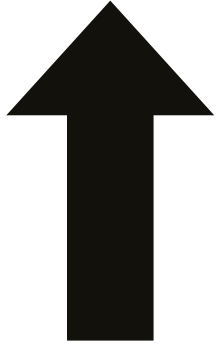




***THE ROLE OF LINE MANAGERS AND
MENTORS IN INDUSTRY
PLACEMENTS***

27 October 2021

TL



WELCOME



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TODAY'S TEAM



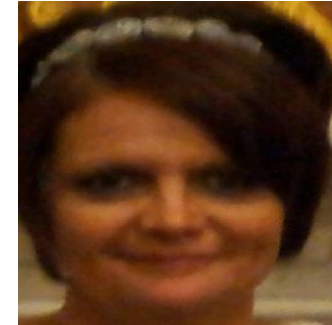
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Broadcast

Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA

- 1 Introduction to T Levels and industry placements**
- 2 The differences between line management and mentoring**
- 3 Helping students learn – useful line manager and mentor knowledge, skills and behaviours**
- 4 A provider insight and support (Fareham College)**
- 5 Panel Q & A**
- 6 Next steps and support available**



*T LEVELS
AND
INDUSTRY
PLACEMENTS*



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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

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

POLL Which of the following T Levels are relevant to roles within your organisation?

POLL 1a

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

POLL 1b

AUTUMN 2022

- Legal
- 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

***Click all that are relevant
to your organisation***



***LINE
MANAGEMENT
AND
MENTORING***



Line management

Direction, coordination and support enabling a team member to perform a task/tasks

What is mentoring?

An activity whereby a more experienced colleague uses their greater knowledge, experience and understanding of work or the workplace to provide guidance, support and practical help in the development of a more junior or inexperienced member of staff. (CIPD, 2020)

Line Management and Mentoring

What is mentoring within industry placements?

Mentors provide a sounding board for ideas and bring a different perspective to the challenges students face

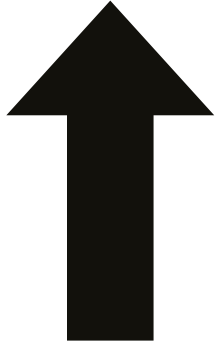
Mentors can help students link their learning goals to the reality of work and show the opportunities open to them in future

POLL

Which of these roles are best carried out by the line manager and which by the mentor?

Roles of Line Manager and Mentor

| 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 the student's ability and potential |
| Communicate within and across teams | Be a sounding board |
| Conduct work reviews and appraisals | Impart useful knowledge and experience |
| Motivate and support achievement of day-to-day activities | Provide encouragement and support |
| Ensure healthy and safe working practices | Identify and work towards career goals |



***HELPING
STUDENTS
LEARN***



Work and learning



- Learning is a by-product of work
 - 90% for technicians and healthcare workers
 - 80% for trainee accountants
- Organising work makes a big difference to learning

Activities which are good for learning

- Being part of a group or team
- Working alongside other people in the group
- Working with customers or clients (internal and external)
- Taking part in discussions inside and outside the group
- Helping to solve problems

Behaviours which help students learn

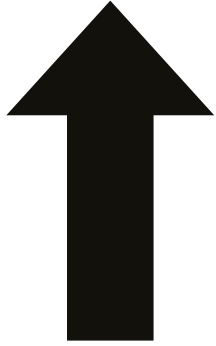
- Ask questions and find out information
- Watch and listen
- Learn from mistakes
- Reflect on what's going on
- Get (and give) feedback

Three other factors which affect learning

- Students' level of confidence and motivation
- The type of work students do and their attitude to it
- Other people's influence on students

Managing young people new to work

1. Recognise they are students ➤ be patient and watchful
2. Share experience ➤ act like a mentor
3. Welcome questions ➤ students should be curious!
4. Keep an eye on workload ➤ manage time, prioritise
5. Focus on professionalism ➤ conduct, etiquette, emotion
6. Be a great example ➤ role model, behaviour norms



