



Department
for Education

TL

T Level Workshop - Shaping the Future Engineering and Manufacturing Workforce

London - 23 March 2023



Enginuity



Royal Academy
of Engineering



GATSBY



AGENDA - 23rd March London

Time	Item
10:30 – 10:40	Housekeeping and Welcome Daniel Meredith, Chief Operating Officer, Enginuity Paul Brit, Head of People & Organisation, Siemens Smart Infrastructure division
10:40 –10:45	Keynote speech - Dame Judith Hackitt, Chair of Enginuity
10:45 – 11:00	The T Levels story so far – Simon Peek, Policy Lead, T Level Industry Placements Policy Team
11:00 – 11:30	Benefits of offering placements for students - Chris Roper, Senior Curriculum Manager-Engineering and Automotive, Alfie Faulkner and Evie Lazen, New City College. <i>Hear first-hand from some talented students about the impact they have had on their industry placements</i>
11:30 – 11:45	Comfort break
11:45 – 12:35	Why and how we support T Levels – Wendy Belfield, InTandem Systems (SME) <i>Hear from an employer talk about why and how they are supporting T Levels, the benefits to their business including a demonstration of an engineering project completed by students.</i>
12:35 – 12:50	How we’re supporting businesses like yours – Anna Sutton, Strategic Development Network (SDN) <i>The Strategic Development Network will showcase the variety of free support that they offer to employers, to accelerate their T Level journey.</i>
12:50 – 13:00	Next steps and Closing remarks - Daniel Meredith
13:00 – 14:00	Lunch & Networking <i>An opportunity for you to connect with local T Level providers to network and build connections, as well as learn about the specific support available from the Royal Academy of Engineering, Gatsby Charitable Foundation and other partners.</i>
14:00	Event Close - The venue will remain available until 3pm for delegates wishing to continue networking beyond 2pm

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Welcome

Daniel Meredith
Chief Operating Officer, Enginuity



Paul Brit

Head of People & Organisation, Siemens Smart Infrastructure division



Dame Judith Hackitt

Chair of Enginuity



The T Level story so far...

Simon Peek

Policy Lead, T Level Delivery, DfE



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.

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More Info?

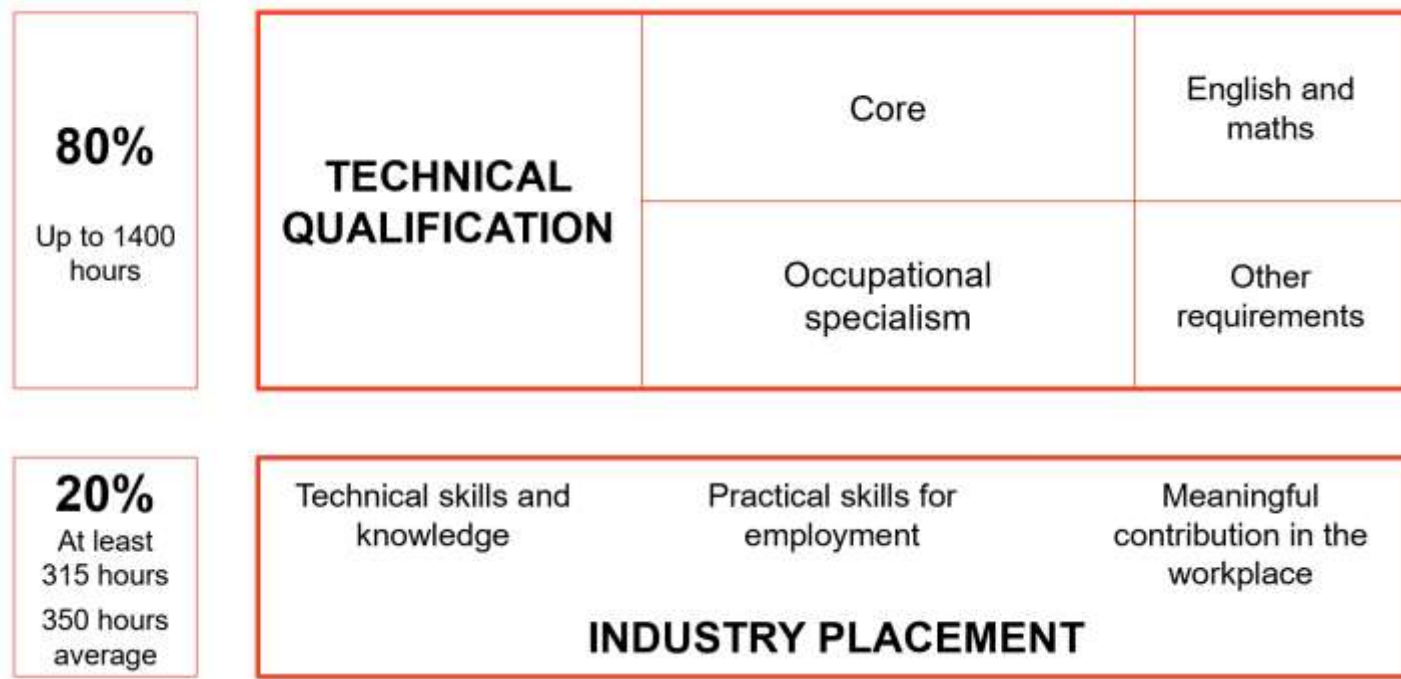
[T Level Development Panel Memberships](#)

