



A photograph showing three healthcare professionals in blue scrubs walking through a modern hospital or college hallway. A woman in the center is smiling and looking at a tablet held by a man on the right. A yellow arrow points upwards from the bottom right towards the text.

T LEVELS **GUIDE FOR** **EMPLOYERS**

INTRODUCING T LEVELS: DEVELOPING THE NEXT GENERATION OF INDUSTRY EXCELLENCE

- ↑ 2 YEAR PROGRAMME
- ↑ EQUIVALENT TO 3 A LEVELS
- ↑ MINIMUM 315 HOURS (APPROX 45 DAYS) INDUSTRY PLACEMENT

T Levels are a new 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 have been selected to deliver this new technical qualification from September 2021 onwards, offering our students a new and exciting path for them to start to their journey to industry excellence.

From September 2022 The Manchester College will be offering T Levels in our Industry Excellence Academy in six subject areas, with a total of fifteen courses to choose from:

Business and Administration	Business Management and Administration
Construction	Design, Surveying and Planning for Construction
	On-site Construction (Carpentry and Joinery)
	Building Services Engineering for Construction (Electrical Installation)
Digital	Digital, Production, Design and Development in partnership with Silverchip
	Digital Business Services in partnership with Lloyds Banking Group
	Digital Support Services in partnership with IDT
Education and Childcare	Education and Childcare (Early Years Educator)
	Education and Childcare (Assisting Teaching)
Engineering and Manufacturing	Design and Development for Engineering and Manufacturing
	Engineering, Manufacturing, Processing and Control
Health and Healthcare Science	Health (Assisting Adult Nursing)
	Healthcare Science (Assisting Healthcare Science) in partnership with The University of Manchester
	Science (Laboratory Science) in partnership with The University of Manchester

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

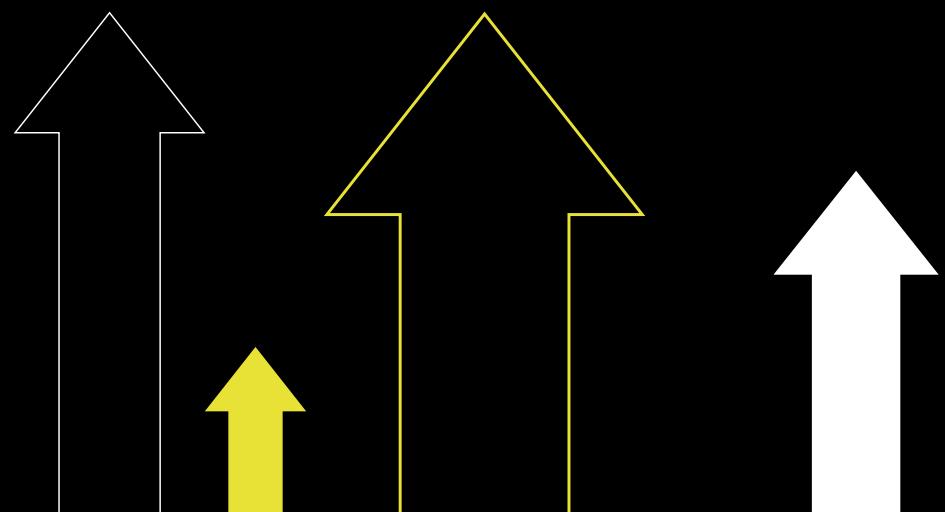
The Manchester College has a long-established track record of delivering exceptional vocational and technical training that helps students develop the skills they need for a future career. As part of our strategy over the past few years we have made significant investment in our Employability and Partnership 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 courses.

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.

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.



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.

Employers and professional bodies representing a range of employers such as the CBI, have been appointed by the government to chair the panels that have designed the content of the courses to ensure that young people studying a T Level will gain the skills employers will need in their future workforce.

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.

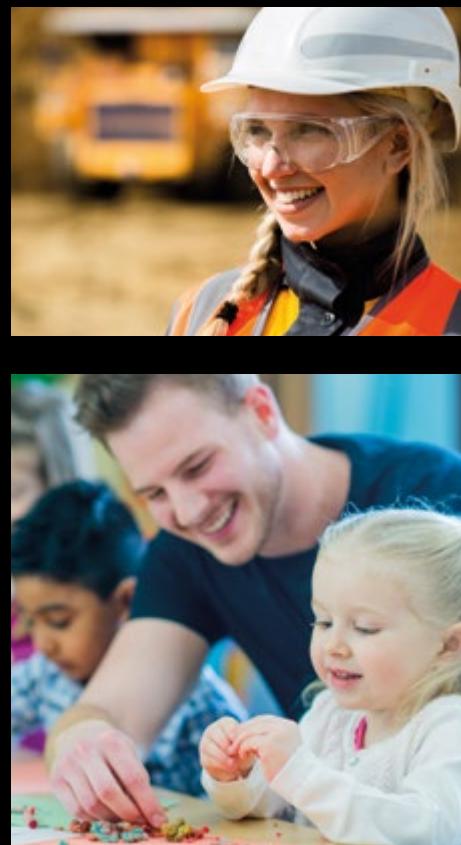
During the past years, and in preparation for T Levels, we have been working closely with a number of employers on co-created and co-delivered sponsored programmes as part of our Industry Excellence Academy. These provide students with industry expert advice, bespoke employer modules, workplace mentors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

“The students that have attended so far have been amazing and it’s great to see young designers with a desire and drive to be part of the industry. We really enjoy working with the College and hope the partnership continues for the future.”

