

Employers' introduction to:

- Flexi-Job Apprenticeships
- T Level industry placements

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T-LEVELS
THE NEXT LEVEL QUALIFICATION



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What is Supplytrain?

- Not-for-profit organisation that acts as a bridge between employers and training providers
- Don't deliver training directly, but support employers where there are barriers to addressing skills gaps in their business or wider industry
- DfE approved as a T Level Growth Partner and Flexi-Job Apprenticeship Agency
- ***Our ultimate aim is to help employers to create fairer routes into work***

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What is a flexi-job apprenticeship agency?

- 35 organisations approved to employ apprentices on behalf of other businesses
- Model is designed to provide external support to employers, to make it easier to recruit and support talent or to share apprentices between more than one organisation
- Structurally they are like temp recruitment agencies, but operationally more involved
- ***It is 'niche' and shouldn't replace the standard app. employment model***

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Which businesses benefit?

- Industry-wide skills gaps:
 - A way to encourage/involve more employers in developing future talent.
 - Example 1: Subcontractors on house building project that can't commit to life of the apprenticeship
 - Example 2: Industry with short-term projects such as TV productions where apprentice moves across placements
 - Example 3: To give apprentices thorough introduction to industry, such as fisher apprentices across different vessels

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How do they benefit?

- Each Flexi-Job Apprenticeship Agency does things slightly differently, but can support:
 - Save on recruitment costs
 - Save on admin time
 - Find suitable training provider whose training will add real value
 - Apprenticeship Levy Transfer
 - Don't have to commit to the whole apprenticeship
 - Apprentice coordinator to provide advice and guidance and support progress reviews

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How does the apprentice benefit?

- Depends on the specific apprenticeships, but can include:
 - Pastoral support that might not be available in a micro business without an HR department
 - Opportunity to experience several placements and gather a wider-ranging understanding of their sector
 - ***An opportunity to get a foot in the door!*** Remember, flexi-apprenticeships support additional apprenticeships where there are barriers. Without this model it may have been hard for someone to start this career.

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Anything specific worth knowing?

- Whilst employers usually have to pay for the services of a flexi-job apprenticeship agency, it is sometimes possible to access financial support locally or from an industry body, large employer or government department when taking a sector-wide approach.
- Manchester Chamber of Commerce currently funded by the Combined Authority
- Amazon Prime is covering agency fees for independent production companies
- Fisheries and Seafood Scheme funding to help us support fisher apprenticeships

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What are T Levels?

- T Levels are new, two-year, technical courses for 16-19 year olds.
- They are the equivalent to three A Levels but more focused on technical skills and less on academic theories and concepts.
- They have been designed in partnership with business
- They are available in:
 - Agriculture and Environment, Business and Admin, Construction, Digital, Engineering and Manufacturing, Education and Early Years, Health and Science, Legal, Finance and Accounting

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What's this got to do with employers?

- As part of a T Level, students must do an 'Industry Placement'
- This is a minimum of 315 hours or approximately 45 days
- This could be one day a week for nearly a year, in a nine-week block or a mixture
- This is a crucial part of the T Level. It gives students a chance to embed the skills they've learned and understand the work culture
- Industry placements are almost the opposite of an apprenticeship: 20% on the job, 80% off the job

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Why offer industry placements?

- Employers offer industry placements for both short-term and long-term reasons.
- Short-term:
 - Extra pair of hands in the business
 - Chance for existing employees to gain management and mentoring experience
 - Bring fresh ideas and perspective to your operations
- Example: A small charity might offer work to a business student every Friday. They sort the inboxes, line up social media posts and prepare a monthly newsletter for donators

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Why offer industry placements?

- Long-term:
 - Excellent recruitment pipeline – you get to see first-hand who has the attributes your business needs going forwards
 - Showcase your business – perhaps attracting people to apply to your roles is difficult, this exposes young people to your business opportunities
 - Build local links with the community
- Example: A care provider struggles to recruit because of misconceptions of their industry. They use T Levels to show young people the breadth of jobs available in their setting.

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How do students benefit?

- T Levels gives students a chance to practice the knowledge, skills and behaviours they are developing in school or college to a real work environment via an industry placements
- T Levels also give students options. They provide a chance to meet employers and access higher level apprenticeships or university study
- It can also be hard for young people to get jobs without experience – Industry placements give students vital work experience that can put on their CV.

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Anything specific worth knowing?

- It's not expected that employers pay young people on industry placements. Although it is common to support travel or food costs.
- However, we all know there are other costs associated with offering industry placements, such as software, PPE, administration.
- To support these costs, the DfE has launched an Employer Support Fund. The money is distributed through the school or college, who decided where to use their allocation. It is only available until **March 2024** so it is worth asking if you're interested in offering industry placements.

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Further support

- If you want to know more about Supplytrain's Flexi-Job Apprenticeship Agency, please visit:
- www.supplytrain.co.uk/apprenticeship-agency
- If you want free, impartial advice on offering office-based industry placements, please visit:
- www.tlevelgateway.co.uk

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