



HELP SHAPE THE FUTURE OF LEGAL, FINANCE AND ACCOUNTING

Legal, finance and accounting organisations need future talent with attention to detail, professionalism, communication skills and the confidence to work in fast-paced environments.

T Levels give employers the chance to work with young people interested in legal services, finance, accounting, business operations and professional support roles, helping them understand how professional services organisations 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.

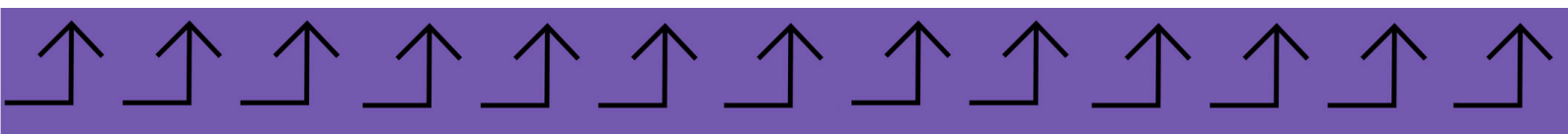
Shape the future workforce you need

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 legal assistants, finance staff, accounting technicians, business support colleagues or client service professionals, or the people behind the scenes who support operations through administration, digital systems, compliance, communication and organisational 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, digital confidence and curiosity into your organisation
- develop your existing staff through mentoring and supervision
- help young people understand the realities of professional services 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 legal, finance and accounting services, or how many different roles contribute to supporting clients, organisations and business operations.

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

By getting involved, you can:

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

Students could contribute to:

- administration, records or document management activity
- finance, accounting or transactional support activity
- legal research, file preparation or case administration
- customer, client or visitor communication
- meetings, scheduling or organisational support
- data, compliance or reporting activity
- digital systems, records management or operational support
- research or project activity linked to business improvement or client services



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.



Finance or accounting organisation

A student joined one day each week, supporting finance administration, records, data handling and customer communication activity.



Legal services organisation

A student contributed to document preparation, file organisation, research activity and day-to-day administrative support alongside experienced staff.



Smaller employer

The organisation started with a workplace visit and a short business or client-focused project 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 accounting technician, finance assistant, legal administrator, client services adviser, payroll assistant or business 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.