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Technical Education staff placements - Industry Insight

Matt Alvarez
Project Manager, AELP



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Workshop Questions

- What is the purpose of staff placements?
- What do employers get from this collaborative experience?
- How do you demonstrate the impact of placements on teaching and learning
- T Level Professional Development Offer
- Q & A



Staff Placements: Teach Too Principles

1. Clear line of sight to work
2. Dual Professional teachers / trainers with pedagogy and occupational expertise
3. Clear escalations to higher level vocational / technical knowledge and skills
4. Access to industry – standard facilities / resources reflecting ways in which technology is transforming work.



What is the Purpose of Staff Placements

- **Supporting programme shaping**
- **Where is the delivery taking place? – First Teaching of Knowledge, skills and behaviours (KSB) or consolidation**
- **Does this affect how you need to order and prioritise the KSB?**
- **Calculating, planning and evidencing that 20% on / off the job**



What do “employers” get from this experience

- Are employers involved in the design of the programme?
Are they being consulted?
- Does the employer expect to deliver some of the training?
If so – how is this quality assured?
- Where are the opportunities within the programme for the employer to see a ROI? Project design? Research?
- Is there a parallel training plan that engages the employer to find opportunities to develop knowledge, skills and behaviours?

Benefits to an employer – What they say

- “They learn from others to improve their own programmes”
- “They can achieve more in partnership than alone”
- “Every day employees use the principles they first began to learn at school and continued application to create solutions. Great teaching is absolutely fundamental”
- Raise profile within the local community, whilst also supporting CSR aims
- Promoting their roles directly to local schools, colleges and training providers
- Support their recruitment efforts, boosting future technical and graduate pipelines



Changing Role on Training / Teaching?

- Establishing trust with both the employer and the apprentice
- Co-Creating the individual Work-Based Learning Plan
- Continuous planning and goal setting
- Managing progress and accountability

- Coaching / Mentoring Manner (Nurturing Parent)
- Active Listening
- Powerful Questioning – Workplace understanding and evidencing
- Relationship openness with the workplace dimension
- Clear Task Setting



Teacher placement - activity & impact

Day 1:

- Induction and working with mentor;
- Attending meeting for priorities and workload;
- Discussing thought process, activity and decision analysis

Day 2:

- Working with Education & Learning team on work place resources;
- Discussing the range of KSB that require classroom preparation for work place contextualisation.

Day 3:

- Exploring the opportunities of different study programme pathways into apprenticeships and job roles.
- Putting it all together to consider curriculum benefits, skills preparation and root analysis of KSBs and their embedded purpose from a workplace perspective



Designing blended learning

Opportunities

An effective mix of learning activities and resources including employer content

Can aid cost effective delivery

Ensure learning activities are motivating and engaging

Ensure learners gain digital skills to help employability

Support programme delivery

Allows personalisation of the learning journey

Common Issues

Many staff are used to designing for f2f delivery in same location

Staff often reinvent the wheel when it comes to learning design

Large employers worry about standardisation of training

Learners need to use different tools to access activities, use resources and upload evidence

How can that mix help?

