



***INDUSTRY PLACEMENTS:
KEY INFORMATION FOR
EMPLOYERS***

TL



HM Government

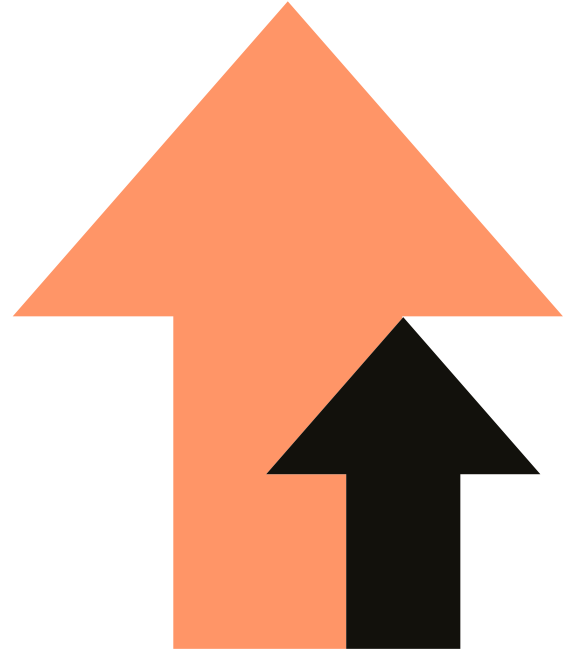



T LEVELS

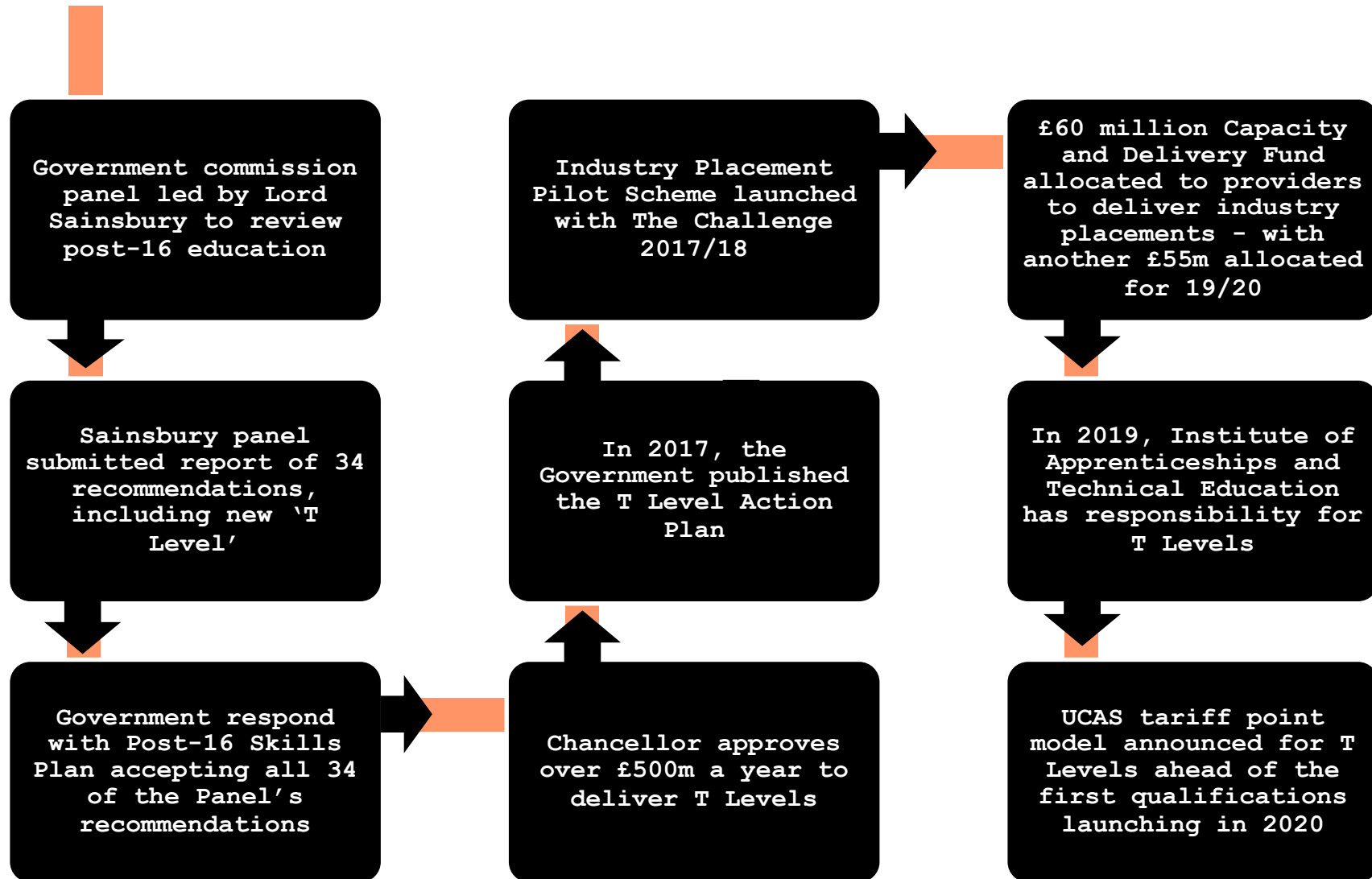


- ➔ 2 year L3 qualification for 16-18 year olds, equivalent to 3 A Levels
- ➔ Designed with employers to teach the skills that industry needs
- ➔ 80 per cent in college gaining industry specific skills and knowledge
- ➔ 20 per cent on the job (industry placement)
- ➔ Relevant English, maths and digital skills

INDUSTRY PLACEMENT

- ➔ 315 hours with an employer
 - ➔ Structured and meaningful work in a relevant area that gives the student a chance to put into practice the knowledge and technical skills learnt in the classroom
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A BRIEF HISTORY



HOW A T LEVEL COURSE WORKS

1800 hours over two years (with flexibility).

Outline content set by T Level panels and approved by Institute for Apprenticeships and Technical Education

TECHNICAL QUALIFICATION (TQ)

Approximately 900-1400 hours

CORE CONTENT

20% - 50% of the total TQ time

- Knowledge and understanding of the concepts, theories and principles relevant to the T Level and the broader industry
- Core skills relevant to the T Level
- Assessed through an external examination and a substantial industry placement project

SPECIALIST CONTENT (MIN. 1 PER TQ)

50% - 80% of the total TQ time

- Knowledge, skills and behaviours required to achieve the level of competence in an occupational specialism needed to enter skilled employment
- Maths, English and digital integrated where necessary to achieve competence
- Assessed through rigorous practical assignments

T LEVEL INDUSTRY PLACEMENTS

- Undertaken with an external employer
- Minimum of 45 days (315 hours)
