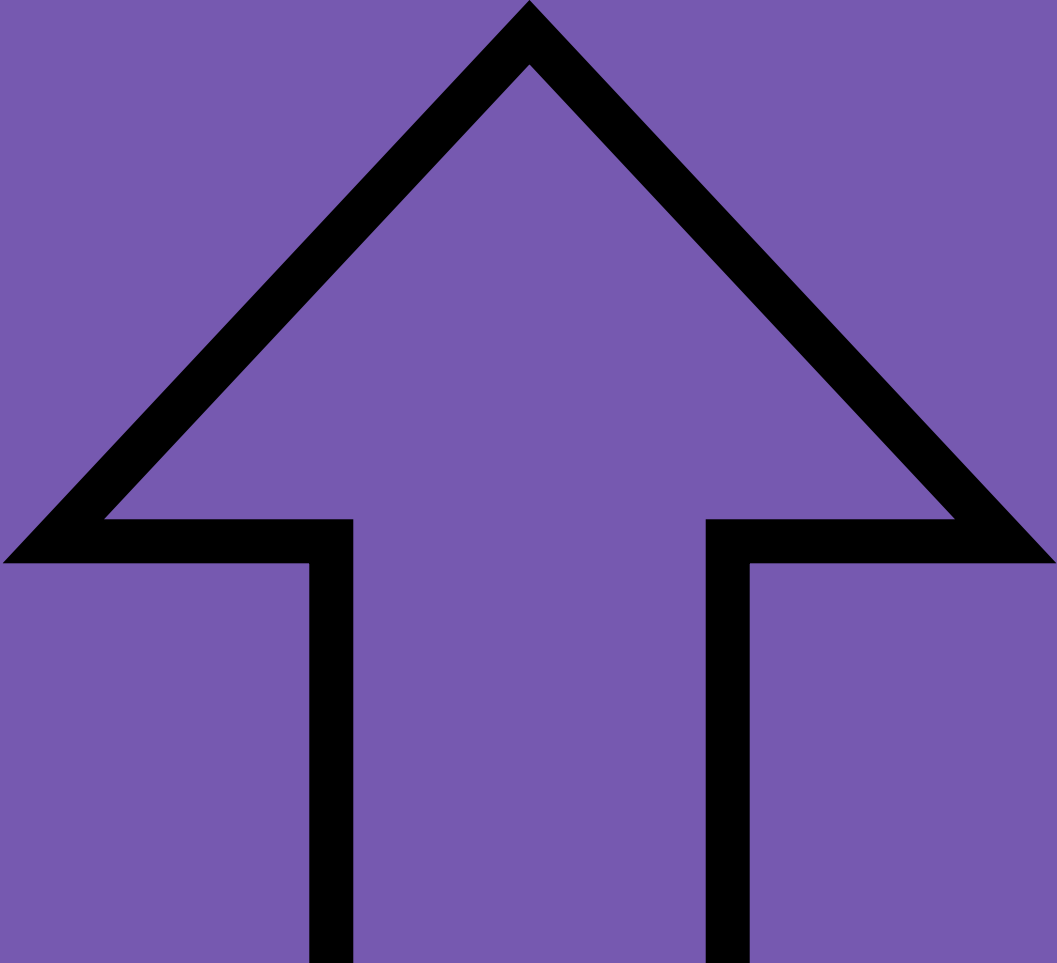
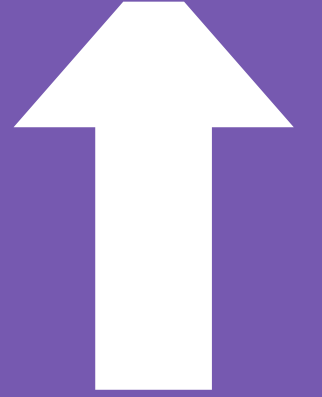
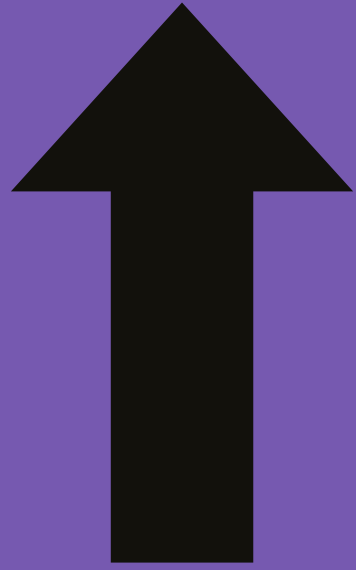


