



Universities UK

Degree Apprenticeships:

A new way for Universities to engage with Industry

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*“They [Degree Apprenticeships] will **bring the world of business and the world of education closer together**, and let us build the high-level technical skills needed for the jobs of the future.”*

- David Cameron

Why develop Degree Apprenticeships?

Benefits for universities (providers):

- » Important income stream for universities
- » Help widening participation
- » Way of diversifying universities' offer
- » Increase employability
- » Raises profile
- » Develop employer relationships
- » Creating a more relevant curriculum for employers

Why develop Degree Apprenticeships?

Benefits for employers:

- » Play central role in the design and delivery of apprenticeships
 - » Standards and assessment primarily designed by employers
- » Meet demand for higher level skills
- » Provide progression routes for those who have completed an apprenticeship at a lower level
- » Attracting new talent into a sector or region
- » Improving their competitiveness and productivity
- » Retaining and training existing staff

Current Challenges

- » Uncertain and confusing policy landscape
- » Lack of internal interest/knowledge to take action
- » Lack of awareness and promotion
- » Quality assurance
- » Different funding systems
- » Difficulties in finding local employers
- » Other, more urgent institutional priorities

The Levy and employers

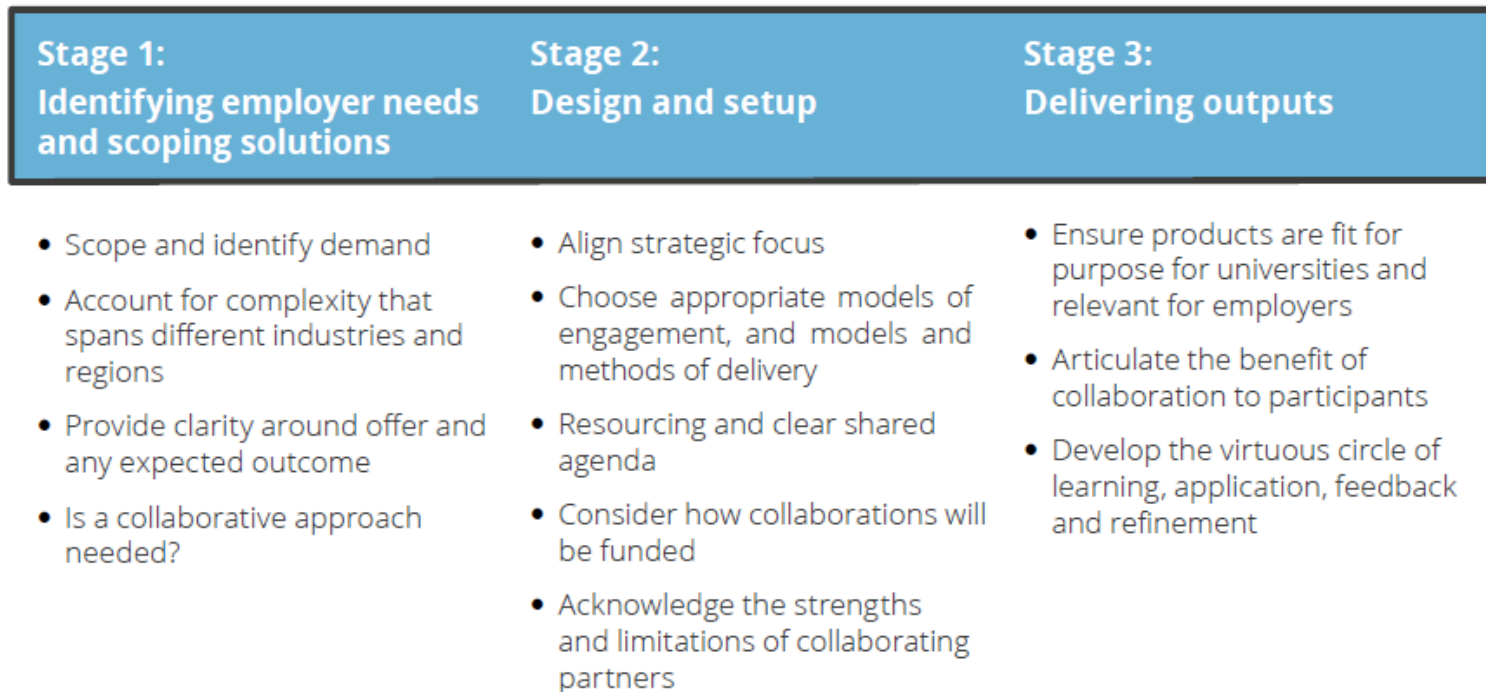
The Levy:

