



Department
for Education

TL

T Level Workshop - Shaping the Future Engineering and Manufacturing Workforce

Manchester - 28 March 2023



EngineeringUK

Enginuity

MAKE_{uk}
The Manufacturers' Organisation



Royal Academy
of Engineering



GATSBY

**SKILLS
FOR LIFE**

Welcome

Gert Rohrmann

Training and Development Manager, Siemens plc and Chair of the City & Guilds Engineering and Manufacturing Employer Industry Board



AGENDA – Manchester 28th March

Time	Item
10:30 – 10:40	Welcome - Training and Development Manager, Siemens plc and Chair of the City & Guilds Engineering and Manufacturing Employer Industry Board
10:40 –10:45	Keynote speech - Stylli Charalampous, Senior Programme Manager Further and Higher Education, Royal Academy of Engineering
10:45 – 11:00	The T Levels story so far – Sam Burn, Department for Education (DfE)
11:00 – 11:30	Benefits of offering placements for students - T Level students: Tom Robinson , Preston college and Lucy Chislett, Nelson Group of Colleges. Hear first-hand from some talented students about the impact they have had on their industry placements
11:30 – 11:45	Comfort break
11:45 – 12:05	Why I invested in T Levels - Tom Brewster from Air Filtration Solutions Ltd. Hear Tom will talk about why he invested in T Levels and the benefits his business are realising as a result
12:05 – 12:35	How I invested in T Levels - Adam Bullough PPS Commercials Ltd and Nigel Shields Bury College Hear first-hand from an employer and T Level provider who have been working together to deliver high-quality placements, and the key steps they took to make it a success
12:35 – 12:50	How we’re supporting businesses like yours - Hazel Holmes The Department for Education (DfE) The Strategic Development Network will showcase the variety of free support that they offer to employers, to accelerate their T Level journey.
12:50 – 13:00	Next steps and Closing remarks - Gert Rohrmann
13:00 – 14:00	Lunch & Networking 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.
14:00	Event Close - The venue will remain available until 3pm for delegates wishing to continue networking beyond 2pm

TL

Stylli Charalampous

Senior Programme Manager, Further and Higher Education
The Royal Academy of Engineering



The T Level story so far...

Sam Burns

T Level Industry Placement Policy Advisor, The Department for Education



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

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

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

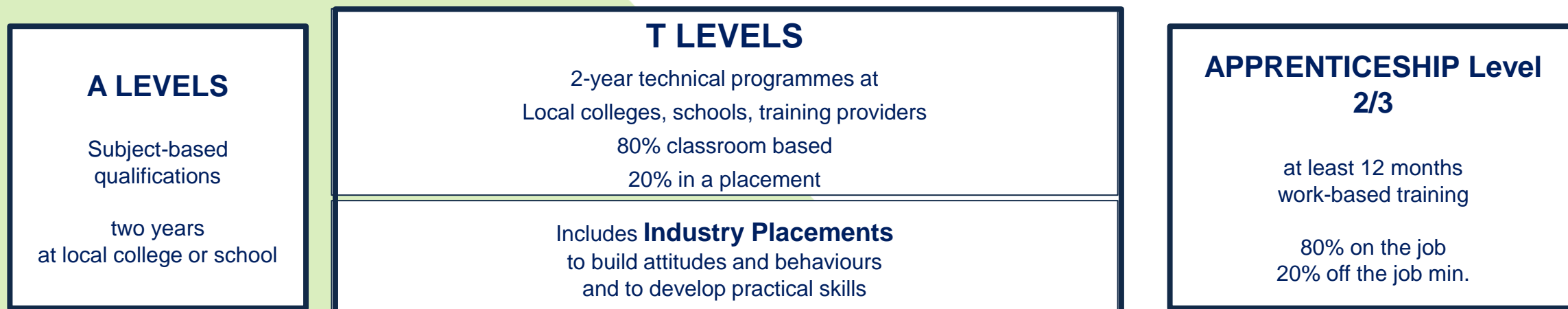
AUTUMN 2022

- 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

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?



