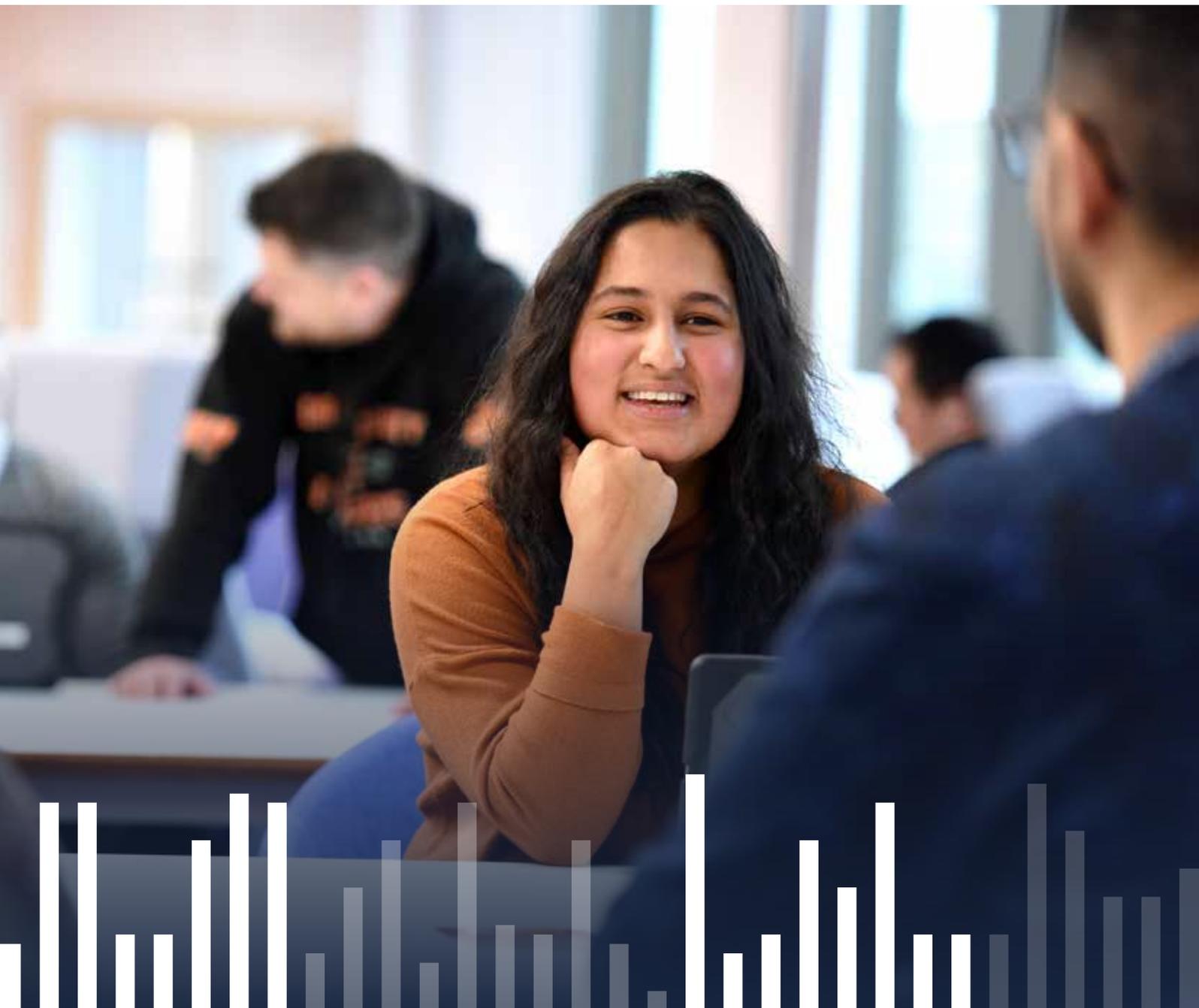


TEESSIDE UNIVERSITY INTERNATIONAL BUSINESS SCHOOL

Degree Apprenticeships





Teesside University International Business School

FIND OUT MORE

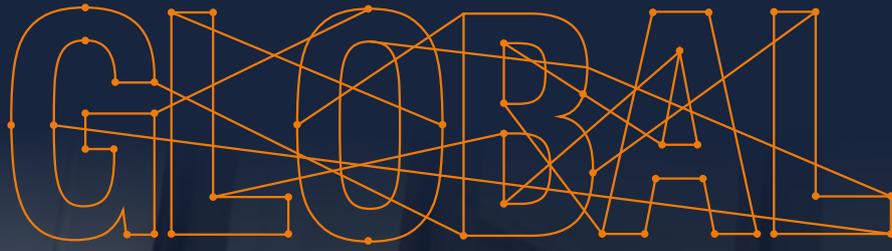
T: +44 (0)1642 738888

E: apprenticeships@tees.ac.uk

📍 tees.ac.uk/businessschool

🐦 [@TeessideUniTUBS](https://twitter.com/TeessideUniTUBS)

