



***T LEVEL EMPLOYER
SUPPORT CONFERENCE***

3 March 2023



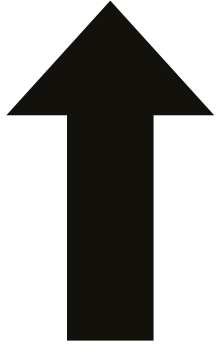
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AGENDA

The T Level story and what's next <i>Simon Peek, Policy Lead at the Department for Education</i>	10:40
T Levels experiences in the North East LEP area <i>North East Local Enterprise Partnership and Gateshead College</i>	11:00
Break	11:30
Table discussions focusing on your experiences of industry placements	12:00
Lunch	13:00
First-hand accounts of implementing industry placements <i>Employer panel with questions and answers</i>	14:00
Reflections on the day and Support for industry placements	14:30
Close at 3pm and networking	15:00



WELCOME

COLIN BENTWOOD
MANAGING DIRECTOR





KEYNOTE

THE T LEVEL STORY SO FAR...

SIMON PEEK

***T LEVEL INDUSTRY PLACEMENTS
POLICY LEAD***

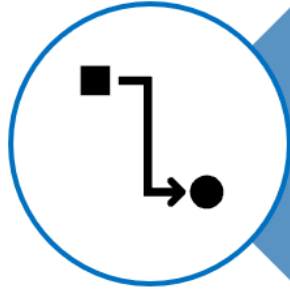


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WHY ARE T LEVELS BEING INTRODUCED?



Simplicity

Part of a wider Technical Education Reform to streamline the ~12,000 courses available post GCSE



Productivity

High quality course content designed by over 250 employers in order to meet the needs of industry and close skills gaps



Progression

Allows student the opportunity to be more socially mobile by progressing into skilled employment, higher apprenticeship or higher education.

More Info?

[T Level Development Panel Memberships](#)

[T Level UCAS Points](#)

WHAT IS A T LEVEL?



- New :** Launched in September 2020
- Level 3 :** Post GCSE 16-19 year olds
- Two Years :** Equivalent to three A Levels in UCAS points
- Blended :** Mix of classroom learning and on the job experience
- Employer-led :** Designed with employers and based on same occupational standards as Apprenticeships

More Info?

[The Introduction of T Levels government website page](#)

[The landing page of T Levels Campaign site, where you can view the student and employer facing sites](#)

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



WHAT ARE INDUSTRY PLACEMENTS?



Real industry experience- learning and working in a business external to education provider, making meaningful contributions to an organisation



Minimum of 315 hours (approx. 45 working days)



Occupationally-specific – developing practical and technical skills in the T Level that the student is taking



No legal requirement or expectation for industry placements students to be paid – but employers can choose to if they wish.



For all T Level students and for the development of students on other vocational programme (CDF)

WHAT T LEVELS WILL THERE BE?



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 & the built environment
- 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 COMES AFTER A T LEVEL?



A LEVELS

Subject-based qualifications

two years at college or school

No placement / training element

T LEVELS

2-year technical programmes at local colleges, schools, training providers
80% knowledge and skills
20% on 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

WHY OFFER AN INDUSTRY PLACEMENT?

SMARTER RECRUITMENT

↑ A SOLUTION FOR ENTRY-LEVEL JOBS

Industry placements are an ideal solution for entry-level skills. They can help you build a pipeline of talent for junior positions or apprenticeships.



↑ COST-EFFECTIVE CHANNEL FOR RECRUITMENT

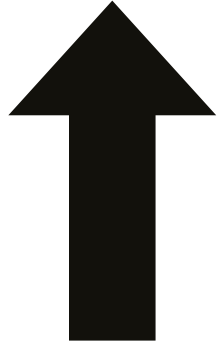
You can avoid many of the costs associated with recruitment by working with local colleges and schools to connect with young people who are deciding on their careers.



