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Innovation through degree apprenticeships- from c

MOSS, Conor

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SHU's Apprenticeship Journey - Towards Innovation through Chaos

Conor Moss

Dean of Work-Based Learning &

Group Director Business, Skills and Employability

“Innovations rarely emerge from systems with high degrees of order and stability” (Pascale et al 2000)

What's available?

Leadership & Management

- Operations/Departmental Mgr
- Chartered Manager
- Senior Leader
- Supply Chain Leader

Digital & Technology

- Digital & Technology Solutions Specialist - Software Engineer
- Digital & Technology Solutions Professional
  - Software Engineer
  - Business Analyst
  - Cyber Security Analyst
  - Data Analyst
  - IT Consultant
  - Network Engineer

Food & Drink Sectors

- Food Technologist
- Food Engineering
- Packaging Professional

Academic Professional

Building & Surveying

- Quantity Surveyor
- Building Surveyor
- Commercial Property / Valuation Surveyor
- Chartered Town Planner
- Construction Site Supervisor & Manager
- Architect

Engineering

- Mechanical
- Electrical
- Manufacturing
- Materials
- Rail Engineering

Health & Social Care

- Health and Social Care
- Social Worker
- Occupational Therapy
- Physiotherapy
- Healthcare Science Practitioner

Under development (subject to approval)

- Radiography
- Paramedic Practice
- Police Constable
- PG Engineering
- Advanced Clinical Practitioner

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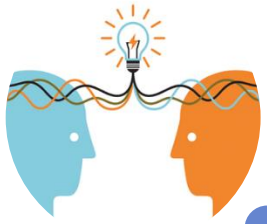
The apprenticeship journey- Stages of organisational adoption

Mainstreaming & BaU



Growing understanding and ownership

Rising Awareness

Blind Optimism

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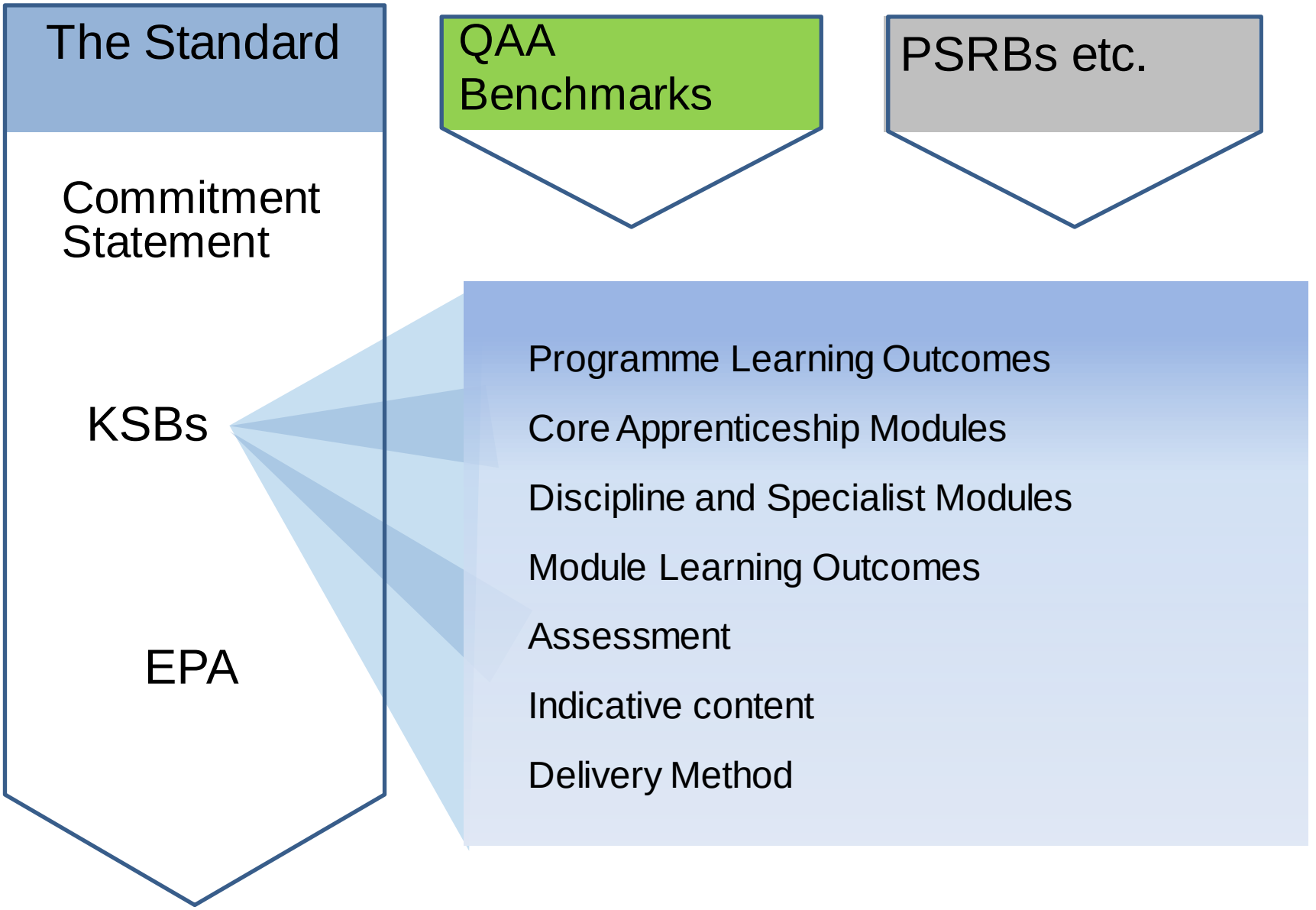
Innovation through Design

