

THE ROLE OF THE LINE MANAGER AND MENTOR – HOSTING T LEVEL STUDENTS IN THE NHS









WELCOME TODAY'S TEAM



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Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box





- 1. T Levels and industry placements
- 2. The line manager and mentor role
- 3. Mentoring skills
- 4. Developing your mentors



1. T LEVELS AND INDUSTRY PLACEMENTS

WHY OFFER AN INDUSTRY PLACEMENT?



Recruiting New Talent

Working with T Level students gives you access to new, diverse talent. Industry placements can be a chance to assess potential candidates to fill your employment or apprenticeship vacancies and may reduce recruitment costs.



Technical Skill Development

Bringing T Level students into your team can help cultivate their skills, laying the foundation for a new generation of technical talent and your future workforce.



Increase Productivity

Gain an extra pair of hands to support your team. T Level students could perform some of the duties of an existing apprentice when they are off-site, as well as having their own responsibilities.



Support Social Mobility

Hosting industry placements can help showcase your institution to students who may not have considered it as a place to work or study.



Staff Professional Development

Managing T Level students offers staff a unique opportunity to enhance their leadership and management skills, supporting career development.

WHAT IS AN INDUSTRY PLACEMENT?



- Time spent by a 16–19-year-old T Level student working and learning in an organisation
- In a real environment with an employer, making a meaningful contribution
- Developing practical, technical and professional skills and knowledge

HOW T LEVELS FIT IN

A LEVELS

Subject-based

qualifications

two years

at

college or school

No placement / training

element

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T LEVELS

2-year technical programmes at local colleges, schools, training providers 80% knowledge and skills 20% on 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 :

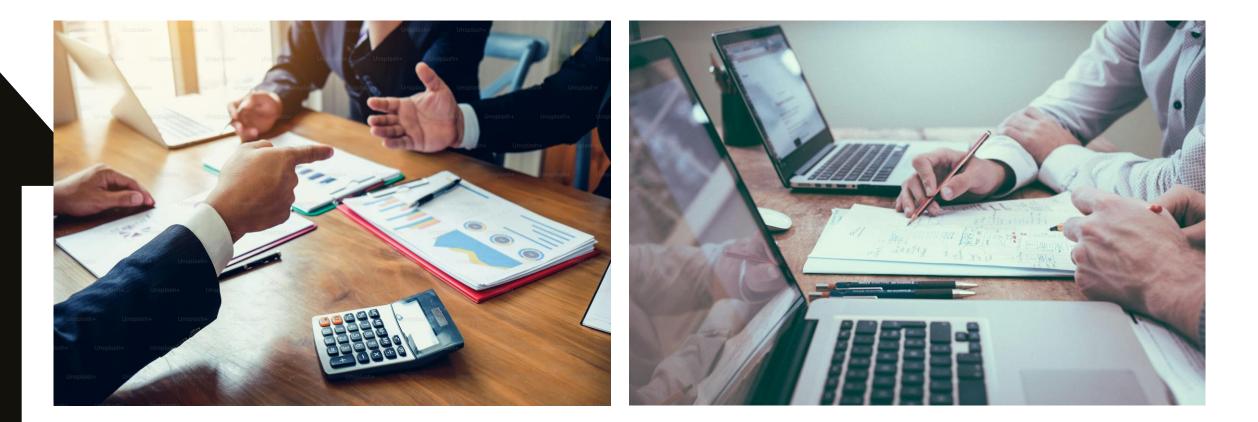
Higher Education Skilled Employment Higher level Apprenticeship / technical training





