

Apprenticeships Strategy

EST 1892

LSBU



Success Story



Zainab Vaid, a Level 6 Civil Engineer Degree apprentice, won the Degree Apprenticeship award for England Zone 2 at the British Education Awards 2024. Zainab works on HS2 (High Speed Two) Ltd as part of the Skanska Costain STRABAG Joint Venture delivering the London Tunnels.

She's been recognised by peers and industry for her support on the apprenticeship programme as well as being a true leader in promoting equality, diversity and inclusion in the construction industry.

Zainab said following her win "I was honoured to have been awarded the Degree Apprentice of the Year at the British Education Awards 2024. I am extremely grateful for the opportunities provided by Costain Group PLC & London South Bank University and thankful for the chance to learn, grow and contribute during my time as an apprentice."

"We are extremely proud for Zainab to have won this prestigious award as an apprentice - it's a clear recognition of her outstanding work in promoting equality and diversity," said Associate Professor Simon Leung, Course Leader for BEng (Hons) Civil Engineering (TAC Design Apprenticeship). "I am in no doubt that this achievement is only the start of her career, and she will continue to inspire many young engineers."

Vision

London South Bank University (LSBU) is deeply committed to transforming lives through professional and technical education while actively supporting the local community.

Our Apprenticeship Strategy is designed to align with this vision and deliver on the four underlining strategic principles:

- Access to Opportunity
- Student Success
- Real World Impact
- Fit for the Future

Our strategy is designed to expand high quality apprenticeship provision and to develop our apprenticeship pathways across the Group from level 2 through to level 7.

London South Bank University apprenticeships aspire to be a beacon of excellence, forging a transformative path for both learners and industry partners. Our vision is to empower individuals with dynamic, industry-aligned education, cultivating a future workforce of skilled, adaptable professionals. Through innovation, collaboration, and unwavering commitment to inclusive access, we aim to be the catalyst for personal growth, economic prosperity, and societal advancement, ensuring a brighter, more resilient future for all.

The University was established in 1892, as Borough Polytechnic Institute, with "the promotion of the industrial skills, general knowledge, health and well-being of young men and women" as its aim and has maintained a strong commitment to industrial and technical education since its inception.

The growth and development of apprenticeships has been a key strategic driver for the University since it introduced the provision in 2016. The board of governors and Vice-Chancellor have invested significantly in the establishment of the apprenticeship provision which includes the Institute for Professional and Technical Education (IPTE) a dedicated building that is a flagship centre for apprenticeships developed in partnership with Southwark Council. The IPTE is the base for the apprenticeship team that provides strategic leadership on the University's apprenticeship provision and is the conduit for engagement with employers.

In responding directly to employer demand, the University has over 3,000 apprentices across levels 4, 5, 6 and 7.

The vision for apprenticeship delivery is to continue to deliver high-quality provision by the University schools. We will ensure that our apprenticeship provision meets employer needs with a particular focus on the following sectors:

- Built environment
- Business
- Education
- Engineering
- Health
- Science

Working with employers we are developing the apprenticeship offer so that we have in place clearly signposted career progression pathways in particular from level 3 to level 4 and onto level 6 through our unique group structure which includes London South Bank Technical College. Our career pathways are informed by the IfATE occupational routes and mapped to delivery across the group, designed to support progression through the levels.

With a strong tradition of supporting inclusion and access to opportunity, the University remains committed to ensuring that recruitment to apprenticeships is diverse, inclusive and proactive in its recruitment of underrepresented groups, including those from black, Asian and ethnic minority groups and young people. Given our Group structure which includes a school and a further education college

we are uniquely placed to raise the profile of apprenticeships with young people and others that have not yet benefitted from the opportunity apprenticeships provide.

LSBU, with its long standing tradition of being at the forefront in the development of employer-led education and training, will further develop its apprenticeship work both nationally and internationally. The former enables increased access to opportunity to high quality sector led apprenticeship provision for companies who operate nationally. Working internationally provides an opportunity for our Group model to both learn from and contribute to a global approach to employer led professional and technical education.