↑ DEVELOP YOUNG PEOPLE INTO YOUR INDUSTRY

Placements give you a chance to work alongside the next generation of workers entering your industry, making sure they develop the knowledge, attitude and practical skills to succeed.





T LEVELS EXPERIENCES IN THE NORTH EAST LEP AREA



KIM SMITH

TECHNICAL EDUCATION AND ENTERPRISE LEAD

North East
Local Enterprise Partnership



THE NORTH EAST LOCAL ENTERPRISE PARTNERSHIP' INTEREST IN T LEVELS

1. THE NORTH EAST STRATEGIC ECONOMIC PLAN:

- DELIVERING NORTH EAST AMBITION
- IMPROVING SKILLS PROGRESSION
- IMPROVING YOUTH EMPLOYMENT

2. BRIDGE THE GAP EDUCATION AND EMPLOYER NETWORKS

LESSONS LEARNT FROM T LEVEL PROGRAMS IN OTHER REGIONS

- Gatsby Charitable Foundation funds projects and programmes within Science and Technical Education
- Does a collaborative approach support the implementation of coherent planning of technical education at a local level?
- Local Areas Programmes: Greater Manchester, Lancashire, Liverpool, Sheffield and West Midlands
- Programme developed and implemented between 2018-2022

LESSONS LEARNT FROM T LEVEL PROGRAMS IN OTHER REGIONS

- Create a shared vision for implementing technical education at a local level
- Impartial, facilitation role
- Creation of 'routes ready' approaches
- Phased approach to collaboration – provider first, employers
- Embedding technical education pathways locally

LESSONS LEARNT FROM T LEVEL PROGRAMS IN OTHER REGIONS

- Sheffield City Region – work force development training
- Greater Manchester Combined Authority – buy in across all levels of providers
- West Midlands Combined Authority – working through existing business intermediaries
- Lancashire Local Enterprise Partnership – careers education focus

T LEVELS IN THE NORTH EAST LEP AREA

Routes/Years of delivery	2021/22	2022/23	2023/24	Total
Digital	5	6	20	31
Construction	3	5	12	20
Education & Childcare	5	7	16	28
Health & Science Route	5	6	16	27
Legal, Finance & Accounting	0	1	11	12
Business & Administration	0	4	14	18
Engineering & Manufacturing	0	8	19	27
Health & Beauty	0	0	8	8
Catering & Hosp	0	0	11	11
Creative & Design	0	0	8	8
Agriculture, Environ & Animal Care	0	0	3	3

T LEVEL CHALLENGES IN THE NORTH EAST

Stimulating Learner interest

- Dispelling myths
- Workforce development
- Promoting progression pathways
- Achieving consensus to avoid competition
- Transport

T LEVEL CHALLENGES IN THE NORTH EAST

Stimulating employer engagement

- Promoting a clear, consistent and comprehensive offer to business
- Securing industry placements at scale
- Removal of financial incentives

T LEVEL SUCCESS IN THE NORTH EAST

Creating a shared vision for implementing technical education at a local level

- Ensuring consistent approaches and messages across education and enterprise network
- T-levels are not exclusive – promoting the entry and progression routes e.g. apprenticeships and higher technical qualification through the Institute of Technology

T LEVEL SUCCESS IN THE NORTH EAST

**Phased approach to collaboration, provider first,
employers and Creation of 'routes ready' approaches**

- Provider collaboration not competition
- Employers are interested in the detail
- Employers identified high value projects and value added opportunities across wider business
- Stronger partnerships through recognition of mutual benefits



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T LEVEL SUCCESS IN THE NORTH EAST

Impartial, facilitation role

- Delivered 15 business events
- Secured funding to test employer approaches
- Connected Providers to employers

