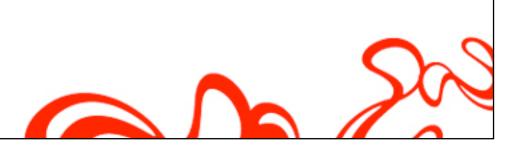


Maximising employer-responsive progression

Dr Darryll Bravenboer

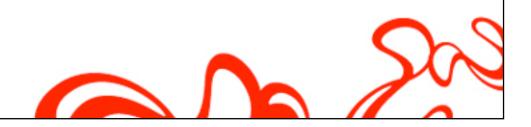
Associate Dean Academic Development Institute for Work Based Learning



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