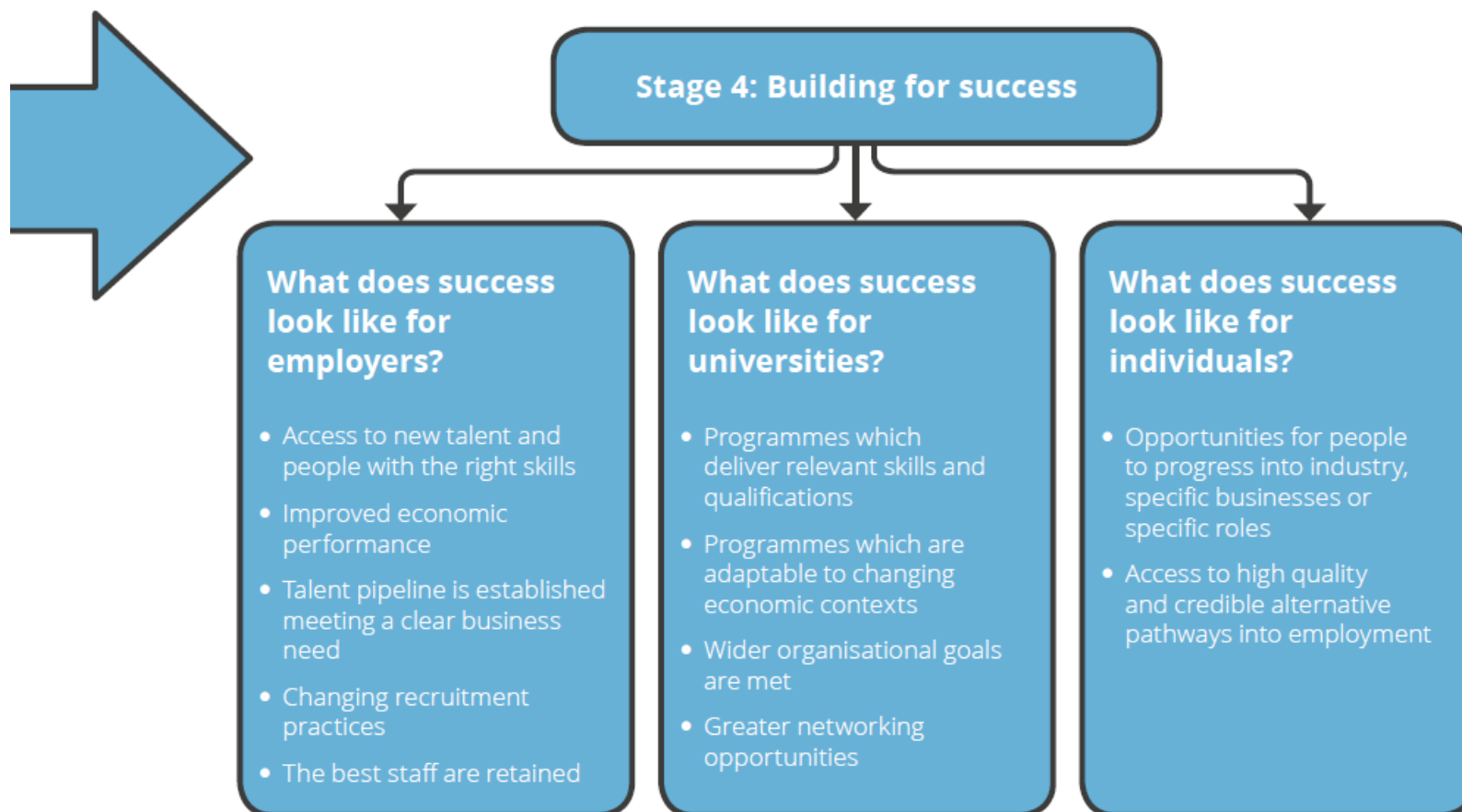
- » A tax to motivate employers to pay for and employ apprenticeships
- » To help the government meet its target of 3 million apprenticeship starts by 2020
- » To save money, make it sustainable
- » To improve skills and drive productivity
- » It applies to all UK employers but spending, distribution, priorities are for the devolved authorities