"Overall my experience on this architectural apprenticeship programme has been great! LSBU have been extremely helpful and have some great facilities and teaching staff. The delivery of this course is great, being mixed with full time students means that you get knowledge from a wide range of students."

Sundeep Bhudia, Architectural Assistant Apprentice



Goals and Objectives

The strategy aligns with the LSBU 2020/25 strategic objectives and LSBU's vision, values and objectives. The strategy aims to translate the overall direction to apprenticeship specific goals.

Achieving Excellence

- Develop a robust support infrastructure to ensure that our apprentices are successful with achievement rates in the top quartile nationally.
- Implement targeted interventions for apprentices facing challenges to support apprentice success and progression.
- Ensure employers recognise the highly responsive approach to meeting industry needs through their engagement with LSBU.
- Ensure external bodies (Ofsted, OfS, professional bodies) recognise our provision as high quality, supporting training and development in the workplace.

Responding to demand

- Collaborate closely with local businesses, industry partners, and government agencies to continue to grow the number of apprentices in direct response to employer demand and addressing sector skills shortages.
- Ensure our delivery modes cater to the evolving needs of industry and apprentices, locally and nationally.
- Maintain a strong focus on quality of provision for apprentices and their employers.

Local Community Engagement and Outreach

- Continue to develop the LSBU Group pathways supporting progression from level 2 and 3 apprenticeships through to level 4 and beyond across LSBTC and LSBU.
- Further strengthen LSBU's commitment to the local community by actively engaging with local businesses and organisations.
- Ensure the target to have 200 Southwark residents participating in apprenticeships within the LSBU Group on an annual basis is achieved.
- Raise the profile of apprenticeships with young people in our partner schools and colleges so that they recognise the opportunities and benefits of the apprentice route and benefit from the opportunities to work with major local employers.

Quality Assurance and Satisfaction

- Through our Institute for Professional and Technical Education provide the highest quality apprentice service and business experience.
- Ensure our business model, with a dedicated apprenticeship team, works directly with the University schools to ensure high levels of apprentice experience, student support and quality of delivery and assessment to ensure a well co-ordinated process for all.
- Ensure our well-established team of trained key account managers, skills coaches and compliance manager facilitate an efficient and effective process for the employer and the apprentice throughout their apprenticeship journey.
- Maintain rigorous quality assurance practices in apprenticeship delivery through regular programme reviews, feedback mechanisms, and benchmarking against industry standards.
- Aim to achieve a satisfaction rate of more than 90% among both employers and apprentices regarding LSBU's services.
- Aim to be in the top 10 in the annual 'rate my apprenticeship' best training providers survey.

Values Integration

- Embed LSBU's EPIIC values (Excellence, Professionalism, Integrity, Inclusivity, Creativity) at the core of all apprenticeship programmes and delivery.

Safeguarding, Prevent, British Values, Equality, and Diversity:

- Ensure that safeguarding, Prevent, British values, and equality and diversity principles are integrated into every aspect of apprenticeship delivery, fostering a safe and inclusive learning environment that meets the needs of our diverse apprenticeship cohort.

"LSBU is a leading apprenticeship provider and has a strong focus on engineering, the performance of our LSBU apprentices, and give a great first impression of the university through continued positive support."

Nick Harrison, Waterman Group

"LSBU have different teaching styles to match every individual's needs, both practical and academic."

Ryan Mcgrory, Operating Department Practitioner



Career Development and Pathway Progression:

- Promote career development and progression opportunities for apprentices through our unique Group model - offering pathways to higher education, advanced qualifications and professional growth.

Business Engagement for Added Value:

- Collaborate with LSBU schools and services to provide added value through effective business engagement, supporting broader objectives in graduate employment, internships, research, and enterprise.

Apprenticeship Lobbying and Policy Influence:

- Engage in lobbying efforts and policy influencing to advocate for favourable apprenticeship policies at local, regional, and national levels.

Growth and Sustainability

- Ensure the long-term success of our apprenticeship programmes by employing a multi-faceted approach to growth and sustainability. This includes expanding our offerings in high-demand fields, diversifying sectors, nurturing and strengthening employer relationships, and investing in the quality and relevance of our programmes.

