

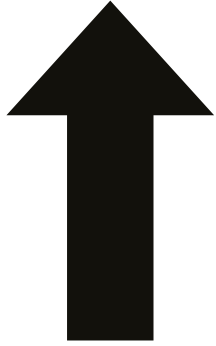


***T LEVEL EMPLOYER
SUPPORT CONFERENCE***
14th June 2023

TL

AGENDA

The T Level story and what's next <i>Samuel Nevin, Industry Placements Policy at the Department for Education</i>	10:40
T Levels experiences – regional perspectives <i>Fliss Miller, Associate Director of Skills at Cambridgeshire & Peterborough Combined Authority</i> <i>Dr Pat Carrington (MBE) - Executive Principal at City College Peterborough and Assistant Director Employment and Skills at Peterborough City Council</i>	11:00
Break	11:45
Table discussions focusing on your experiences of industry placements	12.00
Lunch – Opportunity for ARU teaching facilities tour	13:00
First-hand accounts of implementing industry placements <i>Employer and student panel with questions and answers</i>	14:00
Reflections on the day and Support for industry placements	14:45
Close at 3.15pm and networking	15:15



WELCOME

COLIN BENTWOOD
MANAGING DIRECTOR





KEYNOTE

THE T LEVEL STORY SO FAR...

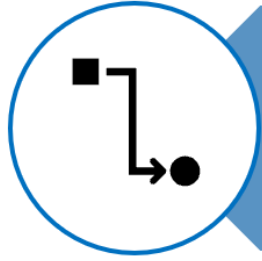
SAMUEL NEVIN

***T LEVEL INDUSTRY PLACEMENTS
INDUSTRY PLACEMENTS POLICY OFFER
(SKILLS GROUP)***



HM Government

Why are T Levels being introduced?



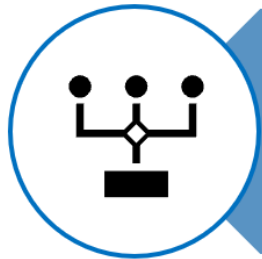
Simplicity

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.

**SKILLS
FOR LIFE**

More Info?

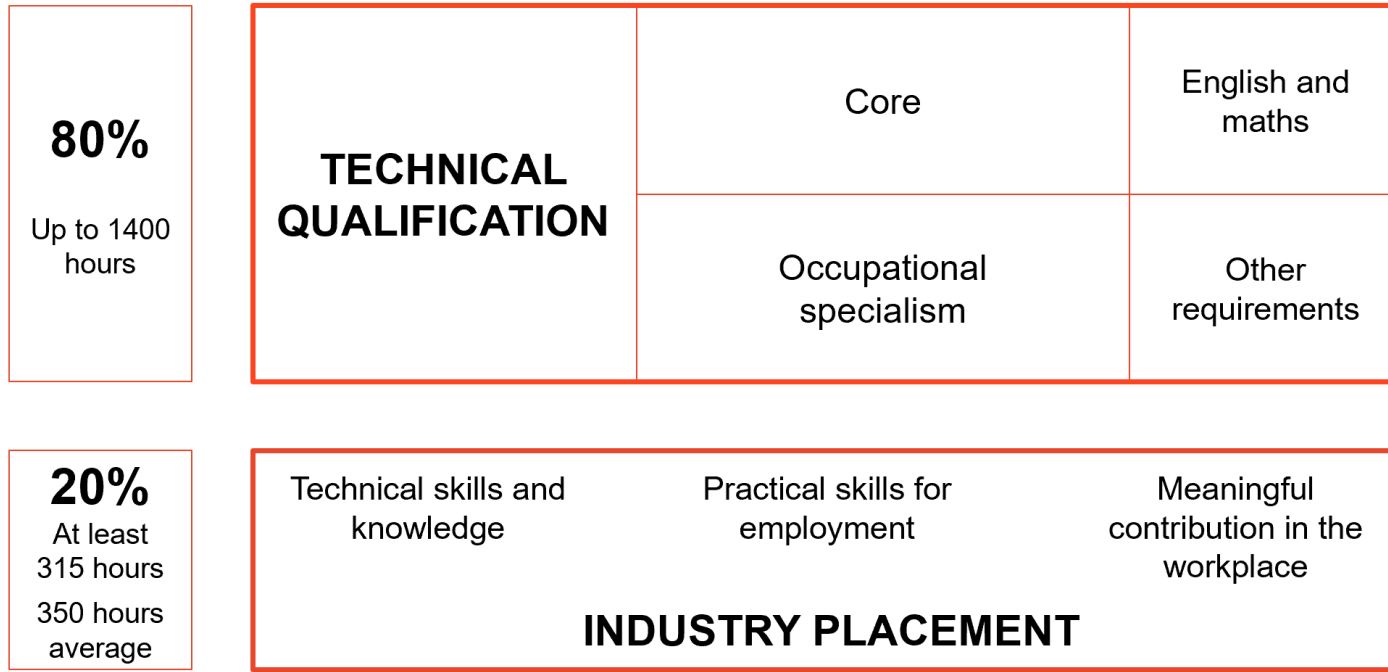
[T Level Development Panel Memberships](#)

[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

2 years



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](#)

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

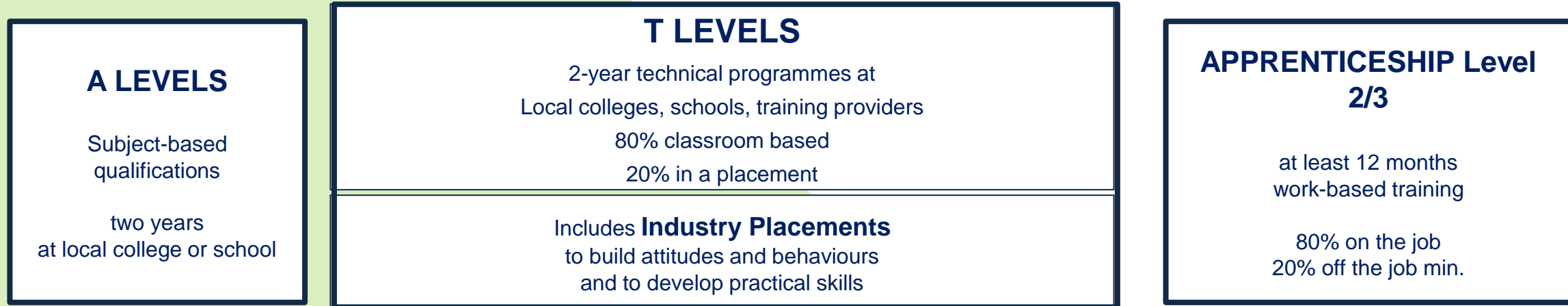
AUTUMN 2023

- Animal care and management
- Agriculture, land management and production

AUTUMN 2024 & beyond

- 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 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 min.

Followed by possible progression to :

Higher Education

Skilled Employment

Apprenticeship

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.



