





T LEVELS GUIDE FOR EMPLOYERS

INTRODUCING TEVELS: DEVELOPING THE NEXT GENERATION OF INDUSTRY EXCELLENCE

T Levels are a two year technical programme that provide young people with a high-quality alternative to A Levels. They have been developed in collaboration with employers, and combine theory, practical and classroom learning with a minimum 315 hours (approx 45 days) industry placement. After completing the course students can progress directly into work or further study.

The Manchester College is delighted to be successfully delivering T Levels since 2021, offering our students a new and exciting path for them to start their journey to industry excellence. From September 2023 The Manchester College will be offering T Levels in our Industry Excellence Academy in ten subject areas.

Business Management and Finance	Business Management and Admin. in partnership with Lloyds Banking Group
	Building Services Engineering for Construction (Electrical Installation)
Construction	Design, Surveying and Planning for Construction
	On-site Construction (Carpentry and Joinery)
Craft and Design	Ceramics Maker
Crait and Design	Textiles and Fashion Maker
Digital	Digital Business Services in partnership with Lloyds Banking Group
	Digital, Production, Design and Development in partnership with Silverchip
	Digital Support Services in partnership with IDT
Education and Childcare	Education and Childcare (Assisting Teaching)
Education and Childcare	Education and Childcare (Early Years Educator)
	Design and Development for Engineering and Manufacturing
Engineering and Manufacturing	Engineering, Manufacturing, Processing and Control
Hanalacturing	Maintenance, Installation and Repair (Vehicles)
Hair and Beauty	Beauty Therapy
	Hairdressing
	Health (Assisting Adult Nursing)
Health and Healthcare Science	Healthcare Science (Assisting Healthcare Science) in partnership with The University of Manchester
	Science (Lab Science) in partnership with The University of Manchester
Hospitality and Catering	Professional Cookery
Media, Broadcast and Production	Media, Broadcast and Production: Content Creation and Production

These subject areas have been chosen not only to give a wide variety of choice to our students but also to align with anticipated high demand skill areas for Greater Manchester and the wider North West region in the coming years.

THE MANCHESTER COLLEGE -YOUR PERFECT PARTNER FOR PARTICIPATING IN T LEVELS



The Manchester College has a long-established track record of delivering exceptional vocational and technical training that helps students develop the skills they need for a future career. As part of our strategy over the past few years we have made significant investment in our Employability and Partnership team. As a result of their fantastic work we have developed a wide variety of partnerships with employers and businesses that play a critical role in shaping our offering and provide students with invaluable industry placement opportunities including short and long term placements.

As a result, we have substantial experience in working with employers and industry partners to successfully deliver outcomes that benefit both you and our students. In many cases partners that have offered our students industry placements have found future employees, offering our students permanent roles on completion of their course.

This experience means that we are ideally placed to deliver an exceptional technical and professional education and have everything in place to ensure that, when you opt to offer T Level placements to College students, it is a success for all parties.

What's more, when you work with The Manchester College you will be partnering with a College that is both rated Good by Ofsted in all areas and is the number one for achievement in Greater Manchester. The College's 2021 Queens' Anniversary Prize win is a further endorsement of the high quality of its career-focused provision and work with employers.

All students are allocated a designated weekly lesson to prepare them for their work experience along with an Employability Partnership named link person who will ensure they are supported prior to starting, and during, their placement. As a result of this 9 out of 10 employers tell us our students are ready for the workplace. Careers and Employability Hubs are available on all campuses.

"We always mention to our clients about our wonderful relationship with The Manchester College, which gives our workforce a boost when we get young talent coming in to complete their placements. These young people not only learn from us but give us fresh ideas and often a different perspective when working on a client brief."

Umar Ali, Director, Pie Analysis

WHAT OUR EMPLOYERS SAY ABOUT US

T Level courses have been developed in collaboration with employers and businesses so that the content will meet the needs of industry and prepare learners for the real world of work.

The Manchester College has a differentiated approach to providing students with industry experience, leading to a high proportion of students that have completed an extended industry placement in preparation for T Levels.

