

# Your journey to offering T Level industry placements

Webinar

# Schedule

	Time	Speaker
Introduction	15:00 – 15:10	Nicola Morar, Programme Lead
Impact of offering T Level industry placements at Royal Berkshire NHS Foundation Trust	15:10 – 15:30	Abigail Cooper & Bryan Gabriel Sulquiano, Lead Practice Development Nurse & Practice Development Nurse
Planning T Level industry placement students at Midlands Partnership University NHS Foundation Trust	15:30 – 15:50	Claire French, Education Lead
System approach to T Level industry placements at Solent NHS Foundation Trust	15:50 – 16:10	Emma Gotz, T Level Strategic Lead
Q&A	16:10 – 16:25	Nicola Morar, Programme Lead
Close and evaluation	16:25 – 16:30	Nicola Morar, Programme Lead

# Background

- T Levels were introduced in 2020.
- Level 3 qualification equivalent to 3 A Levels.
- Students aged 16-19 years old undertake a 2 year technical qualification.
- At least 315 hours or 45 days spent on industry placement.
- Occupationally specific to develop students practical and technical skills.

**T-LEVELS**  
**THE NEXT LEVEL QUALIFICATION**

# T Level subjects

## *HEALTH AND SCIENCE*

- Health
- Healthcare Science
- Science

## *BUSINESS AND ADMINISTRATION*

- Management and Administration

## *DIGITAL*

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

## *EDUCATION AND EARLY YEARS*

- Education and Early Years

## *LEGAL, FINANCE AND ACCOUNTING*

- Accounting
- Finance
- Legal Services

## *ENGINEERING AND MANUFACTURING*

- Design and Development for Engineering and Manufacturing
- Maintenance, Installation and Repair for Engineering and Manufacturing
- Engineering, Manufacturing, Processing and Control

## *CONSTRUCTION*

- Building Services Engineering for Construction

- Design, Surveying and Planning Construction
- Onsite Construction

## *AGRICULTURE, ENVIRONMENTAL AND ANIMAL CARE*

- Agriculture, Land Management and Production

## *SEPTEMBER 2024 ONWARDS*

- Animal Care and Management
- Catering(start date to be confirmed)
- Craft and Design
- Hairdressing, Barbering and Beauty Therapy
- Media, Broadcast and Production

Poll: Where  
is your  
organisation  
on their T  
Level journey?



# Abigail Cooper

Lead Practice Development  
Nurse at Royal Berkshire NHS  
Foundation Trust

# Bryan Gabriel Sulquiano

Practice Development Nurse at  
Royal Berkshire NHS  
Foundation Trust



ROYAL BERKSHIRE NHS FOUNDATION  
TRUST

# T-LEVEL PLACEMENTS

Abigail Cooper  
Lead Practice Development Nurse



ROYAL BERKSHIRE HOSPITAL

# ABOUT THE TRUST

- 800 Bed Capacity
- Caters to the Berkshire county (Reading, Wokingam and West Berkshire)
- Wide array of specialities like Renal, Eye theatres and Oncology
- The Trust Cancer centre is one of the leading oncology centres in the country





OUR PARTNERS



PLACEMENT PREPARATION

- Conversations began in 2020 to accommodate **10** students.
- Conversations restarted in early 2022
- Started with Active learning followed by Henley college



- Vaccinations and boosters
- DBS Checks
- Filtering and interviews
- Recommendation of desired vaccinations
- In-house Manual handling and Resus level-1 training
- E-learning (Safeguarding, Fire Safety, etc.)
- Trust Induction

COLLEGE



TRUST



PLACEMENT PLAN



**YEAR ONE**

**COHORT 1: 6 STUDENTS**  
**COHORT 2: 9 STUDENTS**

- **SURGICAL WARDS (ORTHOPAEDICS AND UROLOGY)**
- **CARE OF THE ELDERLY**
- **INFUSIONS**
- **UROLOGY OUTPATIENTS**
- **FRACTURE CLINIC**



**YEAR TWO**

**COHORT 2: 11 STUDENTS**

- **TRAUMA AND ORTHOPAEDIC WARD**
- **ADULT DAY SURGERY**
- **CARDIOLOGY**
- **ELDERLY CARE**
- **RADIOLOGY**
- **SHORT STAY UNIT**
- **PAEDIATRICS**

**ROTATION BASIS**

- Students rotate after 6 shifts in the area
- Allows students to see different specialties
- Cultivate the interest of the students



