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APPRENTICESHIPS
**DISCOVER THE
EXTRAORDINARY**

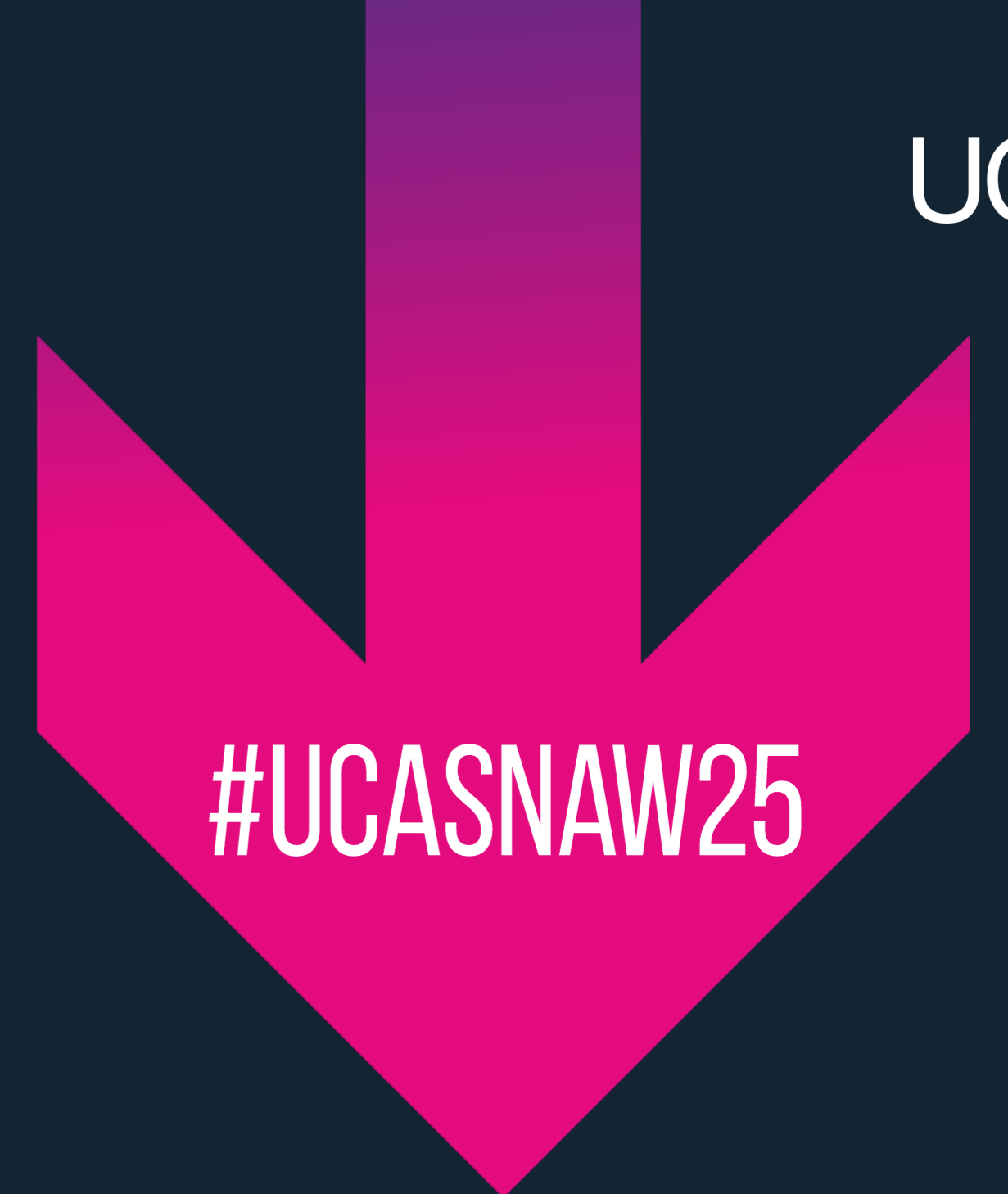
#UCASNAW25



APPRENTICESHIPS
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FORCE FOR IMPACT

Liz Gorb, Manchester Metropolitan University
Jo Carney, Manchester Metropolitan University



