Graduate Apprenticeships at **Edinburgh Napier University**

Graduate Apprenticeships

An innovative, cost-effective way to attract, develop and retain top industry talent.

The demand for diverse and adaptive skill sets in Scotland is ever-increasing. This is driven by a transformation in how and where people work, the transition towards net-zero and the fourth industrial revolution. Employer demand for workers is also increasing, but supply of talent is in decline. By offering fully-funded degree qualifications in high-demand sectors, Graduate Apprenticeships play an important role in responding to industry skills shortages, adapting to rapid changes, and driving economic growth.

Graduate Apprenticeships (GA) at Edinburgh Napier University offer high quality work-based learning to strengthen the skills people and businesses need. Supported by Skills Development Scotland and Scottish Funding Council, GA's were created in partnership with industry and the further and higher education sectors. Courses have been developed in key sectors that need highly skilled employees, providing a pathway for new and existing staff to get a university degree while in paid employment.

Graduate Apprenticeships are available to businesses of any size and can be offered to employees who live and work in Scotland. There is no maximum age limit and no associated learning costs to the apprentice or employer. Tuition fees are fully funded by the Scottish Funding Council (SFC) and administered by Student Awards Agency Scotland (SAAS). Graduate Apprentice students are first, and foremost, employees. They typically spend 20% of their time studying at university, and the remaining 80% applying their learning and progressing as professionals in the workplace. Tasks and projects apprentices carry out in work can also count towards their degree through work-based learning.

Since the launch of Graduate Apprenticeships in 2017, Edinburgh Napier University has become one of the most established GA learning providers in Scotland. This builds on our strength as a market leader in work-based learning experiences. Our recent cohorts of graduating apprentices have realised many benefits, including a debt-free Honours degree, accelerated career progression, increased academic skills and improved soft skills such as time management, communication, problem-solving and initiative.

Our employer partners have also benefitted from utilising Graduate Apprenticeships to either recruit new, emerging talent, or upskill and retrain existing staff. The flexible, work-integrated learning experience allows employers to reduce recruitment costs, strengthen talent development, increase productivity, and improve retention rates. Many of our employer partners have now built Graduate Apprenticeships into the culture of their business, helping them continuously develop, build resilience, and adapt to an increasingly changing world of work.

WE WORK IN PARTNERSHIP WITH *SKILLS DEVELOPMENT SCOTLAND* TO DELIVER THE FOLLOWING GRADUATE APPRENTICESHIPS:

- **BSc (Hons)** IT: Software Development
- **BSc (Hons)** IT: Management for Business
- **BEng (Hons)** Cyber Security
- **BEng (Hons)** Civil Engineering
- **BSc (Hons)** Construction and the Built Environment
- **BA (Hons)** Business and Management
- **BSc (Hons)** Data Science
- **BEng (Hons)** Engineering: Design and Manufacture

New for 2023:

- **MSc** Cyber Security
- Tailored Hospitality & Tourism modules under our **BA (Hons)** Business Management course

About Edinburgh Napier University

At Edinburgh Napier University, we help people get the careers they love. Our established Graduate Apprenticeship programme serves to enhance existing careers and launch new ones with an integrated experience where academic skills and knowledge are embedded in work practices.

WE CURRENTLY HOST MORE THAN 450 GRADUATE APPRENTICES across multiple frameworks in our School of Computing, Engineering and Built Environment, and The Business School. We have also formed successful working partnerships with over 150 employers in Scotland, ranging from micro-SMEs to multinational organisations. Partner industries include technology, construction, financial services, public sector, hospitality and telecoms. Graduate Apprenticeships complement our existing portfolio of highly regarded undergraduate programmes which all include work-based learning opportunities in the form of placements, internships, live projects, and other links with industry.

The University is home to over 19,500 students from more than 140 countries. In 2022/23 we are recruiting a target of 190 students across 9 Graduate Apprenticeship programmes.

We are the top ranked Scottish modern university in the Times Higher Education World University Rankings 2023. We have three campuses in Edinburgh, all equipped with state-of-the-art facilities. Our Graduate Apprenticeships have grown rapidly and have already made a positive impact on Scotland's labour market. They offer flexible, work-integrated Honours degrees, helping to alleviate workplace challenges and skills shortages both in the immediate and long term.

