Workforce Analysis

When considering progression routes, it will be useful to complete a workforce analysis and look at your current workforce needs. Industry Placements are a great way of attracting future employees within local government. As part of the LGA’s T Level Support Programme, you can request a ‘workforce analysis’ as part of your 5 days of flexible support.

Workforce planning

Things to consider when planning progression routes:

* What roles are your struggling to recruit for?
* What entry level roles can T Levels lead on to?
* Which services will benefit from an increase of staffing?
* What are your long-term staffing needs, when considering staff leaving or services getting busier?
* Where are the skill gaps?

Apprenticeships

One of the aims of T Levels is to ensure young people go onto to positive progression. This can be further study, employment or apprenticeships. There will b some students who will look for a Level 4 or higher apprenticeships once they have finished their T Level. This is something to consider especially when looking at progression from T Levels.

For those areas that require more specialist training, completing a Level 3 apprenticeship following the T Level may be the best route to take. If you already have a partnership with a provider through apprenticeships, it is worth speaking to them about the route options from T Levels to apprenticeships.

Entry level roles or part time jobs

Students will often be looking for part time jobs to earn money alongside their studies. Utilising your partnership with the provider to promote part time jobs or entry level jobs is a useful way of increasing your candidate pool. This is a useful way to create a bank of staff especially for areas such as catering or healthcare where you require more staff.

Promotion of vacancies

Your partnership with your provider gives you an opportunity to promote wider vacancies within your council. Providers often have student of all ages and experience studying there, meaning this is a great opportunity to promote vacancies to a wider audience. As a council you may need to create a bank staff pipeline, or have roles that you continuously recruit for.