



# HELP SHAPE THE FUTURE OF EDUCATION AND EARLY YEARS

Education and early years organisations help shape children and young people every day. T Levels give employers the opportunity to help shape the future workforce too.

T Levels give employers the chance to work with young people interested in teaching, learning support, childcare and education services, helping them build confidence and understand how education and early years 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 teaching assistants, early years practitioners, learning support staff or childcare professionals, or the people behind the scenes who support education settings through administration, pastoral support, communication, safeguarding and operational activity, 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, enthusiasm and creativity into your setting
- develop your existing staff through mentoring and supervision
- help young people understand the realities of working with children and young people
- 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 are interested in education and childcare careers but do not fully understand the variety of roles available across schools, nurseries, colleges and early years settings.

They may also not realise how much these roles involve communication, planning, safeguarding, organisation, teamwork and relationship-building alongside teaching and care. Employers can help change that.

### By getting involved, you can:

- inspire young people
- challenge stereotypes about education and childcare careers
- show the variety of roles available in your organisation
- help students understand how education and early years settings operate 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 age range of learners and the support you can offer.

### Students could contribute to:

- classroom, nursery or learning support activity
- preparing learning resources, displays or enrichment materials
- reading, numeracy or small-group support activities
- administration, records or organisational support
- pastoral, communication or parental engagement activity
- planning or supporting enrichment, play or creative activities
- researching or developing ideas linked to engagement, wellbeing or learning 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.



### Primary school

A student joined one day each week, supporting classroom preparation, reading activities, small-group work and enrichment sessions alongside experienced staff.



### Early years setting

A student contributed to play activities, learning resources, story sessions and communication with staff and parents.



### Employer with limited capacity

The organisation started with a workplace visit and a short project linked to pupil engagement or learning resources 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 teaching assistant, early years practitioner, learning support assistant, pastoral support worker or education 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.