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Professional Learning Programmes and Masters Apprenticeships

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The Apprenticeship Levy

- As of 6th April 2017 all employers with an annual wage bill of over £3m have to pay into the apprenticeship levy
- The levy is charged at 0.5% of the pay bill and is to be used to fund apprenticeship training in the organisation
- The money can only be used to fund apprentice training and end-point assessment. It cannot go towards salary or overhead costs
- Any money that isn't spent within 24 months of being paid into the apprenticeship fund goes to the government
- The cost per technical apprenticeship varies between £15,000 and £27,000, so it's going to be hard to spend this money

Apprenticeships have evolved



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- There are now different levels of apprenticeships

Apprenticeship Level	Equivalent educational level
Intermediate (2)	GCSE
Advanced (3)	A level
Higher (4,5,6,7)	Foundation degree and above
Degree (6 & 7)	Bachelor's or Master's degree

- An opportunity to bring in talent at different stages of their career
- There are no age restrictions on apprenticeship schemes
- They can be used to upskill and retrain existing staff members



We'd be mad not to.....

- It's a chance to think differently about the way we resource the IT Service
- We can recruit talent at the start of their career and allow them to gain “job ready” practical experience, whilst studying
- Tailored on-the-job training enabling us to build the skills we need in our workforce, supporting our people plans and helping us move towards our future state resource model
- Apprenticeships will bring diversity of thought and different types of experience in to the service
- ***Higher level apprenticeships can be used to retrain/upskill existing staff members***
- Financial savings through reduction in recruitment costs (no agency involvement) and initial salary savings
- A cost effective approach to funding training for IT by utilising levy funding

Our Programmes



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- Professional Learning Programmes, rather than apprenticeships

Entry level

- Traditional approach
- Bringing new talent in to the service
- Grade 2 entry point

Higher Level – Development Programmes

- Internally advertised
- Honour existing grade
- Strong message to staff about our commitment to development
- PDP's based on university promotions criteria
- Rewarding the right behaviours

What's next?



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Growing our own:

- Masters Level Programme for Research IT Staff
- Development Programmes for Research IT Staff
- Graduate training scheme for non IT graduates
- Supporting career change across the university not just IT

Supporting teamwork and collaboration:

- Bespoke IT programme
- University of Leeds providing the training

Masters Level Programme

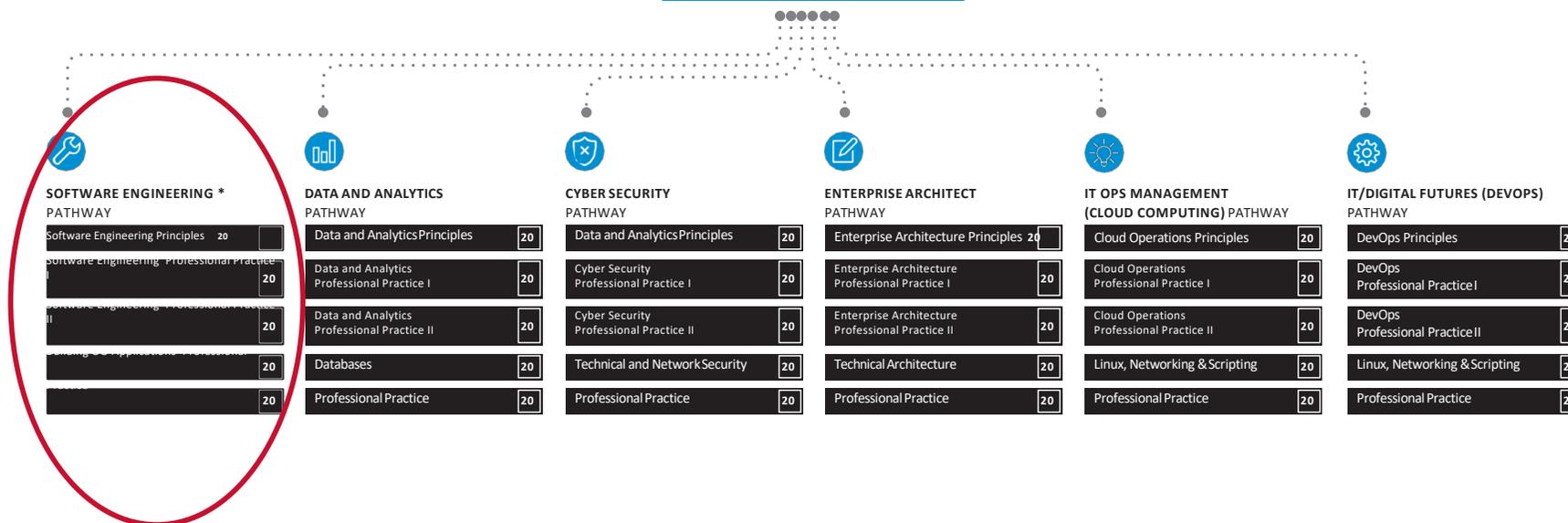


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COMMON MODULES

Business and Technology	20
Technical and Digital Leadership	20
Major Postgraduate Project	60