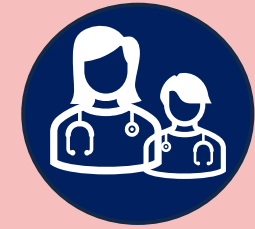
COST-EFFECTIVE CHANNEL FOR RECRUITMENT

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
REGIONAL PERSPECTIVES***

FLISS MILLER

***ASSOCIATE DIRECTOR OF SKILLS
AT CAMBRIDGESHIRE & PETERBOROUGH
COMBINED AUTHORITY***



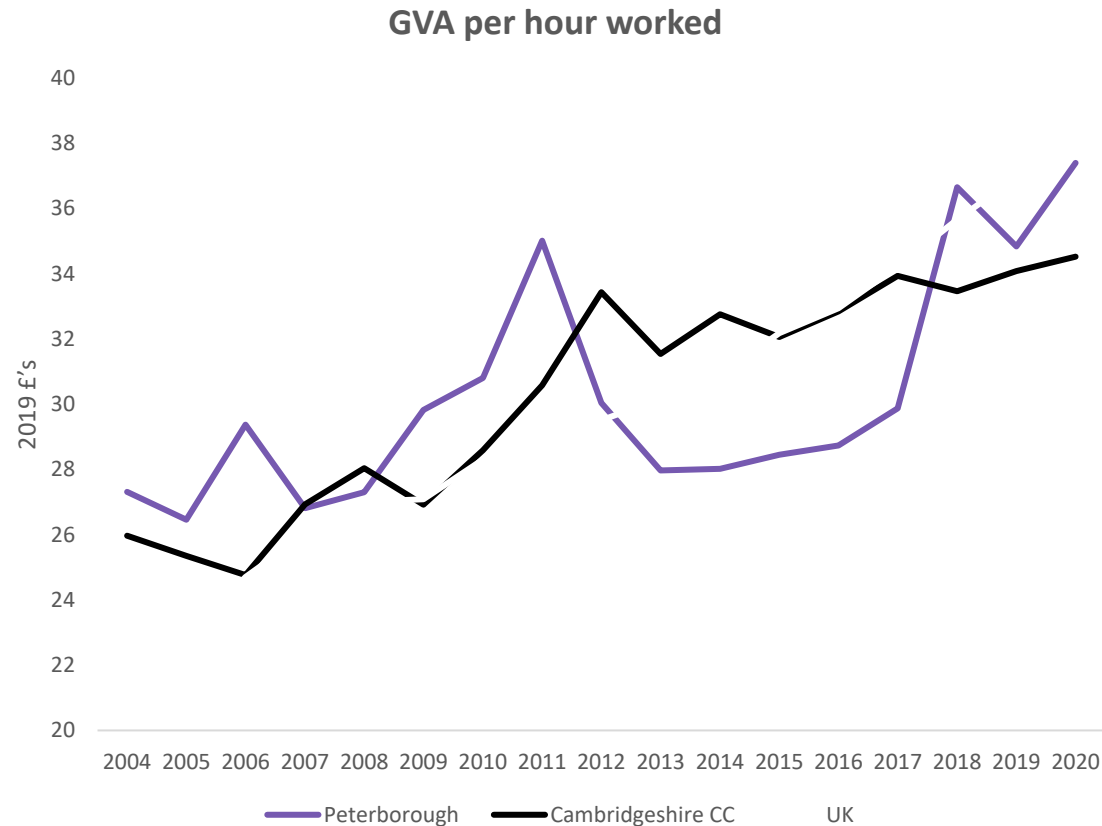


**CAMBRIDGESHIRE
& PETERBOROUGH**
COMBINED AUTHORITY

Fliss Miller – Assistant Director Skills



PRODUCTIVITY (OVERALL)



- GVA per hour worked was below the UK average in each district in 2020.
- There is substantial variation across the districts; GVA per hour worked is £8.9 lower in Fenland than in South Cambridgeshire.
- This has been the case for the last number of years; after 2011 productivity growth in Cambridgeshire was greatly reduced while in Peterborough it declined and took 7 years to recover to its 2011 level.

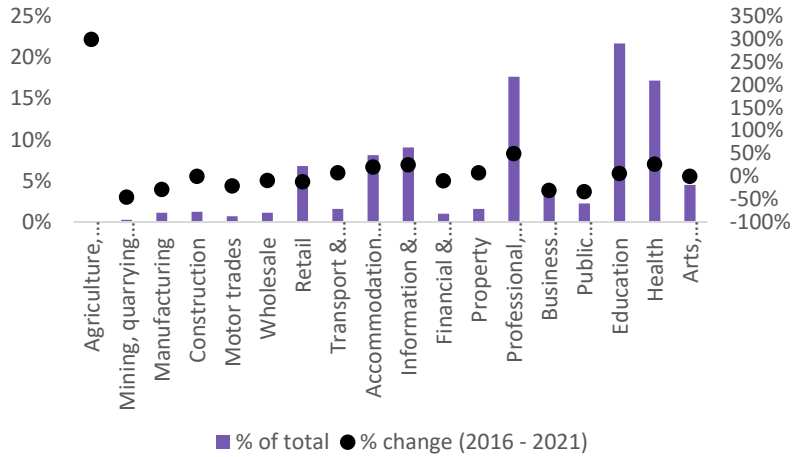
Area	GVA per hour worked, 2020
UK	£37.7
Cambridge	£34.8
East Cambridgeshire	£33.1
Fenland	£27.7
Huntingdonshire	£36.2
Peterborough	£35.7
South Cambridgeshire	£36.6

Source: ONS. Subregional productivity: labour productivity indices by UK ITL2 and ITL3 subregions.

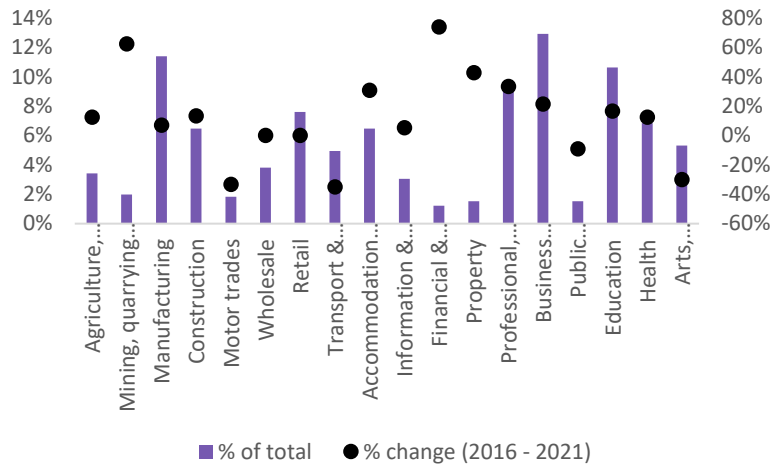
SECTORS: SIZE AND GROWTH

(EMPLOYMENT)