Apprenticeship Work-Based Learning Framework

SHU Apprenticeship Design



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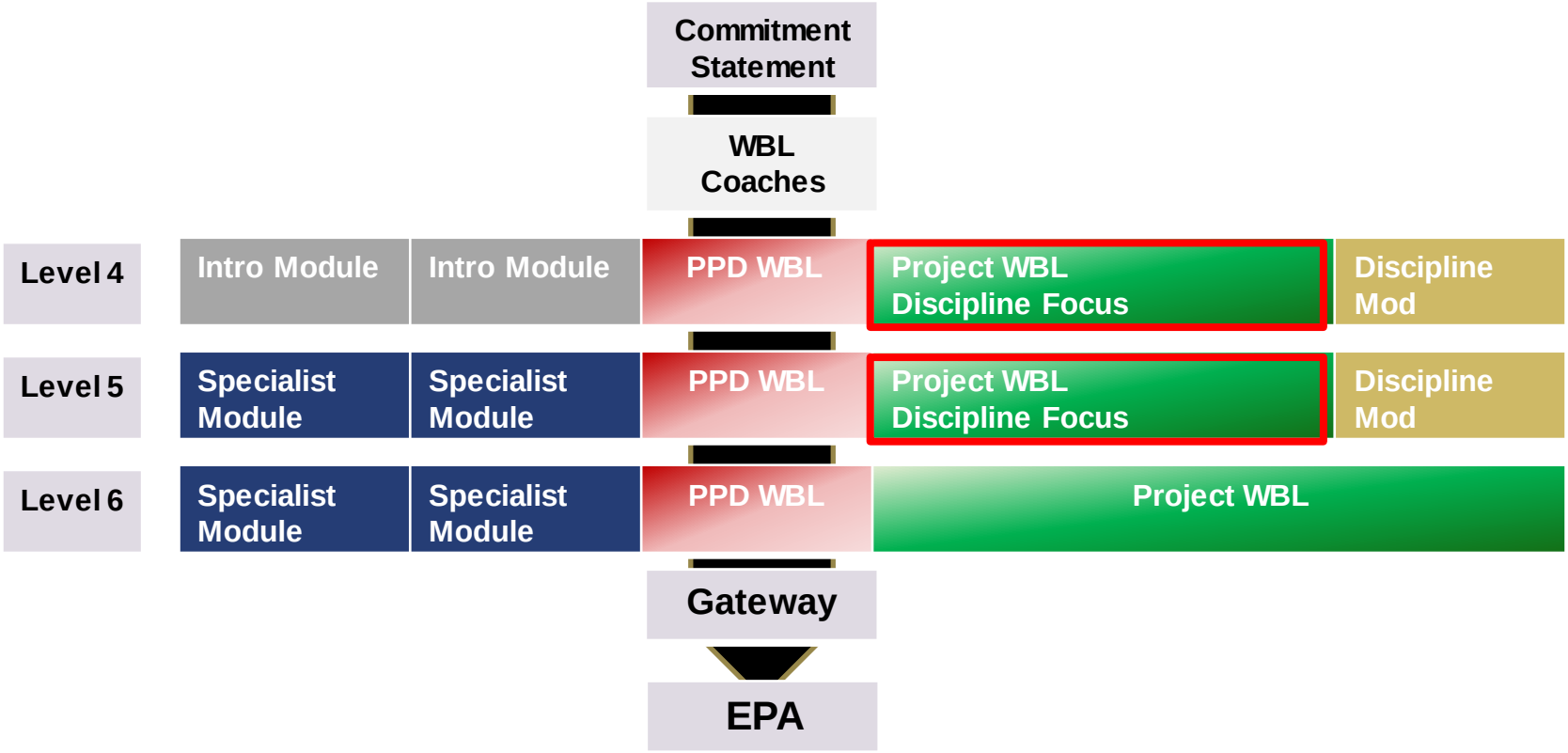
Apprenticeship Work-Based Learning Framework