***NAVIGATING STUDENT SUCCESS:
DESIGNING DYNAMIC INDUCTIONS***

AND BEYOND

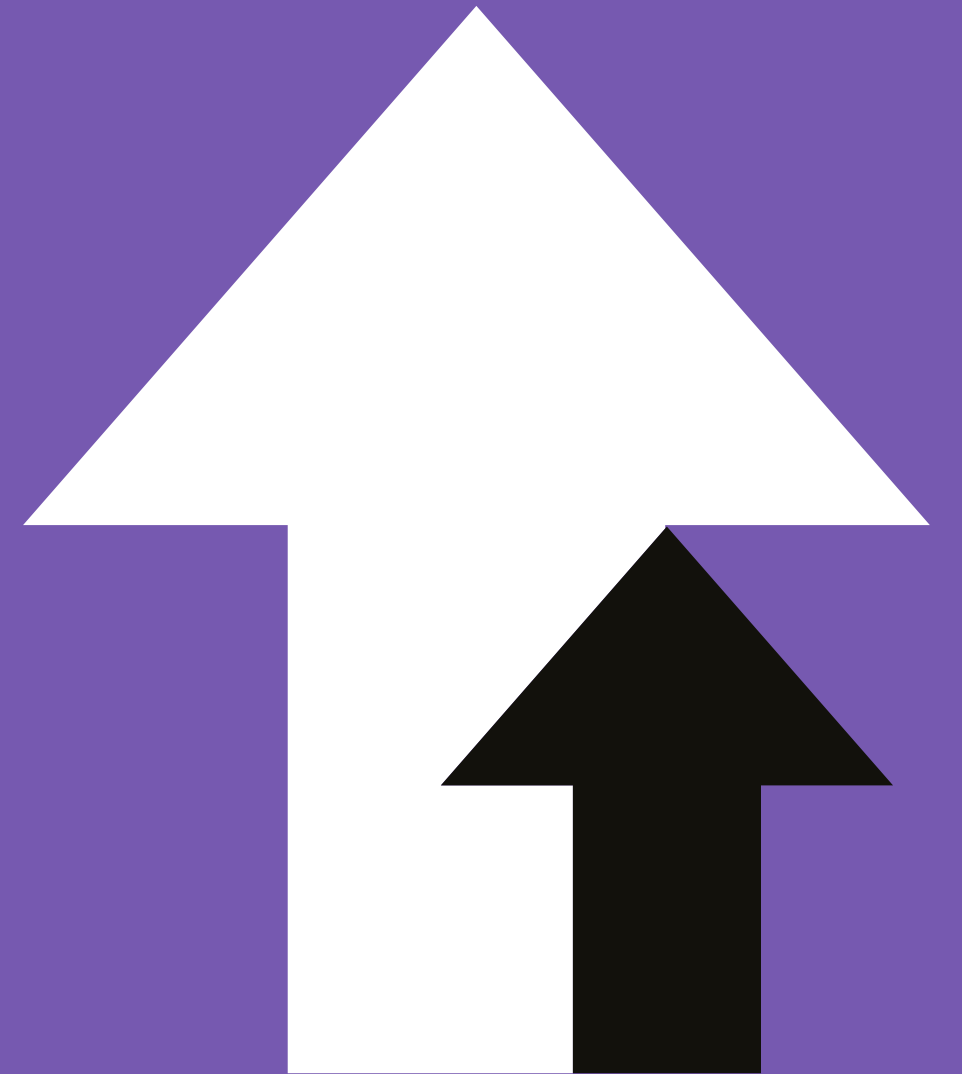




LEIGH MAXFIELD

Employment & Skills Partner

Thames Water



TL

AGENDA

Introductions