Manchester Met Degree Apprenticeships

An expert provider of Degree Apprenticeships

- One of the UK's largest, most popular and diverse universities, with over 43,000 students and 5,100 staff
- Top University Provider of Apprenticeships*
- 2,800 apprentices, 700+ employer partnerships
- 17 courses at levels 4, 6 and 7
- Ofsted Outstanding rating
- DfE 'Expert Provider' status (one of two universities)
- 160+ apprentices recognised at regional and national awards
- Global network including New Zealand, Spain, Canada, and South Africa

**Multicultural Apprenticeship Awards 2022, 2023, 2024 (Finalist), RateMyApprenticeship, 2019-2023, North West Apprenticeship Awards 2023, Educate North Awards 2024 (Finalist)*



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Employer-led approach

Meeting industry needs and building ladders of opportunity

Major national skills shortages

- **Digital** – ICT Professionals, business analysts & architects, programmers & software / web developers, cyber security specialists..
- **Health & Social Care** – nursing, all Health professionals, health and social care managers and social workers
- **Life Sciences** – including chemists and bio scientists
- **Green skills** – sustainability, net zero

Co-designed, co-delivered, co-assessed, co-evaluated with employers

- Newly validated, no rebadging, and delivered separately
- Active Employer Advisory Boards
- Live work-based projects, bespoke e-portfolio and workplace Skills Coaches Coaches



Force for Impact

The Impact of Degree Apprenticeships at Manchester Metropolitan University



Survey of Mcr Met degree
apprentice alumni



Survey of employer partners



Analysis of data held on all
degree apprentice starts at
Mcr Met



Key findings of Force for Impact - Summary



Degree apprenticeships are:

- Addressing skills gaps and adding substantial value to businesses
- Boosting economic growth
- Empowering SMEs to grow
- Helping people from disadvantaged backgrounds succeed
- Fostering equality and diversity in the workplace
- Creating jobs and giving young people access to professional careers

The degree apprenticeship promise

The purpose of degree apprenticeships as outlined by the Quality Assurance Agency (QAA, 2019) can be summarised as follows:

- To ensure that public and private sector employers can recruit and develop the workforce they need.
- To increase productivity by driving up skills levels in the UK to maximise national competitiveness.
- To act as a vehicle for social mobility by offering a pathway into higher education for non-traditional learners, improving their future earning potential and accessing a professional career that might not otherwise have been available.
- To develop transferrable and lifelong learning skills that will enable people to maintain employment throughout their working life.
- To provide progression opportunities for further (lifelong) study which could include, for example, another apprenticeship at a higher level, professional qualifications, and other types of higher education study.

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Key findings

Degree apprenticeships are:

Addressing skills gaps and adding substantial value to businesses

95% of employer partners agreed the Apprenticeship Levy was encouraging their organisation to invest more in degree apprenticeships, 93% agreed they are supporting talent pipelines and 91% agreed they are addressing skills gaps.

Impact of Degree Apprenticeships on Business



Key findings

Degree apprenticeships are:

Boosting economic growth

70% of Manchester Metropolitan employer partners reported productivity gains.



70%

of Manchester Metropolitan employer partners reported productivity growth

Apprenticeships contribute

£34 billion to the economy

Centre for Economics and Business Research (CEBR)