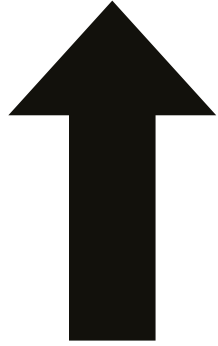
T LEVEL SUCCESS IN THE NORTH EAST

Embedding technical education pathways locally

- Education workforce development training
- Higher education progression pathways



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T LEVELS EXPERIENCES IN THE NORTH EAST LEP AREA



KEVIN MARSTON
ASSISTANT PRINCIPAL



T LEVELS THROUGH THE PROVIDER LENS

- Early employer engagement
- Significant capital investment
- Range of industry placement models
- Regular contact



***EMPLOYER BENEFITS OF HOSTING
INDUSTRY PLACEMENTS***

AVAILABLE SUPPORT



If you are interested in supporting T-levels please visit the following:

[T Level placements - North East Ambition](#)

Please also email goodcareers@nelep.co.uk to enquire about how you can support



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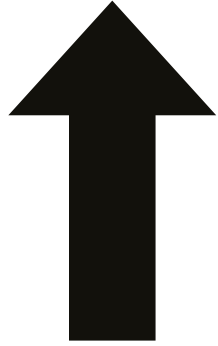
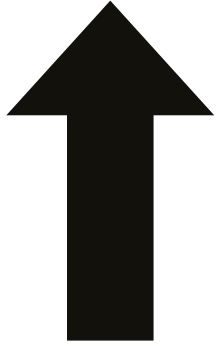


