

Humber LEP Skills Network – 14th November 2017 – Innovation Centre, Europarc, Grimsby – Table feedback summary

Question 1 – How can providers and employers prepare for the new work placements? (capacity, engagement with employers and SMEs)

- Paperwork/ Health & Safety/ Safeguarding = More support for businesses
- Work with sector groups / Networks
- General awareness of qualifications within employers – encourage buy-in (T-Level vs apprenticeship etc)
- Provider & employer collaboration/coordination
- Clear funding strands between T-Levels and Apprenticeships (will studying on a T-Level jeopardise a possible apprenticeship?)
- Schools and engagement -> better careers advice; make curriculum fit local needs (by jobs)
- Identify skills gap in local area
- Raising awareness with local employers – LEP help
- Planning and building relationships
- Allowing SME's/employers to see the benefits
- Providers manage students expectations of T-Levels/work placement. – Building on employability skills
- Get employers engaged earlier
- Risk Assessments
- Incentivise employers?
- More needs for work experience e.g. JCP/traineeships
- App levy?
- Post code lottery – e.g. rural nearest job/work experience
- Providers need to be selective and look at local need – look at historic trends – how many – how much engagement?
- Who is going to manage this initially? Someone funded to oversee placement process? Local authority?
- Critical that employers are engaged in the early processes
- Write work plan?
- Safeguarding risks?
- Transport?
- Attendance?
- Lack of staff capacity to support student
- Key sectors/underpinning sectors
- Bigger post-16 providers have best placements?

Question 2 – How can providers and employers work together to ensure a coherent post 16 curriculum offer across the region which meets the needs of employers? Which routes do providers offer?

- Awareness raising – Employer/provider/parents/careers information events
- ABR theme group
- Skills pledge
- Look at local IMI/opportunities
- Providers and employers to work together
- Region does have range of offerings
- Some sectors more willing than others
- Local coordination/brokerage devices
- Partnership
- Competition for placements -> advertise and interview for placements
- T-Level/apprenticeship conflict: if employer sees someone they'd want as an employee, would it be to the detriment of the student taking T-Levels? Will there

Question 3 – What are the potential consequences of the requirement to complete the work placement and the emphasis on external assessment for student outcomes?

- Work experience is likely to be the bottle-neck
- Will define uptake/delivery of T-Levels
- Reduced outcomes
- None completion of courses
- When will the 50 days happen for the benefit of both parties? – School holidays or part of the timetable? Once per week? Safety risks
- Why waste money on somebody doing work experience when could just employ an apprentice? More money wasted if person doing the work experience doesn't go into that line of work in future – put money back in
- Struggle to accommodate volume of placements coming employers' way