



HELP SHAPE THE FUTURE OF HEALTH AND SCIENCE

Health and science organisations need future talent with curiosity, compassion, professionalism and the confidence to work in complex and fast-moving environments.

T Levels give employers the chance to work with young people interested in healthcare, laboratory science, care services, public health and wider support roles, helping them understand how health and science settings operate in practice.

You do not need to offer a full placement straight away. You can start small, build confidence and become part of a student's journey.

Shape the future workforce you need

T Levels are a two-year programme where students learn through a planned combination of classroom learning and real work.

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.

Whether your organisation needs future healthcare support workers, laboratory technicians, care staff or science support colleagues, or the people behind the scenes who keep services running, from administration and patient communication to records, logistics, digital systems and operational support, T Levels can help you build the workforce you need.

Through a T Level industry placement, employers can introduce young people to real work gradually, help them understand workplace expectations and start to identify future talent early.



Why employers get involved

By working with a T Level student, you can:

- build a stronger route into future apprenticeships, employment or training
- bring fresh ideas, curiosity and enthusiasm into your organisation
- develop your existing staff through mentoring and supervision
- help young people understand the realities of health and science careers
- support your local community and future workforce

“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

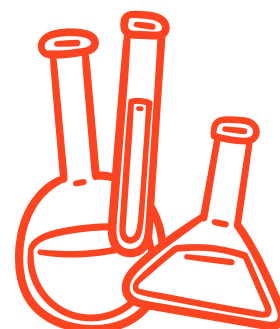
Many young people do not realise the variety of careers available across health and science, or how many different roles contribute to patient care, wellbeing, research and public services.

They may also not realise how much these sectors rely on communication, teamwork, organisation, professionalism, digital systems and problem-solving alongside technical and scientific knowledge. Employers can help change that.

By getting involved, you can:

- inspire young people
- challenge stereotypes about health and science careers
- show the variety of roles available in your organisation
- help students understand how services and teams work together in practice
- support better choices about future careers

“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 could a placement look like?

There is no single model. Placements can be designed around your organisation, the setting, the type of work involved and the support you can offer.

Students could contribute to:

- patient, service user or visitor communication
- administration, records or organisational activity
- laboratory preparation, stock or equipment activity
- health promotion, engagement or awareness projects
- research, reporting or service improvement activity
- supporting enrichment, wellbeing or community engagement projects
- digital systems, scheduling or operational support activity
- small team projects linked to real organisational challenges

Placements can be adapted to reflect the student's confidence, prior experience and readiness, allowing students to take on more responsibility over time.



What this can look like in practice

These examples show how different organisations could start with manageable activities that fit their setting and build from there.



Healthcare setting

A student joined one day each week, supporting patient communication, administration, wellbeing activities and day-to-day team organisation alongside experienced staff.



Community or care setting

A student contributed to engagement activities, health promotion projects and communication with service users and visitors.



Science or laboratory environment

A student supported stock management, preparation activity, recording systems and project work linked to laboratory or technical services.

T Levels and apprenticeships work together

T Levels and apprenticeships are not in competition. A T Level industry placement gives you the chance to get to know a student before making any recruitment decision. If the fit is right, it can become a natural route into an apprenticeship, employment or a future role.

Today's T Level student could be tomorrow's healthcare support worker, laboratory technician, care practitioner, pharmacy support worker, science technician or health services professional.

Interested?

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