TABLE DISCUSSIONS



SIMON SHAW
STRATEGIC ASSOCIATE



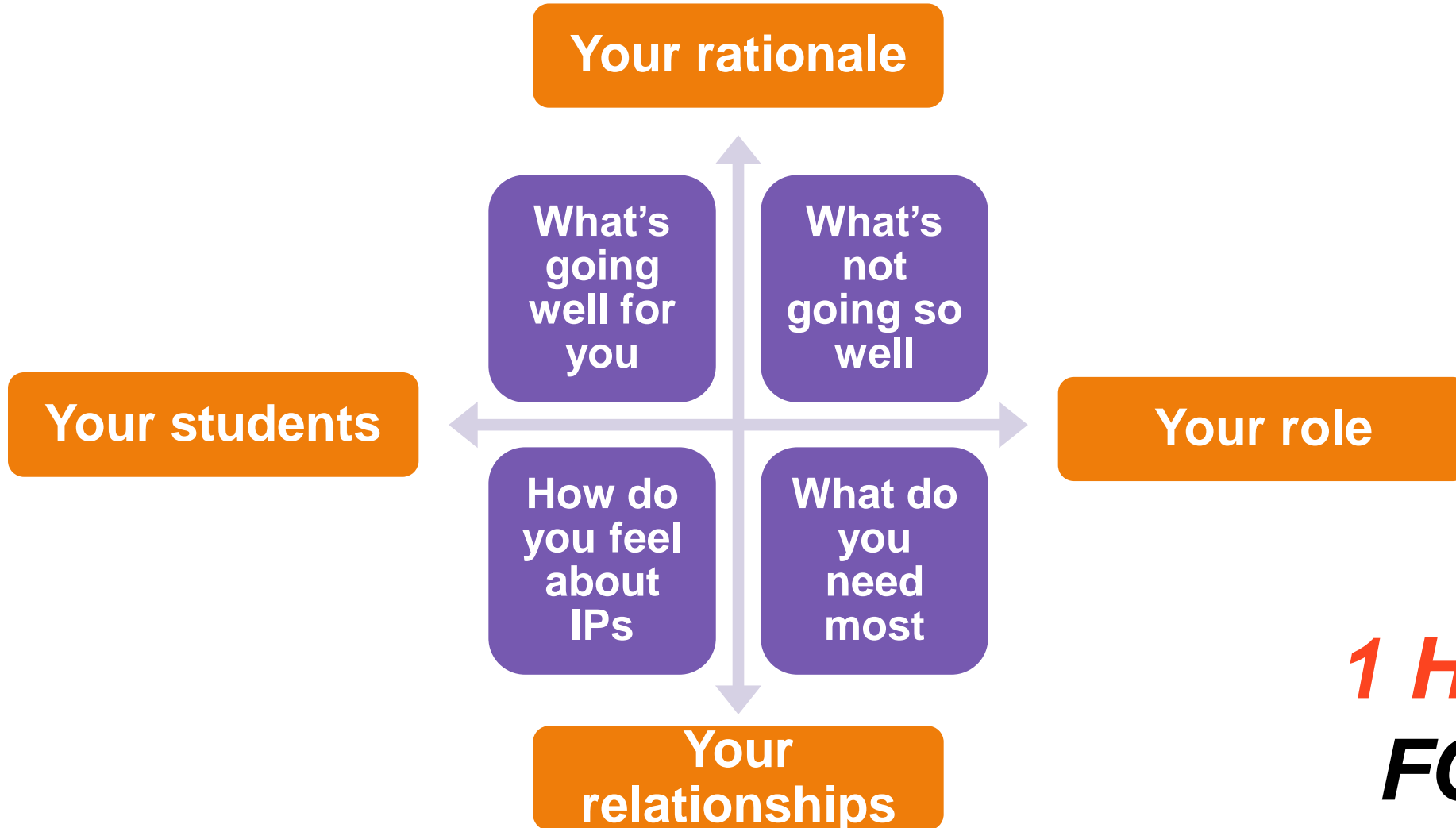


COFFEE BREAK

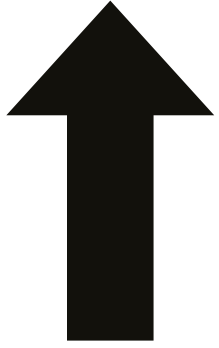


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TABLE DISCUSSIONS



1 HOUR
FOUR
TOPICS



LUNCH



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FIRST-HAND ACCOUNTS OF INDUSTRY PLACEMENTS

*EMPLOYER PANEL
WITH QUESTIONS AND ANSWERS*

LOUISE DOYLE

STRATEGIC ASSOCIATE

FOUNDER



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TODAY'S PANEL



Rob Dodds

**Unipres Training
Academy**



Ian Betsho

**Fujifilms Diosynth
Biotechnologies**



Graeme Hurst

**Sunderland City
Council**



***REFLECTIONS AND
THEMES FROM
TABLE DISCUSSIONS***

SIMON SHAW

THEME : WHAT'S GOING WELL

- **Employers and providers work well in partnership – planning**
- **They know how placement help students**
- **Flexibilities well targeted to reducing barriers**
- **The journey – work taster-skills hub-supply chain**
- **Tutors know their students really well and support employers with them**
- **Students love being so close to work**

THEME : WHAT'S NOT GOING SO WELL

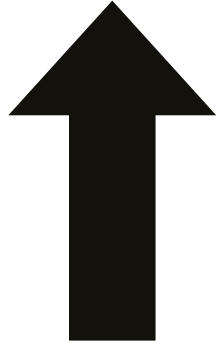
- **Not enough students yet**
- **Not enough placements yet**
- **Students not always prepared for placements**
- **Capacity to supervise and mentor students**
- **Finding the right provider**

THEME : WHAT'S NEEDED MOST

- **Co-ordination of IPs within and between employers**
- **More help to define placement job roles and job descriptions**
- **More clarity around roles and responsibilities between employers and providers**
- **How to adapt to having students in the work environment**
- **Understanding of employer support fund – what can it be used for?**

THEME : HOW DO PEOPLE FEEL

- **Positive!**
- **T Levels can really meet employers' needs ...**
- **... and are great for young people**
- **Communication is vital**