**NHS**  
South Central  
Ambulance Service  
NHS Foundation Trust

**PLACEMENTS WERE ORGANIZED BASED ON STUDENT  
ASPIRATION**

- THEATRES
- A&E
- PARAMEDICS
- PAEDIATRICS
- NEONATAL
- ENDOSCOPY
- ADULT NURSING

# EXPERIENCE DAYS



## CHALLENGES AND LEARNINGS

- ATTENDANCE
- STUDENT ATTITUDE
  - Student expectations
  - Confidence issues
- STAFF PREPARATION AND TRAINING
- PROGRAMME AWARENESS
- HIGH EXPECTATIONS THAT THEY ARE ENTITLED TO THE EXPERIENCE DAYS
- LIMITATION OF EXPERIENCE DAYS DUE TO CAPACITY (e.g Maternity)

## KEY FEEDBACK AND ADJUSTMENT

- **"FEELING OF BEING WELCOME"**
- **"MADE TO FEEL LIKE THEY WERE PART OF THE TEAM"**
- **"FEELING OF BEING EXPECTED"**
  
- LIMIT ROTATIONS TO A MINIMUM FOR YEAR ONE
- CONTINUE USING ROTATION PLANS FOR YEAR TWO (THERAPIES IS NOW PART OF ROTATION)
- PREPARATION OF BAND 5 AND CSWs TO BE ASSESSORS/MENTORS





