



Department
for Education



TL

Intermediary Ambassador Network T Level Conference

#TLevelThursday



Apprenticeships

National Apprenticeship Week
6th to 12th February 2023

Welcome

Susan Lovelock, Director
Professional & Technical Education Directorate

Susan Lovelock

TL

Director Professional and Technical Education, Department for Education



**SKILLS
FOR LIFE**

AGENDA	
Time	Item
10:30 – 10:35	Welcome Sue Lovelock, Director Professional and Technical Education, DfE
10:35 – 10:55	The T Levels story so far Sue Lovelock
10:55 – 11:15	Hear from an intermediary body BCS, The Chartered Institute for IT will share how they support T Levels and engage with employers, providers and students.
11:15 – 11:25	Intermediary Campaign Support for organisations to share T Level messages with their memberships.
11:25 – 11:35	Comfort break
11:35 – 12:05	An Employer Perspective Hear from Tara McLaughlin, Ajar Technology share their T Level journey as an SME, and from Bruce Boughton, Lovell share their journey as a large employer.
12:05 – 12:35	Hear from T Level Students Hear from a Construction and a Digital student share their T Level journeys.
12:35 – 13:20	Lunch & Networking
13:25 – 14:10	Q&A Panel Director Professional and Technical Education, Lovell Partnerships Ltd (Employer), Association of Colleges (AoC), Strategic Skills Development Network (SDN) and BCS, The Chartered Institute for IT
14:10 – 14:55	Breakout Session & Feedback
14:55 – 15:15	Wrap Up & Close



**T LEVEL THURSDAY
DURING NATIONAL
APPRENTICESHIP
WEEK 2023**



#TLEVELTHURSDAY

The hashtags for Twitter and LinkedIn are *#TLevelThursday* and *#NAW2023*.



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**SKILLS
FOR LIFE**

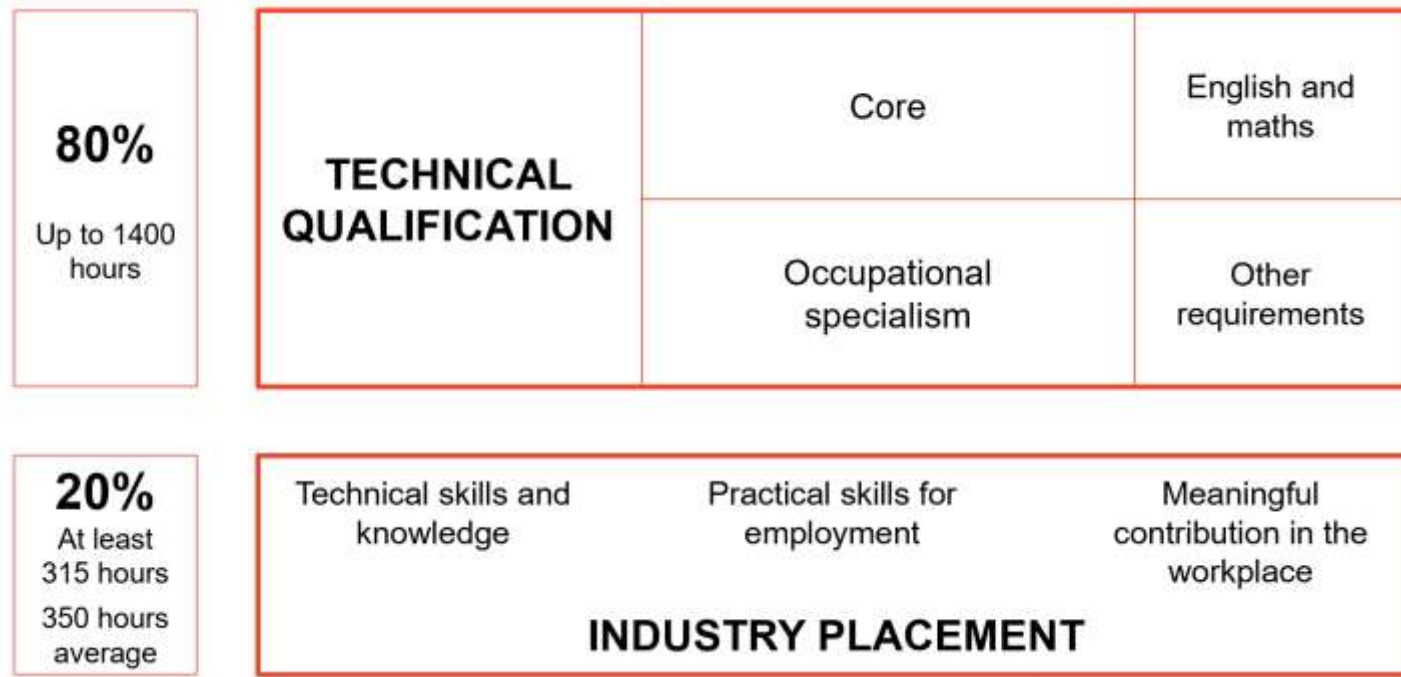
The T Level story so far...

