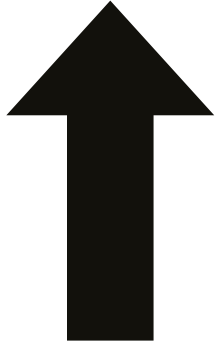




**OFFERING INDUSTRY PLACEMENTS TO
STUDENTS WITH SPECIAL EDUCATIONAL
NEEDS OR DISABILITIES**

26 January 2022

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WELCOME



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TODAY'S TEAM



Kelly Goudge
Webinar Host

Industry Placement Team
SDN



Karen Kelly
Webinar Presenter

Industry Placement Team
SDN



Katy Langfield
Speaker

Head of Student Experience
Bishop Burton College and
Riseholme College



Mike Ridley
Speaker

Head of Department -
General Further Education
Bishop Burton College

WEBINAR FORMAT

Broadcast

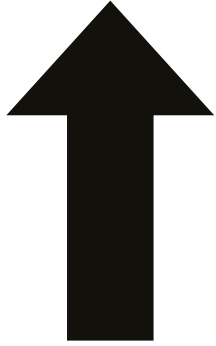
Your microphone will be muted

Use the Q&A function for questions

Feel free to use the chat box

AGENDA

- 1 What are T Levels?**
- 2 What are industry placements?**
- 3 What are the challenges and solutions for offering placements for students with Special Education Needs or Disabilities?**
- 4 Panel Q & A**
- 5 Next steps and 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

- 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

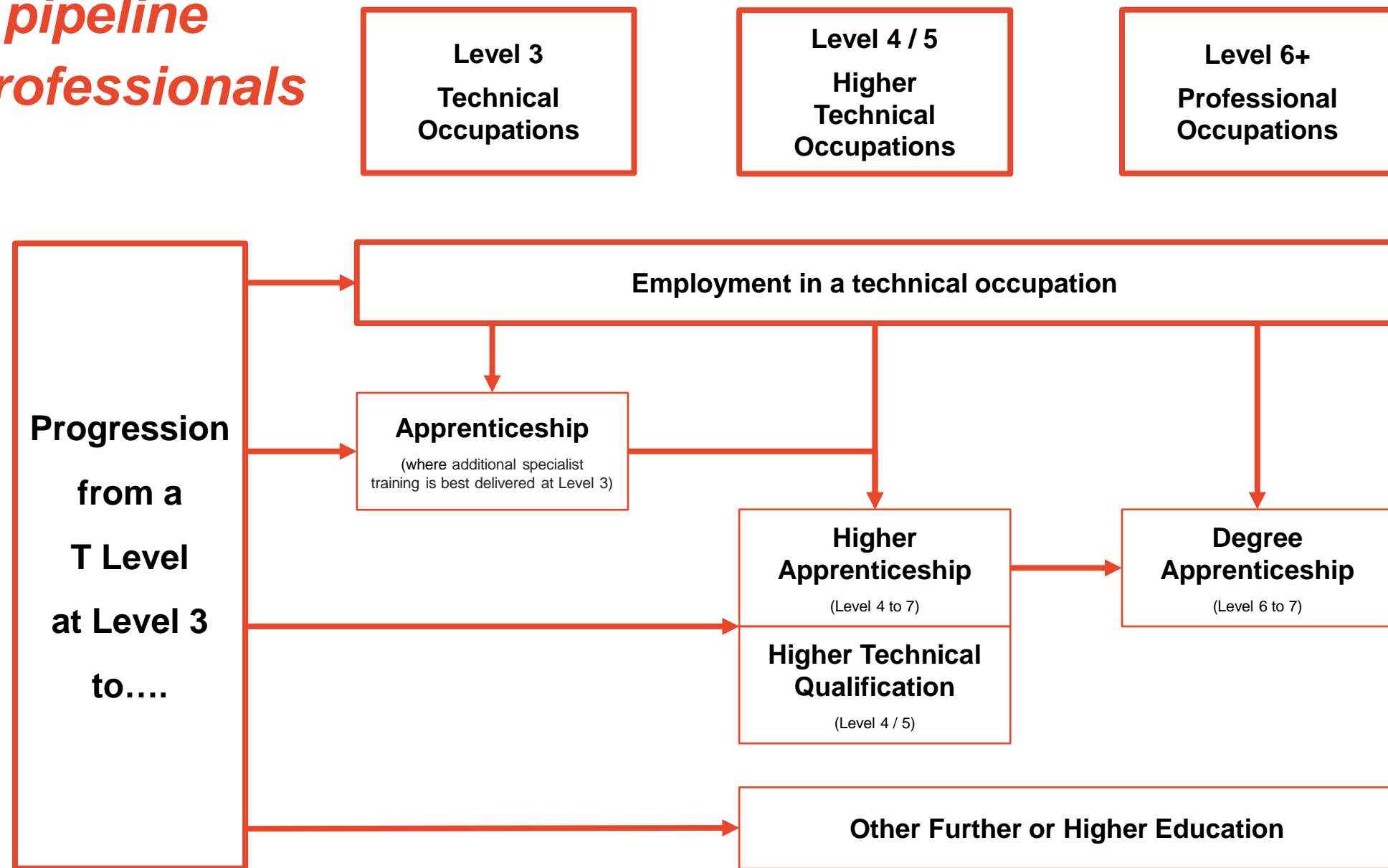
- Legal
- Finance
- Accounting
- Maintenance, installation and repair for engineering and manufacturing
- Engineering, manufacturing, processing and control
- Design and development for engineering and manufacturing
- Management and administration