Our T Level Journey so far

Before the induction

Mentor Mindset

Recruitment & Communication

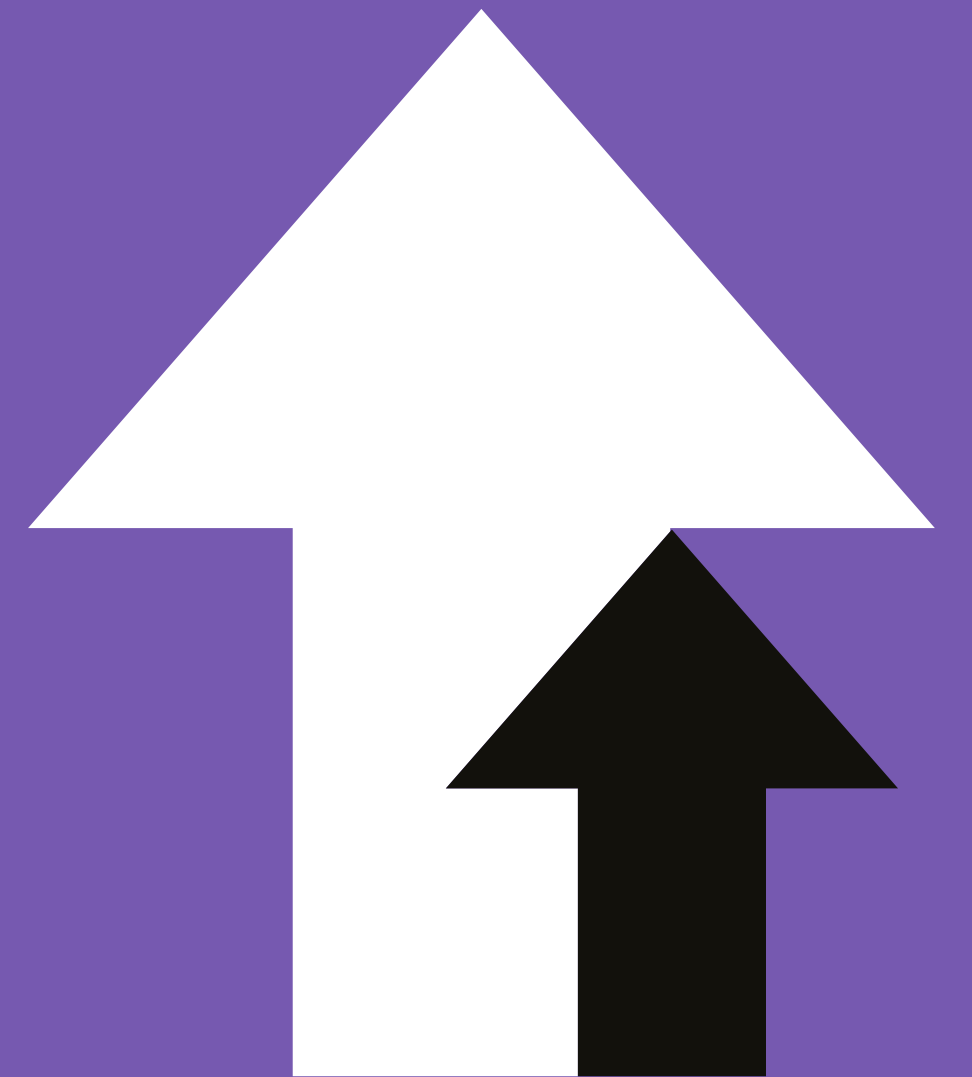
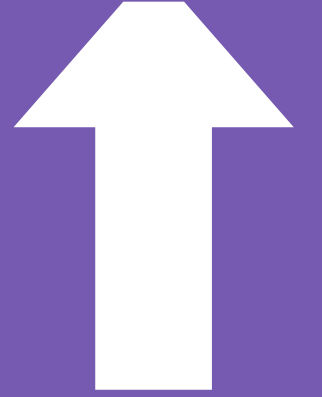
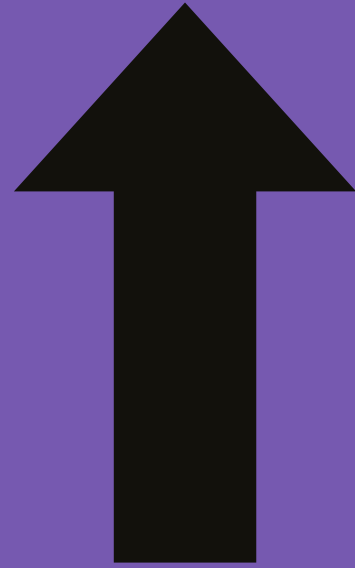
Induction

