



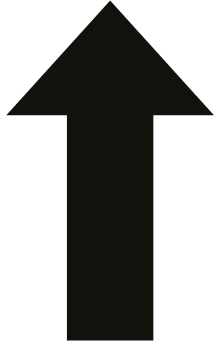
# *T LEVEL PROGRESSION AND EMPLOYER IMPACT*

*6<sup>TH</sup> AUGUST 2025*

***TL***



HM Government



***WELCOME***



***TL***

# TODAY'S TEAM



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Head of Events  
SDN



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Industry Placement  
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Student Nurse  
North Tees and Hartlepool  
NHS Trust



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Contributor

Operational Matron  
North Tees and Hartlepool  
NHS Trust

# ***FORMAT***

## **Broadcast**

**Your microphone will be muted**

**Use the Q&A function for questions**

**Use the chat box for comments**

# **POLL**

## ***When might you host T Level students?***

- 1 *We have already hosted T Level students (in the past)*
- 2 *We currently host T Level students*
- 3 *In the next 3 months*
- 4 *In the next 6 months*
- 5 *In the next 12 months*
- 6 *Beyond 12 months*
- 7 *We have no plans to host T Level students*
- 8 *Not sure*

**POLL**

***How many T Level students might you host in the next 12 months?***

- 1     1-5
- 2     6-10
- 3     11-20
- 4     21-30
- 5     31-50
- 6     51-100
- 7     101+

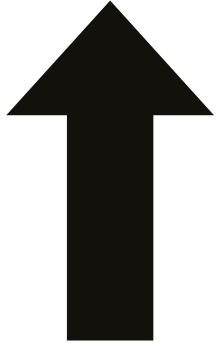
# POLL

***Which T Level students might you host,  
based on roles in your organisation?***

- 1 *Agriculture, Environment and Animal Care*
- 2 *Business and Administration*
- 3 *Construction and the Built Environment*
- 4 *Creative and Design*
- 5 *Digital and IT*
- 6 *Education and Early Years*
- 7 *Engineering and Manufacturing*
- 8 *Health and Science*
- 9 *Legal, Finance and Accounting*
- 10 *Marketing*

# **AGENDA**

1. Progression routes
2. Employer role
3. Employer impact



# *1. PROGRESSION ROUTES*

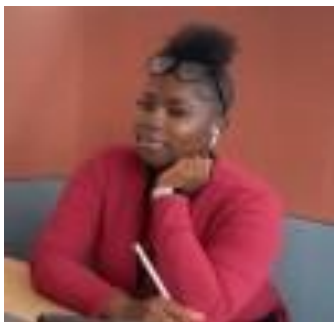




“Being a teacher can shape lives – it’s amazing. I chose child development for my GCSE and when I was looking at further education options, I knew I wanted to do this T Level just focusing on that one subject. As a teaching assistant, I now want to provide young learners with skills they will use for the rest of their lives.”



“My goal has always been to be a structural engineer. The placement provided practical application to what I was learning in college and provided me with a rough idea of the skills employers look for in potential graduates. I am so glad that I have done this, and I am really looking forward to what the future holds.”