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

Kirstie Lawlor

Industry Placement Coordinator, Preston College

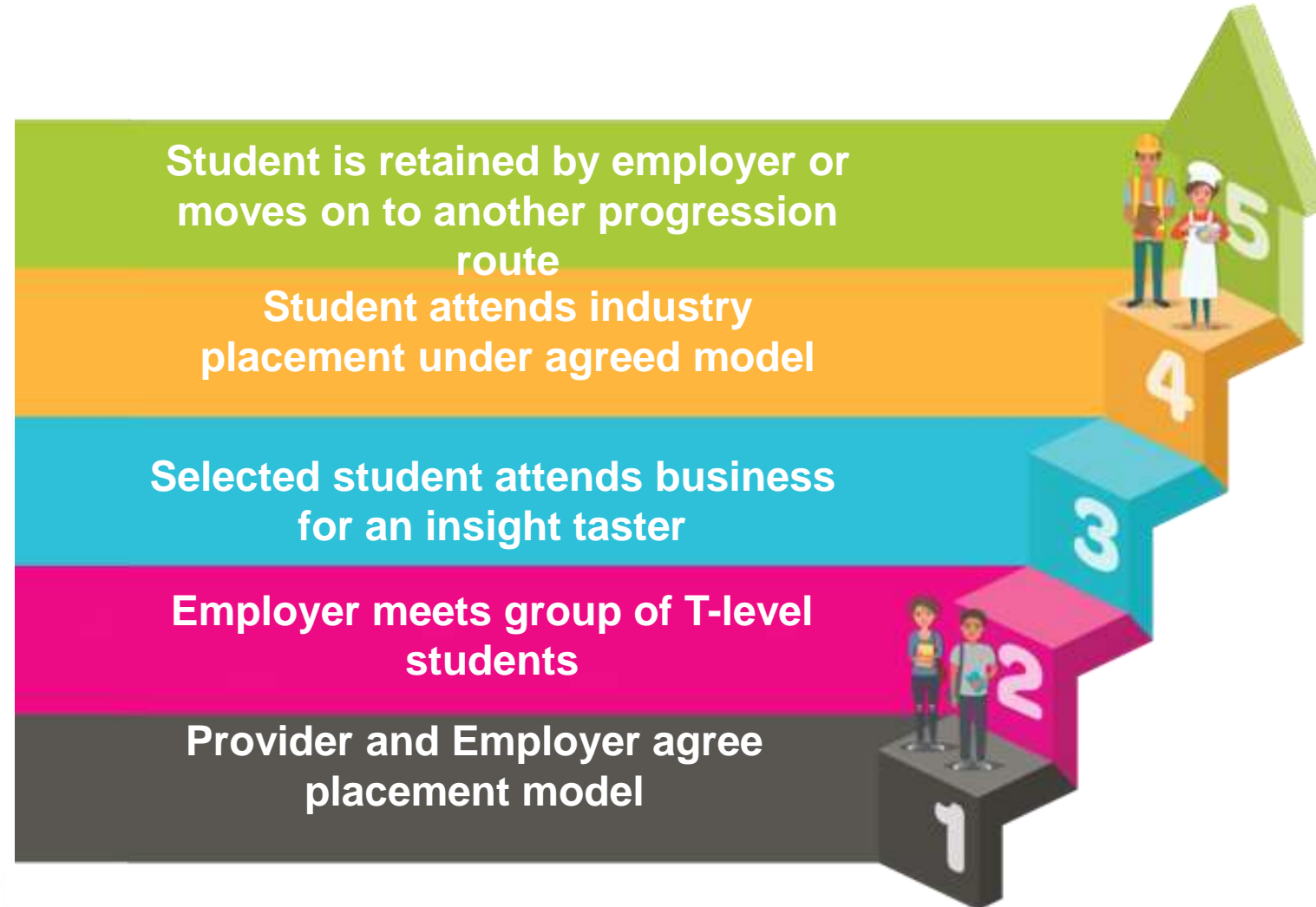
Thomas Robinson

Engineering and Manufacturing T Level Student, Preston College

MAKE THE SMART CHOICE



T-LEVEL INDUSTRY PLACEMENTS



START PLACEMENT

MEET THE TEAM

T-LEVEL INDUSTRY PLACEMENTS

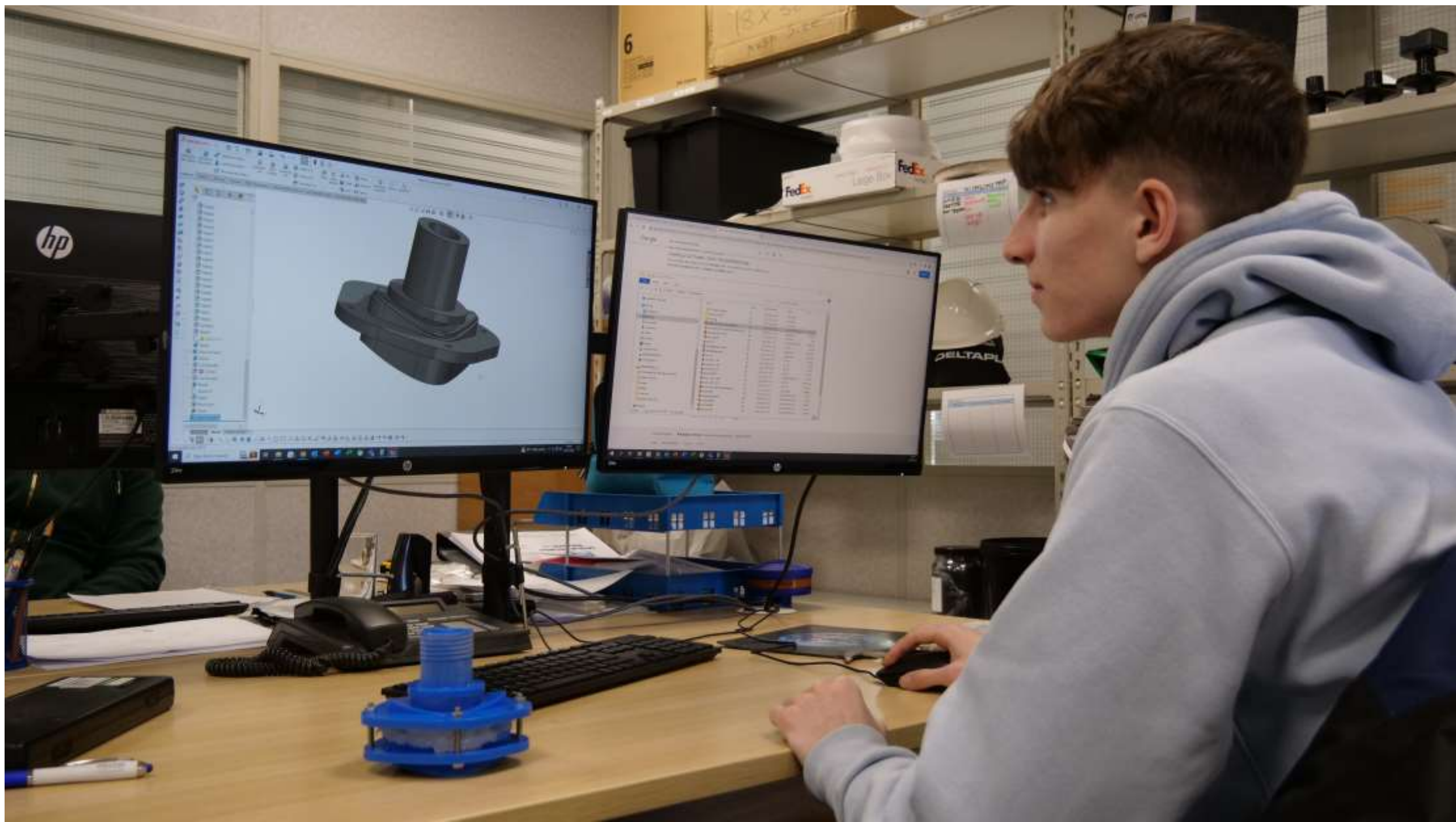


Tom Robinson
T-Level Student
Engineering: Design and
Manufacturing
Preston College

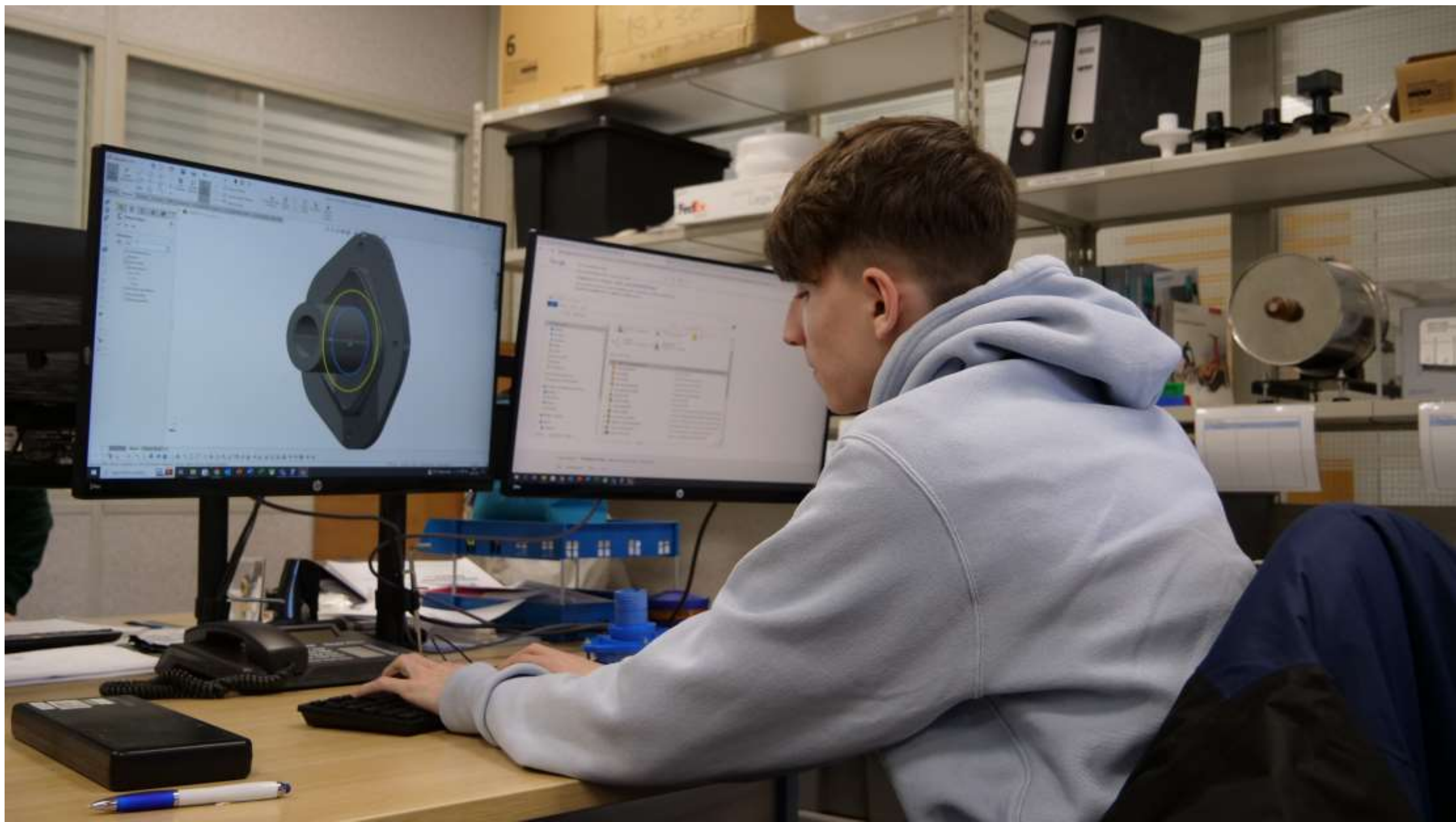
**Placed at Air
Filtration
Solutions,
Preston**

