



Degree Apprenticeships A Guide for Employers

# CONTENTS





Your guide to Degree Apprenticeships	3
Business Benefits	4
Supporting you every step of the way	5
Who are we working with	6
What our partners say	6
Our Degree Apprenticeships	7-
Frequently asked questions	10
What next?	11



## YOUR GUIDE TO OUR DEGREE APPRENTICESHIPS

Our degree apprenticeships are delivered by Bangor University and Grŵp Llandrillo Menai. Our collaborative approach allows us to draw on the many strengths offered by both institutions. GLLM are specialists in work-based learning and have a wealth of experience working with industry, Bangor University has a long established track record of academic excellence. Together, we have developed a suite of qualifications covering the digital and engineering higher level skills needed by organisations for them to develop and meet future technology challenges.

#### What is a degree apprenticeship?

A fully funded initiative to bring higher education into a workplace context. Apprentices are able to achieve a full Undergraduate degree while remaining at work with fees paid by government.

Apprentices are your employees and remain in employment for the duration of their studies. They spend part of their time on their degree studies and the rest at work. The way this works is either by day release or for tranches of time (depending on the programme of study they are enrolled on).

The degree apprenticeship will take 3 years to complete depending on the apprentices' existing qualifications.

#### Why choose a Degree Apprenticeship for your employees?

New talent will be attracted to a progressive employer.

These degrees are a proven way to boost workplace skills and are paid for with government funding.

Your employees are already be embedded into the culture of your organisation.

You can increase the skills of your workforce whilst keeping them in post.

Achieve your goals by injecting new ideas and building a strong talent base.



# **BUSINESS BENEFITS**

Degree Apprenticeships offer a huge range of benefits



### ATTRACT NEW TALENT

Being able to study with a supportive employer will attract talented and enthusiastic staff.



### **IMPROVE PRODUCTIVITY**

Degree apprenticeships increase productivity by addressing an organisations skills gap.



### ENCOURAGE ENTERPRISE

New ideas will be brought directly to apprentices' roles within your organisation, so the impact of their studies will be felt immediately..



### VALUE

Degree Apprenticeships are fully funded by Welsh Government, meaning that the small investment in time will reap huge returns.



### RETAIN YOUR BEST PEOPLE

A degree apprenticeship will increase your staff retention as your best staff will feel rewarded by what they have achieved.



## **HIGHER LEVEL SKILLS**

Add the industryrelevant skills needed for the future to help your business grow and develop.



### **STUDENT COMMUNITY**

Your staff will become part of our student community, a community of like minded individuals, who will support and help each other through the course.



### **BILINGUAL COURSES**

Both Bangor and GLLM are able to offer teaching through the medium of Welsh should your business require it.



## SUPPORTING YOU EVERY STEP OF THE WAY

We support our employers and their apprentices throughout the degree in a number of ways:

#### For Employers

We can help you to recruit new apprentices through a range of different activities including job advertisements and marketing directly to college and school leavers.

We can tailor content and practical training to the needs of your business.

We can meet skills shortages or gaps through continuous engagement leading to programme development that will help your business.

Every apprentice is assigned a dedicated work-based assessor.

Regular review meetings when reports of attendance and progress will be discussed.



### **For Apprentices**

Apprenticeships receive full access to all Grŵp Llandrillo Menai and Bangor University student services, including disability and wellbeing, library and IT services, free membership to clubs and societies, reduced gym membership and many other benefits.

Your apprentice will be assigned a personal tutor, this is a member of academic staff who is on hand to discuss academic work as well as provide pastoral care for the duration of study. We operate an open-door policy between staff and apprentices, this includes email and phone calls.





BANGOR

5

# WHO ARE WE WORKING WITH?

Our degree apprenticeships are developed alongside our partners and employers to ensure qualifications that are not only useful to business but relevant for the ever evolving working environment.



