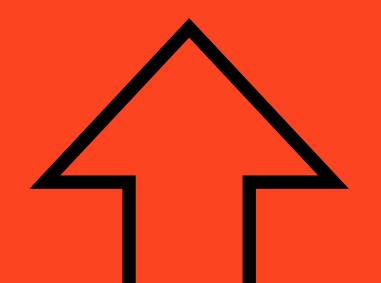


INDUSTRY PLACEMENTS FOR SMALL AND MEDIUM SIZED BUSINESSES



7







TODAY'S TEAM





Kelly Goudge Webinar Chair

Head of Events SDN



Louise Doyle Webinar Facilitator

Industry Placement Team SDN



Richard Pankhurst AssocCIPD Speaker and Panellist

Head of Human Resources OFP Timber Frame





WEBINAR FORMAT

Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA



- 1. What are industry placements and T Levels
- Value of industry placements for SMEs
 Why be involved
- 3. Making industry placements work for SMEs- What you need to do
- 4. Interview with ofp timber frames
- *TL* 5. What support is available and next steps



WHAT

ARE T LEVELS AND INDUSTRY

PLACEMENTS?



THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE



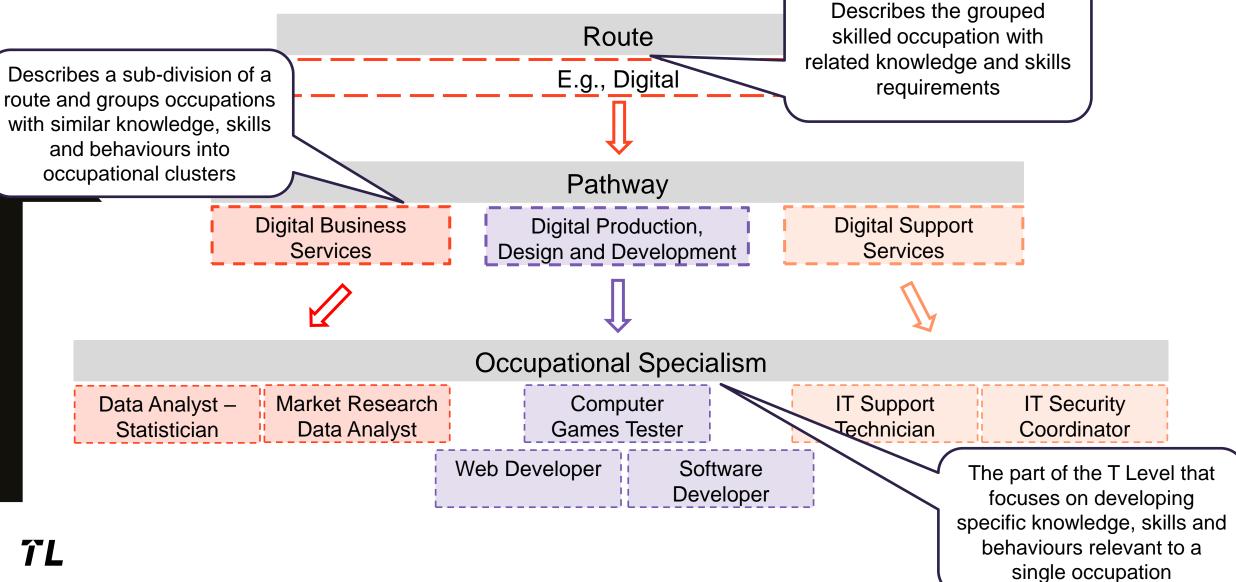
A LEVELS Subject-based qualifications two years	TLEVELS 2-year technical programmes at local colleges, schools, training providers 80% knowledge and skills 20% on a placement	APPRENTICESHIP Level 2/3 at least 12 months work-based training
at college or school No placement / training element	Includes Industry Placements to build attitudes and behaviours and to develop practical skills	80% on the job 20% off the job
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	Followed by possible progression to :	