SUPPORT FOR EMPLOYERS

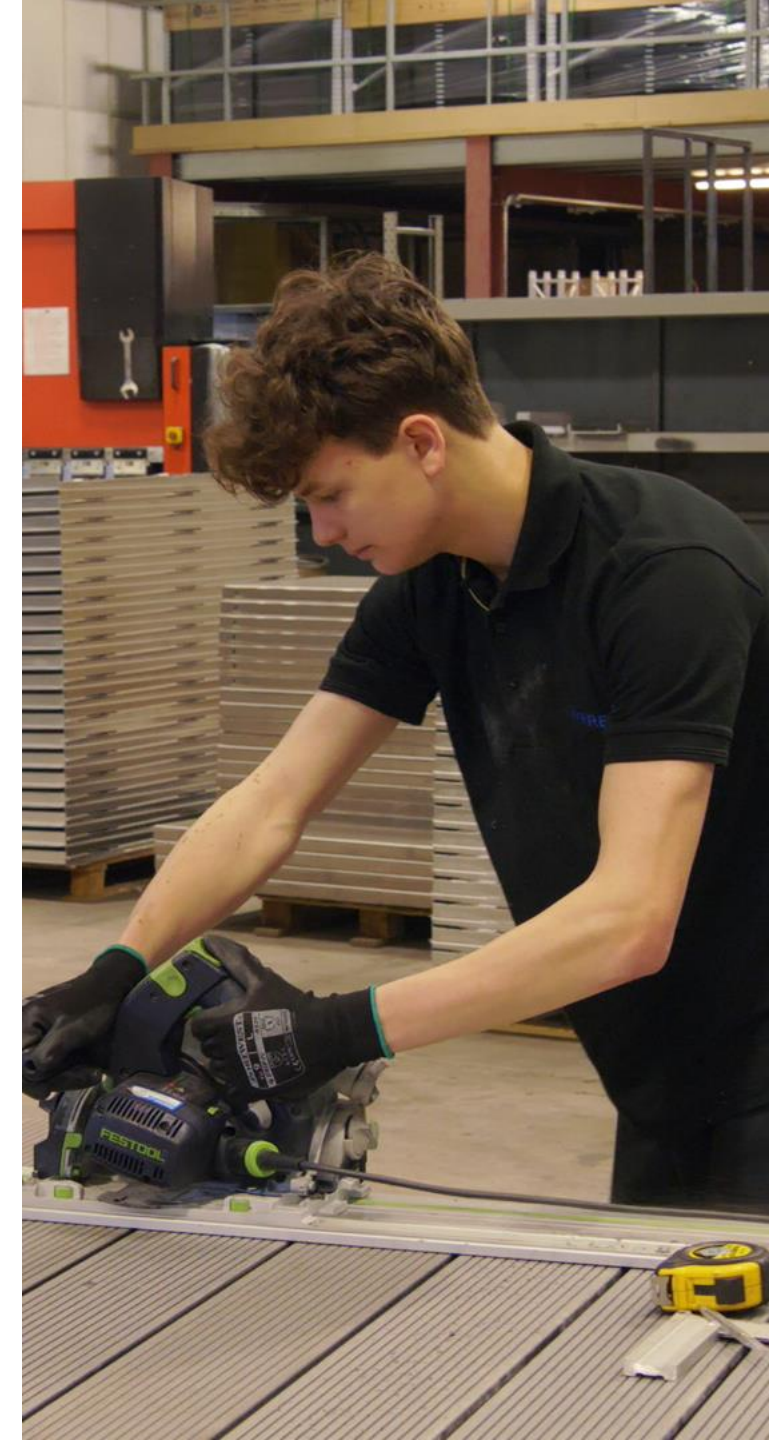
COLIN BENTWOOD



employers.tlevels.gov.uk/



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GETTING STARTED

Downloadable resources

What are T Levels?

What are Industry Placements?

How can they work for you?