Nb. Each award is design to meet the Apprenticeship Standard and so the structure of the course and support offer will vary

PPD = Personal and Professional Development

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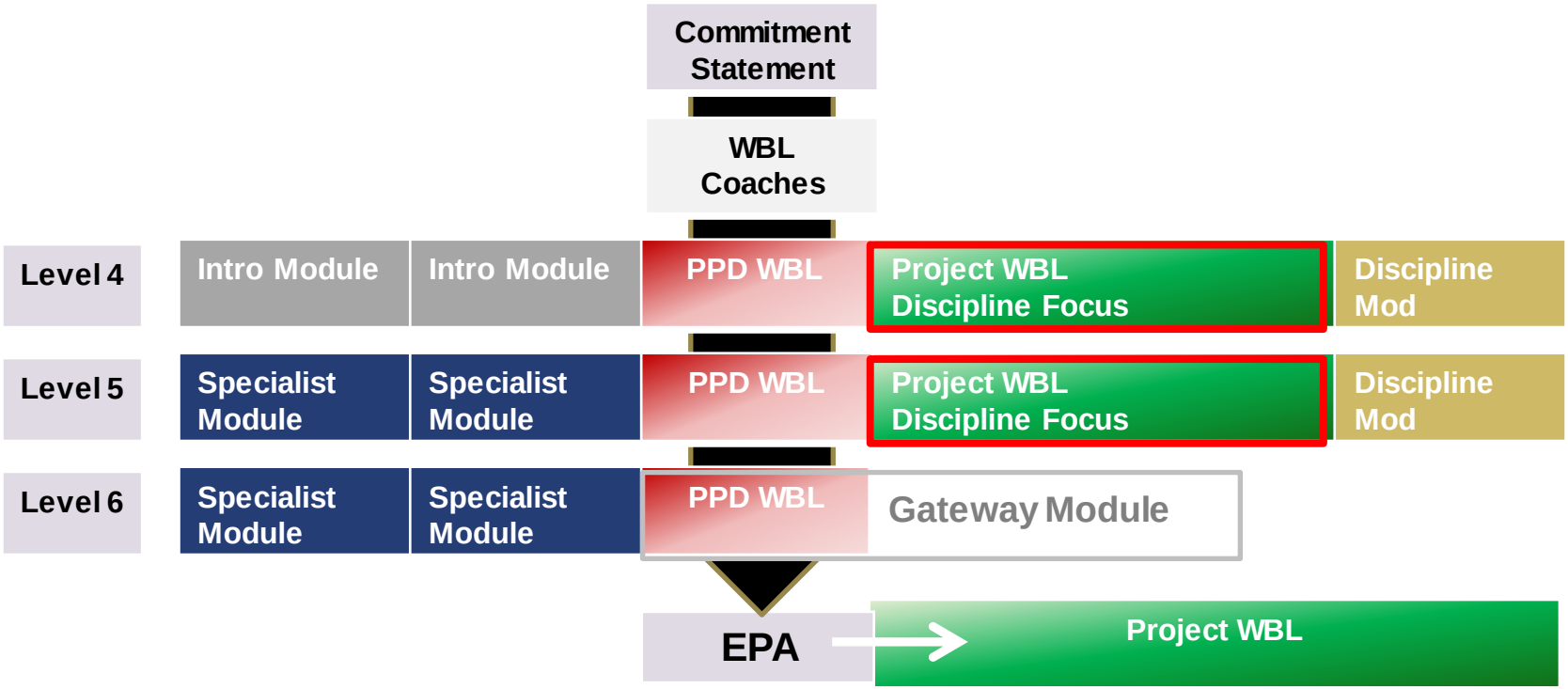
Apprenticeship Work-Based Learning Framework (Integrated EPA)