Susan Lovelock, Director
Professional & Technical Education Directorate

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
TL



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](#)

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](#)

How do T Levels fit with other post-GCSE options?

A LEVELS

Subject-based
qualifications

two years
at local college or
school

T LEVELS

2-year technical programmes at
Local colleges, schools, training providers
80% classroom based
20% in a placement

Includes **Industry Placements**
to build attitudes and behaviours
and to develop practical skills

APPRENTICESHIP Level 2/3

at least 12 months
work-based training

80% on the job
20% off the job min.

Followed by possible progression to :

**Higher
Education**

**Skilled
Employment**

**Higher level
Apprenticeship /
technical training**

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

AUTUMN 2023

- Animal care and management
- Agriculture, land management and production
- Craft and design
- Media, broadcast and production
- Hair, beauty and aesthetics
- Catering

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)

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.



Why offer an Industry Placement?

SUPPORT YOUR LOCAL COMMUNITY

IMPROVED DIVERSITY

Industry placements create opportunities for a diverse range of 16 to 19 year olds. Diversity helps your organisation understand customers better, creates better performing teams and increases innovation and creativity.



CREATE SHARED VALUE IN YOUR COMMUNITY

Traditionally, organisations have supported social causes by making charitable donations. Industry placements are different in that they help create 'shared value'. They're a way of giving back that benefits the young people in your community as well as your business.



ENHANCED BRAND IMAGE AND PROFILE

A commitment to industry placements raises your organisation's profile, locally and nationally, especially as T Levels gain more public exposure with your customers and clients.



Why offer an Industry Placement?

SUPPORT FOR YOUR STAFF

BETTER MANAGEMENT AND MENTORING SKILLS

Placements create opportunities for staff to act as buddies, coaches or line managers to students. This helps existing staff gain management and mentorship skills, both of which are known to increase job satisfaction.



A FRESH PERSPECTIVE

For smaller employers, young people can be an invaluable source of new and interesting ideas that can change the way you think about doing business.



EXTRA HELP WITH PROJECTS

In an environment where staff are doing multiple roles and struggling to meet difficult deadlines, an industry placement student could help support a key piece of work.



Hear from an Intermediary Body

Annette Allmark and Grace Phillips
BCS, The Chartered Institute for IT



BCS, The Chartered Institute for IT & How we support Digital T Levels

How to Open Up Opportunities



How to Wow In the Workplace



How to Support Your Studies



STUDENT CORNER Quizzes, polls and useful links

Explore resources designed to support and enhance your Digital T Level learning.

At BCS, we support Digital T Levels in a unique way, offering a comprehensive bridge between the curriculum and industry. Our goal is to empower training providers students to go into the digital industry confident and competent and continue this support as their career progresses.

Resources

- Digital Core
- DBS Occupational Specialism
- DPDD Occupational Specialism
- DSS Occupational Specialism
- Employability and Professional Skills
- Careers - Job Roles and Next Steps
- Transferable Maths, English & Digital Skills
- Third Party Resources





For providers

Resources developed with employers in mind

Add depth, breadth and insight to your students' learning experience with resources straight from the industry linking the curriculum to an employer mindset.

Online provider hub

Access the dedicated hub from your portal login - for employer insights, industry research, webinars, information and other resources aligned with digital T Levels and designed to support your delivery of the curriculum.

More value-added events

Get invited to employer-led webinars and masterclasses offering exclusive insights and valuable touch points with key people and organisations across the technology industry.

For students

Learning support developed by industry, tailored for young people

Accessible, engaging and bite-sized, BCS resources draw on our unique position in the tech industry working alongside training providers and accreditation bodies, to support and inspire your students while meeting the needs of the ever-changing tech landscape.