Higher Education

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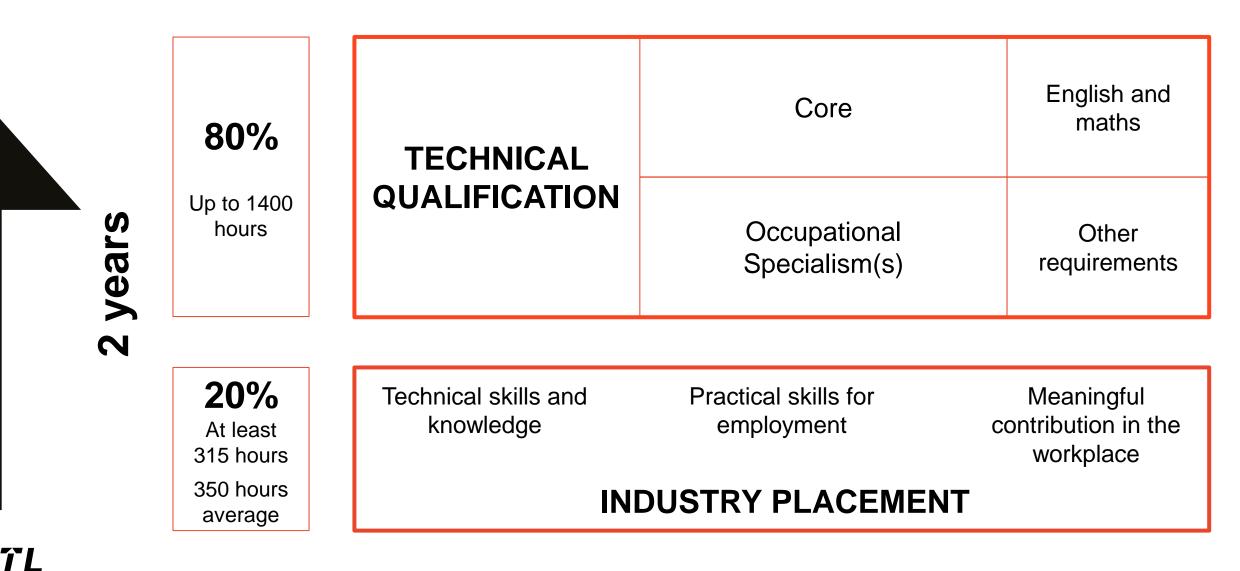
Skilled Employment Higher level Apprenticeship / technical training

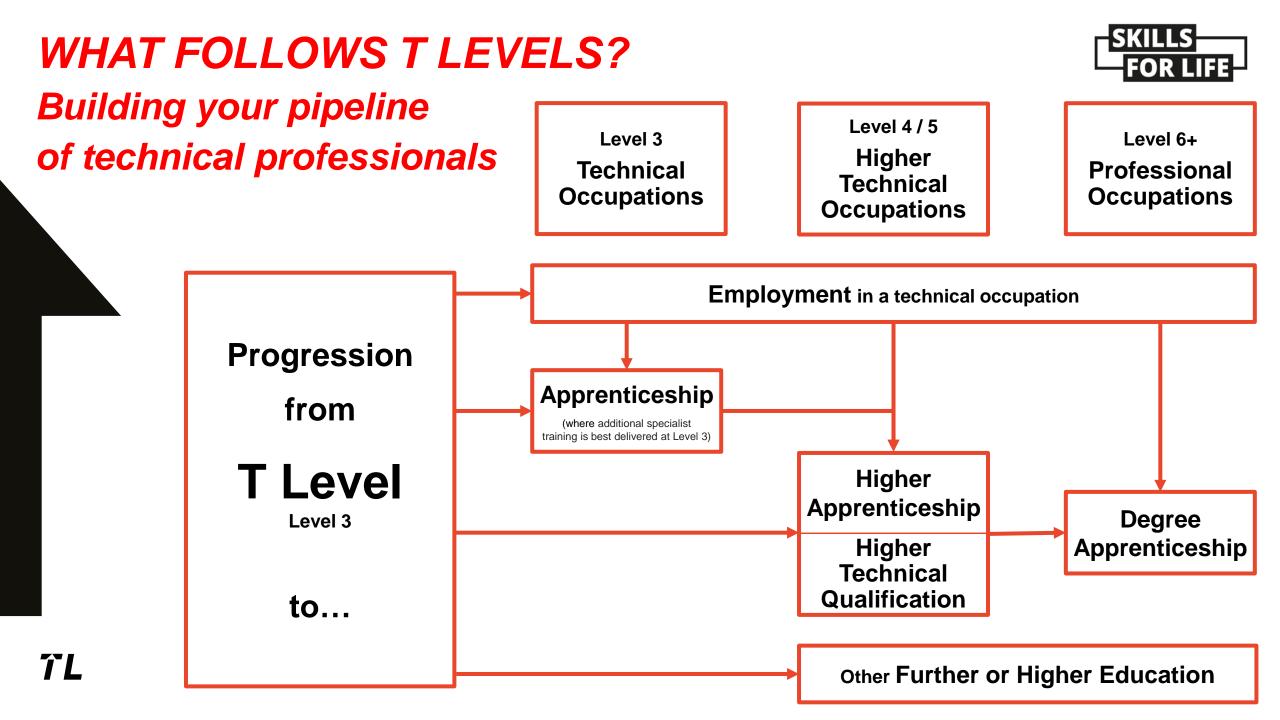
ROUTE, PATHWAY AND OCCUPATIONAL SPECIALISM