*"My staff started their apprenticeships in September and they are already more confident and full of ideas to develop our business technologies"* 

"Apprenticeships are allowing my staff to develop their skills at the same rate as the business develops"

*"I have been able to attract potential talent to my business using the Degree Apprenticeships, the programme has allowed us to develop our business much faster by moulding our team as they learn"* 

*"Undertaking an apprenticeship has meant that I am able to stay in my job, and at the same time work on my wish list for our companies IT systems"* 





# **OUR DEGREE APPRENTICESHIPS**

**Entry Requirements:** Apprentices need to be in either full or part-time employment (minimum 16 hours a week) in the relevant employment. All applicants will be considered on a case by case basis and will be expected to attend an informal interview.

**Duration:** All our digital degrees include core competencies in programming, database design and management ethics professional practices and research and study skills and the duration of each degree is 3 years.

Apprenticeships	Description	Example module list	Example Roles
Applied Software Engineering	This qualification encompasses a wide range of skills necessary for success in the IT sector. Indicative aspects develop from the computing foundations to programming with Python, C# and web- based Enterprise Java, creating websites using HTML5/CSS and User Experience (UX) and HCI, development of mobile phone apps, formal software engineering methods, security and, also in the final year the apprentices will undertake projects linked to their workplace. Additionally, the learners will also be able to consider and investigate new technology that is constantly being introduced, how it can be used and the ethical considerations.	Create/Manage Accessible Website Designing Accessible Websites Digital Graphics Fundamentals Computer Systems Designing Mobile Technology Designing/ Creating OO Programs Ethical Computing Project Management for Comp Professionals Emerging Computing Technologies Software Engineering Business and Enterprise Programming User Experience (UX) & HCI Software Prototyping Study Production Software Development - Research Project	Application analyst Applications developer Game designer Games developer Information systems manager IT consultant Software engineer Systems analyst UX designer Web designer Web developer
Applied Cyber Security	This pathway looks to equip the modern network technician with the skills required to manage and secure computer systems. A range of skills are developed including programming skills using Python, introduction to networks using CISCO CCNA courses, legislation surrounding the management of computer system and the management and security of websites. In the final year there is a project: Advanced Security Solution, along with formal Cryptography mathematics, Penetration Testing, with Software development and Enterprise Java.	Web Technologies Routing and Switching Essentials Security and Data Ethics with Unix Web Servers and Authentication Multi-user UNIX Mathematics for Security Cryptography Software Design for Security Penetration Testing Study PESTLE (inc GDPR) Advanced Security Solution Project	Junior Network Engineer, Junior Network Security Engineer Cyber security analyst Forensic computer analyst Information systems manager IT consultant Systems analyst Web developer



Apprenticeships	Description	Example module list	Example Roles
Applied Data Science	The applied data science route concerns the management and analysis of 'data'. It concentrates on a range of programming and analysis tools that can be used to assist businesses in processing data. Typical study topics include programming with Python mathematics for computing, an introduction to computer systems, management of data in databases using SQL, how data is analysed and the tools used in the process of analysis. Supporting skills are also developed such as a range of underpinning mathematical skills needed to analyse data and the ethics and legal requirements in gathering data. In the final year they will Study Machine Learning, Advanced Data management, Information Visualisation, Security and undertake two projects, one in Artificial Intelligence, the other in Visualisation.	Mathematics for Computing Digital Graphics (JS Canvas) Database Design and Management Computer Systems Web Technologies Data Ethics Data Structures & Algorithms Intro to Data Analytics Visualisation & Graphical Algorithms Advanced Data Management and Analysis Information Visualisation Data Processing & Al Project Design & Visualisation Project Machine Learning	Application analyst Applications developer Data analyst Database administrator Forensic computer analyst Information systems manager IT consultant Systems analyst Web developer
Applied Mechanical Engineering Systems	This course develops a broad understanding of mechanical engineering and business principles so as to assist in becoming a competent engineer with the knowledge, understanding and skills required for a professional career in the mechanical engineering industry. The programme develops given knowledge in engineering principles in both electrical/electronic and mechanical theory in to applying them in real situations. It provides practical skills in design, testing, heath and safety. It develops mathematical approached to engineering and theory demonstrating this in the final year with Power and Industrial Engineering.	Engineering Design Engineering Materials H & S in Engineering Mechanical Eng Principles Electrical & Electronic Principles Engineering Mathematics Automation & Robotics Computer Aided Design & Analysis Engineering Maintenance Advanced CAM Engineering Management Techniques Computer Aided Design (CAD) Sustainable Manufacturing Management Power Engineering Sustainable Renewable Energy Industrial Engineering Applications of CNC Machines	Control and instrumentation engineer Maintenance engineer Mechanical engineer Nuclear engineer