AUTUMN 2023

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

WHAT FOLLOWS T LEVELS?

Building your pipeline of technical professionals



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


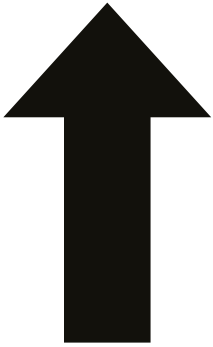

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

POLL 1b


AUTUMN 2022

- 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 **315 hours and averaging 350 hours** (approx. 45 working days). Models / timings are flexible, e.g. day release, block weeks
- **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

WHAT DO I 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

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](#)

Wave 1 students only

1. Temporary Special Consideration criteria
2. 100% remote placements
3. Employer-led activities and projects

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

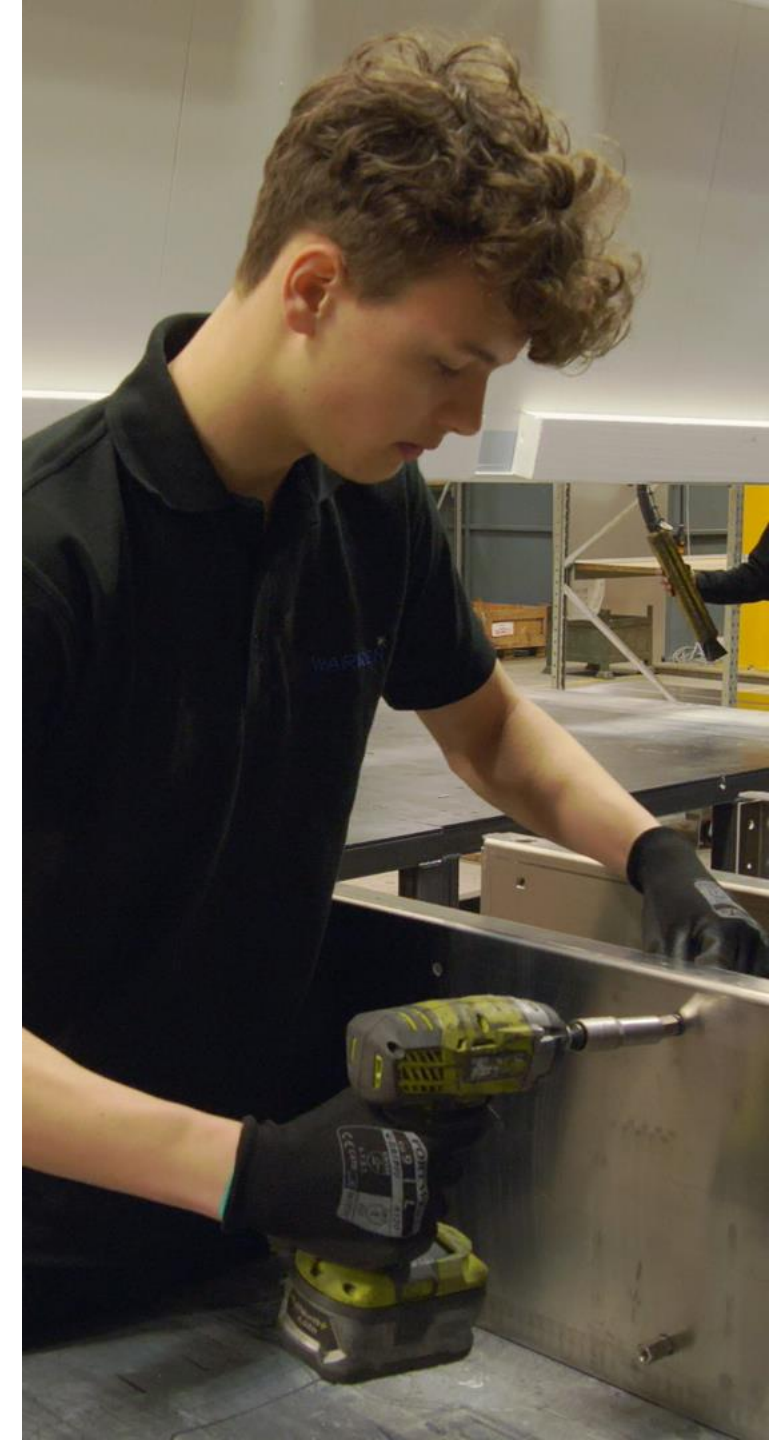


***SUPPORTING
STUDENTS WITH
SPECIAL
EDUCATIONAL
NEEDS OR
DISABILITIES***



Special Educational Needs and Disabilities

- Supporting the education of an individual in a way that addresses their individual needs
- With the right support and the right job, young people who want to work, can work



*What are the risks for employers if we **don't** provide opportunities for students with SEND?*

- Miss out on potential talent for our organisations
- Lack a range of perspectives for our own products, services and workplace
- Not demonstrating a strategy that gives everyone an equal chance

Leading to....

... Young people with SEND being less able to make the full and active contribution to society they want to make.



INTERVIEW WITH

BISHOP BURTON
 *College*

What support might students' need?

***I need help to
get to and from
work***