ROYAL BERKSHIRE HOSPITAL



Royal Berkshire  
NHS Foundation Trust

THANK YOU

# Claire French

Education Lead at Midlands  
Partnership University NHS  
Foundation Trust



**Midlands Partnership University**  
NHS Foundation Trust



**Workforce  
Development**

# T-Level Journey

**Claire French**  
**Workforce Development & Agenda for Change Manager**



@mpftnhs







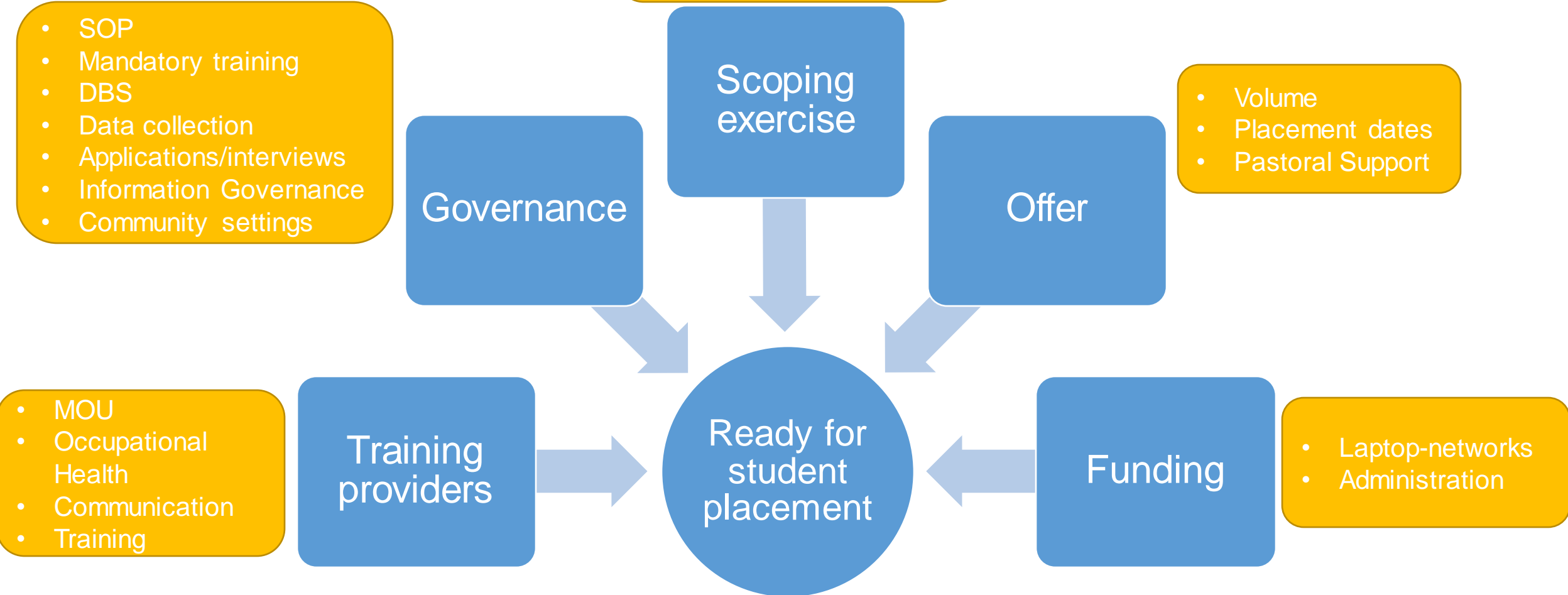
## **How our journey started**

**Research**

**Testimonials**

**Building  
relationships**

# T-Level planning & blockages



## Future plans

**Up to 50  
Students 23/24**

**Up to 75  
Students 24/23**

**Embed new  
subject 24/23**

**Convert T-level  
students into  
apprenticeship  
roles**

## Key learning points & Top tips

**Each training  
provider works  
differently**

**Capacity**

**Governance**

**Agree placement  
dates in advance**

**Keep control**

# Positives

**Industry  
exposure**

**Grow our own**

**Develop future  
workforce**





# Workforce Development



# Emma Gotz

## T Level Strategic Lead at Solent NHS Foundation Trust

# Emma Gotz – Hampshire & Isle of Wight ICS



# Background

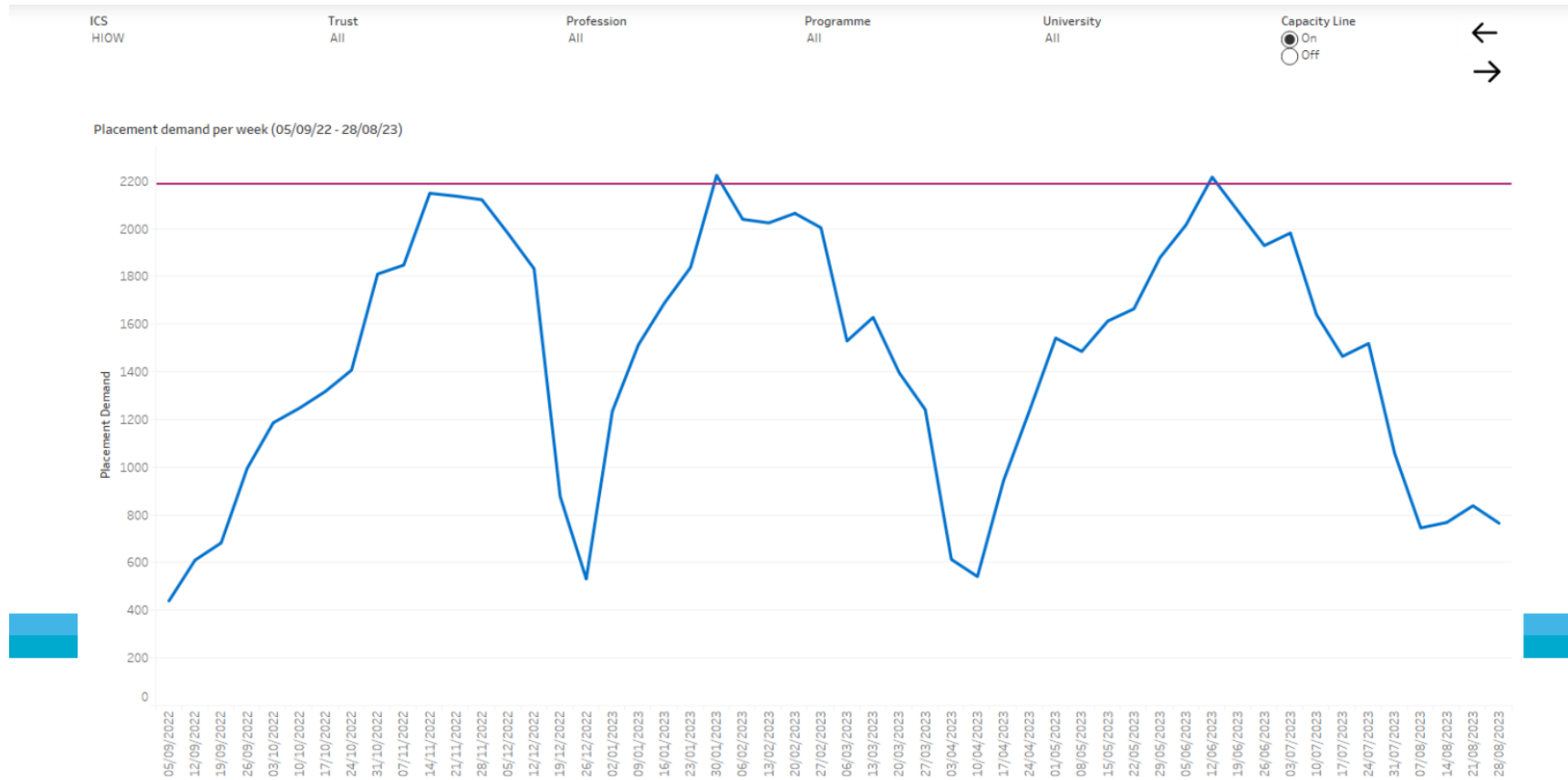
- Summer 2022 recognition of need for T-Level strategy across the ICS
- Funding secured for T-Level Strategic Lead
- Establishing key links in Trusts, colleges and what was already happening
- December 2022 T-Level Summit bringing together Key stakeholders
- Working groups – onboarding, placement structure, pastoral care, sign off