🌐 [Teesside University International Business School](https://tees.ac.uk/businessschool)



GLOBAL

IN OUTLOOK

OUR VISION

WE'RE A MODERN, ENTERPRISING AND DYNAMIC BUSINESS SCHOOL OFFERING A BLEND OF ACADEMIC EXCELLENCE, ENTREPRENEURIAL THINKING AND REAL-WORLD ORIENTATION.



WELCOME

TO TEESSIDE UNIVERSITY INTERNATIONAL BUSINESS SCHOOL

We are an ambitious, forward-facing organisation with a dynamic curriculum designed to equip apprentices and businesses with the core knowledge, behaviours and skills necessary to succeed in the 21st century.

More than ever before, our future business leaders are required to think creatively to take advantage of new opportunities amidst an ever changing global landscape.

Our higher and degree apprenticeships provide learners with the knowledge to manage, lead and transform their organisations, allowing them to develop real-world skills and empowerment to navigate the challenges faced by modern business.

Teesside University International Business School apprenticeship programmes are specifically designed for businesses to access our industry-leading, academic expertise alongside work-based learning for real-time business benefits. The businesses and learners we work with value the vast opportunities which these programmes offer and this has resulted in strong industry links and partnerships across all sectors.

Through the apprenticeship levy, the higher and degree apprenticeship route to study offers a highly cost-effective pathway to deliver your business and workforce solutions.

Key benefits for employers

- > Real-time business benefits; innovative approaches and solutions to business challenges and measurable productivity gains.
- > Adding real value to workforce development plans and strategy including; improved staff retention, succession planning and using cost-effective apprenticeship funding to upskill existing staff.

For employees

- > The upskilling, development and empowerment of individuals to become the managers of the future.
- > Valuable and highly regarded higher education qualifications integrated with workplace development.

Teesside University International Business School has a long and prestigious history of industry engagement and partnerships supporting businesses of all sizes and industries in developing their future leaders. We invite you to work with us towards your future success.



We look forward to welcoming you.

Warren Harrison

Dean

Teesside University International Business School

APPRENTICESHIP FUNDING

Degree apprenticeships and master's level degree apprenticeships are the fastest-growing route to attracting top talent into industry.

These innovative programmes of study are also an ideal way to develop your existing workforce and can be an integral part of any organisation's talent management and staff development activity. They are co-designed by employers and bring together the best of higher education and vocational on-the-job training. They deliver high level, sought-after skills while offering employees an alternative to a traditional degree course.

Apprenticeship levy-paying employers (those with pay bills over £3m) pay for apprenticeship training from their online levy accounts through the government's apprenticeship service. They also receive a 10% government top-up to their online accounts. Non-levy payers pay only 5% of the cost of apprenticeship training, with the remaining 95% being paid by the government.

COURSE FEE INCLUDES:

- > dedicated support of the programme leaders and team
- > invitations to a range of University and Business School events hosted on and off campus as an apprentice and as a graduate
- > professional body membership
- > support for the in-company mentors
- > all University tuition fees
- > End Point Assessment fee.

Is your organisation's payroll in excess of £3m?

YES

Levy payer

100% from employer levy funds, or **5%** from employer and **95%** from government if insufficient levy funds available

NO

Non-levy payer

5% from employer and **95%** from government



BENEFITS FOR EMPLOYERS

Develop your employees' specialist expertise and high-level skills while keeping your business up-to-date with industry knowledge.

As one of the UK's leading providers of degree apprenticeships, approved by the Education and Skills Funding Agency, we have a proven track record in working with organisations across all sectors, giving you real input into your sector's skills provision.

We also have a proven track record of delivering work-related education, industry and business partnerships and learn-while-you-earn programmes.

