

# THE BUSINESS CASE FOR T LEVEL INDUSTRY PLACEMENTS

Helping employers develop talent, boost productivity and deliver social value

## WHY IT MAKES BUSINESS SENSE

Hosting a T Level industry placement is not just about supporting young people. T Levels are technical programmes designed with employers and aligned to occupational standards, meaning students develop skills that reflect real roles and workplace requirements.

### *Build your future workforce*

- See potential recruits in action over a substantial period.
- Of those who progress into employment or apprenticeship, around 1/3 do it with their placement employer.
- Recruitment costs are estimated at £3,000–£5,000 per hire (Chartered Institute of Personnel and Development estimate), but placements can help by improving fit and reducing hiring risk.

### *Boost productivity and capacity*

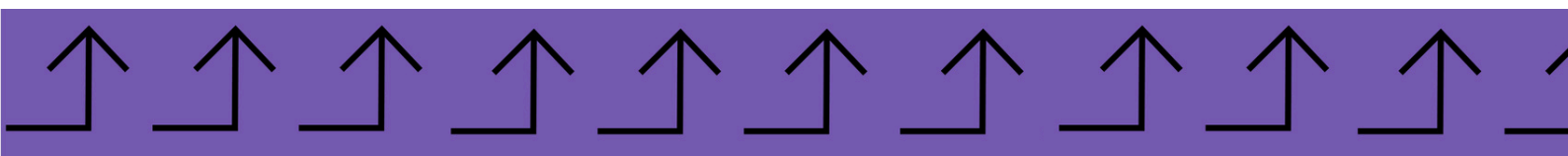
- Students contribute over 315 hours of meaningful work, equivalent to about 45 working days.
- Tasks are aligned to the student's T Level and set at an appropriate level, for example supporting design work, maintaining data, contributing to reporting, or assisting with digital and administrative processes.
- This additional capacity can help teams manage workload, support defined pieces of work, and create headroom for experienced staff to focus on priority activity.

### *Develop your people*

- Mentoring students builds confidence and leadership in early-career professionals.
- Managers gain experience in supervision, feedback and people development — a benefit often cited by employers from Lloyd's Banking Group to Redpack Engineering.

### *Enhance reputation and social value*

- Improves workforce diversity by widening your recruitment pipeline. Hosting a T Level student gives you access to fresh talent from a wider range of backgrounds and new sources allowing you to reach groups who may not usually apply through traditional routes.
- Supports Corporate Social Responsibility (CSR), Environmental, Social and Governance framework (ESG) and social value commitments, strengthening public tender responses.
- Builds your profile among future recruits and within your community.



# REAL-WORLD RETURN ON INVESTMENT (ROI)

EMPLOYER EXAMPLE	TANGIBLE IMPACT
<a href="#"><u>Amazon T Level Placements</u></a>	Scaled up the number of industry placements after early success, hosting learners across a range of roles and teams, including operational support, business functions and digital-focused activity. Amazon reported benefits in fresh perspectives, team capacity and developing a future talent pipeline.
<a href="#"><u>Morecambe Bay NHS Trust</u></a>	The Trust describes hosting placements as a way to secure a future talent pipeline by recruiting local young people who may then move into apprenticeships or permanent roles.
<a href="#"><u>Frimley Health NHS Foundation Trust</u></a>	The Trust used the placements to engage with and build relationships in the local community while also strengthening its workforce development activities.
<a href="#"><u>Student Progression with T Levels</u></a> <i>Morgan Sindall, BAM Construction, CTECH, Wareing Buildings</i>	Case studies of employers and students in construction and digital jobs. This resource shows where students go when they finish their T Level and how employers benefit from hosting industry placements.

There is a wide range of employer case studies in many industries, showcasing the value of industry placements. [Find them on the T Level Employer Support website.](#)

## Quick wins for employers

- Start with a short project or work taster.
- Share placements with partners in your supply chain.
- Align placement activity with future skills and recruitment plans.
- Leverage hybrid or remote options to increase flexibility.

