



Chartered
Insurance
Institute

Standards. Professionalism. Trust.

We will begin in a few minutes

T Level Pilot

Early access to talent

Shape the future of our professions



Today

What are T Levels?

All about placements

The benefits

How they work

Your responsibilities

Employing young people

Hear from other employers

Answer your questions

More information & next steps



The T Level pilot: Pick our brains!

Claire Bishop: CII/PFS

The pilot

Laura Hall: Pearson

T Levels/technical

Lara Bowling: DF Capital

Employer experience

Charlie Michael: DF Capital



What are T Levels?

A new qualification for students aged 16 to 19 in England

An alternative to A Levels, giving young people the technical and practical skills to be an asset in the workplace.

Equivalent in size to three A Levels, designed to help young people develop the knowledge, attitude and practical skills to thrive in the workplace.



What are T Levels?

Core Component:

Covers underpinning knowledge, concepts and skills that support threshold competence in 'finance'.

Occupational Specialist Component:

1. Investment Banking and Asset and Wealth Management Analyst (financial adviser)
2. Insurance Practitioner

Industry placement:

Minimum of 315 hours (approximately 45 days). Industry placements give you a unique opportunity to help develop new talent in your industry, and get young people work-ready.



Why take on a student placement?

We believe the T Levels could support employers and our professions by

- offering early access to a talent pipeline for entry level positions,
- helping with recruitment,
- improving innovation
- increasing the organisation's productivity.



Chartered
Insurance
Institute



All about the placements: How they work

1. Connect with school/college
2. Find the right student/s
3. Plan the placement
4. The placement
5. After the placement

See employer guide for more detail



1. Connect with school/college

Once we have a group of employers signed up as interested in taking a student, or students, on placement, CII will work with Pearsons to find the best school and/or college locally to you.

We will then put you in touch to start the conversation about how you will manage the placement together.



2. Find the right student/s

Tell the school or college what kind of student you would be keen to place and the skills you're looking for.

We recommend you hold a CV screening and/or interview process in partnership with the college/school.

- Step 1: Write a placement role description
- Step 2: Advertise
- Step 3: Assess applications
- Step 4: Interview
- Step 5: Communicate the outcome
- Step 6: Get feedback

You are providing a great opportunity for young people to test their CV, application and interview skills.



3. Plan the placement

Minimum 315 hours (average 350 hours).

Flexibility in how you manage the placement.

Over two years, or part way through/year two only.

Share placement hours with another employer.

In block or day release.



All about the placements: How they work

3. Plan the placement

Placement models

Day
Release

Block

Mixed



All about the placements: How they work

3. Plan the placement

Placement models

Example 1:

Year 1: 1 day per week using 100 of the 350 hours

Year 2: 1 day per week using the 250 hours not used in year 1

Example 2:

Year 1: 2 days per week, for 10 weeks using 160 of the 350 hours

Year 2: 2 days per week, for 12 weeks using hours not used in year 1

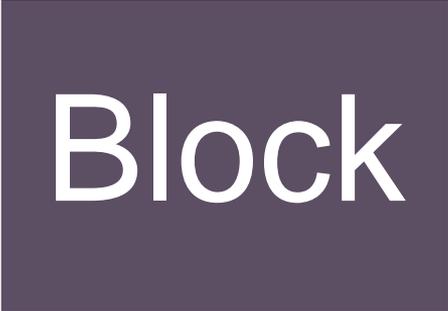
Day
Release



All about the placements: How they work

3. Plan the placement

Placement models



Block

Year 1: A single block using 175 of the 350 hours

Year 2: A single block using the 175 hours not used in year one



All about the placements: How they work

3. Plan the placement

Placement models

Example 1:

Year 1: 1 day per week, using 100 of the 350 hours

Year 2: 1 day per week, using 150 hours - A single block, using the remaining 100 hours

Example 2:

