



Introducing a T Level Industry Placement to your workplace

Practical Guide for employers across the North East

So, you've been looking at ways to attract and retain talent to your business and have decided hosting a T Level industry placement is for you.

Congratulations!

"It's about the future."

Shane Murray
CoreHaus

In this practical guide, we'll explain how you can work with local education providers to support one or more T Level industry placements in your organisation and what this will mean for your business, your employees, and your talent pipeline.

What are T Levels?

T Levels are a 2-year Level 3 qualification for 16- to 19-year-olds. Designed with employers, each T Level is equivalent to 3 A levels and helps young people develop the knowledge, attitude, and practical skills to progress into skilled employment, an apprenticeship or further study.

What is the T Level Industry Placement?

An industry placement provides young people the invaluable opportunity to put their learning, knowledge, and skills into practice in a real workplace environment. They cover a minimum of 45 days which can be shared between two employers if necessary. Industry placements also give employers a unique opportunity to develop new talent and help young people become work ready.

"We need a route for the skills of tomorrow." - Ian Oates, Ford Aerospace

12 weeks work experience is enough to learn the skills to be work-ready

32% better retention from recruits with placement experience

20% higher retention rates when employees are mentored in the workplace

What T Level supporters have to say:

Don't just take our word for it – T Level students can bring a lot to your workforce – here's what current businesses in the North East supporting T Level students have to say:

"They know what needs doing & they use their own initiative."

Kathryn Wadge,
County Durham
& Dalton
NHS Trust

"Give them something practical to do. They want to do things themselves & learn by doing."

Ian Oates, Ford Aerospace

"I'm learning about AI from my placement student. It helps a lot."

Ray Rajan,
Skyblue Ocean
Media

"Placements provide a pool of candidates that fit in really well for the work we do."

Graeme Hurst, Sunderland Council

"They're already embedded in the company, so they would naturally just go straight onto an apprenticeship."

Tina Taylor,
Tridonic

"They're bridging the skills gap."

Laura Brown, Bowmer & Kirkland

A step-by-step guide to hosting a T Level placement

◀ Identify your T Level

You can identify which T Level(s) your business could support by visiting the [register of approved T levels](#).

◀ Find a local education provider partner

Do this by visiting the [Education Provider Portal](#) to identify which provider local to your business is delivering the T Level you want to support.

◀ Meet with the T Level lead from the education provider

You'll discuss what an industry placement could look like for you and the provider will guide you through what's involved in supporting a placement and discuss:

- The types of projects and learning needed by the student for the qualification
- Any training you or your staff could benefit from in advance to ensure high quality placement experiences
- How involved you can be in selecting a T Level student – is there a recruitment process for the placement which you could be a part of?
- Understanding what you and your staff need to know if you're new to supporting a 16–18-year-old learner
- How the education provider will prepare the T Level student for their day 1 with your company and how you can be involved in this
- Options for delivering the industry placement – hybrid opportunities, day release, block release
- What you should expect from the education provider, for example, who to contact if you have any concerns or positive feedback about the T Level student
- Who is responsible if the T Level student is experiencing practical difficulties on the placement – be that travel costs, additional equipment etc
- How to make sure the T Level student knows who they can speak to if they have any concerns, and how these concerns can be brought to your attention
- What is expected of you from the education provider

◀ Interview potential students Find the one that's the best fit for your organisation

◀ Prepare your staff to work with a T Level placement student

This is an opportunity for your staff to develop their skills too - by mentoring the student and developing a training plan.

97%

of staff say mentoring helps them develop leadership skills

87%

of staff develop greater confidence by mentoring



Further information:

- [T Level Employer Guide](#)
- [North East Ambition website](#)
- [Find employer schemes - GOV.UK](#)

Thank you

To all the people and organisations in the North East that willingly volunteered their experience of placement students and are an inspiration to the region.



North East
Ambition



T-LEVELS
THE NEXT LEVEL QUALIFICATION