THE T LEVEL PROGRAMME







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
- 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



WHAT ARE INDUSTRY PLACEMENTS?

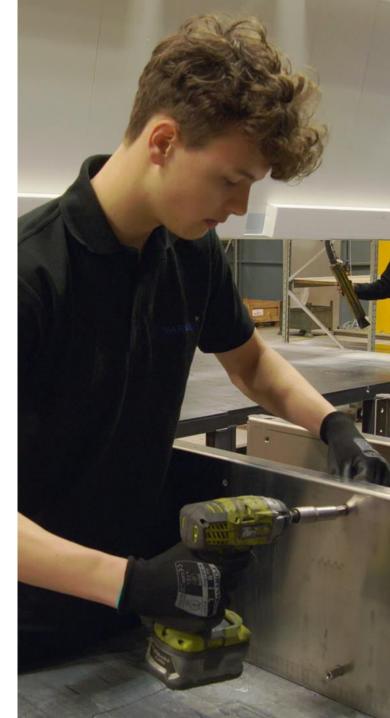




- Time spent by a 16-19 year old T Level student learning and working in an organisation
- In a real environment with an employer, making a meaningful contribution to the organisation
- Minimum of **315 hours and averaging 350 hours** (approx. 45 working days)
- Occupationally-specific developing students'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

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





WHY BE INVOLVED

WHY OFFER AN INDUSTRY PLACEMENT?





Talent pipeline for the future





Good for your reputation



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





ΊL

Build a more diverse workforce



Improve the profile of your business



SME CHALLENGES?

"We aren't seeing an issue with retainment – it's getting people through the door in the first place that can be trickier as we're competing with enticing packages from larger businesses."

Tom Beales, Director at Armultra



It all starts with skills.

BENEFITS OF RECRUITING NEW PEOPLE

- Improve wider staff productivity (38%)
- Help to upskill existing workforce (38%)
- Increase employee morale (37%)
- Encourage new ways of working (37%)





It all starts with skills.



WHAT YOU NEED TO DO



WHAT DO INDUSTRY PLACEMENTS EMPLOYERS NEED TO OFFER?

- Projects and tasks for students that will help them to learn practical and technical skills
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WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?