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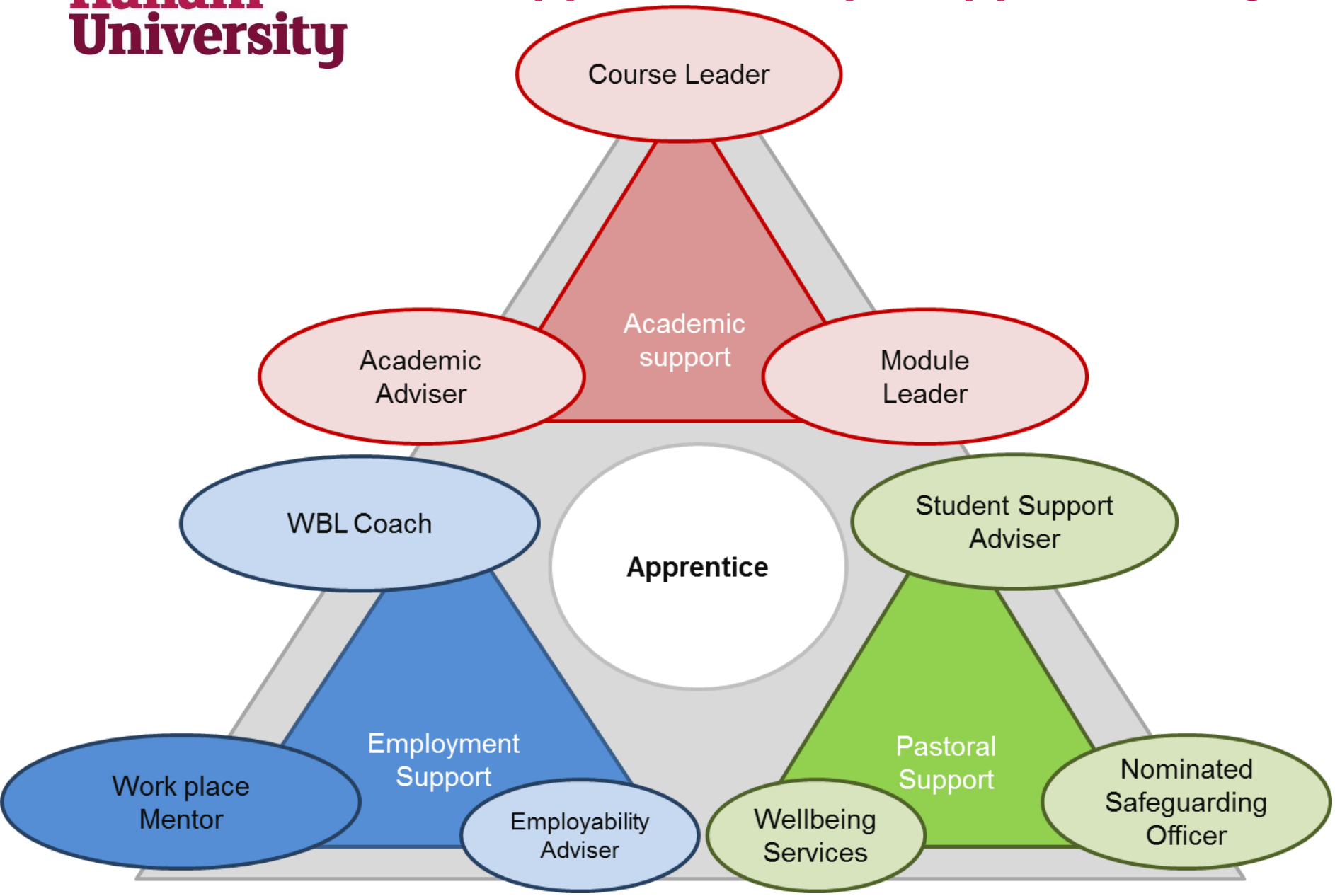
SHU Apprenticeship Support Triangle



