



T LEVEL QUESTIONS ANSWERED



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T LEVEL QUESTIONS

WHY HAVE T LEVELS BEEN CREATED?

T Levels give young people the skills and knowledge they need to get a head start towards their future career and support organisations like yours.

Industry placements are already helping employers and their businesses go further.

WHAT IS AN INDUSTRY PLACEMENT?

A student is invited to work with you for around 45 days, developing skills and building confidence. Placement times can be arranged to fit in with your needs.

HOW WILL THIS BENEFIT MY ORGANISATION?

Help nurture and develop talent

Cost effective recruitment for entry level jobs and apprenticeships

Bring in people with imaginative new ideas and different skills

Upskill your staff with the chance to mentor a young person

Extra resource for specific projects

Increase capacity

HOW DO T LEVELS DIFFER FROM APPRENTICESHIPS OR WORK EXPERIENCE?

Apprenticeships are jobs with training, for young people who are ready to work. An apprentice spends 80% of their time in paid employment and 20% learning in the classroom.

T Levels are for young people who want to continue studying and gain work experience with a real employer on a worthwhile industry placement. T Level students complete employability training so they understand the demands and expectations of the workplace before placement starts.

Both are very different to school work experience, which lasts 1-2 weeks.

DO I PAY STUDENTS ON INDUSTRY PLACEMENTS?

There is no legal requirement or expectation that students will be paid, as it is part of a course. However, you can pay students if you wish.

HOW CAN I FIND OUT MORE OR GET INVOLVED IN INDUSTRY PLACEMENTS?

Please contact a member of the Employer Services Team

0161 296 5950
employers@tscg.ac.uk

WHAT DO I HAVE TO DO FOR AN INDUSTRY PLACEMENT?

We want you to help design a placement that will both benefit your business and teach young people the skills you look for in an employee.

You must make sure the work environment is safe, the student has a line manager to support them and provide an appraisal of the student's time on placement.

WHAT SUPPORT WILL I GET FROM THE COLLEGE?

You'll receive support at every stage of the process from your partner college, who will make sure that students are ready to be productive members of your workforce.

They will support planning the timeline and objectives of the industry placement.



T-LEVELS

THE NEXT LEVEL QUALIFICATION

***THE BUSINESS
CASE FOR
INDUSTRY
PLACEMENTS***



T-LEVELS

THE BUSINESS CASE FOR INDUSTRY PLACEMENTS

The industry placements programme provides equal opportunities for young people from all segments of society to access the workplace and kickstart their careers. The programme also presents an important opportunity for businesses to set themselves apart in the market through recognising the importance of concepts such as ‘**shared value**’ and ‘**responsible business**’.

That is, to be able to move beyond the traditional realm of corporate social responsibility into a sphere where **businesses not only understand but are able to demonstrate the correlation between a healthy society and their bottom line.**

There are a number of associated direct and indirect benefits for employers by integrating T Level industry placements into their corporate strategy.



Resolve skills shortages



Be cost-effective



Increase staff retention



Reduce staff absence



Improve client relationships



Up-skill existing workforce and boost morale



Demonstrate a social conscience



Boost corporate reputation

Resolve entry level skills shortages

Companies in key sectors still struggle to attract the right candidates for entry level vacancies. These include but are not limited to: utilities, support care workers, laboratory assistants, catering, transport, storage, hospitality and communications sectors. Offering a pipeline of talent for entry level jobs, apprenticeships, or higher-level skills training, industry placements provide an opportunity for young people to develop their job readiness and technical skills. Students who have undertaken placements are better placed to make decisions about the career pathway that they would like to pursue.

Improve recruitment cost effectiveness

Industry placements can offer a pipeline for low cost, effective methods of recruiting from an untapped skills pool. Building partnerships with local education providers offers opportunities to advertise and raise awareness of employment opportunities to young people who are deciding on their future career paths.

T-LEVELS

Increase retention rates

Evidence shows that employees recruited through work inclusion initiatives are more loyal: the job seems more valuable to those who have gained it after undertaking work experience or through a placement. Lower staff turnover can result in direct cost savings to the business.

Demonstrate a commitment to diversity and better understand customers

Equality of opportunity is essential for a productive workforce. Through industry placements, there is an opportunity to achieve greater diversity amongst employees recruited from excluded groups than the existing workforce. This demonstrates not only a strong corporate commitment to diversity, but has important business benefits such as, enabling your organisation to understand the customers it serves, greater innovation, more creativity and better performing teams.

Increase opportunities for employees to build skills and experience creating greater employee satisfaction

Delivering industry placements provides the opportunity for nominated individuals in your existing workforce to act as buddies, coaches or line managers to the new recruits. These roles can deliver returns to the business: existing staff can gain skills in management and mentorship – both of which are shown to increase levels of job satisfaction.

Help companies meet tender requirements

Commitment to supporting excluded groups can strengthen bids for public sector contracts. It is likely that successful bids for public sector contracts could include the provision of a social or community benefit, e.g. through a Section 106 agreement.

