



***INDUSTRY PLACEMENTS
CONSTRUCTION***

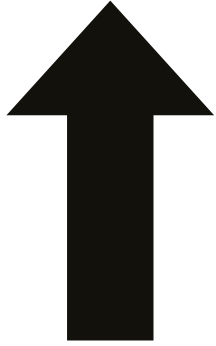
18 November 2021



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HM Government



WELCOME



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TODAY'S TEAM



Kelly Goudge
Webinar Host

Events Manager
SDN



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Webinar Presenter

Industry Placement Team
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Education coordinator
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Senior Customer
Engagement Manager
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WEBINAR FORMAT

Broadcast

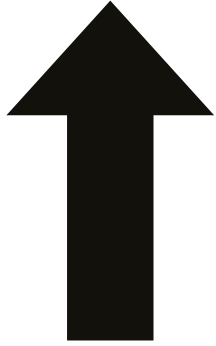
Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA

- 1 T Levels and industry placements**
- 2 Employer insights**
- 3 Panel session / Q&A**
- 4 Next steps / support available**



WHAT ARE T LEVELS?



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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

- **Design, surveying and planning for construction**
- Digital production, design and development
- Education and childcare

AUTUMN 2021

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

AUTUMN 2022

- Accounting
- Design, development for engineering and manufacturing
- Engineering, manufacturing processing and control
- Finance
- Maintenance, installation and repair for engineering and construction
- Management and administration

AUTUMN 2023

- Animal care and management
- Agriculture, land management and production
- Catering
- Craft and design
- Hair, beauty and aesthetics
- Legal
- Media, broadcast and production

T Level

Occupational specialisms

AUTUMN 2020

Design, surveying and planning for construction

Surveying and design for construction and the built environment
Civil engineering
Building services design
Hazardous materials analysis and surveying

AUTUMN 2021

Onsite construction

Carpentry and joinery
Plastering
Bricklaying
Painting & decorating

AUTUMN 2021

Building services engineering for construction

Air conditioning engineering
Electrical and electronic equipment engineering
Electrotechnical engineering
Gas engineering
Heating engineering
Plumbing
Protection systems engineering
Refrigeration engineering
Ventilation engineering

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


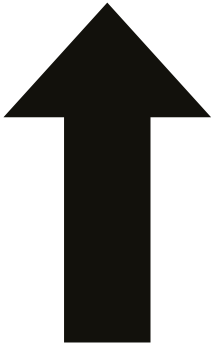
- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

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***



***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 **45 days** (approx. 315 working hours)
- **Occupationally-specific** – developing students' practical and technical skills

WHY OFFER AN INDUSTRY PLACEMENT?

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

WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

| MODEL | When this model might work | Example role |
|--------------------|--|---|
| DAY RELEASE | <ul style="list-style-type: none">• Where regular support would be useful as your pattern of work is steady and regular• Where you have a variety of tasks that need doing regularly,• Where the mentor or line manager would prefer to limit their supervision time during a given week | Sole trader / micro business (onsite trade / building services engineer) |
| BLOCK | <ul style="list-style-type: none">• Where concentrated work over an extended period is needed to achieve project deadlines• Where students can be aligned to projects, events or annual business processes• To allow managers to schedule and plan for groups of students | Civil engineering |
| MIXED | <ul style="list-style-type: none">• Where a student's course becomes more specialized• Where regular and project activities can make up a placement• Where there are several workplaces within a single employer allowing the student to experience more than one | Bench joinery (off-site) |

Industry placement flexibilities

- Allowing 2 employers to deliver the placement
- Placements recorded in hours
- Occupationally relevant work taster and part time work counts
- Route specific flexibilities
- Maths and English exit requirements removed with immediate effect

Industry placement flexibilities

- Temporary flexibilities for 2020 & 2021 cohort students

Four key flexibilities

1. Blended placements – percentage of time can be delivered remotely
2. Pathway level placements for Health & Science
3. Risk Rated Approach for students on the Early Years Educator Occupational Specialism
4. Extension of existing flex for Early Years Educator Occupational Specialism

Full guidance can be found [here](#)

