

# Work Based Learning

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## What is Work Based Learning

- Work Based Learning is a modern way of creating FE and HE-level learning in the workplace
- Its special work-linked features enable learning to be centred and take place throughout the working environment
- By using an actual working role and an organisation's objectives as the focus for academic enquiry, Work Based Learning is uniquely structured to benefit both the individual employee and the employing organisation

# Benefits of Work Based Learning



Information Services

Work-based learning can help **students/employees**:

- Make career decisions
- Develop job skills relevant to future employment
- Enhance their academic knowledge
- Improve their personal and professional development
- Achieve a recognised academic qualification
- Relate their programme of study directly to the activities of their employment
- Incorporate a project which will enhance their performance and that of the organisation
- Develop skills which will give them the confidence to learn and improve their personal effectiveness
- Register with professional bodies

# Benefits of Work Based Learning



Information Services

Work-based learning can help **employers**:

- Identify employees to fill specialist roles
- Become a learning organisation able adapt to changes in the market place
- Retain employees
- Reduce the costs of recruitment
- Make contact with experts from FE and HE institutions
- Improve organisational project performance
- To be involved in the FE and HE course curriculum development process

# Work Based Learning

From Challenges to Enablers

Fleur Corfield  
Staffordshire University

# why wbl?

- Government
  - 40% Adults with HE qualifications by 2020
  - Role in helping ride out economic down turn
- Social Pressures
  - Reduction in numbers of traditional learners
  - Changing learning patterns

# access all levels

- Foundation degrees
- Degrees
  - “Adewusi found most of her placements by trawling the internet and approaching employers directly”  
Guardian 15/11/2008
- Post Graduate

# challenges

- Academic Calendars
- Fees
- Understanding & Supporting the tripartite relationship
- Understanding Demand & Reacting fast enough
- Sustainability
- Lack of confidence in delivery
- Language barrier

# enabling

- Flexible models of short awards with accreditation and links to professional bodies
- Culture Shift towards workforce market business model\*
- Share in risk by institution and employer
- Develop a niche i.e. SME and link to FE colleges
- Focus on USP – quality, skills base, & accredited learning
- Communication between all stakeholders needs to be clear

Higher Education for the Workforce: Barriers and Facilitators to Employer Engagement, Dr M Wedgwood (2004)  
<http://www.dius.gov.uk/publications/DIUS-RR-08-04.pdf>

# The Staffordshire Perspective



Information Services

- Been supporting WBL for over 7 years with Foundation degrees
- JISC Funding
  - Materials created
  - Website developed
- Addressed some of challenges, continuing to address others

# WBL Materials



Information Services

- **Challenge:** “Lack of confidence in delivery”
- **Enabling:** “Communication between all stakeholders needs to be clear”
- Generic support documents can be used for staff development
- Available to any institution via JORUM
- Best Practice Examples
  - Materials available via Staffordshire University repository to allow SURF colleges to give same information using their own websites, giving consistent support to all WBL stakeholders.
  - The Working Manager now a partner at the University uses the resources and they were used as the first contact point with the University

# Example

Work Based Mentor  
Handbook

For Selectors

**For Mentors**

Mentor Agreement

Activity

Further Support

Roles

Appendix 1

Appendix 2

Appendix 3

## For Mentors



### Introduction

This section of the handbook covers the mentoring process from the view point of the mentor, including a description of the Mentor Agreement, what meetings they are expected to attend and when/ how they should be contacting the mentee.

[« previous](#) | [next »](#)

# Flexible Validation



Information Services

- **Challenge:** “Understanding Demand & Reacting fast enough”
- **Enabling:** “Flexible models of short awards with accreditation and links to professional bodies”
- Quick validation of accredited modules
- Development of Negotiated Awards
- Willing to share it as Good Practice.
  - Through colleges
  - Aspire Housing

# WBL Support Point



Information Services

- **Challenge:** “Understanding & Supporting the tripartite relationship”
- **Enabling:** “Communication between all stakeholders needs to be clear”
- Created an online presence allowing access to materials supporting WBL
- Good Practice Examples
  - BT – supporting mentoring
  - RAF – reviewing branding for them
  - Post Graduates – reviewing own version

# Example



Information Services

## Work-Based Learning SUPPORT POINT

Welcome, Manager Test Account!

Manager Help

**Announcements**

Entries Old Entries Manage Entries

No entries were found.

**Work Based Learner Information**

**Viewing your work-based learners' information**

Upon registration, each learner gets assigned a unique ID which they can use to grant other users access to their information. Here you can enter IDs you have been sent by learners to view the learner information. Enter an ID into the box below and click the 'Add Learner' button. The learner will then appear in the table below.

Learner ID:

To remove a learner from the table, insert their email address into the box below and then click the 'Remove Learner' button.

Learner email:

The following work-based learners are in your announcement group.

Award	Learner	Company Department	Tel Number	Email	Related Tutors	Remove from announcement group
	Song Ye	Information Service	023488666	yp901540@student.staffs.ac.uk	Related Tutors	<input type="checkbox"/>
	Raymond Reid	LDI	0123456788	re234731@student.staffs.ac.uk	Related Tutors	<input type="checkbox"/>
Professional Development Diploma	Christopher Rowley	LDI	01234 567890	rd920184@student.staffs.ac.uk	Related Tutors	<input type="checkbox"/>

**Awards around your companies area of interest**

**Awards related to your area of business**

Here you can see a list of local awards available that match the subjects relating to your area of business. You can also select a new subject from the drop down menu below.

23 pages of awards found.

1 2 3 4 5 Next> Last>>

Title of Award	Place of study	Award Code	Progression Routes
Biomedical Science	Staffordshire University Stoke site	85B60000	
Human Biology and Psychology	Staffordshire University Stoke site	09B100C8	

**Useful Business Links**

Here are a number of useful links for you

- o Sector Skills Development Agency News & Tenders
- o Dfes (Department for Education and Skills)
- o Staffordshire University Homepage
- o AimHigher, understanding why HE and how it would benefit you as the employer

**Can't find the award you want?**

**Setting up a foundation degree**

Do you think your company would benefit from a specific foundation degree?

Steps to setting up your own foundation degree:

1. Collect a list of existing internal training (including learning outcomes)
2. Collect a list of professional training employees have attended
3. Think about the setup. Do you want to embed existing training?
4. What would be considered a critical success (for measuring against in the future) for the company
5. Expected numbers of students
6. Frequency of award being delivered
7. Starting date of award
8. Does your company want to deliver the courses or do you want the local university/college to do it? Or all online?
9. Either contact your local institution or email [chris.watson@staffs.ac.uk](mailto:chris.watson@staffs.ac.uk)

# conclusion



Information Services

- Investing in Staff Development
- Reviewing assessment of work placements
- Demonstrate clear business benefits
- Transparent advice on WBL
- Link competencies to academic credit and professional qualifications
- Build partnerships

# Thank you



Information Services

Fleur Corfield

[f.m.corfield@staffs.ac.uk](mailto:f.m.corfield@staffs.ac.uk)

## Websites of Interest

JORUM – [www.jorum.ac.uk](http://www.jorum.ac.uk)

The Support Point – <http://learning.staffs.ac.uk/liferay>

Project Websites around WBL – <http://projects.staffs.ac.uk>