Maximising employer-responsive progression

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Overview

- Middlesex University Organisational Development Network (MODNet)
- University Accreditation Services
- University Work Based Learning Framework
- Halifax Community Bank Case Study
- Co-funding and a model of in-kind employer contributions
- Halifax Community Bank Feedback
- Conclusions
- Questions
MODNet – a comprehensive provider network

- MODNet strategic partners include:
  - Middlesex University Schools and the Institute for Work Based Learning
  - 10 local Further Education Colleges
  - 3 Private Training Providers

- A comprehensive offer from levels 1 to 8

- A focus on organisational development
University Accreditation Services

• Managed by the Institute for Work Based Learning
• The award of credit (Certificates of Credit) for externally delivered higher level provision – not University awards, normally general credit
• Consultation and advice leading to an accreditation proposal
  • Level and volume of credit, notional study hours, learning outcomes, teaching, learning and assessment etc
• University Accreditation Board scrutiny
  • External Examiners
  • Approval (with or without conditions/recommendations), referral, rejection
  • Memorandum of Cooperation – re-accreditation normally after 6 years
  • Accreditation Link Tutors, annual progress review and monitoring
The University’s Work Based Learning Framework

• Managed by the Institute for Work Based Learning
• A validated framework of that facilitates the construction of programmes that lead to the full range of awards - Level 4 Certificate to Masters
• Work Based Learning modules to:
  • Reflect of prior learning, plan programmes, develop and deploy methods of inquiry
• Work Based Project modules
  • 10, 15, 20, 30, 40, 60 credits at level 4 to 7 - Negotiated content
• Work Based Learning award titles
  • Professional Practice or Work Based Learning Studies
  • Non-standard titles eg Retail Banking Practice
Halifax Community Bank
Retail Banking Practice Case Study

- Halifax Community Bank – personal financial services and products
  - “To become Britain’s most recommended Bank, through making more of it’s customers better off”
- Higher-level training (Journey in Practice) for 600 Branch Managers, 300 Local Area Team Managers and 32 in-company Training Managers
- KPMG, Consalia and Middlesex University
- Accreditation proposal – Branch Managers 30 credits at level 6, Local Area Team Managers, 40 credits at level 7
- Work Based Learning Project modules – 60 credits at levels 6 and 7
- Integration of in-company accredited course through reflective portfolio
- Advanced Diploma and Postgraduate Certificate awards
Co-funding and in-kind employer contributions

- “In-kind contributions that enable providers to lower their costs of delivery”
- Halifax Community Bank Journey in Practice programme as in-kind contribution
- Advanced Diploma awards – 60 credits at level 6, 30 credits delivered by the Bank = 50% contribution (NB not including costs for quality assurance/administration)
- A readily understandable and quantifiable means of establishing in-kind contributions
- The University only charges for the provision that it delivers
Halifax Community Bank Feedback

• “For colleagues, I believe this delivers a qualification that they will truly aspire to achieve. We’ve had terrific feedback that it’s good that the Halifax is investing in its staff… I do not believe an internal qualification would have had the same impact. Working with Middlesex University in this way has the potential to lead to a diploma. Our colleagues see this as being of immense personal value and this provides them a sense of personal achievement from studying.”

• “We did look at other organisations and universities, but the defining factor for us was Middlesex’s partnership approach which is at the heart of its operation. At Middlesex there was a real desire to understand what we wanted to achieve so that they could tailor the learning to suit us individually.”

Colin Kemp, Network Director of Halifax Community Bank

http://www.mdx.ac.uk/business/expertise/Halifax.aspx
Conclusions

• Halifax Community Bank have signed a contract with Middlesex to deliver Advanced Diplomas and Postgraduate Certificates to 482 of their managers over two years

• Middlesex University in a supplier relationship with the Bank

• The first cohort of 44 Managers have started, second cohort of 50+ in Jan 2011

• Trust and sustainable partnerships between employers and HEIs

• Valuing the equivalent knowledge, skills and expertise that exists and is developed in the workplace – *a challenge for some HEIs?*

• Approach made possible by the facility to accredit in-company courses and the flexibility of the Work Based Learning Framework

• Institutional level support for Work Based Learning