



# HELP SHAPE THE FUTURE OF CONSTRUCTION & THE BUILT ENVIRONMENT

Construction and built environment organisations need future talent, not only on site, but across the whole business.

T Levels give employers the chance to work with young people interested in construction, building services, plumbing, heating, electrical installation, design, surveying, planning, project management and the wider support roles that keep projects moving.

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.

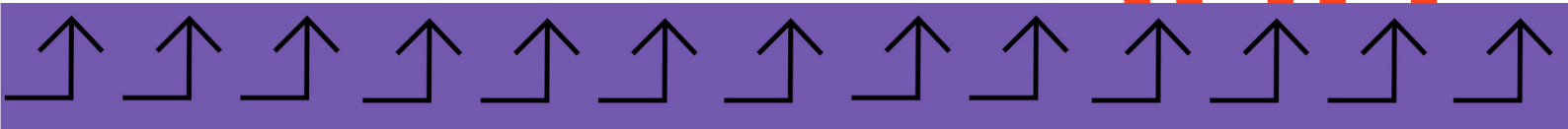
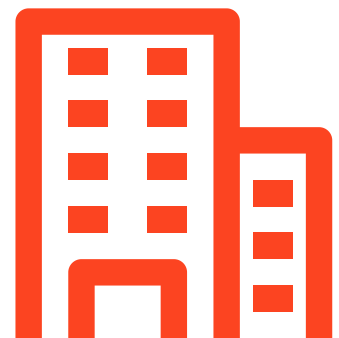
## Shape the future workforce you need

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 tradespeople, site staff, technicians, design assistants, surveyors or project support staff, or the people behind the scenes who keep projects running, from estimating and procurement to finance, administration, logistics, digital systems and customer liaison, 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, digital confidence and practical curiosity into your organisation
- develop your existing staff through mentoring and supervision
- help young people understand the range of roles across construction and the built environment
- 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.”*

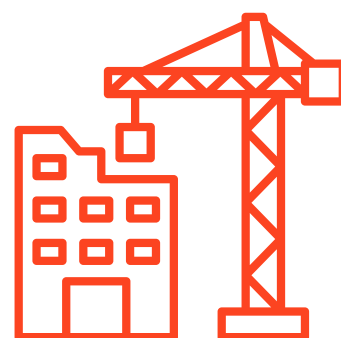
## Help young people see what is possible

Many young people do not realise the range of careers available across modern construction and the built environment.

They may think only about trades or site work, but the sector also depends on design, surveying, planning, estimating, procurement, project management, digital systems, sustainability, administration and customer communication. Employers can help change that.

### By getting involved, you can:

- inspire young people
- challenge outdated views of the sector
- show the variety of roles available in your organisation
- help students understand how construction projects are planned, managed and delivered
- 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 stage of the project and the support you can offer.

### Students could contribute to:

- site visits, surveys or project observations
- planning, schedules, project documentation or document control
- design, drawings, CAD or digital project work
- procurement, stores, materials or logistics activity
- estimating, cost tracking or simple commercial support
- health and safety records, site organisation or quality checks
- building services activity, such as observing plumbing, heating, electrical or ventilation work and supporting preparation, records or materials
- customer communication, administration or project support

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 employers could start with manageable activities that fit their setting and build from there.



### Site-based employer

A student supported plumbing and electrical teams by helping prepare materials and equipment, updating job records, supporting stock and stores activity, contributing to site preparation and learning how engineers diagnose problems and complete work safely.



### Construction office

A student supported planning, procurement, document control and project administration, helping the team keep project information organised.



### Smaller business

The employer started with a workplace visit and a short project, such as organising job records or reviewing materials processes, 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 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 apprentice, site supervisor, planner, estimator, design technician, project co-ordinator or business support colleague.

## T Levels and apprenticeships work together

**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.