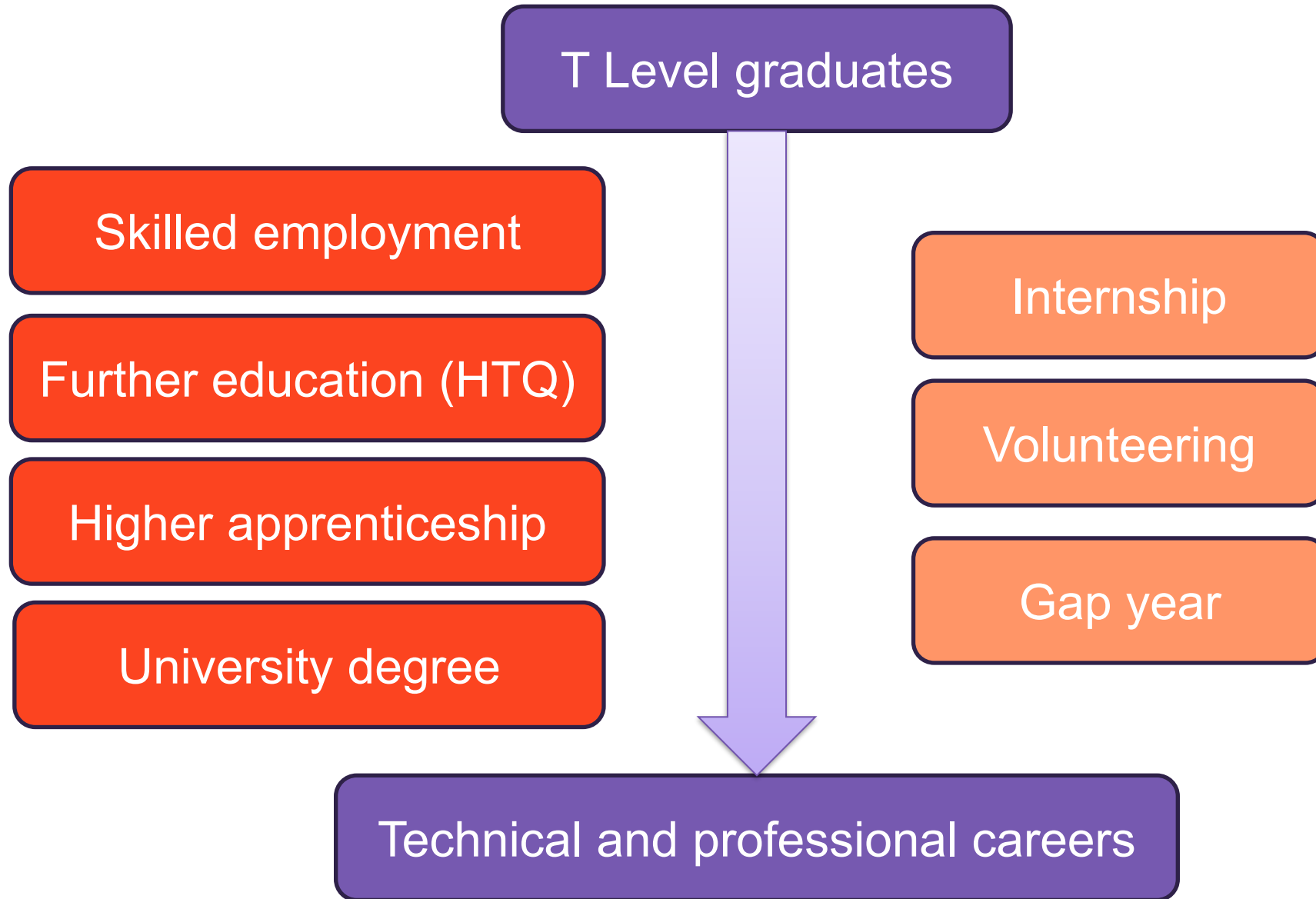


“My placement at Lloyds Banking Group helped me network and build a solid foundation of the vast range of job roles in the tech industry of a financial services company. It definitely feels like a fast track into life. I’m very happy at the career I’m in. I feel like I’m running ahead.”



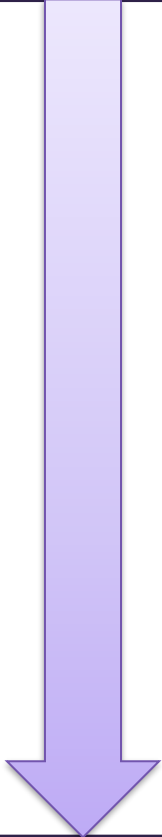
“I really liked the opportunity to think and collaborate with my peers when I did my placement at IBM Global. I’ll be able to develop my technical skills much more on the internship. And I’ll be learning business skills as well in my role as project support.”