- Students develop technical skills and apply their knowledge in a workplace environment
- Provider should pay for/contribute to travel and subsistence costs, if not covered by the employer
- Employers not expected to pay students

MATHS AND ENGLISH REQUIREMENTS

- Students are expected to achieve a level 2 in maths and English. This can be achieved through GCSEs (grade 4 and above) or level 2 Functional Skills (pass)
- T Level panels are free to set higher maths and English requirements, where necessary

OTHER REQUIREMENTS SET BY T-LEVEL PANEL

- Occupation-specific requirements included, where possible, if they are essential for skilled employment e.g. licence to practice qualification or professional registration

HOW T LEVELS FIT WITH OTHER POST-16 CHOICES

In future, young people will be able to make a clear choice after GCSE whether to pursue an academic or technical/vocational path. We are currently undertaking a review of other post-GCSE qualifications and will only retain those of high quality and with a distinct purpose.

ACADEMIC

A LEVELS

Subject-based qualifications delivered over 2 years by school sixth-form, sixth-form colleges and FE colleges (100% classroom based)

PURPOSE: TO PREPARE STUDENTS FOR HIGHER EDUCATION

TECHNICAL

T LEVELS

Classroom-based course delivered over 2 years

(80% in college and around 20% on the job)

PURPOSE: TO PREPARE STUDENTS FOR ENTRY INTO SKILLED EMPLOYMENT (INCLUDING HIGHER LEVEL APPRENTICESHIPS) EITHER IMMEDIATELY OR AFTER HIGHER LEVELS OF TECHNICAL EDUCATION.

APPRENTICESHIPS

Work-based training for a minimum of 12 months

(80% on the job and 20% off the job)

Both T Levels and apprenticeships are based on the same occupational standards, developed by employers working with the Institute for Apprenticeships and Technical Education.

