HOW T LEVELS FIT INTO THE NHS
MICHELLE WAYT

Assistant Director

NHS Employers
TODAY’S WEBINAR

- What T Levels and industry placements are
- How they can benefit your workforce supply
- Where T Levels and industry placements fit with other supply routes such as apprenticeships
- Experience of delivering industry placements in the NHS
- Support available to employers to deliver T Levels and industry placements in healthcare
**ROLL OUT OF T LEVELS FROM 2020 ONWARDS**

**AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE**
- Agriculture, Land Management and Production
- Animal Care and Management

**BUSINESS AND ADMINISTRATIVE**
- Human Resources
- Management and Administration

**CATERING AND HOSPITALITY**
- Catering

**CONSTRUCTION**
- Building Services Engineering
- Design, Surveying and Planning
- Onsite Construction

**CREATIVE AND DESIGN**
- Craft and Design
- Cultural Heritage and Visitor Attractions
- Media, Broadcast and Production

**DIGITAL**
- Digital Business Services
- Digital Production, Design and Development
- Digital Support and Services

**EDUCATION AND CHILDCARE**
- Education

**ENGINEERING AND MANUFACTURING**
- Design, Development and Control
- Maintenance, Installation and Repair
- Manufacturing and Process

**HAIR AND BEAUTY**
- Hair, Beauty and Aesthetics

**HEALTH AND SCIENCE**
- Health
- Healthcare Science

**LEGAL, FINANCE AND ACCOUNTING**
- Accountancy
- Financial
- Legal

---

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

**TECHNICAL QUALIFICATION (TQ)**

<table>
<thead>
<tr>
<th>CORE CONTENT</th>
<th>SPECIALIST CONTENT (MIN. 1 PER TQ)</th>
</tr>
</thead>
<tbody>
<tr>
<td>20% - 50% of the total TQ time</td>
<td>50% - 80% of the total TQ time</td>
</tr>
<tr>
<td>• Knowledge and understanding of the concepts, theories and principles relevant to the T Level and the broader industry</td>
<td>• Knowledge, skills and behaviours required to achieve the level of competence in an occupational specialism needed to enter skilled employment</td>
</tr>
<tr>
<td>• Core skills relevant to the T Level</td>
<td>• Maths, English and digital integrated where necessary to achieve competence</td>
</tr>
<tr>
<td>• Assessed through an external examination and a substantial industry placement project</td>
<td>• Assessed through rigorous practical assignments</td>
</tr>
</tbody>
</table>

**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 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**

- 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
INTRODUCTION TO T LEVELS

- What are T Levels?
- What are industry placements?
- What are the benefits to your organisation?
- Where do they fit with other workforce supply routes, such as apprenticeships?
Harriet Dobson
GM Industry Placement Project Manager
The Greater Manchester Health and Social Care Careers Hub
The Project

Funded by Gatsby Foundation for 2 years

- Identify and build placement capacity
- Develop infrastructure
- Facilitate communication & coordination (adding value)
- Ensure T Levels meet our needs
- Build long-term sustainability model

Led by Harriet Dobson, GM Industry Placement Project Manager

Email: industry.placements@mft.nhs.uk
Experience

Overview
Workforce supply can be a challenge for MFT, especially in its entry level positions. As such, they piloted T Level industry placements to expand its workforce supply pipelines.

What MFT did
Hosted 2 Industry Placements in its Corporate Services
Role Description created to support FE Providers to identify students and map to internal progression and apprenticeship routes
Coordinated Administrative and Governance processes
Supported students to complete Corporate Induction/Mandatory Training (E-Learning modules)
Obstacles overcome
MFT and the local college agreed that future students need to be well briefed about roles and expectations during industry placements
A single point of contact at the college would further strengthen communications between the two organisations
Ongoing communication between the college and Trust was key to ensuring the role was achievable for students

Positive outcomes
Senior leaders saw the benefit of this pipeline to build the future workforce and identified areas they can be used to fill skills gaps
The Trust was awarded a grant from the Gatsby Foundation to host the GM Industry Placement Project. 2 year funding a scoping project within GM Health and Social Care sector to work more collaboratively on IPs with FE providers
The structure of the placements worked well for the environment and it was fundamental to factor this in at the earlier stages of defining the IP
The students provided an extra support on projects which brought in new imaginative ideas
Could your organisation pilot industry placements?

Where might industry placements work well in your organisation?

How can T Level students support your team to deliver work?

Are there activities that your team has always wanted to do but never has time to?

