



Work Based Learning
at Middlesex University

Maximising employer-responsive progression

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Overview



Work Based Learning
at Middlesex University

- 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



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- 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



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- 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



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- 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



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- “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



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- *“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



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- 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