Oversight and Governance

- Enable our Apprenticeship Steering Committee, composed of representatives from various stakeholder groups, to play a critical role ensuring that our programmes adhere to regulations, maintain high quality and undergo regular evaluations for continuous improvement.

Management and Leadership

- Maintain our commitment to equipping our programme leaders and educators with professional development opportunities to ensure they have the skills and expertise needed to effectively manage, teach, and mentor our apprentices.

Apprentice Voice

- Establish mechanisms for ongoing feedback from apprentices to shape programme development and improvements, making their educational experience more valuable and relevant.

Equality and Diversity

- Extend our promotion of equality and diversity to ensure that all our apprenticeship programmes are accessible and inclusive, fostering an environment where every learner has an equal opportunity to succeed. We will continue to work with employers to support inclusive recruitment and widening participation.

Staff Development

- Recognise that a skilled and motivated team is essential for our success and provide continuous training and support for our staff to help them stay up-to-date with industry trends and teaching best practices.

Associated Policies and Strategies

- Our apprenticeship strategy is intricately linked with our broader educational policies and strategies. These policies and strategies focus on educational quality, employability, and community engagement. They will converge to create a cohesive and effective framework that aligns with our vision and mission.

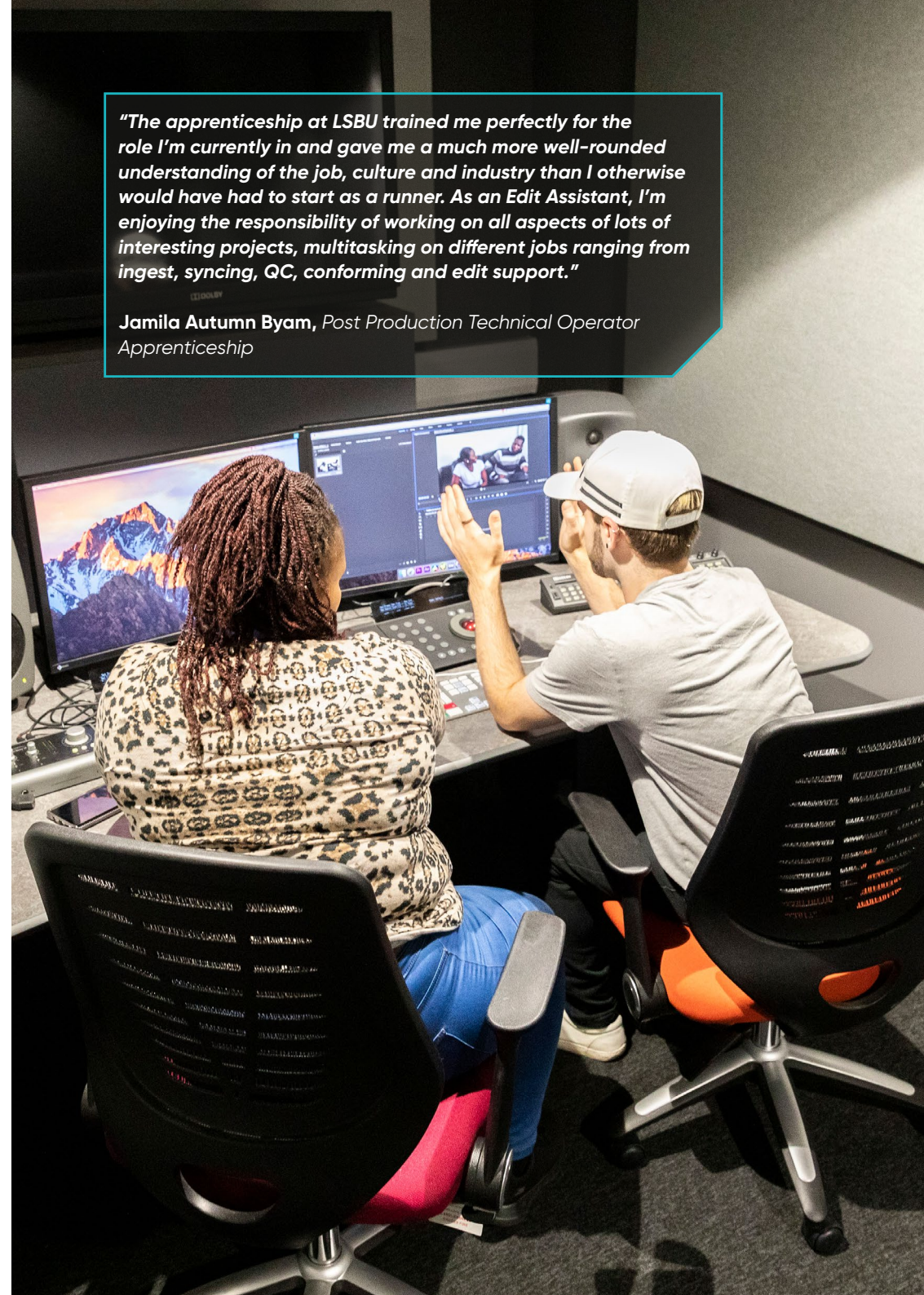
Apprenticeships that we offer are on the following [link](#).