Support available

- Employer incentive payments
 - **£1,000 incentive** for each placement offered
 - Open to **employers** regardless of size
 - **No restrictions** on what employers can spend it on

Eligibility and payment

- Payments will **not be backdated** but if employers offer an additional place, that will attract the payment
- A **start date** must be **agreed** and **start** before the 31st July 2022
- Placements must **adhere to quality assurance** set out in the delivery guidance
- **Cap of 20** payments per employer per region (region determined by provider location)
- The provider will make the payment, the employer will just need to sign a declaration form
- Cannot receive Employer Support Fund and incentive payment

Hot Topics

for construction Industry placements

Health and Safety requirements, safeguarding and insurance, regulation and paperwork

The resources needed to recruit, set up, manage, oversee and evaluate placements

Hot Topics

for construction Industry placements

The construction sector needs to be ambitious when working with younger people encouraging them to enter the industry

How do placements fit with apprenticeships, work experience, higher education and other recruitment routes?

How does this support a talent pipeline?



PHIL EVES

***BAM CONSTRUCTION
MIDLANDS LIMITED***



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T LEVELS – AN INTRODUCTION
PHIL EVES EDUCATION
COORDINATOR



T LEVELS – BAM FOUNDATIONS

- Placements are linked to BAM projects and availability.
- Support sessions are run with colleges to help students on different topics.
- Students are invited to apply to join BAM's Work Placement Programme.
- Students are selected and interviewed for placements ***based on attendance and UTC/college feedback.***
- Students need to have undertaken and passed a level 1 Enhanced Health and Safety training Course.
- Students need to have undertaken and passed the CSCS Health Safety and Environment Test.
- Students/College will need to complete the BAM Midlands Work Placement Pack.
- Placement final arrangements are agreed ie day (s) per week or block placements.

Sites under consideration

- Weldon Village Academy Corby.
- Southam College Warwickshire.
- National Express Perry Barr Birmingham.

T Levels – Progression

- BAM level 4 apprenticeship programme in CM/QS/Civils.
- Construction level 4 apprenticeship programme through supply chain.
- Level 4 study at University towards degree in construction.



T LEVELS – BAM FOUNDATIONS

We are developing a staged approach to work placements and curriculum support for a number of regional Colleges and UTC's that are delivering T Levels in construction design surveying and planning, building services and on-site disciplines. Our staged approach to supporting T Levels includes:

- Stage 1** Introduction to BAM session – what to expect from BAM and what Industry expects from students
- Stage 2** Health and safety awareness – up to date information around site safety and why students are so important to changing perceptions of safety
- Stage 3** Ongoing support – a series of specialist online presentations around topics covered in the specification and dissemination of resources, ie. V & A Museum built by BAM in Scotland
- Stage 4** Site visit for staff and students to meet the site team and discuss logistics – travel, site location and view progress
- Stage 5** CSCS and T Level card – work with T Level provider to support learner with the underpinning health and safety knowledge and test/card
- Stage 6** Work placement interview – ensure that students understand that there are limited opportunities, and this is their chance to shine and agree what will be covered during a placement
- Stage 7** Introduction to work placement learning mentor, complete 'Tri-party' work placement pack prior to placement and notify site team and insurance department at BAM
- Stage 8** Work placements, stages 1-7 complete – learner aware of requirements then completes site pre-induction and arranges to attend site
- Stage 9** Work placement reviews – student to produce online weekly reports through Microsoft Forms, stating what they have been working on – remote monitoring for work placement manager and training provider
- Stage 10** Work placement final review

T LEVELS – BAM FOUNDATIONS

We profile sites we are working on and work in partnership with local Colleges and UTC's to identify opportunities on projects by working with our site teams, supply chain and 'other organisations' to discuss suitable placements. We are currently working with the following organisations to facilitate placements on projects across the Midlands:

Bedford College

Design surveying and planning T Level course and placements on Weldon Village Academy

