



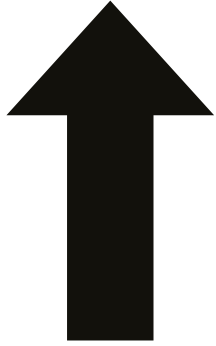
***HOW MIGHT INDUSTRY PLACEMENTS
WORK FOR YOUR SCIENCE ROLES?***

22 February 2022

TL



HM Government



WELCOME

In partnership with



TODAY'S TEAM



Kelly Goudge
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SDN



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Panellist and guest speaker

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Simon Peek
Panellist

Industry Placement Policy
Team

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WEBINAR FORMAT

Broadcast

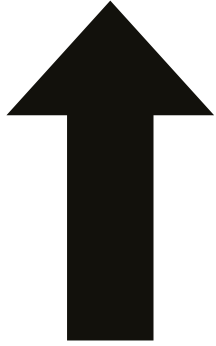
Your microphone will be muted

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?



TL

THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE

A LEVELS

Subject-based qualifications

two years at local college or school

No placement / training element

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

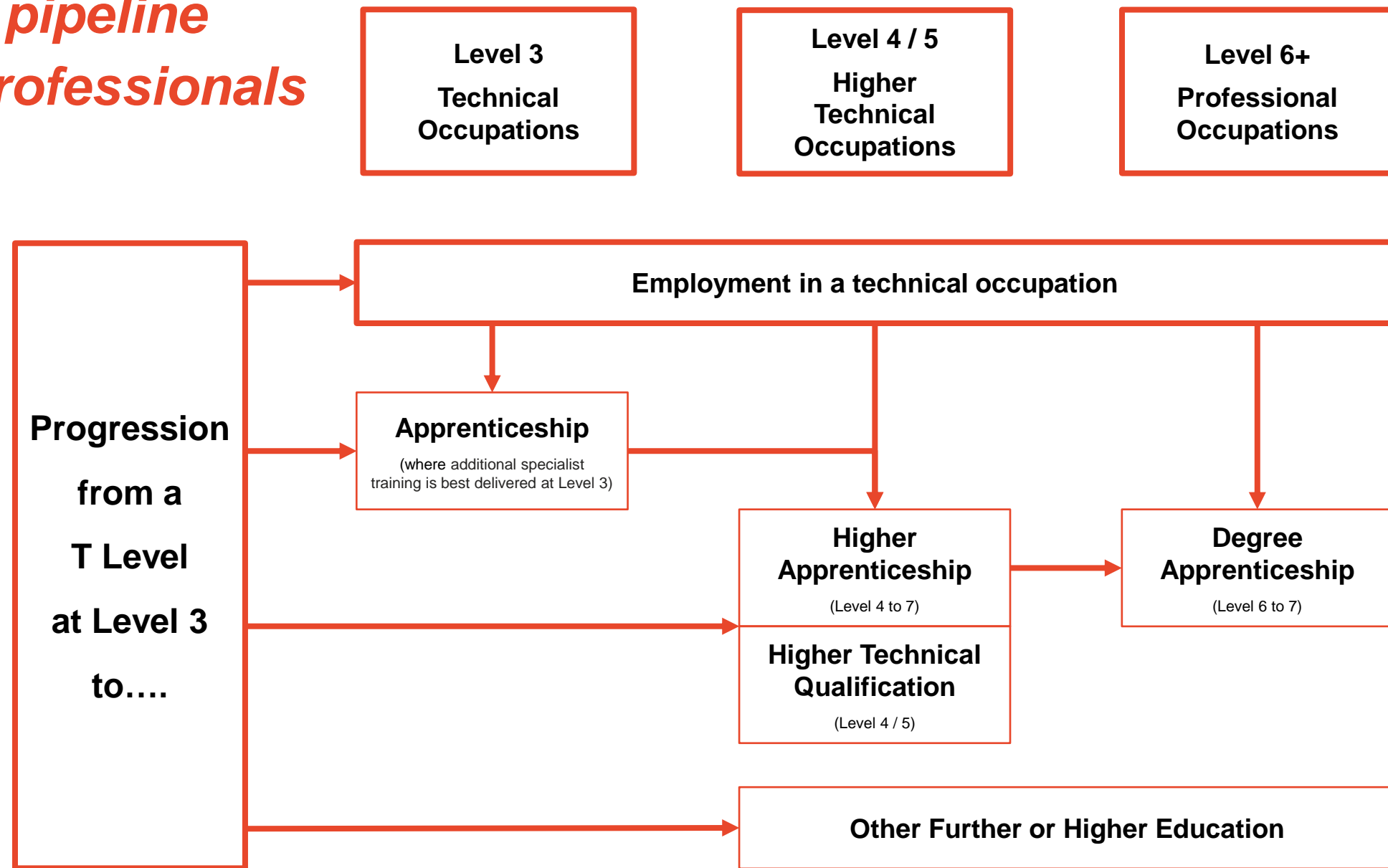
- Accounting
- Design, development for engineering and manufacturing
- Engineering, manufacturing processing and control
- Finance
- Maintenance, installation and repair for engineering and construction
- Management and administration