2. LINE MANAGER AND MENTOR ROLES





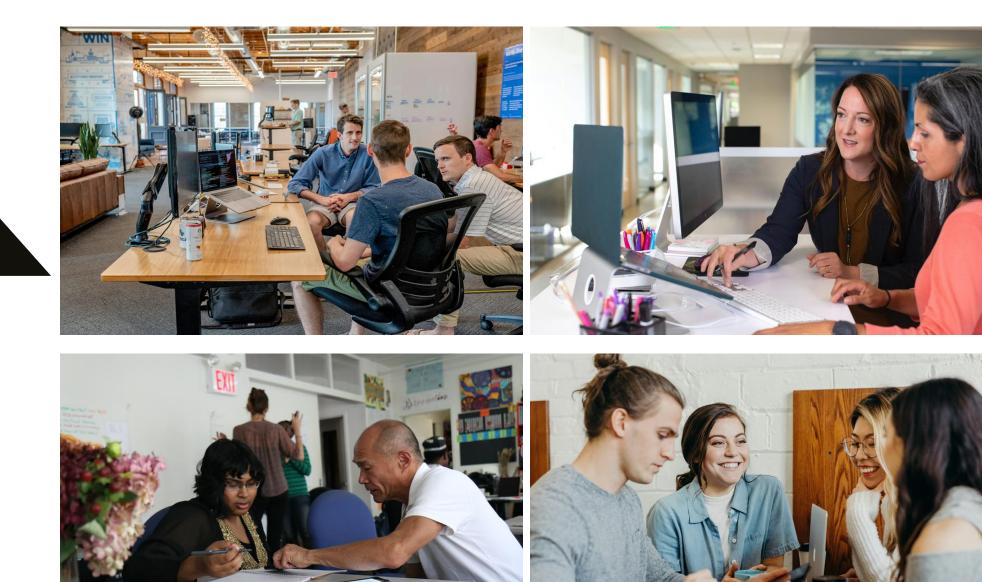


Direction, coordination and support enabling a team member to perform their tasks effectively

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Using knowledge, experience and understanding of the workplace and job role to guide, support and develop a less experienced team member





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What are their roles?



Line manager	Mentor
Set work tasks	Navigate the organisation
Manage timelines and progress	Ask questions from different angles
Assess work performance and outputs	Believe in ability and potential
Communicate within and across teams	Be a sounding board
Conduct work reviews and appraisals	Impart useful knowledge and experience
Support achievement of day-to -day tasks	Provide encouragement and support
Ensure healthy and safe working practices	Identify and work towards career goals



Who can be a mentor?

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When does it happen?





How does it help?







The Le Teaching Hospi

The Leeds Way

Our values

Staff worked together to develop our val-know as 'The Leeds Way'. It defines who v we believe and how we will work to deli-outcomes for our patients.

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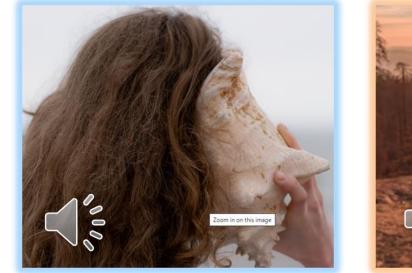
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Top trio











Be with them



Encourage them



Ask questions

Ask for help

Talk to their team colleagues

Watch what they do

Listen to what's going on

Have a go at new tasks

Get involved

Know their strengths & weaknesses Push out of their comfort zone

Reflect on mistakes

Be open to constructive feedback

Set targets and actions

Keep records of what they're learning

Monitor their own progress



Involve them





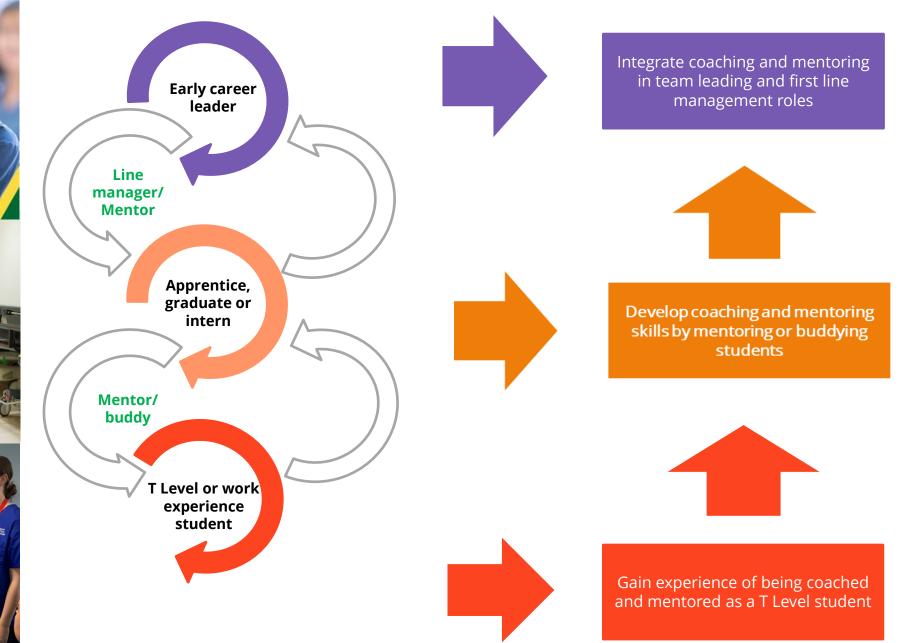
Recognise they are students – be patient and watchful Share experience – be generous Welcome questions – students should be curious! Keep an eye on workload – manage time, prioritise Develop professionalism – conduct, etiquette, emotion Set a great example – role model positive behaviours

Supported? Encouraged? Involved? Understood?