Dedicated e-learning environment

Your students can access the interactive student hub in their own time to take in a wealth of industry information and resources such as employer interviews and webinars to develop their understanding and accelerate their learning.

Employer-led webinars and masterclasses

Connect your students with the people working in the industry they're looking to be part of. We provide touch points with key players helping give depth and breadth to their understanding of the opportunities and career routes open to them.

Free BCS membership for one of your staff members

Provide a member of your team with complimentary BCS membership so they can keep up to date with the latest industry news, network with digital professionals at BCS events and access a wide range of CPD support.

Free RITTech registration for one member of your staff

Being RITTech registered shows you understand your impact in the industry and you're keeping your skills and knowledge up to date.

Become a BCS accredited provider

Demonstrate your credibility and grow your reputation in the tech industry by applying to have your digital T Level programme accredited by BCS - you'll be listed as an educational affiliate of BCS and able to use the BCS logo on your course materials.

More value-added events

Students get the chance to enter competitions, set and judged by employers, giving them an opportunity to put their skills and knowledge into practice and showcase their capabilities with a real-life project.

Part-RITTech following successful completion

On completing their digital T Level, students become part-recognised for RITTech and are listed on the public register, meaning they show to potential employers they're one step ahead on their journey to full professional registration.

BCS membership for your students

Students get four years' free BCS membership while they're on their T Level programme - with access to a wide range of benefits to support their professional development including networking, mentoring and career opportunities.

We have found engagement with providers difficult the past two years, we continue to hear they are extremely busy and still feel they are trying to get on their feet with the delivery of the T Level.

Staff are struggling with their CPD and find it hard to keep up to date with the industry

Keeping students engaged and transitioning them from the programme to BCS Membership / Professional Registration

Getting employers onboard, especially when numbers for we're so low for the first cohort.

Over coming placement barriers, which include hybrid working, students having the correct kit or access, professional behaviours within the workplace.

On a positive note, this year we have heard placements have been a lot easier to get, even with increasing students on the T Level.

How we encourage engagement



As well as offering in person or virtual visits, we keep providers up to date with weekly communications and monthly newsletters. These include what's new for them e.g. resources, news from BCS to keep them up to date with industry insights.

Monthly webinars are held with providers to give programme updates and a chance for collaboration with us and other providers. A topic we are discussing currently is how to get more females in tech and what age do we start this.



Welcome to the first edition of this year's student newsletter for Digital T Level.
Students: To access the full article links below, you must have access to the BCS student hub. If you do not have access, please contact your T Level tutor.

What do you want to do after your T Level?

Expected answers: 2

☐ An apprenticeship

☐ A full-time college course

What are you planning to do next?



Share your industry placement

Being a professional member equips me with a host of opportunities such as networking with like-minded professionals, brushing up on my business skills and keeping up to date with my professional career development.

**Debbie Eacott, Lead for Digital T Levels
Fareham College**

We celebrate success where we can, termly competitions are set and judged by employers. Winners not only receive a relevant prize but have a chance to receive 1:1 feedback with the judges!

As part of the BCS IT & Digital Apprenticeship Awards we have a Digital T Level Student of the Year Award. Won by Keiran Hall from Thorpe St Andrews School & Sixth Form in 2022.

We arrange end of year reports for each provider to show them and their students engagement with the BCS and how they can maximise the most out of the programme the following year.

Feedback opportunities are given each year including: polls, surveys and focus groups with an external evaluator, we learn from this and make continuous improvements and developments.

"We use the competition to develop students' team working skills in preparation for industry placement, and it's great for my students to work with industry on a project and the chance of winning a prize and improving their CV at the same time"

Mr Neil Tiddy, Curriculum Leader
IT and Computing Thorpe St Andrew School and Sixth Form

Tell us why you chose to do a T Level

After my GCSEs I was trying to decide which A-Levels to do and knew I wanted to do computer science and probably maths but wasn't really sure what else to pick. Then one of my teachers told me about T Levels, so I went to a talk about them to find out more as my school was one of the first providers in the area.

I learnt that they were equivalent to 3 A-Levels but also involved some work experience too, which I thought would be really useful. The Digital T Level is quite broad in that it covers 8 different technical areas so I knew I'd get a good insight into the industry.



We have an employer steering group, with bi-monthly calls.

We use all BCS channels to encourage employer engagement with T Levels, including newsletters to our members and a dedicated webpage.

