

BISHOP
GROSSETESTE
UNIVERSITY



Apprenticeships at BGU

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What is an apprenticeship?

An Apprenticeship is 'a job with training to industry standards' and, like 'degree' and 'university' is a protected title.

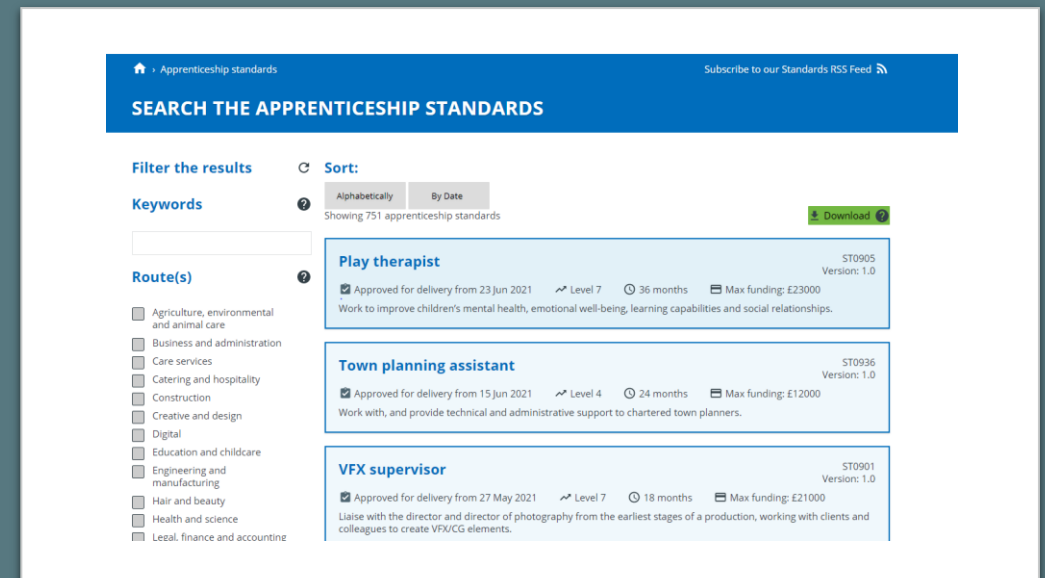
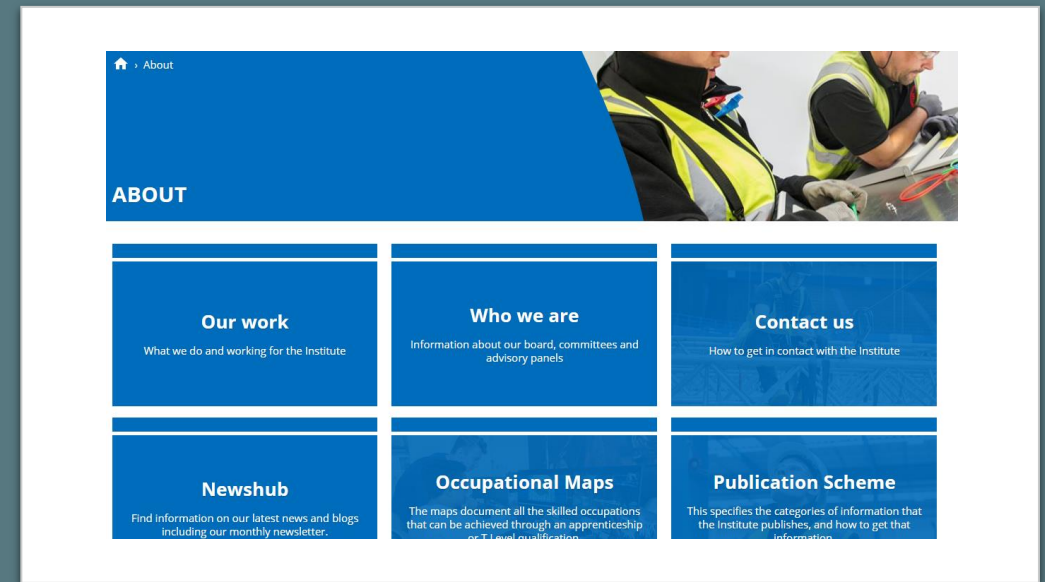
Apprenticeships **integrate work and learning** and may lead to a qualification; some will also lead to recognition by one or more professional bodies. There may be a requirement for the apprenticeship to have a sustainable job outcome at the end of the programme.

