



T-LEVELS |

**THE NEXT *T* LEVEL QUALIFICATION
GUIDE FOR EMPLOYERS**





EVERYTHING EMPLOYERS NEED TO KNOW ABOUT T LEVELS.

T LEVELS ARE A RANGE OF BRAND NEW COURSES DESIGNED FOR YOUNG PEOPLE WHO HAVE JUST COMPLETED THEIR GCSES AND ARE LOOKING FOR THEIR NEXT STEP IN POST-16 EDUCATION.

A T Level is a 2-year programme, equivalent to 3 A levels, that has been developed in collaboration with employers so that the content meets the needs of industry and prepares students through classroom-based learning - providing them with the skills, knowledge and behaviours they need to progress into skilled employment or further study, including apprenticeships.

On a T Level, students spend 80% of the programme in the classroom learning the skills and technical knowledge that employers need, the remaining 20% will be spent in the workplace on Industry Placement - putting those skills and knowledge into action.

PHASE ONE - SEPTEMBER 2020

- ↑ Design, surveying and planning for construction
- ↑ Digital production, design and development
- ↑ Education and childcare.

PHASE TWO - SEPTEMBER 2021

- ↑ Digital support
- ↑ Services
- ↑ Health
- ↑ Healthcare science
- ↑ Science.

PHASE 3 - SEPTEMBER 2022

- ↑ Building services engineering for construction
- ↑ Digital business service
- ↑ Onsite construction
- ↑ Accounting
- ↑ Design and development for engineering and manufacturing
- ↑ Engineering, manufacturing, processing and control
- ↑ Finance
- ↑ Maintenance, installation and repair for engineering and manufacturing
- ↑ Management and administration.

PHASE FOUR - SEPTEMBER 2023

- ↑ Animal care and management
- ↑ Agriculture, land management and production
- ↑ Catering
- ↑ Craft and design
- ↑ Hair, beauty and aesthetics
- ↑ Human resources
- ↑ Legal
- ↑ Media, broadcast and production.

WHO ARE T LEVELS FOR?

T Levels are suitable for high achieving individuals who are looking for a technical qualification as an equivalent to A Levels. The Industry Placement will provide a substantial introduction to the world of employment and open up many opportunities for progression as a result. All learners enrolled onto a T Level will have achieved a grade C in GCSE English and Maths.

WHAT IS THE DIFFERENCE BETWEEN A T LEVEL AND AN APPRENTICESHIP?

A T Level programme is split with 80% of the programme delivered as classroom learning and 20% work placement whereas Apprenticeships are traditionally split with 80% of the programme spent in the workplace and 20% in the classroom.

WHAT IS MY ROLE AS AN EMPLOYER IN A T LEVEL?

Whilst on programme, all learners are required to complete an Industry Placement of approximately 315 hours with a local employer. This might be in the form of a block or day release and can be split across the two years - with 35 hours in year one and approximately 280 hours in year two, or all 315 hours can be done in year 2.

As an employer you can assign the student a mentor from within your business, and by using our experience in matching young people to opportunities we can provide you with a young person who will come out on placement and add real value to a project you have in mind.

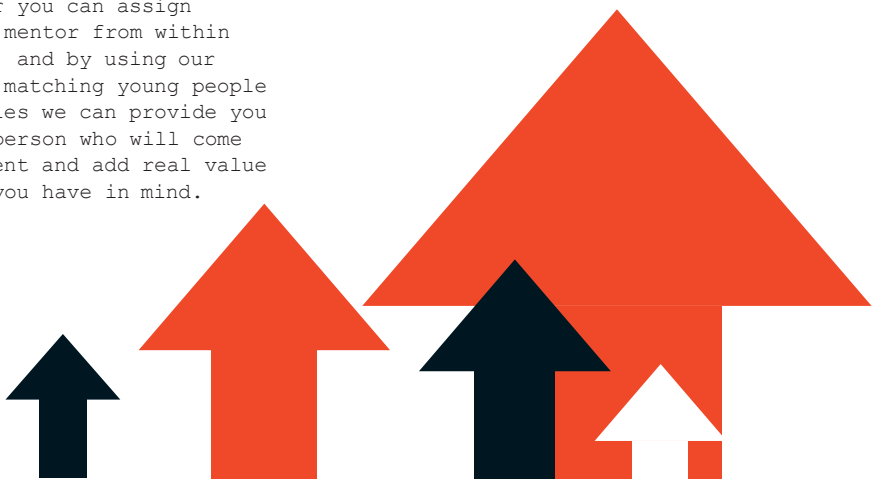
WILL I BE REQUIRED TO PAY THE STUDENT WHILST THEY ARE ON PLACEMENT?