It also gives us a chance to hear what is going on with placements, from this we can produce resources to help support with professional behaviours and placement expectations.

How to get involved in the programme

There are lots of ways that employers like yourself can support the programme and in turn can promote your own business and what you do to the next generation of digital professionals. You'll also have access to a talent pool of potential young digital candidates.

You can get involved by:

- ✓ providing industry insight (e.g. case study or article)
- ✓ taking part in a short video interview
- ✓ setting a work-related project or challenge
- ✓ joining the steering group
- ✓ setting and judging one of our student competitions
- ✓ attending or presenting a webinar
- ✓ delivering a masterclass

Thank you



Any Questions?

Intermediary Campaign

Hazel Holmes
Employer Readiness Manager, DfE



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for Education

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T Levels and Industry Placements



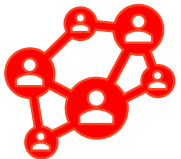
Intermediary Campaign



Starts the Monday after NAW/T Level Thursday and will run for 5 weeks



Series of 5 emails will be sent to 756 intermediary organisations with a collective reach in excess of one million SME's



The emails ask the intermediary to post content (which is provided within the email) on their website, newsletter or via their social media platforms to their employer network and members



Each email will only be sent once the previous one has been opened/engaged.



The messages sign post employers to relevant resources on our dedicated employer website [T Levels and industry placement support for employers](#)

Email One

Outlines the ask of intermediaries, overview of T Level and industry placements, T Level advert, [T Level Courses](#)

Copy and paste the below email/newsletter content

Designed with employers, for employers

Employers have told us that they face a skills shortage that could impact the future success of businesses. In response, the government has worked alongside hundreds of employers to design [T Level courses](#) that deliver the skills your business needs.

Each T Level is equivalent in size to 3 A levels and helps young people develop the knowledge, attitude and practical skills to thrive in the workplace.

At the heart of each course, every T Level student completes an industry placement that lasts a minimum of 315 hours (approximately 45 days). Industry placements give you a unique opportunity to help develop new talent in your industry, and get young people work-ready.

1. Develop your future talent/workforce and bring fresh ideas and perspective
2. Flexible scheme to meet your business
3. A new qualification developed in collaboration with employers
4. An industry placement is at the heart of each T Level
5. Government funded scheme, but you may have your own business costs
6. The qualification designed by employers to provide the skills set you need

[T Levels and industry placement support for employers](#)



[View transcript](#)

Email subject line – See what T Levels do for your business.

Hi,

We'd like you to help us raise awareness of T Level industry placements and their benefits with your members and networks.

Please help us spread the word

T Levels are a new qualification for students aged 16 to 19 who've finished their GCSEs. They are designed by employers for employers and include a 45-day industry placement that gives you early access to the brightest talent entering your market.

Businesses can sometimes be reluctant to get involved in T Levels as they are unsure how they work. We have put together some key messages for you to share with your members and networks to help them understand what T Levels and industry placements are and the support available to them:

ACTION FOR YOU

Simply copy and paste the new email/newsletter/social media content and images below and share them through your communication channels.

Copy and paste the below social media content

Offer a T Level industry placement to tackle current skills shortage and develop the future talent pool for your business

Find out more

[#TLevels](#)

T Level hashtag

Download accompanying artwork

EMAIL TWO

The second email shares the benefits employers have been reporting as they start to offer T Level industry placements. Our employer website has lots of individual employer case studies and 'industry placement stories' which are short clips ideal for sharing via social media that covers topic's benefits to employer, meaningful work projects, practicalities and logistics

T-LEVELS
THE NEXT LEVEL QUALIFICATION



<https://www.youtube.com/watch?v=IKUH83z5f18>

Email subject line – See what T Levels do for your business

Hi,

Thank you for sharing our previous message with your members, to help raise awareness of T Levels with other employers.

By taking part you are playing a key role in helping build opportunities and support the future talent pipeline.

Below is our next message to share with your networks, which aims to communicate the benefits of T Levels and industry placements by highlighting real employer experiences.

Please copy and paste the newsletter/social media content provided below and share with your communication channels.

We've also attached some social media images to use alongside these messages. Don't forget to tag: #TLevels

The first T Levels started in September 2020. Over the next few years, T Levels will scale to include more than 20 courses, covering [11 skill areas](#).

Find out more.