4. DEVELOPING YOUR MENTORS







Early career path



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



RESOURCES AND CPD

- Tools
- Resources and case studies
- CPD webinars
- Conferences
 East of England 3 April Stevenage

East Midlands – 25 June Nottingham

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Book here: https://employers.tlevels.gov.uk/hc/engb/sections/4403450054674-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 paving

students.



During industry placements

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

employers.tlevels.gov.uk

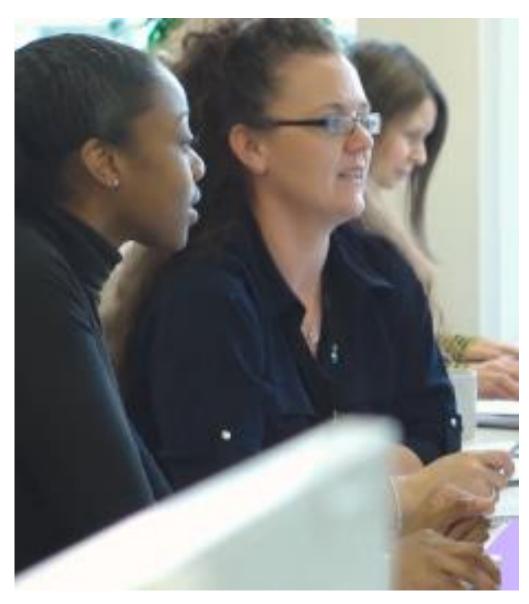


FUNDED BESPOKE HANDS-ON SUPPORT

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 <u>1-2-1 call</u> to chat through any issues, barriers or questions you may have.
- An <u>online Group Session</u> 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.

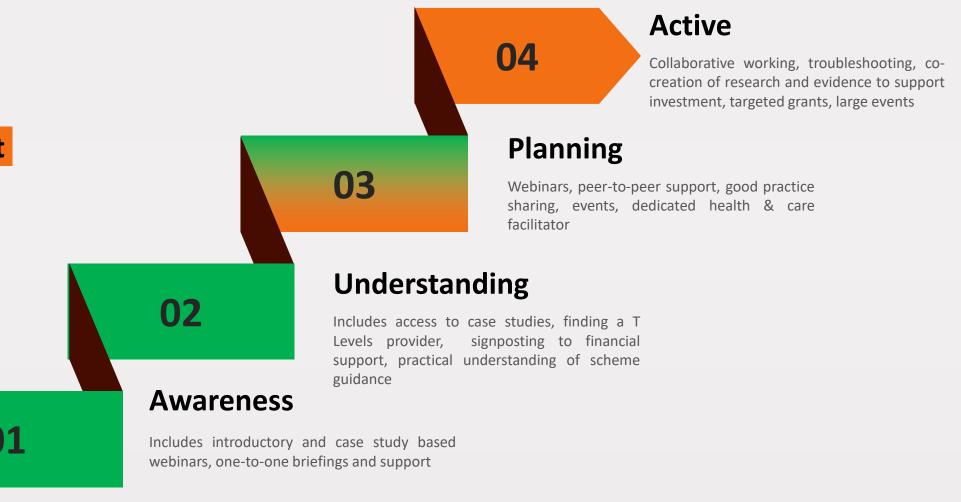
Go to: <u>https://employers.tlevels.gov.uk</u> to get started.

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

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Upscaling T Level industry placements in healthcare

This hub brings together information and resources on how to support T Level students on their industry placement journey.

T Level FAQs

Answers to frequently asked questions from employers about T Levels.

23 January 2025





Myth: Under 18s cannot work in clinical settings

Under 18s can enter careers within the health and social sector through several routes. Employers can host them through placements and work experience.

T levels

T Level programmes are level 3 qualifications and sit alongside A Levels and apprenticeships as options available to 16-19-year olds. Once a young person completes their education and industrial placement they can then apply for entry level vacancies, higher level apprenticeships or higher education.

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https://www.nhsemployers.org/upscaling-tlevel-industry-placements-healthcare



THANK YOU

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 <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.

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