- > **Tuition fees are paid by a combination of employer and government investment**
- > **Develop the expertise you need with direct input into the skills provision for your sector**
- > **Upskill, motivate and retain your existing employees – with no age limit**
- > **Apprentices can fill higher-level skill gaps**

ADDING VALUE TO YOUR BUSINESS

North Star has worked in partnership with Teesside University for a number of years. This partnership enabled us to identify how we could develop the managers and leaders of the future through an academic route.

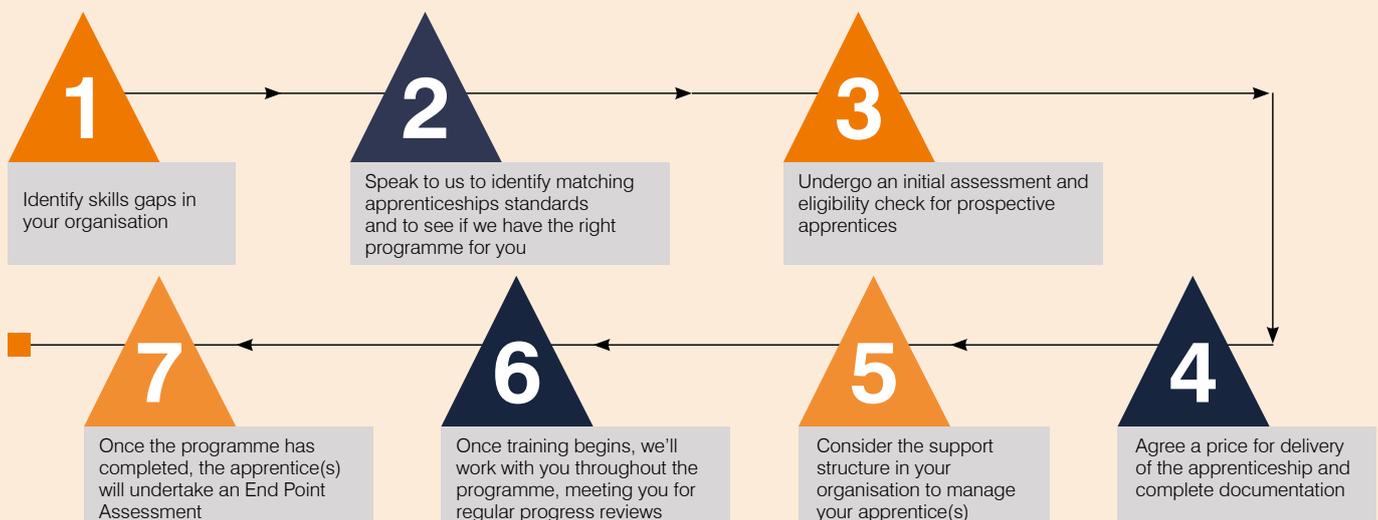
This perfectly complements our cultural approach to the development of leaders from across the organisation. Our apprentices have massively benefitted, as has North Star.



Carole Richardson
Director for People and Culture,
North Star Housing Group Limited



EMPLOYERS THE KEY STEPS



BENEFITS FOR EMPLOYEES

Combine work with study for a higher education qualification, developing the apprentice's career and earning potential, with no loans, no debts and no age limit.

- > **The apprentice earns while they learn with no need for a student loan – the apprentice's fees are paid by the government and employer**
- > **Achieve a nationally recognised qualification and gain professional accreditation and membership**
- > **Develop their career and increase their earning potential**
- > **Make connections with people from a wide range of industries and backgrounds to help achieve their future career goals and grow their professional network**

We are incredibly proud of the relationship we have with Teesside University and truly believe the course that we have created enables us to build strong succession plans for the people that will shape the future of our business.

By investing in our people we can not only enhance the abilities of employees to carry out their current roles but also give them the skills they will need in the future which will, in turn, ensure that PD Ports is able to continue to grow and adapt.

Frans Calje OBE
CEO, PD Ports

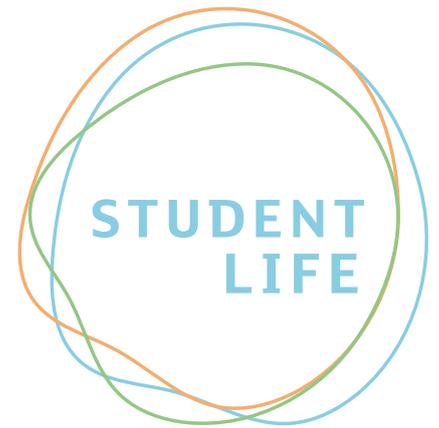


OUR FACILITIES

We've invested £13.2m to develop a student-centred and student-led space, providing information and services to support, inspire and empower success in learning and life.