	MODEL When this model might work		Example role
	DAY RELEASE	 Where a regular, steady pattern may suit the business Where repeated tasks may need doing e.g. weekly Where supervision time may need spreading 	IT Support Team member
	BLOCK	 Works well for seasonal occupations Where there may be high levels of demand at times For project-based assignments / working patterns 	Business Analyst
TL	MIXED	 Works well for those with unpredictable workflows Where work may be part-seasonal Where it makes sense to cover induction as a block, then moving to day release afterwards 	Dental care Assistant



UPDATED APPROACHES

PART OF A BROADER MENU OF OPTIONS

ΊL



	APPROACH	HOURS	DESCRIPTION
	Work taster activities	Up to 35 hours	Short-term activities like shadowing, site visits, or team meetings.
Ра	Pathway or route-level	All placement hours	Placement can cover broader areas across your T level, not just the student's occupational specialism.
	Part-time work	All placement hours	Allows students to count part-time work relevant to their T level.
	Multiple employers	All placement hours	Placement hours can be with up to 2 employers or shared across up to 3 employers in a supply chain or network.
	Hybrid (remote)	50% (Digital route) 20% (All other eligible routes)	Some placement hours can be completed remotely, but this must take place in a suitable environment.
	Skills Development Projects	Up to one third of placement hours	Students complete activities in small teams or work in simulated environments under employer supervision.



Interview with





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
- **TL** 7 Don't know

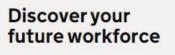


NEXT STEPS AND SUPPORT



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

- Bespoke one-to-one support
- Tools, resources and case studies
- Book workshops and webinars



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

Find out more about T Levels

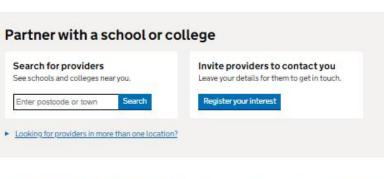


An industry placement is at the heart of each T Level course:

Early access to the brightest talent

Shape the future of your industry

5 simple steps Find out how industry placements work





About T Levels and

industry placements



Plan industry placements



During industry

placements



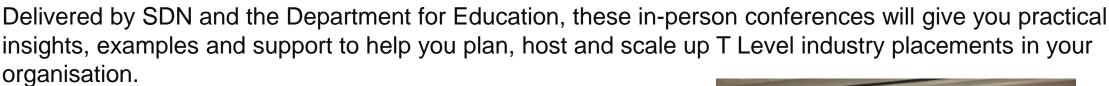
Business benefits and case studies

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

Guidance to help you plan, How to work with including working with students while they are on schools, legal compliance a placement, and end-ofand paying students. placement reviews.

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

UPCOMING FACE TO FACE CONFERENCES



East of England <u>3 April - Stevenage</u>

East Midlands 25 June – Nottingham



What previous delegates have said

"Fantastic conference - really helpful to hear the perspectives of the employers, education providers, young people, and SDN itself. Really appreciated the focus on the "how" - which brought the online guidance to life."

"I enjoyed the views from the T Level students and their experiences in placement"

"Brilliant event, very informative and great speakers / guests"

"Really well ran conference, all speakers and sessions were excellent"



FUNDED BESPOKE HANDS-ON SUPPORT

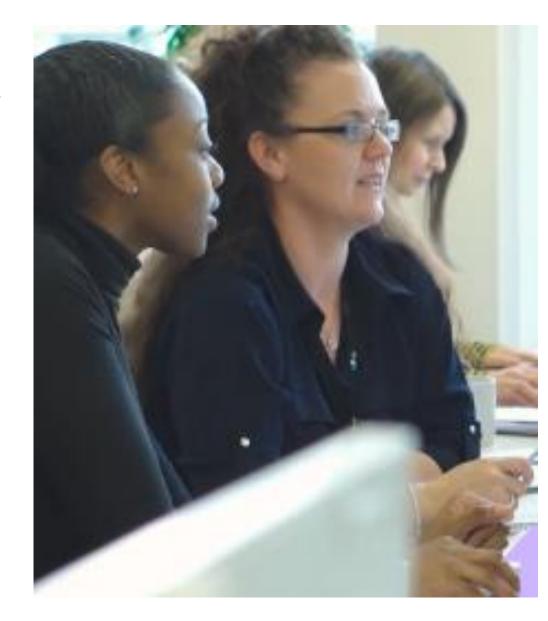
A call with an industry placement specialist

<u>1-2-1 call</u> 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/



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 <u>www.tlevels.gov.uk</u>. 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.