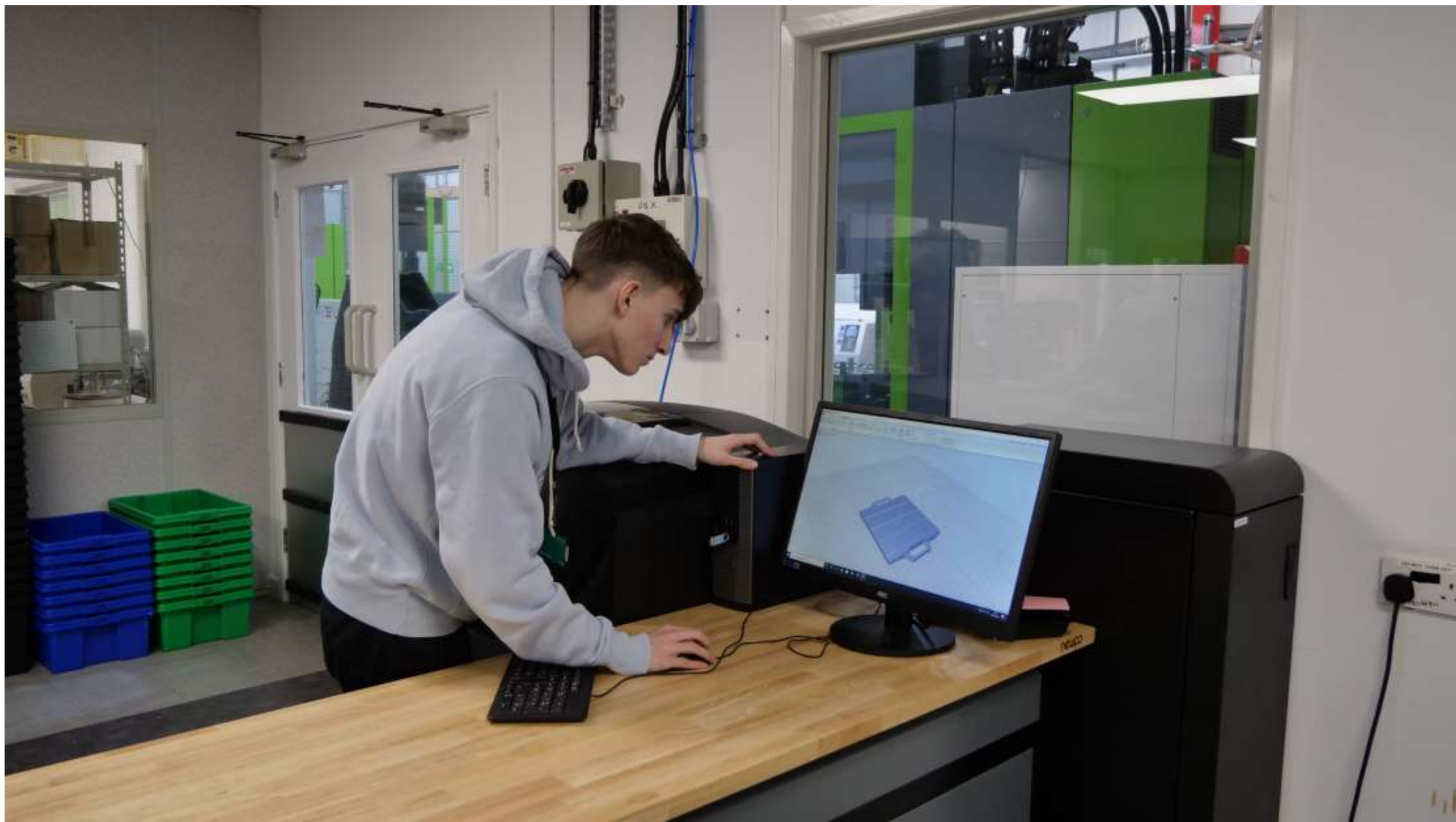
Kirstie Lawlor
Industry Placement Coordinator
Preston College