Student Life is the single place to get help and support for University life outside the classroom. It has a range of flexible learning spaces for individual and collaborative learning, and our STREAT food bar.

Alongside this, our online offer allows the apprentice to access a wealth of information and advice, with our advisers on hand to answer any enquiries they have – at a time that suits them.



THE LIBRARY

We've recently invested £7m to transform our library. Apprentices can enjoy our bright, modern, technologically-enabled environment with spaces to suit all learning styles. We offer places for group work and discussion, individual and silent study areas, as well as a learning café serving hot drinks and food. They can benefit from access to 145m learning resources, including 490,000 ebooks, 97,000 ejournals and over 200 databases to find the latest research. Apprentices can access electronic resources from their own home. Our library is also open 24/7 so we're equipped for night-owls too.



ONLINE STUDY ENVIRONMENT

Our degree apprenticeships have been purposefully designed to cater for learners who are work-based.

Apprentices can access all the module materials through our online platform, Blackboard Ultra. They can also actively participate in online discussion groups and have access to a variety of podcasts and other digital materials to shape their learning. All their assignments are submitted electronically, so there is no need to be on campus on assessment deadline days.

Apprentices are supported in a variety of ways to ensure they get the best experience from their time with us. Support is available whether they are on campus or studying remotely. The course tutors have extensive experience in industry and understand the challenges faced by work-based learners. The online portal contains all the guidance and information they need to successfully complete their degree and apprenticeship. The state-of-the-art onsite library at Teesside University is an inspirational place to study in groups or on their own. They also have instant access to resources at Management Direct, which is the CMI leadership development portal.



HOW THE APPRENTICE LEARNS

Apprentices benefit from a variety of learning methods to develop their knowledge and understanding – from workshops, live case studies and projects, simulations, action learning sets and interactive learning utilising various learning technologies. Apprentices learn authentically with and through their peers to develop solutions to challenges in organisations.

The learning takes place at work and on campus. Apprentices hear from expert practitioners in their field and have the opportunity to engage with guest experts from across the region.

A prerequisite of any degree apprenticeship is that apprentices are released from their usual work role for 20% of the time. This 20% may include attending university, practical training at work, learning and support time to write assignments and any training delivered that is not part of the apprentice's normal role.

A range of assessment methods for professional and academic development are used. These include reports, live projects, presentations, essays, practical activities and reflective statements.





HOW TO APPLY

For an individual employee wishing to progress their application for any of our apprenticeship programmes, they should contact us to talk through their plans. Once they are ready to formally apply, we work with them and you to discuss how we can progress their application and support your organisation in drawing down the relevant funding.

An employer must confirm to the University that they are supporting a employee on the programme before an application is progressed. They must:

- > provide a contract of employment that lasts long enough to enable the apprenticeship to be completed
- > pay at least the legal minimum wage
- > provide the opportunity for your apprentice to gain the knowledge, skills and behaviours required of the role
- > enable the apprenticeship to be completed within working hours, including 20% working time for off-the-job training, and provide evidence of how this is achieved
- > provide support and mentoring to apprentices in the workplace
- > take part in regular review meetings with the University and your apprentice
- > observe the Education and Skills Funding Agency Funding Rules and assist and cooperate with the University to enable delivery of training in compliance with the funding rules
- > register as an employer on the Government's Apprenticeships Service, and record and ensure approval of each apprentice (levy payers only at present)
- > support the achievement of the End Point Assessment
- > enter into a contract with the University
- > provide a mentor in the workplace for your apprentice

Once an employer has confirmed their support, our dedicated team works with the employer to progress the application.

The apprenticeship levy has meant that businesses are looking at new ways to train their staff in order to utilise the funding available, and providers are responding in kind.

Research by Investors in People reveals that poor leadership and management is costing the UK £84bn per year in lost productivity every year. UK businesses will struggle to perform to their potential if their staff have not been trained in how to lead, or helped to develop the skills they need to manage the tasks of others. New employer-designed degree apprenticeships offer such training opportunities.

Ian Myson

Director of HE partnerships,
Chartered Management Institute

OUR DEGREE APPRENTICESHIP PROGRAMMES

The environment businesses operate in today is extremely dynamic, posing a myriad of challenges and uncertainty for business professionals, managers and their organisations.

Our programmes aim to develop reflective, entrepreneurial, innovative and responsible business professionals and managers with the necessary knowledge and skills to contribute in supporting and developing their organisations in a complex environment.