[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?

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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

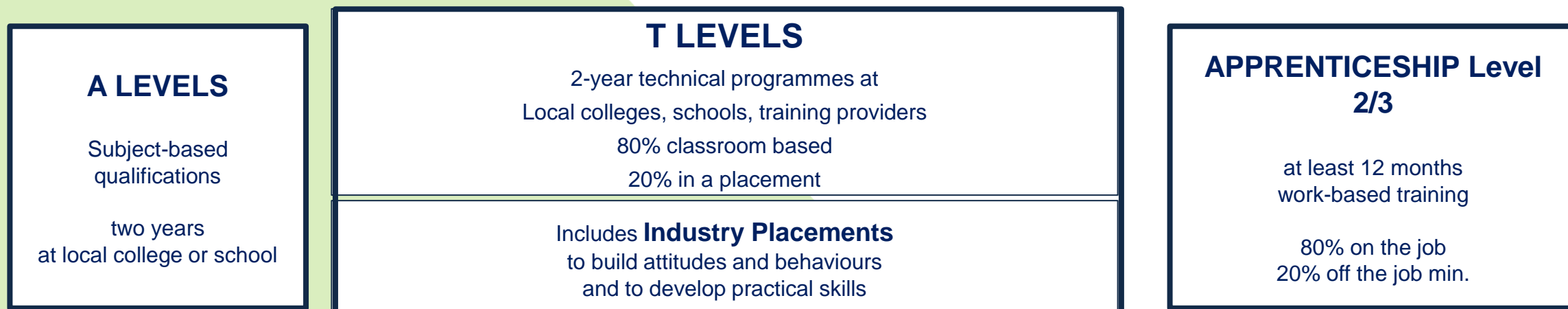
AUTUMN 2022

- 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

Not yet live

- 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?



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.



Benefits of offering placements for students and Q&A

Chris Roper

Senior Curriculum Manager-Engineering and Automotive, New City College
Engineering and Manufacturing T Level Student

Alfie Faulkner and Evie Lazenby

Engineering and Manufacturing T Level Students at New City College

Benefits of offering placements for students

Sufy Hansort

Engineering and Manufacturing T Level student with Newcastle and Stafford Collages Group.

T-LEVELS
THE NEXT LEVEL QUALIFICATION

T-LEVELS EMPLOYER ENGAGEMENT

Meryl Finney

T-Level Manager

meryl.finney@nscg.ac.uk



Employer Focus – Portmeirion Group

T-Level Placement: Mechanical Engineering

“At our Portmeirion site in Stoke, we embraced the opportunity to offer T-Level placements and subsequently have 2 Engineering Students on work placement”.



Employer Focus – Portmeirion Group

T-Level Placement: Mechanical Engineering

“With an aging workforce, we are wanting to support our next generation and help bring in young talent within the ceramic industry, showcasing the Engineering careers we have within the group and the Engineering T-Levels are helping boost the skills we need”.



PORTMEIRIONGROUP



Our Journey - Working together as one Team with pace and enthusiasm to fulfil our Vision

T LEVEL STUDENT ON INDUSTRY PLACEMENT



Comfort Break

15 Minutes

Why and how we support T Levels

Wendy Belfield
Commercial Director at InTandem Systems Ltd

Wendy Belfield

- **Industry Background**

⇒ T Level Ambassador

⇒ Chair of Trailblazer
Employer Group

⇒ CIBSE Employer of the
Year 2017/2020

⇒ External Expert for OfQual

⇒ Commercial Director/
Owner of Engineering
Business in SME sector

⇒ FETA Training & Skills
Group member

⇒ University Lecturer for
30 + years

⇒ Former Product
Manager with BP Plc



WHY OFFER AN INDUSTRY PLACEMENT?