Apprenticeships are a key vehicle by which the UK is seeking to ensure that public and private sector **employers are able to recruit and develop the workforce** they need.

Who determines the requirements?

✓ Requirements and specifications for Apprenticeships are developed in different ways across the UK; in England they will be either an **Apprenticeship Standard or an Apprenticeship Framework**; Apprenticeship Frameworks are used in Wales, Northern Ireland and in Scotland.

✓ Different organisations have responsibility for their development: in England it is **the Institute for Apprenticeships and Technical Education (IfATE)**, in Scotland it is Skills Development Scotland (SDS), in Wales it will become Welsh Government and in Northern Ireland it is the Department for the Economy (DEFNI).



Aims & benefits of apprenticeships

The twin aims of the apprenticeship policy agenda across all countries of the UK are to **increase productivity and social mobility**. They are intended to raise productivity by driving up skills levels in the UK to maximise national competitiveness.

Programmes of higher education in apprenticeships should demonstrate how they respond to this context. Employers, employer representative bodies, Professional, Statutory and Regulatory Bodies (PSRBs) and higher education providers are involved in the development of apprenticeships across the UK; the ways in which they are involved, and the process, vary across the UK nations. Fundamental to their involvement is **the need to ensure that the knowledge, skills and behaviours developed through an apprenticeship are relevant to the needs of the economy, employers and individuals, including the transferability of learning for the changing requirements of work.**

Higher education in apprenticeships also has a role in contributing to social mobility by providing **an alternative route into higher education for non-traditional learner**, for improving future earning potential and accessing a professional career that might not otherwise have been available. Apprenticeships should develop **transferable and lifelong learning skills that will enable the graduate apprentice to maintain employment throughout their working life.**

Qualifications & Apprenticeships

In Scotland, Wales and Northern Ireland, an apprenticeship will always include a qualification.

In England, an apprenticeship might include higher education qualifications delivered by a Registered Provider; the Apprenticeship Standard will specify if a qualification is included. For example, a higher education provider may deliver an apprenticeship that includes professional recognition, but not a qualification.

Degree Apprenticeships in England and Wales must include a degree award. In order to aid comparability and equivalence of all higher education in apprenticeships, the level descriptors in the country specific frameworks will apply.

This diagram summarises the various milestones within the apprenticeship journey.





Chartered Manager Degree Apprenticeship

Undergraduate

Full/Part-time



Career Development Professional Apprenticeship

Apprenticeships

24 Months



Senior Leader Masters Degree Apprenticeship (MBA)

Masters

Full/Part-time

2-3 years



Senior Leader Apprenticeship (Strategic Leadership)

Apprenticeships

Full-time

Higher Apprenticeships at BGU

- Launched in 2020-21
- Currently 4 apprenticeships offered by BGU
- 3 of these 4 apprenticeships are validated by BGU
- 2 offered in September

Chartered Manager Degree Apprenticeship

Who is it for?

The roles this apprenticeship would be suitable for are:

Manager; Senior Manager; Head of Department; Operations Manager; or anyone with significant management responsibilities.

Responsibilities

Taking responsibility for people, projects, operations and/or services to deliver long term organisational success, with the expectation that they will deliver impact, behave ethically and demonstrate their commitment to continual learning and development.

Funding

This apprenticeship standard has been allocated a maximum funding cap of £22,000 which is the full cost for delivering this standard and the End Point Assessment. (Nil cost for levy payers and £1100 for eligible non-levy payers through co-investment.)