Our vast network of industry partners offer real insights from the world of business that can be incorporated into the learners role, whilst providing them opportunities to develop their own business networks and drive real value into their work-based setting.



CHARTERED MANAGER DEGREE APPRENTICESHIP (CMDA)

LENGTH	UP TO 3 YEARS 6 MONTHS
ATTENDANCE	25 DAYS AT UNIVERSITY PER YEAR (AVERAGE)
COST	£22,000 (SEE FUNDING INFORMATION PAGE 5)
START DATES	SEPTEMBER, JANUARY AND MAY

OVERVIEW

The CMDA is industry-driven, professional body-aligned and government-supported. It combines excellent business education, work-based learning and professional development to support the growth of graduate-level managers, for now and the future. Apprentices gain the highest achievable Chartered Management Institute (CMI) status in the management profession, awarded only by the CMI and recognised and valued across all sectors.

Completion of the apprenticeship leads to:

- > **BA (Hons) Management Practice**
- > **Level 5 CMI Diploma in Management and Leadership**
- > **CMI Chartered Manager status**



THE BENEFITS OF BECOMING A CHARTERED MANAGER

Source: Chartered Management Institute, 2020

ECONOMIC IMPACT OF CHARTERED MANAGERS

£13k



Average pay rise of a manager as a result of becoming Chartered

£310k



Each Chartered Manager boosts their business' revenue by £62k every year and £310k over 5 years

£22.4k



Additional contribution to the UK economy every year from each manager becoming Chartered

IMPACT OF BECOMING A CHARTERED MANAGER ON INDIVIDUALS

91%



91% say their self-awareness has increased

88%



88% say their self confidence has increased

81%



81% say their management skills have improved

76%



76% say that Chartered Manager provides the 'ultimate competitive advantage'

IMPACT OF BECOMING A CHARTERED MANAGER ON ORGANISATIONS

81%



81% say that since becoming Chartered, they have used their managerial skills to lead people and manage change

78%



78% say that since becoming Chartered, they have had a positive impact on the wider team in their organisation (such as increased employee engagement)

ASSESSMENT

A range of formative and summative assessment methods are used to suit the demand and requirements of the applied nature of the programme. These include business reports, case study analysis, presentations, self-diagnostic assessments, reflective reports and a research proposal and associate dissertation.

At the end of study, apprentices present their portfolio to the CMI and engage in a short viva examination which is known as End Point Assessment (EPA). This takes place up to six months after completion of the degree (BA (Hons) Management Practice) and includes a presentation delivered to a panel based on the apprentices' third year Professional Project, and discussion with the panel to determine competency.

ENTRY REQUIREMENTS

The apprenticeship is designed with professionals in mind, and this is reflected in our entry requirements. All applicants must be employed with a supporting organisation.

The employer sets the general internal selection criteria but the apprentice is also required to meet the entry requirements specified by the University.

A typical applicant would have 96 tariff points from at least two A levels (or equivalent).

However, we welcome applications from mature learners without conventional entry requirements, and consider alternative qualifications and experience.

ADVANCED STANDING

Applicants who have completed recent Level 4, 5 and 6 business-related professional qualifications may be offered advanced standing onto the programme. Given the diverse range of professional qualifications and range of credit value for these qualifications, applications are considered on an individual basis in consultation with a representative of Teesside University International Business School.

MATHS AND ENGLISH REQUIREMENTS

All applicants must be able to evidence maths and English level 2 (GCSE grade A*- C or 4 - 9, A level, Functional Skills level 2, or equivalent), or commit to completing Functional Skills level 2, in addition to the apprenticeship. Applicants are supported and guided through this process. English and maths must be successfully achieved before the apprentice can be awarded their apprenticeship.

JOB ROLE AND EVIDENCE REQUIREMENTS

Strategy: Feeding into strategic direction within the organisation from a department level upward

Management: Line management responsibility of staff or project management (where project resource includes staff)

Finance/budgets: Responsible for budget (however small)



MODULES

Business Environment

Introducing the principles underpinning markets operating in a modern western economy and the micro and macro-economic environment. The apprentice studies welfare economics, government operations and legislation.

Introduction to Business Finance

The apprentice explores the principle areas of business finance and related commercial activities. Key topics include the principles of financial management accounting, planning and budgeting, and procurement.

Personal Effectiveness

The apprentice develops key skills including developing and managing their awareness, effective communication skills and understanding learning opportunities.

