Chartered Manager Degree Apprenticeship

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Overview
The Chartered Manager Degree Apprenticeship (CMDA) is a trailblazer apprenticeship that has been developed by a group of employers, in liaison with the Chartered Management Institute (CMI) and higher education providers. The apprenticeship provides an alternative to graduate recruitment and the opportunity to ‘grow your own’ talent. It includes a combination of work-based learning and business education, which leads to a BA (Honours) Professional Practice in Management and professional recognition through the award of Chartered Manager status (CMgr MCMI).

The CMDA fosters the skills, creativity and loyalty employers need for employees to commit themselves to an organisation and drive it to the next level.

Key drivers
• Poor management skills cost the UK economy over £19bn a year (BIS).
• 64 per cent of employers think that a lack of management skills is holding back growth. (Source: ‘The new vocational currency: investing for success,’ Cranfield School of Management and learndirect, 2013)
• 200,000 new management roles need to be filled each year (UKCES).
• 75 per cent of employers seek professional qualifications to provide evidence of practical skills (CMI).
• The introduction of the apprenticeship levy in April 2017 for all large organisations.

Benefits for employers
• Get work-ready graduate calibre employees embedded within your organisation, who truly understand your business and bring fresh perspectives and ideas.
• Attract and retain the best young talent, supporting the youth employment agenda.
• Enhance your learning and development strategy by establishing a clear progression route for aspiring and established managers.
• Generate a return on investment through accelerated development and increased commitment.
• New research from across 500 Chartered Managers reveals that, on average, they deliver over £390k of added value to their organisation (CMI).

• Successful companies need to grow and innovate, and investing in and developing the next generation of talent is the best way to do that.
• Apprentices are able to learn at university about principles, techniques and their practical use, which is then further developed in the workplace. Putting theory into practice develops confidence and professional competence.
• Projects are negotiated with employers to ensure they benefit all parties.

How we can help you
• Sheffield Hallam University's Business School has a strong history of collaboration with employers to deliver work-focused education and training, and is now ready to help you capitalise on higher apprenticeships.
• You will have access to our cutting-edge facilities and benefit from the world-class expertise of our staff.
• We can help you to navigate the apprenticeship system, including using the new Digital Apprenticeship Service and claiming additional funding incentives where they apply.
• As experts in student recruitment, we can support you to attract new young apprentices, developing your future talent pipeline, as well as increasing the capacity of your existing employees.

Award
The BA (Honours) Professional Practice in Management is an innovative work-based learning solution that is designed to meet the needs of the employer and the learner, putting them at the heart of the programme. It consists of building blocks of learning comprising of the essential components of management practice required to be successful in a complex and dynamic modern workplace.

Alongside core topic areas, the programme allows for completion of major in-company projects designed to deliver return on investment for the employing organisation. An illustrative example of the BA (Honours) Professional Practice in Management is shown on the next page.

Duration
The programme is usually delivered over three and a half years.

Delivery method
Typically learners attend University for three or four days at a time, approximately six times per year, although this decreases in the final year when the major in-company project is being undertaken.

Course description
The core course content is aligned to the CMI level 5 Diploma and the Chartered Manager Standard.

Assessment
Learners are assessed by completing a variety of assessments to test many attributes relevant for successful management performance in the workplace.

Assessment types can include management and technical reports, research investigations into practice, problem-solving activities, presentations, self, peer and co-assessment, and in-company projects.

There are no exams for the BA (Honours) Professional Practice in Management.

This unique approach to assessment of the degree enables each learner to contextualise and tailor their learning to their organisation and sector.

End-point assessment
The CMDA end-point assessment requires representation from the employer, the higher education provider and a third party independent assessor and includes
• a review of a portfolio of evidence, including a work-based project
• a 15 minute presentation
• a panel interview

Professional recognition
Completing the BA (Honours) Professional Practice in Management will build the skills and competencies required for professional recognition through the award of Chartered Manager status (CMgr MCMI) and professional membership of the Chartered Management Institute (CMI).

After successful completion of the BA (Honours) Professional Practice in Management, learners complete a simple application form to apply for Chartered Manager status.
Options for larger employers
Where an organisation has 15 or more learners, Sheffield Hallam University can work with you to co-create tailored content to meet individual business needs.

Entry requirements
The CMDA programme is suitable both for new recruits (eg school leavers entering into management positions) and for developing aspiring or existing managers already in employment who do not have a relevant management degree.

For new recruits, the usual entry requirements are:
- GCSE (or equivalent) mathematics and English language at grade C or grade 4, or above

Plus one of the following:
- 112 UCAS points, including at least 64 points from two A levels or equivalent BTEC National qualifications. We accept AS levels and general studies.
- 96 UCAS points from three A levels or equivalent BTEC National qualifications. We accept general studies.
- other equivalent qualifications, eg Access, Foundation Course or completion of a relevant level 3 apprenticeship

Please note that this information is based on the new UCAS tariff points system for courses starting from September 2017. This is significantly different to the current points system and uses an alternative method of calculation. You can find information about these changes on the UCAS website (www.ucas.com/ucas/undergraduate/getting-started/entry-requirements/tariff/new-tariff-2017) and use the UCAS tariff calculator to work out your points.

For those already in employment the apprenticeship provides access to development opportunities for applicants who may already have practical experience but wish to improve their theoretical understanding, want to develop their management skills further and obtain an academic qualification and professional recognition.

Fees
Typically £27,000 per learner, however tailored programmes may vary depending on requirements.

Government funding is currently available to cover up to two-thirds of training costs (funding rules apply) and additional incentive payments are available. Please visit the Skills Funding Agency website www.gov.uk/guidance/sfa-funding-rules for more details.

However, for learners who start their apprenticeship after April 2017 the available funding will be set by the government’s rules on the apprenticeship levy and operated under the proposed Digital Apprenticeship Service.

More information on the new apprenticeship funding arrangements, including how the levy will work, can be found on the Department for Education website www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work

Government now proposes that:
- levy paying employers with wage bills above £3,000,000 per annum will use their levy payments and a 10% government top-up to pay for apprenticeship course fees and any end-point assessment up to the funding cap
- non-levy paying employers (below the wage-bill threshold) may access government funding of 90% of the course fees (or 100% for learners below the age of 19 at the start of the course for small employers with less than 50 staff) up to the funding cap

As a leading provider of higher and degree apprenticeships, Sheffield Hallam University is working closely with government to understand the implications of these reforms and to maximise the benefits of our apprenticeship programmes for both individuals and businesses. Please contact us to find out more and to get started.
“Designing the Chartered Management Degree Apprenticeship in collaboration with Sheffield Hallam has allowed us to develop a bespoke programme to address specific higher level skills gaps.

“We have found that the combination of practical, commercial experience at Nestlé and academic excellence at Sheffield Hallam is giving young people the skills that they need to become successful. It’s a great way for us to grow and develop our future business leaders.

“Attracting and developing talent in these areas is key for increasing productivity and performance going forward, which our partnership with Sheffield Hallam is helping us successfully deliver.”

Charlotte Mummery, head of academy talent acquisition at Nestlé UK & Ireland

Find out more

Whatever your query, our dedicated team are here to help.

Email: apprenticeships@shu.ac.uk
Phone: 0114 225 3433