Bedford College

Design surveying and planning T Level course and placements on Southam College

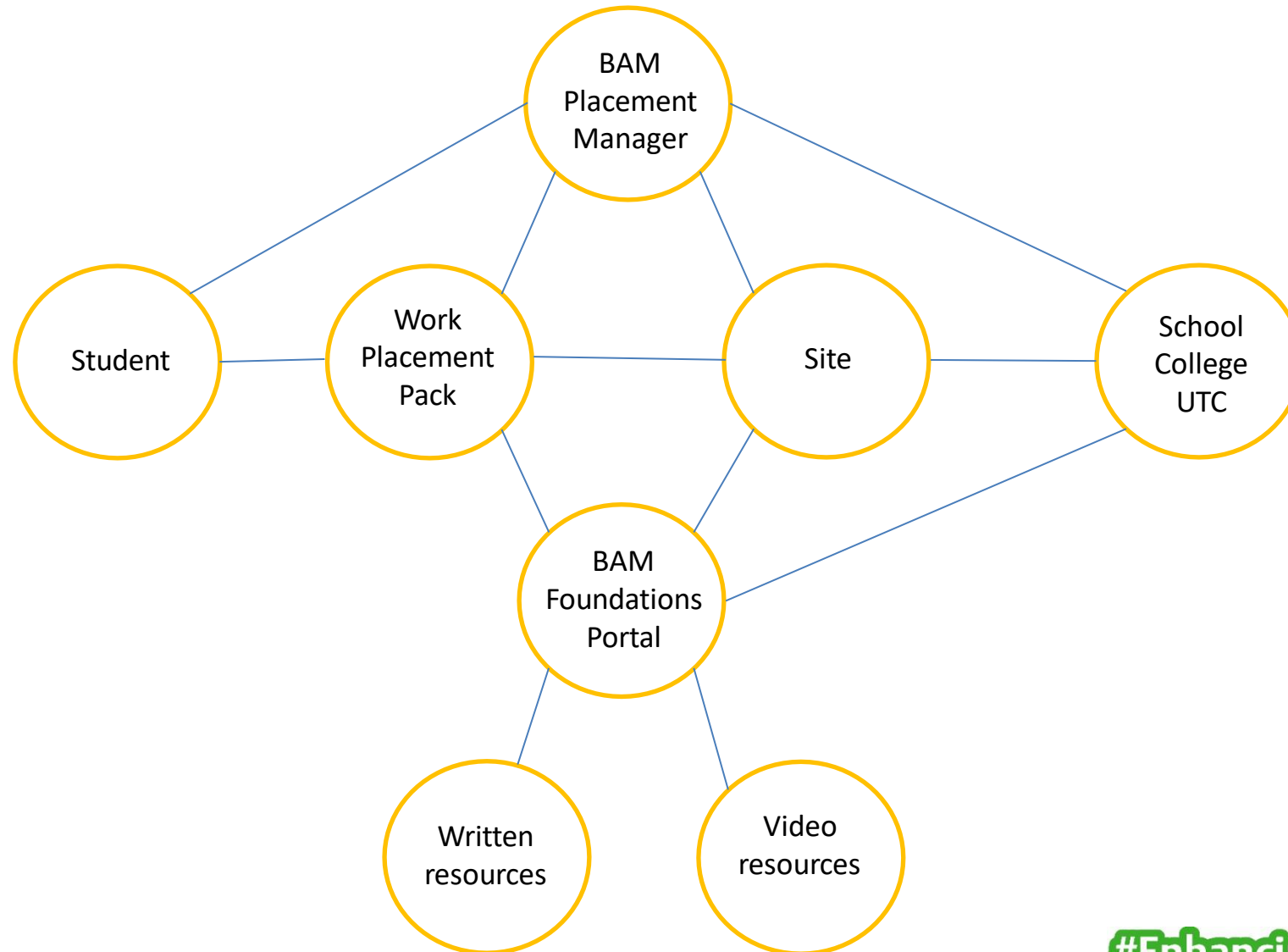
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Building Services T Level course and placements on Southam College (September 2022).

In addition to the proposed placements above, we are also supporting Thomas Telford UTC Design surveying and planning T Level placements through a unique 'shared placement' with another member of the Employers Board.