Hear from others:

- Employers
- Students
- Providers

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GOV.UK

T Levels and industry placement support for employers

GIVE FEEDBACK This is a new service - [help us to improve it](#)

[Home](#)

About T Levels and industry placements

What are T Levels?

T Levels are a new qualification for students aged 16 to 19 in England who've finished GCSEs.

[Find out more](#)



About industry placements

[What are T Levels?](#)

[What are industry placements?](#)

[T Level subjects](#)

[Work taster activities](#)

[Becoming a T Level ambassador](#)

[Industry placements myth-busting](#)

Getting started with industry placements

[Tailored support sessions for employers](#)

[Which T Levels could be relevant to my organisation?](#)

[How sole traders, micro businesses or freelancers can get involved in industry placements](#)

PLAN YOUR PLACEMENT

Downloadable resources

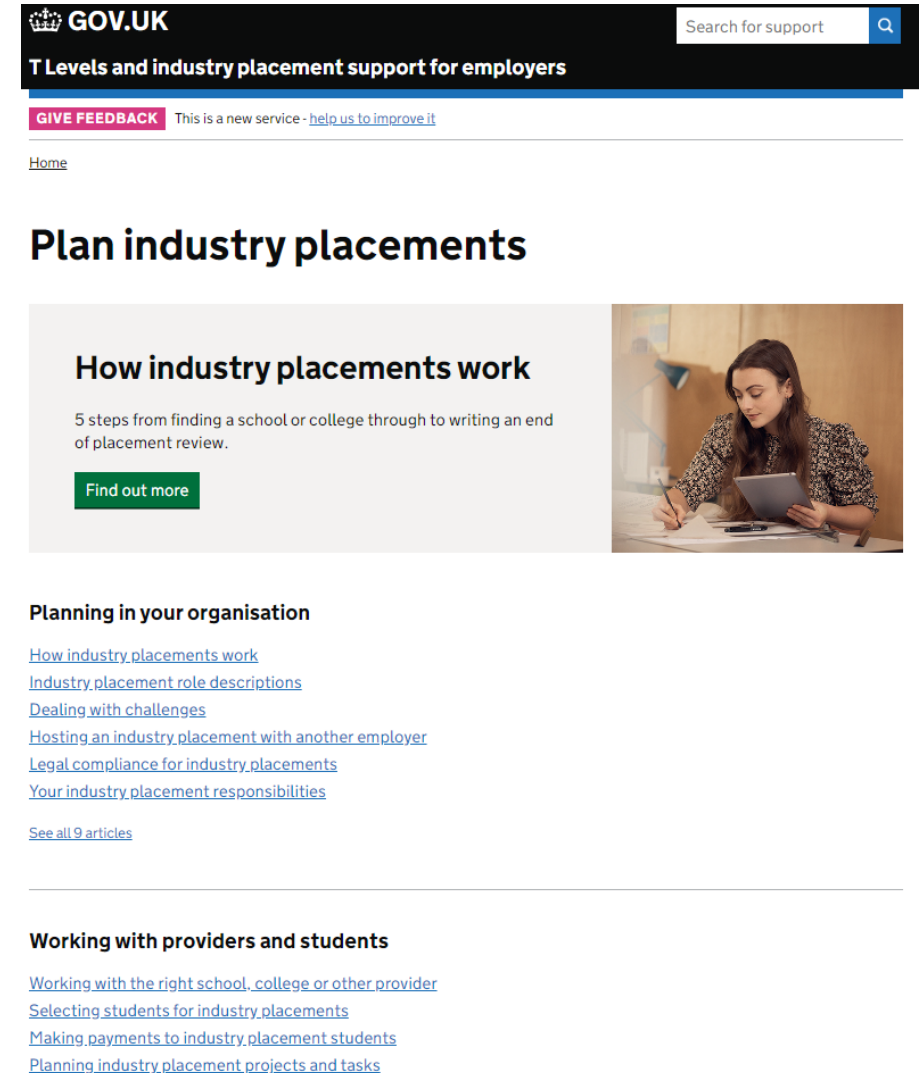
The case for industry placements

Planning industry placement content

Are we ready to offer industry placements? Checklist and action plan

Final preparations checklist

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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 menu with a 'Home' link. The main heading is 'Plan industry placements'. A featured article titled 'How industry placements work' is highlighted, with a sub-heading '5 steps from finding a school or college through to writing an end of placement review.' and a green 'Find out more' button. To the right of the article is a photograph of a woman sitting at a desk, looking at a tablet. Below the featured article is a section titled 'Planning in your organisation' with several blue links: 'How industry placements work', 'Industry placement role descriptions', 'Dealing with challenges', 'Hosting an industry placement with another employer', 'Legal compliance for industry placements', and 'Your industry placement responsibilities'. A link 'See all 9 articles' is also present. At the bottom of the page is a section titled 'Working with providers and students' with blue links: 'Working with the right school, college or other provider', 'Selecting students for industry placements', 'Making payments to industry placement students', and 'Planning industry placement projects and tasks'.