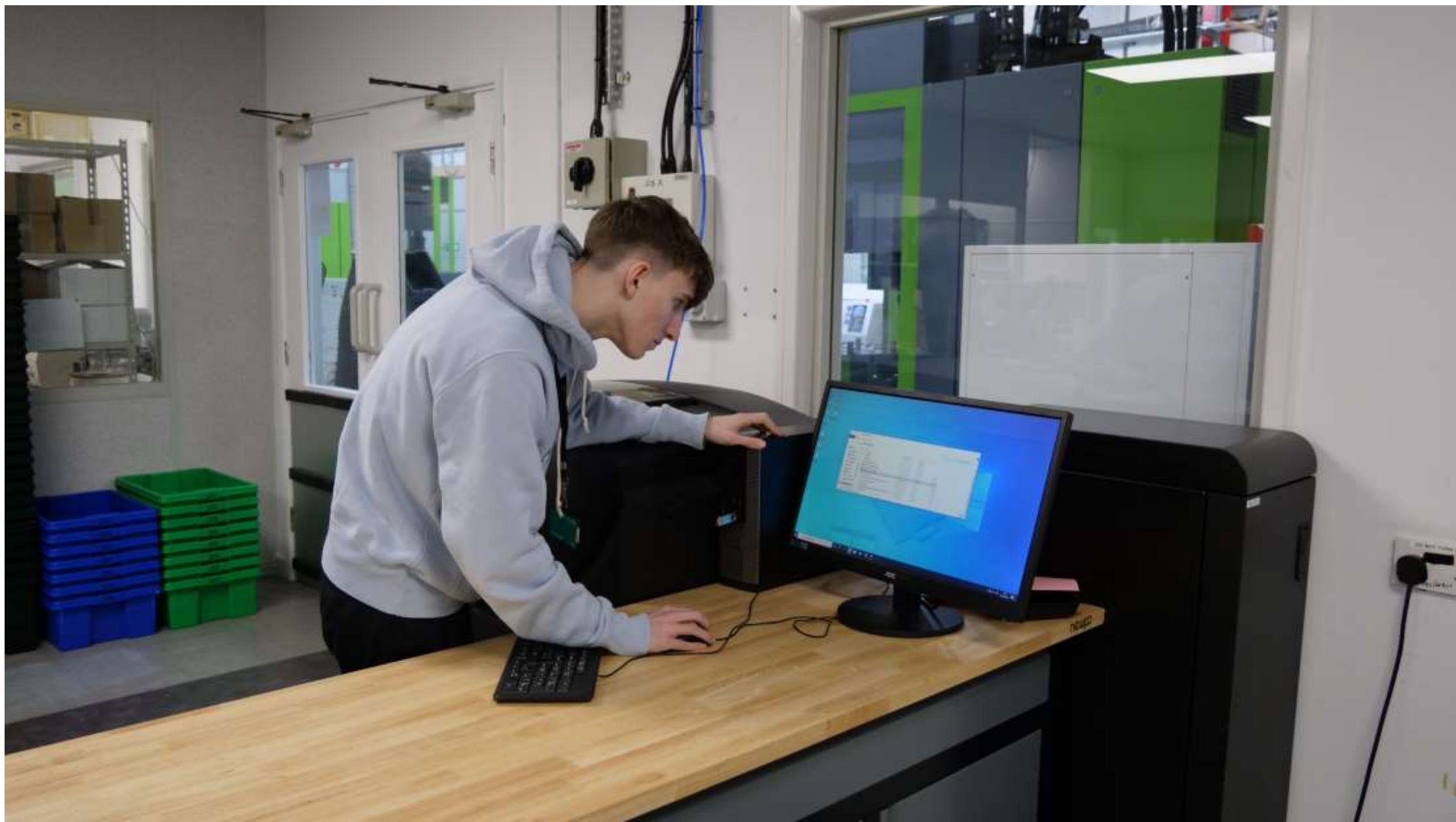


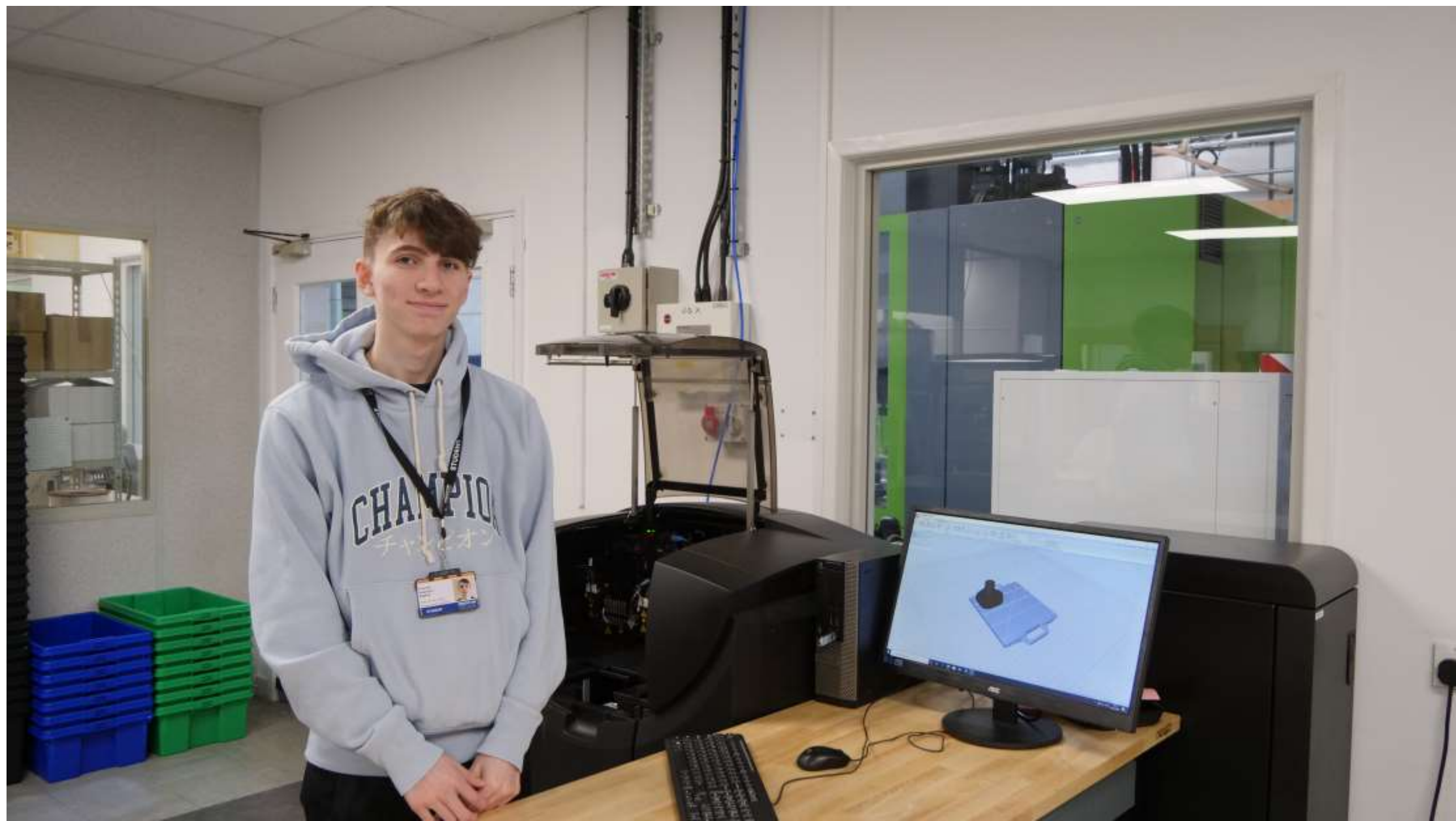
















Benefits of offering placements for students

Brent Marshall

Engineering Head of Division, Nelson Group of Colleges

Lucy Chislett

Design & Development T Level Student



Student Journey T Levels

Creating the **extraordinary.**



Collaboration and Co-Creation

Creating the **extraordinary.**

NELSON & COLNE
COLLEGE

ACORNHURST & ROSSDALE
COLLEGE

Lancashire
Adult Learning



Lucy Chislett
Engineering T-Level Student

Comfort Break

15 Minutes

Why I invested in T Levels

Tom Brewster

Engineering Manager, Air Filtration Solutions Ltd

The logo for T-LEVELS, featuring the word "T-LEVELS" in a bold, red, sans-serif font with a stylized 'T' that has a small upward-pointing arrow, and the phrase "THE NEXT LEVEL QUALIFICATION" in a smaller, red, sans-serif font below it.

A View From The Employer

Tom Brewster

Air Filtration Solutions Ltd/Hengst Filtration



Tom Brewster

Who are we?
Who am I?



- ❑ We specialise in the design and manufacture of filtration solutions for the automotive, industrial and medical sectors. Examples of these are PPE masks (gas and particle), hospital breathing apparatus such as ventilators and CPAP devices and car oil/fuel filters. We have 52 employees in the U.K operating out of our Preston manufacturing site and have a turn over of £7 million.
- ❑ My role is the Engineering Manager for the U.K & Malaysia. We have an engineering team consisting of 7 engineers.

Justification for a T Level placement.

Our strategy is to fulfil 80% of our required resource with degree level apprentices who will become our subject matter experts/engineers of the future.

Business Growth

- ❑ We have experienced large growth over the past two years and we expect this to continue.

