

# What's the difference between T Levels, traineeships and apprenticeships?



There are various options available to young people once they have finished Year 11 at school. The table below sets out the differences between three popular pathways and provides links of where you can find out more information.

|                                   | <b>T Levels</b><br>   | <b>Traineeships</b><br>  | <b>Apprenticeships</b><br>   |
|-----------------------------------|---|--|--|
| Description                       | A technical study programme with 80% of the time learning knowledge and skills with a training provider and 20% applying skills on an industry placement. | A skills development programme to support individuals with their employability skills through a mix of classroom based and workplace delivery.         | Typically full time paid employment while gaining qualifications in the chosen field. Mainly based in the workplace with 20% off-the-job training. |
| Age Range                         | 16-19   | 16-24* (*25 with a EHC)  | 16+ (no upper age limit)   |
| Duration                          | 2 years (there is also an optional 1-year transition programme)   | 6 weeks – 12 months<br>Most traineeships take around 6 months, however, it is dependent on learner need.   | 12 months + depending on the level, the experience of the apprentice and the delivery model.   |
| When can you start?               | Usually September intake  | Throughout the year  | Throughout the year  |
| Level                             | Equivalent to a Level 3 qualification or 3 A Levels   | Typically contains qualifications at level 1 or 2  | Includes levels 2 through to level 7 (master's)  |
| English, Maths and Digital skills | If not already achieved, then students would need to achieve GCSE or level 2 Functional Skills maths and English.   | If grade 4 has not been achieved in maths and English the trainees will need to continue to study these subjects towards achieving the qualifications. | If grade 4 at GCSE has not been achieved, then functional skills at the appropriate level will be incorporated into the apprenticeship             |
| Additional skills gained          | Industry recognised certification and workplace experience.   | Employability skills, workplace experience and sector focused vocational learning.   | Industry knowledge, skills and behaviours, plus sector recognised certification.   |
| Work experience                   | Minimum of 315 hours industry placement unpaid  | A high-quality work placement of at least 70 hours   | Full time paid employment which includes 20% paid off-the-job time too.  |



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|---------------------------------------|---|--|---|
| How are they assessed?                | Students must get at least an E grade on the core, pass the occupational specialism, achieve L2 English and maths, and successfully complete the industry placement to receive their overall grade. | At the end of the traineeship the trainee will have an 'interview experience'. Strengths and development areas are identified to help them progress. Observations, discussions and assessments will be carried out throughout the programme. | The apprentice will be observed, hold discussions and complete written work for the training provider who will grade the work. At the end of the apprenticeships the apprentice will be required to complete an End Point Assessment. |
| How are they graded                   | Pass, Merit, Distinction Distinction*<br>If not all elements are met, they will receive a statement of achievement  | Traineeships are not graded.   | Pass, Merit Distinction   |
| Salary                                | Unpaid  | Unpaid   | Paid at least the National Minimum Wage for apprentices   |
| Additional information                | The provider may provide discretionary financial support.   | Maybe eligible for travel, meal, and childcare costs   | In addition to their salary, the apprentice will receive the company's rewards and annual leave.  |
| Are they included on the UCAS tariff? | Yes   | No   | It will depend on the qualifications included within the Occupational Standards.  |



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| What are the entry requirements?                      | These are set by the college, school or other learning provider and will vary across courses.  | There are no entry requirements however to be eligible to participate in the programme the individual should not hold a qualification at level 4 or above.  | These are set by the employer and/or stipulated in the Occupational Standards and will vary across different job roles.   |
| Are they suitable for students with additional needs? | Yes. There are flexibilities around the English and maths requirement and the industry placement to help students with SEND take part. | The programme is flexible and can be extended to 12 months for those learners who are further away from the labour market or need more significant support. | Yes. There are flexibilities around the English and maths requirements of apprenticeships and the employer and training provider can access additional support to assist apprentices. |
| Next steps / progression pathway                      | Apprenticeships, further education, higher education, employment.  | Apprenticeships or employment.  | Higher/degree apprenticeships, professional quals' and employment.  |
| How to find a .....                                   | T Level<br><a href="https://www.tlevels.gov.uk/">https://www.tlevels.gov.uk/</a>   | Traineeships<br><a href="https://www.gov.uk/find-traineeship">https://www.gov.uk/find-traineeship</a>   | Apprenticeship<br><a href="https://www.gov.uk/apply-apprenticeship">https://www.gov.uk/apply-apprenticeship</a>   |