DELIVERING YOUR PLACEMENT

Downloadable resources

Day 1 induction checklist

End-of-placement review
with the student

End-of-placement review
with the provider



The screenshot shows the GOV.UK website page for 'T Levels and industry placement support for employers'. The page features a search bar, a 'GIVE FEEDBACK' button, and a 'Home' link. The main content area is titled 'During industry placements' and includes a section for 'Effective mentoring for students' with a 'Find out more' button. Below this, there is a list of links for 'Supporting and managing students'.

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](#)

[Home](#)

During industry placements

Effective mentoring for students

A good mentor can make a huge difference to a student's experience. Discover our tips for industry placement mentors.

[Find out more](#)

Supporting and managing students

- [Effective mentoring for industry placement students](#)
- [Supporting students' health and wellbeing on placement](#)
- [Managing young people who are new to the workplace](#)
- [Helping students learn](#)
- [Mental health and industry placements](#)
- [Supporting industry placement students with special educational needs and disabilities](#)

CASE STUDIES

Videos

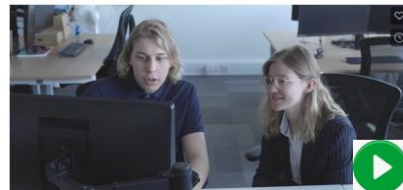
Benefits to employers

This video shows some of the ways in which employers benefit from offering industry placements to T Level students.



Benefits to staff

This video shows why T Levels give back so much to the staff who support students on industry placements and welcome them into their teams.



Video length: 2 minutes 15 seconds

[Video transcript](#)

Practicalities and logistics

This video shows some practical arrangements employers are making to share placements, work with providers, look after students' health and wellbeing, place them in the right part of the organisation, and give them the support they need.



Video length: 3 minutes 46 seconds

[Video transcript](#)

Planning and provider links

This video shows how employers plan industry placements with colleges and training providers to give T Level students real and valuable experience of the work environment.



Video length: 4 minutes 13 seconds

[Video transcript](#)

LIVE EVENTS FOR EMPLOYERS– MARCH TO JULY (TBC)

