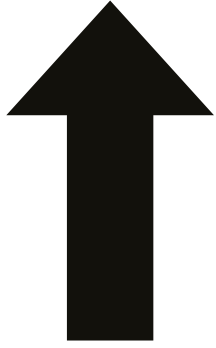
Thank you!

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, taster and rotational opportunities to build student awareness/readiness
- Tailor 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
- Students accessing bank staff opportunities

EMERGING PRACTICE - CHALLENGES?

- Less influence when there are single/smaller number of Industry Placements available, e.g., social care settings, surgery, mental health.
- Working with more than one education provider as processes can differ.
- Recruitment numbers onto T Level courses are not easy to predict.
- Steep learning curve in the first couple of years.
- Embedding the T Level Foundation year



PANEL Q&A

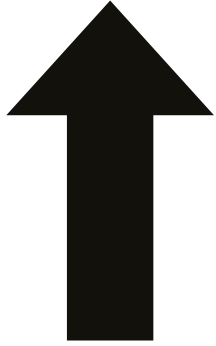


POLL ***Based on what you have heard about industry placements:***

- 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***



RESOURCES AND CPD

- Tools, resources and case studies
- CPD webinars
- Regional Conferences:
 - [West Midlands](#) (27 Nov)
 - [South West](#) (12 Feb)
 - [East of England](#) (3 April)
 - [East Midlands](#) (25 June)

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.



THANK YOU

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



HM Government

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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