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Innovation through Delivery

Work-Based Learning Coaches

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Work-Based Learning Coaches

- Supporting the quality and efficiency of our Apprenticeship portfolio
- Works with colleagues in departments to support sector-focussed programmes
- Pre-join suitability interview: skills scan; career discussion - Is this the right programme?
- The Skills Scan informs the starting position - Feeds PPD module and Review 1
- Manage Progress Reviews - quarterly three-way discussions to support and plan
- E-Portfolios: Focus on evidence of impact, targets for EPA and development
- Negotiation, planning and monitoring of WBL Projects
- Help employers to understand and meet their obligations
- Feedback into academic practise and workplace impact

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Work-Based Learning Coaches

- **Every Apprentice is entitled to support from the employer and University.**

Coaches ensure:

- ✓ planning for and monitoring 20% off the job learning
- ✓ appropriately challenging targets (individualised SMART action plans).
- ✓ linking up to careers advice in the employer and SHU
- ✓ welfare support, including attendance, safeguarding, staying safe online - referrals
- ✓ opportunity for literacy and numeracy development
- ✓ engagement with British Values, Prevent, Equality Diversity & Inclusion

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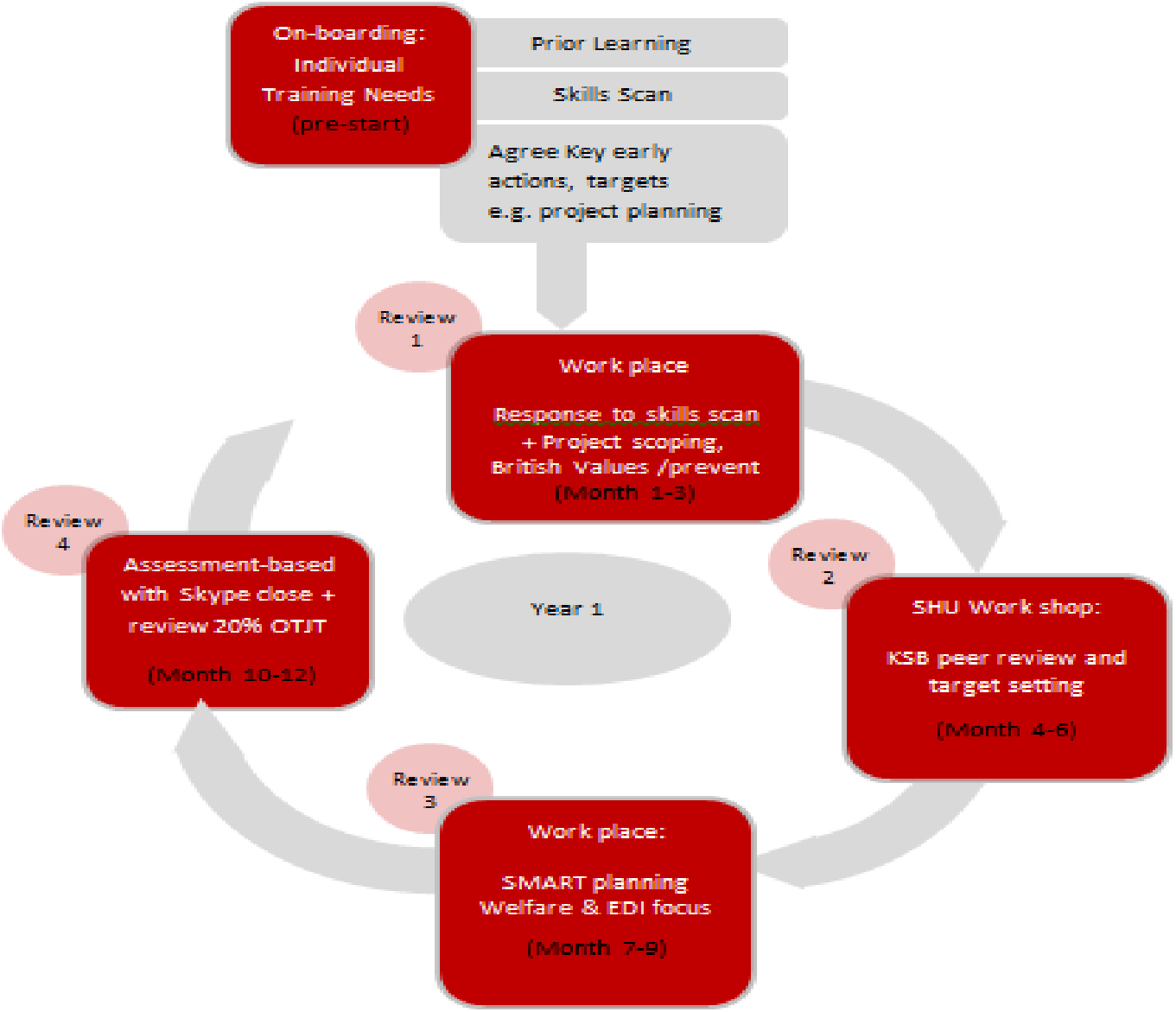
Review Cycle



