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West Midlands Social Care Skills and Recruitment Summit
South and City College Birmingham

01 / 10 / 2026

T Level Qualifications

**A Sustainable Workforce
Recruitment Model**



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MANY COURSES ONE MISSION

To empower individuals through high quality training, promoting personal and professional growth, and contribute to the social and economic development of our communities.

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SHAPING FUTURES, OUR VISION

Delivering successful outcomes for learners, employers and communities, whilst being recognised as a leading provider of innovative and inclusive education.

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OUR VALUES

TRANSFORMING
THE LIVES OF OUR
STUDENTS:

INCLUSIVE

AMBITIOUS
MMOTIVATED

SAFE
CCARING
COLLABORATIVE
BBRILLIANT

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Transforming Your Workforce

Placement Students Add Value

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Introducing T Levels- The Next Generation Qualification



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315 hours Value Adding Hours- Increase Workforce Capacity

Student placements are designed to add value.

- Address Business critical needs.
- Assign Real Responsibilities.
- Achieve Company Objectives

Social Care Challenges

- Ageing Workforces
- High Churn Rate of Staff
- Expensive Agency Fees

T Level Placement Solutions

- Sustained Workplace (Minimum of 315 hours)
- Cost Effective recruitment (No salaries)
- Long term recruitment strategy (Placement-Full-Time Employment) (33% students stay on)



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Understanding T Levels

College and Employer Partnership



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T Level Breakdown

2 Years of Study

- 1st Year- Subject Knowledge, Industry Awareness, Introduction to Workplace
- 2nd Year- Occupational Specialism, Refined Interest, Industry Placement Carried Out

Hybrid Learning Model

- 80% of learning takes place in the college environment
- 20% of learning is completed on an Industrial placement

Pathways and Objectives

- Obtaining 1 T Level is equivalent to obtaining 3 A-levels
- Full-time employment, Apprenticeships and University study are available options.



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T Levels Span Wider Than Social Care Specific Roles



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Support Provided to Employers

Setting the placement up for success



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Designing Placement to Benefit Employers and Students

College Objective Alignment

- Student workplace preparation- 1st year placement coaching, student vetting and opportunity matching.
- Support students acquire industry skills and experience.

Employer Objective Alignment

- Students develop industry specific skills to meet business demands
- Students develop soft skills to meet workforce requirements

Long Term Planning

- Onboarding the students who have careers ambitions to work in specific roles/industry
- Nurturing a talent pipeline of placement students that can feed into your full-time recruitment planning.



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Employers Supporting T Level Students