DEBBIE EACOTT



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Debbie Eacott – Digital Lead for Enterprise, Digital
Industries at Fareham College

Industry Placement insight

Digital T levels our first year

- Employer engagement (specialist business team)
- Industry Placement trailblazer example
- Recommendations

UK Digital Sector at a glance

- 18,279 games developers in the UK
- Average starting salary £18-20k
- 3 million people employed in UK's digital economy
- Growing 2.5 times the rate of the rest of the economy
- 10th of all UK vacancies are tech roles
- Approximate 100,000 job openings per month
- Average salaries starting at £30,000
- 72% of large companies and 49% of SMEs are suffering tech skill gaps

Engagement - the key drivers

- Engage early and continuously
- Good Business team behind you
- One size does not fit all – tailor the needs of the company



Solent Way Computers



Yandiya



Hampshire Constabulary relationship – how it all began

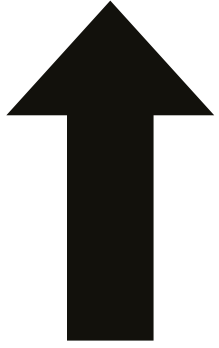


Providers

- Find a local IT forum
- Find an IT recruitment company
- Ask companies for talks, master classes and build up a rapport with them

Companies

- Discuss the technical /specialist side
- Regular contact with the specialist team
- Discuss block weeks



PANEL Q&A



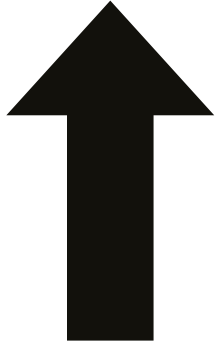
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POLL ***Based on what you have heard about industry placements :***

- 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***





SUPPORT FOR INDUSTRY PLACEMENT MENTORS

<https://www.improvingtechnicaleducation.org.uk/support-for-industry-placement-mentors>

Welcome to the Support for Industry Placement Mentors microsite. It contains support and guidance for anyone who is interested in how to mentor students on a T-level industry placement.

| | | | |
|--------------------------------|---------------------------------------|--------------------------------------|--|
| 1 INTRODUCTION TO MENTORING | 2 WHO CAN BE A MENTOR? | 3 WHAT MAKES MENTORING WORK WELL? | 4 KNOWLEDGE AND BEHAVIOURS |
| 5 COMMUNICATION | 6 THE EXPERIENCE OF BEING MENTORED | 7 PREPARING FOR PLACEMENTS | 8 PLANNING AND RUNNING MENTORING SESSIONS |
| 9 MEETING INDIVIDUAL NEEDS | 10 SAFETY, HEALTH AND WELLBEING | 11 SUPPORTING STUDENTS' LEARNING | 12 CONCLUDING AND REFLECTING |

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

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

TL


The screenshot shows the GOV.UK website page for 'T Levels and industry placement support for employers'. The page features a search bar at the top right with the text 'Search for support' and a magnifying glass icon. Below the search bar is a navigation bar with the title 'T Levels and industry placement support for employers'. A pink 'GIVE FEEDBACK' button is visible, with the text 'This is a new service - help us to improve it' next to it. The main heading is 'T Levels and industry placement support for employers'. Below the heading are six content cards arranged in a 2x3 grid. Each card has a small image at the top, a title, and a short paragraph of text.

GOV.UK Search for support

T Levels and industry placement support for employers


GIVE FEEDBACK This is a new service - help us to improve it

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

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 case studies

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.

IF YOU'RE READY TO TAKE ON A STUDENT...

For help finding local students for industry placements:

NATIONAL APPRENTICESHIP SERVICE

08000 150 600 (choose option 4)

tlevel.placement@education.gov.uk

YOU MIGHT ALSO TALK TO:

- Local colleges or schools
- Business organisations
- Other businesses

TL



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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