Digital tools can allow learners to make errors safely

Can permit activities too costly to do in class

Seasonal activities can now be year-round in the digital world

Offers more scope and support for collaborative learning

Blended learning can enliven dull subjects

Can aid easier delivery, evidence capture and feedback of authentic tasks

Effective practice

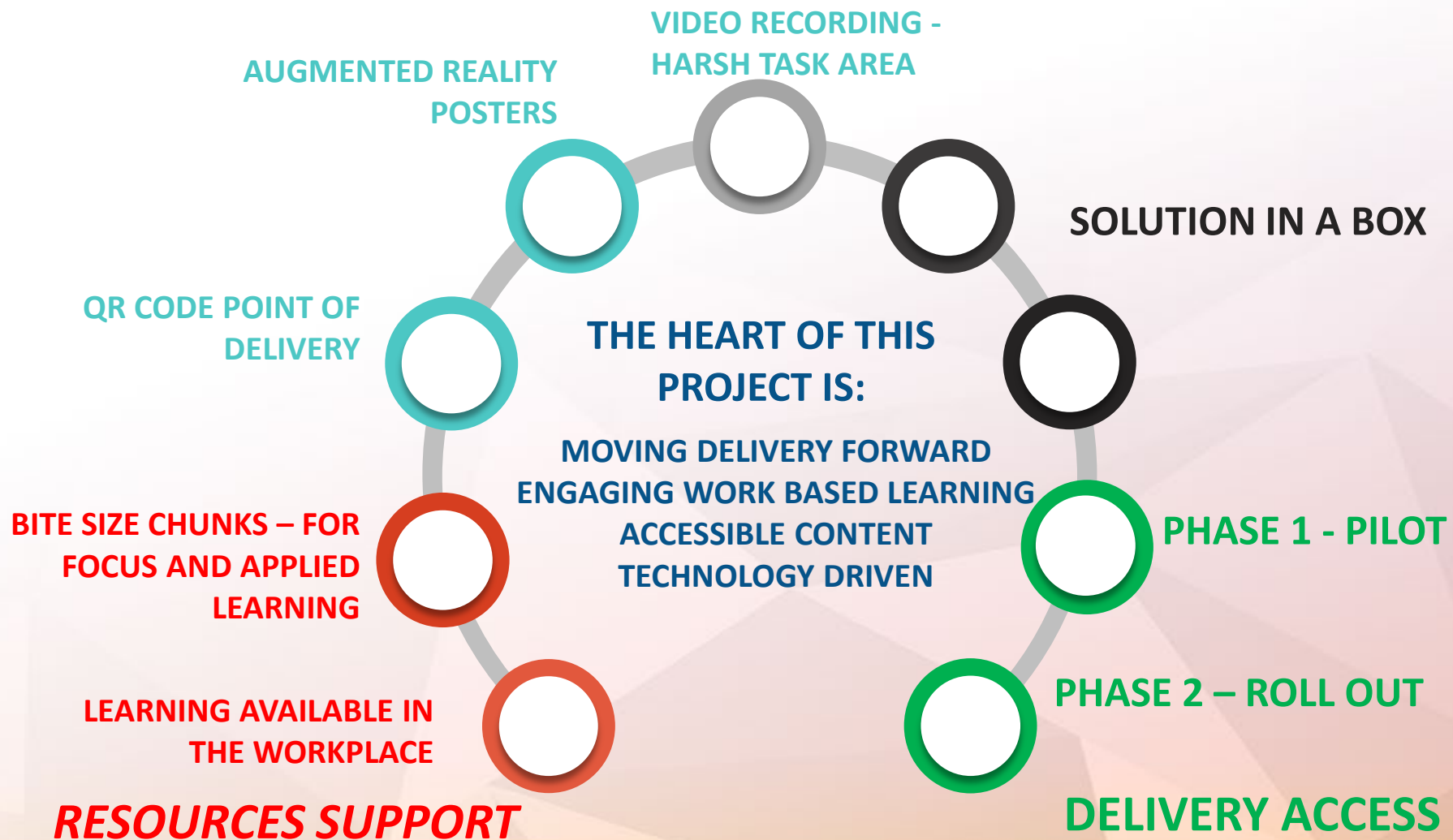
Blended learning

Flipped learning

Virtual and augmented reality and simulation

Virtual classrooms and webinars

Using Microsoft tools in lessons



Develop an integrated solution that supports learning away from the classroom.