AUTUMN 2023

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

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


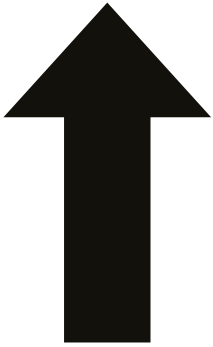

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

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 average 350 hours** (approx. 45 working days)
- **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

EXAMPLES OF SUITABLE INDUSTRY PLACEMENT TASKS

DATA ANALYST

- Data mining, collection, formatting and saving datasets
- Merge datasets from multiple sources for advanced analysis
- Clean data, find faults, and test data integrity
- Use data analysis tools and basic statistical techniques to identify trends and patterns

WEBSITE DESIGNER

- Interpret website designs and conduct internet to find content
- Review branding, interface design and user experience
- Create website user acceptance testing plans and templates
- Analyse and present website traffic data using analytics

IT HELP DESK TEAM MEMBER

- Respond to user hardware and software issues and faults
- Troubleshooting and practical problem solving
- Provide simple technical briefings to staff on new technology
- Record user support interventions, outcomes and feedback
- Set up and maintain devices, testing network connections and security

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

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

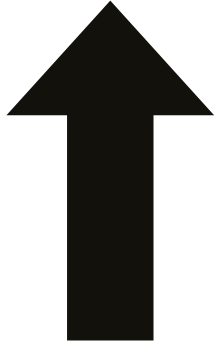
- Temporary flexibilities for 2020 & 2021 cohort students

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



***INDUSTRY
PLACEMENTS
MODELS AND
OPTIONS***



WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

MODEL	When this model might work	Example roles
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	Hospital pharmacy
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	University science lab
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	Dental care

Hot Topics

for science industry placements

**How learners be able to access
our systems and confidential
data in order to meet the needs
of their placements?**


Hot Topics

for science industry placements

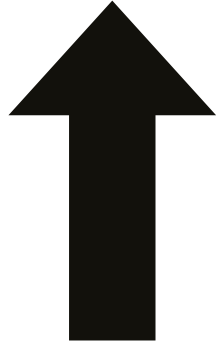
Will learners have sufficient occupational understanding in order to be productive on placements right from the outset?

Hot Topics

for science industry placements



How will placement students be employable and how might the placement timing be nuanced to allow learners to be 'ready to go' in a job offer?



INTERVIEW WITH
UNIVERSITY OF
SALFORD



University of
Salford
MANCHESTER



Making it Happen

See a bigger picture

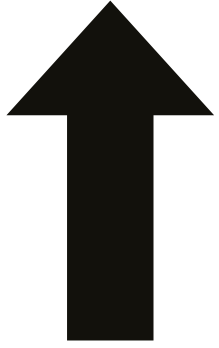
Industry placements can be a powerful tool in managing a talent pipeline into the various occupations in the Science disciplines

Making it Happen

Careers

Young people are often surprised at the variety of careers in Science

If they don't know, they can't make positive choices



PANEL Q&A

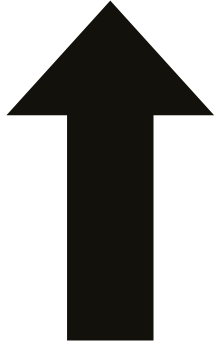


POLL ***Based on what you have heard about industry placements:***

- 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*
- 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/>



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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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