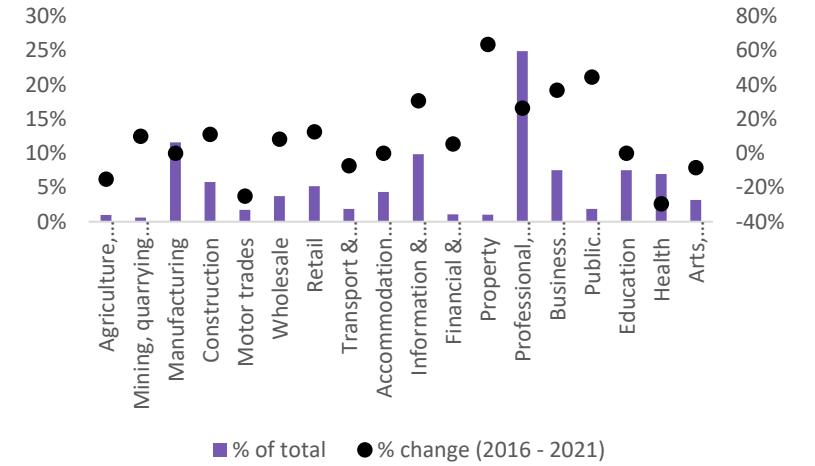
Cambridge



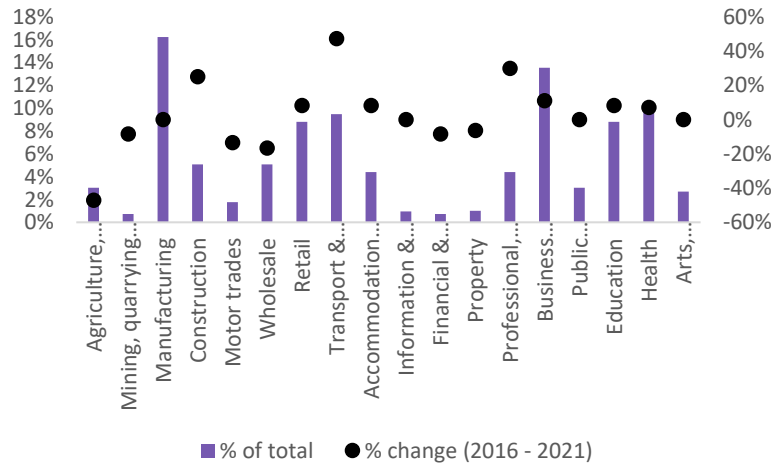
East Cambridgeshire



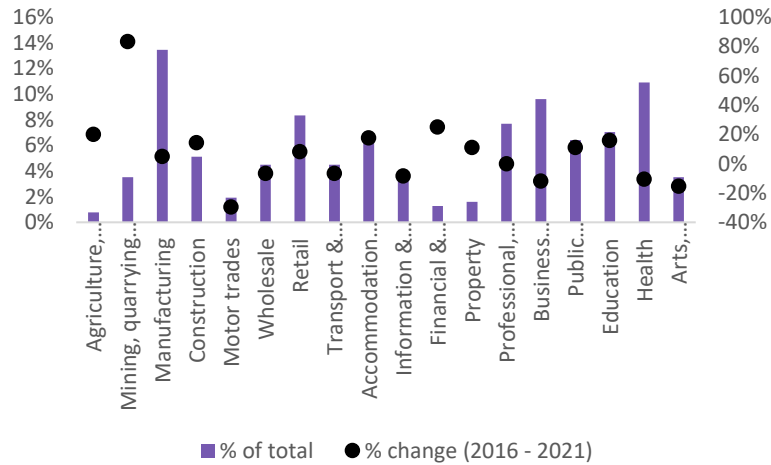
South Cambridgeshire



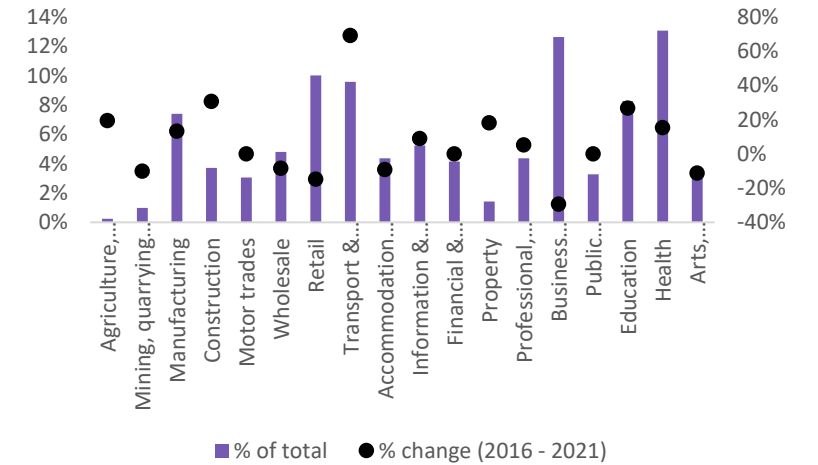
Fenland



Huntingdonshire

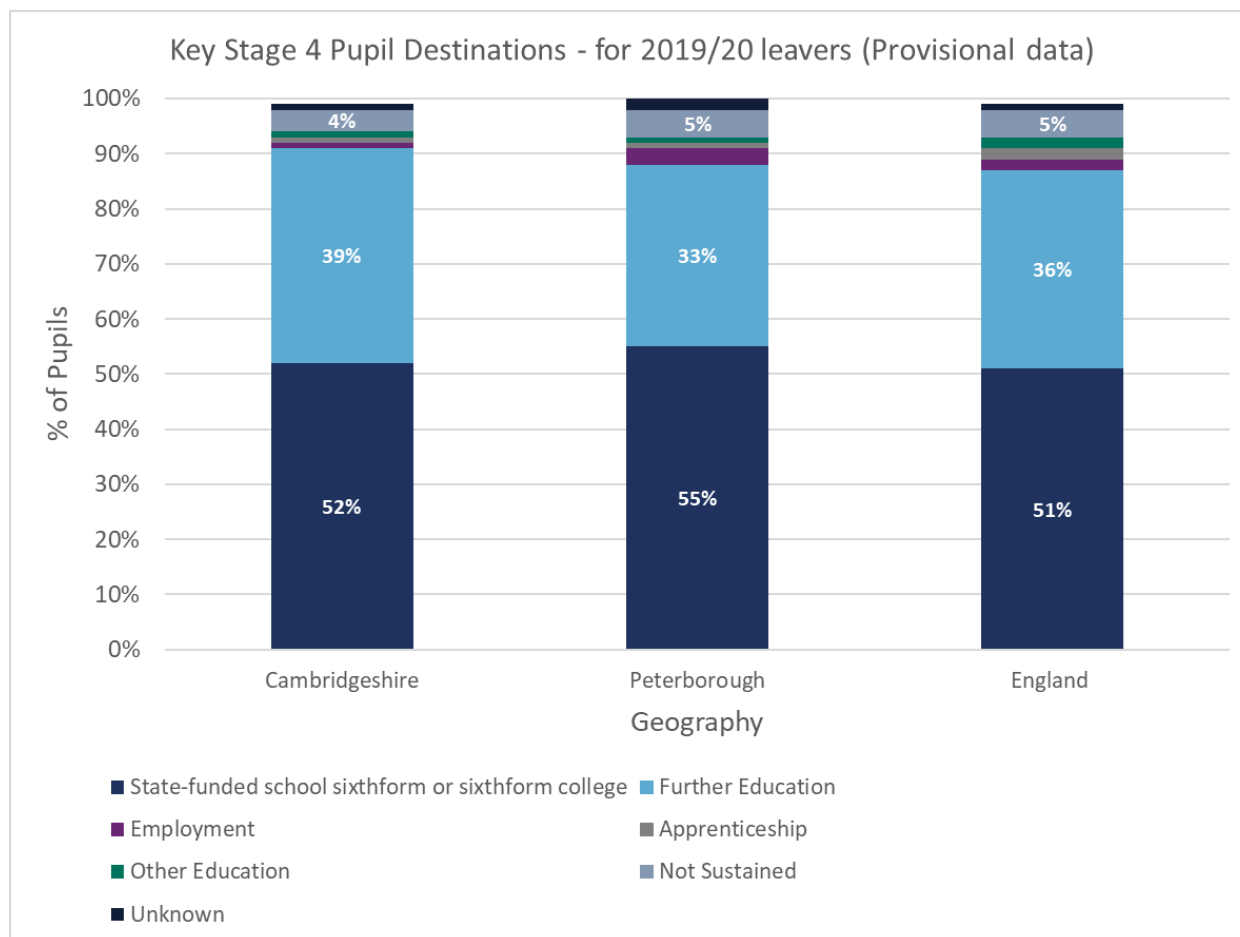


Peterborough



Source: ONS. Business Register and Employment Survey

KEY STAGE 4 – DESTINATIONS (PROVISIONAL)

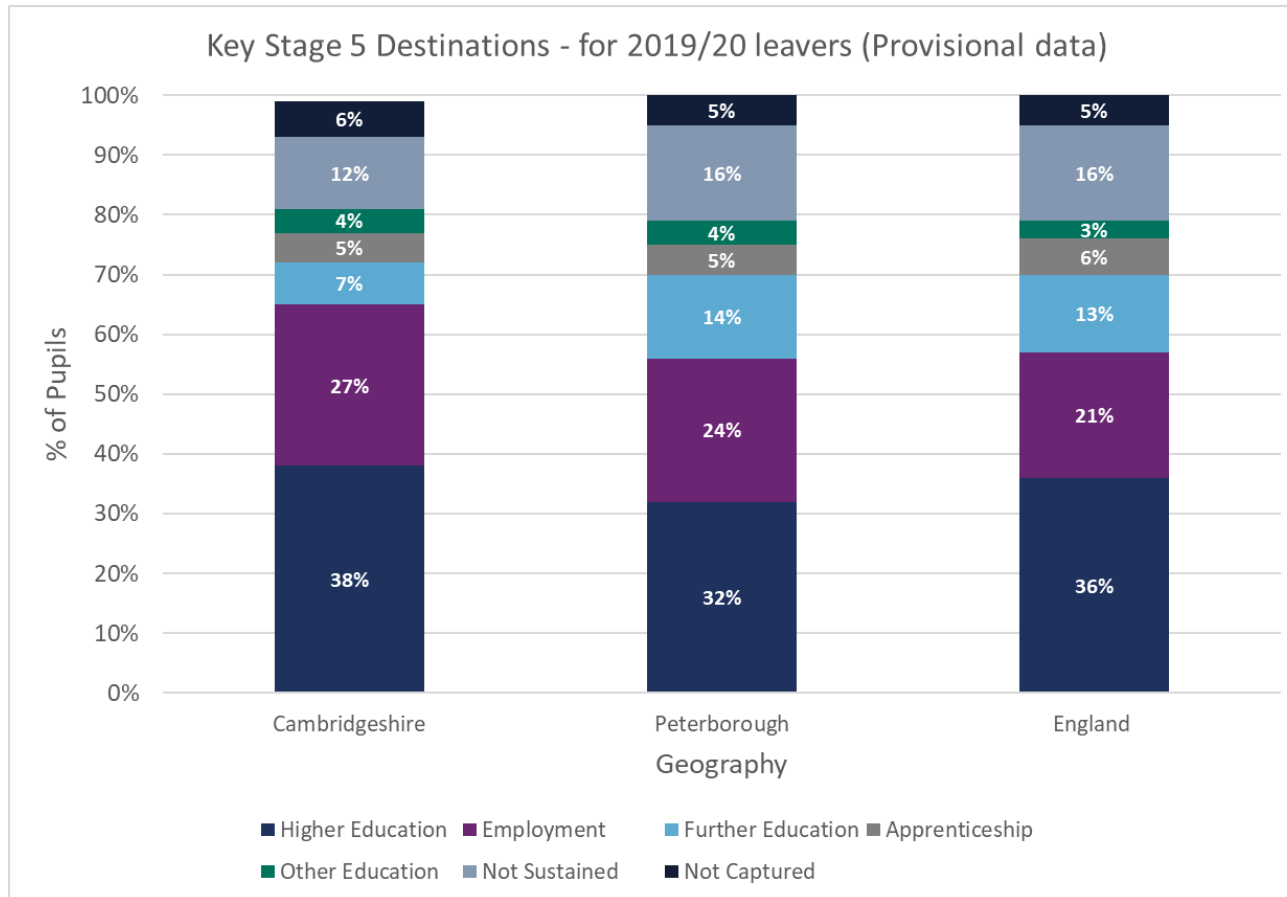


- Across Cambridgeshire, 92% of pupils who left Key Stage 4 went on to education as a destination. This compares to 89% of pupils across Peterborough and 89% across England as a whole.
- Peterborough had a higher proportion of pupils who left Key Stage 4 and went into employment (3%) this is +1pp higher than the England average of 2%. In Cambridgeshire, 1% of pupils went into employment after Key Stage 4.
- Across Cambridgeshire and Peterborough the majority of pupils who left Key Stage 4 in 2019/20 went onto a state-funded school sixthform or sixthform college.