We aim to provide students with a structured placement that comprises 50% design and surveying placement experience through a design office environment and 50% planning, design management, setting out and construction management placement through a site environment, to give a bespoke work placement experience, starting in February 2022.

T LEVELS – BAM FOUNDATIONS



T LEVELS COURSE CONTENT

Content summary

The core content covers the knowledge, understanding and application of contexts, concepts, theories and principles relating to the following areas:

1. Health and safety
2. Science
3. Measurement
4. Building technology
5. Information and data
6. Digital technology
7. Construction mathematical techniques
8. Design
9. Construction and the built environment industry
10. Sustainability
11. Relationship management
12. Commercial business
13. Project management
14. Law

BAM RESOURCES

Digital Technology - The 4th industrial revolution.

Here are some examples of the kind of equipment that has been developed to improve the accuracy of building setting out. The images below show a robotic 'Total Station', an engineer linking a Total Station to BIM software and another engineer using a 3D scanner to verify that the building is constructed as per the design.

The term 'Internet of Things' refers to the technology that is used to broadly explain how it is possible to enable equipment to communicate this information in a form that can be verified by professionals in their role, ie Engineers, site supervisors and site managers to name but a few. Click on the link below to find out more about the 'Internet of Things':

<https://www.wired.co.uk/article/internet-of-things-what-is-explained-iot>



Example task - How is information captured and used for quality assurance review on site using the latest digital technology?

Digital Technology - The 4th industrial revolution.

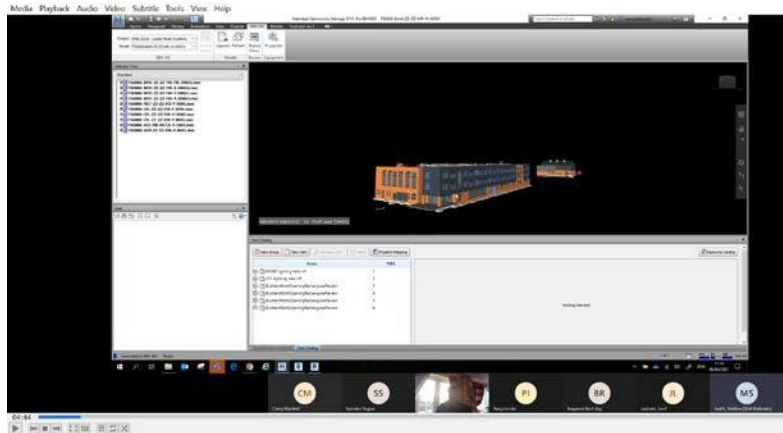
Example of site adopting digital technology to evidence measurement on site:



Our engineer on site worked with our Level 4 Construction Management apprentice to set out the line of partitions on a project using a total station and prism to mark the exact location of the partitions, this information was then downloaded from the Total Station and fed into the site BIM folder for verification.

This process was turned into a short interactive video linked to STEM careers for young people, (who may be interested in a career using their Maths and Technology knowledge), to view over social media.

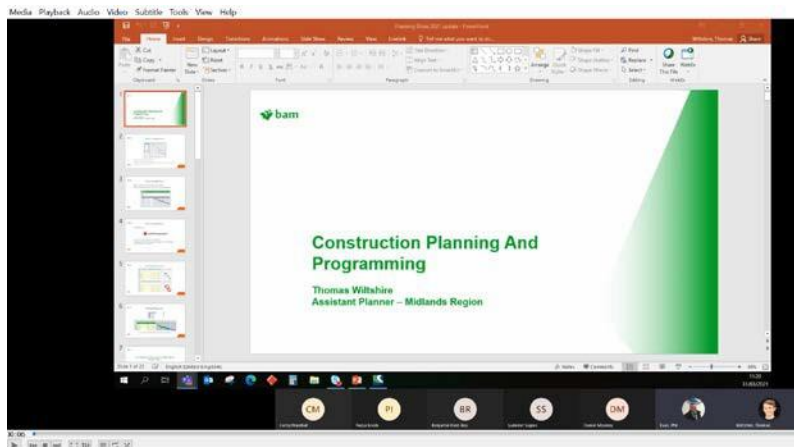
Digital Technology – resources recordings of sessions:



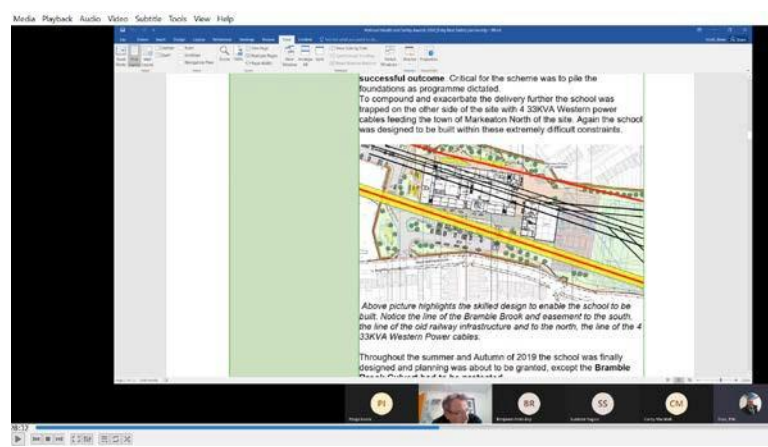
Digital Construction with BIM Manager



Sustainability with Sustainability Advisor

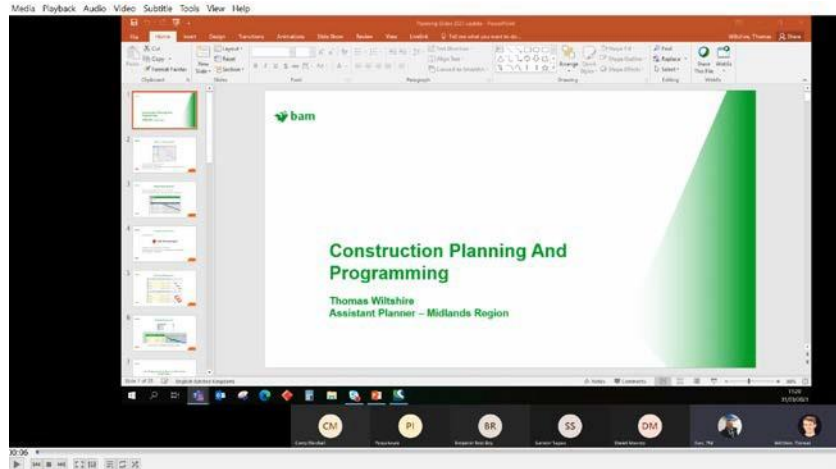


Construction Planning with Assistant Planner



Project Management – PM Derby Cathedral School

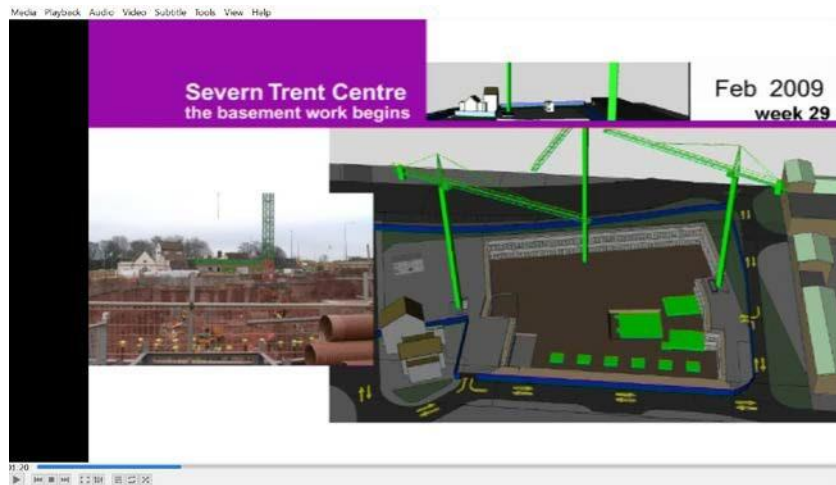
T Levels – Resources - Planning



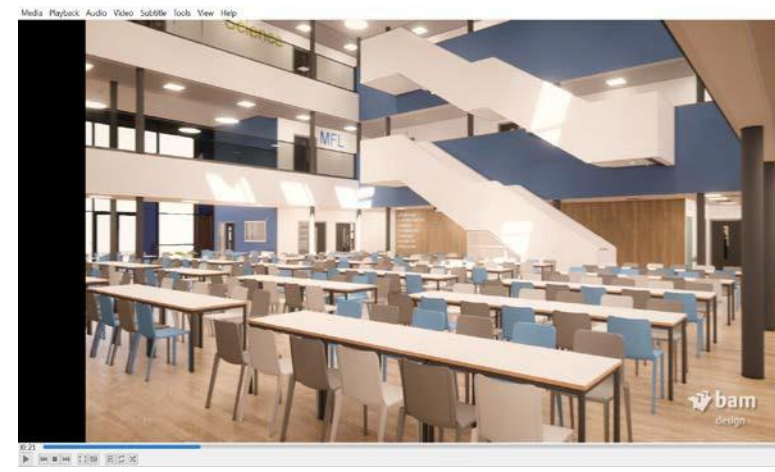
Construction Planning video by assistant planner.



4D video of Castle Mead – model linked to programme



Construction model linked to 4D plan – animation STW Coventry.



BAM design animation of Castle Mead.

T Levels – Resources – site based Design Managers



Vision for Industry Placements



Recruitment

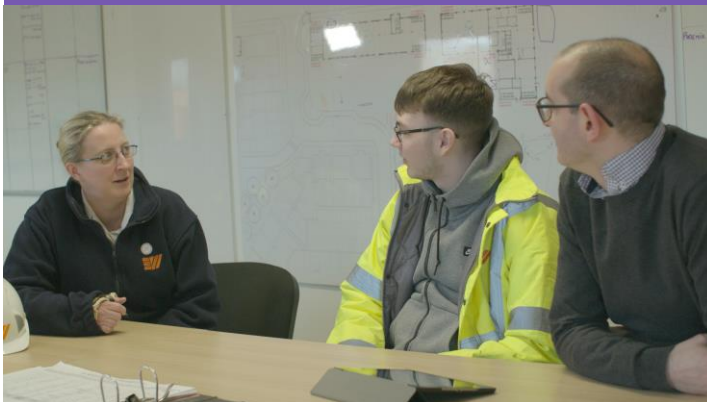


Hurdles



EMPLOYER INSIGHT – BAM Construction

Identifying talent



Measuring success



Partnerships with providers



Making it Happen

Have a vision

for how industry placements can support your partnership with the community and add considerable value to your talent pipeline

Making it Happen

Be brave

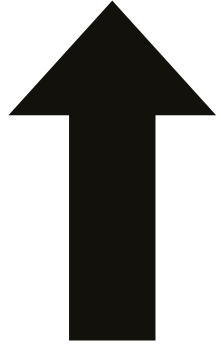
Concerns about health and safety, safeguarding and regulation are solvable and can be accommodated

Making it Happen

Construction is a safe and interesting sector to work in

Young people are often surprised at the variety of careers

If they don't know, they can't make a positive choice

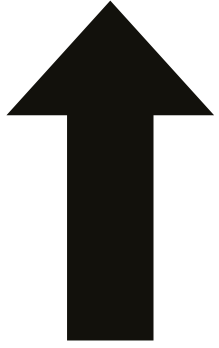


STEPHEN COLE



***SENIOR CUSTOMER
ENGAGEMENT
MANAGER, CITB***





PANEL Q&A



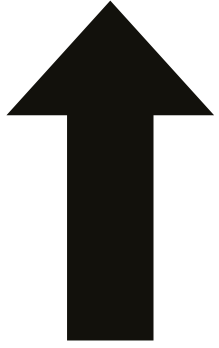
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POLL ***Based on what you have heard about industry placements:***

- 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



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

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

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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 banner with the text 'GIVE FEEDBACK This is a new service - help us to improve it' is positioned below the navigation bar. The main heading is 'T Levels and industry placement support for employers'. The page is organized into a grid of six content cards, each with an image, a title, and a brief description.

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

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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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