

Technical and Vocational Qualifications (TVQ) for Employers

Resources to support employers to understand post-16 technical and vocational qualification pathways, including:

- V Levels
- Foundation Certificates
- Occupational Certificates
- T Levels
- Apprenticeships

Introduction

Clearer routes and choice. Qualifications that reflect different strengths and ambitions.

The government is reforming post-16 education to create a clearer, higher quality and more coherent qualifications system. As the biggest reform to vocational education in a generation, these changes are designed to ensure young people are better prepared for **skilled employment and further training** or further study.

As an employer, this means you can be confident that when you recruit new employees, they will have the skills you need to help your organisation thrive.

Why reform is needed

- England's post-16 qualifications system must respond to a changing world.
- Employers are facing skills shortages, young people are navigating increasingly complex career routes, and technology and artificial intelligence are reshaping the labour market.
- Employment in priority occupations is expected to increase by 1.8 million by 2035 ¹

¹ [SE's annual skills report 2026](#)

From **2027**, post-16 students will have access to the following Technical and Vocational qualifications (alongside apprenticeships):

- **New V Levels**, which will provide a high-quality **vocational** route alongside existing **A Levels (academic)** and **T Levels (technical)** at level 3.
- **Level 2 pathways** through **Foundation Certificates** and **Occupational Certificates** into **further study** at **level 3** or **skilled work**.

The reforms are designed to:

- Create a **clearer** qualifications system to give young people **clear choices** at age 16.
- Support **progression** into further study, **training** and **skilled employment**.
- Create a system where academic, technical and vocational pathways are **equally valued**.
- Help every student access a pathway that suits their goals.

This pack includes:

- Overview of the new post 16 pathways
- Further information about each of the pathways and subjects available
- Five ways that employers can benefit from the new pathways flow chart
- Which employer activity would be right for you and how to get involved
- Business benefits, case studies and progression examples



Overview for employers

Pathways to inspire your future talent pipeline and build your workforce

FOUNDATION CERTIFICATES

One-year pathway to support progress to level 3. Designed to build knowledge and confidence, including employability and English and maths skills.

Launch Sept 2027 – [click to see subjects available](#)
[Link to Foundation Certificate poster](#)
[Links to subject summary posters](#)

OCCUPATIONAL CERTIFICATES

Two-year pathway designed with employers and aligned to occupational standards. Includes workplace experience and activities to ensure that young people have the right skills needed for skilled roles and apprenticeships.

Launch Sept 2027 – [click to see subjects available](#)
[Link to Occupational Certificate poster](#)
[Links to subject summary posters](#)

V LEVELS

Two-year programme that can be combined with other V Levels or A Levels. Develops student knowledge of a broad occupational sector, as V Levels are linked to occupational standards.

Launch Sept 2027 – [click to see subjects available](#)
[Link to What is a V Level? poster](#)
[Link to subject summary posters](#)

T-LEVELS

Two-year programme equivalent to 3 A Levels. T Levels are designed with employers and aligned to occupational standards. Combines technical learning with an industry placement, giving employers access to young people developing sector-specific skills.

[Link to how to get started with Industry Placements](#)
[Link to information on T levels](#)
[Link to see the range of T Level subjects available](#)

Level
2

Level
3

Apprenticeships
[Click here to find out more about apprenticeships and how they work for employers](#)

A Levels

Five ways employers can benefit



BUILD YOUR WORKFORCE

- Access motivated young people studying T Levels and Occupational Certificates to develop skills relevant to your organisation.
- Gain early access to future talent and reduce recruitment costs and risks.



STRENGTHEN YOUR FUTURE TALENT PIPELINE

- Help students doing V Levels and Foundation Certificates develop employability skills and an understanding of your sector.
- Improves workforce diversity by widening your recruitment pipeline.



INSPIRE YOUNG PEOPLE

- Raise awareness of careers in your organisation.
- Help young people understand and get excited about opportunities in your sector.