# ROUTES

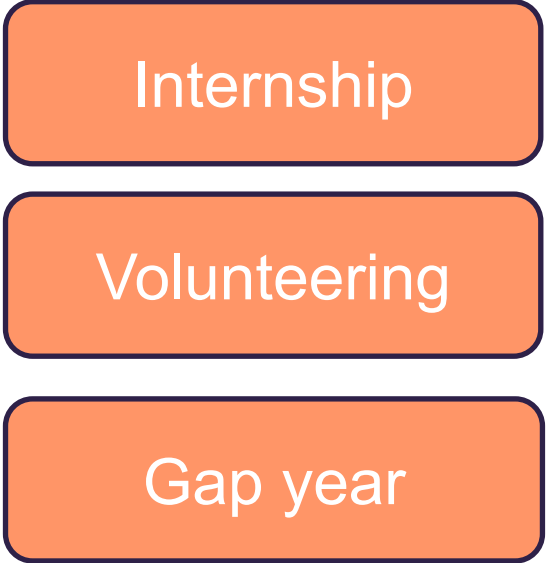
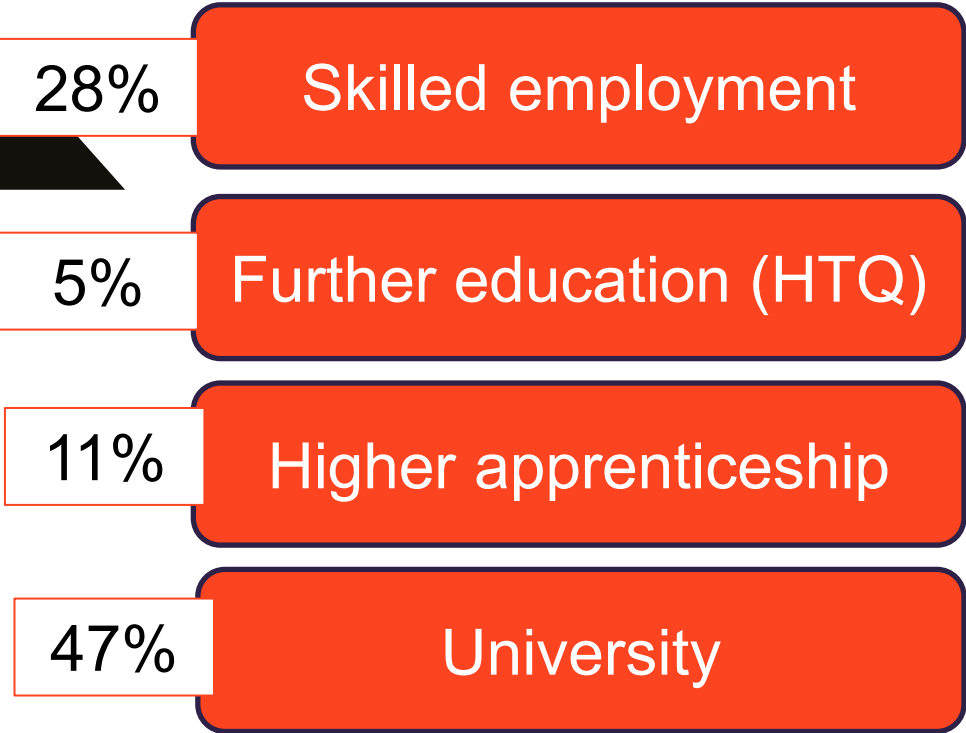