*Please note that percentages may not add up to 100% due to rounding

Source – Key Stage 4 Destination Measures 2020/21 (for 2019/20 leavers), DfE

KEY STAGE 5 – DESTINATIONS (PROVISIONAL)



- Higher education was the top destination for pupils after Key Stage 5. Cambridgeshire had a higher proportion of pupils moving on to higher education (38%) compared to the England average (36%). Peterborough saw a lower proportion (32%) than nationally.
- Employment was the next most popular destination with both Cambridgeshire (27%) and Peterborough (24%) seeing higher proportions of students going onto this destination than England (21%).

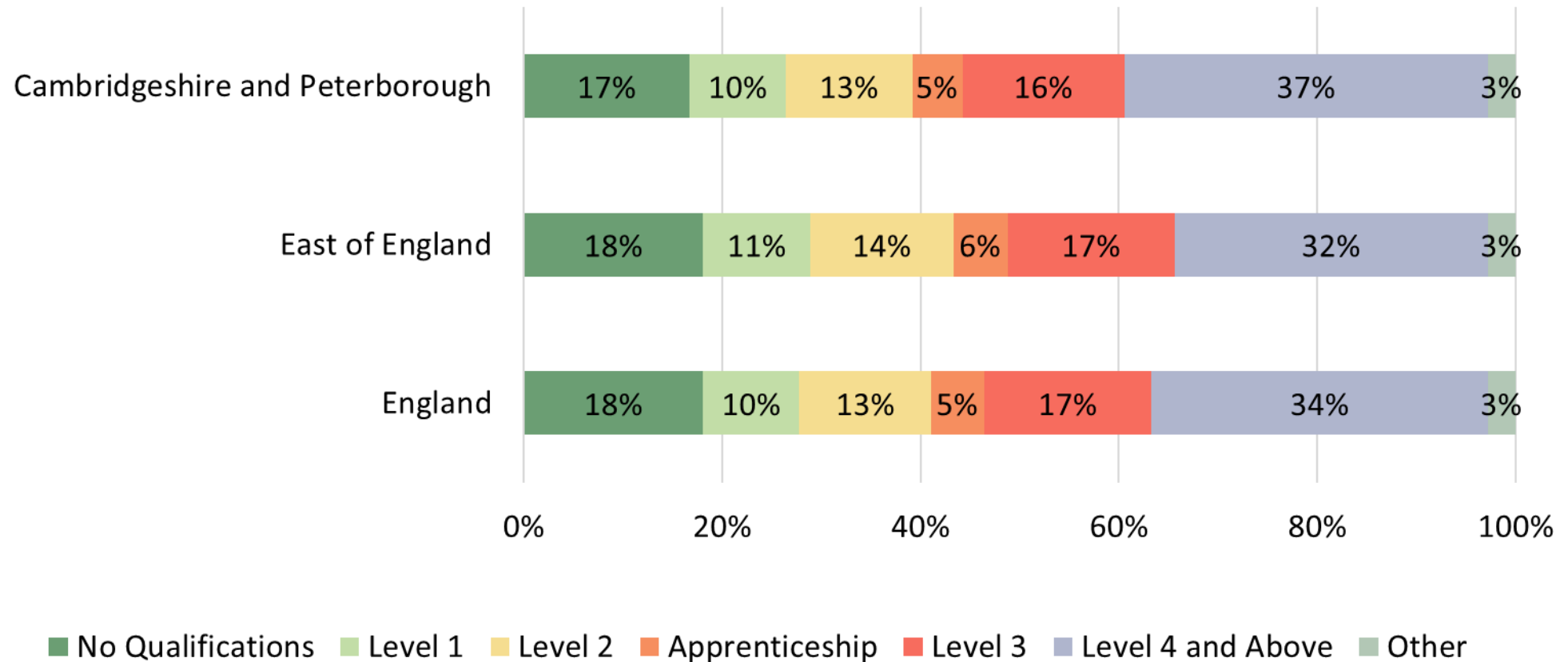
*Please note that percentages may not add up to 100% due to rounding

Source – Key Stage 5 Destination Measures 2020/21 (for 2019/20 leavers), DfE

HIGHEST LEVEL OF QUALIFICATION

census
2021

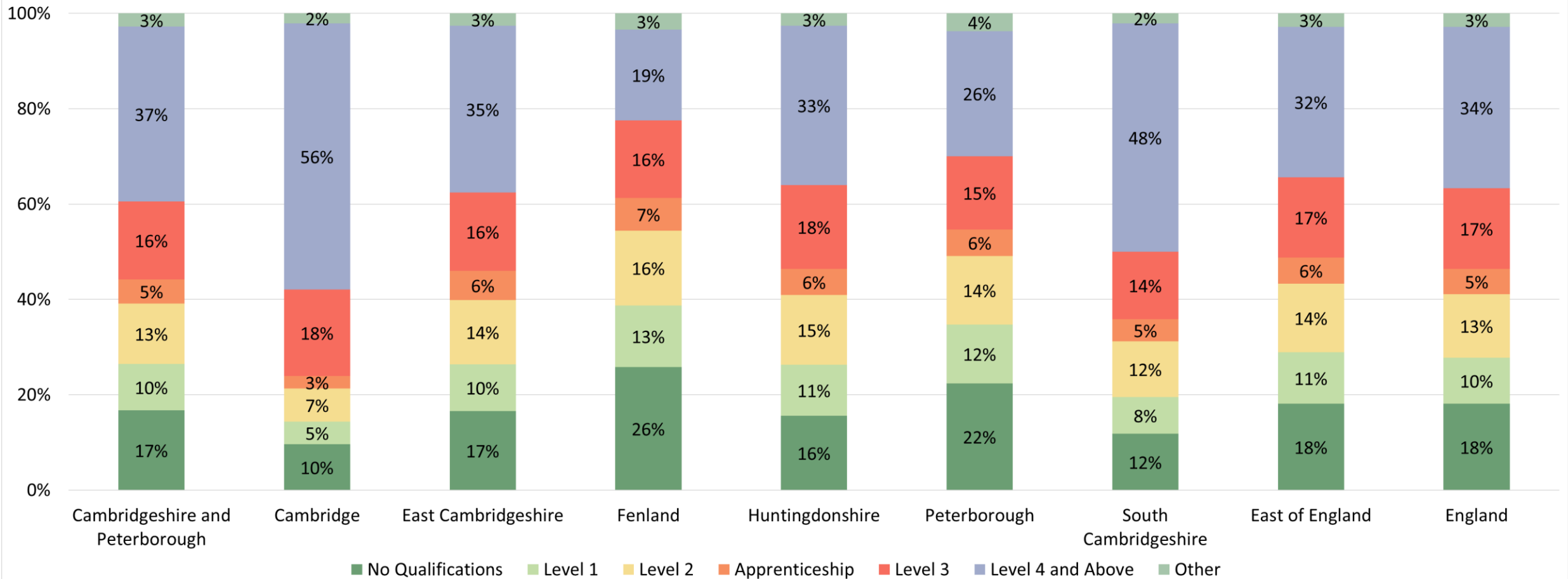
2021 Level of Highest Qualification For Cambridgeshire and Peterborough Residents aged 16+ including National and Regional Comparison