**Michael Dandy,
Creative Director, Creative Cow.**

“This placement has demonstrated the benefit of shaping the development of a young person... Doing this in tandem with a college is the perfect way of connecting the world of work with young people.”

**Nicola McLeod,
Principal Skills Manager (GMCA)**



In addition we have developed strong employer advisory panels who are supporting us in shaping both our offer and delivery model. They are pivotal in the College keeping up to date with external changes and developments within the different industries.

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 working and the ability to work with a range of people.

This new qualification will allow 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

 **Recruitment** – A chance to mould new talent, provides a talent pipeline

 **Staff Development** - Mentoring young people



SUPPORT FOR EMPLOYERS



HEALTH AND SAFETY

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



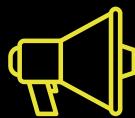
PLACEMENTS

- Students are prepared in bespoke employability hour sessions
- Your dedicated E&P Coordinator will support with matching, interviewing and during industry placements: 3 review visits and regular calls



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

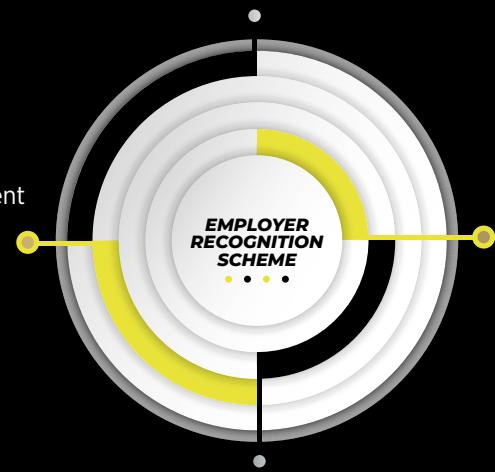
- Regular check in with your Employability and Partnership Coordinator
- Social media shout outs
- Case Studies
- Industry Excellence Partnership Award scheme

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



GOLD

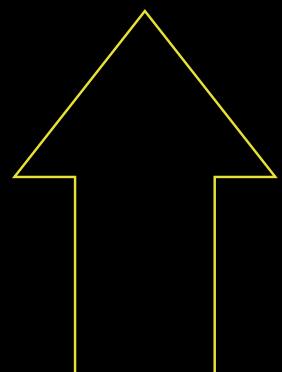
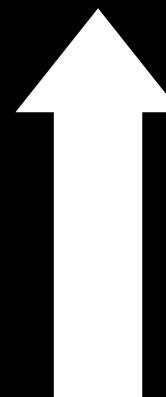
- Extended work experience commitment
- Course content and development input
- Live briefs

BRONZE

- Work experience commitment
- Mock interviews
- Guest speakers

SILVER

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



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.



BECOME OUR NEXT INDUSTRY EXCELLENCE PARTNER AND RECEIVE £1,000

Support next level talent with a high-quality T Level student placement and receive a £1,000 per placement cash boost for your business.

Join our Industry Excellence Partnership and provide a T Level industry placement that meets the following criteria:

- Minimum 45-days or 315 hours
- Takes place in the workplace (not virtual)
- Starts between Sep '21 and July '22

A new government incentive is offering £1,000 per placement for up to a maximum of 20 students and you will receive payment once the placements are secured with a definite start date and the required formal agreements have been put in place.

Contact Laura for more information: LTheophanous@tmc.ac.uk



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.