Chartered Manager Degree Apprenticeship

The Chartered Manager Degree Apprenticeship provides an opportunity to:

- Study through a **blended learning model** (Wednesdays and Thursdays throughout the year)
- Achieve a degree level whilst developing your current management career
- Achieve a **CMI Level 5 Diploma** in Leadership and Management
- Achieve **Chartered Manager Status** on successful completion of End Point Assessment
- The apprenticeship will **typically take three and a half years to complete** (including the End-Point Assessment) although each student will be different dependant on previous experience.

Chartered Manager Degree Apprenticeship



Chartered Manager
Degree Apprenticeship

Undergraduate

Full/Part-time

Level 4

(Semester/Period 1)	(Semester/Period 2)	(Semester/Period 3)
BUS40420 Introduction to Business, Leadership and Management (30cr)	BUS40320 Data Analysis for Business Decision Making (30cr)	BUS40220 Innovation and Digital Technologies (30cr)
BUS40920 Understanding Project and Financial Management (30cr)		

Level 5

(Semester/Period 1)	(Semester /Period 2)	(Semester /Period 3)
BUS51920 Marketing Principles and Practice (15cr)	BUS50420 Managing Operations in the 21st Century (15cr)	BUS50720 An Introduction to Strategy (15cr)
BUS50220 Building and Developing Collaborative Relationships (15cr)	BUS50320 Leading & Managing Complexities (15cr)	BUS51220 Customers, Data and Competitor Analysis (15cr)
BUS50520 Global Business Environment (15cr)	BUS50820 Management in Practice 1 (15cr)	

Level 6

(Semester/Period 1)	(Semester /Period 2)	(Semester /Period 3)
BUS60120 Strategic Management (15cr)	BUS60320 Strategic Human Resources Management (15cr)	BUS60620 Organisational Behaviour and Responsible Leadership(15cr)
BUS60220 Leading and Managing Change (15cr)	BUS60420 Managing Financial Principles & Techniques (15cr)	
BUS60720 Management in Practice 2 (15cr)		
BUS60520 The Synoptic Work-based Project (30cr)		

Senior Leader Apprenticeship

Who is it for?

It is designed for any individual moving into a senior or strategic management role. This can include General Managers, Senior Managers, Section Leaders, Executives, Directors, COO, CFO, CEO, CIO roles, and senior military officers.

Responsibilities

A strategic leader with senior management responsibility, which may include formal governance/director responsibilities. Responsible for setting strategy, direction and vision, for providing a clear sense of purpose and driving strategic intent.

Funding

This apprenticeship standard has been allocated a maximum funding cap of £14,000 which is the anticipated full cost for delivering this standard and the End Point Assessment (EPA). (Nil cost for levy payers and £700 for eligible non-levy payers through co-investment.)

Senior Leader Apprenticeship

The Senior Leader Apprenticeship provides an opportunity to:

- Study through a **blended teaching model** (Fridays and some Thursdays throughout the year)
- Achieve a **Postgraduate Diploma** whilst developing your current management career
- Achieve a **CMI Level 7 Diploma** in Strategic Leadership Practice
- Achieve **Chartered Manager Status, or Chartered Fellow** Status on successful completion of End Point Assessment
- Receive the opportunity to **progress on to a complimentary MBA Top-up** from BGU upon successful completion of MBA. (One additional 60 credit module to be completed on a weekend basis over 9 months)
- The apprenticeship will **typically take 24 months to complete** (including the End-Point Assessment) although each student will be different dependant on previous experience.