HIGHEST LEVEL OF QUALIFICATION

census 2021

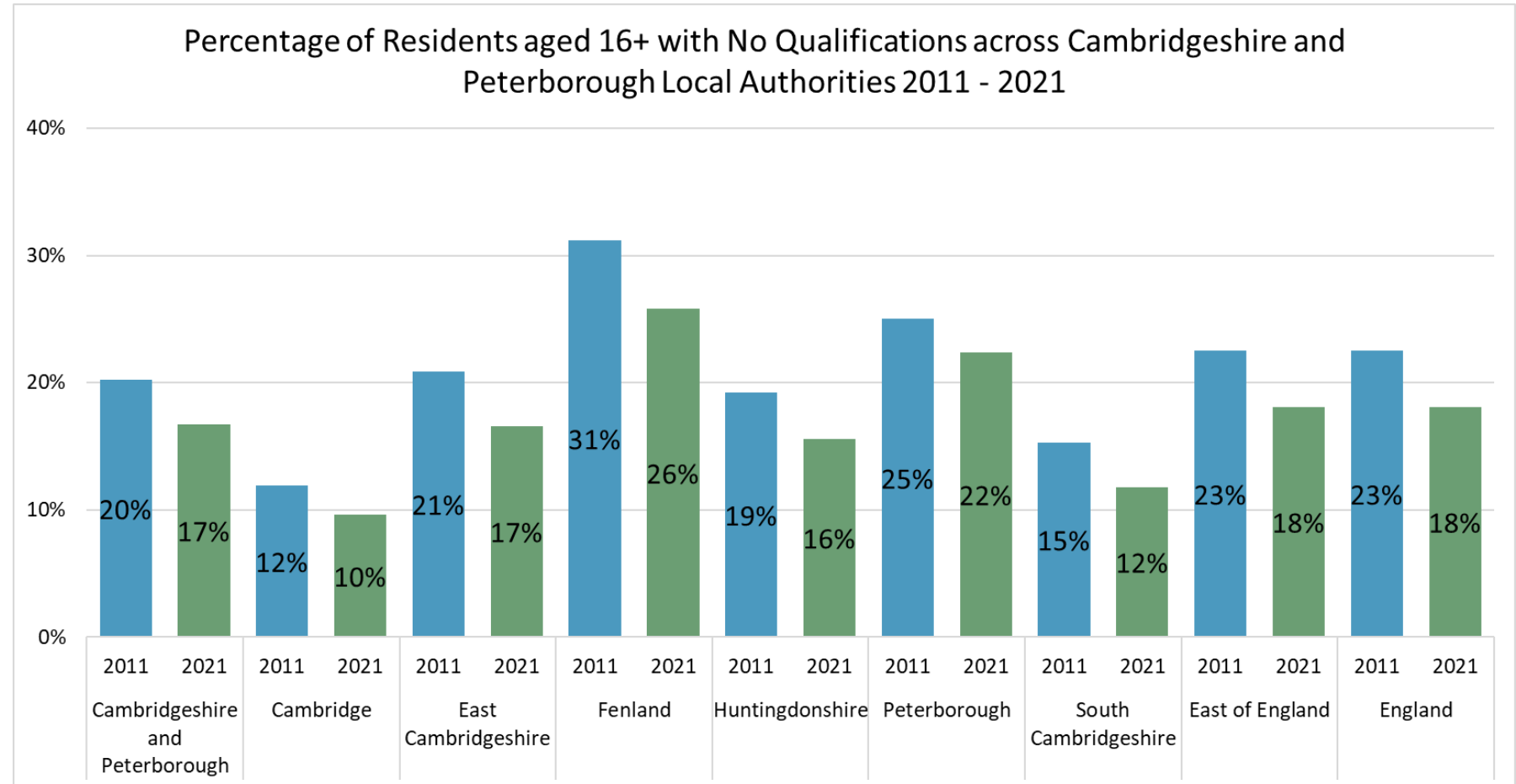
2021 Level of Highest Qualification in Cambridgeshire and Peterborough Local Authority Residents aged 16+ Including National Comparison



HIGHEST LEVEL OF QUALIFICATION - NO QUALIFICATIONS 2011 TO 2021 COMPARISON

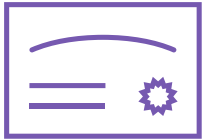
census
2021

- Compared to 2011, the proportion of 16+ residents who had no qualifications dropped by 3 percentage points from 20% to 17%, this is lower than both the East of England and England where it decreased by 5 percentage points (23% to 18% for both)
- The proportion of residents aged 16+ with no qualifications decreased in each district/unitary local authority, with the largest decrease being in Fenland from 31% to 26%, 5 percentage points.



Strategic Context

In 2022 CPCA published an updated **Employment and Skills Strategy** which is grounded by four core themes (see below). An **implementation plan** has been created to support and guide the delivery of the strategy. It is a key milestone in realising CPCA's vision for employment and skills.



Pre-work learning and formal education

People can access learning and experiences during formal education that provide a strong foundation for labour market entry and future working lives.



Employer access to talent

Employers both drive and consume a dynamic market of skills provision, which shapes the current and future workforce.



Life-wide and lifelong learning

People are aware of their learning needs and opportunities and are able to access provision that enables their development.



Support into and between work

Coordinated support is available for those who need additional assistance to transition into or between work.

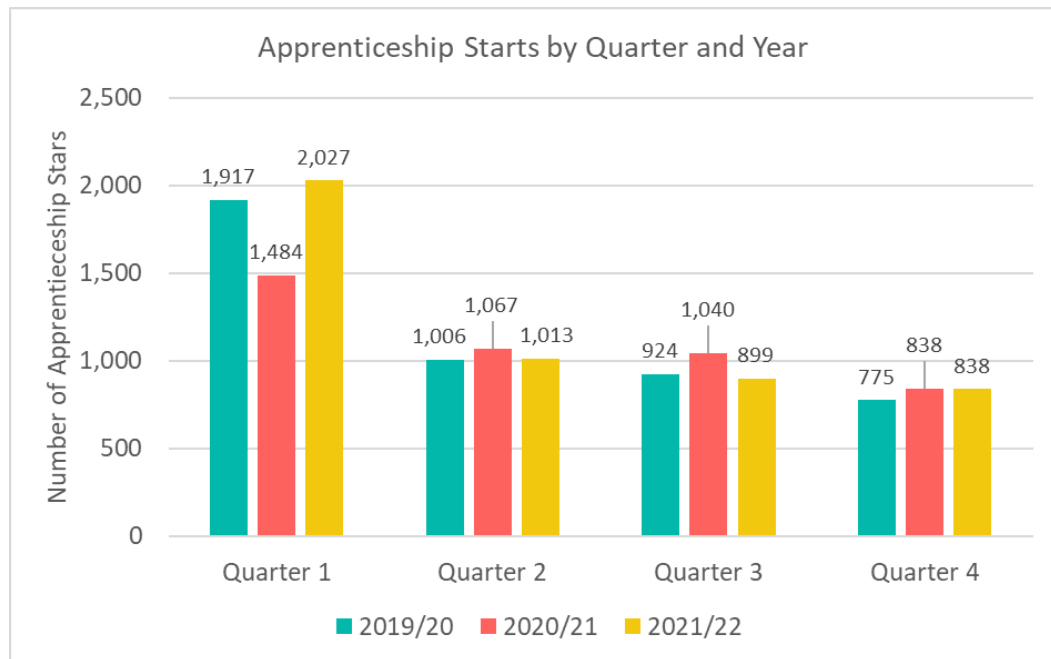
2021/22 Apprenticeship Starts in Cambridgeshire and Peterborough

Learning Delivered in Cambridgeshire and Peterborough, Data sourced from Apprenticeships and traineeships 2021/22 release, DfE

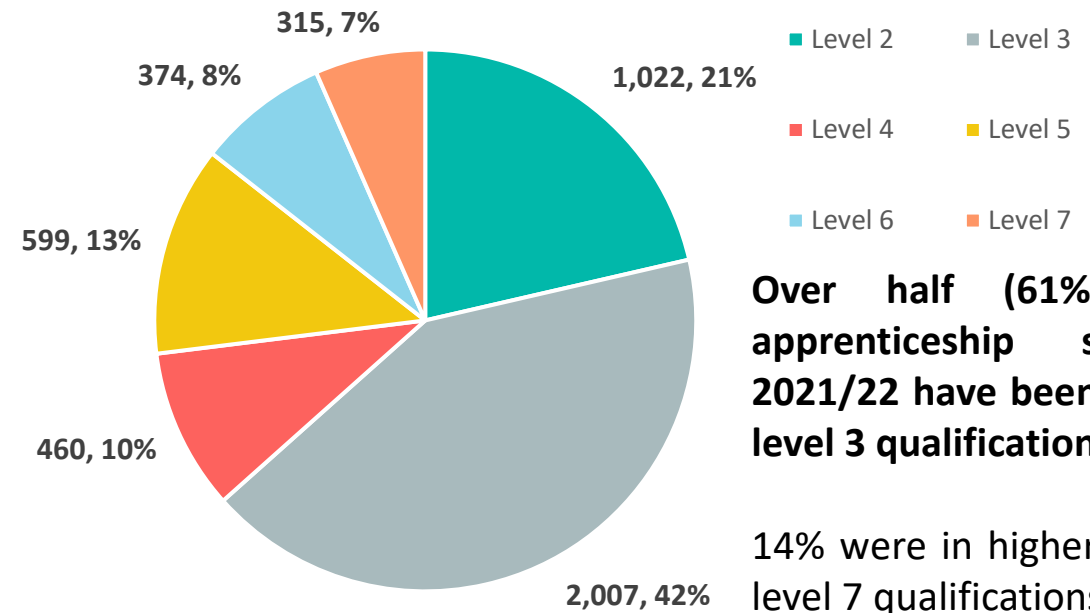
In 2021/22 there were **4,777 Apprenticeships starts** delivered in Cambridgeshire and Peterborough.

This is an **+8% increase compared to 2020/21** (from 4,429 to 4,777). Nationally starts increased by +9% when compared to 2020/21.