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Talent pipeline for
the future



Good for your
reputation



Fresh ideas from
the next generation



A way to fill skills
gaps now and in
the future



A chance for staff
to develop
supervisory and
mentoring skill



Build a more
diverse workforce



Improve the profile
of your business

Fill skills gaps (now/future)



- Massive skills shortage for engineers/ highly competitive marketplace across industries so especially challenging for SME's
- First step is to get young people into your workplace
- Offer them a great experience so they want to join you
- Hands on opportunity to assess someone's aptitude/interest – much better than usual interview

Fresh Ideas from the next generation



- Our Company Vision:
“To keep young engineers at the heart of everything we do”.

Company's values is a promise to “make time for apprentices and trainees”, as this is how we continually improve

Develop your own Team



- Work with your own staff to identify capacity issues
- Inter-generational differences can feed new approaches/ different perspectives
- Mentoring can broaden your mind and increase career satisfaction by passing on work ethics/experience to the next generation

How to make T Level Placements work ?

- Offer meaningful tasks – think of the things you don't get chance to do
 - Be flexible.....offer taster activities/ projects/ pairs?
 - Invite training provider to visit your premises to understand your approach/ what your business does
- Use mentoring to develop your own staff including young engineers
 - Develop repeatable induction/tasks/projects (make it easier to deliver multiple times)
-

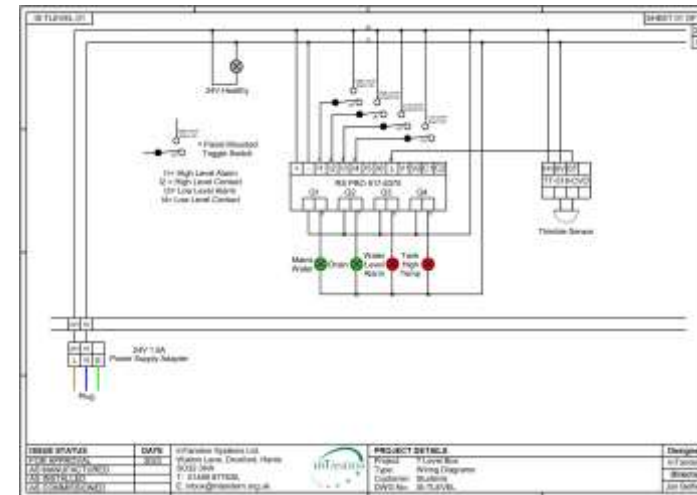
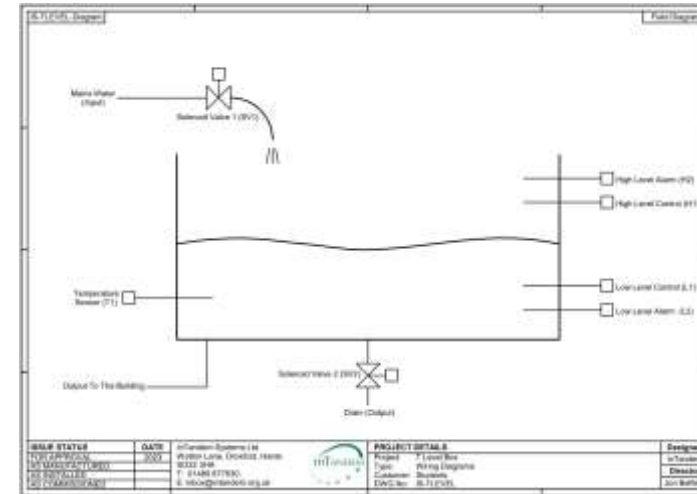


InTandem Systems – Water Tank Project



Water Tank Project

- Students will simulate a water tank system by building a control panel
- Various elements: understanding the wiring diagrams, wiring and connecting the components, programming the strategy of the controller
- Project has 3 phases of increasing complexity to reinforce and build on the skills the students pick up along the way.
- At the end of the project students will have created functioning control panel which sets a great foundation for their future in engineering



Benefits of Projects for the Employers

- Stretches and challenges student with low input after initial brief
- Opportunity for expanding the project, adding complexity
- Option to set as an individual or group project, both testing different skills
- Use project to bridge social gap at start of 45 day placement OR as small team project
- Students will demonstrate their aptitude across a variety of challenges, so employers can judge suitability to their company for future recruitment



Benefits of Projects for the Students

- Placement Students will gain significant hand skills whilst being exposed to problem solving like with a larger full control panel.
- Students benefit from having a more time consuming project rather than many small tasks.
- Having a tangible end goal is advantageous for student to remain motivated and find solutions to problems that may arise.