Keeping it relevant

Setting up for success

And Beyond

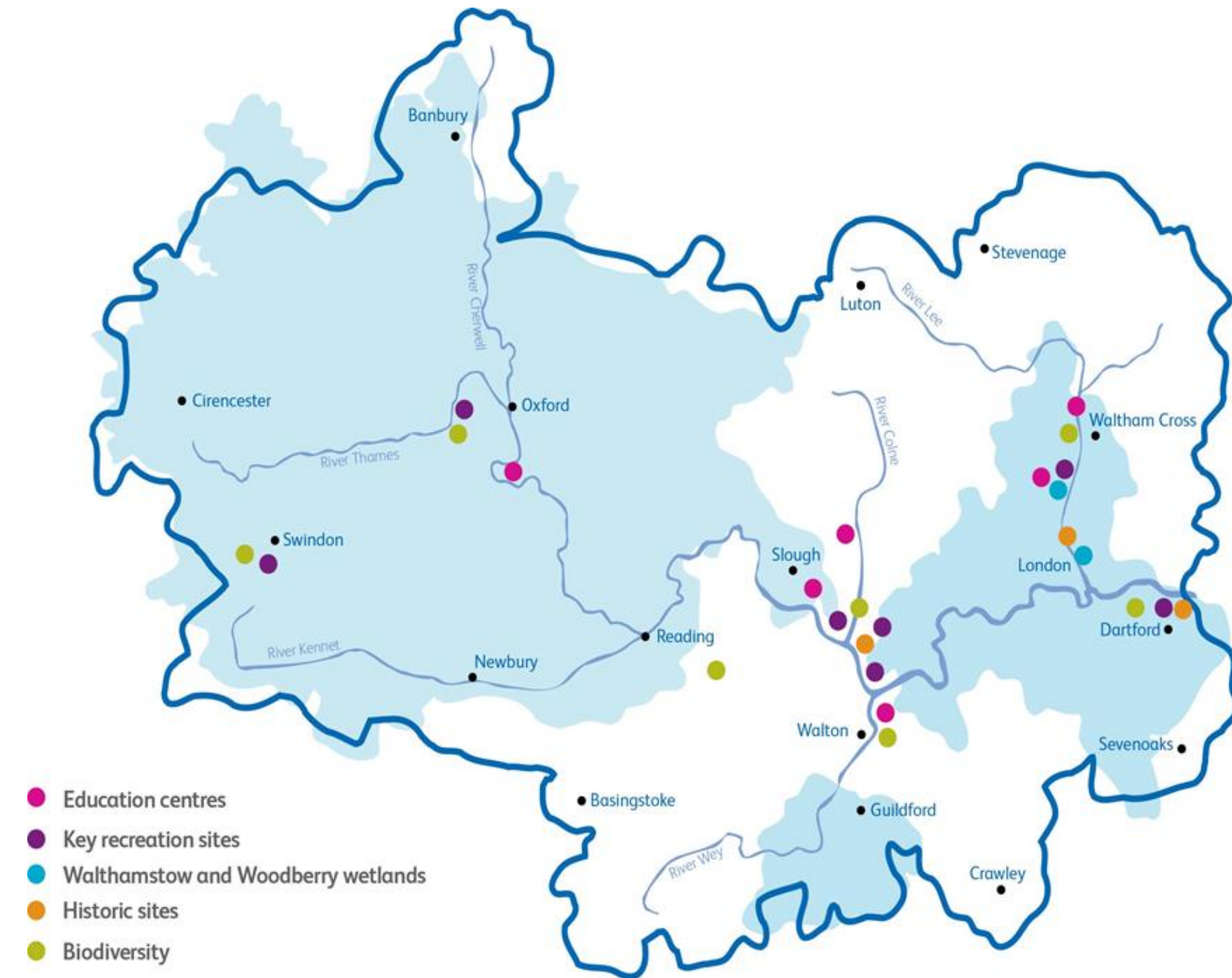
Engagement & Progression



WHO ARE WE?



- We are the UK's largest water and waste water provider.
- We employ 8000 employees – from engineers to shepherds
- We serve 16 million customers – that's 24% of the UK population
- We supply enough tap water every day to fill more than 1,000 Olympic swimming pools – that's 2.6 billion litres
- Our Skills Strategy launched in 2021 is helping us to contribute to the creation of a fair society, promoting inclusion and providing good work for all



THAMES WATER: OUR T LEVEL JOURNEY SO FAR...

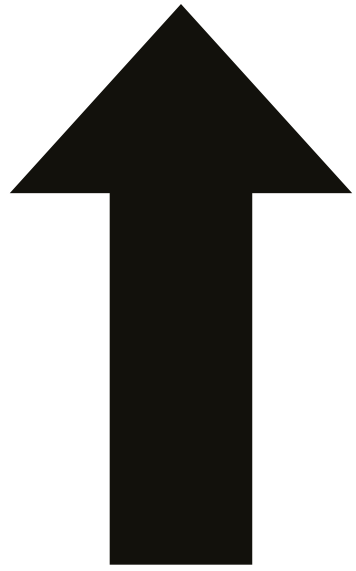


*Ten
Students*

*Eight
Providers*

Three
Pathways





TL



BEFORE THE INDUCTION

Mentor Mindset

This is NOT
Work Experience
This is an industry
placement!

BEFORE THE INDUCTION

Recruitment and Communication

- **Clear Job advert** - what skills they will be learning
- **Clear Interview Confirmation** - Questions given in advance with some interview coaching and resources.
- **Interview is based on employability skills** – skills builder framework that will inform the induction. Feedback given to help shape the induction
- **First day email** – everything they need (and bit more)
- **Day before the induction** – reassuring message.



THE INDUCTION

Keep it relevant

How do you induct a new starter?

Placement	Access	Relationships	Organisation
Orientation	Standards and rules	Health and safety	Progress and Feedback

What do they legally need to know?

What knowledge will they use between now and your next catch up?

What skills do they need to focus on?