This **recovery was seen most prominently across Quarter 1 with starts +37% higher than 2020/21 (from 1,484 to 2,027)** and +6% higher than 2019/20 (from 1,917 to 2,027). This increase in Q1 outweighed the decrease in starts between 20/21 and 21/22 in Q2 (-5%) and Q3 (-14%)



2021/22 Apprenticeship Starts by Level



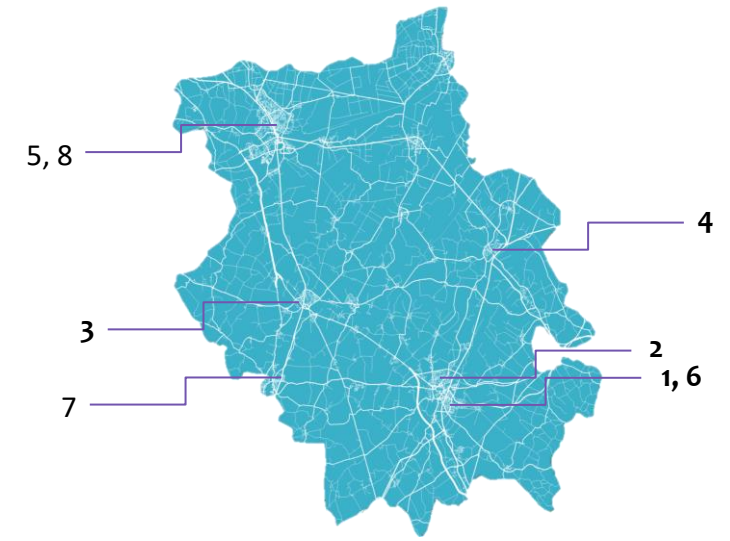
Over half (61%) of all apprenticeship starts in 2021/22 have been level 2 or level 3 qualifications.

14% were in higher level 6 or level 7 qualifications.

2021/22 Apprenticeship Starts by top 5 Subject Sector Areas

Subject Sector Area	2021/22 Starts	% of total 2021/22 Starts	% Change since 2020/21
Business, Administration and Law	1,401	29%	+0.3%
Health, Public Services and Care	1,310	27%	-11%
Engineering and Manufacturing Technologies	541	11%	+32%
Retail and Commercial Enterprise	476	10%	+44%
Agriculture, Horticulture and Animal Care	302	6%	+47%

T Level Providers	T Level Transition Programme		T Level Delivery		
	22/23	23/24	22/23	23/24	24/25
1. CAMBRIDGE ACADEMY FOR SCIENCE AND TECHNOLOGY			X	X	X
CAMBRIDGE REGIONAL COLLEGE (2. CAMBRIDGE AND 3. HUNTINGDON)		X		X	X
4. ELY COLLEGE					x
5. INSPIRE EDUCATION GROUP (PETERBOROUGH)		X		X	X
6. LONG ROAD SIXTH FORM COLLEGE					X
7. LONGSANDS ACADEMY				X	X
8. PETERBOROUGH CITY COUNCIL				X	X



T LEVELS BY COLLEGE (1 OF 2)

Cambridge Academy for Science and Technology

Since September 2022:

- Healthcare Science
- Science

Additionally, from September 2024 onwards (TBC)

- Health

CRC (Cambridge and Huntingdon)

From September 2023 onwards:

- Education and Early Years

Ely College

From September 2024 onwards:

- TBC

Inspire Education Group (Peterborough)

From September 2023 onwards:

- Design, Surveying and Planning for Construction
- Education and Early Years
- Engineering, Manufacturing, Processing and Control
- Health
- Science

Additionally, from September 2024 onwards:

- Building Services Engineering for Construction
- Digital Business Services
- Healthcare Science
- Onsite Construction

T LEVELS BY COLLEGE (2 OF 2)

Long Road Sixth Form College

From September 2024 onwards :

- Education and Early Years

Longsands Academy

From September 2023 onwards:

- Digital Production, Design and Development

Peterborough City Council

From September 2023 onwards:

- Education and Early Years
- Management and Administration

Additionally, from September 2024 onwards:

- Health

T LEVELS BY SUBJECT

Building Services Engineering for Construction

IEG (Peterborough) from September 2024

Design, Surveying and Planning for Construction

IEG (Peterborough) from September 2023

Digital Business Services

IEG (Peterborough) from September 2024

Digital Production, Design and Development

Longsands Academy from September 2023

Education and Early Years

CRC (Cambridge and Huntingdon)

IEG (Peterborough) from September 2023

Long Road Sixth Form from September 2024

Peterborough City Council from September 2023

Engineering, Manufacturing, Processing and Control

IEG (Peterborough) from September 2023

Health

- CAST from September 2024
- IEG (Peterborough) from September 2023
- Peterborough City Council from September 2024

Healthcare Science

- CAST since September 2022
- IEG (Peterborough) from September 2024

Management and Administration

- Peterborough City Council from September 2023

Onsite Construction

- IEG (Peterborough) from September 2024

Science


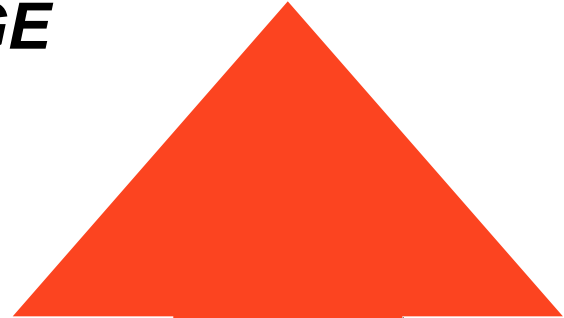
- CAST since September 2022
- IEG (Peterborough) from September 2023



***T LEVELS EXPERIENCES
REGIONAL PERSPECTIVES***

DR PAT CARRINGTON (MBE)

***EXECUTIVE PRINCIPAL AT CITY COLLEGE
PETERBOROUGH AND ASSISTANT
DIRECTOR EMPLOYMENT
AND SKILLS AT
PETERBOROUGH CITY COUNCIL***





City College
Peterborough

TIME TO TALK ABOUT T LEVELS


[HTTPS://VIMEO.COM/735724686/4CF0CDFF2C?EMBED_EMAIL_PROVIDER=GMAIL](https://vimeo.com/735724686/4CF0CDFF2C?EMBED_EMAIL_PROVIDER=GMAIL)

A QUICK CHECK IN:

WHAT ARE YOUR BIGGEST CHALLENGES AS AN EMPLOYERS IN TODAY'S MARKETPLACE?

- Recruitment
- Retention
- Economic stability
- Skilled workforce
- Meeting local, regional and national demands

The list goes on!



T Levels can support employers by offering early access to a talent pipeline for entry-level positions, can help with recruitment, improve innovation and increase an organisation's productivity.

By September 2023, there will be more than 20 T Level courses, covering 11 skill areas.

Within each course, students develop an understanding of a broad range of issues relevant to the sector, as well as topics specific to the course and an occupational specialism.

HOW CAN T LEVEL PLACEMENTS SUPPORT MY BUSINESS ?

Offering a T Level placement gives you early access to the brightest young people entering the market and the opportunity to develop your workforce of the future.

- Attract motivated young people to your business, bringing in imaginative and new ideas
- Improve the recruitment pipeline for your business
- Address local and national skills gaps by helping young people develop the skills your industry needs
- Develop existing staff's mentoring and management skills

CONTINUED ...

- Build a more diverse and creative workforce
- Play an important role in the local community
- Build partnerships with local training and education providers
- Save recruitment costs by providing the opportunity to see what the young person can offer, on a no obligation employment basis

EMPLOYER ENGAGEMENT

We encourage employers to work in partnership with providers, from designing the structure of the placement to selecting the most suitable candidate for your business, to gain the most from the opportunity.

Employer responsibilities checklist

- Student induction: ensure students are suitably inducted to the workplace
- Set stretching tasks: ensure students are given stretching tasks and/or projects to support their development of technical and employability skills, relevant to their course content
- Legal duties: ensure compliance with the legal duties in the Equality Act 2010

- Student progress: hold regular meetings with students to review their progress and provide them with regular feedback to help improve their performance
- Student review meetings: actively contribute to students' review meetings with the provider to review students' progress towards their learning goals, highlight good performance and identify areas for improvement
- Placement issues or concerns: raise any concerns with providers about students' attendance, behaviour, or performance on the placement
- Student timesheets: check and sign off students' timesheets on a weekly basis to ensure the hours recorded are a true reflection of the hours worked
- Student completion of logbook: ensure students have adequate time to reflect on their progress and update their logbook.

