

OXFORD  
**BROOKES**  
UNIVERSITY

# HIGHER AND DEGREE APPRENTICESHIPS

Future-proof your workforce



INFORMATION  
FOR  
EMPLOYERS

# Contents

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Welcome	3
About Oxford Brookes University	4-5
What are apprenticeships?	6
The value of apprenticeships	7
How Oxford Brookes will work with you	8-9
Case studies	10-13
Funding	14

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# Welcome

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“At Oxford Brookes we have a long history of working with businesses of all sizes and sectors, to deliver highly qualified career-ready graduates as part of our undergraduate programmes.

With employers increasingly recognising apprenticeships as a cost-effective means to upskill their workforce, Oxford Brookes has grown its apprenticeship programme to deliver a rich portfolio of higher and degree apprenticeships, both directly and in collaboration with our Associate College Partners.

The work we do with our business partners is central to our aims as a forward thinking institution in terms of developing employability for tomorrow’s workforce. Through our partnerships we look to stimulate regional and national economic growth, upskill employees and enhance employee diversity whilst equipping individuals and organisations with the necessary tools for future growth.

We would be delighted to work with you from an initial consultation through to supporting you in the long-term to address your skills gaps, energise your employees and drive business performance going forward.”

**PROFESSOR ALISTAIR FITT**  
**VICE-CHANCELLOR, OXFORD BROOKES UNIVERSITY**

# About Oxford Brookes University

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Set in a historic student city, Oxford Brookes is one of the leading modern universities in the UK with an excellent reputation for high-quality research and teaching.

Named as one of the top 50 young universities in the world by the QS World University Rankings 2019, Oxford Brookes University is also renowned for its strong links with business and industry. We use specialist knowledge, expertise and resources to provide profitable solutions to today's challenges, and train the workforce of tomorrow. Our solutions are evidence-informed and we work with a broad range of organisations in ways that are mutually beneficial.

Our outstanding facilities include the award-winning John Henry Brookes Building on Headington Campus, top-quality library resources, and state-of-the-art laboratories and facilities for those working in engineering, biological sciences and health.





**£220m** investment in campus facilities over next 10 years



**UK Top 10** for income from intellectual property



**World Top 20** for our Global MBA programme

QS WORLD UNIVERSITY RANKINGS:  
DISTANCE ONLINE MBA 2019



**First in UK** for teaching and research

THE YOUNG UNIVERSITY RANKINGS 2018

**Higher and Degree Apprenticeships**

# What are apprenticeships?

Apprenticeships include training and study which incorporates a recognised qualification such as a foundation degree, bachelor's degree and master's degree.

Apprentices are employed and receive a wage. Apprentices typically attend university or college part-time – one day a week, for blocks of time or study online. An apprentice's professional competence is assessed at work.

For the final stage, the apprentice will be entered for an End Point Assessment. A successful End Point Assessment concludes the apprenticeship.

## How apprenticeships compare to other qualifications

Higher apprenticeships are offered at level 4 and 5 (equivalent to a foundation year or certificate). Degree apprenticeships are at level 6 (bachelor's degree) and 7 (master's degree). Some degree apprenticeships include a degree or postgraduate qualification. Some include professional assessments of competence or a licence to practise, such as Qualified Teacher Status for the Teacher Apprenticeship.

	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Education	5 GCSEs A*-C Full level 2 Vocational Qualification Pre- Access	A-levels Full level 3 Vocational Qualification e.g. BTEC ED Access to HE Dip	Yr 1 Full time degree (Hons) HNC	Yr 2 Full time degree (Hons) HND Foundation Degree	Degree (Hons)	Postgraduate programmes, eg Master's
Apprenticeships	Intermediate	Advanced	Higher		Degree (and some Higher with professional qualifications)	

# The value of apprenticeships

Apprenticeships help forge vital links between different industries and universities, helping to drive commercial success and future-proof the workforce of tomorrow.

Apprenticeships carry with them a wide range of benefits providing employers with the opportunity to source and cultivate talent, to structure training of new staff and upskill existing teams. Higher and degree apprentices study whilst they work enabling them to apply academic theory to practice in the workplace, so delivering an immediate impact to the business. The cost of apprenticeship training and assessment can typically be met, in full or in part, through the apprenticeship levy or government funding for non-levy payers.

## In brief

### Higher and degree apprenticeships

- Combine on-the-job training with studying part-time.
- Provide development opportunities for staff at all stages of their career.
- Help facilitate career change and job promotion.
- Contribute to a positive learning culture.

### The headlines

**84%**

of employers were satisfied with their apprenticeship programme.

**86%**

of employers said that apprentices helped to develop relevant skills for the organisation, and to fill the skills gap.

**78%**

of employers say that having apprentices improved productivity.