Creative Problem Solving



Collaboration



Communication

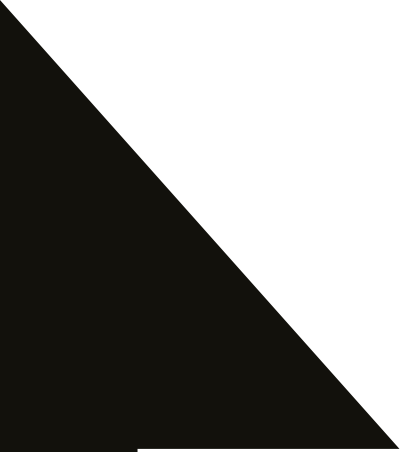


Self-Management



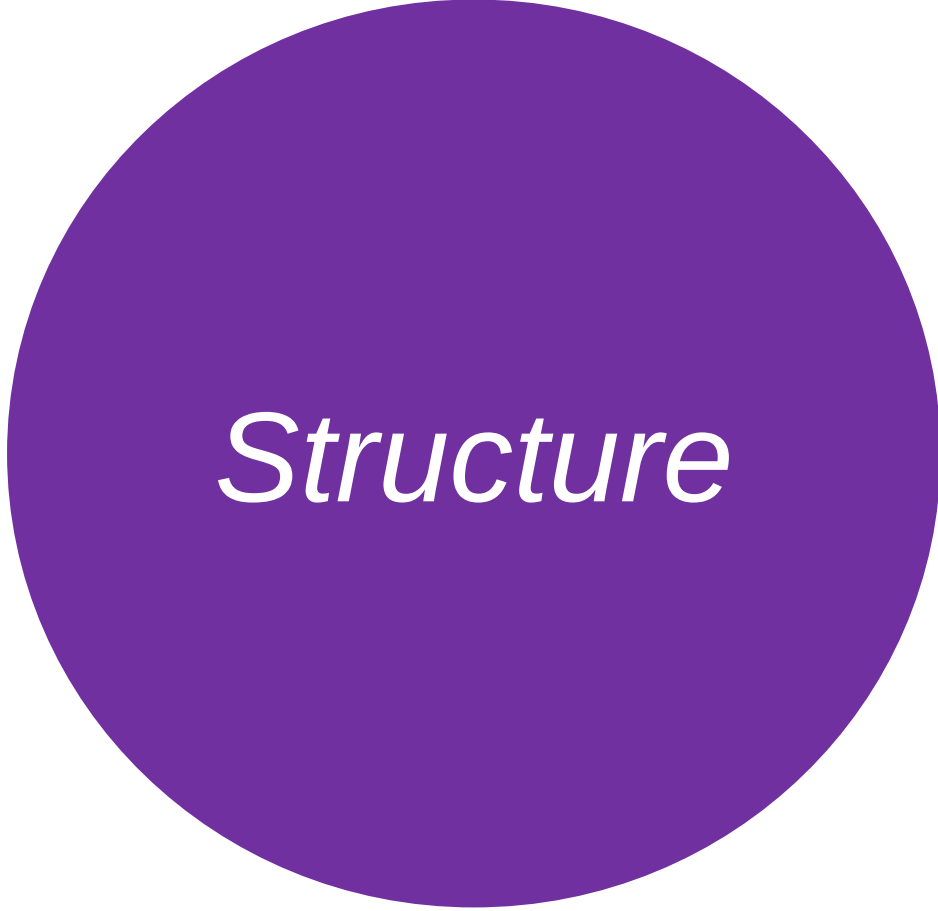
THE INDUCTION

Setting up for Success



Practical

Do they have the right
access, equipment and
resources?



Structure

Do they need support
sessions, 1-2-1s or
employability mentoring?



*Soft Skills
development*

What skills they need to
develop and how are they
going to do this?

