

CHARTERED MANAGER DEGREE APPRENTICESHIP - HEALTH AND SOCIAL CARE

WITH MARY SEACOLE

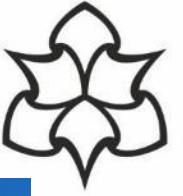


Leadership Academy

Paul Bridge

Apprenticeship Development Manager



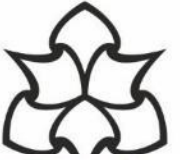


Specialist university for degree apprenticeships

- Largest university provider of Degree Apprenticeships in the UK
- Highest placed university for 3 years running in *Rate My Apprenticeship* 2019, 2020 and 2021
- OFSTED Outstanding Provider - November 2018: “*Leaders have a clear vision to provide high quality programmes...to make higher education accessible and beneficial for all.*”
- Winner of *Digital Apprenticeship Provider of the Year 2020* FE Week & AELP
- Global interest, advising other countries – New Zealand, Spain, Canada and Australia



CMDA HSC – London cohort – January 2022



What our apprentices are achieving...

- 40% of Manchester Met apprentices are the first in their family to go to university
- 34% of current Manchester Met STEM apprentices are women, compared to national average of 22% reported by the Office for Students (2020)
- 33 of our apprentices have won regional or national awards
- Pay rises and promotions - 78.3% of Manchester Met Degree Apprentices received a pay-rise and 64.2% received a promotion during their apprenticeship
- Over 97% of apprentices achieved a Distinction or Merit at their EPA last year, furthermore
- Over 90% achieved a 1st or 2:1 in their degree



Aaron Oneschuk, Pizza Hut
2019 NW Higher or Degree
Apprentice of the Year



Tasmia Nilazi, Lloyds Highly
Commended in BAME
Apprenticeship awards 2020



Sabreen Anwar, Lloyds
Highly Commended
Apprenticeship Awards



Jamie Edge, Barclays
UK IT Industry Awards

"Apprenticeships are another way of promoting equality in the workplace, empowering women and bridging the gender pay gap."

Christianah Awodiji, Chartered Manager
Degree Apprentice





Employer partners include



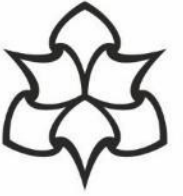








What makes our programme different?