Senior Leader Apprenticeship



Senior Leader Apprenticeship
(Strategic Leadership)

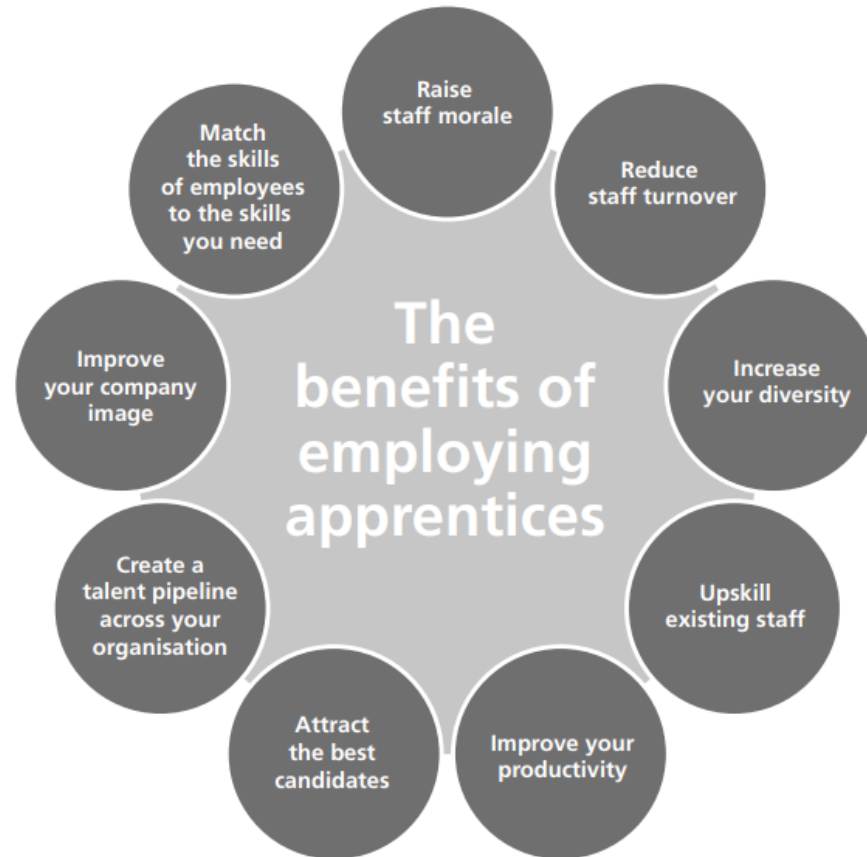
Apprenticeships

Full-time

Year 1: September	January	May
BUS71121 (30 credits) High Performance Leadership and Developing Talent	BUS71221 (30 credits) Risk and Opportunity Management	BUS71321 (30 credits) Finance and Governance for Senior Leaders
Year 2: September		
BUS71421 (30 credits) Leading, Developing and Influencing Organisational Strategy		

Return on Investment

The benefits that apprentices can bring to your business



1 Unless otherwise noted, statistics on this page are taken from the 2017 Apprenticeships evaluation survey (n=4004 employers).
gov.uk/government/uploads/system/uploads/attachment_data/file/659710/Apprenticeships_evaluation_2017_employers.pdf

2 The Benefits of Apprenticeships to Business (2015), Centre for Economics and Business Research.

What do employers say? ¹

96% of employers with apprentices have experienced at least one benefit from taking on apprentices, and most can count at least 8 benefits.

67% of employers say that employing apprentices improved their image in the sector.

25% of consumers are willing to pay more for products from a business that employs apprentices.²

69% of employers say that employing apprentices improved staff retention. 65% of apprentices stay working for the company that trained them when they complete their apprenticeship.

74% of employers say that apprentices improved products or service quality, and 78% say that they improved productivity. Apprentices become highly skilled even before they finish their training.

73% of employers say that staff morale is improved by having apprentices.

The average length of time an apprentice stays with Siemens is 26 years!

“There’s a real buzz in the office around apprentices as people increasingly see the benefits they can bring. Apprenticeships also give staff opportunities to supervise and mentor people – opportunities that they previously may not have had.”

Womble Bond Dickinson, winner at National Apprenticeship Awards 2016

86% of employers said that apprentices helped to develop relevant skills for the organisation, and to fill the skills gap.

“As a result of the speed of change in the technology industry, we knew we had to take action to address the digital skills gap. The combination of gaining high-level skills and full exposure to the industry proposed by degree apprenticeships seemed like the obvious solution.”