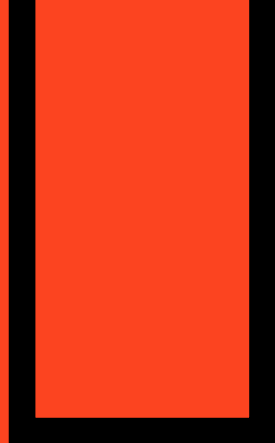
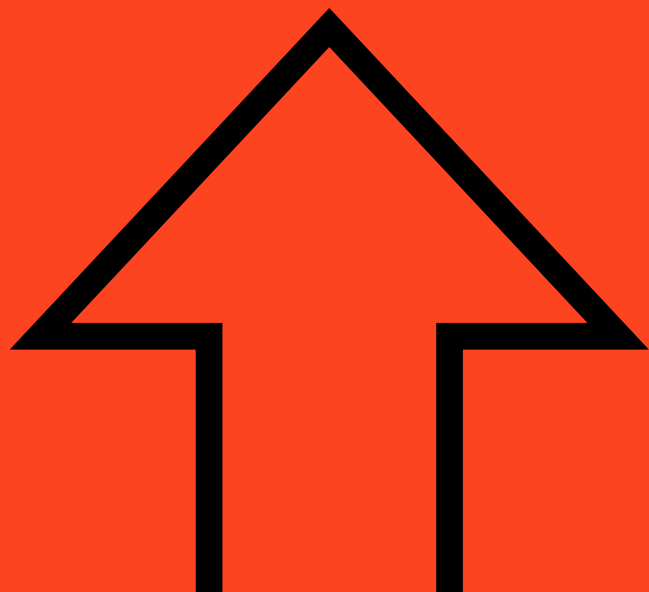
#TLevels

hear feedback from employers, [staff](#) and students about their positive experiences of T Level industry placements

[Case study: industry placement stories – T Levels and industry placement support for employers](#)




TL



HM Government

Emails three, four and five

T-LEVELS
THE NEXT LEVEL QUALIFICATION



Hi,

Introducing the DfE Ambassador Network

Thank you for continuing to help raise awareness of hosting industry placements for employers. This campaign and we would like to share information about networks that support T Levels, the Intermediate Level Employer Ambassador Network.

Our ambassador network helps build T Level awareness in the business community. With over 300 members, technical education and have a key role in bringing employers together.

Some of the network's diverse employers and T Levels and other technical education include Cromwell Consulting Ltd, Brevitts Solicitors and Federation of Small Businesses, CITB, BCS and others.

Would you like to join a group of forward-thinkers who are passionate advocates of T Levels, apprenticeship programmes? Who receive support from Department for Education and can provide the latest information and networks of contacts?

The Intermediary Ambassador Network (IAN) covers virtually all industry sectors across England, an accurate, up to date information about our range of opportunities.

<https://youtu.be/dn1kx0t9pA8>

Email subject line - See what T Levels can do for your business

Hi,

Thank you for your continued support in helping members to help raise awareness of T Levels.

By taking part you are playing a key role in closing skill gaps across the construction sector.

Below is our next message to share with your networks, to provide information and advice about planning industry placements for students.

Please copy and paste the newsletter content provided below and share with your communication channels.

Important: please use the links provided to monitor engagement with the campaign

Copy and paste the below


Email subject line - Planning Industry Placements

Hi,


Thank you for continuing to help raise awareness of T Levels and the business benefits of hosting industry placements. In sharing our communications, you have successfully engaged employers and encouraged them to take the next step.

Below is a message to share with your networks, to provide information and advice about planning industry placements for students.

Please copy and paste the email/newsletter content provided below and share with your communication channels.



T-LEVELS
THE NEXT LEVEL QUALIFICATION



T-LEVELS
THE NEXT LEVEL QUALIFICATION

Sector Specific resources are highlighted in the third email along with examples of 'work projects' and how to set them up

T Level progression routes with links to the institutes occupational maps is the focus of our fourth email

With our final email inviting both the intermediary organisation and their employers 'to become an expert and advocate' of T Levels with information on how to join Intermediary ambassador network and for their employer members the T Level ambassador network

LIVE EVENTS

Type	Topic	Date	Time
Webinar	Industry placements – Upskilling tomorrow's workforce	Friday 13 th January	10:00-11:30
Webinar	Digital (digital specific employers)	Thursday 26 th January	10:00-11:30
Webinar	Construction	Thursday 2 nd Feb	14:30-16:00
Webinar	Intermediary Business Advisers	Thursday 23 rd February	14:00-15:30
Face-to-face Conference	Employer conference (Newcastle)	Friday 3 rd March	10:00-15:30
<i>Multiple</i>	<i>New events</i>	<i>March to August 2023</i>	<i>To be confirmed</i>

Links to previous webinar recordings available [here](#)

Comfort Break

10 Minutes

An Employer Perspective...