MYTHBUSTING FOR EMPLOYERS

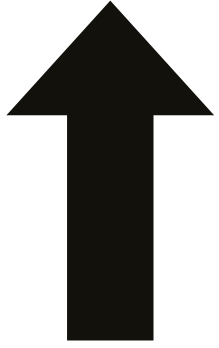
Industry placements contravene the modern slavery act

Employers can deliver industry placements virtually

I'm offering other programmes so I can't offer industry placements as well

I can't have students in clinical settings because they are under-18

A T Level student needs a CSCS card to enter a construction site



COFFEE BREAK



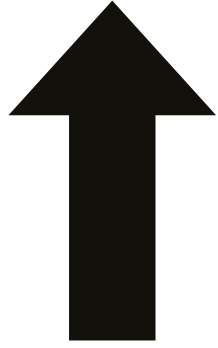


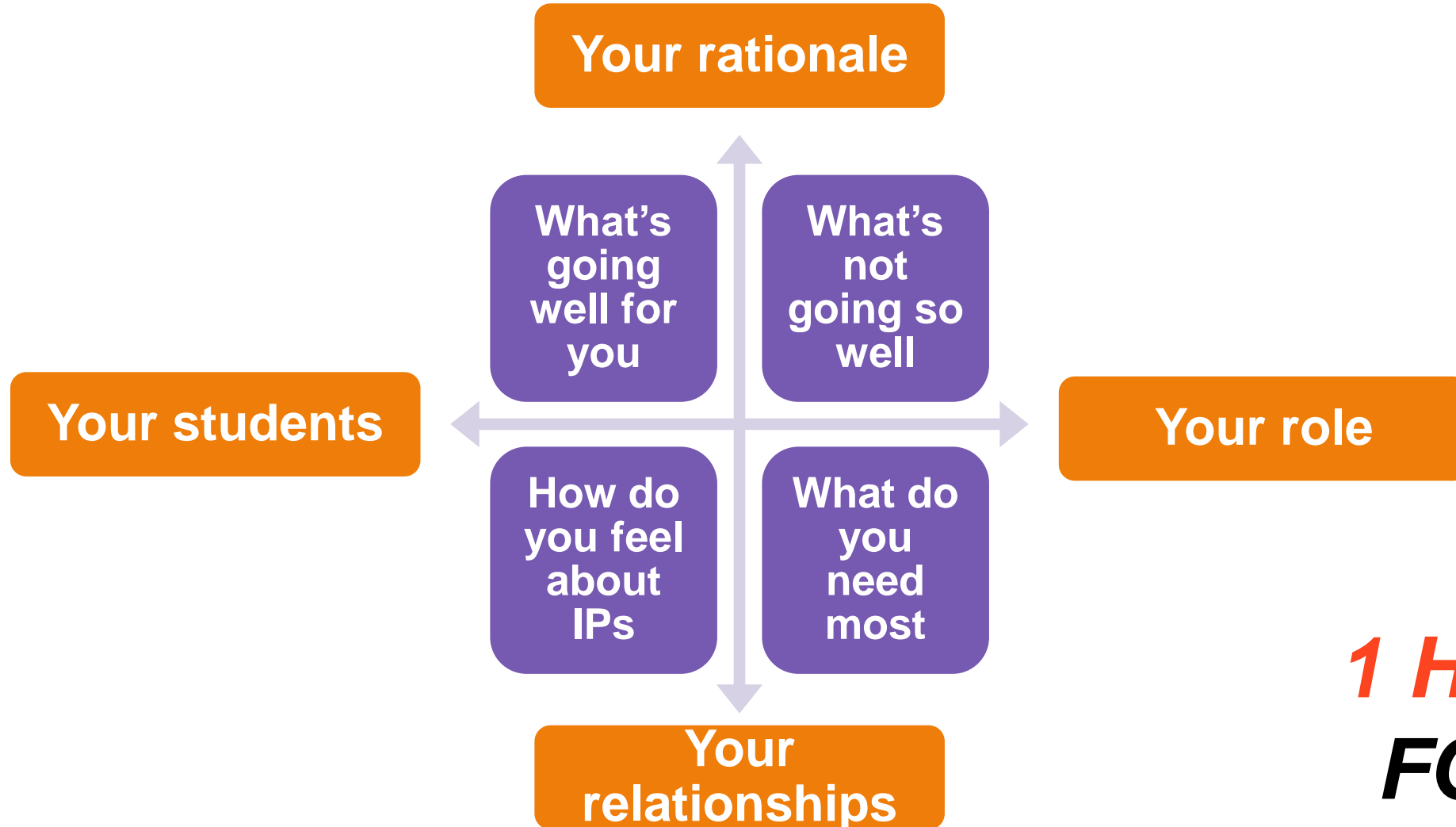
TABLE DISCUSSIONS



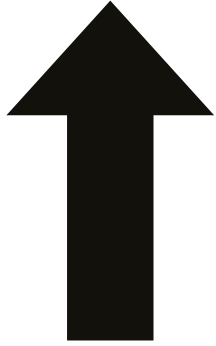
SIMON SHAW
STRATEGIC ASSOCIATE



TABLE DISCUSSIONS



1 HOUR
FOUR
TOPICS



LUNCH

***OPTIONAL TOUR OF ARU
TEACHING FACILITIES (13.45)***





***FIRST-HAND ACCOUNTS OF
INDUSTRY PLACEMENTS***

***EMPLOYER PANEL
WITH QUESTIONS AND ANSWERS***

KAREN KELLY

STRATEGIC ASSOCIATE



TODAY'S PANEL



Santina Virk

ISG Ltd



Julia Schumann-Pratt

**Cambridge University
Hospitals NHSFT**



Yanus Giwa

Sanctuary Care

&

Qasim Rauf

EG Group

Ben Locksmith & Liam Healy

Suffolk County Council



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

SIMON SHAW

THEME : WHAT'S GOING WELL

- **Employers and providers work well in partnership – planning, student selection and support**
- **Internal co-ordination**
- **Students' work – contribution, projects, new ideas**
- **Outcomes for students – work ready**
- **Benefits to employers – talent, ideas and enthusiasm**
- **Flexible models**

THEME : WHAT'S NOT GOING SO WELL

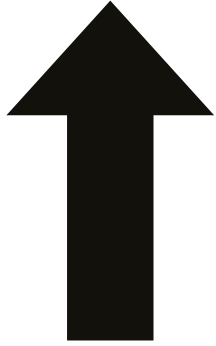
- **Understanding – internally (line managers),**
- **Disconnect with provider**
- **Lack of co-ordination between employers geographically and sectorally**
- **Not convinced yet of cost-benefits**

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, industries and
social mobility / diversity**
- **Communication is vital**



***SUPPORT FOR
EMPLOYERS***

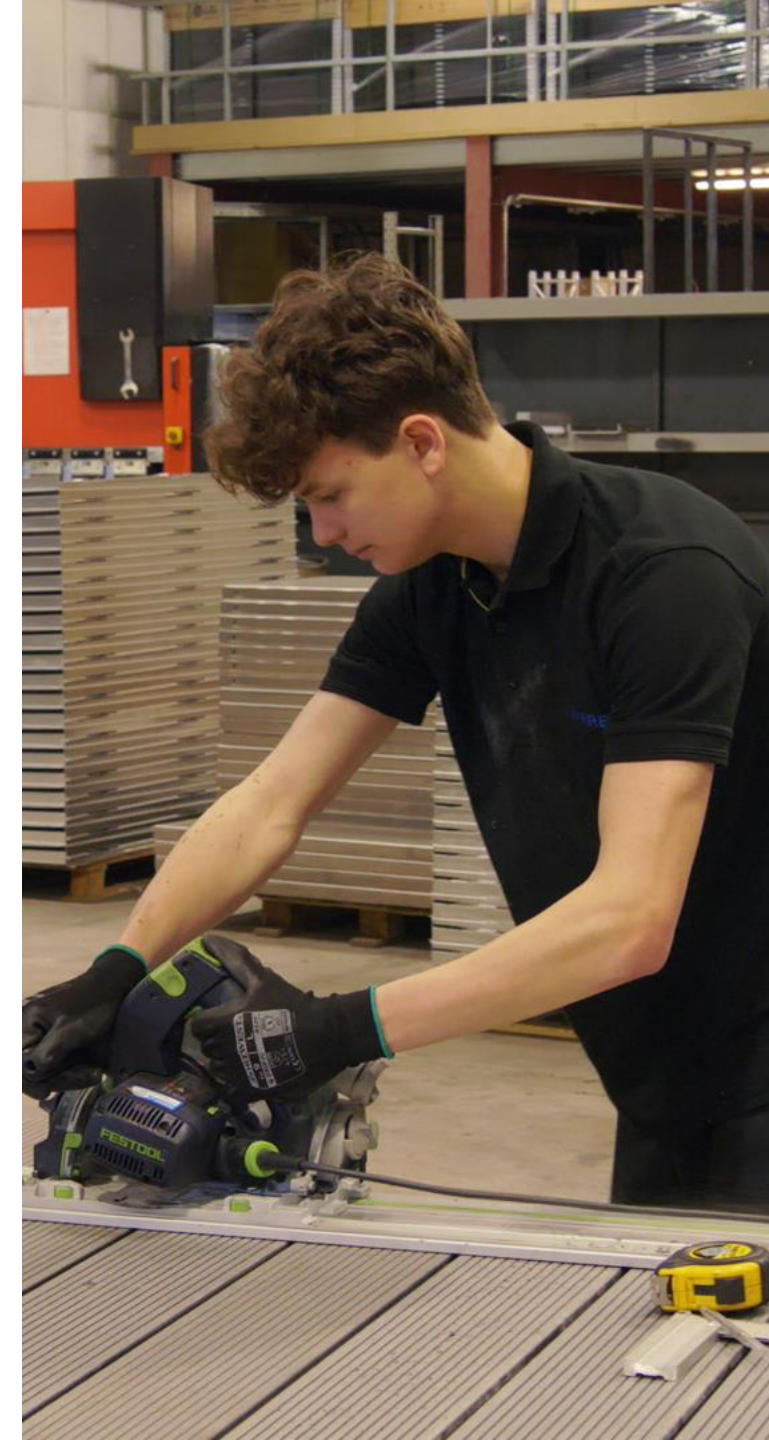
COLIN BENTWOOD



employers.tlevels.gov.uk/



HM Government



GETTING STARTED

Downloadable resources

What are T Levels?