Sales and Marketing

The apprentice explores key themes associated with marketing and selling business products and services, from defining a market segment through to closing a sale. Key skills developed are market appraisal, researching competition, understanding customers, preparing marketing plans and understanding the selling process.

The Business Planning Process

The apprentice focuses on business planning, growth, resourcing and implementation. They are introduced to key theories, concepts and models, which develop knowledge of appropriate management tools to stimulate business growth.

Work-based Learning Skills

Equipping the apprentice with the skills to critically reflect on professional practice they gain a personal perspective on their own learning, encouraging professional and personal development in this module.

Digital Business

The apprentice's knowledge and understanding of the diversity of technologies are developed and approaches available to exploit new business opportunities by using advanced contemporary technologies.

Dynamics of Organisational Change

Ideal for aspiring leaders in a range of professional contexts, apprentices develop understanding of the complexities and challenges in organisational change including organisational culture and resistance, as well as being creative and innovative in application of theory to propose solutions and overcome barriers in changing organisations.

Human Resource Management and Talent Management

Theories in the human resource elements of the business including recruitment and selection, employee retention, engagement and development, performance management, conflict management, negotiation and dispute resolution are explored.

Leading and Managing People in Organisations

The apprentice looks at the concept of leadership and management in the 21st century, including the skills required for collaborative working relationships to improve performance within a diverse range of organisational situations.

Project Planning

The fundamental principles of planning and managing projects and key tools and frameworks are explored.

Research Skills

The apprentice gains knowledge and skills to conduct effective research in preparation for future research projects and gain an understanding of the principles underpinning ethical and rigorous research methods.

Advanced Leadership and Performance

The apprentice learns how to identify authentic and ethical leadership by considering the importance of concepts such as trust, resilience and adaptability.

Contemporary Issues in Management and Practice

The apprentice explores the key concepts of corporate social responsibility, managing across cultures, knowledge and talent management, and the importance of the global regulatory frameworks affecting international trade.

Professional Project

Through negotiation between the University, workplace and learner, the apprentice designs and carries out an inquiry-led project demonstrating research and approaches to both their own professional, and organisational development.

Strategic Management and Intrapreneurship

The apprentice takes a transdisciplinary approach to strategic management to enable deep learning to support a negotiated, flexible pathway that addresses their individual learning requirements and the organisation's strategic development needs.

SENIOR LEADER APPRENTICESHIP MASTER OF BUSINESS ADMINISTRATION (MBA)

LENGTH	UP TO 2 YEARS 6 MONTHS
ATTENDANCE	8 DAYS AT UNIVERSITY PER YEAR (AVERAGE)
COST	£14,000 (SEE FUNDING INFORMATION PAGE 5)
START DATES	SEPTEMBER, JANUARY AND MAY

OVERVIEW

The MBA is a constituent part of this programme and offers an exciting and well-balanced integrated curriculum that places a large emphasis on the application of knowledge in the organisational setting.

Learners develop their personal, professional, critical thinking and reflective skills to prepare them to lead and transform their organisations and make a positive difference to society.

Our MBA equips learners with the ability to adapt, demonstrate entrepreneurial thought, originality and insight and apply knowledge to influence strategic decision-making, creativity and innovation in complex and unpredictable situations.

The programme focuses on three key themes: entrepreneurial thinking and action, development of individual leadership skills and professional practice, and the important role of business in society.

Completion of the apprenticeship leads to:

- > **MBA**
- > **Level 7 CMI Diploma Strategic Management and Leadership**

INTERNATIONAL LEARNING EXPEDITION

One of the distinctive features of our MBA is the opportunity to take part in an international learning expedition. The apprentice travels to a pre-determined international destination where they spend valuable time working on strategic challenges, with guidance from academics and practitioners from the host institution. The experience also exposes them to managing in a different cultural context, with keynotes from industry practitioners and a range of business visits. The expedition is optional and the cost is not covered in the apprenticeship fees (levy funding or government-co-investment).

MODULES

Current Issues in Business and Society

In a rapidly changing world, businesses and society face many challenges, opportunities and dilemmas. The apprentice explores these issues, drawing on multidisciplinary thought leadership, including business, social sciences and the humanities. This approach develops their critical thinking and exposes them to different perspectives to enhance their managerial decision-making skills.

Entrepreneurial Leadership

The apprentice considers the nature of entrepreneurial leadership, with a specific focus towards structure, culture and strategy. They utilise a range of case studies and live examples and inspect selected strategy development concepts, linked to public, private and third-sector organisations. They evaluate the relationship between entrepreneurial leadership and organisational performance.