Industry placements are about providing students with high-quality, meaningful training, not paid employment. Therefore, students on an industry placement are not entitled to a salary as the placement forms part of a 16-19 education and training programme. As such, there is no legal requirement or expectation that T Level students will be paid.

HOW WILL I BENEFIT AS AN EMPLOYER, FROM TAKING ON A T LEVEL STUDENT?

Hosting a young person on placement has a number of benefits for you as the host employer.

It allows you to recognise a member of your team and give them the added mentoring responsibility (there may be funding available should your in-house mentor require any additional training in this role). Hosting a learner provides an extra resource for projects you have planned as well as providing a more diverse workforce, bringing imaginative ideas and different skills to your team from the next generation of workers as well as developing your organisations Corporate Social Responsibility.



HOW MANY DAYS WILL THE STUDENT BE ON PLACEMENT?

Each T Level Industry Placement lasts for a minimum of 315 hours - that is around 45 working days.

HOW MANY HOURS CAN THE STUDENT WORK?

Working Time Regulation states that Industry placement learners must;

- be limited to 8 hours per day and a maximum of 40 hours per week
 - not work between 10pm and 6am, or if all parties agree, this can be changed to between 11pm and 7am
 - have a 12-hour rest period between each working day
 - have a minimum 30-minute break if they are working for more than 4 hours and 30 minutes
- have 2 days off per week.

WHAT ABOUT HEALTH AND SAFETY?

You as the host employer are responsible for Health and Safety in the workplace. One of our Employment Engagement team will conduct a Health and Safety vetting with you prior to your learner starting. We will also need a copy of your most recent Employers Liability Insurance.

DO T LEVELS CARRY UCAS POINTS?

Yes, to help T Level students access higher education, UCAS tariff points are allocated to T Levels.

UCAS points will only be allocated to the overall T Level grade. Students must achieve at least an overall pass grade to receive UCAS points as follows;

UCAS tariff points	T Level overall grade	A level
168	Distinction* (A* on the core and distinction in the occupational specialism)	AAA*
144	Distinction	AAA
120	Merit	BBB
96	Pass (C or above on the core)	CCC
72	Pass (D or E on the core)	DDD

***RANGE OF
BRAND NEW
T LEVELS
COURSES
AVAILABLE***



DESIGN, SURVEYING AND PLANNING FOR CONSTRUCTION

YEAR 1:

Technical qualification, Core knowledge, skills and understanding.
Employer set project
35 hours Industry Placement

YEAR 2:

During this course, students will learn the professional side of the construction industry. They will gain experience working within project teams; taking on and learning more about the different roles needed during the inception, conception and completion of a construction project.

During the Construction T Level, Students will study:

- ↑ How construction projects are run
- ↑ Why materials are selected and used
- ↑ Methods of building design including the latest building information modelling and geospatial surveying techniques
- ↑ Quality processes and relationship management
- ↑ How digital technology is used within the construction industry
- ↑ Scientific principles in construction
- ↑ Health and safety
- ↑ Project management
- ↑ The commercial elements associated with construction
- ↑ Building and digital technology, sustainability, drones and geospatial technology, design, measurement and project management.

This qualification is intended for students who want to progress to a career in the construction sector, with a focus on surveying and design in roles such as;

- ↑ Surveying Technician/Quantity Surveying
- ↑ Civil Engineering Design Technician
- ↑ Digital Engineering Technician
- ↑ Civil Engineering Technician
- ↑ Building Services Engineering Design Technician
- ↑ Architectural Technician
- ↑ Construction Design Coordinator
- ↑ Project Management.



DIGITAL PRODUCTION, DESIGN AND DEVELOPMENT

YEAR 1:

Digital Technology Knowledge Core
Module on Emerging Technology trends,
Security, Data, Data Analysis. 35
hours Industry placement

YEAR 2:

Occupational Specialism in Digital
production, Design and Development
Industry placement up to 315 hours.

During this course, students will
cover areas including;

- ↑ The business context and environment
- ↑ Change management
- ↑ Concepts and fundamentals of data
- ↑ Digital analysis and environments
- ↑ Diversity and inclusion
- ↑ Emerging technologies
- ↑ Security and legislation
- ↑ Project planning
- ↑ Development and testing of IT systems and use of collaborative technologies.

Students will develop an
understanding of:

- ↑ How digital technologies impact business
- ↑ The ethical and moral implications of digital technology
- ↑ Using data in software design
- ↑ Using digital technologies to analyse and solve problems
- ↑ Digital environments, including physical, virtual and cloud environments
- ↑ Emerging technical trends, such as internet of things (iot), artificial intelligence (ai), augmented reality (ar), blockchain, 3d printing
- ↑ Legal and regulatory obligations relating to digital technologies.

