

# T-Levels

## Questions to consider before you get started



### BEFORE YOU GET STARTED

1. Do you know where your health professionals of the future are coming from?
2. Do you have a system to attract young people into your organisation rather than someone else's?
3. Does your workforce plan include an offer to young people?
4. Do all your communities consider your organisation as an attractive employer that they could imagine working for?
5. How can you utilise T level students to help your organisation develop its communication skills to appeal to young people?



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## Questions to consider during T-Level development



DURING  
T-LEVEL  
DEVELOPMENT

1. Do you have a system to attract young people into your organisation rather than someone else's?
2. Are my local FE providers offering T Levels already or are they intending to offer them soon?
3. Does my organisation already have links with local FE that I could speak to?
4. Am I clear which occupational specialisms my organisation might be able to offer industry placements for?
5. When would be the best time to host students on industry placements to fit in with other student commitments?
6. Am I clear what my workforce needs and resources are and how that relates to the number of industry placements my organisation could offer in each occupational specialism?
7. Are my local FE providers expecting me to offer T Level Industry Placements and have they contacted me to discuss what my requirements might be?



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## Questions to consider when promoting T-Levels in your organisation



### WHEN PROMOTING T-LEVELS

1. What existing and extra resources might my organisation need to deliver a robust, quality industry placement for students?
2. What ways are available to fund new staff resources?
3. How can these students support our talent pipeline?
4. What benefits can hosting T Level students have for existing staff?
5. Are board level staff engaged and on board? If not, how can we achieve this? What committees need to be involved?
6. Do we need to create a programme of information around T Levels to staff to ensure they realise this is not just traditional work experience?
7. Can we use good examples from similar organisations to illustrate successful placements?

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## Questions to consider when organising T-Level Industry Placements



**ORGANISING  
T-LEVEL  
INDUSTRY  
PLACEMENTS**

- 1. Who is going to organise and pay for DBS and occupational health checks?**
- 2. How long will gathering all the administration take? When does this need to begin?**
- 3. Will all students have time to be fully vaccinated for Covid-19 before their placement begins?**
- 4. What uniforms will T Level students wear on placement? Do the college supply these already?**
- 5. Who will pay for uniforms?**
- 6. Do uniforms need the college id on?**
- 7. Do we need a formal agreement with the college? E.G. a service level agreement or memorandum of understanding?**
- 8. Do students need honorary contracts or invitation letters?**

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## Questions to consider when organising T-Level Industry Placements



ORGANISING  
T-LEVEL  
INDUSTRY  
PLACEMENTS

9. Who will supply id badges?
10. What access to IT systems will students require for mandatory training or on placement?
11. What mandatory training modules will we expect students to complete before placement?
12. Will mandatory training be e-learning, face to face or a mixture?
13. Should we expect clinical educators or tutors at the college to complete the same mandatory training?
14. Do the college want students to complete the Care Certificate? Can we support that?
15. Do we have career ambassadors already who could engage with T Level students beyond placements?
16. Do we have a document explaining what students can and cannot do on placement to manage the expectations of students, colleges and our staff hosts?

