



***INDUSTRY PLACEMENTS  
CONSTRUCTION***

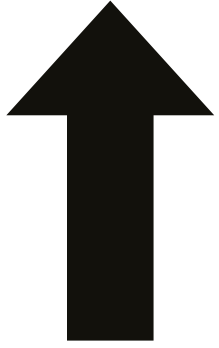
***24 February 2022***



**TL**



HM Government



*WELCOME*



*TL*

# TODAY'S TEAM



**Kelly Goudge**  
Webinar Host

Events Manager  
SDN



**Chris Cherry**  
Webinar Presenter

Industry Placement Team  
SDN



**Natalie Sidey**  
Employer Panellist

Social Value Manager  
Willmott Dixon

# ***WEBINAR FORMAT***

## **Broadcast**

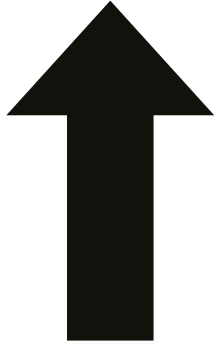
**Your microphone will be muted**

**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

## 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

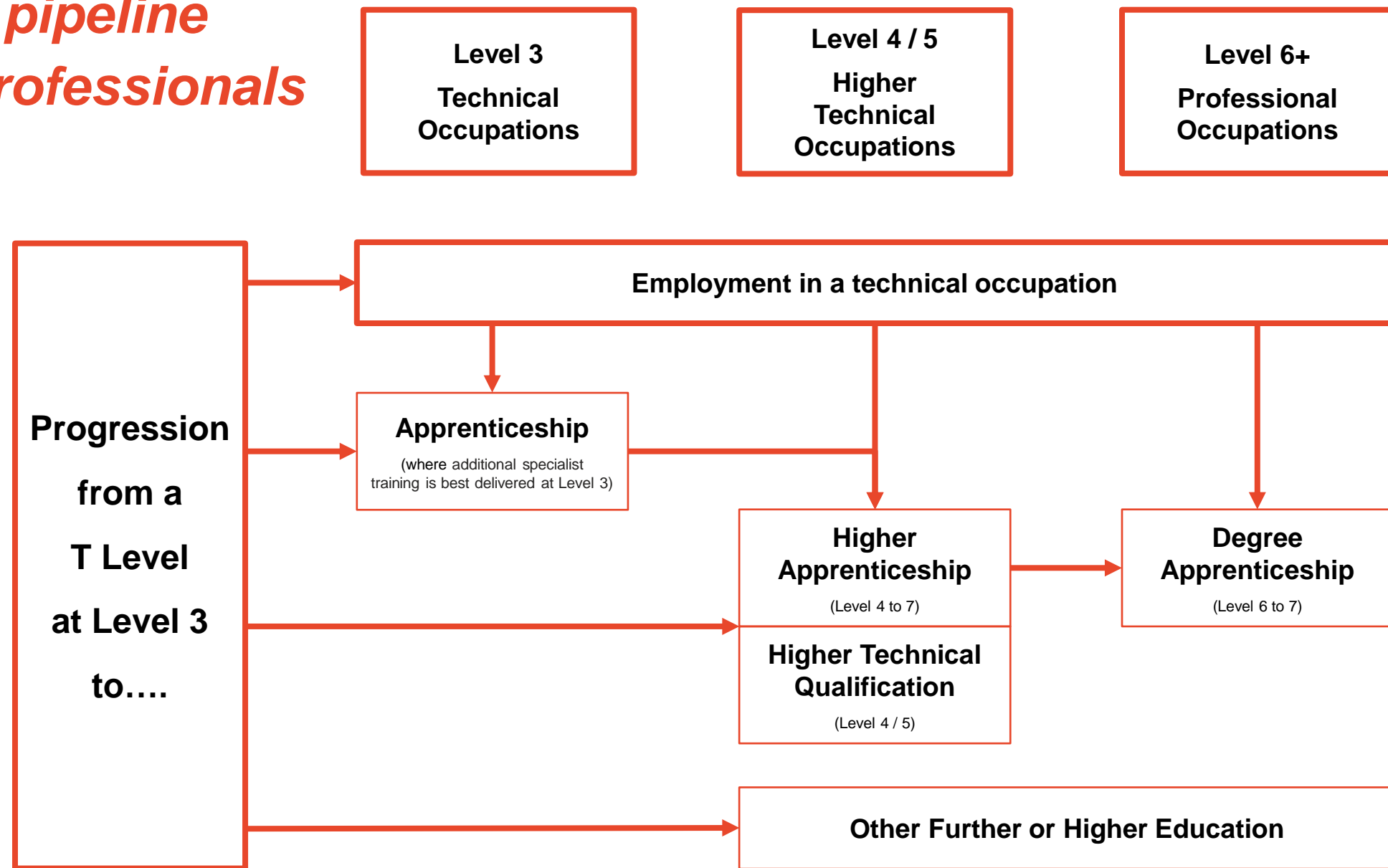
### AUTUMN 2021

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

# 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**

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



# *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 31<sup>st</sup> 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

# ***Hot Topics***

## ***for construction Industry placements***

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

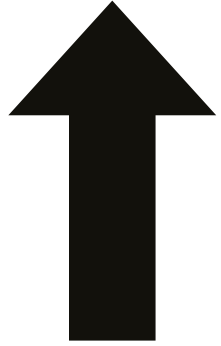
**The resources needed to recruit, set up, manage, oversee and evaluate placements**

# ***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?**



***NATALIE SIDEY***



***WILLMOTT DIXON***



**WILLMOTT DIXON**

**SINCE 1852**



**TL**

# ***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**

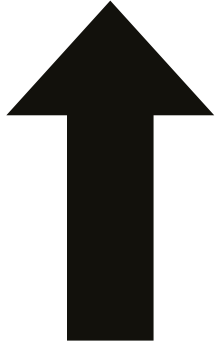
Concerns about health and safety, safeguarding and regulation are solvable and can be accommodated

# ***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



# *PANEL Q&A*



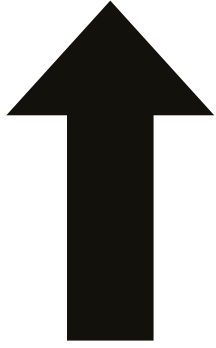
*TL*

***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***



***TL***



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

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

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 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.

# 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](http://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.

TL

