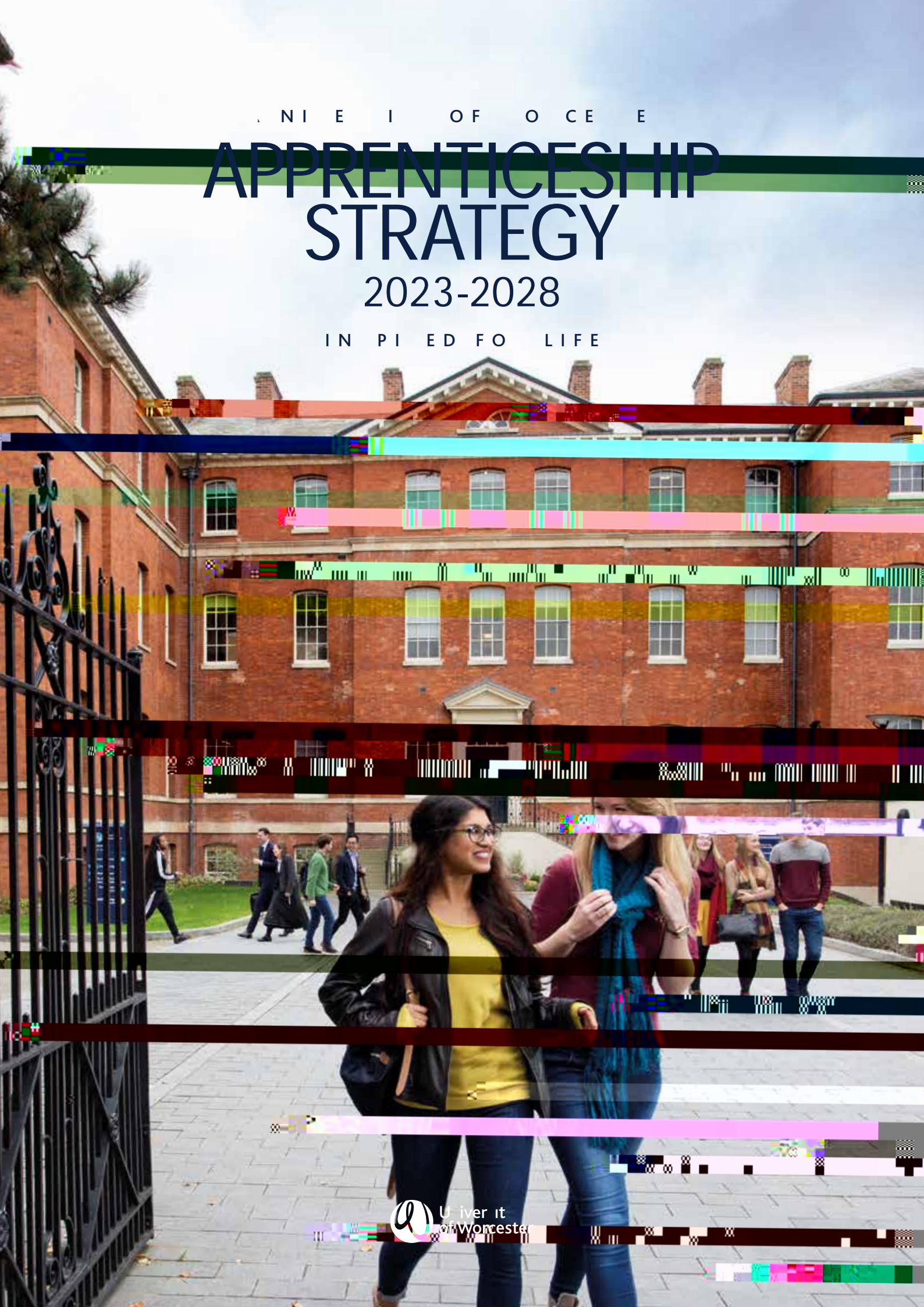


UNIVERSITY OF WORCESTER

# APPRENTICESHIP STRATEGY

2023-2028

INTEGRATED INTO LIFE





In 2017/18 the University of Worcester undertook the strategic decision to develop and deliver higher and degree apprenticeships. This was set against the backdrop of the UK Government announcing significant reform around how apprenticeships were designed, developed, and funded.

This resulted in moving the cost from the public purse





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## Voice of the Apprentice and Employer

Engagement with employers and apprentices remains a key feature for successful implementation of the strategy. The apprentice learning experience and employer feedback is a crucial element of the University's apprenticeship Self-Assessment Report and Quality Improvement Plan and will need to be well managed as provision grows and new employers are established. This remains a highly significant aspect of Ofsted Inspection.

Strategies for feedback on quality and satisfaction will continue to be measured through, for example, module evaluation, course evaluation, student surveys, student representative systems and annual employer surveys. These are currently reviewed through overall governance and academic quality measures and will continue to feed into enhancement of the overall apprenticeship experience.

## Staff Development

The University takes seriously its role in educating outstanding apprentices who will meet the workforce requirements of our employer partners now and in the future. To underpin this the University actively promotes staff development and training for all members of staff, aspiring to create and maintain a culture of 'lifelong learning'.

This Strategy recognises the importance of staff maintaining their engagement with industry. To date Continuing Professional and Personal Development (CPPD) is well embedded, and for our healthcare related apprenticeships, academic staff are required to ensure clinical credibility and competence to deliver effectively. This is supported through regular engagement with practice learning in the clinical environment and remains a key feature for future external quality inspection.

## Equality and Inclusion

The University is committed to providing and supporting an environment that promotes equality and inclusion. We value the diversity of our community, and we aim to create an environment of respect where all are treated equally and where staff and apprentices can reach their full potential.

This Strategy and our commitment to apprenticeship programmes will open up broader learning opportunities to all sections of the community and will increase the opportunities for mature students, particularly working adults, and for those without traditional entry qualifications.

## Performance Management, Target Setting and Key Performance Indicators

The University uses appropriate data to underpin and inform decision-making, linking data to a series of operational targets and Key Performance Indicators (KPIs).

Using a Data Dashboard approach the University reviews key metrics at the Apprenticeship Programme Sub Committee and actions any appropriate remedial actions. The key headline KPIs focus on overall performance, and include recruitment, retention, completion, satisfaction rates and income.

In line with this Strategy these processes will be further strengthened, and targets will continue to be reviewed each year to ensure alignment with targets and developing growth.

**The University seeks to provide an apprenticeship experience that enriches the lives of all apprentices; and is committed to a culture of partnership and support with each apprentice and their employer. The with each apprentice**



**Apprenticeship  
Strategy**

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**2023 2028**