



## Sheffield Hallam University

### An Institution Wide Approach to Higher and Degree Apprenticeship based on Regional Skills Needs and Employer Demand

#### 1. Higher Level Skills - Employer Engagement

Sheffield Hallam University (SHU) has delivered extensive higher-level vocational programmes in collaboration with and for employers for many years. Clients include JCB, Barratt Homes, Kier, Network Rail and Nestlé, where we have extensive construction, engineering, manufacturing and management programmes.

More recently SHU has focused on the higher and degree apprenticeship agenda, developing a nationally acknowledge reputation in this area and is considered by BIS, SFA and UVAC to be one of the leading HE institutions in developing a broad portfolio of Higher and Degree Apprenticeships.

Furthermore, within the region we have commenced a project aimed at providing employers within the Sheffield City Region (SCR) with much needed clarity on access to a cohesive and joined up Apprenticeship offer for the development of their workforce. We aim to target the construction, engineering and IT sectors due to the needs of the indigenous workforce within the SCR and in line with the priorities of the SCR Local Enterprise Partnership (LEP).

The project is led by Sheffield Hallam University in conjunction with employers and FE providers within the SCR with the aim of mapping existing provision across all levels and articulating for employers and their employees (existing or potential) clear progression pathways from level 2 to level 7.

#### 2. The SHU Institutional Infrastructure to support Higher and Degree Apprenticeships

Previously employer provision tended to be developed by SHU departments separately. In September 2015 a new directorate of Education and Employer Partnerships was launched to provide an institutional view of higher-level skills. The new directorate aims to respond in a more coordinated way to opportunities, bringing together opportunities available across the University's four faculties, such as Degree Apprenticeships.

To ensure we can be responsive in meeting employer demand, Sheffield Hallam has a work-based learning framework that allows us to design and approve programmes rapidly. A pre-validated degree framework is available at undergraduate and post-graduate level, which comprises the common core of work-based learning activity for all such degrees. This is then combined with subject specific content. A standing panel that

meets ten times a year then needs only to approve the additional subject specific elements. SHU are using the Framework to approve some of the Higher and Degree Apprenticeship programmes we deliver.

The Directorate of Education and Employer Partnerships is responsible for:

- higher education partnerships in the UK (including with further education colleges) as well as transnational educational partnerships, and
- employer partnerships

The work with employers includes exploring how opportunities for students can be enhanced (for example, through placements and graduate jobs) as well as developing bespoke commercial provision such as Higher and Degree Apprenticeships.

The university, via the Directorate, is represented on the LEP's Skills, Employment and Education Board. They are working with partners towards a more joined-up approach to Apprenticeships, which enable people to move through the different levels of Apprenticeships with the same company but different education providers. They are also working with further education colleges in the region to explore new opportunities to develop products and programmes that focus on delivering the skills that employers need to support the economic growth of the region.

### 3. Progress to date

#### I. Chartered Management Degree Apprenticeship (*Sheffield Business School*)

- Approximately 20 students over 2 cohorts
- Corporate Provision with Nestlé, Sheffield Business School
- Nationally recognised Flagship Trailblazer Degree Standard
- Employer Engagement Event proposal to launch open version of the programme for September 2016.

#### II. Facilities Management (Foundation Degree), Higher Apprenticeship Framework (*Sheffield Business School*) (Optional top up to full honours degree, not publicly co-funded)

- Employer interest developing
- SHU is now working with corporate partner Kier to lead the national development of a Trailblazer Degree Standard; this will facilitate progression of the existing offer and generate a new corporate provision to Kier following coordination of cross faculty activities

#### III. Mechanical Engineering (Foundation Degree), Materials Engineering (Foundation Degree), Higher Apprenticeship Frameworks (*Faculty of Arts, Computing, Engineering and Science*)