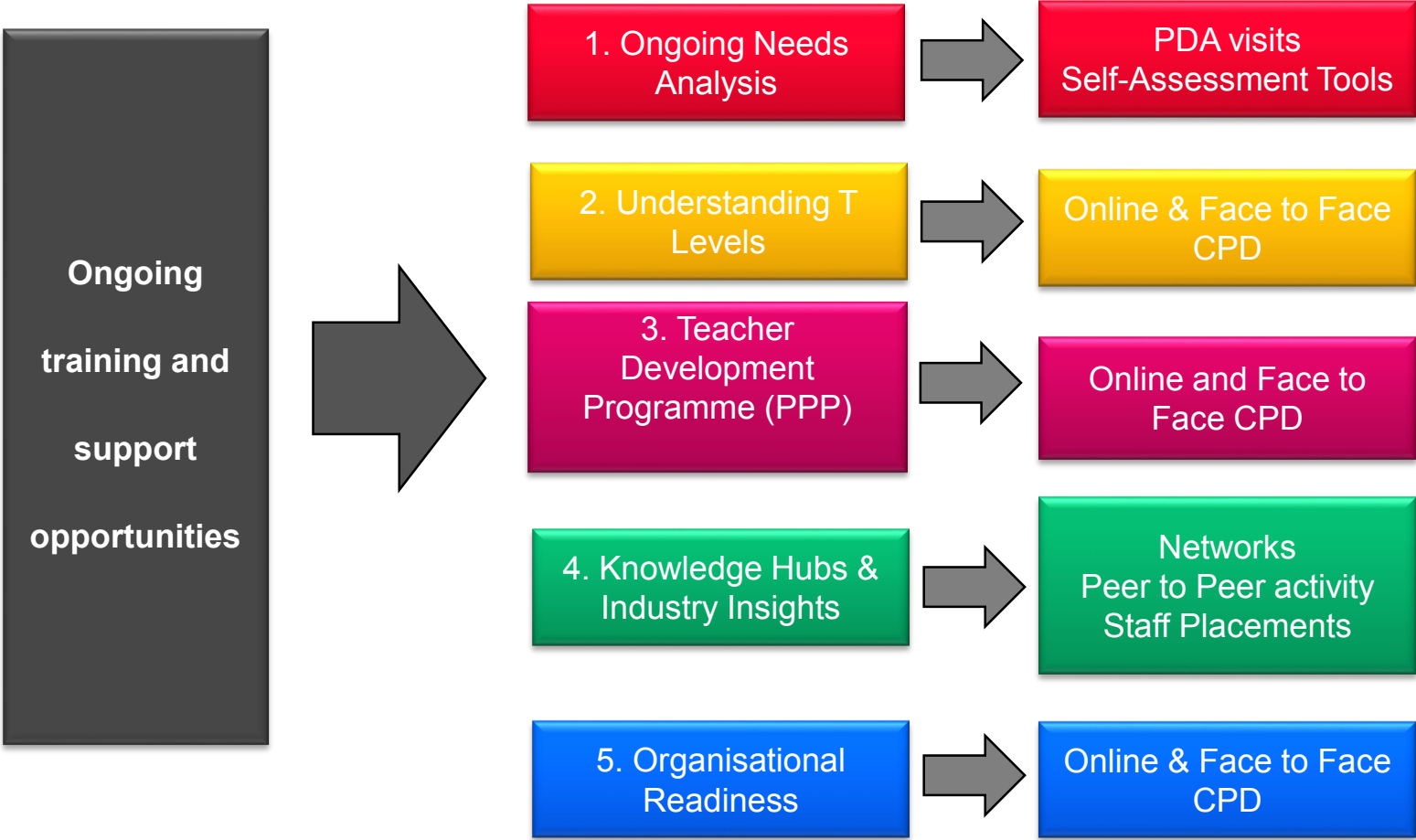
- **Building a model that has sustainability within the engineering & manufacturing sectors.**
- **Develop a collaborative approach to learning with employers and providers**
- **Demonstrate how learning can be facilitated/enabled outside the traditional classroom environment**

T-Levels

- September 2020 (Wave 1) – 3 pathways (Digital, Construction and Early Years)
- September 2021 (Wave 2) – 7 pathways (above 3 and Health & Sciences)
- 50 providers in Wave 1 – Working with DfE and TLPD Offer to shape needs
- 60+ providers in Wave 2 – Announced last week
- ETF (in close collaboration with DfE, 2020 providers and delivery partners) have developed a high quality offer to support teachers, trainers and managers to deliver T Levels from 2020 and beyond
- AELP is scoping the “Industry Insight” work stream (South / East / London)
- Supporting the 2020, 2021 and future providers with placements and employer insight



