



# HELPING SHAPE THE WORKFORCE YOU NEED

T Levels give employers the chance to work with young people before they enter the workforce, helping them understand your sector, develop confidence and build the skills and behaviours employers value.

Students will be prepared through their course and will bring developing knowledge, skills and interest in the sector. Like apprentices, they will continue to build confidence and capability through learning, support and real work experience

The T Level model gives employers the opportunity to:

- create a future talent pipeline either for their organisation or the industry
- introduce real work in a way that works for their organisation
- meet students early - students are 16-19 years old
- help shape their development
- build confidence gradually

## Why employers get involved

### Build the workforce your organisation needs

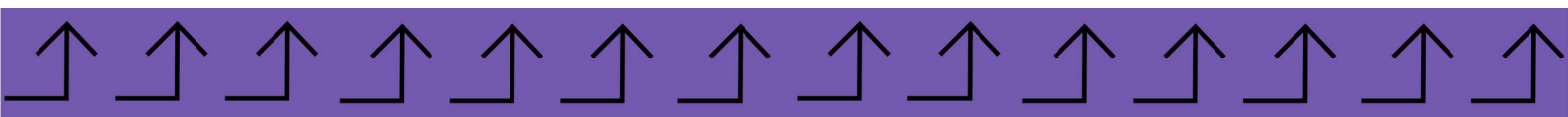
By working with a T Level student, you can:

- identify future talent before competitors do
- help shape the skills and behaviours your organisation needs
- bring fresh ideas and energy into your workplace
- support your local community and future workforce
- develop your own staff through mentoring and supervision

*“We didn’t just host a student. We helped shape someone who could become part of our future workforce.”*

### Help young people see what is possible

Many young people do not know what careers exist, what jobs in your industry really involve or what opportunities might suit them. **You can help change that.**



## By getting involved, you can:

- inspire young people
- challenge stereotypes
- bring careers to life
- help students make better choices about their future

*“Young people are much more likely to choose and stick with a pathway when they can see what it could lead to.”*

## Start small. Build confidence. Grow from there.

You do not need to do everything at once. Many employers begin with a small, manageable activity and build from there as confidence grows.

### You could start by:

- talking to students about your industry or taking part in a careers event
- offering a workplace visit, work taster or short project
- supporting a student on an industry placement, such as one day a week, a short block or a project shared across a team
- offering further experience, an apprenticeship, seasonal work or a future job opportunity

The right approach depends on what works for your organisation, your projects and the support you can offer.

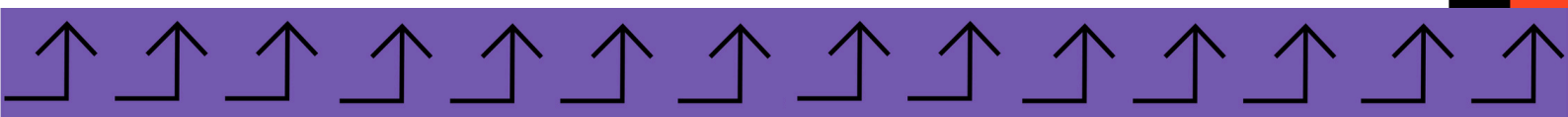
## What a placement could look like

### There is no single model

Placements can be designed around what works for your organisation, your capacity and the kind of experience you can offer.

For example:

- one student one day each week
- a short block during a quieter period
- a project shared across a team
- a placement shared with another employer



## What this can look like in practice

### Small business

One student joined for one day each week, helping with social media and customer communication.

### Larger employer

Two students completed a project for a department over six weeks.

### Employer with limited capacity

The employer began with a workplace visit and small team project before offering a placement later in the year.

## T Levels and apprenticeships work together

T Levels and apprenticeships are not in competition. A T Level placement can help you:

- Get to know young people before recruiting
- Identify potential apprentices
- Build a stronger future talent pipeline

*Today's T Level student could be tomorrow's apprentice or employee.*

## Interested?

You do not need to have all the answers or commit to everything immediately. Start with a conversation with your local school or college about what could work for your organisation.