

# NOTTINGHAM UNIVERSITY HOSPITALS NHS TRUST

## T LEVEL CASE STUDY



**A large acute Trust in Nottingham, with areas of deprivation locally, and a desire to reduce Health Inequalities and uphold the Anchor Organisation deliverables – specifically in relation to providing good quality employment for our local communities from diverse backgrounds.**

### Why did you choose to use T Levels?

To uphold our Anchor Organisation duties, and in response to requests from local T Level delivery partners. We undertake a lot of widening participation activity that makes a difference, and T Levels are part of that offering.

There are concerns about placement capacity and funding to administer T Levels, but to fully understand our Trusts issues we felt a pilot would be beneficial.

### Which T level routes do you offer and how many students do you normally support?

Our local T Level providers only deliver the T Level Health programme at present, but may deliver T Level Healthcare Science in the future. The pilot that is just beginning has 20 students from two T Level providers.

## What did your relationship with the training provider look like?

We already had a good relationship and existing links with one of the T Level providers, so lots of communications have ensued. We are both learning and have been open and honest with each other, and have communicated regularly.

We have held meetings with both providers as there is no business sensitive information being given, so that we can all learn together, and develop consistent ways of working. We hope this will benefit everyone involved.

We are instigating quarterly steering group meeting, to ensure communications continue as the students start and progress throughout their two year programme.

## What barriers did you have to accommodate the industrial placements and how did you overcome them?

The main barrier is capacity, although whether we have overcome this is something that will become apparent in the coming months.

What we have done, because all of the students are mainly interested in a nursing career is involve the placement coordinators. Because the providers want different things (one requires block placements and is flexible on dates, and one wants a day a week) we are looking at coordinating dates with other student placement requirements, to space the burden out.

## How do you think T-Levels can benefit the NHS / your organisation?

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**T Levels for this pilot are very clearly another nursing pipeline activity and we hope that the students will apply for our tNA Apprenticeships or our Nurse Apprenticeships. We will monitor the translation of the two years they spend with us into paid employment, and track students as we do others.**

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## What support did you need to put in place for the students?

As I write this in January 2024 we will be inducting the students in a few weeks, and have devised a syllabus that has more information than our work experience induction but isn't as time consuming as our Trust staff induction.

In February 2024 the students will all attend our HCA Academy together, and receive the same training as our substantive and Apprentice HCA's. We feel this will give them the best grounding, understanding and engender a cohort support for each other.

From March onwards placements will commence.

## How do you support progression for T Level students into your workforce?

As we are at the beginning we aren't clear on this, but we have begun to deliver CPD (Continuing Professional Development) to the teaching staff on the T Level programme, to share our expertise. This will continue throughout the programme, and will no doubt develop over time.

# T-LEVELS

## THE NEXT **T** LEVEL QUALIFICATION

- [About T-Levels](#) 
- [Questions to consider](#) 
- [T Level printable](#) 