FIVE STRANDS OF THE T LEVEL PROFESSIONAL DEVELOPMENT OFFER



4. KNOWLEDGE HUBS / TRIPS



- There will be a range of Teacher Regional Improvement Projects (TRIPs) approved and set up based on plans developed with Professional Development Advisors.
- The projects will receive funding for collaborative action research projects and remission (time out of class) for CPD and networking.
- Focussed CPD activities e.g. including subject specific CPD from industry experts.
- Grants of £45,000 will be awarded to a further 19 collaborative TRIPs across England. An application process for the second round of TRIPs will open in August (launch events now available).
- Guidance and Application forms can be downloaded [here](#)
- Launch events took place this week

T Level Professional Development – Industry Insight



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graph TD; A[Industry Insight Activity] --> B[Teacher & Trainer Work Placements]; A --> C[Employer-led: Practice & Development & Advice and Guidance Workshops]; A --> D[Practice Sharing and Development Workshops];
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Industry Insight Activity

Teacher & Trainer
Work Placements

Employer-led: Practice
& Development &
Advice and Guidance
Workshops

Practice Sharing and
Development
Workshops

Knowledge Hubs:

Regional Networks and
Route, Pathway & Subject-
Specific Knowledge
Activities

TRIPs focussed on
Employer Engagement



Employer-led: Practice, Development, Advice and Guidance Workshops

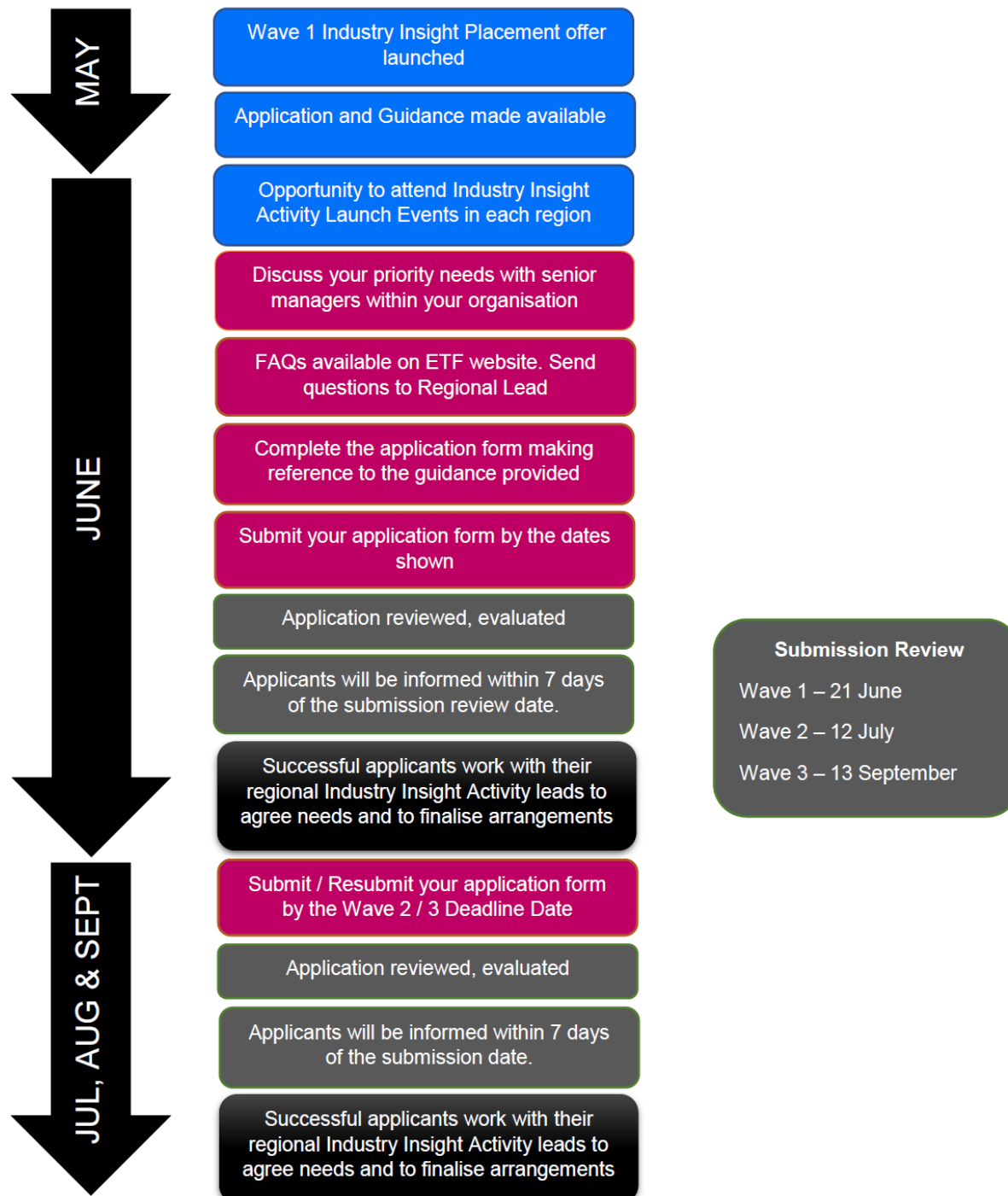
- Understand how to enrich curriculum design and teaching strategies to equip learners for their Work Placements
- Gain insight from leading employers to enhance your understanding of the knowledge, skills and behaviours required for future employees
- Create opportunities for genuine two way street working between providers and employers