Skills Gap

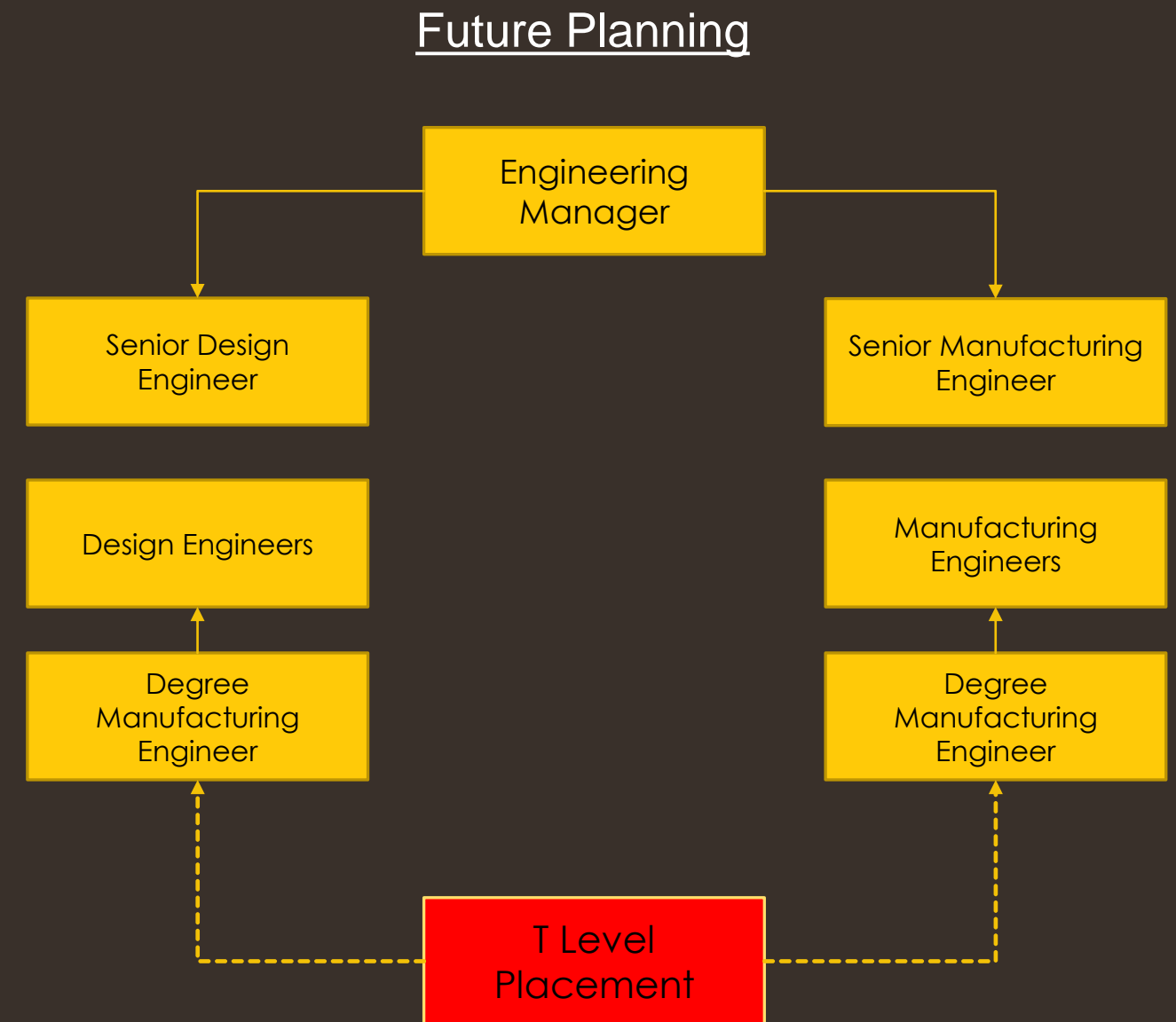
- ❑ To continue to innovate and develop new products we need to grow our existing engineering department by 150% over the next 3 years.

Recruitment Issues

- ❑ Skills on the Fylde coast within the medical industry are difficult to find which can lead to lengthy and costly recruitment processes. We want to invest in apprentices and T level placements to provide a conveyor belt of skills into the business.

My reasons for a T Level placement.

A unique opportunity for both parties to work together for a 2-year period prior to deciding on the future.



- ❑ The T level qualification can give candidates a direct progression route onto a degree which supplements our business strategy to develop within.

How the T level placement has impacted our business.

Additional Resource

- ❑ We have a competent resource who has directly contributed to the business since joining. This resource is guaranteed once a week and during half term.

Team Development

- ❑ It's been great to witness current members of the engineering team mentoring our T level placement. This up-skills them and prepares them for future line management/lead roles.

Addressing The Skills Gap

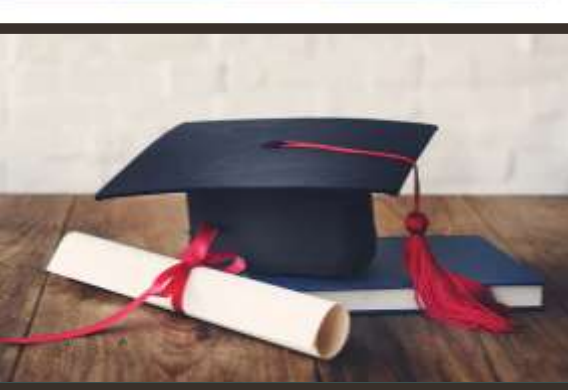
- ❑ Our hope is that the T level placement back fills our apprenticeship degree vacancies however this has to suit both parties.

Project examples

The T level placement has been pivotal to the launch of our new carbon face mask. Tom has developed the canisters for various types of gases ensuring the correct quantity of carbon is encapsulated in order to protect the end user.



Summary



- Accelerated product delivery with additional resource.
- An opportunity to give back to the local community and a chance to inspire the next generation of engineers.
- A pathway from T level through to degree level apprenticeships within our business.
- Ability to up-skill current members of the team to prepare them for future roles.

How I invested in T Levels and Q&A

Adam Bullough
PPS Commercials Ltd

Nigel Shields
Bury College



Adam Bullough
PPS Commercials Ltd



Nigel Shields
Bury College

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**SKILLS
FOR LIFE**

PPS Commercials

Our skills needs

- Skills Gaps – manufacturing, welding, general fabrication, quality and design.
- Ageing workforce, apprenticeship provision at L2 seen as poor in the area, difficulty in recruiting to the sector
- Recognised local education providers could deliver a talent / recruitment solution



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Bury College

Skills survey

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The screenshot shows a survey interface for Bury College. At the top left is the Bury College logo. The main title is 'Bury College - Building relationships - Meeting your workforce skills needs - Engineering'. Below the title is a paragraph: 'Here at Bury College, we are striving to build partnerships with our employer community. We are consistently and constantly reviewing our delivery models and always reflecting on our curriculum.' This is followed by another paragraph: 'As a past or present employer who has offered or offering placement support, we would like to ask a few questions relating to our provision and hopefully meeting your future recruitment and skills agenda.' The survey is divided into sections, with 'Section 1' visible. There are several text input fields, some with a small '1' in a grey box, and a 'Enter your answer' prompt. The bottom of the page features a red and blue geometric design.

