



MYTH BUSTING FOR EMPLOYERS

Legal T Level industry placements

You don't need to be a law firm to host Legal Services industry placements.

Legal work happens across many organisations, not just solicitors' practices. Councils, charities, housing providers, NHS trusts, universities and private businesses all deal with legal processes every day through HR, procurement, governance, compliance and in-house legal teams.

This guide tackles common myths that stop employers from offering Legal Services T Level industry placements and explains what works in practice.

THE TOP MYTHS, AND THE REALITY

1

"You need to be a law firm to host a Legal T Level student."

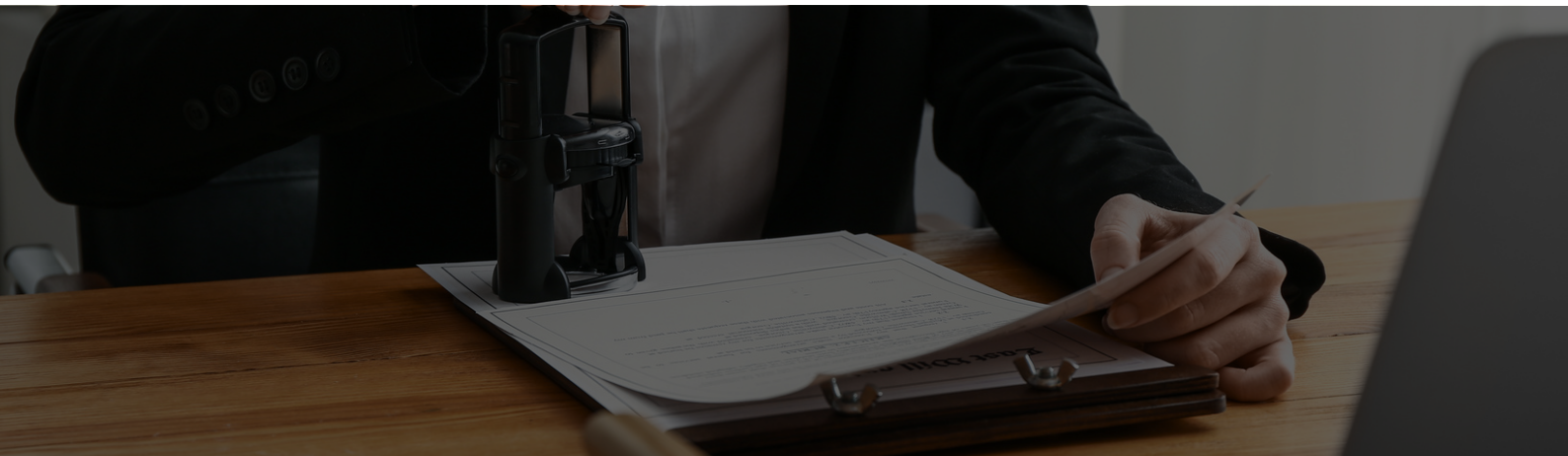
Reality: Legal placements work in many settings.

Legal work happens across a wide range of organisations, not just solicitors' practices.

Legal T Level students can support legal-type work in:

- **HR teams:** for example, right to work checks, policies, or procedures
- **Procurement teams:** reading contracts, terms and conditions, or tenders
- **Governance or compliance teams:** tracking legal requirements or updating guidance
- **In-house legal services:** research, document management or internal advice

Councils, NHS trusts, housing providers, charities, universities and private businesses of all sizes can offer meaningful placements.



2

“Students must be 18 to take part in legal placements.”

Reality: Suitability matters more than age.

There is no requirement for Legal T Level students to be 18. Many are 16–17 and can take part safely and effectively.

The key question is not age, but whether the student is ready to work in a professional environment. This is something you can assess in the same way you would for any entry-level role – through application, interview and expectations setting.

If you have concerns about younger students, simple safeguards can address these:

- ensuring appropriate supervision and oversight
- avoiding situations where a student is working 1-to-1 in isolation
- setting clear expectations around professionalism and conduct

Taking this approach allows you to select the right individual, rather than exclude candidates based on an arbitrary age threshold. The school or college can also help you put the right safeguarding structure in place.

3

“We can’t give students meaningful work because of confidentiality.”

Reality: Confidentiality can be managed.

Confidentiality is a consideration for anyone who is not a direct employee, but it does not prevent useful work from being carried out.

Most organisations already have approaches in place for handling access to information for non-employees (such as contractors, temporary staff or volunteers). The same principles can be applied to industry placement students.

For example, this might include:

- using closed cases or training materials
- restricting access to highly sensitive information, such as medical records
- ensuring work is supervised and reviewed

With the right boundaries in place, students can still contribute to meaningful activity without accessing sensitive information.



4

“Placements will just be admin-based.”

Reality: Students can contribute to real legal work.

All roles include some administration, but Legal T Level students can also support meaningful legal work, such as:

- preparing materials for meetings, hearings or mediations
- researching disputes or legal issues
- drafting routine legal documents for review
- supporting contract or claims processes
- producing briefing notes on legal duties or changes

These activities help students understand how legal work fits together end to end.

5

“We don’t have the capacity to supervise a placement.”

Reality: You don’t have to do this on your own.

Schools and colleges are there to support employers by:

- helping plan suitable tasks
- preparing students for the workplace
- checking in during the placement
- helping resolve issues early

Many employers use simple supervision models, such as a named supervisor, a buddy or mentor, or shared responsibility across a team.

WANT MORE DETAIL?

Further guidance on:

- [Industry placement models for Legal, Finance and Accounting](#)
- [Selecting projects and tasks for Legal, Finance and Accounting industry placements](#)
- [Common questions about Legal, Finance and Accounting industry placements](#)

Legal T Level industry placements are flexible and can work in many different environments.

With thoughtful design and provider support, they can add real value to organisations while opening up access to legal careers for young people across the country.