During the past few years, and in preparation for T Levels, we have been working closely with a number of employers on co-developed and co-delivered programmes as part of our Industry Excellence Academy. These provide students with industry expert advice, bespoke employer modules, workplace mentors and upskilling of teachers with the latest skills and technology.

"T Levels are an excellent introduction to the Construction Industry and give students insight into a potential future career. We have been fortunate to be able to offer a range of experiences for the students and have generally found them to be very keen to learn and absorb new experiences."

Neil Conlon, Conlon Construction

"While we appreciate that they are a new venture, early indications are showing that these qualifications are making students more work ready. Working with the T Level students on the Lloyds project which ran over 6 weeks highlighted how well these students are progressing already."

Bernard Adjei, Group Operational Resilience, Lloyds Banking Group

"We are excited to host T Level industry placements across a broad range of specialisms. Identifying a local college who shares the passion for early career students is assisting with our desire to attract local talent, provide a more diverse workforce and offer an exciting route into technical careers."

Colin Baines, Head of Technical Skills and Development, and Technical Apprenticeship Lead, Faculty of Science & Engineering, University of Manchester

WHY ARE T LEVELS GOOD FOR BUSINESSES?

For some time, employers have consistently reported that too many young people leave education without the basic employability skills they need for the workplace. These include skills such as time-keeping, team work and the ability to work with a range of people.

This new qualification allows employers to develop these skills and sector specific capabilities, while also having the opportunity to assess the skill set of potential future employees in a way that lends itself to future recruitment.

EMPLOYER BENEFITS:



Community Development – CSR targets met



Brand Promotion – Your logo on our website, social media shout outs, IEP scheme social assets



Market Insights – Fresh young talent with new ideas



Free Resource – Students can help with the workload while on placement



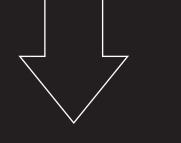
Access to Future Talent - Utilise our job shop and connect with our Alumni



Recruitment - A chance to mould new talent, provides a talent pipeline



Staff Development - Mentoring young people



SUPPORT FOR EMPLOYERS



HEALTH AND SAFETY

TS.

- Support with Risk Assessment paperwork through dedicated Employability and Partnership Coordinator
- We work with you to support induction and preparation of your students

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- Students are prepared in bespoke employability hour sessions
- Your dedicated Employability and Partnership Coordinator will support with matching, interviewing and during industry placements: 3 review visits and regular calls
- Extra support and resource if you place a student with an Education, Health and Care Plan (EHCP) for the first time

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PAPERWORK

- Electronic system 'Grofar' to manage Risk Assessment and feedback
- We support you with your placement specification: 'job description'
- Industry Placement Agreement
- Student logbook and skills scanning



COMMUNICATIONS

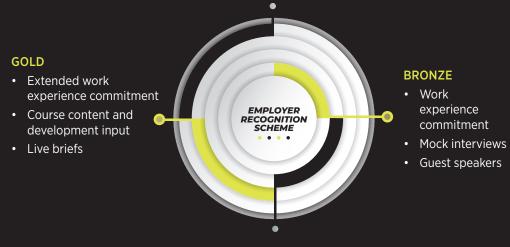
- Regular check in with your Employability and Partnership Coordinator
- Social media shout outs
- Case studies
- Industry Excellence Partnership Award scheme

INDUSTRY EXCELLENCE PARTNERSHIP SCHEME

An employer award scheme to recognise and promote your level of engagement

PLATINUM

- Extended work placement commitment
- Co-created, co-branded and co-delivered courses
- Additional modules aligned to employer skills gaps



SILVER

- Work experience commitment
- Technical demonstrations
- Teacher development days in the workplace

"Thrilled to be honoured with the employer Gold Award by The Manchester College at their end of year Thank You Event. Students on placement with NG Bailey over the last 12 months will be starting on our award-winning apprenticeship programme after summer and we are looking forward to welcoming new T Level students into the business from Autumn!"

Louise Logan, Social Value Manager NG Bailey

WHO CAN TAKE A T LEVEL

T Levels can be studied by any young people aged 16-18 and students up to age 24 who have an Education, Health and Care Plan (EHCP).