Tara McLaughlin

Sales & Marketing Manager, Ajar Technology

Intermediary Ambassador Network T Level Conference

Thursday 9th February 2023



An Employer Perspective

Tara McLaughlin

Sales & Marketing Manager

UK & EMEA

Ajar Technology



Audio-visual

- Control rooms
- Collaboration spaces
- Boardrooms
- Auditoriums
- Meeting rooms

Security

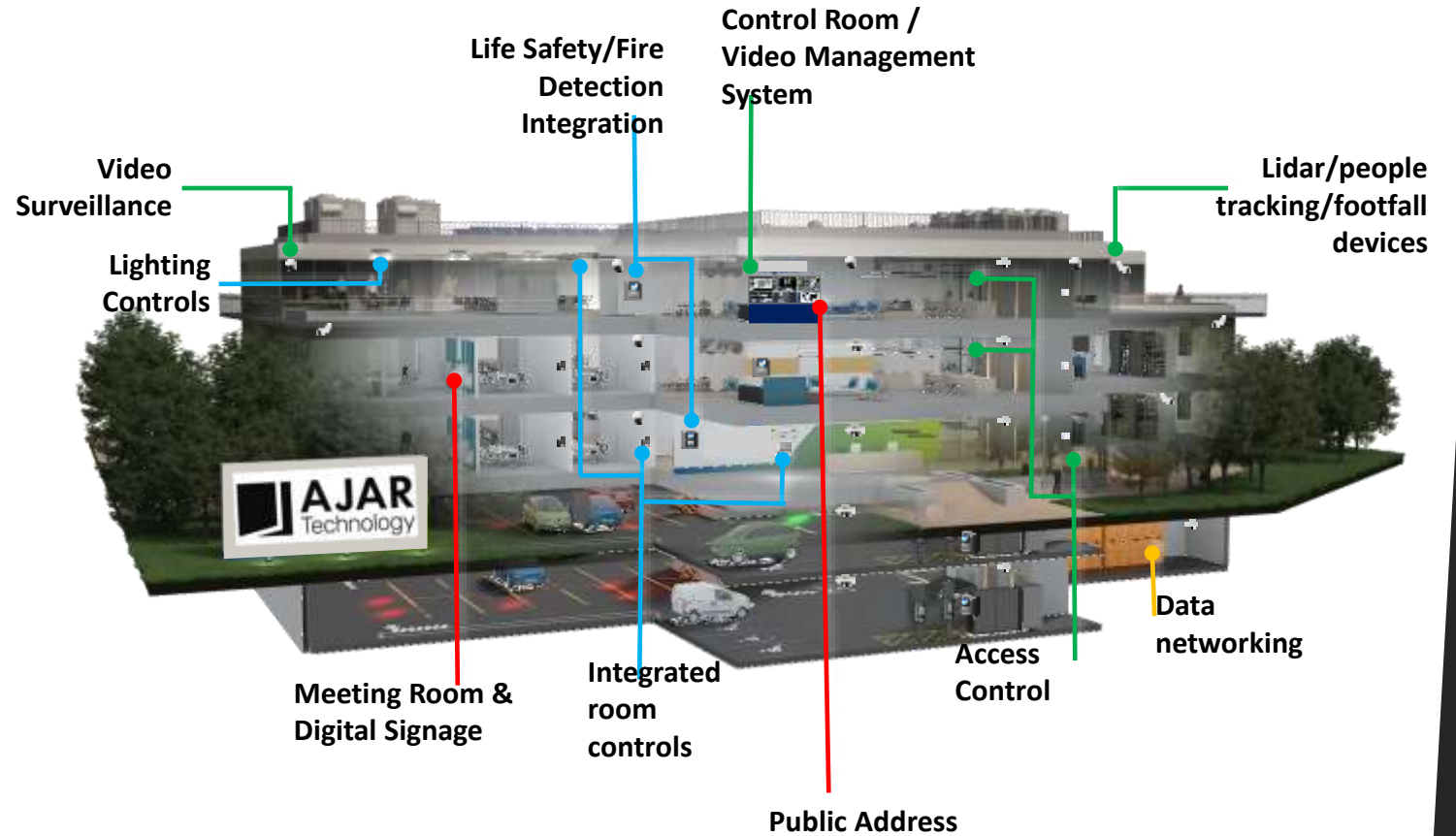
- CCTV
- Access control
- Biometrics
- Intruder Alarms
- ANPR