Developing employer partnerships

- » Start to work, initially, with employers you already know well
- » Focus on identifying and addressing business critical skills
- » A genuine partnership is needed, where both parties recognise each other's contribution
- » Bring employers together when developing partnerships
- » Regular communication between employers and universities
- » Keep employers informed
- » Consider how intermediaries, such as the local chamber of commerce or LEP groups might be able to help you make links with employers
- » Invest time in building strong employer relationships

Figure 1: Stages of effective collaboration

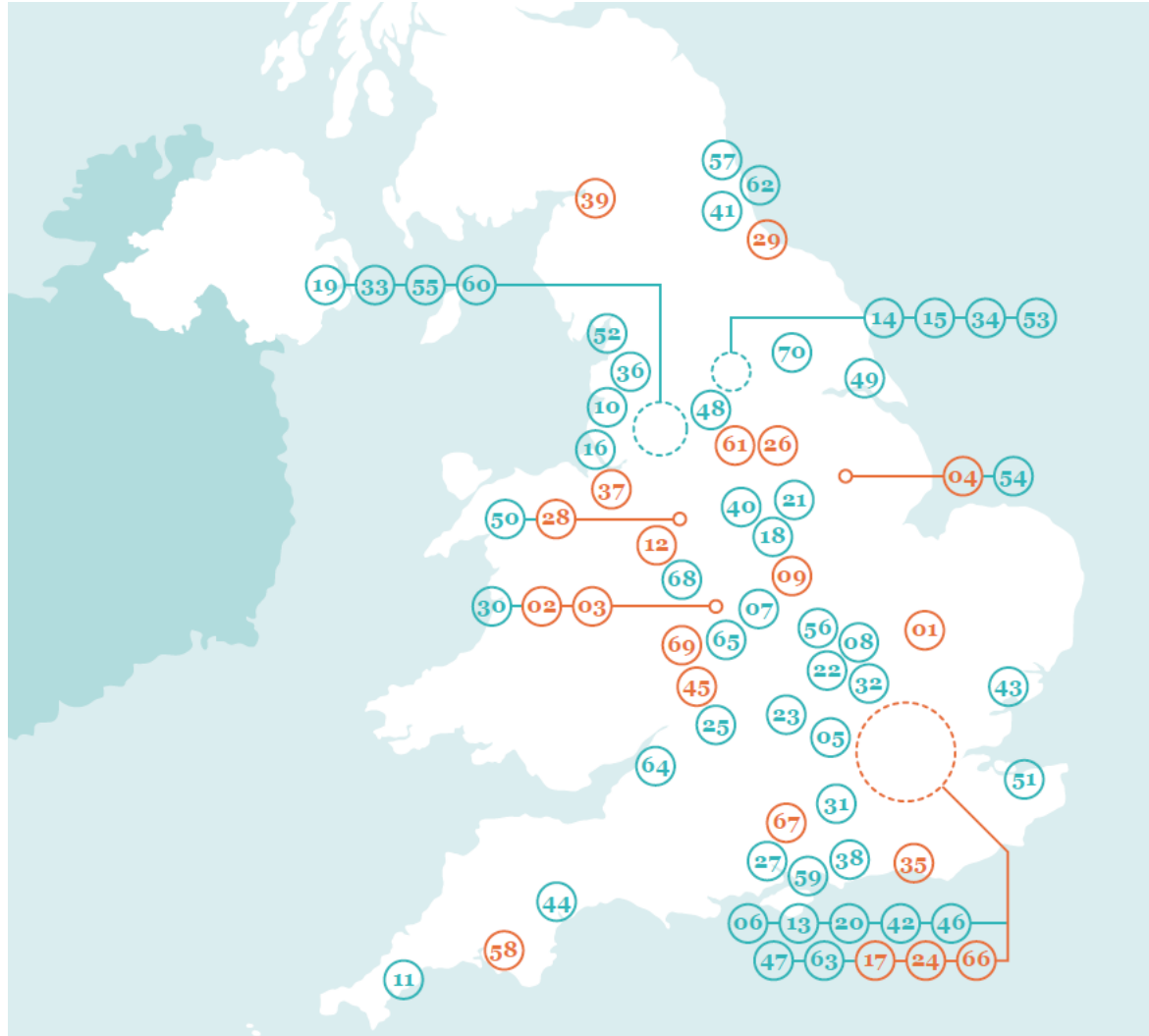




Universities on the register of training organisations

UNIVERSITY NAME	UNIVERSITY NAME
01 Anglia Ruskin University	36 University of Central Lancashire
02 Aston University	37 University of Chester
03 Birmingham City University	38 The University of Chichester
04 Bishop Grosseteste University	39 University of Cumbria
05 Buckinghamshire New University	40 University of Derby
06 City University London	41 Durham University
07 Coventry University	42 University of East London
08 Cranfield University	43 The University of Essex
09 De Montfort University	44 University of Exeter
10 Edge Hill University	45 University of Gloucestershire
11 Falmouth University	46 University of Greenwich
12 Harper Adams University	47 University of Hertfordshire
13 Kingston University	48 The University of Huddersfield
14 Leeds Beckett University	49 The University of Hull
15 Leeds Trinity University	50 Keele University
16 Liverpool John Moores University	51 The University of Kent
17 London South Bank University	52 Lancaster University
18 Loughborough University	53 The University of Leeds
19 Manchester Metropolitan University	54 University of Lincoln
20 Middlesex University	55 The University of Manchester
21 Nottingham Trent University	56 The University of Northampton
22 The Open University	57 University of Northumbria at Newcastle
23 Oxford Brookes University	58 Plymouth University
24 Queen Mary University of London	59 University of Portsmouth
25 The Royal Agricultural University	60 The University of Salford
26 Sheffield Hallam University	61 The University of Sheffield
27 Southampton Solent University	62 University of Sunderland
28 Staffordshire University	63 University of the Arts, London
29 Teesside University	64 University of the West of England
30 University College Birmingham	65 The University of Warwick
31 University for the Creative Arts	66 The University of West London
32 University of Bedfordshire	67 University of Winchester
33 The University of Bolton	68 The University of Wolverhampton
34 The University of Bradford	69 University of Worcester
35 University of Brighton	70 The University of York

Universities on the register of training organisations



Case study: Aston University

- » Working in strategic partnership with Capgemini
 - » Digital and Technology Solutions programme
 - » Help address acute skills shortage in the UK IT industry
- » Capgemini