Build brand value and corporate reputation

Being seen as an employer that is not only helping address some of society's most critical issues but who is also enabling employees to play a role is of real importance to many businesses. Providing opportunities to local young people raises the profile of the company - not only within the local community, but also nationally - as the initiative gains public exposure among customers and clients.

Shape the direction of technical education within your industry

Develop partnerships with local education providers and influence the learning pathway for young people entering your industry.

These are designed to mitigate any negative effect of a new development by providing a commensurate level of benefit to the community. Such agreements may, for example, include an undertaking that a new residential development will include a commitment by the developer to provide education and employment opportunities to excluded groups.

T-LEVELS

THE NEXT LEVEL QUALIFICATION

↑ EQUIVALENT TO
3 A LEVELS

↑ A 45-DAY INDUSTRY
PLACEMENT

↑ 80% CLASSROOM,
20% WORK

T Levels are two-year courses that combine classroom learning with industry placements. They are equivalent to three A levels and cover a range of subjects. T Levels are designed with employers, so you can learn practical skills for your future career or further study.

THE CHEADLE COLLEGE T LEVELS

 **EDUCATION & EARLY YEARS**
Specialism: Early Years Educator

 **HEALTH**
Specialism: Adult Nursing

 **HEALTH**
Specialism: Supporting Therapy Teams

MARPLE SIXTH FORM COLLEGE T LEVELS

 **LEGAL SERVICES**
Specialism: Crime, Criminal Justice & Social Welfare

TRAFFORD COLLEGE, ALTRINCHAM T LEVELS

 **EDUCATION & EARLY YEARS**
Specialism: Early Years Educator

 **HEALTH**
Specialism: Adult Nursing

 **HEALTH**
Specialism: Supporting Therapy Teams

 **LEGAL SERVICES**
Specialism: Crime, Criminal Justice & Social Welfare

 **ACCOUNTING**
Specialism: Assistant Accountant

TRAFFORD COLLEGE, STRETFORD T LEVELS

 **DIGITAL SUPPORT SERVICES**
Specialism: Cyber Security

 **BUILDING SERVICES ENGINEERING**
Specialism: Electrotechnical Engineering

STOCKPORT COLLEGE T LEVELS

 **BUSINESS & ADMINISTRATION**
Specialism: Team Leadership & Management

 **DESIGN, SURVEYING & PLANNING**
Specialism: Surveying and Design

 **CRAFT & DESIGN**
Specialism: Textiles and Fashion Maker

 **MEDIA, BROADCAST & PRODUCTION**
Specialism: Content Creation

 **SCIENCE**
Specialism: Laboratory Science

 **ENGINEERING & MANUFACTURING**
Specialism: Design & Development Mechanical Engineering

 **ENGINEERING & MANUFACTURING**
Specialism: Fitting and Assembly Technologies





Seb Casey-Champ is a Digital T Level second year student at The Trafford College Group at our Stretford Campus.

Seb undertook an amazing digital placement at Stockport Homes Group within his T Level qualification and during the placement he learnt new standards and was introduced to a real-world work environment. Seb was given responsibilities such as creating guides and helping various teams with technical issues as well as the opportunity to learn new skills both in the IT industry such as configuration of equipment and employability skills including how to communicate effectively with co-workers.

Following his placement Seb said *"I had an amazing time at Stockport Homes, everyone was kind and friendly and the team made me feel welcome and were always up for a laugh. Overall it was just an amazing experience!"*

As Seb is now coming to the end of his T Level qualification he has been looking for opportunities to move onto the next stage of his career journey within the field of digital and we are thrilled to see his recent success in securing a paid placement opportunity with One and All in Stockport which will hopefully transfer into a full apprenticeship in the summer.

Well done Seb!!



**T LEVELS AT
TRAFFORD COLLEGE
STRETFORD CAMPUS**

trafford.ac.uk/t-levels



➔ **Willmott Dixon Group have worked with two of our T Level students and two apprenticeship students at Stockport College.**

“Working with Mark at Stockport College has been fantastic. From the start Mark and I worked well together, nothing was too much trouble and the lines of communication between us are always open, easy and honest. Mark has been instrumental in our work with the trade students and we have been happy to offer work placements to many of them here on site at Stockport. This even resulted in two students being taken on as apprentices with our Bricklaying Supply Chain Partner MGB Brickwork. We were invited to present to the design, planning and surveying T Level students with the opportunity for one of them to join us on the Stockport Interchange for their placement.”

Collaboration like this is vital to us making a difference here in Stockport – thankyou Mark for all the support you give us and your students.

The students' experience

“The longer I was at my placement the more responsibility I got, with tasks increasing in size. Which gave a lot of insights of the processes of constructions and how all the trades interlink as I was organising the construction. Towards the end of my placement, I was offered a paid summer placement from Mike Blackburn and Andy Howarth.

Overall, I have really enjoyed my placement and the experience I have got from it. The team at Willmott Dixon have treated me great, helped me with in every aspect possible during my placement and given me a great opportunity.”

**T LEVELS AT
STOCKPORT COLLEGE**



STOCKPORT
COLLEGE



WILLMOTT DIXON