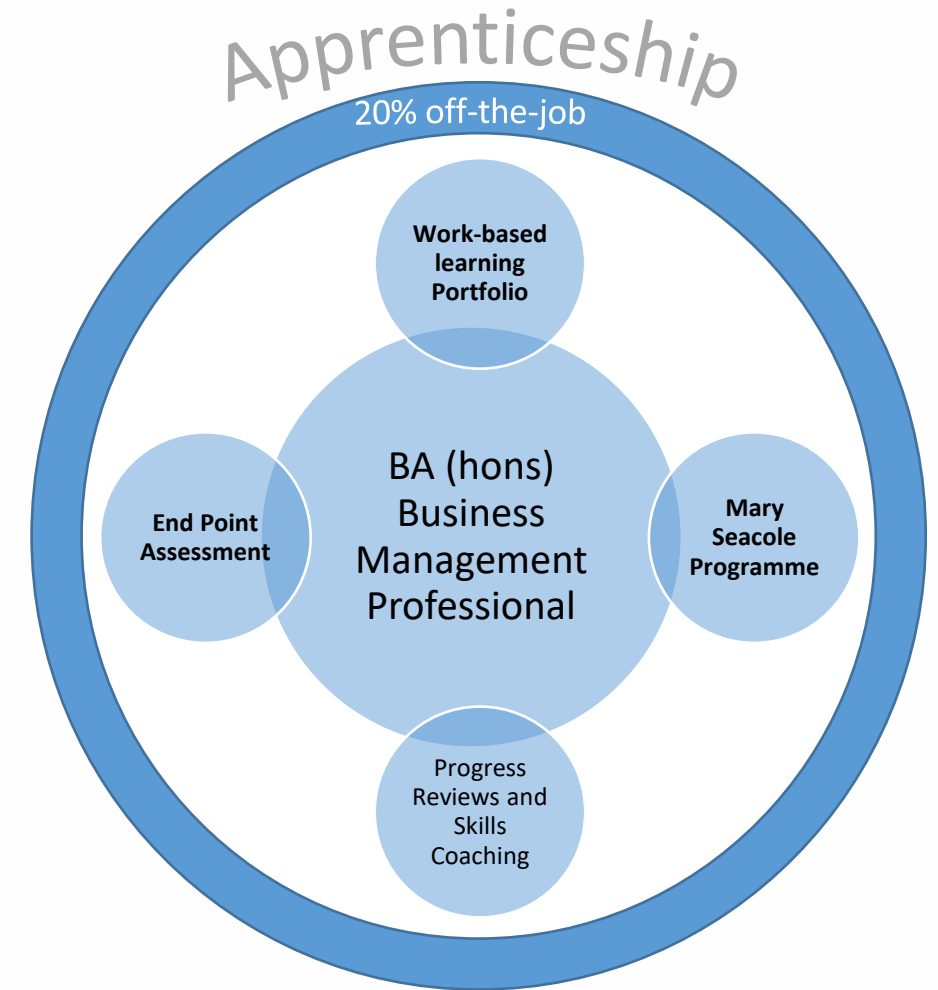
- Started in January 2018 - around 15 cohorts have started
- Designed with NHS Trusts and local authorities
- Co-taught between the Business School and Faculty of Health & Education
- Health and social care content focusing on integrated care
- For experienced health and care professionals in both clinical and non-clinical roles
- Recognition of prior experience means achievement of a full BA (Hons) degree in two years
- 60+ employers, including NHS Trusts in the North West, Yorkshire, Midlands, London and East of England



CMDA HSC – Midlands cohort – Oct 2021



- **2 years (Entry at Level 6)**
- 16 classroom days @ MMU's Business Building in Manchester
- **No cost to learners –funded by levy - £15,000 not £22,000**
- **EPA and resit costs included in fees**
- **Integrated Mary Seacole Programme**
- **Applied assessment and no exams**
 - Tailored to the workplace where possible
- **Skills Coach Support**
 - Quarterly three-way progress reviews with apprentice, line manager and Skills Coach recorded on e-Learning platform





Key Considerations and Entry Requirements

- 20% of time 'Off the Job'
- Manager and/or mentor support – 4 x Skills Coach review per year
- All applicants need to have a minimum of two years of management experience and work at least 30 hours per week in a suitable role
- Functional Skills needed prior to starting, especially if applicant without a degree.



Entry requirements



Entry	Qualifications	Experience
Route 1 Direct	Masters, degree (in a different subject)	2 + years managerial experience
Route 2 Direct with well written Personal Statement that demonstrates writing ability	Level 5 qualifications such as DipHE, ILM or CMI L5 in Leadership and Management, HND and Mary Seacole Award.	2 + years managerial experience
Route 3 -With 500 word entry assessment and well written Personal Statement	Level 4 qualifications such as HNC, Cert HE, ILM /CMI award Leadership and Management Level 4 and Edward Jenner Award.	2+ years managerial experience
Route 4 - With 500 word entry assessment and well written Personal Statement	Applicants with qualifications that do not meet the above criteria.	5+ years managerial experience

All applicants need GCSE Mathematics and English Language (grade A*-C / 9-4) or equivalent Level 2 Functional Skills.

Off the job

20% “off-the-job” training or development time is a legal requirement of the apprenticeship. It is critical time to develop new knowledge, skills and behaviours.

20% off-the-job development includes:

- University attendance and e-learning
- Assignment development and write-up
- Work-based projects
- Shadowing, mentoring and development tasks
- Work and industry visits
- Training courses and competitions

It does not include:

- *Functional Skills support at level 2*
- *Progress Review meetings with Skills Coach*
- *EPA assessments*
- *Training outside of working hours*

To help plan OTJ

A standard 5 day week – 1 day for OTJ = 20%. The 16 classroom day per year count towards this total.

