# INDUSTRY PLACEMENTS

*Webinar* 29 July 2021







# WELCOME



# TODAY'S TEAM



Colin Bentwood
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# **Broadcast**

Your microphone will be muted

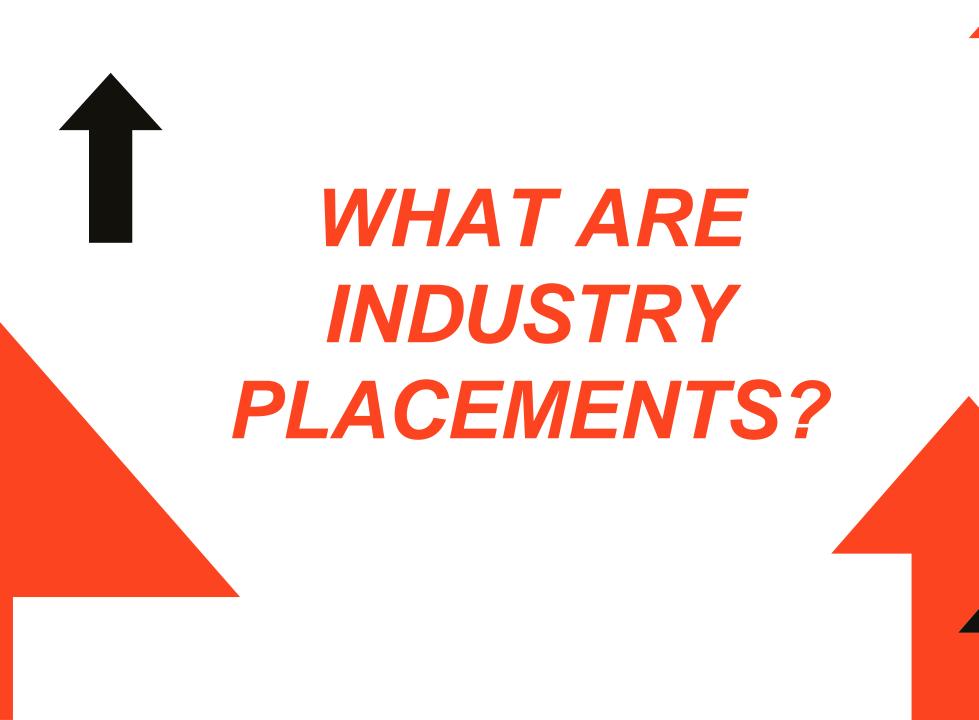
Use the Q&A function for questions

Feel free to use the chat box

# **AGENDA**

- 1. What are industry placements and T Levels
- 2. Update from The Department for Education
- 3. The value of industry placements
- 4. Panel Q&A

5. What support is available and next steps



# WHAT ARE INDUSTRY PLACEMENTS?

 Time spent by a 16-19 year old student learning and working in an organisation

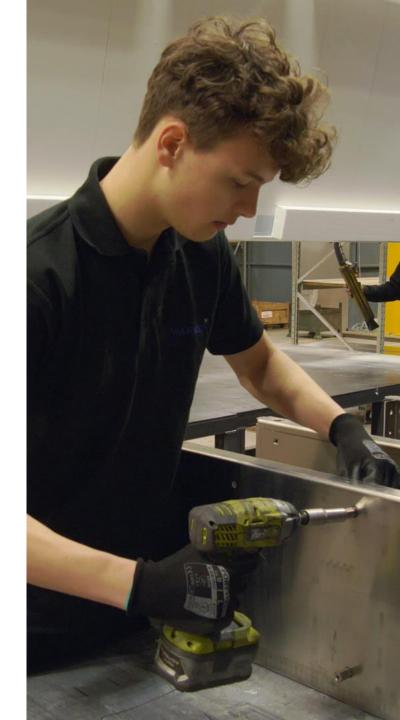
 In a real environment – with an employer, making a meaningful contribution to the organisation

Minimum of 315 hours and averaging 350 hours (approx.
 45 working days)

 Occupationally-specific – developing students' practical and technical skills

# WHAT DO INDUSTRY PLACEMENTS EMPLOYERS 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



### WHICH PLACEMENT MODELS MIGHT WORK FOR YOU?

#### MODEL

## When this model might work

## **Example role**

# DAY RELEASE

- Where a regular, steady pattern may suit the business
- Where repeated tasks may need doing e.g. weekly
- Where supervision time may need spreading