Next Steps – The Way Forward

- Nurture/develop talent and share knowledge/experience with next generation
- Being an SME can be a ‘super power’ as offers flexibility and meaningful ‘hands-on’ experience in the workplace
- Embrace T Level industry Placements as a recruitment strategy



How we're supporting businesses like yours

Anna Sutton

Strategic Development Network (SDN)



GETTING STARTED

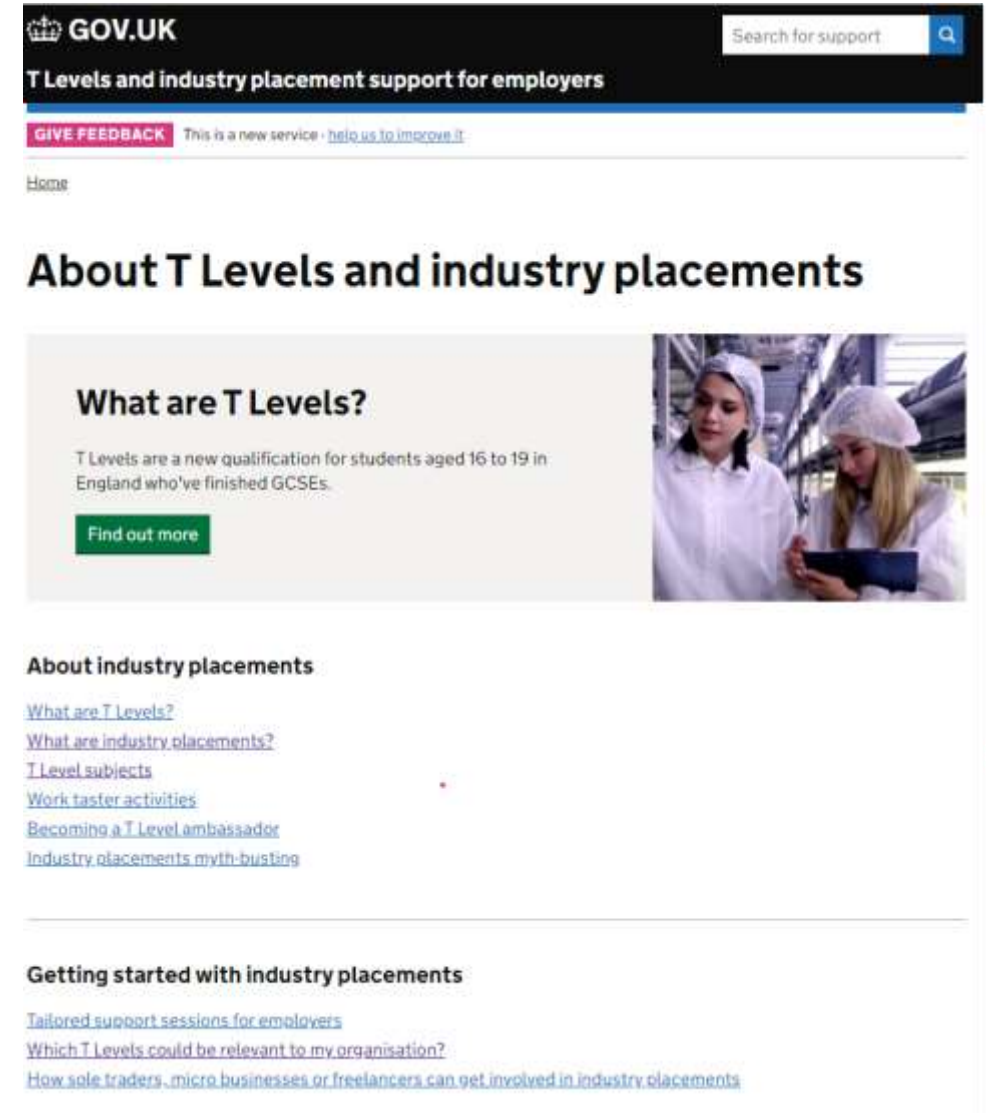
What are T Levels?

What are Industry Placements?

How can they work for you?

Hear from others:

- ☐ Employers
- ☐ Students
- ☐ Providers



The screenshot shows the GOV.UK website for 'T Levels and industry placement support for employers'. The header includes the GOV.UK logo, a search bar, and a 'GIVE FEEDBACK' button. The main heading is 'About T Levels and industry placements'. Below this, there is a section titled 'What are T Levels?' with a description: 'T Levels are a new qualification for students aged 16 to 19 in England who've finished GCSEs.' and a 'Find out more' button. To the right of this text is an image of two young women in white lab coats and hairnets, looking at a tablet. Below the 'What are T Levels?' section is a section titled 'About industry placements' with several links: 'What are T Levels?', 'What are industry placements?', 'T Level subjects', 'Work taster activities', 'Becoming a T Level ambassador', and 'Industry placements myth-busting'. At the bottom, there is a section titled 'Getting started with industry placements' with links: 'Tailored support sessions for employers', 'Which T Levels could be relevant to my organisation?', and 'How sole traders, micro businesses or freelancers can get involved in industry placements'.