BRING IN FRESH THINKING AND FUTURE SKILLS

- Gain new perspectives, fresh ideas and up to date skills from young people.
- Support innovation through projects and workplace activities.



DEVELOP YOUR STAFF AND NETWORKS

- Staff gain experience in supervision, feedback and people development.
- Strengthen links with education providers, other employers and strategic authorities.
- Demonstrate commitment to local skills and social mobility.

How to get involved

Talk to your local college, school or training provider about:



- ✓ Offering T Level industry placements (flexible delivery options are available) or apprenticeships.
- ✓ Providing work experience opportunities or workplace-based projects.
- ✓ Delivering employer talks or hosting workplace visits to inspire students and raise awareness of career opportunities.
- ✓ Help to shape new qualifications to ensure students develop the skills employers need.
- ✓ Joining local employer networks through your local Chamber of Commerce, Employer Representative Body, or Strategic Authority to support local skills development.
- ✓ Join 1,400+ T Level Ambassadors helping strengthen links between employers and education. Find out more - [link](#)

[Click to connect with a local training provider](#)



Which employer engagement activity is right for you?



INSPIRE YOUNG PEOPLE

Help young people get excited about your sector

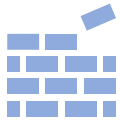
Workplace visits
Mock interviews
Careers events
Mentoring



DEVELOP FUTURE TALENT PIPELINE

Help student gain employability skills and understanding of your sector

Projects
Mentoring
Work experience
Industry placements



BUILD YOUR WORKFORCE

Access motivated young people, reduce recruitment costs and risks, and boost productivity

Industry placements
Workplace experience
Apprenticeships



SHAPE FUTURE SKILLS

Help ensure students develop the skills employers need

Employer networks
Curriculum input
Local skills planning

**Ready to get involved?
Contact your local college, school or training provider**

Click here to connect with a provider

They can help you:

- Offer placements, work experience, and apprenticeships
- Deliver talks and workplace visits
- Support projects and mentoring
- Join local employer networks

***Start with the level of involvement that suits your organisation.
Your local provider can help identify the most appropriate pathway and activities.***

Business benefits and case studies

James Reed – chairman and CEO of the Reed Group

'I welcome the government's announcement of V Levels, new post-16 vocational qualifications being introduced from 2027 alongside A Levels. Indeed, I think it could turn out to be the single best thing this government has done to date.'

National Highways

'Industry Placements provide a pipeline of talent into our roles, helping us to meet our future skills requirements'

Hewlett Packard Enterprises

'T Levels have brought a real buzz of excitement through our workforce, as our team is passionate about helping young talent'



Employer case studies: Tangible impact

AMAZON Amazon T Level Placements

Grew placements to 100 in the first three years after seeing the benefit of fresh thinking and future-ready recruits.

NHS TRUST Morecambe Bay NHS Trust

The Trust describes hosting placements as a way to secure a future talent pipeline by recruiting local young people who may then move into apprenticeships or permanent roles.

NHS TRUST Frimley Health NHS Foundation Trust

The Trust used the placements to engage with and build relationships in the local community while also strengthening its workforce development activities.

4 Case Studies featuring **MORGAN SINDALL, , BAM, CTECH and WAREING BUILDINGS** Student Progression with T Levels

Case studies of employers and students in construction and digital jobs. This resource shows where students go when they finish their T Level and how employers can benefit from hosting industry placements.



Case Studies

There are a wide range of employer case studies in many industries, showcasing the value of industry placements:

Find them on the T Level Employer Support website.



