

EMPLOYER GUIDE

TO T LEVEL INDUSTRY PLACEMENT



What is T Levels

T Levels are two-year, Level 3 technical qualifications in England, designed to provide students aged 16–19 with a blend of classroom learning and practical industry experience. They are equivalent to three A Levels and were developed in collaboration with employers to ensure relevance to industry needs. Each T Level includes a substantial industry placement, allowing students to apply their skills in real-world settings.

Each T-Level includes:

- A technical qualification (core knowledge and occupational specialism)
- A minimum 315-hour industry placement
- English, math, and digital skills embedded into the programme

T-Levels Delivered by South Bank Colleges:

- **Construction** (Design, Surveying and Planning)
- **Engineering and Manufacturing**
(Maintenance, Installation and Repair)
- **Digital** (Digital Production, Design and Development)
- **Health** (Supporting the Adult Nursing Team)
- **Healthcare Science** (Assisting Healthcare Science Teams)
- **Media, Broadcast and Production**
(starting September 2025)
- **Early Years Education and Childcare**
(starting September 2025)
- **Business and Administration** (starting September 2025)

T Levels prepare students with real skills, so they can move directly into employment, apprenticeships, or further study.

This guide will provide everything you need to know about:

- What T Level placements involve
- How you can support a student
- The benefits for your organisation
- New flexible placement options for 2025
- Key contacts and next steps

T-Level Specialist Placement Officer



Subjects I support are:
T Level Engineering
T Level Health
T Level Healthcare Science

T-Level Placement Officer



Subjects I support are:
T Level Construction
T Level Digital
Level 2 Foundation
Engineering

Employer Support

- Ongoing support from a dedicated T Level Placement Officer throughout the placement.
- Full placement agreements and documentation provided by the college to make onboarding easy.
- Employers are provided with clear guidance outlining placement expectations, safeguarding information, and escalation procedures.

Monitoring Visits:

- A Placement Officer will visit during the placement to check progress, support the employer and student, and resolve any issues early.

Customised Task Planning:

- We work with you to align placement activities with both your business needs and the T Level curriculum requirements.



Placement Model

Depending on the T-Level course placement may follow one of these formats:

- **Day Release** – 1 or 2 day per week
- **Block Placement** – Full-time for 2 to 6 weeks
- **Hybrid** – A mix of on-site and remote work (up to 20% remote or 50% for Digital)
- **Simulated** – Project-based tasks completed at college under employer supervision
- **Cross-Sector** – Placement in a related sector (e.g. Business student in a school office)

How the Placement works

- **Minimum 315 hours (approx. 45 days)** across the two years

Split Placement Model:

- **25 days** completed during the first academic year (typically from January onwards)
- **20 days** completed during the second academic year
- This flexible model ensures placements fit around both student learning and your business needs.



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Benefits of Hosting a T Level Student

- **Early Access to Talent:**

Identify and nurture students who could join your workforce after their course.

- **Fresh Skills and Ideas:**

Students bring up-to-date industry knowledge and a willingness to learn

- **Staff Development:**

Mentoring students supports leadership development among your team

- **Corporate Social Responsibility:**

Support the next generation of talent in your sector.

- **Recognition and Promotion:**

As part of our Employer Recognition Programme, your organisation will be publicly celebrated across

- Our college website
- Events and Awards Ceremonies Employer Spotlights on social media and newsletters.



How Employers Recruit Students

To help you find the right student for your business, we offer:

- Employer Visit Days at the college
- 1-1 Interview Sessions between employers and students
- Shortlisting Support from our Placement Team
- Placement Planning Meetings to finalise arrangements
- This recruitment process helps ensure you get a motivated, skilled student who suits your workplace.

Health and Safety Checks



Before any placement starts, we carry out:

- A Health & Safety Risk Assessment visit at your workplace
- A copy of a Employer Liability Insurance
- A copy of a Health and Safety Policy

This ensures a safe, supportive environment for students and gives you peace of mind.

By supporting T-Levels, you are investing in the future of your industry – and shaping the next generation of talent

Next Steps to Get Involved

- Express Interest with our T-Level Placement Team
- Book a Visit to meet students at SouthBank Colleges
- Complete Health & Safety Checks
- Agree on Start Dates and Placement Plan

Contact Us: T Level Industry Placement Team



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