SIX PATHWAY OPTIONS





Masters Level Programme

COMMON MODULES

Module Name	Business and Technology
Credits	20
Optional / Core	Core
Year	Year 1
Description	<p>In this module, the learner will develop critical knowledge and skills in Innovation in Business and Technology.</p> <p>Typical topics covered in the module include; understanding the typology of innovation, how firms leverage internal and external resources to compete in the digital environment, and how to plan for innovation in the learner's organisation.</p> <p>This module prepares learners to think about innovation activities in the context of their IT specialism as well as the wider organisation and business ecosystem.</p>

Technical and Digital Leadership
20
Core
Year 1
<p>In this module, the learner will develop critical knowledge and skills in Technical & Digital Leadership.</p> <p>Typical topics covered in the module include; understanding the art and science of leading engineering and technology organisations and how to leverage a combination of individual capabilities and technology management practices and tools to deliver business impact and performance.</p> <p>This module addresses a critical gap in the learning and career development of future leaders operating in complex technological environments.</p>

Major Postgraduate Project
60
Core
Year 1
<p>In this module the learner will engage in a major applied research project, which demonstrates their ability to:</p> <ul style="list-style-type: none">• Undertake an extensive academic literature review• Develop evaluative skills and research outcomes in Digital & Technology Solutions• Apply them in the learner's workplace context• Critically analyse the implementation and recommend potential future improvements

Masters Level Programme

SOFTWARE ENGINEERING PATHWAY

Module Name	Software Engineering Principles
Credits	20
Optional / Core	Core
Year	Year 1
Description	<p>In this module, the learner will develop critical knowledge and skills in Software Engineering.</p> <p>Typical topics covered include; software life cycle models, agile development, continuous integration and source control, organising development projects, object-oriented modelling and test driven development - all areas considered to be essential for a Software Engineering professional.</p>

Software Engineering Professional Practice I
20
Core
Year 1
<p>A key element of the learner's journey towards becoming a Digital and Technology Specialist is their ongoing skills development. This is the first of two core modules in which they shall engage in a recognised CPD programme relating to their specialist pathway and to reflect upon how such learning can be embedded back into the workplace. To enable this we will consider the following areas:</p> <ul style="list-style-type: none"> • Identification of a relevant skills need and subsequent CPD programme, embedded into the learner's module delivery • Design and presentation of a Professional Practice Log using appropriate reflective framework • Strategies to embed learning from their CPD into practice

Software Engineering Professional Practice II
20
Core
Year 1
<p>A key element of the learner's journey towards becoming a Digital and Technology Specialist is their ongoing skills development. This is the second of two core modules in which they shall engage in a recognised CPD programme relating to their specialist pathway and to reflect upon how such learning can be embedded back into the workplace. To enable this we will consider the following areas:</p> <ul style="list-style-type: none"> • Identification of a relevant skills need and subsequent CPD programme, embedded into their module delivery • Design and presentation of a Professional Practice Log using appropriate reflective framework • Strategies to embed learning from their CPD into practice



Masters Level Programme

SOFTWARE ENGINEERING PATHWAY



Module Name	Building OO Applications
Credits	20
Optional / Core	Optional
Year	Year 1
Description	<p>In this module, the learner will develop knowledge and skills in Object Oriented (OO) Applications.</p> <p>Typical topics covered include; Analysing real-world software systems challenges and development of structured solutions, object oriented analysis and design methodologies, graphical object oriented software modelling and associated tools, key object oriented design concepts and features such as data abstraction, classes and class hierarchies (inheritance), polymorphism, encapsulation and implementing OO solutions in modern object oriented programming languages.</p>

Professional Practice
20
Optional
Year 1
<p>A key element of the learner's journey towards becoming a Digital and Technology Specialist is their ongoing skills development. This module requires them to engage in recognised CPD programmes relating to their specialist pathway and reflect upon how such learning can be embedded back into the workplace. To enable this we will consider the following areas:</p> <ul style="list-style-type: none"> • Identification of a relevant skills need and subsequent CPD programme, embedded into their module delivery • Design and presentation of a Professional Practice Log using appropriate reflective framework • Strategies to embed learning from their CPD into practice



Masters Level Programme

ENTRY CRITERIA

Academic entry criteria

Standard Entry Requirements

Applicants will usually have obtained: an honours degree (2:2 or above) in an appropriate Computing, Technology or Engineering discipline, or with the appropriate aptitude for a role in technology.

Non-standard entry with work experience

Relevant qualifications and/or work experience will be taken into consideration where the applicant has the judged potential to benefit from the programme. Requests will be considered on an individual basis where appropriate.

English language requirements

GCSE at Grade C or above; IELTS 6.0 with 5.5 in each band, or equivalent. Functional skills Level 2 in English is accepted as equivalent.

Applicants can sit the QA Higher Education English test, where 60% is required.

Maths requirements

GCSE maths at grade C or above, or equivalent are required for entry. Functional skills Level 2 in maths is accepted as equivalent

This can be exempted by successfully passing the QAHE maths test (score 8 out of 15).

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