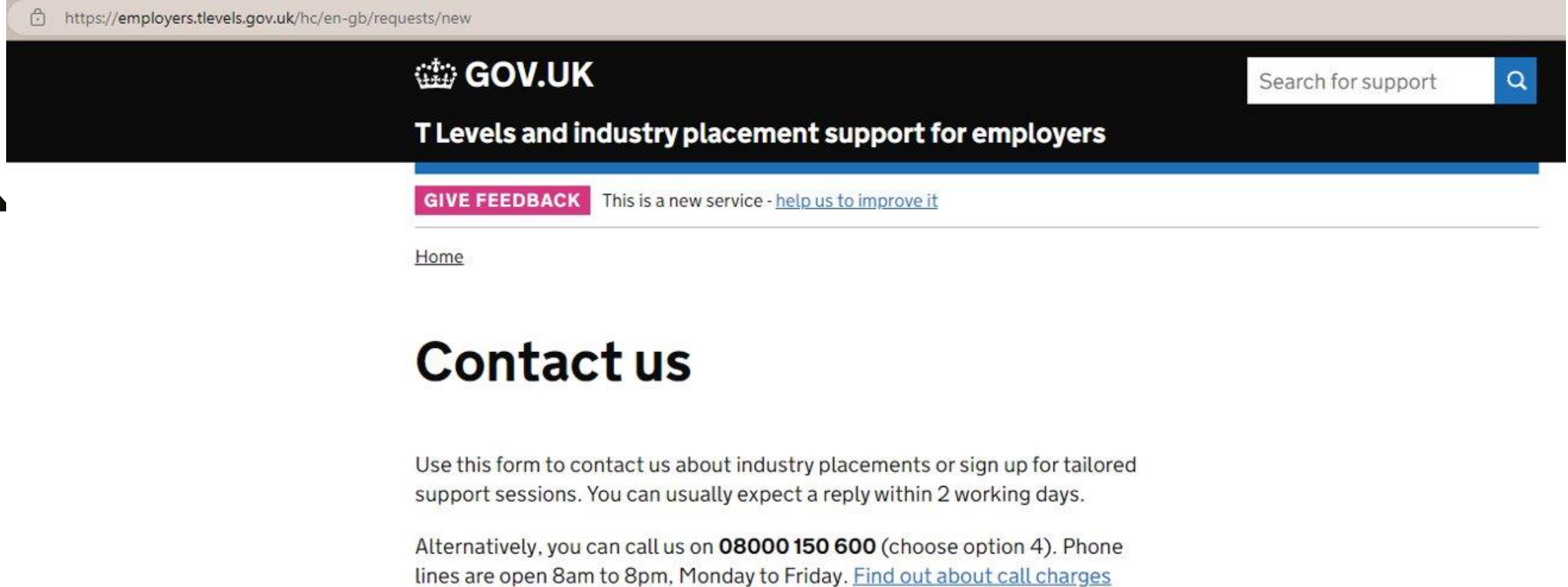
Event	Type
Industry placements – Upskilling tomorrow's workforce	General introduction
Placement approaches – developing the right model for your organisations How TLs fit with your workplace development plans	Specific topic
Health Science Construction Digital (including both pan-sector and digital sector roles)	Industry focused
Face-to-face conference for employers (South) (Summer)	Networking, planning and implementation



To book on future events [click here](#)

Links to previous webinar recordings available [here](#)

INDIVIDUALLY TAILORED ASSISTANCE



The screenshot shows a web browser window with the URL <https://employers.tlevels.gov.uk/hc/en-gb/requests/new>. The page header features the GOV.UK logo and a search bar with the text "Search for support". Below the header, the main title is "T Levels and industry placement support for employers". A pink button labeled "GIVE FEEDBACK" is followed by the text "This is a new service - [help us to improve it](#)". A breadcrumb link "Home" is visible. The main heading is "Contact us". The text below reads: "Use this form to contact us about industry placements or sign up for tailored support sessions. You can usually expect a reply within 2 working days." and "Alternatively, you can call us on **08000 150 600** (choose option 4). Phone lines are open 8am to 8pm, Monday to Friday. [Find out about call charges](#)".

REGISTER YOUR INTEREST

- **Register interest** in T Level industry placements for nearby providers to **contact you**
- Simple to register – **5 minutes maximum**
- **Multiple location** feature coming soon
- **Easily accessible** through employer support site

employers.tlevels.gov.uk

Invite providers to contact you
Leave your details for them to get in touch.

Register your interest

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

employers.tlevels.gov.uk/



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