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

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?](#)
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- [T Level subjects](#)
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Getting started with industry placements

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- [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

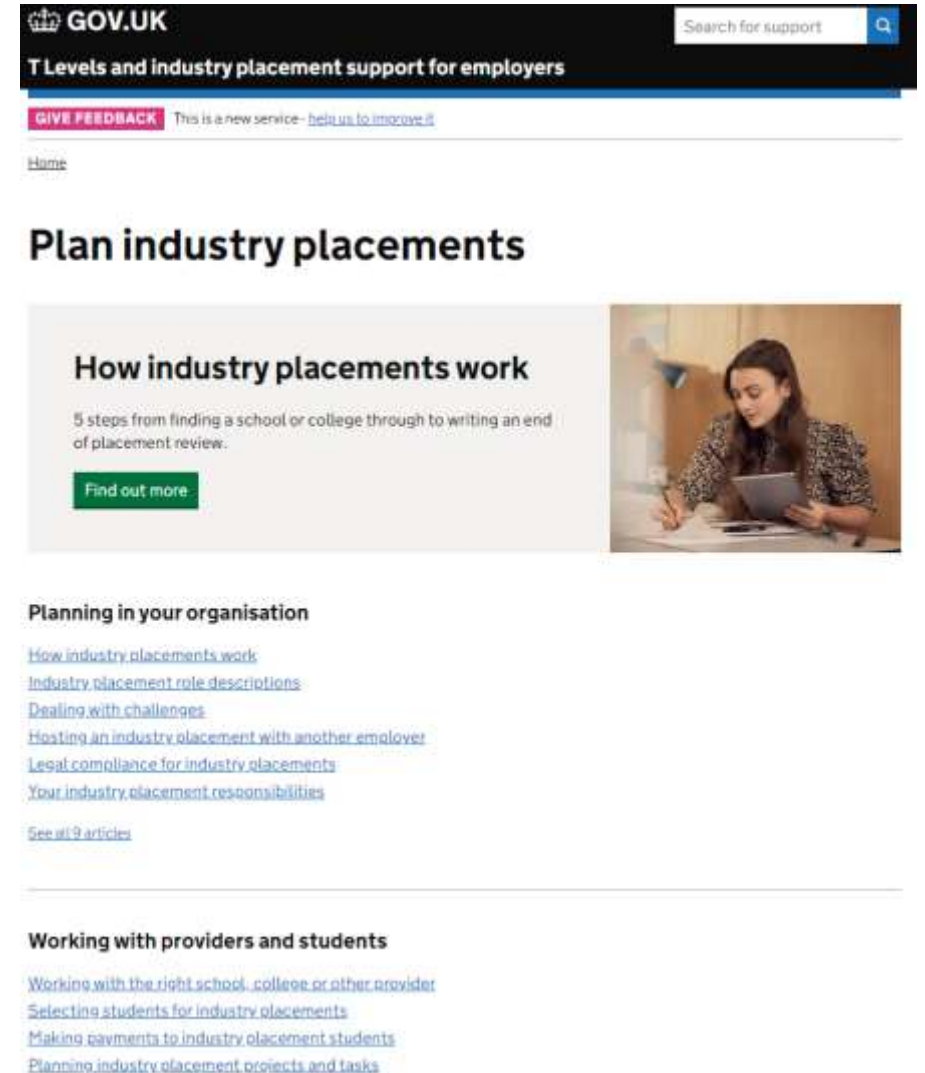
Downloadable resources

The case for industry placements

Planning the content of an industry placement

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

Final preparations checklist



The screenshot displays the GOV.UK website interface. At the top, the 'GOV.UK' logo is on the left, and a search bar with the text 'Search for support' is on the right. Below the header, the main heading reads 'T Levels and industry placement support for employers'. A 'GIVE FEEDBACK' button is visible, accompanied by the text 'This is a new service - [help us to improve it](#)'. The page content is organized into sections. The first section is 'Plan industry placements', which includes a sub-section 'How industry placements work' with the description '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 this text is an image of a woman sitting at a desk, working on a laptop. Below this, the 'Planning in your organisation' section lists several 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 to 'See all 9 articles' is also present. The final section is 'Working with providers and students', which includes links for [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](#).