"LSBU has been instrumental in supporting my apprenticeship journey. Their well-structured academic programme has equipped me with the technical knowledge necessary to tackle real-world engineering challenges at Transport for London. The university's flexible approach has enabled me to balance my professional commitments with my academic studies, while the comprehensive curriculum has ensured I have the theoretical knowledge to support my practical experiences on the job. Additionally, the support from faculty and the resources available at LSBU contributed to my ability to manage and excel in both my professional and academic endeavours. This support from LSBU has been vital in my development as a civil engineer and has helped fast track my professional growth."

Christian Manzi, Civil Engineer Apprentice

"The apprenticeship at LSBU trained me perfectly for the role I'm currently in and gave me a much more well-rounded understanding of the job, culture and industry than I otherwise would have had to start as a runner. As an Edit Assistant, I'm enjoying the responsibility of working on all aspects of lots of interesting projects, multitasking on different jobs ranging from ingest, syncing, QC, conforming and edit support."

Jamila Autumn Byam, Post Production Technical Operator
Apprenticeship



"Berkeley St Edward have been working with London South Bank University for several years and we have numerous apprentices on programme. The LSBU apprenticeship team are exceptional with regular and consistent apprentice progress meetings always ensuring concerns are dealt with. We not only have apprentices on built environment courses but also on a Marketing Degree programme. Our apprentices benefit greatly from attending LSBU."

Liza Smith, Employment & Skills Manager, Berkely St Edward

"LSBU were clearly chosen as the provider for our apprenticeship investment. LSBU presented clearly how the apprenticeship system worked for employers such as us and the value in working with them. We particularly appreciated the personal engagement, clarity surrounding the steps and the support offered initially. Croydon BID went to market to advertise for a Digital marketing Executive. After receiving advice from LSBU, we tailored our offer and issued the opportunity to the cohort at LSBU. Together, we set clear guidelines as to the candidates we were looking for in relation to qualifications including maths and English a standard at A-level or equivalent. We took clear advice on salary levels in order for Croydon BID to make a competitive offer and as a result received a large number of applications for the role.

On appointment, LSBU continued to demonstrate a willingness to engage with Croydon BID which was invaluable. The on-boarding process of our newly appointed apprentice and our wish to recruit and integrate our chosen candidate in to Croydon BID prior to the start of the academic year. Since Liam's appointment, LSBU have been in constant communication with Croydon BID. The use of Aptem (the apprenticeship system) for both the employer and employee has been a wonderful central tool for all of us to use as we start this journey together."

Matthew Sims, Chief Executive, Croydon Town Centre Business Improvement District Ltd

"Over the last few years we have sent 155 learners to LSBU to complete the Level 5 & 6 Rail Engineering apprenticeships, most of those started in September 2023. We've had mixed cohorts of Network Rail apprentices and rail industry partners, providing learners with great networking opportunities, as well as the chance to share knowledge and experience through discussions and group exercises. We meet regularly with the team at LSBU to discuss student progress and ensure all learners are on track with their apprenticeship."