ROLL OUT OF T LEVELS FROM 2020 ONWARDS

<p>AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE</p>	<p>BUSINESS AND ADMINISTRATIVE</p>	<p>CATERING AND HOSPITALITY</p>	<p>CONSTRUCTION</p>	<p>CREATIVE AND DESIGN</p>	
<p>Agriculture, Land Management and Production</p> <p>Animal Care and Management</p>	<p>Human Resources</p> <p>Management and Administration</p>	<p>Catering</p>	<p>Building Services Engineering</p> <p>Design, Surveying and Planning</p> <p>Onsite Construction</p>	<p>Craft and Design</p> <p>Cultural Heritage and Visitor Attractions</p> <p>Media, Broadcast and Production</p>	
<p>DIGITAL</p>	<p>EDUCATION</p>	<p>ENGINEERING AND MANUFACTURING</p>	<p>HAIR AND BEAUTY</p>	<p>HEALTH AND SCIENCE</p>	<p>LEGAL, FINANCE AND ACCOUNTING</p>
<p>Digital Business Services</p> <p>Digital Production, Design and Development</p> <p>Digital Support and Services</p>	<p>Education and Childcare</p>	<p>Design, Development and Control</p> <p>Maintenance, Installation and Repair</p> <p>Manufacturing and Process</p>	<p>Hair, Beauty and Aesthetics</p>	<p>Health</p> <p>Healthcare Science</p> <p>Science</p>	<p>Accountancy</p> <p>Financial</p> <p>Legal</p>

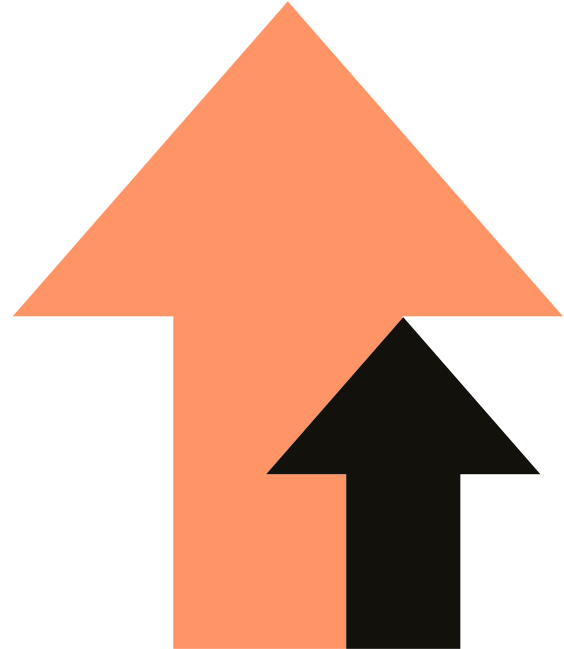

T LEVELS FOR 2020 DELIVERY
T LEVELS FOR 2021 DELIVERY
T LEVELS FOR DELIVERY IN 2022 OR 2023 TBC



THE BENEFITS OF INDUSTRY PLACEMENTS

- Gain extra resources for day-to-day projects
- Develop a cost-effective recruitment pipeline of talent for entry-level jobs
- Attract motivated young people to your business and bring in imaginative and new ideas

Build the capacity of your business and develop the skills you need

- Give your staff the opportunity to upskill in coaching and mentoring
 - Build a more diverse and creative workforce
 - Provide a positive experience for a local young person
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WHY DO INDUSTRY PLACEMENTS NOW?

Bring the benefits of industry placements to your business early and start working with local providers to plan and deliver T Level-style placements so that the introduction of T Level courses from September 2020 onward goes smoothly.

EMPLOYER JOURNEY

IDENTIFY PLACEMENT AND PARTNER WITH PROVIDER

- decide where in business the placement will be, role for the student and who will line manage
- through supported matching process identify local learning provider to work with on developing and delivering placement



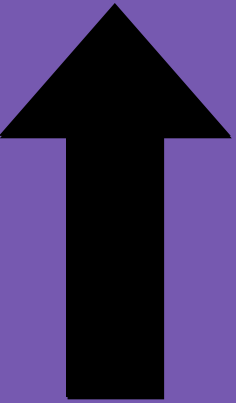
ROLE DESCRIPTION AND PRE- PLACEMENT CHECKS

- work with provider TO agree full role description, learning objectives, structure of placement and selection criteria for student
- complete 3-way agreement with provider and student plus relevant health and safety, public liability, non-disclosure agreement etc



PREPARATION, INDUCTION AND PLACEMENT

- share joining information, dress code etc then supply full induction including site tour, health and safety brief etc
- monitor progress, ensure regular contact with provider and student, complete student appraisal at end of placement



PROVIDER JOURNEY

STUDENT PREPARATION AND MATCHING

- assess student readiness prior to placement ensuring minimum standards are met. Employability skills, etiquette and expectations
- set placement objectives with both employer and student. Support employer as needed and define structure of placement