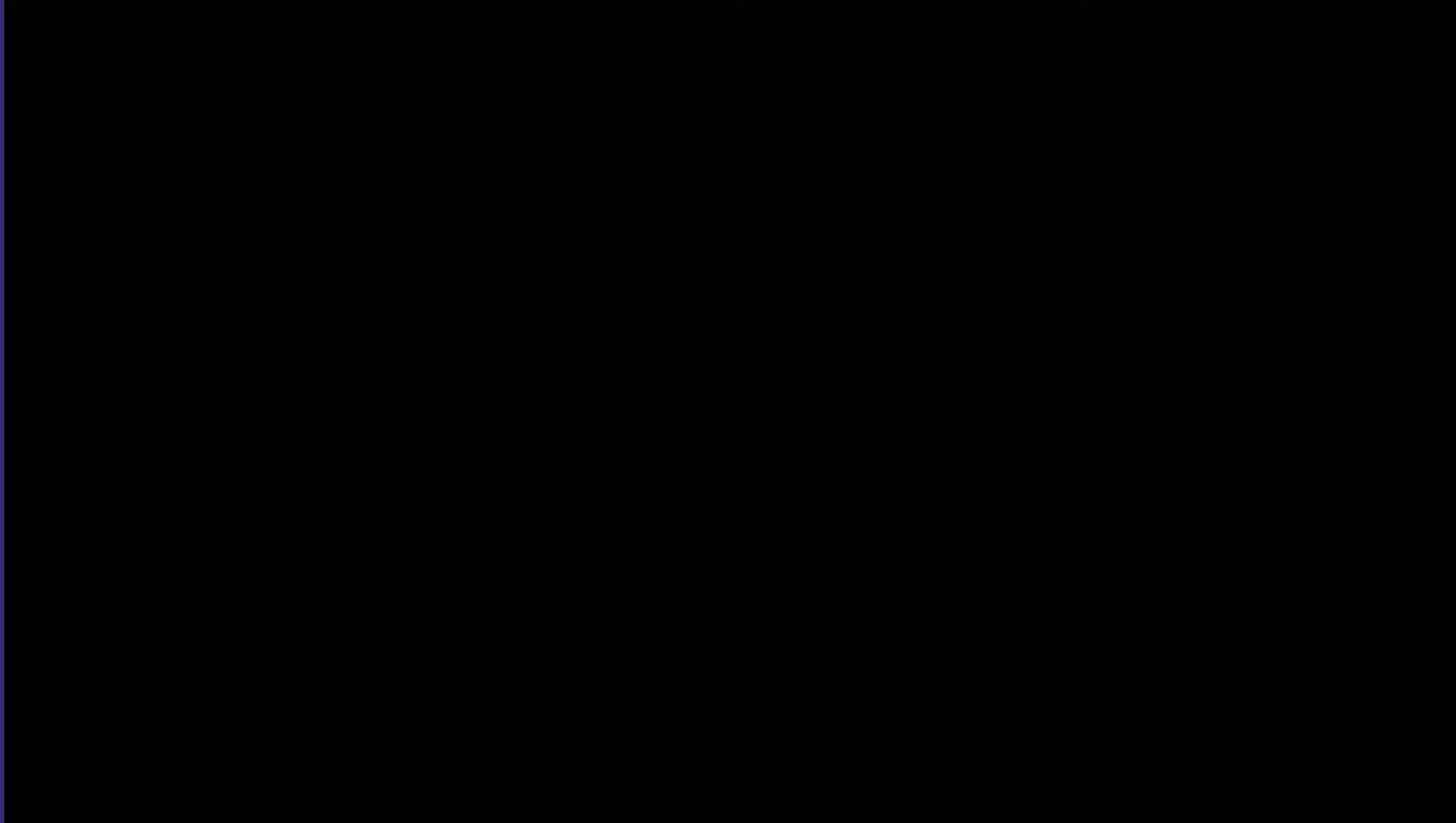
See what employer have to say



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Designing Placement to Benefit Employers and Students



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How To Get Involved

Placements - Employers Hub

We work with more than a hundred employers to provide placements for our students, enabling them to gain vital real-world work experience.

Contact the employers team

Name *(Required)*

First

Last

Company Name *(Required)*

Email *(Required)*

Phone *(Required)*

What industry or sector are you in? *(Required)*

Submit

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**BORDESLEY GREEN
CAMPUS**



Longbridge Campus



**Longbridge Campus
Construction & Building
Services Centre**



Digbeth Campus



Fusion Centre



**Golden Hillock
Women's Centre**



Hall Green Campus



Handsworth Campus

OUR CAMPUSES

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Growth Challenges in Care

1. Workforce
2. Sector Diversity
3. Pressure on Resources
4. Community & Home Based Care
5. Economic Importance

So, what's the answer?

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How Apprenticeships Can Help

Employed learning where the new age apprentices will complete their training whilst gaining the right Knowledge, Skills & Behaviour's to prepare them for sector specific Job Roles.

- Work / Earn / Learn – Entry Level to Degree Standard
- Course Fees – Funded by the Employer
- Real Job Combined with Studying
- Great option for School Leavers with a Career in mind
- Minimum of 30hrs per week Paid Employment for new apprentices
- Flexible Delivery Models - Online / in the workplace / Day or Block Release
- Recognised Industry Standards & Qualifications

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Benefits

- Employer incentives and investment benefits
- Student benefits
- Develop a skilled workforce
- Drive economic growth
- Improve employment outcomes
- Strengthen organisational performance
- Build future talent and leadership
- * Care Workforce Pathways *

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Employers Contribution

Levy Payer

- Employer with annual pay bill over £3m
- Levy Money available only for Apprenticeships
- Use it or Lose it - 12 months
- Used for New & Existing Staff
- Levy Transfer
- Training Costs Only