Bury College - Building relationships -
Meeting your workforce skills needs -
Engineering

Here at Bury College, we are striving to build partnerships with our employer community. We are consistently and constantly reviewing our delivery models and always reflecting on our curriculum.

As a past or present employer who has offered or offering placement support, we would like to ask a few questions relating to our provision and hopefully meeting your future recruitment and skills agenda.

Section 1

1

Enter your answer

**SKILLS
FOR LIFE**

Bury College

Our employer engagement approach

- Initial engagement through Kickstart placing 12 customers.
- Conducted a number of meetings, built relationships and understood the business
- Conducted college needs analysis (employer offer) to consider all engagement types.
- Involved in curriculum meetings
- Secured buy-in across key areas; HR, senior management, operations manager.

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Bury College

Academy model



PPS/Bury College
Academy

Engineering Routeway



Serving the community through education and training

TL

**SKILLS
FOR LIFE**

PPS Commercials & Bury College

Planning and delivering the placement

- Conducting full role descriptions, due diligence and staff training
- PPS conducted open evening event to all interested students
- Planned student activity prior to students starting with PPS

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PPS Commercials & Bury College Outcomes

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The screenshot shows a news article on the Bury College website. At the top, there is a navigation bar with a 'Menu' icon, 'Apply now' and 'Portals' buttons, and social media icons for Twitter, Facebook, Instagram, YouTube, and LinkedIn. The Bury College logo is in the top right corner. The main image features five young men in blue and orange work jackets standing behind a sign that reads 'PPS commercials'. Below the image, the headline reads 'FOUR FORMER BURY COLLEGE ENGINEERING STUDENTS TAKEN ON AT LOCAL MANUFACTURING FIRM'. The article is dated 'Posted 05/08/2022 in Engineering' and includes a 'BACK TO NEWS PAGE' link. The text of the article states that four Bury College Engineering students have been taken on permanently by PPS Commercials after a six-week work placement. The students mentioned are Marek Pravda, Marcus Hutchings, Connor Keenan, and Sam Warburton.

Menu [Apply now](#) [Portals](#)      

PPS commercials

FOUR FORMER BURY COLLEGE ENGINEERING STUDENTS TAKEN ON AT LOCAL MANUFACTURING FIRM

Posted 05/08/2022 in Engineering

[← BACK TO NEWS PAGE](#)

After completing a six-week work placement towards the end of their studies, four Bury College Engineering students have been taken on permanently at local manufacturing firm PPS Commercials.

Marek Pravda, Marcus Hutchings, Connor Keenan and Sam Warburton impressed straight away during their placement and are now preparing for full-time employment.

**SKILLS
FOR LIFE**

Employer Support Package

Hazel Holmes

The Department for Education (DfE)

GETTING STARTED

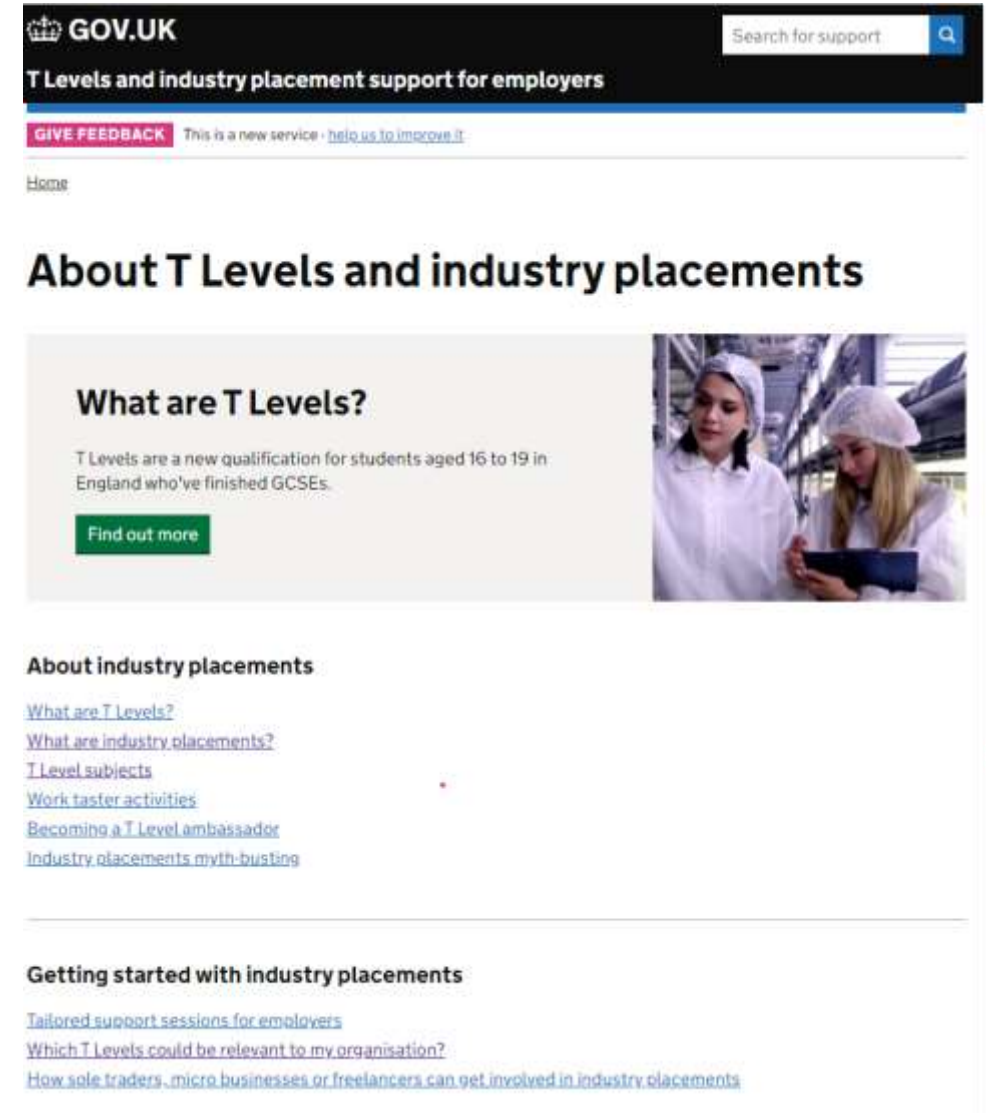
What are T Levels?

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' link. 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?](#)

