



HELP SHAPE THE FUTURE OF DIGITAL

Digital organisations need future talent with curiosity, problem-solving skills, technical confidence and the ability to adapt in a fast-changing sector.

T Levels give employers the chance to work with young people interested in digital support, software, data, cyber security, content creation, infrastructure and digital project work, helping them understand how digital teams and businesses 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 digital support staff, software developers, data technicians, cyber security staff, content creators or project support colleagues, or the people behind the scenes who keep digital operations running, from customer support and administration to planning, communication and digital systems management, 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 new perspectives into your organisation
- develop your existing staff through mentoring and supervision
- help young people understand the realities of digital work and 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 use technology every day but do not fully understand the range of careers available across the digital sector.

They may not realise how much digital roles involve communication, teamwork, problem-solving, project work and customer understanding alongside technical skills. Employers can help change that.

By getting involved, you can:

- inspire young people
- challenge stereotypes about digital careers
- show the variety of roles available in your organisation
- help students understand how digital systems and services work 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 type of digital work involved and the support you can offer.

Students could contribute to:

- digital support, troubleshooting or customer queries
- software, website or app development activity
- data collection, reporting or analysis
- testing, reviewing or improving digital systems
- cyber security awareness or digital compliance activity
- reviewing or presenting ideas linked to digital improvement or user experience
- social media, digital content or online communication
- research, planning or project support linked to digital projects



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.



Digital support team

A student joined one day each week, helping log support requests, update records, test equipment and support digital administration activity.



Software or web business

A student contributed to website updates, testing activity, research and digital project support linked to live client work.



Smaller organisation

The employer started with a workplace visit and a short digital challenge, such as reviewing online communication or testing a process, 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 software developer, data technician, cyber security analyst, digital support technician, content creator 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.