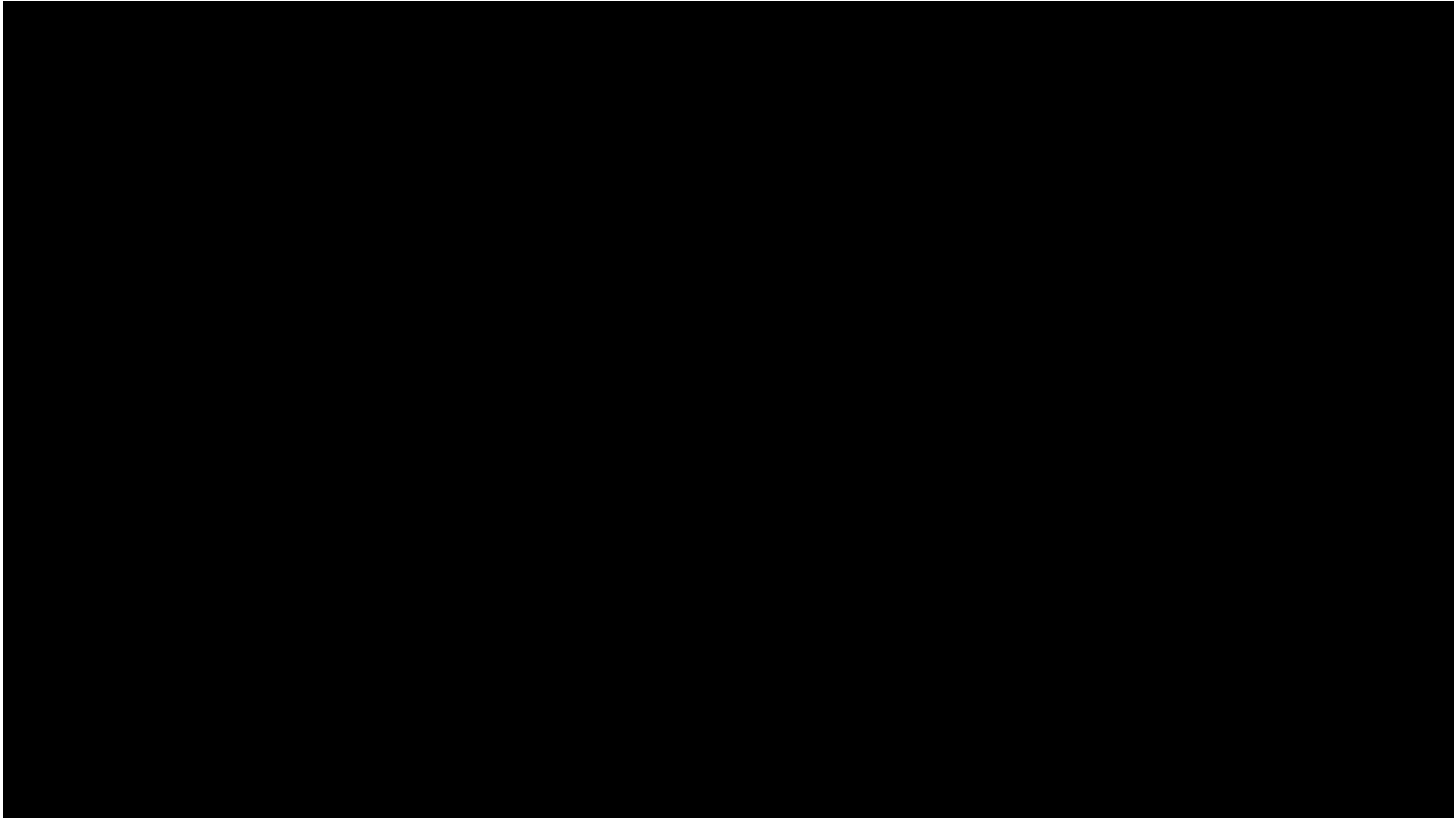
# DESTINATIONS

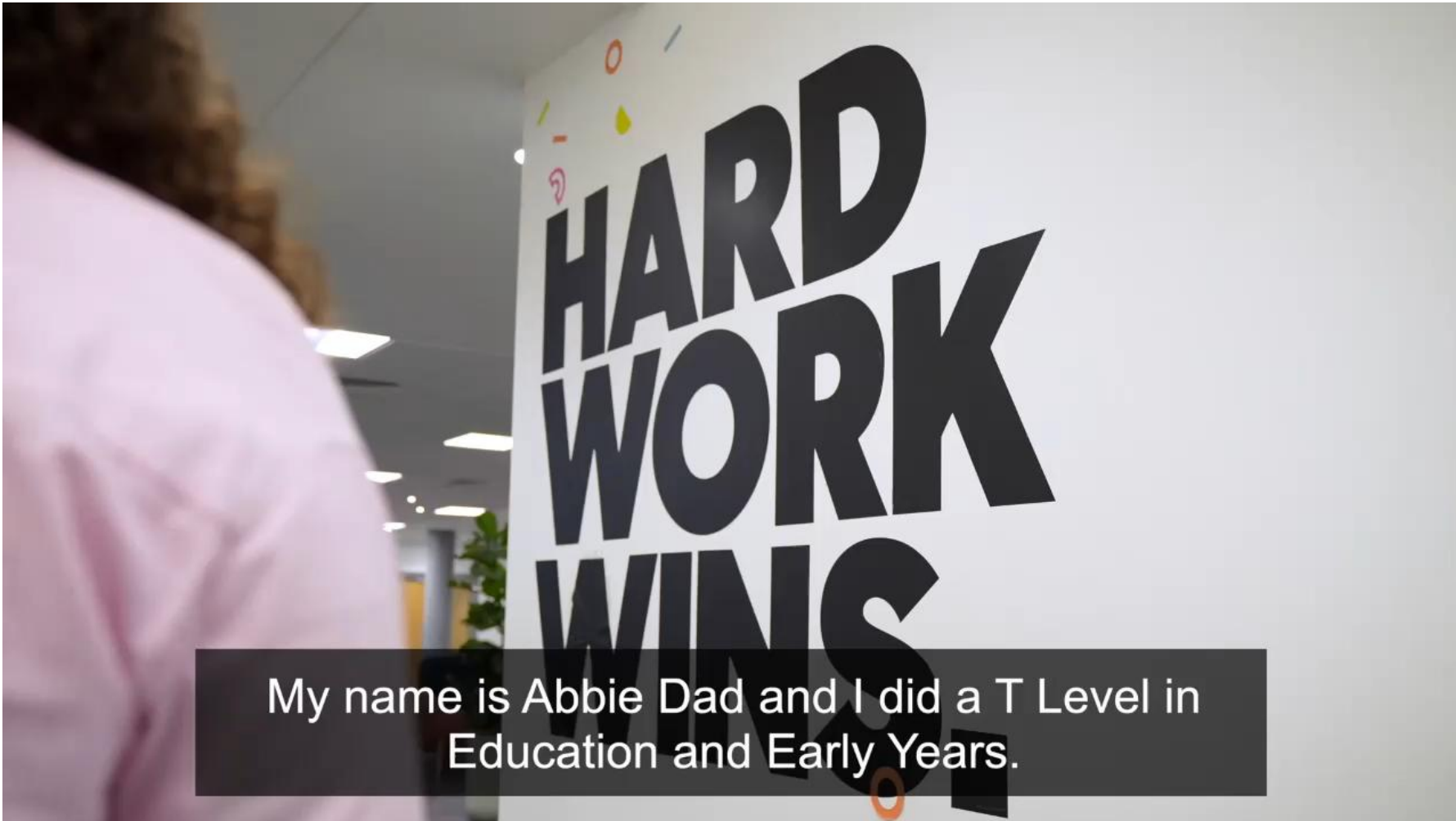
T Level graduates



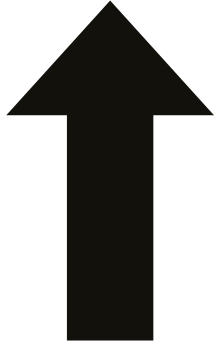
Technical and professional roles





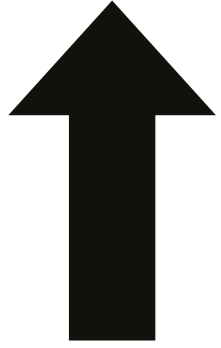


My name is Abbie Dad and I did a T Level in Education and Early Years.