BENEFITS TO THE EMPLOYER



Alistair Broadberry, Regional Director – Morgan Sindall

BENEFITS TO THE EMPLOYER



TL

Hannah Runsom – CTECH Business Solutions

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 interface. At the top, there's a black header with the GOV.UK logo and a search bar. Below the header, the main heading is "T Levels and Industry placement support for employers". A pink button labeled "GIVE FEEDBACK" is visible, followed by a link "This is a new service - help us to improve it". The main content area has a heading "During industry placements" and a section titled "Effective mentoring for students". This section includes a sub-heading "A good mentor can make a huge difference to a student's experience. Discover our tips for industry placement mentors." and a green button labeled "Find out more". To the right of this text is a photograph of three people (two men and one woman) sitting at a desk, looking at a computer screen. Below the "Effective mentoring" section, there's a heading "Supporting and managing students" followed by a list of links: "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", and "Supporting industry placement students with special educational needs and disabilities".

GOV.UK

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[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](#)
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STUDENT ROLES ON PLACEMENT

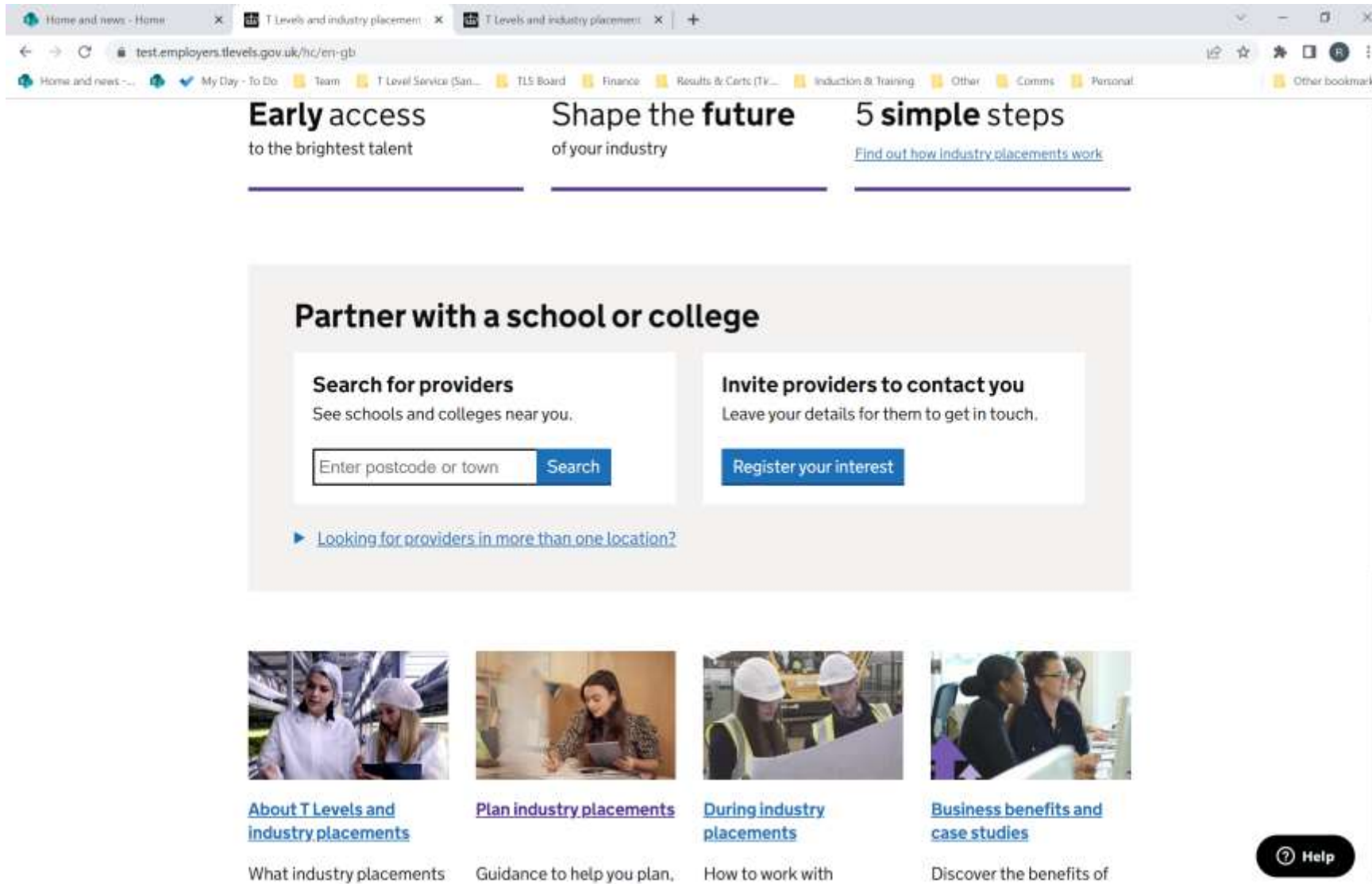


STUDENT ROLES ON PLACEMENT

Andy Denny – CTECH Business Solutions



REGISTER YOUR INTEREST