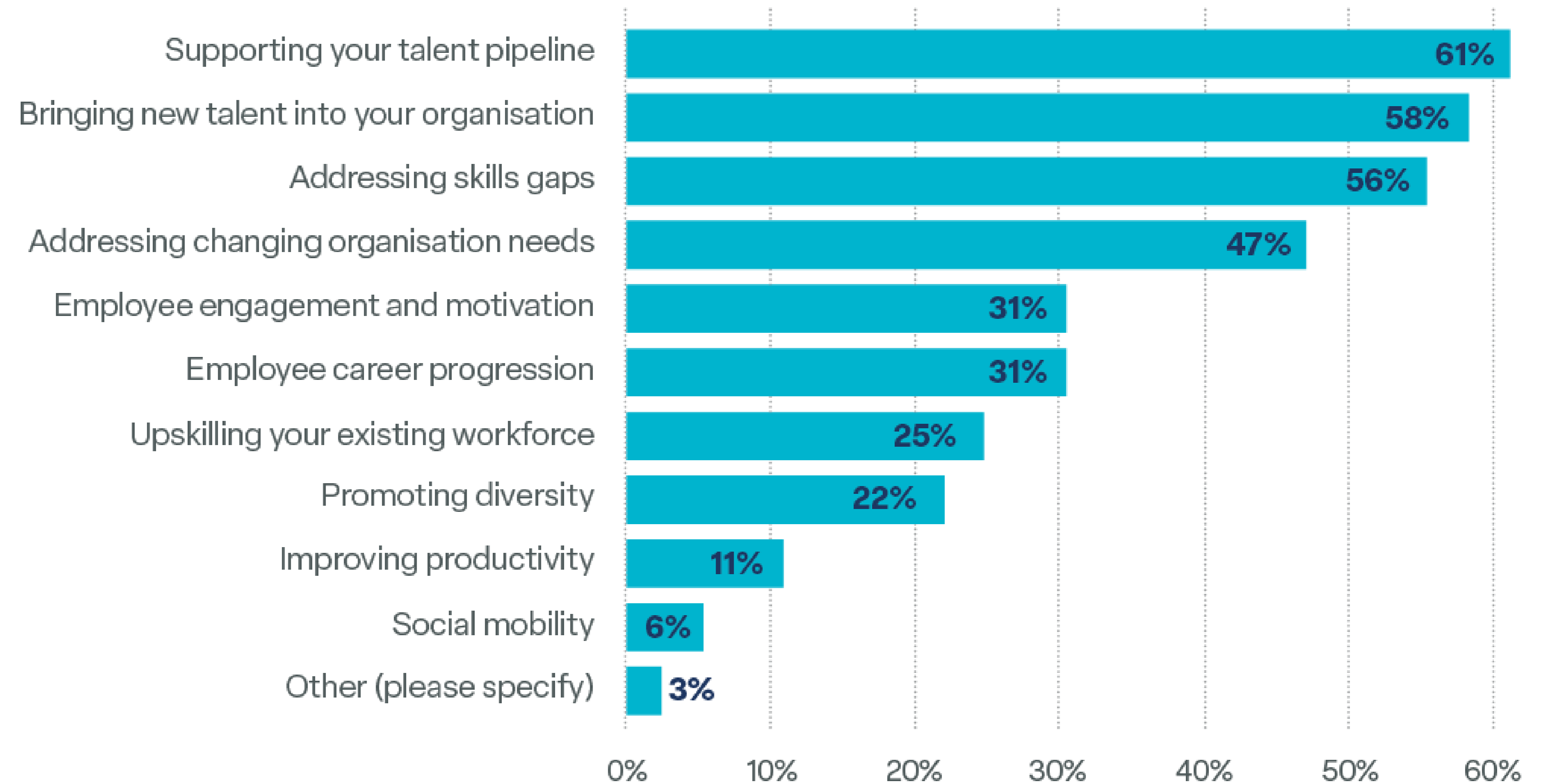
Key findings

Degree apprenticeships are:

Empowering SMEs to grow

Manchester Metropolitan partners with over 180 SMEs resulting in 392 apprentice starts and jobs created.

SME Motivations for Engaging with Degree Apprenticeships



Key findings

Degree apprenticeships are:

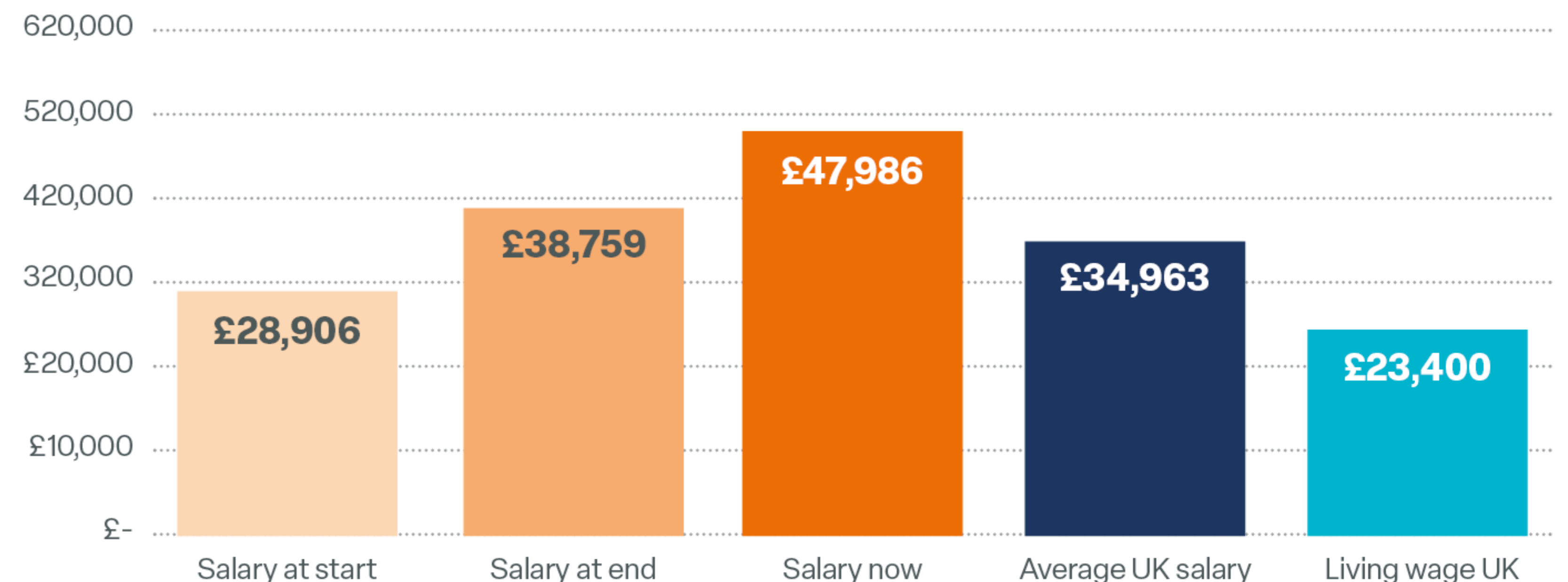
Helping people from disadvantaged backgrounds succeed

38% of our degree apprentices come from disadvantaged Backgrounds. The average salary of those from disadvantaged backgrounds is now £47,986.*

23% of alumni were entitled to free school meals when growing up in the UK and their average salary now is £53,350.

*Indices of Multiple Deprivation (IMD) deciles 1-4

Average Salary of Alumni from Deprived Areas (IMD Deciles 1-4)