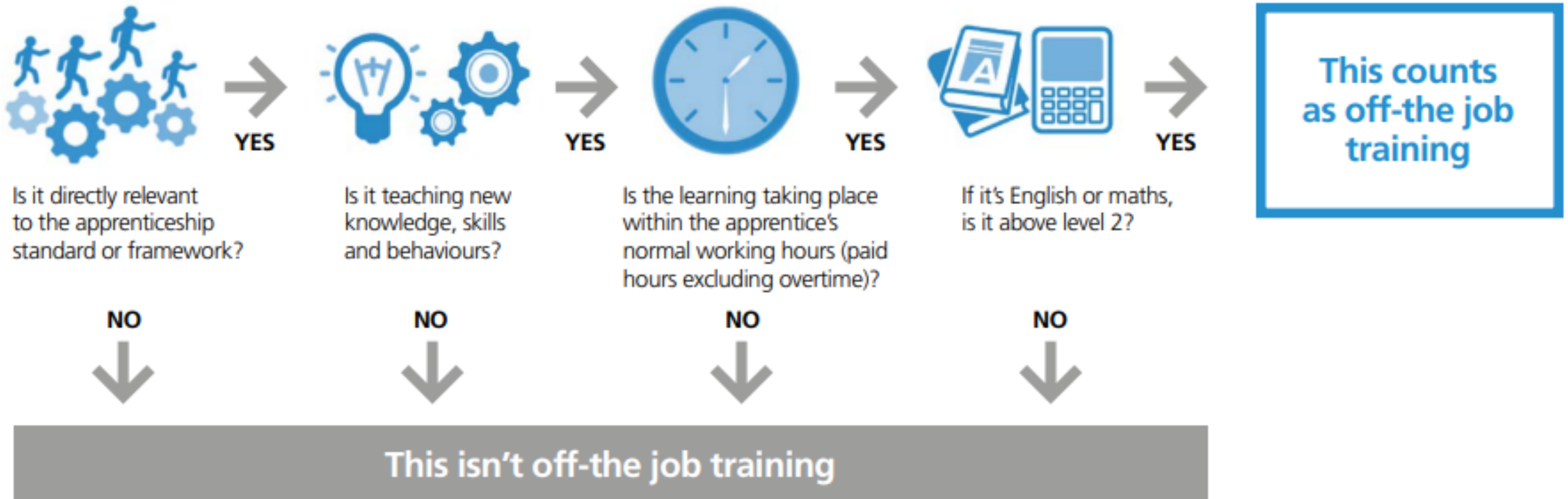
Consider spending:

- Some of your OTJ developing KNOWLEDGE
- Some OTJ time – SKILLS DEVELOPMENT - to develop new skills and behaviours

Consider how this might look in your organisation – e.g. peak working periods and working patterns, key meetings.



Off-the-job training: steps to help you determine whether an activity counts as off-the-job training





Who is this apprenticeship for?

Applicants need to have a minimum of two years of management experience and work at least 30 hours per week in a suitable role, can be clinical or non-clinical

Some job roles of recent apprentices

- Ward Manager
- Emergency Department Matron
- Deputy Clinical Services Manager: Imaging
- Registered Manager (Care)
- Anticoagulant Specialist Nurse
- Perioperative Practice Educator
- Procurement Manager
- Programme Coordinator
- Estates Manager
- Workforce Development Lead
- Senior Pharmacy Technician
- Operational Manager
- Clinical Governance Lead
- Medical Photographer
- Specialist Biomedical Scientist
- Team Manager
- Medical Workforce HR Coordinator
- Performance Manager
- Sister
- Project Manager
- Senior Administrator
- Senior Manager
- Podiatry Team Leader
- Right Start and School District Nurse Manager
- Learning Disability Manager
- Patient Flow Manager
- Social Work Dept Manager
- Radiographer