- Optional top up to full honours degree

- Working with Sector Skills Council, SEMTA to develop a matching Degree Apprenticeship Standard to evolve the product
  - Including Provision under sub-contract to Derby College, approximately 30 enrolled with a likely increase in 2016
- IV. Rail Engineering Foundation Degree, Higher Apprenticeship (*Faculty of Arts, Computing, Engineering and Science*)** (Optional Degree Top up award available, employer funded)
- Low risk, existing business enhancement, longer-term sustained growth
  - Corporate Provision to Network Rail under negotiation
  - Options to offer to Transport for London pending
  - New Degree Apprenticeship Standard under discussion
- V. Food Engineering (*Faculty of Arts, Computing, Engineering and Science*)**
- Strong potential and connects cross-faculty with multiple UK companies through our National Centre of Excellence for Food Engineering
- VI. Construction, Degree Apprenticeship (*Faculty of Development and Society*)**
- Strategy to rejuvenate part-time recruitment
  - Awaiting approval of assessment plan
  - Agreement in principle with Kier to transfer current provision and grow provision significantly
- VII. Quantity Surveying Degree Apprenticeship (*Faculty of Development and Society*)**
- Strategy to rejuvenate part-time recruitment
  - Delay caused by BIS /SFA withholding approval for Trailblazer Standard – now approved
  - Agreement in principle with Kier to transfer existing students on Corporate Provision and enhance faculty income
- VIII. Digital Industries Degree Apprenticeships (*Faculty of Arts, Computing, Engineering and Science*)**
- Strong Growth potential for new part time offer in key sector
  - Large and SME local employers engaged with potential to start in September 2016
- IX. Allied Health Practitioner Apprenticeship (*Faculty of Health and Wellbeing*)**
- Foundation Degree under development for franchise arrangements to utilise either existing Apprenticeship Framework and/or progress into new Degree Apprenticeship Standard
  - Strong Growth potential working with FE and key employer partners
  - Funding crisis in Nursing and Allied Health Practitioners - Apprenticeship Levy seen as key new funding mechanism



- Developments also extend to an Ultrasound proposal where SHU is proactively bringing together employer interests to form an employer-led Trailblazer group

**X. Children, Young People and Families (*Faculty of Health and Wellbeing*)**

- Working to generate a Trailblazer Group of Employers to lead the market into a new Degree Apprenticeship Standard

#### **4. Driving growth through Higher and Degree Apprenticeships – CASE STUDY**

Sheffield Hallam University, alongside the Sheffield City Region LEP, is driving forward the apprenticeships agenda and is planning for delivery of 240 Higher and Degree Apprenticeships places over the next few years. Also, by mapping the apprenticeship landscape in selected growth sectors they are assisting employers navigate the opportunities on offer within the region.

Sheffield Hallam has always welcomed the challenge of blending hands-on work based experience and robust high quality degree programmes. Consequently the 'Trailblazer Initiative' which sees employers lead the creation of 'Degree Standards' and asks universities to engage in developing them was a natural fit for Sheffield Hallam.

In September 2015 the University was allocated funding from the Skills Funding Agency for more than 240 Higher and Degree Apprenticeship places - the highest allocation for any university in England. Subjects include engineering, business and management, and facilities management - all of which are now running. In addition the University is working towards offering Apprenticeships in Construction and Quantity Surveying, Health Practitioner, and Digital.

The Apprenticeship Levy, due to launch in 2017, provides a strong call to action for businesses. The University has adapted to the funding environment through agile collaboration with employers and stakeholders to provide solutions to skills needs, through innovative products. Sheffield Hallam University continues to create opportunities for businesses to engage by:

- Influencing the design and content of apprenticeship programmes to respond to the workforce development needs, through funded programmes;
- Progressing workforce and a supply of talent up to degree level with industry-specific, work-based and high quality accredited programmes.

Conor Moss, Director of Education and Employer Partnerships said:

*“Higher and degree apprenticeships are a great new way to attract, develop and retain the best talent. We are delighted to be pioneering them at Sheffield Hallam, giving regional and national employers the chance to take their staff development to the next level”.*

Sheffield Hallam University has an established track record of creating work-based degree courses to meet the specialist skills needs of companies such as Kier, Barratt, and JCB.

In addition, working in collaboration with Nestlé, Sheffield Hallam University has proudly pioneered the new Chartered Manager Degree Apprenticeship, which will give young

people an outstanding opportunity to become the next generation of business leaders. On successful completion of the scheme, apprentices will gain a degree from Sheffield Hallam, funded by Nestlé, a permanent job with Nestlé and become professional member of the Chartered Management Institute. Professor Isobel Doole, current Dean of Sheffield Business School said:

*"This latest development highlights why Sheffield Hallam University is emerging as a leading player in Higher and Degree Apprenticeships, both within the Sheffield City Region and nationally."*

Dame Fiona Kendrick, CEO & Chairman of Nestlé UK&I added *"Nestlé are delighted to be part of this programme, the first of its kind in the food industry. This is the next step on Nestlé's journey to creating flexible entry points and varied career development opportunities for young people in the UK."*

Haleema Baker-Mir, 18, a Nestlé apprentice on the scheme said: *"At school I always preferred to learn by doing, and so I felt an Apprenticeship was the right course for me. I find it incredible that at the age of 21, I'll have not only a degree but also a professional status. I'll already be in a role with a job under my belt and I'll have the work experience; I feel I'll be in a better position."*

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