Global Strategy: Challenges and Choices

The apprentice gains an understanding of the internal and external factors that impact strategic decision-making. They explore a variety of strategic theories, tools and concepts, all in the context of the external environment and its impact on strategic challenges and choices.

Leading Yourself and Others

In a fast-paced 21st century organisation, leaders need to be adept at navigating internal and external challenges, therefore a creative and entrepreneurial approach to leadership is essential to organisational agility and success. Through action learning sets and working with peers, the apprentice develops skills in coaching and mentoring to develop the teams in their organisation.

MBA Dissertation

The apprentice integrates learning and development and synthesise knowledge and understanding of theory and practice. They work towards this through undertaking a major project related to a business issue of significance within their organisation.

The Sustainable Organisation

The apprentice analyses the relationship between various stakeholders and evaluate the relationship between entrepreneurship, philanthropy and sustainability. They gain an understanding of business in society and contemporary issues relating to philanthropy, and consider the role of government and policy-makers in shaping the legal, fiscal and cultural context for philanthropy and classical economics, and the role of the rational economic organisation.

ASSESSMENT

A range of assessment methods are used to suit the demands and requirements of the applied nature of the programme. These include reports, live projects, presentations, self-diagnostic assessments, reflective reports, and a research proposal and associated practical and applied dissertation.

Apprentices complete an End Point Assessment in addition to the module-linked assessments within the programme. This takes place three to six months after completion of the MBA and includes a presentation delivered to a panel (based on a piece of work set by CMI in advance), and a professional discussion with a panel to determine competency.

ENTRY REQUIREMENTS

The apprenticeship is designed with professionals in mind, and this is reflected in our entry requirements. All applicants must be employed in a strategic management role (or similar) and have support from their organisation in order to be eligible.

We welcome applicants who meet the criteria outlined below:

Entry Criteria 1

An honours graduate of any discipline, with a minimum of a 2.2 award obtained from a recognised university or an equivalent professional qualification acceptable to Teesside University International Business School.

They must also have a minimum of two years full time work experience in a relevant role.

Or

Entry Criteria 2

> significant management experience (minimum five years)

or

> a substantial record of achievement in business and leadership.

And

Entry Criteria 3

All applicants need to be employed by an organisation who has confirmed they support their participation in the programme.

ADVANCED STANDING

Applicants who have completed a recent level 7 business-related professional qualification may be offered advanced standing onto the programme. Given the wide range of professional qualifications and the wide range of credit value for these qualifications, applications are considered on an individual basis following the University's Recognition of Prior Learning process.

MATHS AND ENGLISH REQUIREMENTS

All applicants must be able to evidence maths and English level 2 (GCSE grade A*- C or 4 - 9, A level, Functional Skills level 2, or equivalent), or commit to completing Functional Skills level 2, in addition to the apprenticeship. Applicants are supported and guided through this process. English and maths must be successfully achieved before the apprentice can be awarded their apprenticeship.



SENIOR PEOPLE PROFESSIONAL APPRENTICESHIP (HUMAN RESOURCE MANAGEMENT) MA

LENGTH	UP TO 2 YEARS 6 MONTHS
ATTENDANCE	20-24 DAYS AT UNIVERSITY EACH YEAR
COST	£19,000 (SEE FUNDING INFORMATION PAGE 5)
START DATES	SEPTEMBER AND JANUARY

OVERVIEW

The Senior People Professional programme is designed for human resources (HR) professionals and managers.

CIPD

Completion of the apprenticeship leads to:

- > MA Human Resource Management
- > Chartered Member of CIPD

Pathways available:

- > Human Resources
- > Organisational Development
- > Learning and Development



MODULES

Postgraduate Business Research Methods

This apprentice develops their awareness and understanding of the factors that impact research design for business and management apprentices. They explore the ethical principles underpinning business research, research methodologies, data type, collection and analysis, research methods and how to present a research proposal and dissertation.

Dissertation - Human Resource Management

The apprentice integrates their learning and development and synthesises knowledge and understanding of theory and practice through its application to organisational issues, which are demonstrably concerned with development within the organisation. They are supported throughout the process by a supervising tutor who monitors their progress and ensure on-going performance is appraised. Usually the dissertation should be completed within one year.