Staff Placements

	Duration	Description
Work Shadow	0.5 - 1 day	Observation
Work Placement	1 - 2 days	Observation and Interaction
Staff Placement in Industry	3 - 10 days*	Immersive experience linking observation, interaction and practical experience

Industry Insight Placement Application Process



T LEVEL PROFESSIONAL DEVELOPMENT

Industry Insight Placement Application Process

Application for Industry Insight Placement opens		10 June 2019
Wave 1	Application Considered for Approval	21 June 2019
	Notification of Approval	28 June 2019
Wave 2	Application Considered for Approval	12 July 2019
	Notification of Approval	19 July 2019
Wave 3	Application Considered for Approval	13 September 2019
	Notification of Approval	20 September 2019
Application for Industry Insight Placements closes		13 September 2019
Placement to be completed no later than		14 February 2020
Project completion with submission of final report, case study and resources		March 2020

Industry Insight Placement: Remission Fund



- Remission for Work Shadowing, Work Placement and Staff Placements in Industry is funded at £400 per day and £200 per half day.
- Remission is paid following the completion of the placement and submission of the relevant reflection documentation.
- On approval, a Purchase Order number will be emailed to the email address on the application form for the remission fund approved.
- On completion of the placement, please send an invoice to the relevant Industry Insight Lead for your region (Northern or Southern) quoting the Purchase Order number.

Practice Sharing and Development Workshops

- An opportunity to share and learn from participants engaging with Industry Insight placements
- Understand how to create a blended learning approach to T Levels
- Further develop occupational knowledge together with pedagogical skill to help teachers deliver high-quality learning experiences.



Further Information

Southern Industry Insight Lead: AELP

Matt Alvarez malvarez@aelp.org.uk

(London, East of England, South East,
South West)

Northern Industry Insight Lead:

Grimsby Institute of Further and
Higher Education (GIFHE)

Mia Sneyd
(industryinsight@grimsby.ac.uk)

(North East, North West, Yorkshire &
Humberside, East and West Midlands)



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DEVELOPMENT**

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Questions



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Activity

In small groups discuss what you consider to be the main:

- **Opportunities**
- **Implications**
- **Risks**

On encouraging staff placements – In apprenticeships and in T Levels?

Activity

The ability to challenge the traditional thinking that traps us within the world of “more of the same”.

What can be done to break out of this?