Programme Overview

Year 1			Year 2		
Developing Self and Others (DSO) 15 Credits	Strategic and Operational Thinking in the Health & Social (SOT) 15 Credits	Managing Change and Innovation in Health and Social Care (MCI) 15 Credits	Key Principles in Health and Social Care Practice (KPHSC) 30 Credits	Project Management and Portfolio (PMP) 30 Credits	End Point Assessment 1. Pro Discussion 2. Project Showcase and Graduation
Study Skills Sessions (Available all year)	Mary Seacole Programme within Leadership and Management of People (LMP) 15 Credits			End Point Assessment preparation	
E-Portfolio – ongoing development of your Apprenticeship Portfolio					





Year one units

Unit	Summary	Assessment
Developing Self and Others (15 credits)	This unit will focus on personal development of the apprentice as well as the apprentices contribution to the development of others.	Reflective essay and development plan (3000 words). Develop a proposal for a coaching and mentoring plan for yourself and someone on your team.
Strategic and Operational Thinking in the Health and Social Care Context (15 credits)	This unit allows leaders or future leaders to understand and develop operational strategies for their Healthcare Organisation.	Report (Strategic Plan), typically 3000 words. Students will construct a strategic and operational plan , setting and justifying targets and KPIs priorities, critiquing resource management processes and Commissioning and Contracting, setting out policies.
Mary Seacole Programme <i>within Leadership and Management of People</i> (15 credits)	Designed to develop knowledge and skills in leadership and management – Over 5 months 12 units/sections.-	Reflections, online discussion groups and 2000 word assignment.
Managing Change and Innovation in Health and Social Care (15 credits)	This unit will examine innovation and organisational performance in Health and Social Care Organisations. This will include an exploration of the role of digital technology in providing opportunities for innovation and performance enhancement.	The apprentice will produce a presentation, which critiques the implementation of an innovation within an organisation , including a consideration of the contribution of advances in digital technology.

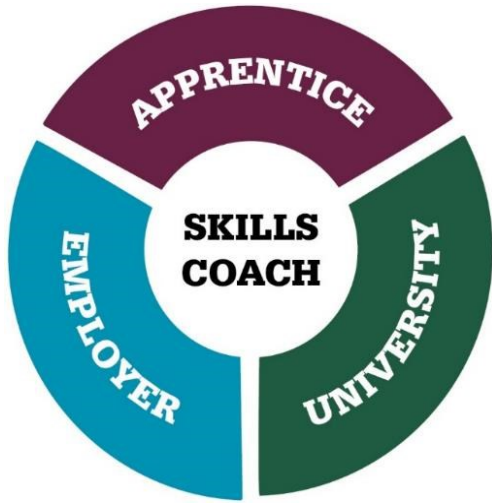


Year two units

Unit	Summary	Assessment
Project Management and Portfolio (30 credits)	In this unit, apprentices will complete a work-based project and apprenticeship portfolio.	Project Portfolio: the student will produce a project proposal (typically 1500 words) Presentation (typically 15- 20 Minutes).
Key Principles in Health and Social Care (30 credits)	This unit invites students to develop evidence-based knowledge and expertise relating to the challenges presented by integrated working in the public sector.	Presentation 50% They will then describe and critically analyse the values that underpin practice , incorporating discussion of the principles of economics, governance and their impact upon practice . Essay 50% The apprentice will identify a named health/social care policy or practice framework. They will then explore the impact of this policy or framework on the safeguarding practices for a named group of people or community.

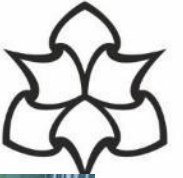


Skills Coaches & ADM



- Dedicated **Skills Coaches** who conduct **Progress Reviews** with apprentice and employer/ mentor to monitor progress, facilitate skills and behaviours development and set workplace targets. (every 12 weeks)
- **Point of contact** for Apprentice and Line Manager.
- Pastoral **support and guidance** (e.g. EFs and referrals) and encouragement.
- Support and preparation for **End-Point Assessment (EPA)**.
- Dedicated **Apprenticeship Development Manager (ADM)** for account updates, progress reporting, ad-hoc questions and contact at an employer level.





