



How are Degree Apprenticeships Widening Access at the University of Derby

Overview

- Background to Apprenticeships at the University of Derby
- Engagement with Employers
- The Constituency of Learners
- Case Study: Police Constable Degree Apprenticeship

Background to Apprenticeships in Derby



- **1200** apprentices currently on Higher and Degree
- Across **20** apprenticeships
- **500** existing; **700** new
- Across **80** employers – **Engineering, Minerals, Public Sector (including blue lights), Health & Social Care and Logistics**
- **Age profile** – **48%** of our apprentices are 30plus; compared to **27%** of student population
- **Location** – **58%** of our apprentices live in D2N2; compared to **35%** of student population – **94%** work in D2N2
- **Ethnicity** – **7.2%** of our apprentices are BAME; compared to **20.3%** of student population, - **8.2%** represents D2N2 population
- **Gender** – **58%** are female; same as student population
- **Engineering** – **17%** of apprentices are female; UK average is **12%**; D2N2 **7%**

Engagement with Employers

- **Meeting the demands locally** – civils, manufacturing, aerospace, rail, CIPS, nursing and policing
- **Improving leadership** – 22% on management apprenticeships
- **Meeting the demands for local employers** – large and SME
- **Off the job training at local University** – 94% of our apprentices come from D2N2
- **Opening the door to discuss other opportunities**



The Different Constituency of Learners

- Experienced workers
- “earn while you learn” including A level high flyers
- First in family
- HE would never have been an option
- Opportunities for Part-Time workers



Case Study: Broadening the thin Blue Line



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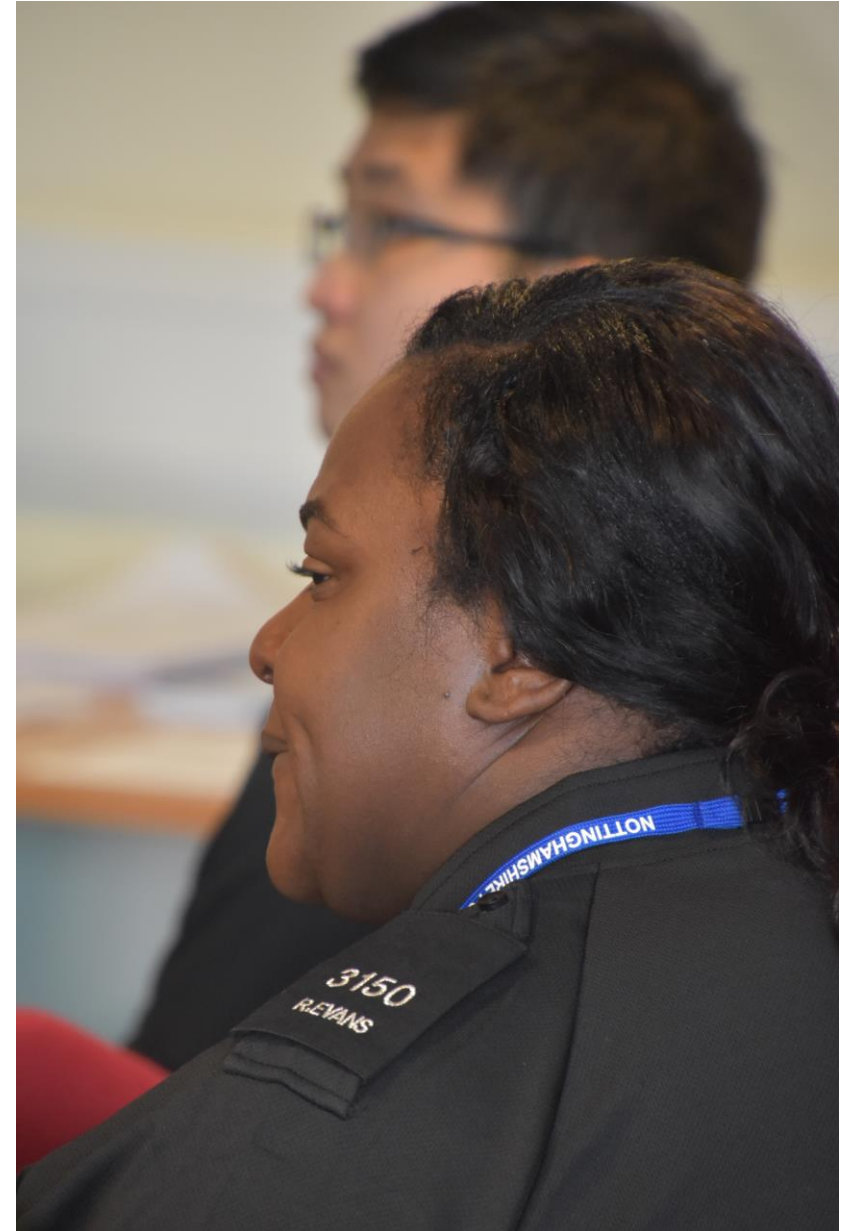


Background

- Police training changing– degree entry by 2020 (PEQF)
- PCDA Standard published March 2018
- Chief Constable's ambition to implement by Sept 2018.
- Co development and delivery model
- Requires a number of touchpoints within each organisation- not just L&D/ HR function.