- ↑ The privacy and confidentiality of personal data
- ↑ The technical, physical and human aspects of internet security
- ↑ Planning digital projects
- ↑ Testing software, hardware and data
- ↑ Digital tools for project management and collaboration.

They will develop the skills to:

- ↑ Analyse a problem, understand user needs, define requirements and set acceptance criteria
- ↑ Design, implement and test software
- ↑ Change, maintain and support software
- ↑ Work collaboratively in a digital team
- ↑ Discover, evaluate and apply reliable sources of knowledge
- ↑ Work within legal and regulatory frameworks when developing software.

This course is suitable for anyone
wanting a career in software
production and design and progress
into roles such as:

- ↑ Web developer
- ↑ Web designer
- ↑ IT business analyst
- ↑ App developer
- ↑ Digital marketer.



EDUCATION AND CHILDCARE

YEAR 1

Technical qualification Core knowledge, skills and understanding Employer set project Industry placement

YEAR 2

Occupational specialism pathway - Early Years Educator or Assisting Teaching Industry placement (specialism)

During the first year students will complete study covering:

- ↑ Wider Context
- ↑ Supporting Education
- ↑ Safeguarding, Health and Safety and Wellbeing
- ↑ Behaviour
- ↑ Parents, Families and Carers
- ↑ Working with Others
- ↑ Child Development
- ↑ Observation and Assessment
- ↑ Reflective Practice
- ↑ Equality and Diversity
- ↑ Special Educational Needs and Disability
- ↑ English as an Additional Language.

Across the 2-year duration Early years educator students will complete 750 hours industry placement and Assisting Teaching will complete 315 hours minimum.

The qualification is designed for anyone who wishes to pursue a career in childcare and education with a focus on roles such as Early years Practitioner, Early Years Educator, Education Technician, Primary/Secondary/Tertiary Teaching and Support Assistant or progress onto higher education.



BUSINESS BENEFITS OF INDUSTRY PLACEMENTS

Industry placements give you early sight of the new talent coming into your industry. They can help you with recruitment, improve innovation, and increase your organisation's productivity. They also have important social benefits.

SMARTER RECRUITMENT - A SOLUTION FOR ENTRY-LEVEL JOBS

Industry placements are an ideal solution for entry-level skills. They can help you build a pipeline of talent for junior positions or apprenticeships.

COST-EFFECTIVE CHANNEL FOR RECRUITMENT

You can avoid many of the costs associated with recruitment by working with local colleges and schools to connect with young people who are deciding on their careers.

DEVELOP YOUNG PEOPLE INTO YOUR INDUSTRY

Placements give you a chance to work alongside the next generation of workers entering your industry, making sure they develop the knowledge, attitude and practical skills to succeed.

SUPPORT FOR YOUR STAFF - BETTER MANAGEMENT AND MENTORING SKILLS

Placements create opportunities for staff to act as buddies, coaches or line managers to students. This helps existing staff gain management and mentorship skills, both of which are known to increase job satisfaction.

A FRESH PERSPECTIVE

For smaller employers, young people can be an invaluable source of new and interesting ideas that can change the way you think about doing business.

EXTRA HELP WITH PROJECTS

In an environment where staff are doing multiple roles and struggling to meet difficult deadlines, an industry placement student could help support a key piece of work.



WHAT EMPLOYERS SAY ABOUT INDUSTRY PLACEMENTS

"Leann was a delightful young lady who fitted in well with the Team

she was able and willing to complete any tasks that were given to her in a timely manner - She was very smartly dressed

Growing her confidence over time she will be an asset to any employer in the future"

"Harith was a polite and pleasant young man who was keen to get involved in whatever tasks were required of him. Harith was able to support staff on a range of ICT based activities from both a hardware and software point of view. Harith was able to communicate to people on a variety of levels and use his interpersonal skills accordingly"

"Throughout placement, William has enhanced his skills on marketing, operating a business, accounting and bookkeeping. William has had direct involvement in the financial transactions, and is part of the process of accounting in the business, but also delivery on client work, involving learning new software, improving his copywriting skills and customer service skills."

T LEVEL – A QUICK GUIDE;

- Level 3, two-year programme
- Equivalent to three A Levels
- Developed alongside employers
- Includes an extended industry placement
- Attracts UCAS points
- Support progression into a skilled occupation; higher or degree level apprenticeships; higher level technical study, including university



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FIND OUT MORE!

INFORMATION ABOUT THE NEW T LEVELS CAN BE FOUND AT:

www.gov.uk/government/publications/introduction-of-t-levels