Apprentice Outcomes

- Successful apprentices achieve
 1. Degree: **BA (HONS) Business Management Professional**
 2. **Level 6 Apprenticeship**
 3. **Chartered Manager Status**
 4. **Mary Seacole Award**
 5. **Project Management experience** through impactful projects (improve patient care, save lives and save money)



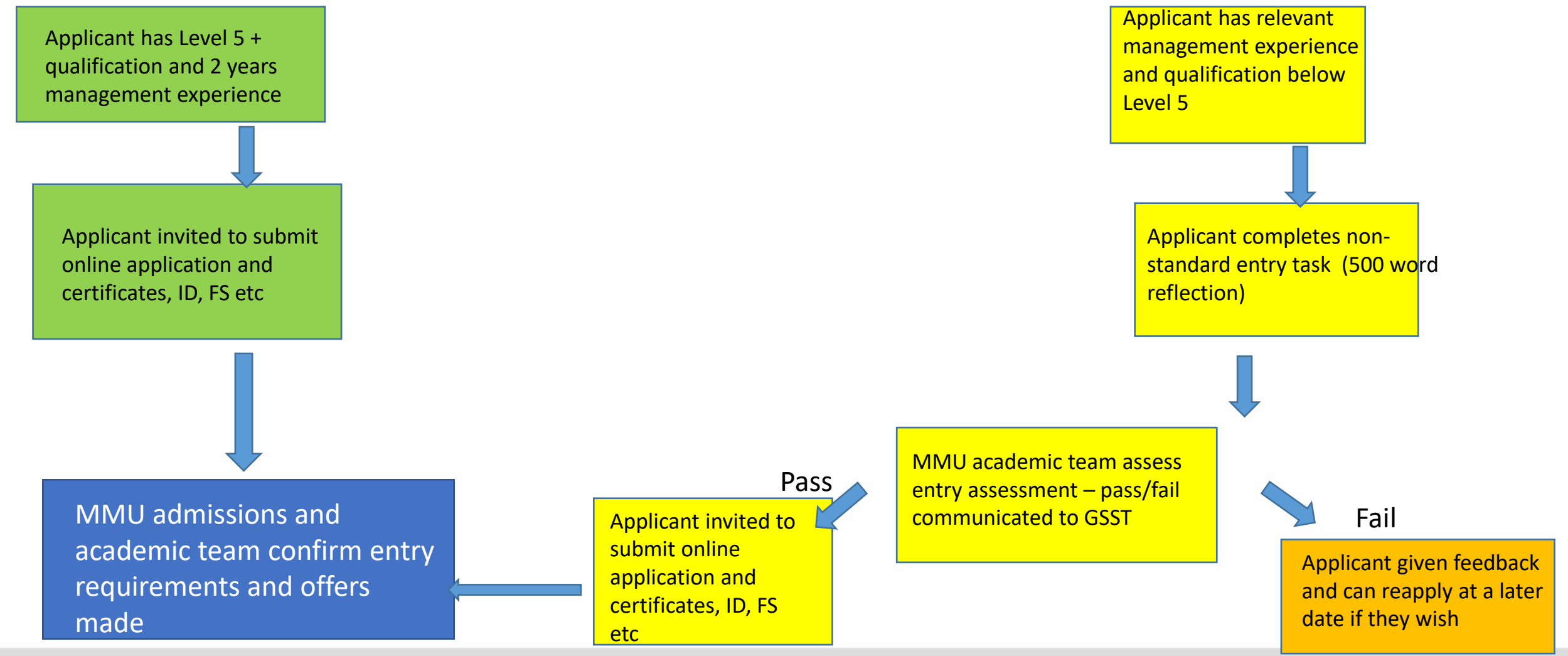
Pay rises and promotions

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Applicant's line manager submits signed JRA and job description – MMU confirm job suitability

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Any questions?

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<https://www.mmu.ac.uk/study/apprenticeships/courses/chartered-manager-health-social-care>