



***INDUSTRY PLACEMENTS
CONSTRUCTION***

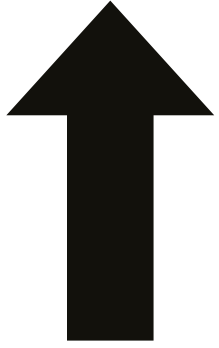
2 February 2023



TL



HM Government



WELCOME



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TODAY'S TEAM



Jemma Froggitt
Webinar Host

Professional
Development Executive
SDN



Chris Cherry
Webinar Presenter

Industry Placement Team
SDN



Philip Eves FRICS
Employer Panellist

Education coordinator
BAM Construction
Midlands Limited

WEBINAR FORMAT

Broadcast

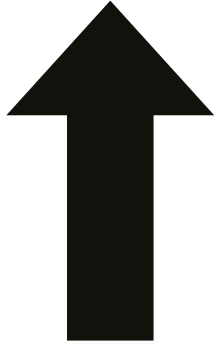
Your microphone will be muted

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 Interview with Phil Eves / 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

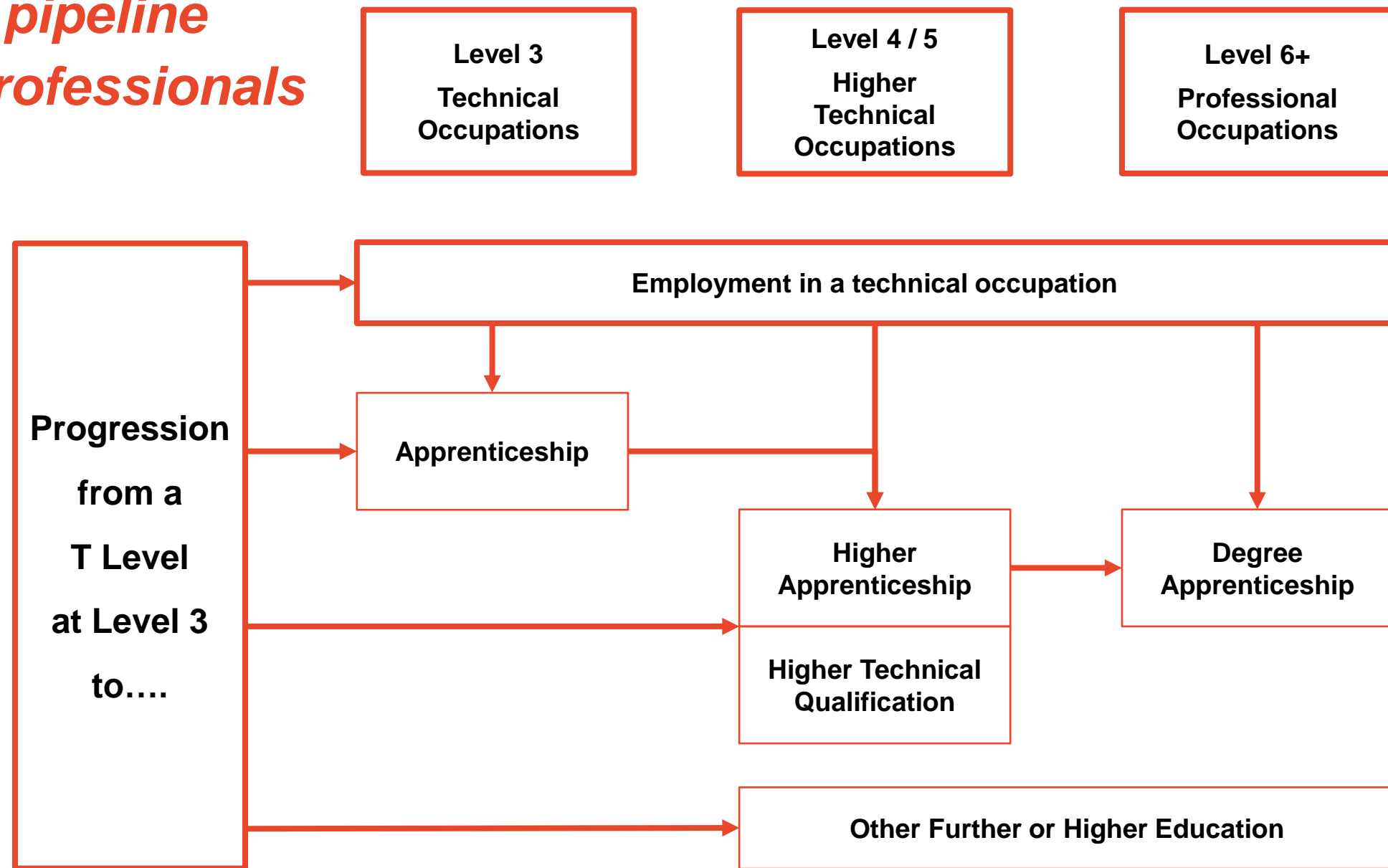
INDUSTRY PLACEMENT

WHICH CONSTRUCTION T LEVELS ARE LIVE?

- Building Services Engineering for Construction
- Design, Surveying and Planning for Construction
- Onsite Construction

WHAT FOLLOWS T LEVELS?

Building your pipeline of technical professionals



Delivery approaches: all T Levels

**WORK TASTER
ACTIVITIES**

**SMALL TEAM
PROJECTS (UP
TO 1/3RD)**

**PATHWAY
PLACEMENTS**



**PART TIME WORK
RELATED TO
PATHWAY**

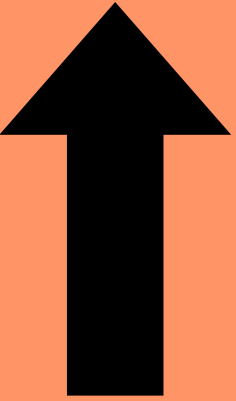
**UP TO 2
EMPLOYERS**

**SUPPLY CHAIN +
EMPLOYER
NETWORKS (+2
EMPLOYERS)**



**SPECIAL
EDUCATIONAL
NEEDS AND
DISABILITY**

**YOUTH
OFFENDERS
INSTITUTION**



Delivery approaches: specific T Levels

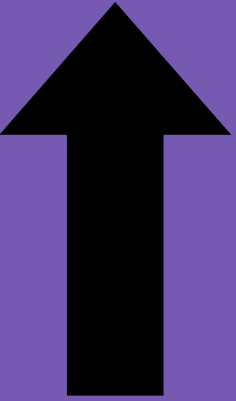
***ROUTE LEVEL
PLACEMENTS***



***SKILLS HUB/
EMPLOYER