Human Resource Planning

Effective organisations need to develop a strategic approach to the attraction and retention of staff, analysing their key employment markets and gaining an understanding of their dynamics so as to enable them to compete more effectively, both now and in the future. HR planning to enable an organisation to meet its future demand for skills is an increasingly important HR role. The apprentice focuses on the practical and strategic aspects of the key processes including recruitment and selection, employee retention and employee release.

Leadership and Business Performance

To be effective, organisations need to continuously develop their strategic capabilities by implementing effective performance management systems to drive individual, team and manager performance. HR professionals have a central role to play in this process, supporting both individual managers and the wider organisation in the achievement of the organisational mission and objectives.

Leadership and Management Development

One way for an organisation to gain competitive edge is through the efforts of its people. In an ever-increasing turbulent and changing world of work, organisations must enhance their HR to deal effectively with the daily changes in the workplace. The apprentice develops leadership and management in facilitating organisational, team and individual change and growth. They explore the differing approaches and interpretations of the concepts of leadership and management within a range of organisational contexts including public, private, not-for-profit, large, small, national, international and multicultural organisations.

Learning and Development

The apprentice facilitates an informed critical examination of the concepts relevant to the discipline of human resource development, and gains the professional competence required to perform effectively in roles associated with the design, delivery and evaluation of learning and development.

Resilient HRM in Context

The apprentice explores the complex and changing context that HRM finds itself in and the importance of HRM being resilient in these turbulent times. It also gives them an awareness of contemporary HRM issues in readiness for being future-thinking practitioners with cutting-edge knowledge of HR developments. and evaluation of learning and development.

ASSESSMENT

A range of assessment methods for professional and academic development are used. These include reports, live projects, presentations, essays, practical activities and reflective statements. The programme includes two time-restricted assessments as directed by the professional body, CIPD. Apprentices also engage in a work-based project to ensure evidence of impact within their own organisation.

ENTRY REQUIREMENTS

- > A degree (in any discipline) and relevant experience in a suitable role

Or

- > Alternative qualifications and significant work experience in a suitable role

Note: Applications are managed on a case-by-case basis and we take into account a range of qualifications and experience.

JOB ROLE AND EVIDENCE REQUIREMENTS

Applicants need to evidence the following as part of their job role in order to meet the requirements of the apprenticeship:

- > lead on organisational people strategy
- > creation and implementation of people policies, practices and the implementation of appropriate technology
- > manage and lead people projects and assess current and future workforce needs
- > integrate diversity and inclusion into organisational people strategy

MATHS AND ENGLISH REQUIREMENTS

All applicants must be able to evidence maths and English level 2 (GCSE grade A*- C or 4 - 9, A level, Functional Skills level 2, or equivalent). Or commit to completing Functional Skills level 2, in addition to the apprenticeship. Applicants are supported and guided through this process. English and maths must be successfully achieved before the apprentice can be awarded their apprenticeship.

PATHWAY JOB ROLE AND EVIDENCE REQUIREMENTS

Alongside core evidence requirements (above), each pathway has specific requirements which apprentices must meet prior to applying for their chosen pathway.

Human Resources (HR)

- > Lead and advise on complex HR and employment issues and practices
- > Develop and implement reward strategies, maximise employee engagement and well-being and create positive employer/employee climate
- > Analyse approaches to performance management

Organisational Development (OD)

- > Lead design creation and review of OD interventions to improve organisational performance
- > Measure organisational culture, critically analyse and implement approaches to culture development
- > Evaluate overarching organisational strategy and establish development needs
- > Apply models of systematic thinking to a range of people practices
- > Evaluate and implement organisational design structures to align with business needs and improve performance

Learning and Development (L&D)

- > Utilise a range of approaches, processes and learning theories to establish L&D needs at organisation, group, team and individual levels
- > Analyse the effectiveness of L&D strategy, ensure a learning culture in the organisation and evaluate learning plans and interventions
- > Facilitate complex events and use techniques for intervention and supporting a successful outcome
- > Drive coaching and mentoring strategy to increase effectiveness and capability



Teesside
University
International
Business School





T: +44 (0)1642 738888

E: apprenticeships@tees.ac.uk

🖱 tees.ac.uk/businessschool

🐦 [@TeessideUniTUBS](https://twitter.com/TeessideUniTUBS)

🌐 [Teesside University International Business School](https://www.linkedin.com/company/teesside-university-international-business-school)

Teesside University

Middlesbrough

Tees Valley

TS1 3BX UK

T: +44 (0) 1642 342933

[tees.ac.uk](https://www.tees.ac.uk)