



Anglia Ruskin University

Higher and Degree Apprenticeships

Anglia Ruskin's main driver for the development and delivery of Apprenticeship opportunities has been, in essence, our recognition of the business opportunities. We are already known for being experts in work-based and distance learning which gives us a distinct advantage to support employers that have coverage over national and international geographic locations.

The university wants to work in partnership with employers and professional bodies to define and create courses which provide the best of all worlds, to meet the skills needs of today and in the future. With a diverse population of students in our University we aspire to do more for all levels of learners; the Apprenticeship route way is one of the ways to do this.

1. Apprenticeship Frameworks and Apprenticeship Standards

We are open to the co-creation of employer-led business solutions that combine higher education learning and were awarded Entrepreneurial University of the Year in 2015 for innovative work with employers. We pro-actively seek new opportunities and have been the 'first to market' with a range of innovative and flexible courses and the University's unique Degrees at Work Unit specialises in finding and creating these opportunities; working with all faculties and supporting employers where there is a good business fit. Degree and Higher Level Apprenticeships are a natural extension of this work.

Our work has spanned across a variety of sectors that include: Engineering Manufacturing; Pharmaceutical; Digital; IT and Supply Chain Management.

We currently have the following apprenticeships:

Higher Level Apprenticeship in Manufacturing Engineering

Higher Level Apprenticeship in International Supply Chain Management

Chartered Manager Degree Apprenticeship

Employers include a range of SME's in the engineering manufacturing sectors; GSK and AstraZeneca for Manufacturing Engineering and Barclays Retail Banking for Chartered Degree Apprenticeship.

2. Apprenticeship Delivery

By creating and building close working relationships with employers we are able to ensure that the Apprenticeships we develop meet their business needs and objectives. We think bespoke and listen to their requirements. We guide them through the processes and language associated with Apprenticeships so that they are clear on commitments, responsibilities, budgets, expectations and outcomes.



We advise them on how work-based study differs from traditional higher level education and how their apprentices can benefit from utilising the workplace as a rich learning environment. Learning in this way enables apprentices to develop the knowledge, occupational competencies and cultural understanding of their own organisations whilst gaining valuable experience and where appropriate, qualifications.

We also comment on the importance of Higher and Degree Apprenticeships for businesses that are developing their talent attraction and retention strategies and the cost savings from recruiting and promoting from within the existing workforce.

3. Apprenticeship Levy

Anglia Ruskin are proactively engaging with existing and new businesses about the Apprenticeship Levy. We are inviting them to talk to us about how we can help and assist them to come to workable solutions to ensure that they get the most from their levy payments by investing in high quality Apprenticeship learning.

We talk about our openness and flexibility in the creation of new Apprenticeship Standards that are suitable for various occupational roles and how we can support them with scoping and assessing their business needs and the Apprenticeship options open to them.

We are also working with a number of professional bodies that include Chartered Management Institute, Institute of Education and Institute Sales & Marketing Management to further develop our provision and provide added value to Apprenticeship Standards.

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Case Studies

Higher Level Apprenticeship - International Supply Chain Management

Our Opportunity:

Logistics represents the fifth largest sector of the UK economy, employing over 1.6 million people with estimated costs of £75bn. Developing highly skilled people, who can manage supply chains and drive efficiencies provides organisations with huge potential for cost reduction, increased profits and potential for reinvestment.

The Logistics Academy at Forth Ports approached Anglia Ruskin University to help develop a Higher Apprenticeship Framework for International Supply Chain Management. This framework would provide the basis for the development of an Apprenticeship programme to help deliver this highly skilled workforce.

An Anglia Ruskin Solution:

The team from Anglia Ruskin and Forth Ports worked together to define the skills, knowledge and behaviours needed in the industry. This included looking closely at key roles including: Supply Chain Designer, Scheduler and both Internal and External Controller.

Of critical importance to unlocking the full potential of the Apprenticeship was the development of higher level learning and thinking skills including: the development of creative thinking, independent enquiry, reflective learning, team working and self-management.

The team's findings were encapsulated in a framework and was approved by the Sector Skills Council (Skills for Logistics) and supported by the National Apprenticeship Service (NAS).

Our first Higher Apprentices in International Supply Chain Management joined from GlaxoSmithKline in January 2015, followed by Apprentices from Premier Foods and Astra Zeneca in early 2016.

What Employers Say:

"From a company perspective, it's important for us to grow our own talent. With our Higher Apprenticeship schemes we are investing in people by equipping them to degree level with real skills and knowledge that will benefit our business, and set them on the road to a great future career with us." David Lynch, Global Head of Engineering GSK.



Chartered Manager Degree Apprenticeship – Barclays

Company Profile:

Barclays is a banking and financial services company based in London, UK with operations in retail, wholesale and investment banking, as well as wealth management, mortgage lending and credit cards. It has around 48 million customers in over 50 countries.

Our Challenge:

To design and deliver a work-based management degree programme, which aligns to their Higher Apprenticeship in Leadership & Management programme to ensure that both individual and organisational needs are met

An Anglia Ruskin Solution:

We developed an innovative three year work-based BA (Hons) Management & Leadership degree which is delivered by our Lord Ashcroft International Business School through a mixture of face-to-face contact via residential study blocks, access to online learning materials, the provision of a personal tutor contact and a Barclays business mentor providing guidance and support whilst on programme. We were proud to be one of the first universities in the UK to launch the Chartered Manager Degree Apprenticeship with Barclays in October 2015. The programme is enhanced by offering apprentices the opportunity to not only achieve a degree but acquire Chartered Manager status with the Chartered Management Institute and receive the final award of the Degree Apprenticeship.

What Barclays Say:

“Barclays is very excited to be part of the new Degree Apprenticeship Programme in Leadership and Management. It will allow us to use the very best academic resources available to develop and grow future leaders across Barclays. The Degree Apprenticeship offers an alternative pathway to attain a degree for those that don’t want to or cannot go to university. It supports our vision of allowing anyone who has the right attitude and aptitude to progress and develop their career no matter what background they are from.”

Mike Thompson

Director for Early Careers

Personal & Corporate Banking

Barclays plc