AFTER THE INDUCTION

Engagement & Progression



Catch ups

Informal and Formally



*Clear
progression*

Clear development and
progression plan

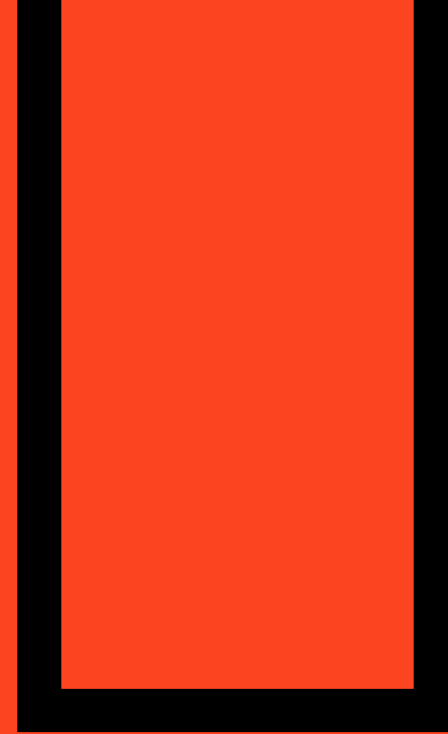


Immersion
into the
organisation

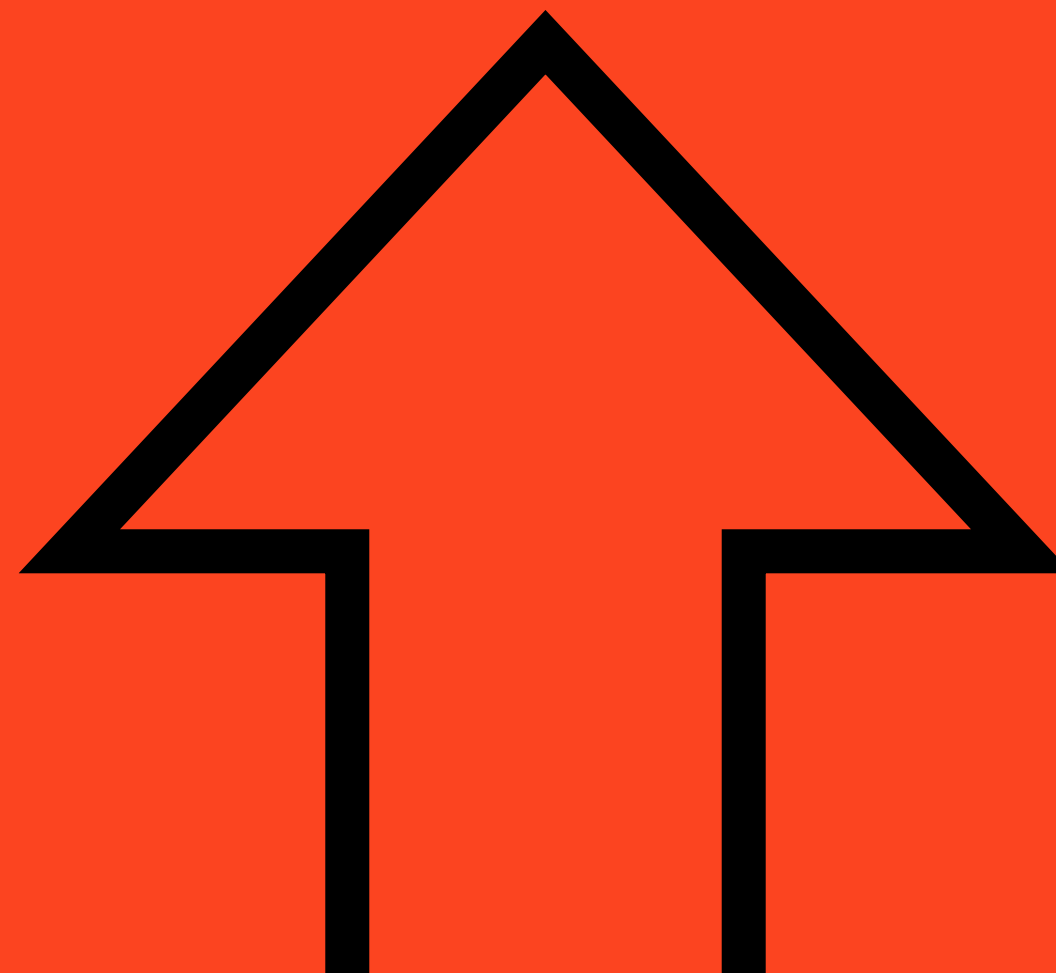
Do they feel like an
employee or a T Level
Student?

SUMMARY





THANK YOU



TL



HM Government