What are Industry Placements?

How can they work for you?

Hear from others:

- Employers
- Students
- Providers

TL

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

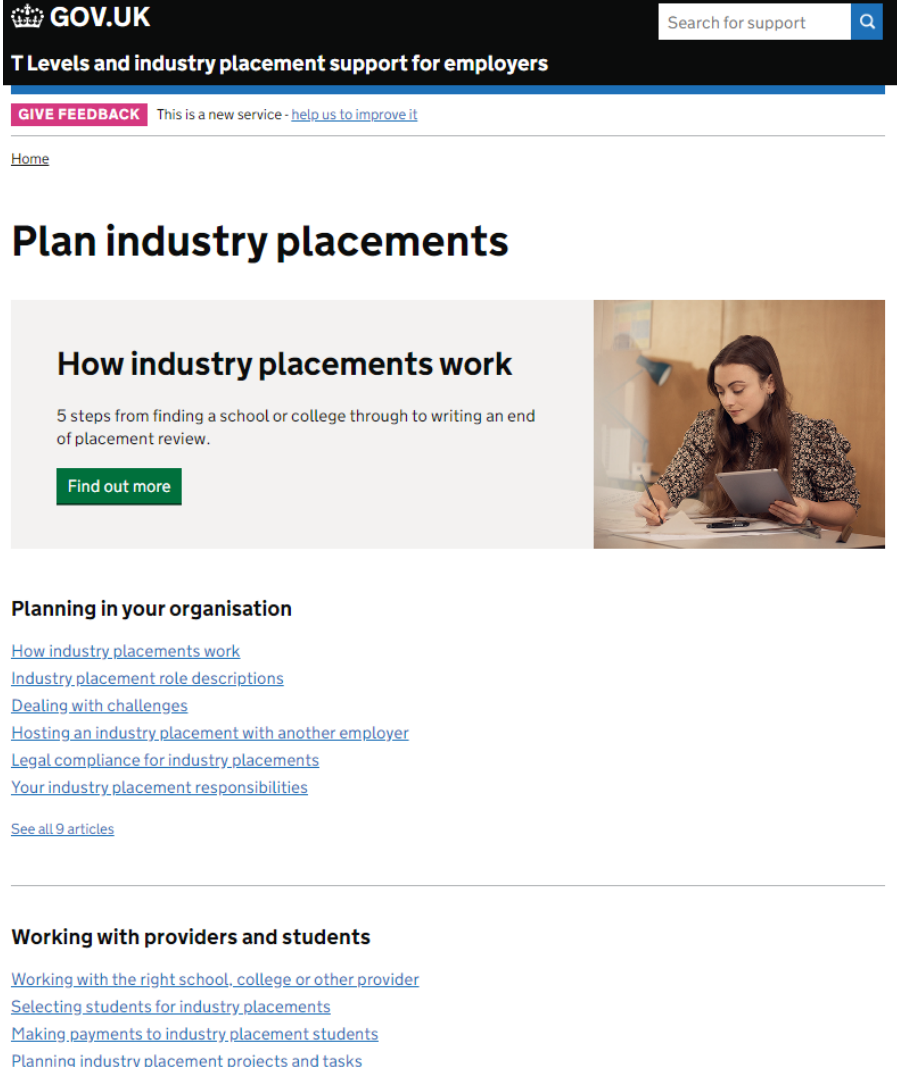
The case for industry placements

Planning industry placement content

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

Final preparations checklist

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 menu with a 'Home' link. The main content area is titled 'Plan industry placements' and includes a section for 'How industry placements work' with a 'Find out more' button. Below this is a section for 'Planning in your organisation' with several links to related articles. At the bottom, there is a section for 'Working with providers and students' with links to various guides.

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](#)

Plan industry placements

How industry placements work

5 steps from finding a school or college through to writing an end of placement review.

[Find out more](#)



Planning in your organisation

- [How industry placements work](#)
- [Industry placement role descriptions](#)
- [Dealing with challenges](#)
- [Hosting an industry placement with another employer](#)
- [Legal compliance for industry placements](#)
- [Your industry placement responsibilities](#)

[See all 9 articles](#)

Working with providers and students

- [Working with the right school, college or other provider](#)
- [Selecting students for industry placements](#)
- [Making payments to industry placement students](#)
- [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

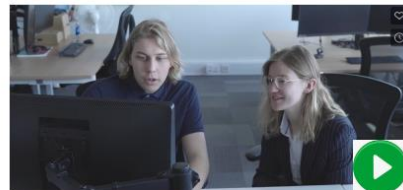
Benefits to employers

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.

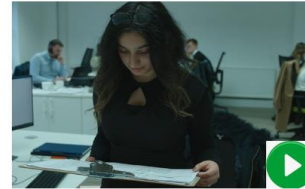


Video length: 2 minutes 15 seconds

[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 – JUNE & JULY

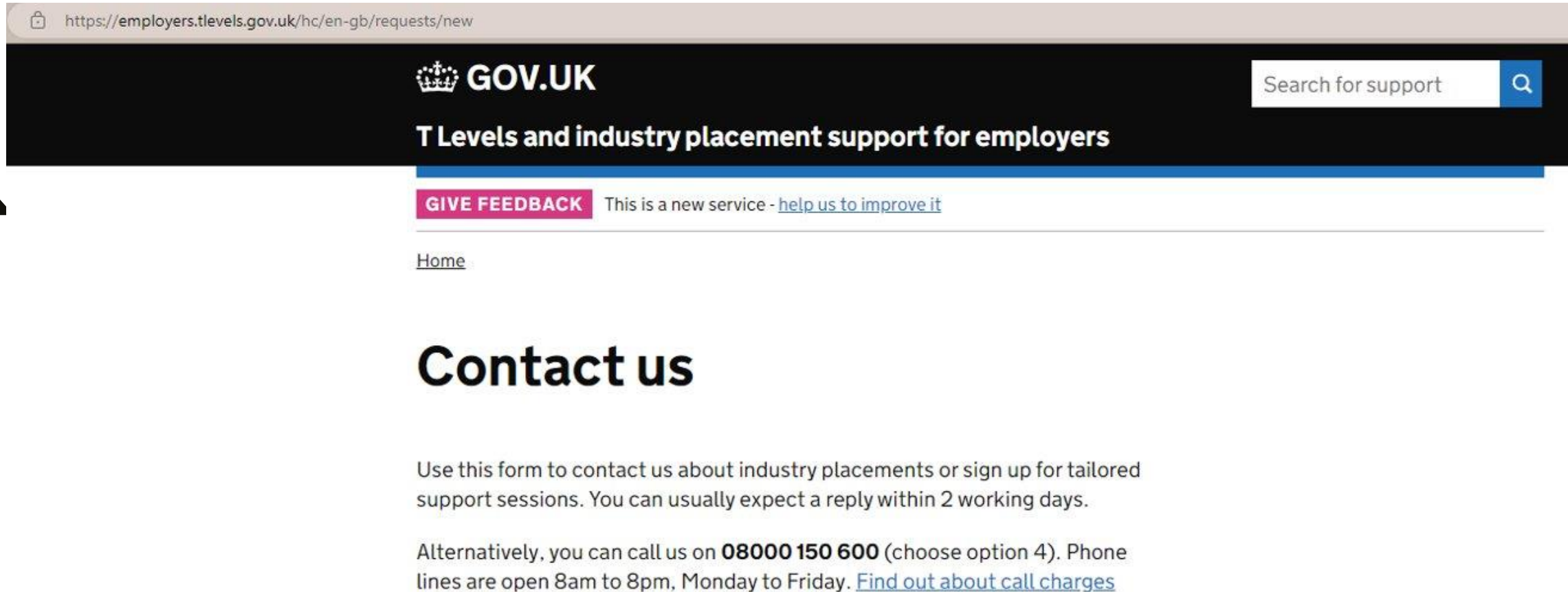
Event	Type
The role of the line manager and mentor – hosting T Level students in the workplace	Specific topic
Social Care Construction Digital (including both pan-sector and digital sector roles)	Industry focused




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


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

INDIVIDUALLY TAILORED ASSISTANCE



https://employers.tlevels.gov.uk/hc/en-gb/requests/new

 **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](#)

Contact us

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.

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/



HM Government