Specialist systems integrations

- Lidar technologies
- Automated public address (AI)
- Military training simulators
- Smart building design
- Analytics
- Custody suites

Why Ajar Technology?

- We are an independent organisation & agnostic towards technologies we recommend to our clients
- We are agile, innovative and experienced in responding quickly to change
- We invest in our people to remain at the forefront of technology knowledge, skills and subject matter expertise
- We offer the full package of services that can start with our advisory expertise
- We offer proof of value systems to help you visualise the end solution moving your organisation to achieve results
- You will benefit from a diverse team profile and a consistent point of contact. Our team will become your team



Who we work with



Why did we chose Digital T Levels?

- Supports and strengthens the vocation of our business
- The pursuit of our vocation improves the performance of our business
- Provides direct and practical support to our local community and students from socio-economic deprivation
- Develops our own talent – future proofs the business with young people interested in the industry
- Our internal teams get to develop their own CV and increase individual professional development by mentoring students
- Our employees conduct sessions and discussions with staff, students and local business leaders on all things digital and/or host sessions here

So, how did it go for us?



Benefits

- Real project work
- Future proof our business & industry
- Community outreach
- Staff professional development
- Exposure to other partners
- Job opportunities

Common challenges

- Limited/no experience of workplace
- Culture / fear of the unknown
- Resource within our business
- Used to a school routine
- Enthusiasm – too much / not enough??
- Live operational works





Thank you for listening

E-Mail: tara.mclaughlin@ajartechnology.com

Tel: 07375 368 367

Web: www.ajartechnology.com



Crown
Commercial
Service
Supplier



An Employer Perspective...

Bruce Boughton
People Development Manager, Lovell



Bruce Boughton
People Development Manager
Lovell Partnerships Ltd

Hear from a T Level student

George Somers
Construction T Level Student

Kayleigh Merritt
Talent Development Manager, Winvic

WINVIC CONSTRUCTION LTD



winvic

I PRESENTING



Kayleigh Merritt
Talent Development Manager



George Somers
Trainee Site Engineer

GEORGE SOMERS



THE WINVIC VALUES




HONESTY

RESPECT

PASSION:
PRIDE, TENACITY, DRIVE



LOYALTY

To customers, each other,
and our suppliers.



**CHALLENGING/
QUESTIONING**



winvic
DOING IT RIGHT.