***I have a mentor when I'm in the
classroom who would need to join
me in the workplace***

***The equipment I need
to work with may
need to be adapted
for me to use it***

***There may be health and
safety risks for me in the
workplace, over and above the
risks to other students***

Practical ideas

Set clear expectations together for work, such as punctuality, reliability, dress code

Build up hours over the initial period of the placement

A member of the college/ school team is present during the early stages of the placement

Student visits the workplace before the placement starts to develop familiarity and confidence

As with any student, be sensitive to signs of anxiety or nerves. This may be the first time they've been in a workplace with adults.

With the student's agreement, speak with parents or carers. They will be an enormous support for you and the student.

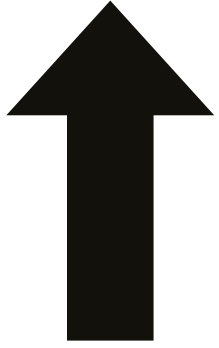
Developing a genuine partnership between employer, provider and family

Open and honest dialogue is key to identifying:

- Workplace risk
- Support with adjustments to equipment
- Travelling to and from work
- Independent mentor
- Job coach
- A link with the parent/ carer

Where do you see the:

- Opportunities for your organisation?
- Barriers that you would need to overcome to make this a reality?



PANEL Q&A



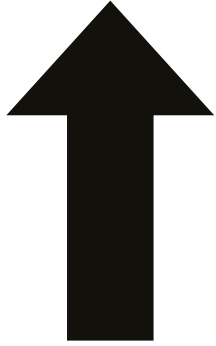
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POLL ***Based on what you have heard about industry placements:***

- 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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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.

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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