Year 1: 1 day per week for 10 weeks, using 80 of the 350 hours

Year 2: a block using the remaining 270 hours



Mixed



All about the placements: How they work

3. Plan the placement

Projects and Tasks

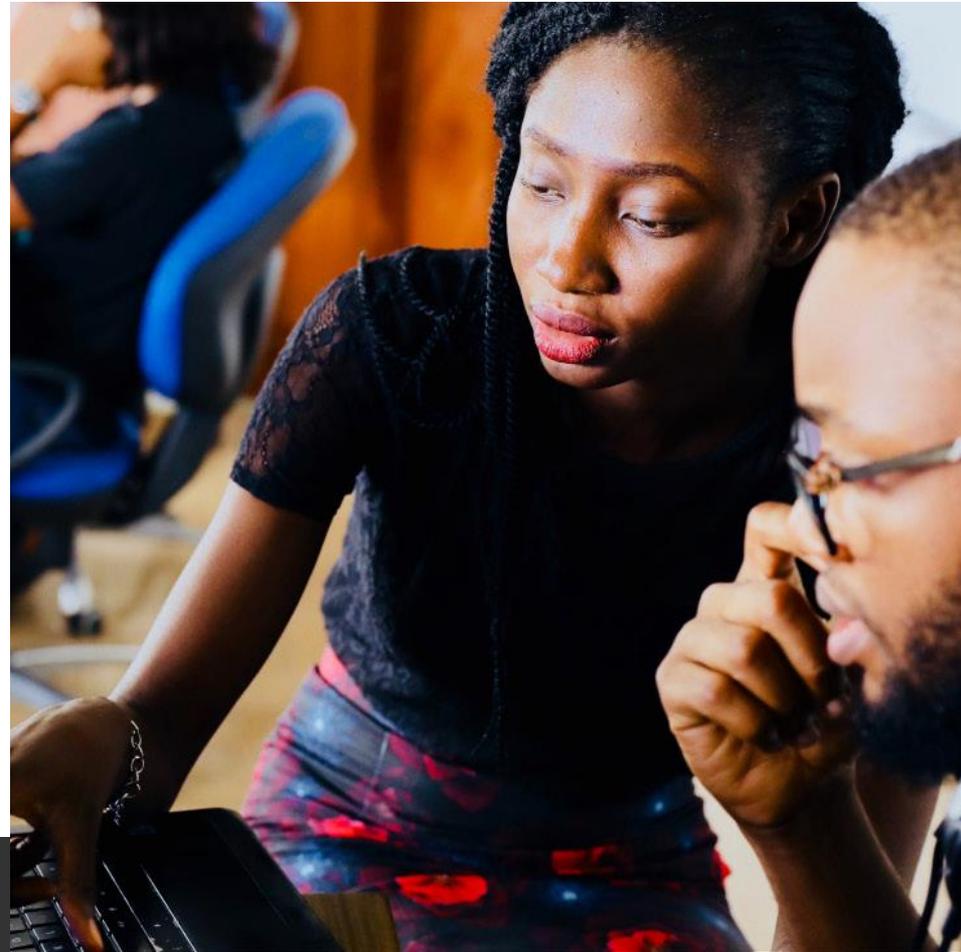
Will you pay the student/s?

Who will supervise the student/s?

Health and safety etc

[Webinar](#)

**The role of the line manager and mentor
– hosting T Level students in the workplace**



Chartered
Insurance
Institute

All about the placements: How they work

4. The placement

Induction

Practical skills development

Mentor/buddy

Projects

Varied tasks

Feedback

Keep in touch with the
school/college



All about the placements: How they work

5. After the placement

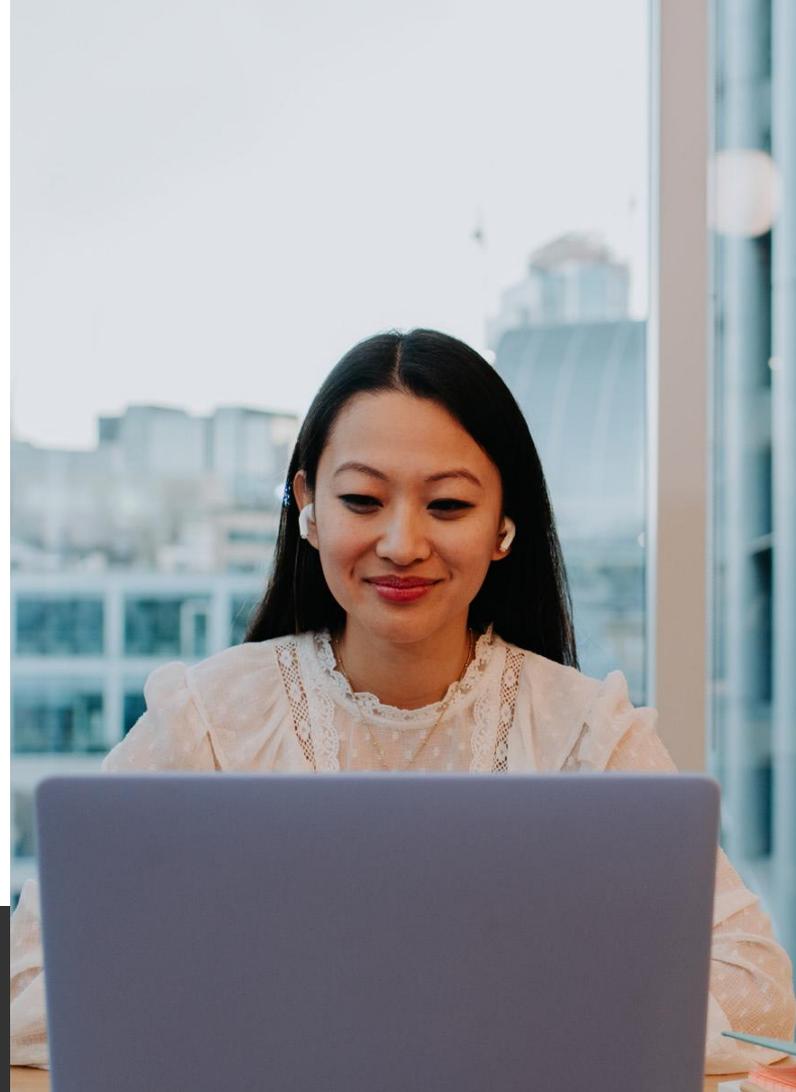
Review the benefits of the placement to the business

Decide if you can offer more placements in the future

Consider offering the student further temporary work and/or employment

Contribute to the end-of-placement review, giving feedback on the student's commitment, achievements and behaviours, and summarising the practical skills the student has gained

Write an appraisal for the student for their future use



Next steps

- Your questions now
- Review the employer guide
- Sign up for pilot
- Connect to school/college
- Other useful information
- [Government guides and webinars](#)
- [Case study video](#)