# Challenges

- Lack of understanding about T-Levels (in Trusts)
- Capacity, competing with HEI placements
- Lack of understanding of pressure points and assumptions of placement availability
- Key stakeholder buy-in (who are the influencers)
- Timeline

# Placements needed

University students needing placements in the system over the next academic year  
(demand per week 05/09/22 – 28/08/23)



# Local picture numbers and pathways

Trust	BCOT (Bas)	COPC (Pmouth)	Eastleigh	Fareham	FCOT (Farn / Aldershot)	HSDC Havant	HSDC Alton	IOW	Richard Taunton (Soton)	Sparsholt (Andover)	St Vincent (Gosport)
No. of Students per College (Health) 22/23	8	21		21	6	26	47	20		7	
No. of Students per College (Health) 23/24	16	20		25	15	50	10	25	10	15	10
HHFT	x				x		x			x	
Isle of Wight NHS Trust								x			
Portsmouth Hospitals University Trust		x		x		x					x
Solent NHS Trust	x	x	x	x	x	x	x	x	x	x	x
Southern NHS Trust	x	x	x	x	x	x	x		x	x	x
University Hospital Southampton		x	x	x		x			x		



# Applications/interviews

[https://forms.gle/Qxtng  
hN8bVWGWQeK7](https://forms.gle/Qxtng<br/>hN8bVWGWQeK7)

## T-Level Student Placement Form

This form will allow us to match you to an appropriate T-Level placement in an NHS Trust within Hampshire and the Isle of Wight ICS.

Please use your college email address - if you do not wish to give us your college email, please ask your tutor to use theirs on your behalf.

Email \*

Valid email address

This form is collecting email addresses. [Change settings](#)

Which college do you go to? \*

Short-answer text

College 1 – Plan post college	College 2 – Plan post college
University to study midwifery	Adult Nursing at University
HCSW on the paediatric wards at Queen Alexandra Hospital.	Adult Nursing at University
To work full time at the care home she currently works at.	Adult Nursing at University
To continue working as a learning disability support worker within the Integrated Community Care Team.	Paediatric Nursing at University
University to study Midwifery	Paediatric Nursing at University
University to study dietetics	Paediatric Nursing at University
University to study mental health nursing	Mental Health at University
University to study psychology	Paramedic Science at University
Planning on taking a gap year and working full time	Midwifery at University
University to study paramedic science.	Midwifery at University
To join the student paramedic program run by South Central Ambulance Service	HCA role with QA Hospital moving into Nursing degree apprenticeship in March
To join the student paramedic program run by South Central Ambulance Service	HCA role with QA Hospital moving into Nursing degree apprenticeship in March
Planning on taking a gap year and will work part time.	HCA role with QA Hospital moving into Nursing degree apprenticeship in March
University to study adult nursing	HCA role with QA Hospital moving into Nursing degree apprenticeship in March
	Applying for HCA role with hope to then do degree apprenticeship
	Trainee Dental Nurse with placement employer
	Level 2 apprenticeship in Pharmacy Dispensing
	Navy Nursing

# Comms plan

## T-LEVELS THE NEXT LEVEL QUALIFICATION

We are running an awareness campaign to grow the number of T Level placements across our region.

350+ NHS careers

T-LEVELS THE NEXT LEVEL QUALIFICATION

NHS Hampshire and Isle of Wight

**SPILL THE Tea**

A SESSION FOR NHS COLLEAGUES IN HAMPSHIRE & THE ISLE OF WIGHT TO FIND OUT WHAT T-LEVELS ARE AND HOW WE CAN HELP SHAPE THE NHS WORKFORCE OF THE FUTURE

Join me for a half-hour info session

Led by Emma Gotz, Strategic T Level Lead for the ICS

Mon 24 July 11am clinical  
Thurs 27 July 2pm non-clinical  
Tues 5 Sept 2pm clinical  
Thurs 7 Sept 11am non-clinical

Three phases from now until end of year, focused on:

- Buy-in from key decision makers
- Dedicated T Level section on our website
- Series of practical online sessions
- Collaboration and goal sharing between Trusts
- Promoting student profiles
- Celebrating achievements as we have them

*'Spill the Tea' webinars will give NHS colleagues the practical info they need*



# Top Tips

- Communication is key
- Find your champions
- Bring Trusts and (education) Providers together
- Coordinate as much as possible to reduce workload
- Showcase the young people (case studies)
- See the benefits for mentors
- Use the resources

# Questions?



# Evaluation poll



# Contact us



[workforcesupply@nhsemployers.org](mailto:workforcesupply@nhsemployers.org)



@NHSEmployers



[www.nhsemployers.org/recruitment/education-and-training](http://www.nhsemployers.org/recruitment/education-and-training)

# Thank you.



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