What benefits could your organisation gain from providing industry placements? For example, could team members gain line management or mentoring experience?
Offer to GM Health and Social Care employers

Long Term

• Inspire the next generation to work in your industry
• Address current and future skills shortages – grow your own workforce with the skills you need in the future- Grow your own
• Strengthen your recruiting pipeline and increase diversity
• benefits for business and society are correlated – increased social inclusion leads to new business opportunities. Have contact with communities who you may not traditionally engage- Social Value
Offer to GM Health and Social Care employers

Short Term

• Extra resources for your projects and day-to-day operations from students developing skills in a course relevant to your business

• Allows an opportunity for your staff to develop management and mentoring skills - CPD

Benefits

• Fresh ideas from young people – have access to people with imaginative new ideas and different skills - Innovation

• Share with stakeholders how your department has supported local young people into industry placements, improving their employability and progression opportunities - Social Value
Where could we host placements?

Placements differ from traditional work experience
Students have time to develop key skills
Placements can add value to a department through additional capacity, insight and skills
NHS has a diverse range of careers and roles
Involving supply chain – Social Value
Clinical and non-clinical opportunities
Aligning placements to Technical Pathways/ study paths
Health and Science

Health
- Dental Nursing
- Supporting Healthcare:
  - Supporting the Adult Nursing team
  - Supporting the Midwifery team
  - Supporting the Theatre team
  - Supporting the Mental Health team
  - Supporting the care of Children and Young People
  - Supporting Therapy Teams (Ambulance Support Worker)

Healthcare Science
- Optical Care Services
- Pharmacy Services
- Assisting with Healthcare Science
- Dental Technical Services
- Prosthetic/Orthotic Technical Services

Science
- Technical: Laboratory Sciences
- Technical: Food Sciences
- Technical: Animal Sciences
- Technical: Metrology Sciences

Cluster: Science Technician

(Provide routine and non-routine laboratory testing, experimenting and support to a research brief)

Laboratory Technician

Performance Outcome 1: Perform a range of appropriate scientific techniques to collect experimental data in a laboratory setting, complying with regulations and requirements

Performance Outcome 2: Plan, review, implement and suggest improvements to scientific tasks relevant to a laboratory setting

Performance Outcome 3: Identify and resolve issues with scientific equipment or data error
Skilled Employment
Core content provides underpinning knowledge and breadth
Occupational Specialisms develop technical competence
Placement provides direct experience with employers

Higher Education
We expect T Levels to provide a route to higher education (HE) in related technical areas at Level 4-6

Apprenticeships
Progression to a relevant apprenticeship at Level 4-6
Move to an apprenticeship at the same or lower level providing the apprenticeship allows the person to acquire substantive new skills
TIM CHEWTER

Strategic Development Network (SDN)

DfE T Level Employer Support Package
**SUPPORT WITH:**

- Understanding and deciding whether to offer industry placements
- Planning industry placements
- Delivering industry placement

**employerindustryplacements.co.uk**

- Tools *(live from 28th February 2020)*
- Events
- Advice
Tools  **Access** practical, self-service tools

Events  **Book** onto webinars and workshops to learn more and talk to other employers

Advice  **Request**
- Email for specific queries
- 1-2-1 phone call (up to 1 hr) with an expert
- On-line group session (up to 2 hours) to work with your team or other partner employers
# Tools to Help You at Each Stage

## Decision and Planning
- Will they work for us?
- Find a college or school
- Decide who will supervise
- Recruit
- Comply with legal and policy requirements
- Equipment and support

## Final Preparations
- Identify and plan projects and variety of tasks
- Pre-joining instructions for the student
- Be ready for induction and to settle them in
- 3-way agreement: you/college or school/student
## Tools to Help You at Each Stage

### During Placements
- Induction with close contact during settling in
- Supervision and support
- Practical skills training
- Finding opportunities for skills practice
- Feedback and reviews
- Support from the college or school

### Review and Evaluation
- Final review for the student
- Final review for you
- Celebration
- Reference
IF YOU’RE READY TO TAKE A PLACEMENT

NATIONAL APPRENTICESHIP SERVICE
08000 150 600

YOU MIGHT ALSO WANT TO TALK TO:

LOCAL PROVIDERS

NHS SUPPORT ORGANISATIONS

OTHER NHS TRUSTS
SUPPORT FROM THE PROVIDER

A provider will:

• Work with you to design the placement
• Be able to advise on compliance issues
• Deliver quality T Level learning which matches your placement role
• Prepare students properly for the placement
• Support students while they are on placement
• Help make sure the placement works well
• Deal with the paperwork
WHAT NEXT?

employerindustryplacements.co.uk

(live from 28th February 2020)

NATIONAL APPRENTICESHIP SERVICE

08000 150 600
RESOURCES

NHS Employers T Levels website

Case study with Frimley Health NHS Foundation Trust

Case study with Manchester University Foundation Trust

Case study with Frimley Park NHS Trust

Full list of all the T Level courses

Gov.uk T Level occupational maps
GET IN TOUCH

NHS Employers Workforce Supply:
workforcesupply@nhsemployers.org

Discuss with your National Account Manager, or contact 08000 150 600 or National Apprenticeship Service: tlevel.placement@education.gov.uk

Strategic Development Network:
hello@strategicdevelopmentnetwork.co.uk

THANK YOU