Non – Levy Payer

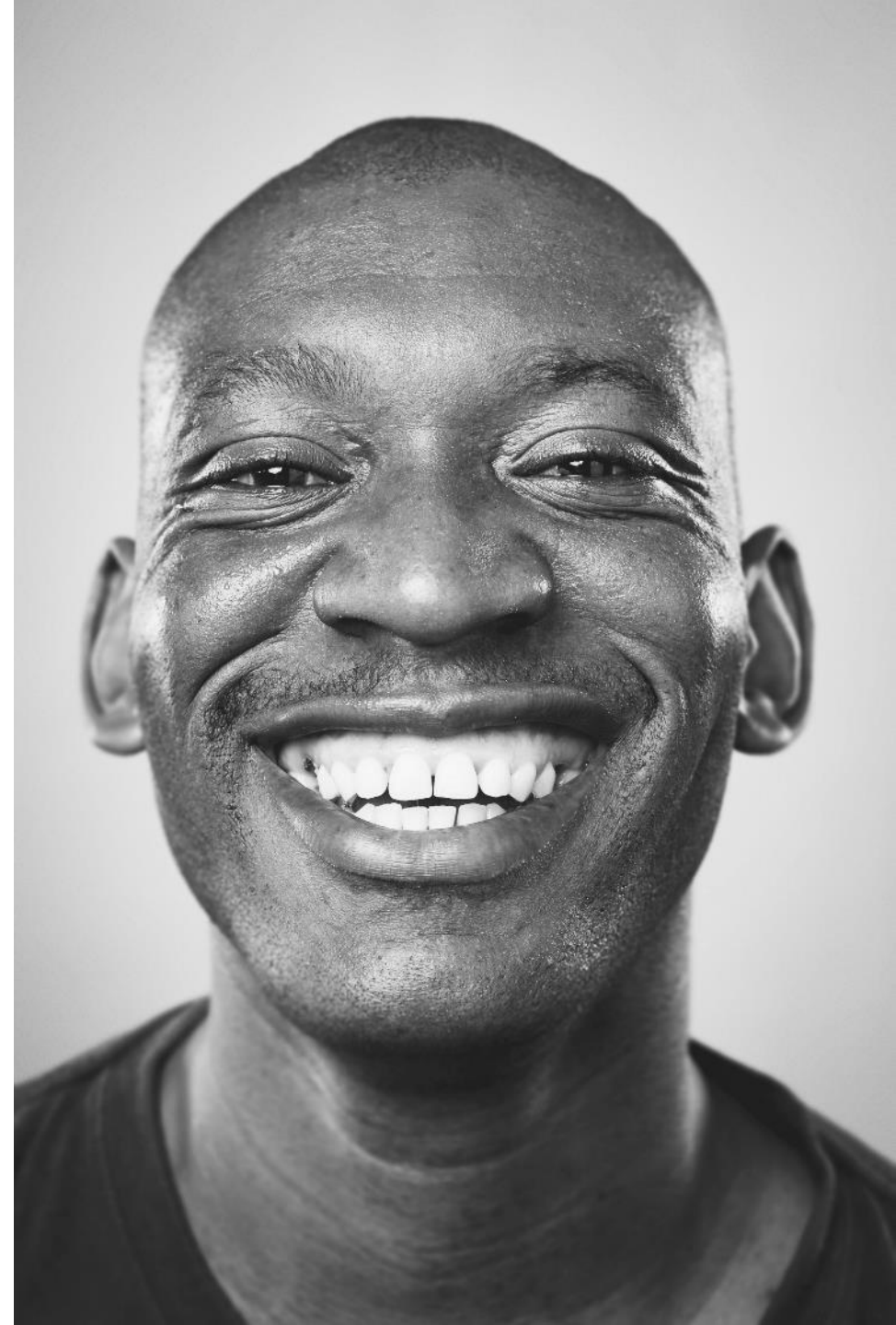
- Employer with pay bill less than £3m
- Fully Funded for 16 – 24 Year-olds
- 5% Employer contribution for workforce aged 25+
- 95% Government Funding
- Levy Transfer is available
- Training Cost Only



*****Apprenticeships are not paid for by the Employee; this is Employer Led*****

Popular Questions regarding Apprenticeships..

- How / Where do I find out about an Apprenticeship in the Care?
- Can I do an Apprenticeship if I am already in employment?
- I already have the same level qualification, so I can I do another?
- Does my existing salary reduce to an apprenticeship wage if I were to enrol?
- Do I have to attend college?
- Does 20% "Off the Job" mean I get study leave?
- Do I need to be working 30hrs per week?
- How do I find out about progression opportunities?



Any Questions?

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