Capgemini, Apprenticeship Trailblazer

The Levy



What is it?

The Apprenticeship Levy was announced in 2015 and became law in 2016. It was designed to create long-term, sustainable funding for the apprenticeships scheme. Employers are encouraged to use or lose their apprenticeships levy tax pot, and invest in staff training.

The levy means there is more money available than ever before for apprenticeship training and allows employers to choose which apprenticeships they offer, how many and when. In 2019-20 the funding available for investment in apprenticeships in England was over £2.5 billion, double what was spent in 2010-11 in cash terms.

Since it was introduced, the levy has directly supported almost 313,000 people to start their apprenticeship journey.

The Levy



Who Pays it?


The Apprenticeships Levy is a tax on employers who have a payroll bill exceeding £3 million. The tax is 0.5% of their total bill, and is paid through P.A.Y.E to HMRC. The tax is then held in a 'digital fund' which the employer can access for the purposes of apprenticeship training.

Levy funds will expire 24 months after they enter your digital account unless you spend them on Apprenticeship training.

Levy paying employers can now also transfer up to 25% of their Levy funds to other employers.

The Levy





Who
can use
it?

Levy payers can access the full amount they have paid into the levy pot to fund 100% of the costs for apprenticeships for their staff.

Businesses not paying the Levy are known as Non-Levy Payers

Non-Levy Payers are eligible to receive a 95% contribution towards the cost of the apprenticeship and were not required to set up a Digital Apprenticeship Account initially. If apprentices are 16-18 they can receive a 100% contribution.

SLMDA (SLA) Testimonial

“As a university, BGU has a great 'feel'. The lecturers are all knowledgeable in their subject areas and offer a great balance between supporting/ coaching you (some of us have been out of education for +20years); pushing you (challenging our thinking as senior leaders); and creating a space for us to connect with each other as students and people with a fantastic variety of experience, knowledge, and careers.

Its these aspects that really make it work. In terms of my experience - the Apprenticeship Team really look to help, encourage, and support you - but you also need to be prepared to 'step up' and work with the team. My own experience of the learning is that it has widened my knowledge and thinking - some of the best moments for me have been after a lecture when my lecturer and fellow students have helped me to talk through different/ new models and then I can reflect and think about - so what does that mean for my practice as a leader and as the owner of an SME business?

This is the bit that works for me - a qualification is nice - but a qualification that links directly to you and your business or work is fantastic. This programme has already contributed to my work, and I am now looking at starting a big project to diversify our business - using the knowledge I have gained. I am now coming to the end of my first year of the SLMDA, and I am really glad that I signed up for it and would encourage anyone that is thinking about it to go for it!”

D.C. – Director, CPD Consultancy Group Ltd.

CMDA Testimonial

“Family circumstances meant I declined a University offer to study Politics as a school leaver. The opportunity to study for a degree, whilst working as part of an apprenticeship, was a ‘no brainer’ for me. The benefit of formalising my 30+ years of work experience is already paying dividends in my day job. The learning is relevant and invaluable and I am able to put it into action in the workplace. This has been imperative as we navigate a post coronavirus world.

Having access to the professional support services that a University offers means BGU is an excellent choice to undertake this type of study. I make full use of these especially as I have needed support with academic writing and digital literacy. The library is one of my favourite places as I do like to hold and feel a physical book! The concept of eBooks was initially mind blowing for me - a lot has changed since the late 1980's!

I won't lie, the time commitment can be challenging but, on balance, the advantages of the learning experience and personal development outweigh these and I would encourage anyone considering it to make the next step and find out more.”

S.M. - Enterprise Development Manager, BG Futures

Next Steps

Email: Business@bishopg.ac.uk

Call: 01522 563844

Express your interest via the website:

- CMDA: <https://www.bishopg.ac.uk/courses/appcmd>
- SLA: <https://www.bishopg.ac.uk/courses/appsla>