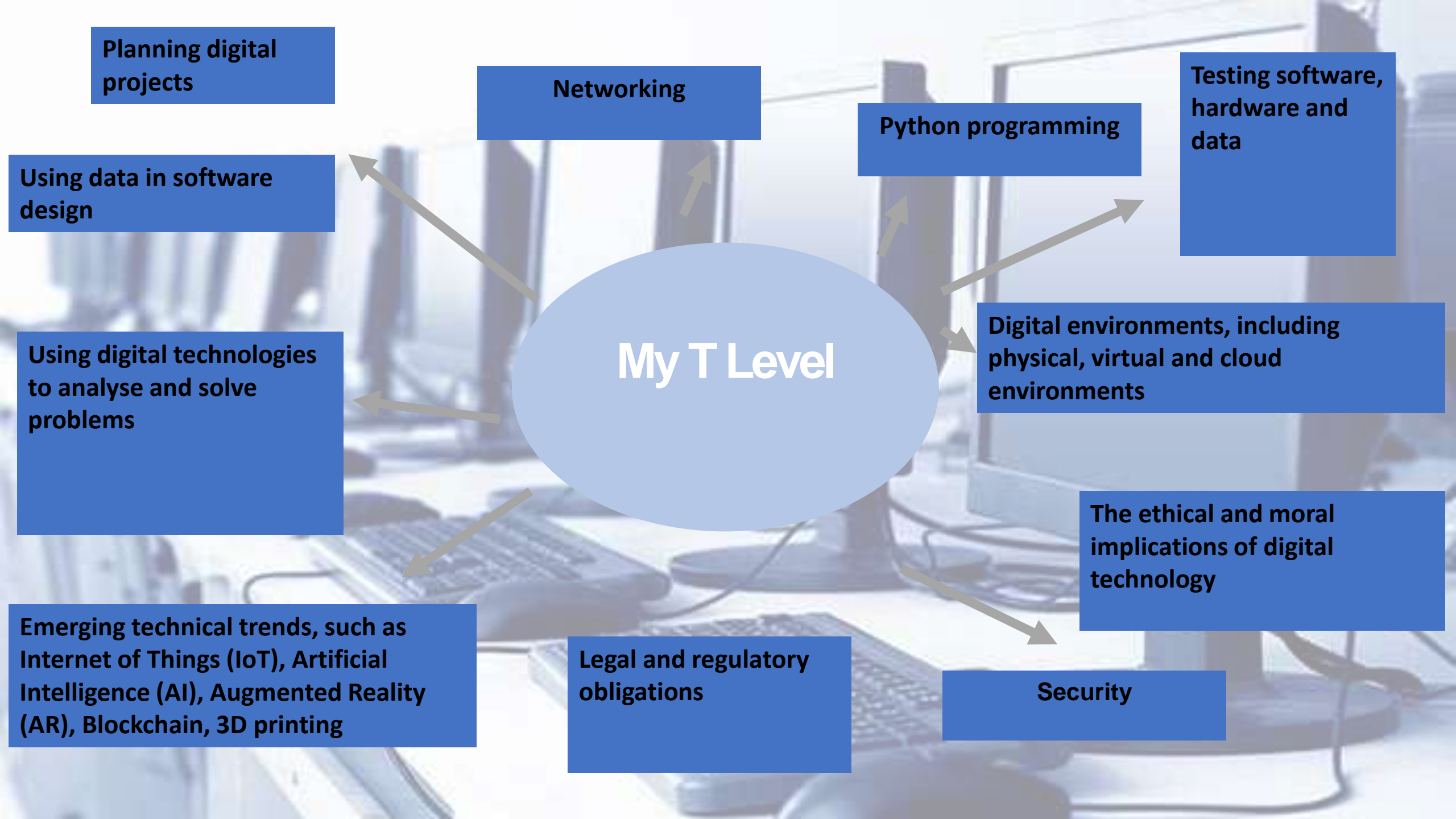
Hear from a T Level student

Samuel Davidson
Digital T Level Student

Raj Patel
Senior lecturer in computing, Sandwell College

T-LEVELS

**DIGITAL
PRODUCTION,
DESIGN AND
DEVELOPMENT**



My Work Placement

WPR



Lunch & Networking

Q&A Panel

Ian Higginbottom
Head of Senior Business Partnerships, DfE

Q&A Panel

Sue Lovelock

Director Professional and Technical
Education at Department for Education

Bruce Boughton

People Development Manager at
Lovell Partnerships Ltd

Annette Allmark

Director of Learning and Development
at BCS, The Chartered Institute for IT

Sam Dilliway-Davies

Director of Programmes at Strategic
Development Network (SDN)

Jaswant Sembhi

Project Manager at Association of Colleges

Breakout Session

Charlotte Govan
Sector Growth, DfE

Claire Stewart
Head of T Level Industry Placement PMO and Employer Engagement, DfE

Discussion points

The breakout session will last for 30 minutes, with 15 minutes for feedback. Each group will be asked to discuss 3 points.

- 1. What are the opportunities and challenges for you in promoting T Levels and do you have any examples of good practice you can share?**
- 2. What are your organisations currently doing to promote T Levels and Industry Placements to your employer networks and contacts?**
- 3. How can you help your employer contacts to take advantage of T Levels and industry placements as part of their workforce development strategy?**

Each group will be assigned a facilitator, the group may designate a person who will summarise your discussion and feedback to the main group

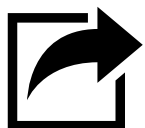
Wrap up and close

CALL TO ACTION

TL



Provide T Level Industry Placements in your organisation.



Share intermediary campaign messages with employers.



Spread the word about T Levels, their business benefits, and the opportunities T Levels present.



Encourage your employer networks to find out more and take their first step by hosting a T Level student on an Industry Placement.

**SKILLS
FOR LIFE**



Thank you