[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

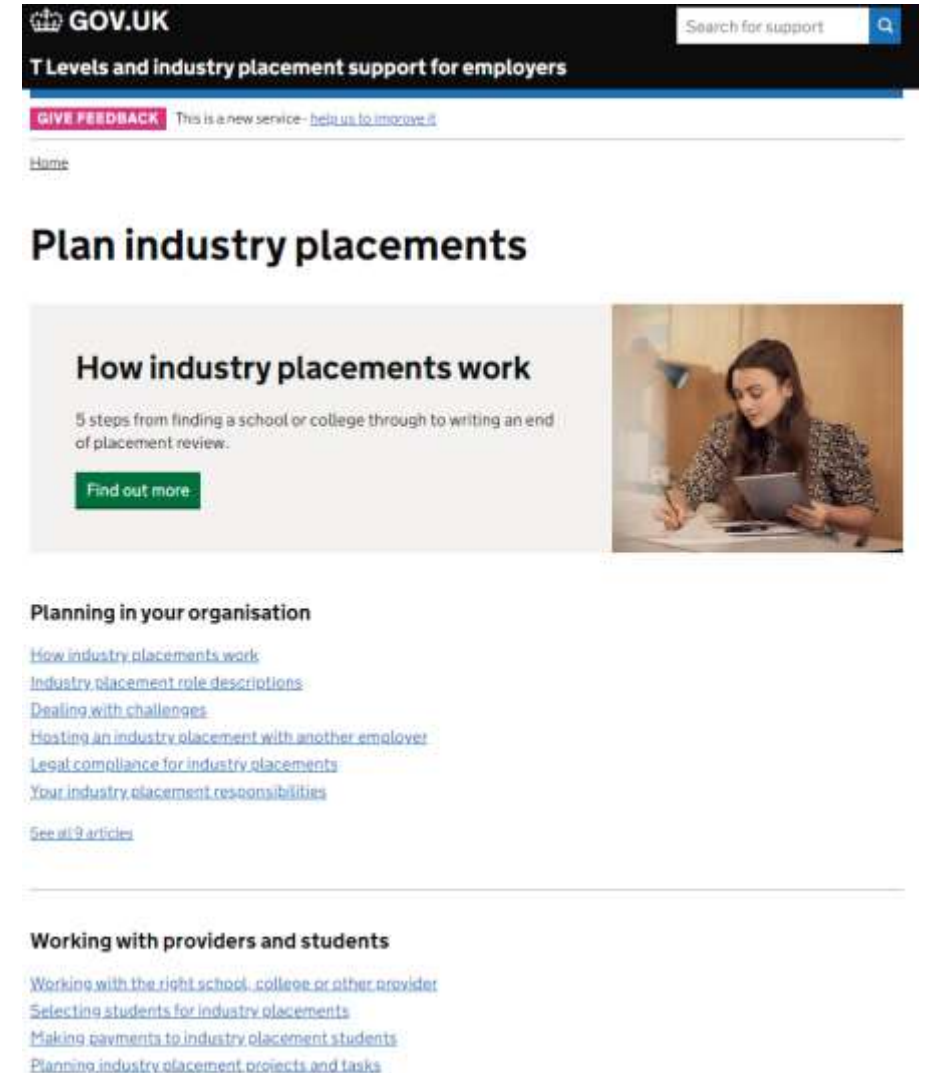
Downloadable resources

The case for industry placements

Planning 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, a blue banner reads 'T Levels and industry placement support for employers'. A pink 'GIVE FEEDBACK' button is visible, followed by the text 'This is a new service - [help us to improve it](#)'. The main heading is 'Plan industry placements'. A featured section titled 'How industry placements work' includes the text '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, looking at a tablet. Below this, the section 'Planning in your organisation' 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, 'Working with providers and students', lists 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 title is "T Levels and Industry placement support for employers". A pink banner encourages users to "GIVE FEEDBACK" with a link to "help us to improve it". The page is titled "During industry placements" and features a section for "Effective mentoring for students". This section includes a sub-header, a paragraph stating "A good mentor can make a huge difference to a student's experience. Discover our tips for industry placement mentors.", and a green "Find out more" button. To the right of the text is a photograph of three people in a professional setting. Below this, there's a section titled "Supporting and managing students" with 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 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](#)

STUDENT ROLES ON PLACEMENT

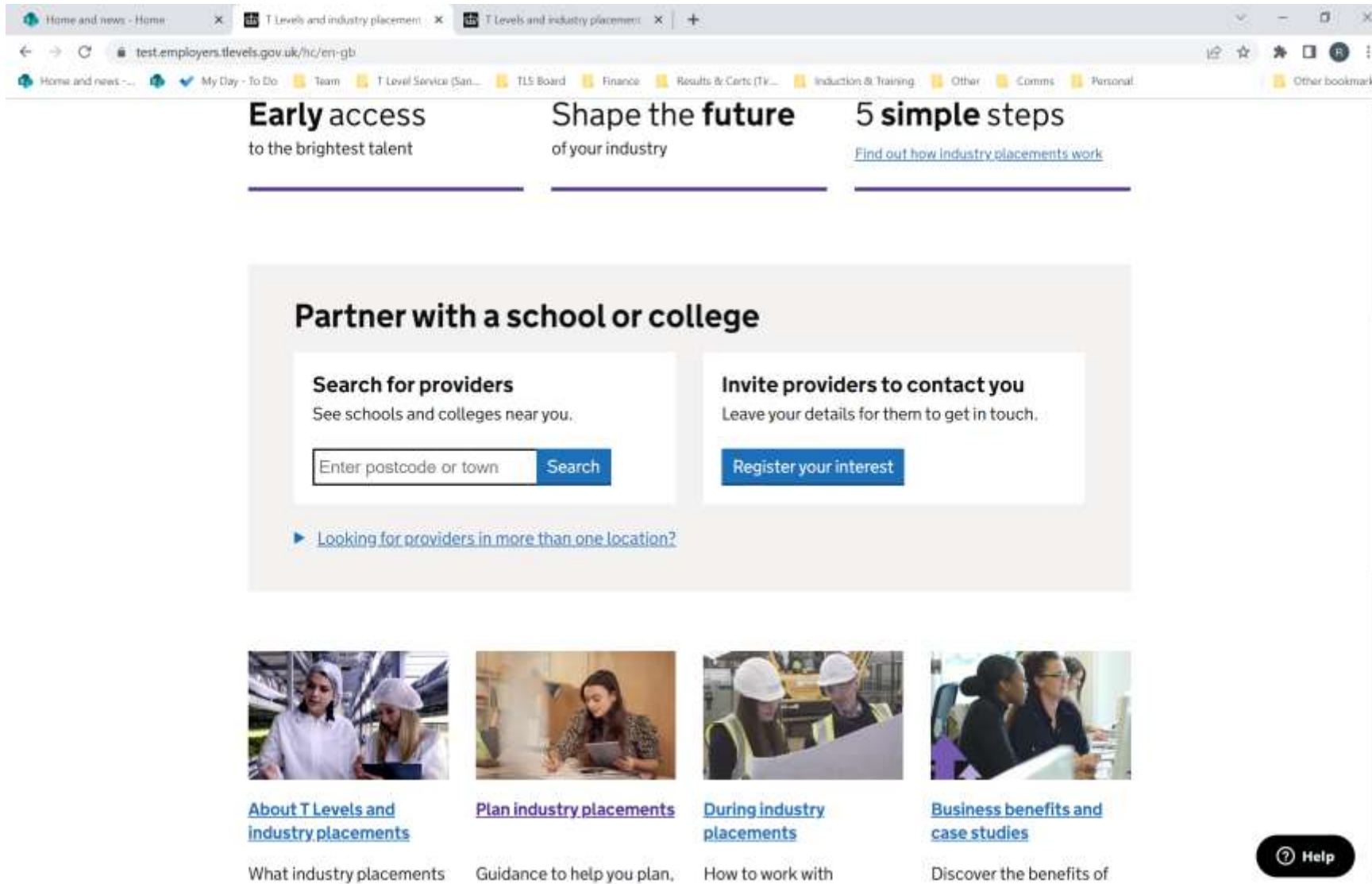


STUDENT ROLES ON PLACEMENT

Andy Denny – CTECH Business Solutions



REGISTER YOUR INTEREST



The screenshot shows a web browser with three tabs open, all titled "T Levels and industry placement". The address bar shows the URL "test.employers.tlevels.gov.uk/hc/en-gb". The browser's bookmark bar contains several items: "Home and news - Home", "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 of text:





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

Below this is a section titled **Partner with a school or college**. It contains two main boxes:

- Search for providers**
See schools and colleges near you.
A search bar 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".