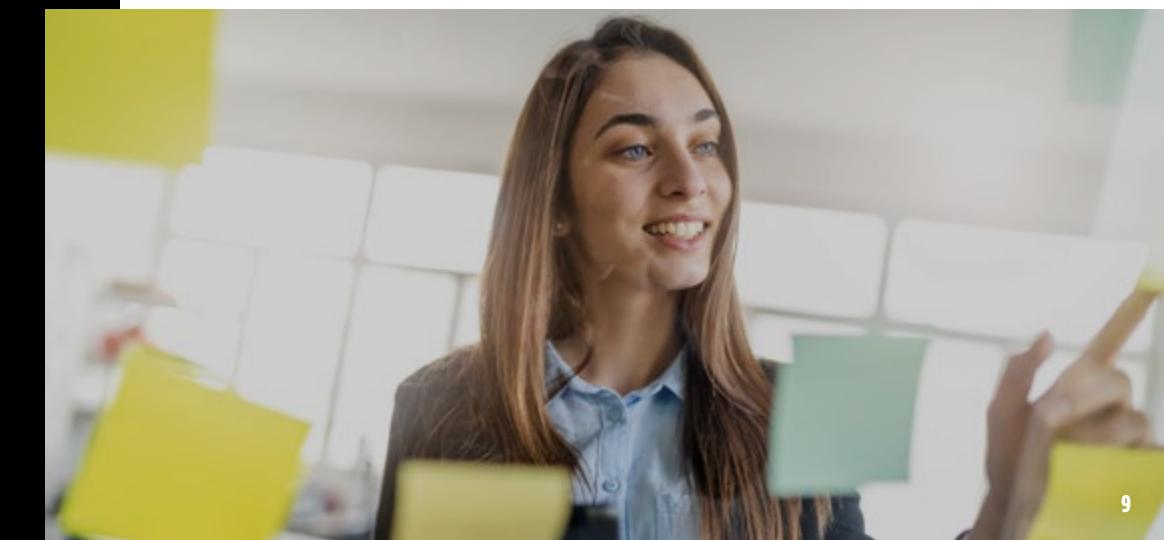
If you decide to offer T Level industry placements, the College will work in partnership with you to ensure that it is a success not only for the student but also beneficial to you as an employer and your business.

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.

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.





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.

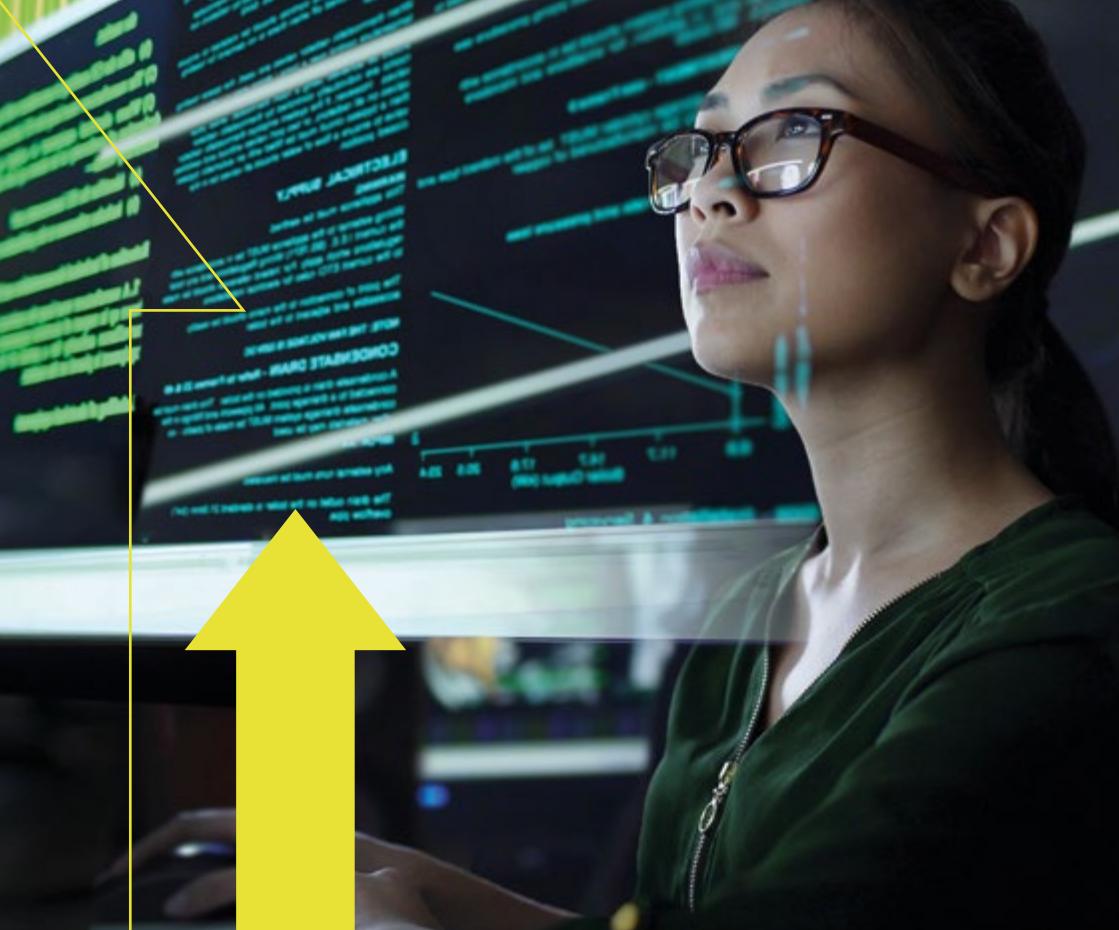
If you are interested in finding out more about offering apprenticeships then Total People, our dedicated apprenticeship provider and sister organisation, will be able to help. You can visit totalpeople.co.uk for more information.

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