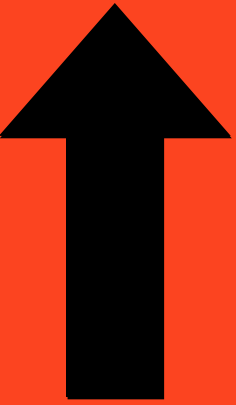
SELECTION AND PRE-PLACEMENT CHECKS

- agree with employer the learning objectives and selection process and ensure everything ready for when student starts, agree regular check points
- ensure placements are good quality, safe and meet student learning aims. Complete necessary checks and ensure employer equipped for any student requirements



SUPPORT AND COMPLETE PLACEMENT

- ensure regular contact with both student and employer, ongoing safeguarding checks, raise issues if necessary
- final review with employer and learnings for future placements, ensure student appraisal completed by employer



STUDENT JOURNEY

UNDERSTAND OBJECTIVES

- Work with employer and provider to identify learning objectives to be worked towards
- agree and sign 3-party agreement
- ensure all relevant readiness for work preparation complete e.g DBS certificate



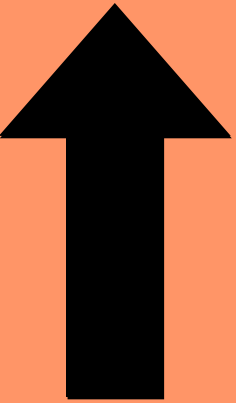
PRACTICALITIES AND ETIQUETTE

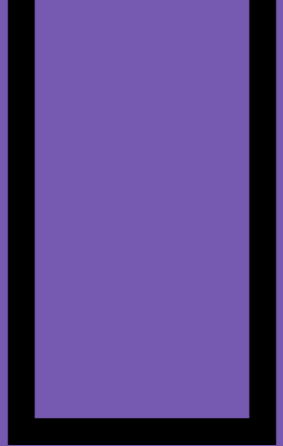
- arrange suitable punctual travel, comply with health and safety requirements and confidentiality, correct use of equipment etc
- dress appropriately, positive attitude, courteous respectful, appropriate use of mobile devices



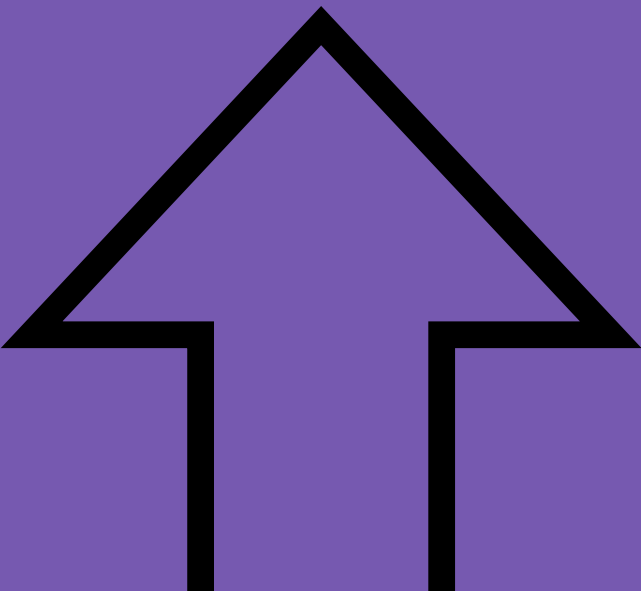
TRACK PROGRESS

- complete weekly (or as appropriate) log book, 1-1 with line managers, attend and contribute to 3-party midpoint and final reviews





POLICY UPDATE



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***WE RECENTLY PUBLISHED
AN INDUSTRY PLACEMENTS
POLICY STATEMENT
OUTLINING DFE POLICY AND
PLANS FOR INDUSTRY
PLACEMENTS***

***This covers progress on industry placements to date
(including the pilot, Capacity and Delivery fund, NAS and
provider support etc), as well as announcements that will
effect September 2019 onwards***

AN EXPANDED FRAMEWORK OF INDUSTRY PLACEMENT MODELS AND APPROACHES:

- Allowing students generally to work with up to 2 employers to make up the minimum of 315 placement hours
- Using on-site facilities for SEND for part of the placement and for the full duration of placements for young offender
 - Allowing a small proportion of occupationally relevant work tasters to count towards placement (up to 35 hours)
- Allowing part time work to count as long as it is occupationally relevant and at the right level
 - Placements recorded in hours rather than days - to reflect different industry working practices and accommodate