 - » Major national employer
 - » Experiencing worsening skills shortage
 - » Recruit around 120 graduates in software engineering per year
- » Apprentices are recruited jointly by the institution and employer
- » Degree Apprenticeships are helping to increase Aston's student recruitment
 - » Widening participation in Higher Education

Case Study: Sheffield Hallam University

- » Delivery of extensive higher and vocational programmes in collaboration with reputable employers
 - » Business Management
 - » Facilities Management
 - » Construction
 - » Engineering
- » New directorate of Educational and Employer Partnerships (2015)
 - » Higher Education Partnerships
 - » Employer Partnerships
- » Sheffield Hallam instituted a work-based learning framework

- » providing sector leadership on degree apprenticeships with a network of vice-chancellors to support this role
- » collaborating with the Skills Funding Agency and the Department for Business, Innovation and Skills on the dissemination of guidance and the development of policy
- » providing briefings and updates to members on the development of policy and ensuring universities have the opportunity to contribute to policy making
- » working with UVAC, UCEA, the Higher Education Funding Council for England, GuildHE and others to provide advice, guidance and networking opportunities
 - » Policy Intern – HE Trailblazer
 - » Policy Intern – Degree Apprenticeship

Graduate level apprenticeships in Scotland

- » The development of graduate level apprenticeships is being led by Skills Development Scotland (SDS), a government agency
- » SDS is currently inviting bids from universities and colleges to design and deliver a number of pathfinder programmes in IT and engineering. It is looking to fund 125 places in total in 2016/17, with funding for this initial cohort coming from SDS and European Social Funds
- » By 2020, SDS has indicated it believes there is scope for the number of graduate level apprentices in Scotland to increase to 3000+ (across over 100 programmes, at sub-degree, undergraduate degree and postgraduate degree level) – with the expectation that expansion in future years will be supported by Apprenticeship Levy funding

The Levy:

- » Government held a consultation over the summer on how to use Scotland's share of UK Apprenticeship Levy funding (which will flow directly to the Scottish Government, rather than being available for employers to access as in England). The consultation included proposals to support growth in graduate level apprenticeships in Scotland
- » The conclusions of the consultation are expected by the end of October, and it is anticipated that this will provide more information about the Scottish Government's planned way forward on graduate level apprenticeships in Scotland
- » The Scottish Government has indicated that the size of Scotland's share of Apprenticeship Levy remains unclear, however. It will depend on data to be collected by the HMRC, and is likely to be known in early 2017



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