Alice Holloway, Scheme Manager, Route Services, Network Rail Training

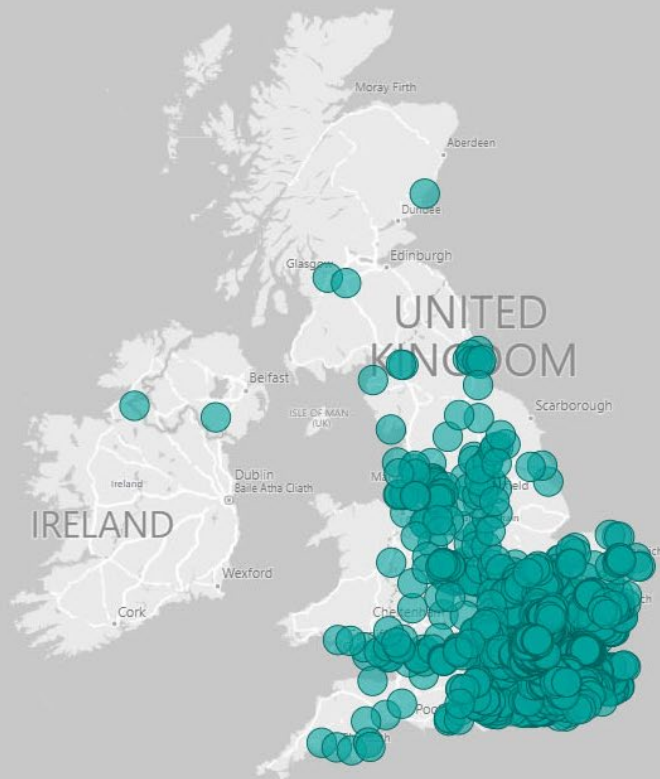
88%

of employers are satisfied with the content and curriculum of the apprenticeship programme provided by LSBU.

96%

of employers found LSBU programmes adequately address the specific skill needs of their apprentices.





3300

apprentices

32%

of apprentices are female

+30

apprenticeship standards

35%

of apprentices are from BAME backgrounds

71%

of apprentices under 25

1000

employers



"My overall experience during the Degree Apprenticeship was great. I learned so much during the course which was transferable into my everyday job, this was something I found particularly useful. In addition, one module in my second year was a practice APC submission and this gave a great insight into what the actual submission would entail, whilst also providing an opportunity to receive comments on my reflective journal and professional development plan from past APC Assessors. This meant that when I came to write my actual APC written submission, I already had a base to work with. Overall, I found the course very interesting and I managed to write my dissertation on a topic which directly related to my job. The University itself provided a lot of support. We were given a Skills Coach to support us through the programme which was helpful as we were able to ask questions frequently and help was given where required. They were also in direct contact with the RTPI which was extremely useful so I was able to receive quick responses where necessary."

Alice Higgitt is a Chartered Town Planner at Savills who was one of the first two Planners in England to come through the Chartered Town Planner Apprenticeship Programme.



"It's May 2018, I'd just about finished my A Level exams and was preparing for my new venture at Troup Bywaters + Anders where I was going to be starting the Level 6 Digital Marketer Degree Apprenticeship with London South Bank University. Fast forward nearly 6 years and I'm a confident, First Class Digital Marketing graduate who manages and drives content creation for our social media platforms, leads email marketing campaigns, has found her niche in copywriting and is now going to be working towards her CIM | The Chartered Institute of Marketing status. In the space of that time, I've also welcomed two amazing apprentices to the team who I've had the pleasure of mentoring and sharing my knowledge and skills with. Apprenticeships really do help to transform careers. Without my apprenticeship, I wouldn't be where I am today!"

Grace-Emily Payne, Digital Marketer Degree apprentice

Some of the employers that we work with



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020 7815 5767

Apprenticeship team email:
apprenticeships@lsbu.ac.uk

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