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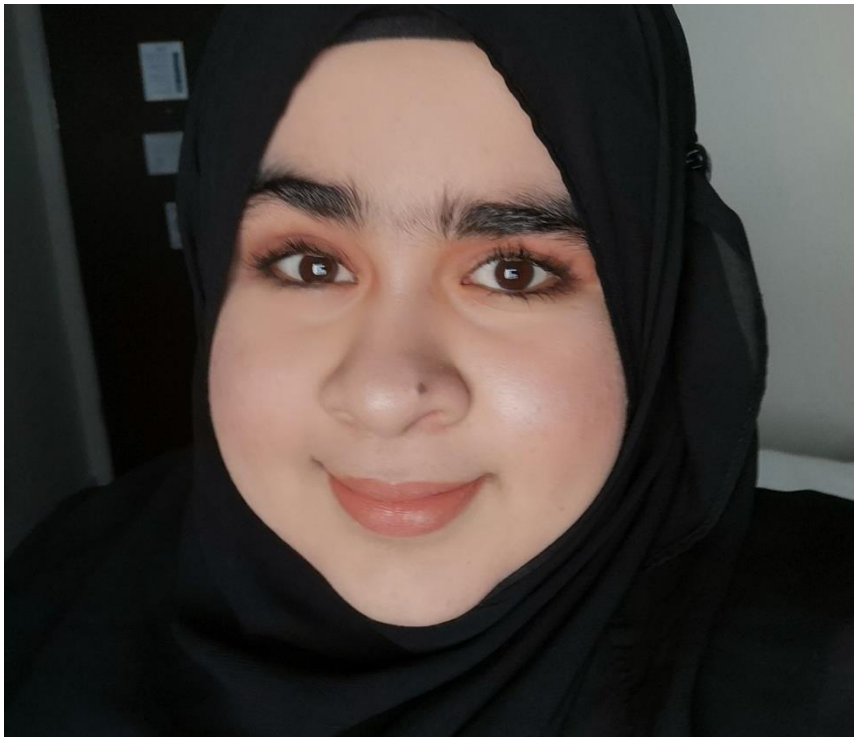
Maryum Mirza



Degree Apprentice

Digital and Technology Services

Wipro