



HELP SHAPE THE FUTURE OF AGRICULTURE, ENVIRONMENT AND ANIMAL CARE

Agriculture, environmental and animal care organisations need future talent with practical skills, curiosity and the confidence to work in real settings.

T Levels give employers the chance to work with young people over time, helping them understand the sector and develop the behaviours, confidence and work-readiness needed across farming, horticulture, land management, environmental services and animal care.

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 farm workers, animal care assistants, environmental technicians, horticulture staff or countryside and land-based workers - or the people behind the scenes who keep things running, from administration and bookings to logistics, finance, digital and customer 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, seasonal work, employment or training
- bring fresh ideas, practical curiosity and digital confidence into your organisation
- develop your existing staff through mentoring and supervision
- help young people understand your sector and the opportunities available
- 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 farming, horticulture, environmental conservation, animal care, land-based services, sustainability and countryside management. They may also not realise how much these sectors now involve technology, customer service, data, sustainability, communication and business operations.

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 what the work is really like
- 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 support you can offer and the time of year. In this sector, that matters: busy periods, seasonal work, animal care routines, growing cycles and environmental projects may all shape what a student can realistically do.

Students could contribute to:

- livestock, crop, horticulture or animal care routines
- monitoring, recording or reviewing environmental or animal welfare information
- sustainability, habitat management or conservation projects
- customer communication, bookings or visitor engagement
- social media, digital records or promotional activity
- researching or presenting ideas linked to land management, sustainability or operational improvement
- stock, equipment or resource management activities

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.



Farm or land-based business

A student joined for five days each week during a busy seasonal period, helping with livestock records, stores, equipment preparation and day-to-day routines.



Animal care setting

A student supported feeding routines, cleaning, customer bookings, animal welfare checks and social media updates.



Environmental organisation

A student completed a short project linked to seasonal habitat management, visitor engagement and community awareness.

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 farm worker, environmental technician, animal care assistant, apprentice, seasonal worker or business support colleague.

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.