

T-Levels: Access Young Talent & Build Your Future Workforce

Offering a T-Level placement is a great way to connect with skilled young people and support the next generation of workers.

What Are T-Levels?

T-Levels are two-year technical qualifications for 16–19-year-olds, equivalent to three A-Levels. They combine classroom learning with industry placements, giving students real-world experience while helping businesses access fresh talent.

How do they work?

80% classroom learning – students develop industry-relevant skills

20% industry placement – 45 days of hands-on experience in your business

Which Sectors Offer T-Levels?

T-Level students are currently training in:

- Education and Childcare
- Construction
- Digital
- Health and Science
- Business Administration
- Engineering and Manufacturing
- Legal, Finance and Accounting
- Agriculture, Land Management and Production

T-Level FAQ for Employers

What are the benefits for my business?

- Gain access to fresh talent and build your future workforce.
- Develop young professionals while tackling skills shortages.
- Support your local community and raise your company's profile.

How do T-Level placements fit into the apprenticeship pipeline?

T-Level placements allow you to engage with potential apprentices before they finish their education—helping you spot future talent early.

What responsibilities do we have as an employer?

Your responsibilities are similar to hiring temporary staff. Schools and colleges handle much of the admin, including health & safety compliance.

Can placements be hybrid?

Yes! Hybrid placements can be arranged based on your company's work policies.

Is there a commitment to hiring students after their placement?

No, there's no obligation—but many businesses find great future employees through T-Level placements.

Will this create extra admin for our HR team?

Not at all—schools and colleges minimize admin and handle legal compliance. No contracts are required.

What about health & safety?

You'll need to provide a safe working environment, induction, and training—just like for any employee. Schools and colleges will guide you through everything.

Do we need DBS checks?

Usually, no DBS check is required, unless the placement involves personal or health care responsibilities. Schools and colleges can advise based on your role.

How can we support students with disabilities?

Schools and colleges will work with you to provide reasonable adjustments where needed.

Do we need additional insurance?

If you have up-to-date Employer Liability & Public Liability Insurance, you likely won't need extra cover. Check with your insurer if needed.