TRAINING
CENTRES***



***HYBRID
PLACEMENTS***



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


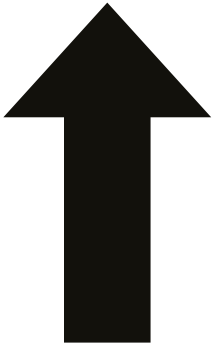

- Building services engineering for construction
- Digital business services
- Digital support services
- Health
- Healthcare science
- Onsite construction
- Science

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)

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?



***INDUSTRY
PLACEMENTS
MODELS AND
OPTIONS***



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**WON'T WE BE EXPOSING
BUSINESS-CRITICAL
SYSTEMS?**

**DOES THE PLACEMENT HAVE
TO BE COMPLETELY IN
PERSON?**

***WHAT ARE EMPLOYERS
ASKING ABOUT INDUSTRY PLACEMENTS?***

**WHAT IF I HAVE TO PAY FOR
EXTRA SPACE AND
EQUIPMENT FOR A
PLACEMENT STUDENT?**

**WHAT IF WE OPERATE
OUTSIDE OF NORMAL
WORKING HOURS?**

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

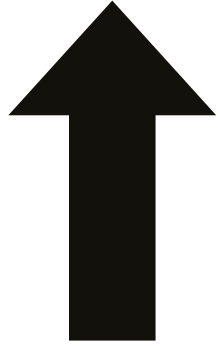
Concerns about health and safety, safeguarding and regulation are solvable and can be accommodated

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



INTERVIEWS WITH...



*BAM
CONSTRUCTION*




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PHIL TALKS ABOUT...

- **HOW TO WORK WITH SCHOOLS AND COLLEGES**
- **BRINGING THROUGH THE NEXT GENERATION**
- **THE BENEFITS OF T LEVELS**





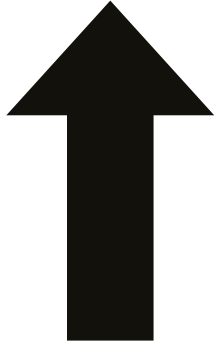


What areas of your organisation could a learner accept increased responsibility as they develop?