The screenshot shows a web browser with three tabs: 'Home and news - Home', 'T Levels and industry placement', and 'T Levels and industry placement'. The address bar shows 'test.employers.tlevels.gov.uk/hc/en-gb'. The browser's bookmark bar includes links like 'Home and news - ...', 'My Day - To Do', 'Team', 'T Level Service (San...', 'TLS Board', 'Finance', 'Results & Certs (Tk...', 'Induction & Training', 'Other', 'Comms', 'Personal', and 'Other bookmarks'.

The main content area features three columns:





- Early access** to the brightest talent
- Shape the future** of your industry
- 5 simple steps** [Find out how industry placements work](#)

Below these is a section titled **Partner with a school or college** containing two main options:

- Search for providers**
See schools and colleges near you.
A search box with the placeholder text 'Enter postcode or town' and a blue 'Search' button.
- Invite providers to contact you**
Leave your details for them to get in touch.
A blue button labeled 'Register your interest'.

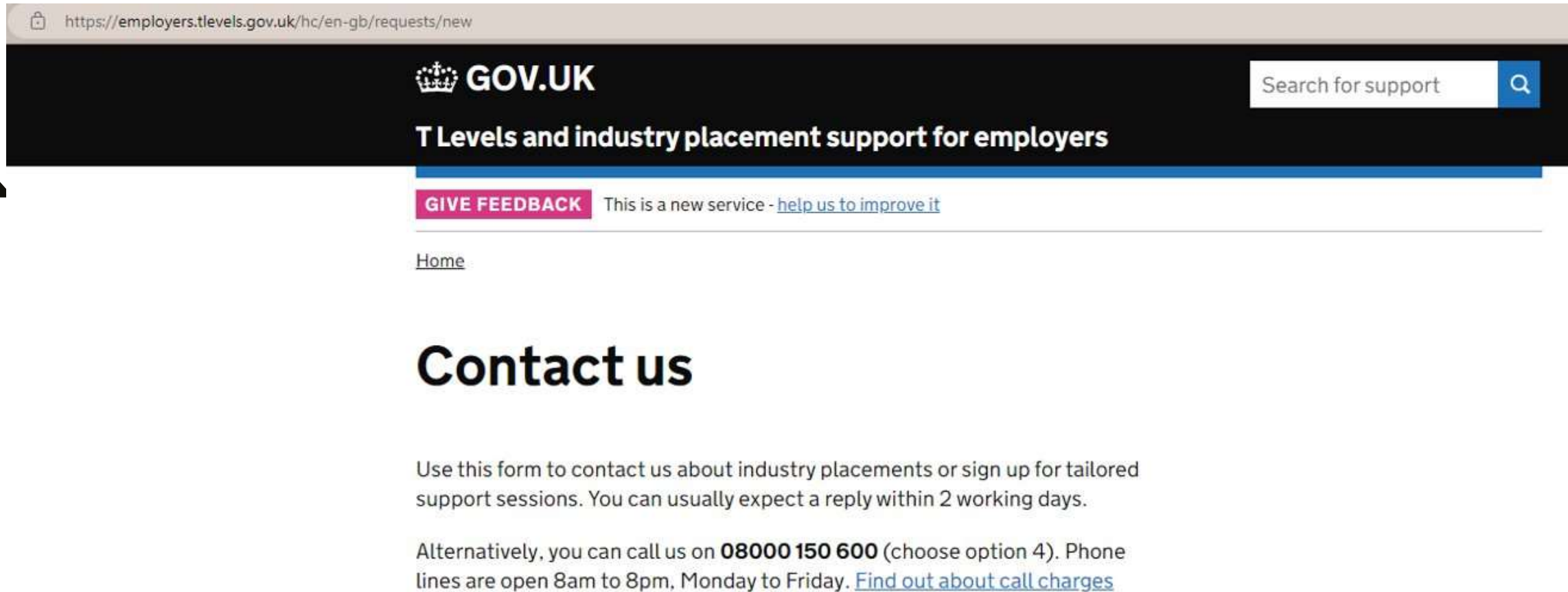
A link below these options reads: [Looking for providers in more than one location?](#)

At the bottom, there are four cards with images and links:

- 
[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

A 'Help' button with a question mark icon is located in the bottom right corner.

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 link for "Home" is also present. The main heading is "Contact us". The text below states: "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." It then provides an alternative contact method: "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](#)".