IT Support Team member

#### **BLOCK**

- Works well for seasonal occupations
- Where there may be high levels of demand at times
- For project-based assignments / working patterns

Coding and software engineering

#### **MIXED**

- Works well for those with unpredictable workflows
- Where work may be part-seasonal
- Where it makes sense to cover induction as a block, then moving to day release afterwards

Social media campaign

# WHY OFFER AN INDUSTRY PLACEMENT?



Talent pipeline for the future

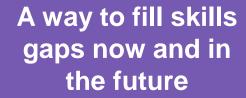




Good for your reputation



Fresh ideas from the next generation





A chance for staff to develop supervisory and mentoring skill





Build a more diverse workforce



Improve the profile of your business

# Industry placement incentive scheme for employers

£1,000 incentive for each placement offered

Open to employers regardless of size

No restrictions on what employers can spend it on

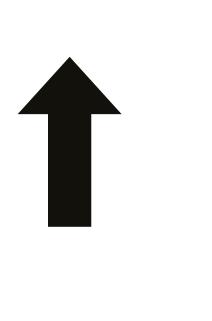
# Eligibility and payment

- Payments will not be backdated but if employers offer an additional place, that would 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

# **POLL**

# Which of these have you had in your organisation?

- \* industry placements
- \* work experience
- \* apprenticeships
- \* traineeships
- \* internships



# WHAT ARE TLEVELS?



# THREE EDUCATION AND TRAINING OPTIONS, POST-GCSE

#### **A LEVELS**

Subject-based qualifications

two years at local college or school

## **TLEVELS**

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



SIMON PEEK
DEPARTMENT FOR EDUCATION

T LEVEL DELIVERY
POLICY TEAM



Independent Panel on Technical Education advised Ministers on improving the quality of technical education in England. They found a compelling case for change and recommended comprehensive reform:

- The development of 15 technical routes, encompassing all employment-based and college-based training
- The development of new flagship technical education programmes (T Levels) to be delivered through exclusive license
- A radical streamlining of existing technical qualifications, aiming to simplify the system for students and employers

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## RESPONDING TO THE CHALLENGES - FLEXIBILITIES

- > Allowing 2 employers to deliver the placement
- Placements recorded in hours
- Occupationally relevant work taster time counts
- Occupationally relevant part time work counts
- > Route specific flexibilities

## RESPONDING TO THE CHALLENGES - SUPPORT

- Industry Placements Delivery and Student Guides
- Referral and Matching Service delivered by the National Apprenticeship Service (NAS)
- Employer Support Package
- > £7m Employer Support Fund Pilot
- Civil Service and Public Sector

## **INDUSTRY PLACEMENTS AND COVID-19**

Implemented temporary flexibilities

- No further flexibilities yet preserving quality critical
- But are exploring contingency options and additional support:
  - ✓ Re-focussing resource to provide dedicated support for 20/21 & 21/22
  - ✓ Redoubling efforts to lever more placements across the public sector
  - Placement Incentive Fund



# THE VALUE OF INDUSTRY PLACEMENTS



# THE VALUE OF INDUSTRY PLACEMENTS

Developing a pipeline of diverse talent

Insights and skills for young people



Building strong links between education and the workplace





# Interview with Wendy Belfield Commercial Director





# PANEL Q&A



# **POLL**

Based on what you have heard about industry placements, are you likely to:

- \* offer industry placements (in the next 12 months)
- \* explore industry placements further (in the next 12 months)
- \* not for us now, we need longer to think about them



# NEXT STEPS AND SUPPORT





# SUPPORT

Delivered by:



with support from:

























# https://employers.tlevels.gov.uk/

 Tools, resources and case studies

 Book workshops and webinars

 Access hands-on support

do 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.



#### **During industry placements**

How to work with students while they are on a placement, and end-ofplacement reviews.



#### **Business benefits**

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



#### Skill areas and case studies

Discover the skill areas that industry placements cover and find out what placement students can offer.



#### Plan industry placements

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



#### 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





# THANK YOU

# https://employers.tlevels.gov.uk/

### 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 <a href="https://www.tlevels.gov.uk">www.tlevels.gov.uk</a>. 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.