Apprenticeships	Description	Example module list	Example Roles
Applied Electrical/ Electronic Engineering Systems	The aim of the course is to give students a broad understanding of electrical and electronic engineering and business principles to assist them to become competent engineers with the knowledge, understanding and skills required for a professional career in the electrical and electronic engineering industry. The programme develops given knowledge in engineering principles in both electrical/electronic and mechanical theory in to applying them in real situations. It provides practical skills in design, testing, heath and safety. It develops mathematical approached to engineering and theory demonstrating this in the final year with Power Engineering and Control Systems	Electrical/Electronic Principles Engineering materials Engineering Mathematics Health and Safety in Engineering Design Mechanical Engineering Principles Automation and Robotics Data Systems, Management & Ethics Electrical Machines Engineering Maintenance Mathematical Methods & Linear Systems Control Systems Power Engineering Sustainable Manufacture Management Sustainable Renewable Energy	Acoustic consultant Aerospace engineer Broadcast engineer CAD technician Control and instrumentation engineer Design engineer Electrical engineer Electronics engineer IT consultant Network engineer Nuclear engineer Sound engineer Special effects technician Systems analyst





PATEYSGOL BANGOR UNIVERSITY

9

## FAQs

### HOW MUCH DOES A DEGREE APPRENTICE EARN?

Apprentices are protected by a national minimum wage, however, we ask that employers commit to a salary of at least £12,000 per year. Many employers choose to pay more in order to attract the best candidates. Those enrolling as existing members of staff would normally continue to receive the same benefits.

#### DO YOU ONLY PROVIDE APPRENTICESHIPS FOR BUSINESSES IN WALES?

Yes the government funding for these degree apprenticeships is only available to businesses with a footprint in Wales. Apprentices need to spend at least 51% of their time in Wales. If you have any questions on your eligibility, please contact us to discuss.

# HOW MANY DAYS ARE APPRENTICES AWAY FROM THE WORKPLACE DURING THEIR APPRENTICESHIP?

This varies by Apprenticeship and the delivery method chosen. Usually this would be on day release, or in some cases block release, depending on the curriculum being taught and the needs of the business.

#### WHAT WILL THIS COST ME?

Degree apprenticeships are fully funded meaning the only cost to an employer is releasing your employee as agreed.

## CAN PART-TIME EMPLOYEES JOIN AN APPRENTICESHIP PROGRAMME?

Yes. In order to complete a Degree Apprenticeship programme employees should be working a minimum of 16 hours per week.

## ARE YOU DEVELOPING NEW DEGREE APPRENTICESHIP PROGRAMMES?

Yes, we are working hard with employers and industry partners, to expand our range of Degree Apprenticeships. Please contact us if you have a specific need.

## CAN MY STAFF DO A DEGREE APPRENTICESHIP IF THEY ALREADY HAVE A DEGREE?

Yes, this is only an issue if they already hold a recent degree in the same subject.



## WHAT NEXT?

Get in touch with us...

As employers the first step is to talk to us, we can then guide you through the process of setting up the apprenticeship and getting your staff enrolled on the programmes we offer. You can also find more information on the different apprenticeships we offer on our web site, search GLLM Degree Apprenticeships.

https://www.gllm.ac.uk/apprenticeships/degree-apprenticeships/

08445 460 460 and ask for degree apprenticeships

https://www.gllm.ac.uk/busnes/