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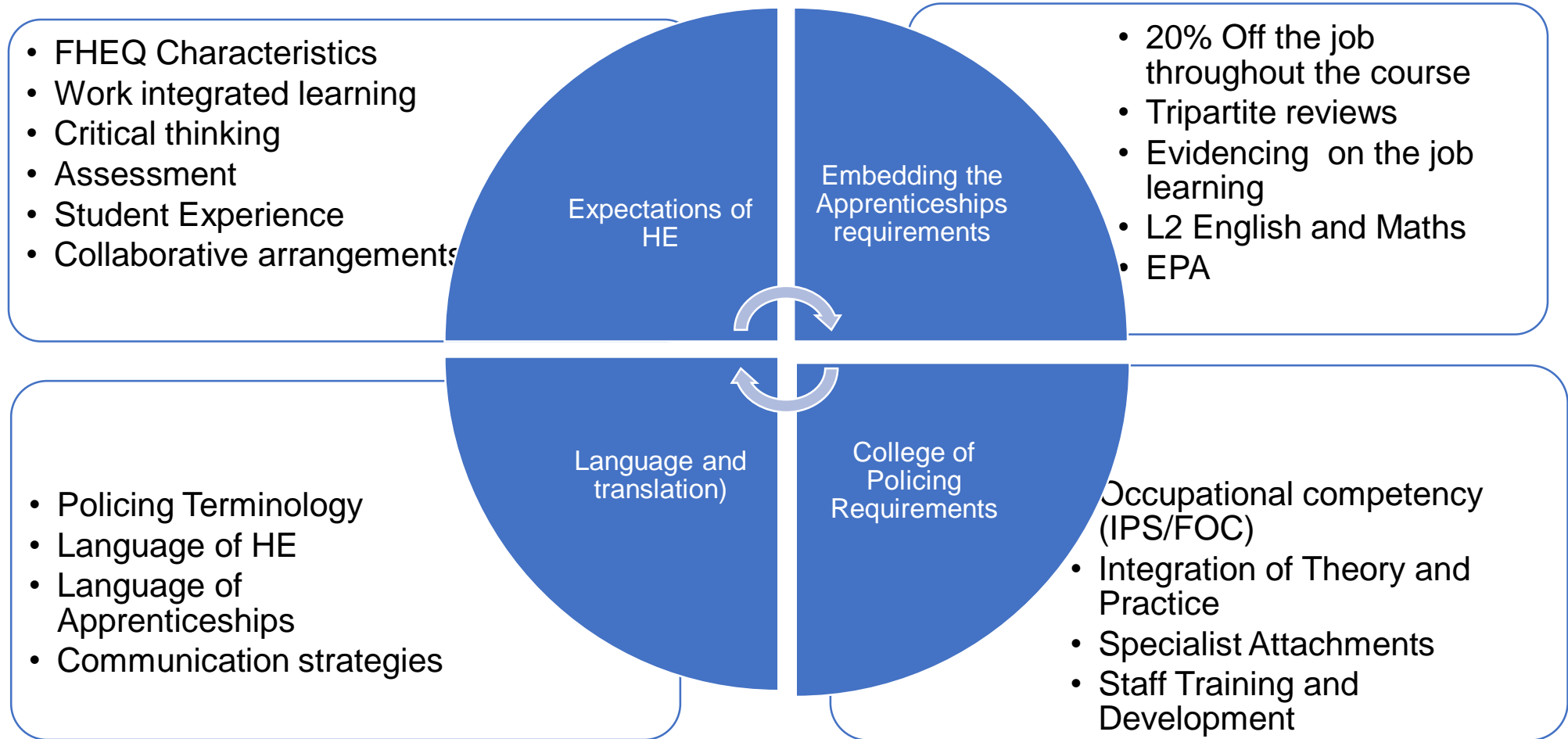


Statistics

- 21.8 % of applications received were from the BAME community, (10% for previous campaigns and 4.63% within the force)
- 19% of the recruits BAME communities (7 and 10% in previous cohorts.)
- 50% of the cohort are female, compared with 30% in previous groups and 31.45% in force.
- Over 50 % of the cohort are the first in their family in HE



Curriculum Design



Broader Opportunities

- Upskilling the existing Police trainers with HE qualifications
- Mentoring Programme for the tutor constables – HE “taster”, leading to enquiries about other policing opportunities in HE
- Opportunities for Senior Leaders
- Cross- force working is enhanced.

What the Apprentices said:

“I want a long term career serving the community and provide a public service.”

“I want to do something purposeful and meaningful in life.”

“Something that I have wanted to do for a long time, but didn’t see it as achievable for me”.

But most powerfully:

“Because my family are career criminals and I wanted to be the opposite”



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