

Ascertaining T Level industry placement maturity using the maturity matrix Tool

The below guidance is used to ascertain industry placement offer maturity across each of the four pillars. To decide your level of maturity for each pillar you should consider the following:

- This is a self-assessment tool; choose the rating you think most fits your trust's maturity level for each pillar.
- We would suggest that you reflect on the maturity rating for which you meet the most criteria.
- Keep in mind that your offer may not meet all criteria for a certain level of maturity.

Pillar of Leadership and Culture	
Mature:	
	T Level lead in post (may include apprenticeships, widening participation and Talent for Care in their remit).
	T Level project or delivery board in place and steered by a member of the senior leadership team.
	Developed a technical education policy which includes T Levels in workforce plan.
	Widespread support from managers across the organisation. T Level champions in all relevant areas.
	Considered role as an employer in the local economy and aligned T Levels and technical education with strategic priorities.
Advanced:	
	T Level lead in post (may include apprenticeships, widening participation and Talent for Care in their remit).
	Good support from senior clinicians and senior leadership. Regular reports to senior leadership team/Board.
	Developing a technical education policy which will include T Levels in workforce plan.
	Good support from managers across the organisation. T Level champions in some relevant areas.
	Considered role as an employer in the local economy and aligned T Levels with some strategic priorities.
Developing:	
	Identifying a T Level lead.
	Some support from senior clinicians and senior leaders.
	Identifying lead to develop a technical education policy and refresh workforce plan.

Some T Level support from managers across the organisation. Identifying T Level champions.
Exploring role as employer in the local economy and the link with strategic priorities.
Early
No T Level lead.
No support from senior clinicians and senior leaders.
No technical education policy and no mention in workforce plan.
Little to no T Level support from managers across the organisation. No T Level champions.
Not exploring role as employer in the local economy and no link with strategic priorities.

Pillar of Workforce Development
Mature:
Widespread communication of organisational approach to workforce development, which include T Levels.
Conducted an analysis of skills gaps, mapped key roles to T Level routes and analysed workforce data on vacancies, recruitment and retention across the Trust.
Focus on key skill shortage areas by having developed succession plans and mapped career pathways. T Levels explicitly included as a pathway to grow your own future workforce.
Adopted a 'technical education first' approach to recruitment.
Advanced:
Good communication of organisational approach to workforce development.
Undergoing an analysis of skills gaps. Mapping T Levels to key roles and identifying skills gaps.
Focus on key skill shortage areas, developing succession plans and career pathways.
Developing a 'technical education first' approach to recruitment.
Developing:
Basic communication of organisational approach to workforce development.
Planning to undertake an analysis of skills gaps. Looking at mapping T Levels to key roles.
Starting to identify specific skills shortage areas.
Exploring a 'technical education first' approach to recruitment.
Early:

Limited or no communication of organisational approach to workforce development.
No analysis of skills gaps.
Limited focus on skills shortage areas.
Not considered a 'technical education first' approach to recruitment.

Pillar of Engagement
Mature:
Regular meetings with education provider(s).
Developed a strategic approach to T Levels with education provider(s).
Regular partnership working with other trusts.
Regular attendance at local, regional or national T Level focused stakeholder network (such as the Gatsby Charitable Foundation ICS Industry Placement Network).
Shared good practice with regional or national stakeholders such as the <u>Strategic Development Network (SDN Mesma Group)</u> , Gatsby Foundation or NHS Employers.
Advanced:
Ad-hoc meetings with education provider(s).
Developing a strategic approach to T Levels with education providers.
Engaged with some form of partnership working with other trusts
Attended a local, regional or national T Level focused stakeholder network (such as the Gatsby Charitable Foundation ICS Industry Placement Network).
Engaged with support offered by regional or national stakeholders such as the Strategic Development Network (SDN Mesma Group) T Level webinars and/or <u>NHS Employers T Level resources</u> .
Developing:
Have identified and are in the process of contacting education provider(s).
Exploring a strategic approach to T Levels with education provider(s).
Have identified opportunities to facilitate partnership working with other trusts or stakeholders.
Identified a local, regional or national T Level focused stakeholder network (for example the Gatsby Foundation ICS Industry Placement Network).

Limited engagement with support offered by regional or national stakeholders such as Strategic Development Network (SDN Mesma Group) T Level webinars and/or NHS Employers T Level resources.
Early:
No contact with, nor identification of, education provider(s).
Not yet developed a strategic approach to T Levels with education provider(s).
No partnership working with other trusts or stakeholders.
No identification of local, regional or national T Level focused stakeholder networks.
No engagement with support offered by regional or national stakeholders.

Pillar of Planning, Delivery and Education provider management
Mature:
An agreed approach to T Level industry placements with education provider(s) with the flexibility to meet future requests for upscaling provision.
Good knowledge of the T Level qualification and have a growing industry placement offer, with industry placements across multiple settings (for example implementing a rotational placement model or delivering multiple subjects).
Internal team have developed robust education provider management processes (i.e. students numbers forecasted and submitted, documentation, schedule and payments where applicable).
Advanced:
An agreed approach to T Level industry placements with an education provider.
Good knowledge of the T Level qualification and have an active industry placement offer, with intention to expand to multiple settings (for example implementing a rotational placement model or delivering multiple subjects).
Limited resources and internal delivery team identified, and in place.
Developing:
Some engagement with education providers.
Some knowledge of the T Level qualification and considering an industry placement offer.
In process of identifying resources and internal delivery team.
Early:
Not engaged with education providers.

No knowledge of the T Level qualification and not considering an industry placement offer.

No internal delivery plan developed, or delivery team identified.