T Levels are suited to students who are moving on from their GCSE studies and want to develop their skills to obtain a qualification that is linked directly to a future career. As this qualification is equivalent to 3 A Levels we have strict entry criteria that students must achieve in order to study a T Level.



STUDENTS LEARN IN INDUSTRY STANDARD FACILITIES

T Level students learn in facilities and environments that replicate that of the professional working world they will become used to on work placement and beyond. These facilities include:

Industry standard care suite and hospital ward



Childcare nursery



Working kitchens and student-run restaurant

MAC Suites and Industry standard PCs with the latest software

Construction and Engineering workshops

Automotive garage

IF I OFFER A T LEVEL INDUSTRY PLACEMENT WILL I HAVE TO BE INVOLVED IN DELIVERING THE COURSE CONTENT?

While The Manchester College will work closely with you to secure your input into the course content, you will not be required to undertake any classroom teaching. However, the student will be in your workplace for a minimum of 20% of their training, learning from you and your staff about the range of jobs and activities available.

If you decide to offer T Level industry placements, the College will work in partnership with you to ensure that it is a success not only for the student but also beneficial to you as an employer and your business.

As part of this partnership approach we offer a full range of support to employers. This has been shaped by our extensive experience of working with businesses to deliver work experience students on our wide range of vocational courses.

"We have really enjoyed our first year of working with the College. Due to the positive experience and the benefits these young people have brought to our business, we are delighted to continue these placements for a second year. These placements provide us with the perfect pipeline of future talent, which is absolutely needed within our industry."

Matt Williams, Head of Learning & Development, ESS Modular

SO, WHAT IS MY ROLE IN HELPING DELIVER T LEVELS?

You will offer students a minimum 315 hours (approx. 45 days) industry placement within your business or organisation. This can be provided either as a continuous, intensive placement or in blocks of on-the-job activity. You will train and mentor the students you take on in the same way you would any other new, permanent member of staff.

Placements will be mutually agreed and will take place at a time to suit you.

Scan the QR code to see how some of our students have got on with their industry placements and find out how valuable these qualifications are.



HOW DO T LEVELS AND APPRENTICESHIPS DIFFER?

A T Level is an opportunity to continue studying while gaining broader insight into what it is like to work in a certain sector, with the opportunity to specialise coming later. Students that study a T Level will spend 20% of their time on an industry placement and 80% in the classroom.

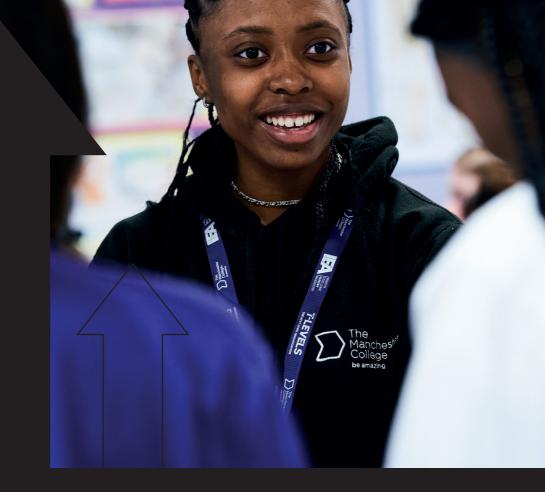
Apprenticeships are paid, work-based training for those who know what occupation they wish to pursue and want to gain the skills required for a specific role. When undertaking an apprenticeship, students typically spend 80% of their time in employment and 20% in the classroom.

If you are interested in finding out more about offering apprenticeships then Total People, our dedicated apprenticeship provider and sister organisation, will be able to help. You can visit **totalpeople.co.uk** for more information.

HOW DO I BECOME A PARTNER?

If you are interested in offering T Level industry placements or joining our Industry Excellence Partnership programme please contact our Employability Team: **workexperience@tmc.ac.uk**

To find out more about T Levels and our wide range of vocational courses please visit **tmc.ac.uk**



EQUALITY AND DIVERSITY

The Manchester College is committed to equality of opportunity, non-discriminatory practices and supporting individual learners.

This information is also available in a range of formats, such as large print, on request.

To find out more about T Levels and our wide range of vocational courses please visit tmc.ac.uk