# *PANEL Q&A*





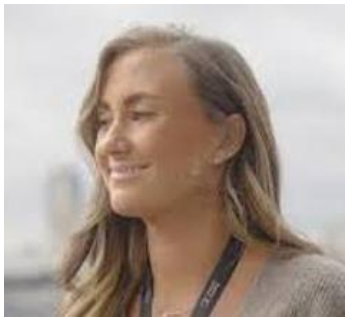
## ***2. EMPLOYER ROLE***



# ***WILL HEMINGWAY, HIPPO DIGITAL***

***T LEVEL GRADUATE AND LEVEL 4 APPRENTICE***





“We have a huge number of career pathways that students could choose to go down, not only in the digital and tech space but in many other business areas that we have as well. I think the huge benefit of joining an organisation the size of ours is that the opportunities are endless for the long term.”



“When T Level students join us, there’s obviously the route through to our apprenticeship scheme and that’s the main route we would ask them to consider. But it’s not right for all T Level students to join us, so we’re not pushing them all to apprenticeships. It’s very much what’s right for them.”



“The students weren’t very confident when they came in at first. Our line managers are very supportive and gave a lot of support. Their technical skills developed as well. Some of the students formed a project group to reduce the carbon footprint of our website.”



“When anyone comes in on a placement, we talk about what we do and the fact we're a growing company. And we say, who knows, by the time you finish the T Level you might be in the right place at the right time for a job with us. It’s like a very long interview process.”



# ***PREPARING FOR PROGRESSION***

Some students are ready to step into a job

Have a structured onboarding plan to support them as they transition into permanent roles

Some may continue into apprenticeships

Explore apprenticeship opportunities and discuss them during the placement

Others may want to go on to university

Encourage students to stay in touch and explore opportunities for future employment



Skills England's occupational maps show where technical education can lead

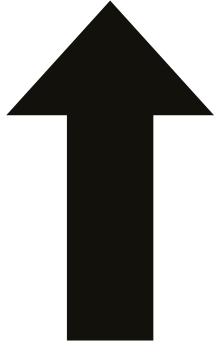
Explore Skills England's occupational maps by selecting a route below:



# USING OCCUPATIONAL MAPS

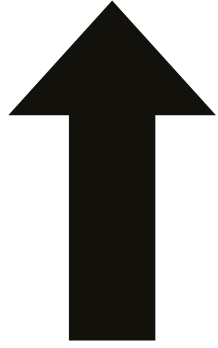


- Identify next steps
- Plan career progression pathways
- Guide training and development decisions
- Support workforce planning