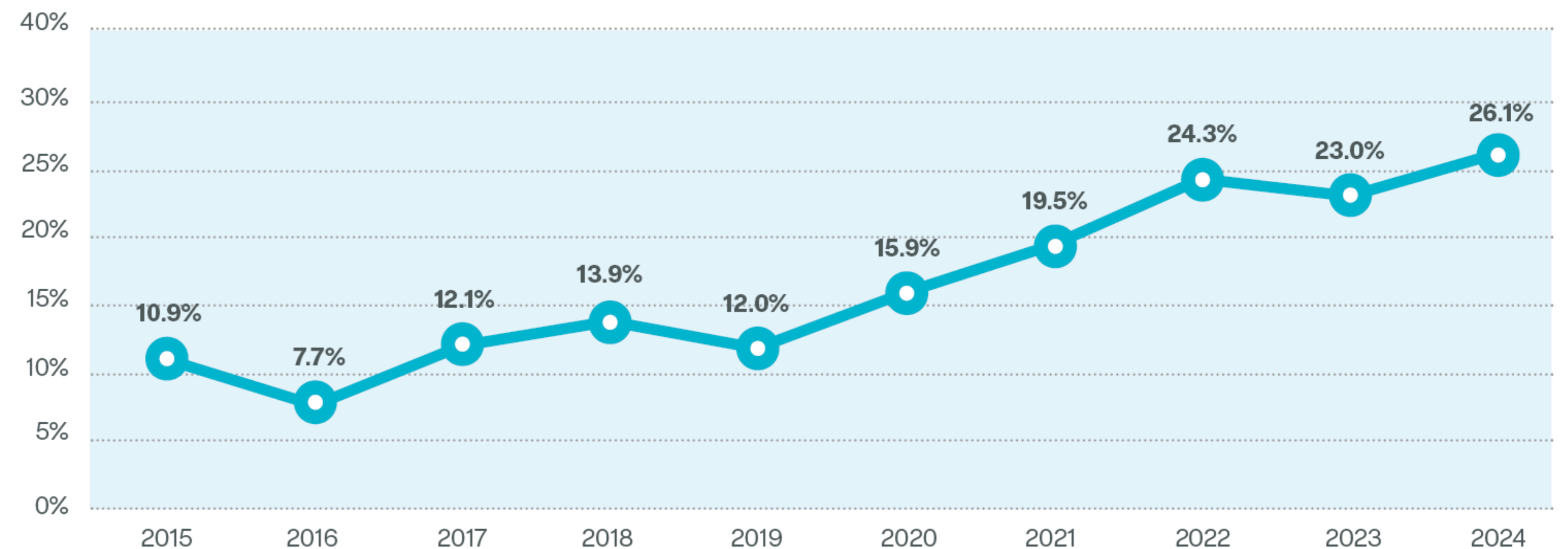
Key findings

Degree apprenticeships are:

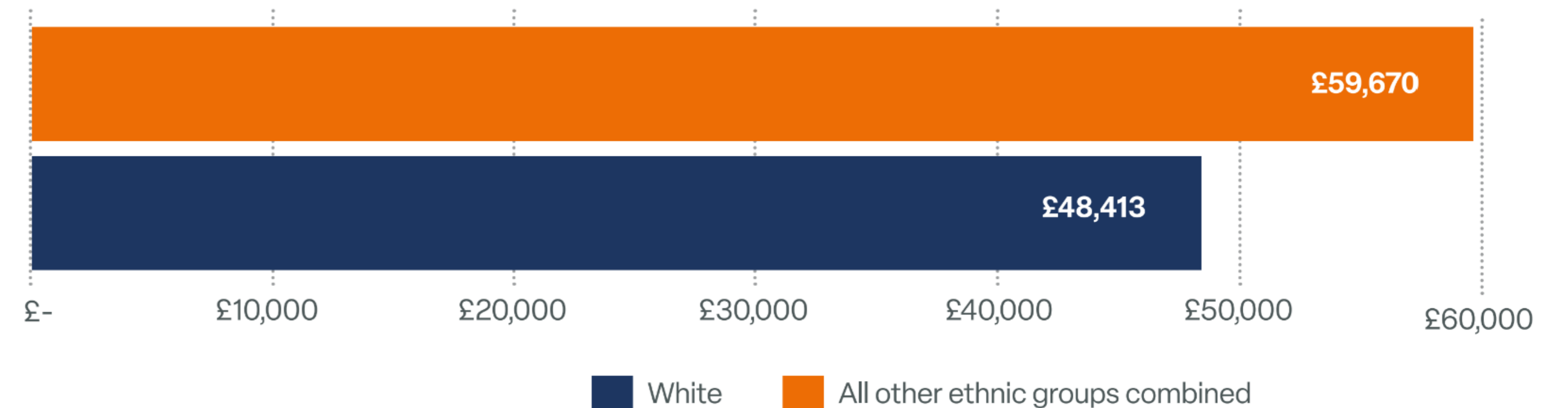
Fostering equality and diversity in the workplace

19% of apprentices are from minority ethnic backgrounds, 12% disclosed a disability, 61% were the first generation in their family to attend university, 54% of apprentices are female and 42% of our STEM apprentices are women.