Would a placement introduce new ways of working in your workplace?

Can you see the range of opportunities for real work in your organisation?

What are the possibilities of real work and real projects for learners in your organisation?



***QUESTIONS
AND
COMMENTS***



JASON AND HARBINDER TALK ABOUT...

- **MENTORING**



ROB TALKS ABOUT...

- **SITE SUPERVISION AND BRINGING IN A STUDENT**




ANDY TALKS ABOUT...

- **HOW EMPLOYERS HELP DELIVER THE T LEVEL PROGRAMME**

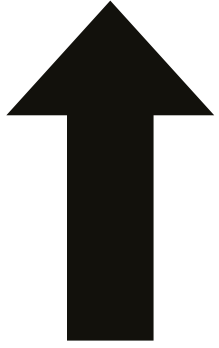






Would you value the potential for development of other staff in your teams when working with a placement learner?

Would your organisation be able to provide the environment to support skills and experience development?



***QUESTIONS
AND
COMMENTS***





ZAHANA TALKS ABOUT...

- THE REAL WORLD OF WORK***
- WHY SHE LOVES CONSTRUCTION***



DAN TALKS ABOUT...

- **WORKING IN PARTNERSHIP**



MARCUS TALKS ABOUT...

- **BRINGING NEW PEOPLE INTO A CAREER STRUCTURE**





SERENA TALKS ABOUT...

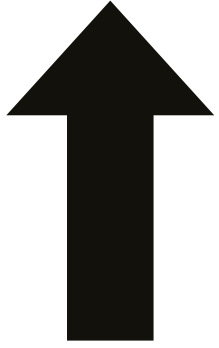
- ***WHY SHE CHOSE T LEVELS***
- ***THE REAL WORLD OF WORK***
- ***WHY SHE LOVES CONSTRUCTION***
- ***HOW HER PLACEMENT HELPS LEARNING***

How would you approach embedding learning in the workplace?

Would you feel able to provide an environment to bring in a new learner as part of one of your teams?

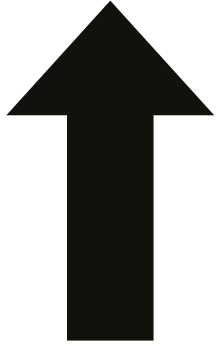
Can you think of opportunities for digital placements that could expand a learner's understanding of the workplace?

Which areas in your organisation might be suitable for a digital role placement?



***QUESTIONS
AND
COMMENTS***





PHILIP EVES

***EDUCATION
COORDINATOR
BAM CONSTRUCTION
MIDLANDS LIMITED***

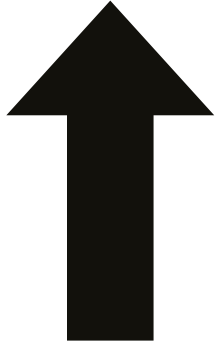


POLL ***Based on what you have heard about industry placements:***

- 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



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<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 text '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 located below the navigation bar. The main heading is 'T Levels and industry placement support for employers'. The page is divided into six sections, each with a representative image, a title, and a brief description:

- 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.

Early access
to the brightest talent

Shape the future
of your industry

5 simple steps

[Find out how industry placements work](#)

Partner with a school or college

Search for providers

See schools and colleges near you.

Search

Invite providers to contact you

Leave your details for them to get in touch.

Register your interest

▶ [Looking for providers in more than one location?](#)



[About T Levels and industry placements](#)

What industry placements



[Plan industry placements](#)

Guidance to help you plan,



[During industry placements](#)

How to work with



[Business benefits and case studies](#)

Discover the benefits of

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

Register an interest in T Levels and industry placements

Enter your details into our online form and we will share your interest in T Levels and industry placements with registered T Level schools and colleges for 12 weeks.

If a provider would like to speak to you about an industry placement or other T Level opportunity, they can contact you using the details you provide.

The form takes about 5 minutes to complete.

This form is only for employers with a single business location. If your organisation has multiple locations and you'd like to register an interest in T Levels and industry placements, [contact us](#)

Register an interest

More about T Levels and industry placements

[What are T Levels?](#)

[What are industry placements?](#)

[How industry placements work](#)



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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