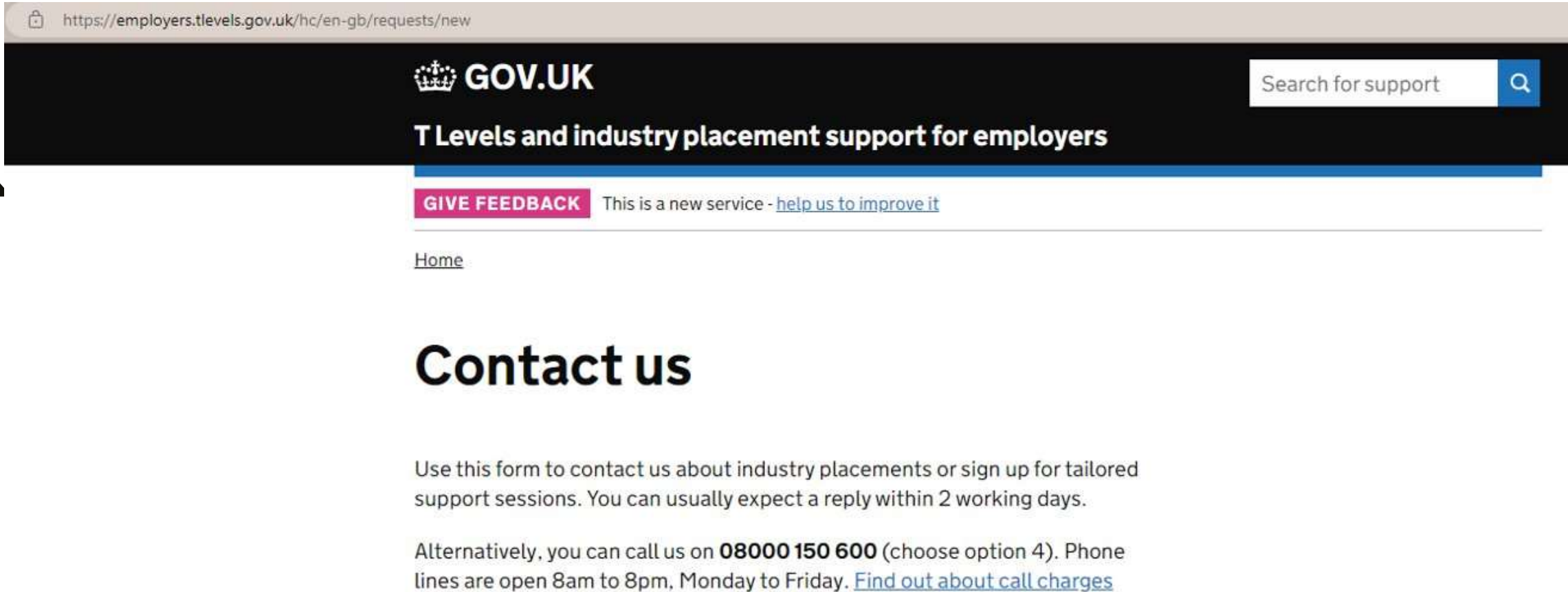
Below these boxes is a link: [Looking for providers in more than one location?](#)

At the bottom, there are four columns of content, each with an image and a link:

- 
[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

In the bottom right corner, there is a black button with a white question mark icon and the word "Help".

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 to "Home" is also present. The main heading is "Contact us". The text below the heading 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

T Levels and industry placement support for employers

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

[Home](#)

Contact us

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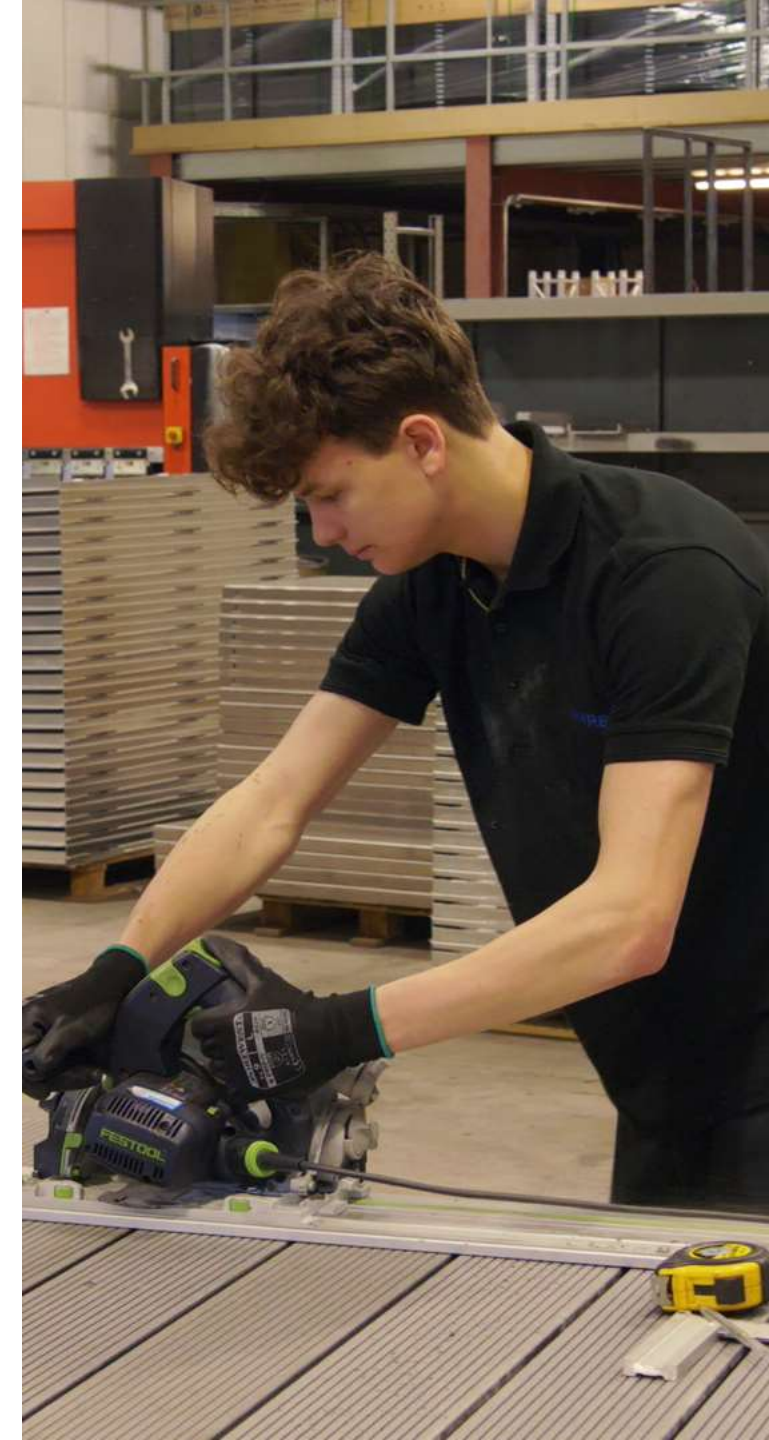
LIVE EVENTS

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, or register your interest [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.

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FOR LIFE**

Lunch and Networking



Thank you