Undergraduates (Level 6) from Ethnic Minority Background Starts Under 20 by Year



Average Alumni Salary by Ethnicity



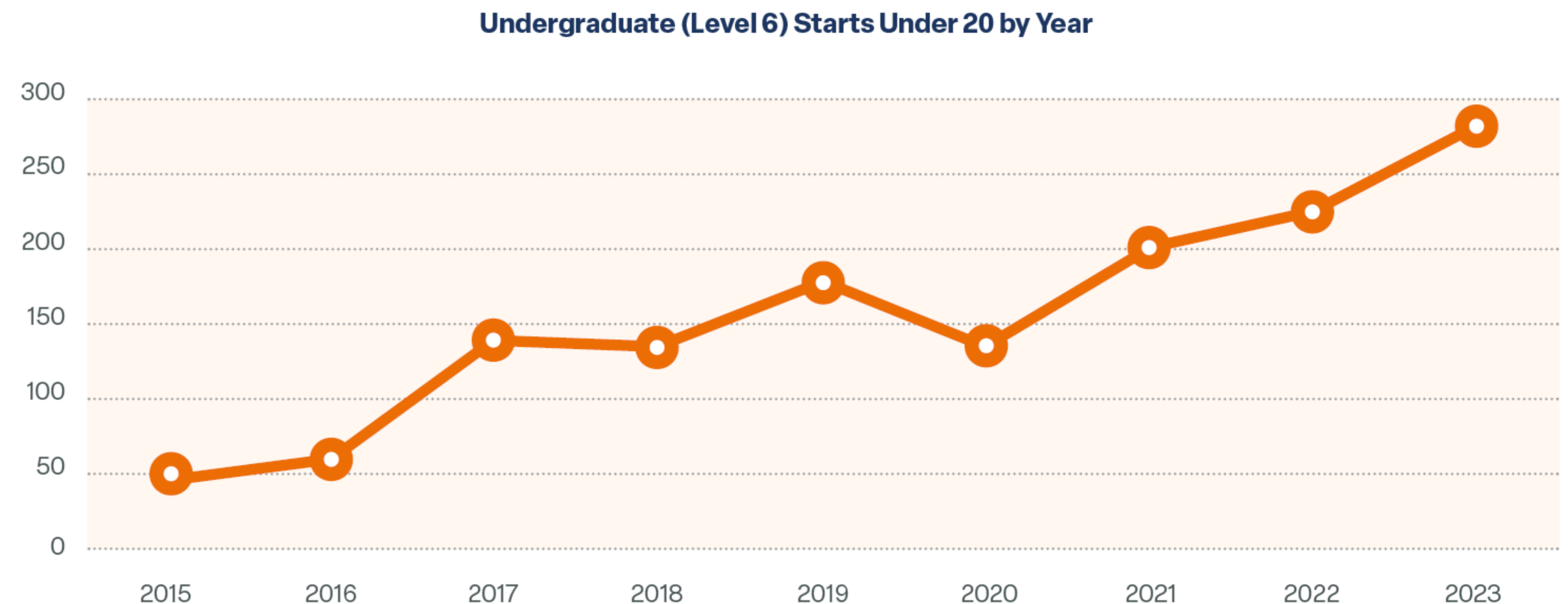
Key findings

Degree apprenticeships are:

Creating jobs and giving young people access to professional careers

51% of all level 6 apprentices are aged 24 or under and 28% are 20 or under.

Figure 9: Young people starting degree apprenticeships are increasing year on year



Fostering equality and diversity

in the workplace

Female apprentices
(national average 45%)

Apprentices from
ethnic minority
backgrounds
(national average 13.2%)

First in their family to
go to university
(18% national average)

28%

Young
people

54%

Female

38%

IMD 1-4

19%

BAME

12%

Disclosing
disability

61%

First gen

42%

Women in
STEM

Apprentices aged 20
or under
(national average 20%)

Apprentices from most
deprived areas
(national average 36%)

Apprentices disclosing
a disability
(national average 7.4% L6,
4.7% L7)

Women in STEM
fields
(26% national average)

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Recommendations



A more explicit, long-term government commitment

backed by growth targets



More recognition and promotion of degree apprenticeship routes

to be embedded as mainstream higher education provision with equal status and standing as existing provision



Clearer pathways for individuals to progress

promotion of explicit apprenticeship pathways (such as the MBacc)



A wider Apprenticeship Levy, accompanied by additional support

a dedicated support fund and automatic enrolment in the Apprenticeship Service



Better performance metrics and impact research

new reporting measures, supported by the DfE



More support for universities to deliver degree apprenticeships to SMEs

removing access barriers, expanding the fully-funded offer for apprentices under 22, and introducing completion incentives



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Download our report:



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