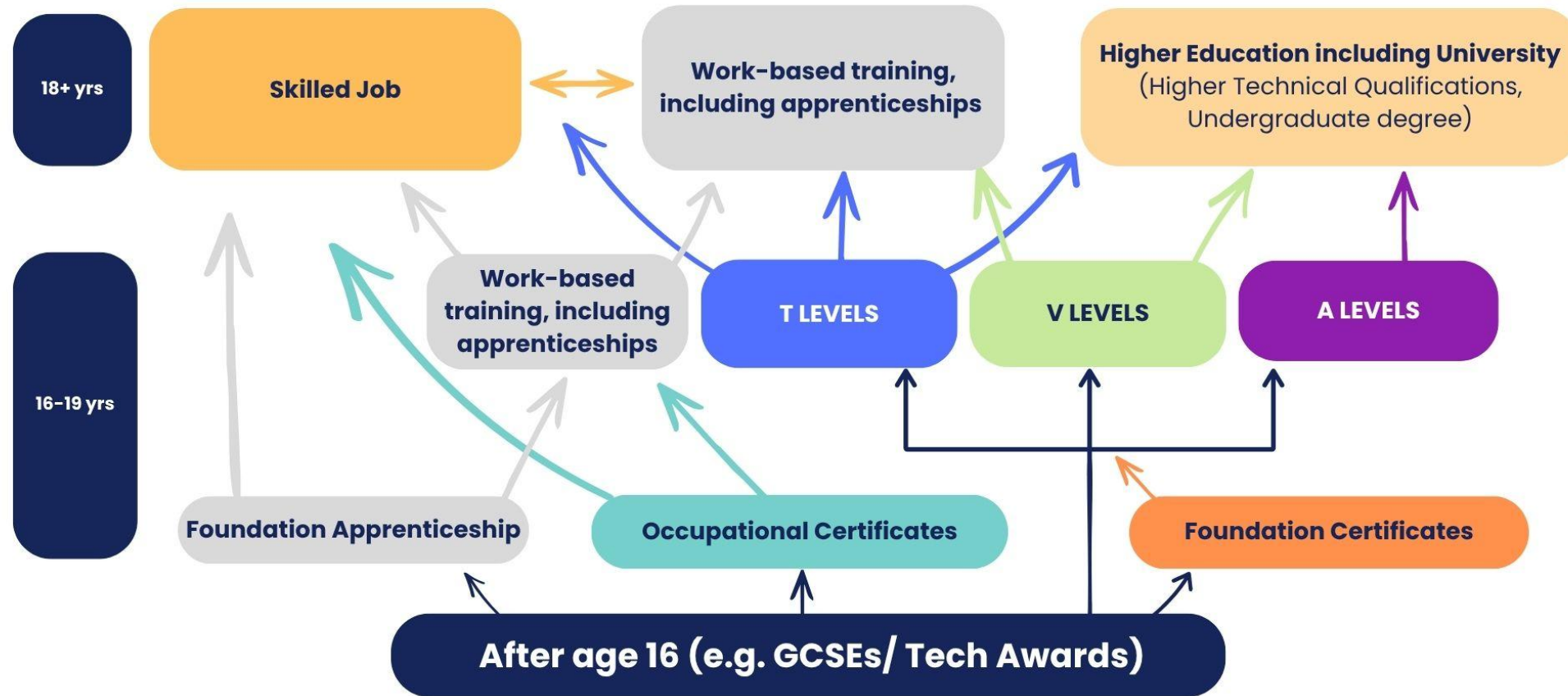
Return on investment

Research by Sue Howard and Associates, commissioned by Gatsby, found that Health T Level industry placements can deliver a positive return on investment, with employers seeing an estimated £1.81 return for every £1 invested through recruitment, induction and retention benefits:

Employer return on investment of T Level industry placements in health and care NHS Employers.

POST-16 PATHWAYS (FROM 2027)

Progression options at age 16



TECHNICAL AND VOCATIONAL QUALIFICATIONS

Want to know more?

- If you want to request any additional information, please contact: **qualifications.reform@education.gov.uk** or **Industry.PLACEMENTS@education.gov.uk**
- To find out more visit: **[Post-16 pathways webpages](#)** or **[T Levels and industry placement support for employers](#)**
- Click to access the resources in the **[Provider Support pack](#)**
- **[Sign up](#)** to our mailing list for regular updates
- Find out more about apprenticeships **[Hire an apprentice](#)**