SOURCE: 2017 GOVERNMENT APPRENTICESHIPS EVALUATION

# How Oxford Brookes will work with you

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Our specialised UK Partnership and Apprenticeships team will work closely with you throughout the process to advise on everything from initial enquiries, funding and contracting right through to enrolment. We offer apprenticeships in the fields of architecture, healthcare, management, real estate and teaching, with many more in development. We work with employers to design and deliver apprenticeships, and our portfolio is continually evolving to address future skills gaps.

## Understanding your requirements

Our specialists will initially discuss your training requirements, advise on industry standards and tailor a programme where required to best suit your objectives.

## Sourcing and recruiting top talent

We can help you attract the best talent for your programme; supporting you to find and assess new candidates.

## Offering exceptional learning

We offer an exceptional learning environment at Oxford Brookes from our excellent physical and online learning spaces and facilities relevant to each programme, to our teaching staff who combine real-world knowledge (in their field) with academic excellence.

## Mentoring and support

Each apprentice is assigned both a mentor and an academic adviser and has access to a team of student co-ordinators dedicated to helping them with any questions they may have about university life. We also hold tripartite meetings with the academic tutor, apprentice and mentor to review and evaluate progress.





## The application process

- 1 Enquiry/expression of interest comes in from an employer.
- 2 We contact you to discuss your needs.
- 3 We conduct an initial assessment of the support available to the apprentice and suitability of the proposed position.
- 4 Candidate is interviewed and if deemed eligible, a Commitment Statement and Apprenticeship Agreement are signed.
- 5 We agree a contract with you.
- 6 The apprentice is enrolled as an Oxford Brookes student.
- 7 The apprentice attends an induction into the programme.

To view our courses visit  
[www.brookes.ac.uk/apprentices](http://www.brookes.ac.uk/apprentices)



# Creating new routes into healthcare

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In partnership with Oxford School of Nursing and Midwifery and Oxford University Hospitals NHS Foundation Trust (OUH), Oxford Brookes developed a new Nursing Associate Higher Apprenticeship programme.

The new Nursing Associate Higher Apprenticeship broadens the routes into working in healthcare and helps both new and existing NHS employees from all walks of life take the next step in their career by developing their skills, knowledge and experience.

Caroline Hardy, Senior Lecturer and Course Leader for the Nursing Associate Higher Apprenticeship at Oxford Brookes University said: “We are very excited to be part of a new development in nursing education. We have worked very closely with our healthcare partners to develop a robust and evidence based-apprenticeship. The Nursing Associates who study with us will be compassionate, confident and supportive. This new route will make a swift and concrete difference to healthcare in Oxfordshire, Buckinghamshire, Wiltshire and beyond.”

“I applied for the apprenticeship as I have always wanted to further my skills and knowledge, but have never been in the position to give up full-time work. So when this opportunity came around, I had to take it – who knows, it may even be the next step towards becoming a registered paediatric nurse!”

**ANDREA WATSON,  
NURSING ASSOCIATE STUDENT**



# Equipping students for the real world: building the next generation of architects

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Home to one of the oldest and best-regarded schools of architecture in the UK, Oxford Brookes has welcomed its first cohort onto a new Architect Degree Apprenticeship programme designed to offer an alternative, socially inclusive route into the profession in partnership with leading architecture firms.

From day one, apprentices combine academic learning and preparation for professional qualification with work-based practice. Time is allocated for both private study, as well as collaboratively in research and development clusters with other academics and students. It is accompanied by working on projects for real clients.

Kudzai Chirimuuta, an Architectural Apprentice at Foster + Partners, and a member of our first cohort says: “Since I graduated I have worked for a housing association and in the charitable sector. Both provided an opportunity to be on site and see the results of my work.

“I was really interested in completing the Architect apprenticeship as it allows me to complete my academic and professional study while keeping a real world focus through my role at Foster + Partners.”

Scott Brownrigg sponsored two employees as part of our first cohort to take the Degree Apprenticeship. Helen Taylor, Director of Practice at Scott Brownrigg said: “We are very excited to be supporting our pilot group of architecture apprentices and look forward to working closely with Oxford Brookes on their innovative, integrated training programme.”

# Funding

The apprenticeship levy was introduced by the government in April 2017. Employers with a pay bill over £3 million each year will pay a levy of 0.5% of their total payroll costs annually. The government then applies a 10% top-up to your digital account. Levy funding can only be used to meet all or part of your apprenticeship training costs (up to the funding band maximum for that standard) with all funds coming directly from your digital account.

Non levy payers pay 5% towards to the cost of apprenticeship training to the education provider. The government then pays the remaining 95% (up to the funding band maximum). Non-levy payers can also agree with levy payers to receive a transfer of levy funds.

## Additional funding

Additional incentives are available for:

- 16-18 year olds
- Organisations with less than 50 employees
- 19-24 year olds who have been in care or who have a Local Authority Education Health and care plan.



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