

# Early career entry pathways for accessing your future talent

This resource signposts employers to resources and organisations who can help with recruiting a diverse young workforce through hosting T Level placements, recruiting apprentices and recruiting and/or upskilling existing staff through Higher Technical Qualifications (HTQs).

## **T-LEVELS** THE NEXT LEVEL QUALIFICATION

### Identify new talent through hosting T Level Industry Placements

- [T Levels](#) are employer-led technical qualifications for 16-19-year-olds that combine classroom study with industry placements aligned to real industry standards.
- Completing a T Level requires a placement, which can be shared across employers to give students practical experience and prepare them for skilled work or further study.
- For employers, offering placements helps identify and develop new talent, improve recruitment outcomes, and build a strong pipeline for apprenticeships — with around one-third of T Level graduates progressing to apprenticeships with their placement employer. Click [here](#) for further information.
- Download the T Level Placement Guide for North East Employers [here](#).
- For T Level industry placement support click [here](#).

## Apprenticeships

### Cost effective workforce development through recruiting young apprentices

- [Recruiting young apprentices](#) provides employers with motivated individuals eager to learn, bringing fresh skills and energy to the workplace.
- With government funding helping to reduce training costs, apprenticeships allow businesses to develop critical skills, boost employee loyalty, and lower staff turnover and recruitment expenses.
- Available from foundation to level 7, apprenticeships follow industry-designed standards, with training providers offering support in administration, recruitment, and performance management to make the process smooth and effective for employers.
- In this [Apprenticeship Roadmap for Employers](#) you will find the most up to-date financial and local provision available to help you recruit an apprentice successfully.
- Find out how to make your apprenticeship vacancy stand out and attract top talent [here](#).



### Accessing a skilled workforce from day one through Higher Technical Qualification routes

- Higher Technical Qualifications (HTQs) are industry-developed credentials that confirm an individual's readiness for the workplace.
- They give employers confidence in their employees' skills and knowledge, helping to build a more capable workforce.
- HTQs can reduce training costs, expand access to skilled talent, and drive improvements in productivity, innovation, and customer satisfaction, ultimately enhancing overall business performance.
- Increase your knowledge and awareness of HTQs with this [presentation](#).
- Find out more about how HTQs can support your business [here](#).

### Engaging with Education

If you want to find out how employers can engage with education, please click [here](#).