# *PANEL Q&A*



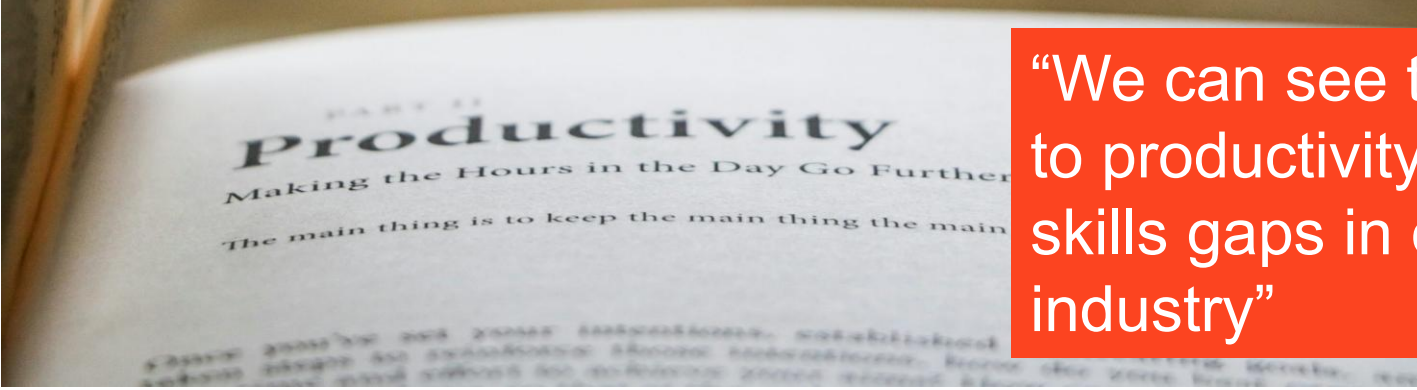


# ***3. EMPLOYER IMPACT***



# ***SUMMARY***

<b>Impact</b>	<b>Benefit</b>
<b>Access to skilled talent</b>	Pre-trained employees with relevant skills and understanding
<b>Cost-effective recruitment</b>	Lower cost and faster onboarding compared to external hiring
<b>Fresh perspectives</b>	Injects creativity and new ideas into projects
<b>Adaptability &amp; innovation</b>	Quick to learn and bring innovation through new methods
<b>Industry awareness</b>	Familiar with workflows, culture, and industry trends
<b>Loyalty &amp; commitment</b>	Higher retention and long-term willingness to learn and develop



“We can see that these students really do add to productivity and are helping us to fill the skills gaps in our business and the wider industry”



“Recruitment and salary costs are reduced, giving us the chance to use that overhead saving to recruit experienced people into senior roles”



“Many of our customers also wish to see us employing students at this level so, by doing so [taking on T Level graduates], this can help us attract new business”



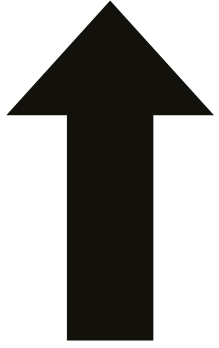
“We are always keen to secure a strong skills and talent pipeline. T Levels are a fantastic learning opportunity for students, and they also connect employers to future talent ”



“These young people are totally essential to everything we're trying to do - ultimately they will be able to take on more senior technician roles and progress much further”



“I've benefited myself from looking after the students because I get to work with them and I see them as my colleagues who I get to work with who really kind of push me as well”

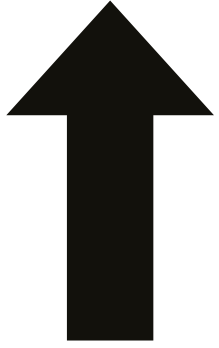


# *PANEL Q&A*



***POLL*** ***Based on what you have heard about industry placements:***

- 1 Are you more likely to implement industry placements?*
- 2 Are you more confident to implement industry placements?*
- 3 Has this webinar been useful and practical for your industry placements planning?*



# ***NEXT STEPS***



# RESOURCES AND CPD

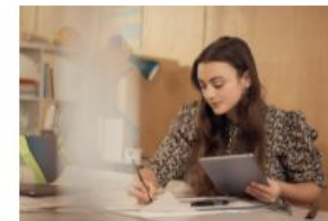
- Tools, resources and case studies
- <https://www.nhsemployers.org/case-studies/community-t-level-industry-placements-open-nhs-career-pathways>
- CPD webinars
  - Recordings
  - New set of webinars from Sept 2025

## T Levels and industry placements support for employers



### [About industry placements](#)

Find out more about what industry placements and T Levels are, and how they could work in your business.



### [Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



### [Plan industry placements](#)

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



### [During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.



### [Skill areas and courses](#)

Discover the skill areas that industry placements cover and find out what placement students can offer.



### [Workshops and webinars](#)

Online events to help you understand, plan and prepare to offer industry placements.

# ***TAILORED 1-2-1 SUPPORT***

**Contact our team of T Level placement specialists to:**

- Talk through the practicalities of hosting placements and your planning
- Work through a particular barrier or challenge
- Prepare staff e.g. support and training for line managers / mentors

**1-2-1 call or online group session**

[employers@strategicdevelopmentnetwork.co.uk](mailto:employers@strategicdevelopmentnetwork.co.uk)



# THANK YOU

[employers.tlevels.gov.uk](https://employers.tlevels.gov.uk)



#### Disclaimer

This advice is general guidance and is not legal advice. It should not be acted on without a full understanding of your current situation. You can access the latest government guidance on industry placements at [www.tlevels.gov.uk](https://www.tlevels.gov.uk). SDN Enterprises Ltd (trading as SDN) has tried to ensure that the information and advice we give is accurate. However, SDN will not accept liability for any loss, damage or inconvenience arising as a consequence of any use of or the inability to use any information or advice given.

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