SOME ROUTE SPECIFIC MODELS

CONSTRUCTION / ENGINEERING SKILLS HUBS

- Students can begin their placement at an already established Hub before going on-site with that employer, to enable them to undertake training, understand health and safety considerations and develop employer's confidence before allowing them on site



CONSTRUCTION

- Students can complete a commercial, charitable or community project for a maximum of 105 hours of their placement, alongside an external employer and in an external environment



DIGITAL


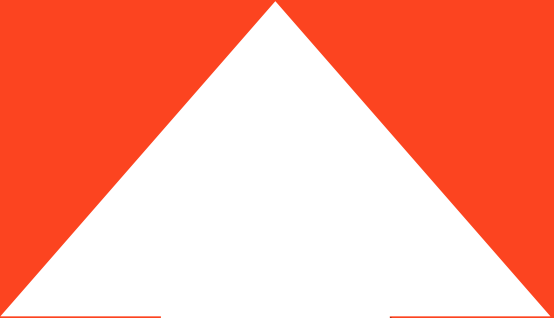
- Placements at route level rather than specialism, to broaden out the options for placements.





WE'RE DEVELOPING A PACKAGE OF SUPPORT FOR EMPLOYERS

The DfE has procured an organisation to work with industry bodies to deliver general and industry-specific guidance, face-to-face workshops and webinars and "on-demand" hands-on support through the 2019-2020 academic year.





EXPLORING LOCAL INNOVATION TO TACKLE LOCATION AND ACCESS BARRIERS

We are carrying out research looking into what good and imaginative local solutions already exist to overcome location and access barriers and promoting this so that others can adopt or adapt this good practice.



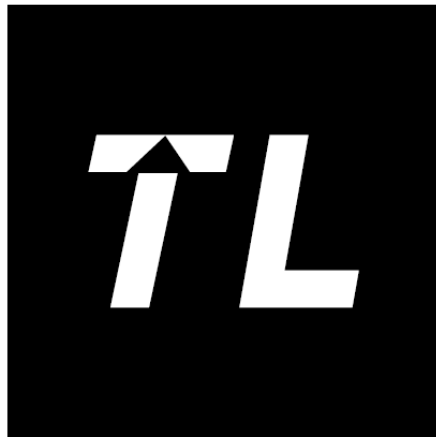
INTRODUCING THE BRAND

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T-LEVELS

THE NEXT LEVEL QUALIFICATION



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STEP UP TO THE NEXT LEVEL

THE NEXT LEVEL
QUALIFICATION
THAT'S BUILT
BY BUSINESS

T-LEVELS
THE NEXT LEVEL QUALIFICATION

T-LEVELS
THE NEXT LEVEL QUALIFICATION

T-LEVELS

T-LEVELS



**MEET THE
WORKFORCE
OF THE
FUTURE**

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T-LEVELS

Highly skilled, work-ready students are here to build your business and create opportunities for your organisation.

Industry placements are already helping employers go further forward, faster.

- ↑ Help nurture and develop talent
- ↑ Increase capacity
- ↑ Extra resource for specific projects
- ↑ Bring in people with imaginative, new ideas and different skills

You'll receive support with planning at every stage of the process from your partner school or college.

Industry placements of around 45 days are an integral part of T Levels, a new 2-year qualification which is equivalent to 3 A Levels, that brings classroom and work together.

T Levels have been designed with the best employers to make sure students have the skills and knowledge you need.

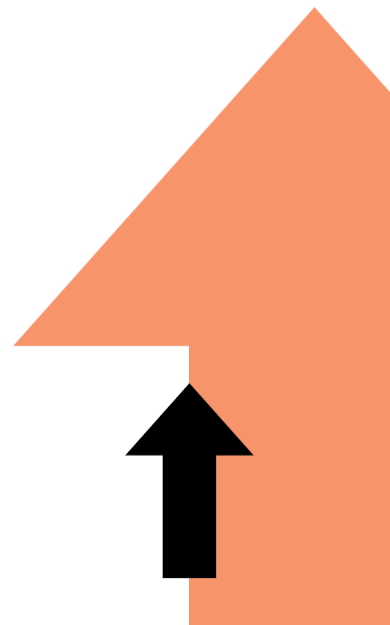
Take your business to the next level with industry placements and T Levels.

Contact us on 08000 150 600 or tlevel.placement@education.gov.uk

To find out how you can get involved, visit [gov.uk/guidance/industry-placements](https://www.gov.uk/guidance/industry-placements)



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FOR MORE INFORMATION

- Discuss with your National Account Manager
- Contact an Account Manager on 08000 150 600
- Email tlevel.placement@education.gov.uk
- Visit www.gov.uk/education/t-levels