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

GOV.UK

Search for support

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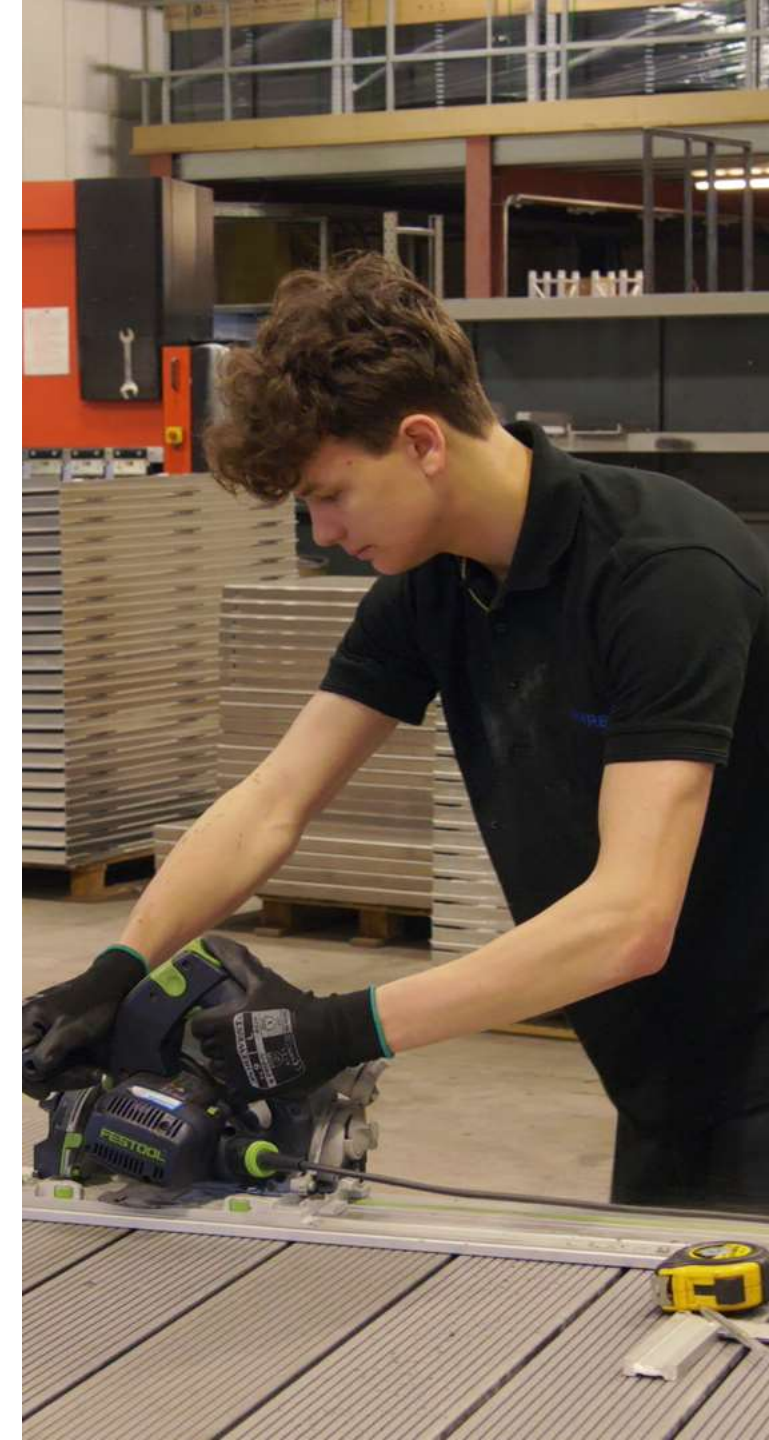
LIVE EVENTS

Type	Topic	Date
Webinar	Upskilling tomorrow's workforce	Thursday 30 th March
Webinar	Placement models	April
Webinar	Placements in health & social care	May
Webinar	Workforce development and the fit with T Levels	May
Webinar	Placements in Science	May
Face-to-face	Employer support conference (Venue TBA)	June
Webinar	Placements in media, broadcast and production	June
Webinar	Placements in construction	July
Webinar	Placements in the digital sector and profession	July

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



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Next Steps

CALL TO ACTION

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Visit the [‘T Level Industry Placement Support For Employers’](#) website.



Maximise the Employer Support Package, and attend a webinar, to find out more about why and how T Levels can enhance your business.



Network with local providers to share skills requirements and begin to build a mutually-beneficial relationship - find your nearest provider [here](#).



Register an interest in T Levels and industry placements via the [T Level Industry Placement Support For Employers](#) website



Offer T Level Industry Placements across your organisation.

Lunch and Networking



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**SKILLS
FOR LIFE**

Thank you