Hire a Graduate Apprentice

Graduate Apprenticeships enable your business to attract new talent and create a more diverse workplace, or develop the abilities of your current team, all while helping to address national skills shortages.

We have a dedicated Graduate Apprenticeship team who can support your organisation, and apprentice staff, through the process. We will use our extensive experience and resources to put you at the centre of what we do.

BENEFITS FOR YOUR BUSINESS INCLUDE:

- **NO FEES TO PAY**

  No learning costs for you and your apprentice for the entire course.

- **RECRUIT AND RETAIN TOP TALENT**

  Attract and keep the best people who understand the skills and needs of your business.

- **IMPROVE PRODUCTIVITY**

  Graduate Apprentices apply their learning in the workplace, bringing new skills and knowledge to benefit your organisation.

- **DEVELOP UNIVERSITY LINKS**

  Link with top academics and exciting projects at Edinburgh Napier University.

- **WORK-BASED LEARNING**

  We provide personalised learning opportunities, where tasks and projects your apprentice does in work count toward their degree.

Develop Talent Long Term

There are so many benefits of a Graduate Apprenticeship scheme. Developing talent is something that is really important to us, particularly long term because it helps to close that skills gap that we're seeing. Edinburgh Napier have been fantastic, they have made everything so straightforward and simple. From helping us enrol our graduates, to advising us on funding, and supporting our apprentices on their learning journey.

– ALEX WALKER
Business Operations Director with Forrit

Become a Graduate Apprentice

Graduate Apprenticeships are developed in key sectors that need highly skilled jobs and are designed by employers, so you can be sure the qualification and skills you develop throughout are what you need for the world of work.

As a Graduate Apprentice, you benefit by being both a full-time employee and a matriculated student. If you prefer a more practical and work-related approach to study and have a clear idea of the career you want to pursue, then Graduate Apprenticeships are ideal for you.

Why should you apply?

- Achieve an Honours degree level qualification whilst in full-time, paid employment.

- Graduate without paying tuition fees or taking out a student loan.

- Build the skills and knowledge that Scottish businesses need and grow your career.

- Put learning into practice – solve problems on real projects in your workplace and apply your learning to the world of work.

- Enjoy the same access to University facilities and student discounts as full-time students.

- A university tutor and a workplace mentor will help you progress both academically and professionally.

- Learn alongside other Graduate Apprentices and build your professional network.

- No upper age limit for applicants.

Study while you work

I was attracted to the Graduate Apprenticeship because it offered the opportunity to study at university whilst also kickstarting my career. The blend of studying and working complimented each other well and I believe this blend allowed me to get the most out of my education and gain more experience and confidence quicker than attending university on a full-time course.

– **ALLISON KEILLOR**
Quantity Surveyor at BAM Construction

Graduating from BSc (Hons) Construction and the Built Environment

How Graduate Apprenticeships Work

Graduate Apprentices typically work full-time, but must work a minimum of 21 hours per week. A full-time employee will spend 20% of their work time in academic study through a mixture of classroom attendance, work-based learning and distance learning.

Our programmes are taught through one or more of the following delivery models:

- **DAY RELEASE**
  Employee attends university one day per week.

- **BLOCK RELEASE**
  Employee spends periods of time away from their job to attend university in 'blocks' of 1 week or more.

- **BLENDED LEARNING**
  Also known as 'hybrid' learning. Employee is taught both through a mixture of online and face-to-face learning.

AS APPRENTICES PROGRESS through the course, more of their job role is used to gain credit towards their final award. This is done through our Professional Practice modules, which are designed to value learning opportunities the apprentices gain in the workplace. This in-turn allows the university to personalise their learning, ensuring it meets the needs of the employer, apprentice and university. Work-based learning objectives can include business as usual activity, specialist tasks and projects, professional training and soft skills development.

DURING THE FINAL YEAR of the programme, apprentices conduct a major project, designed to give them the opportunity to conduct original research on their chosen topic and to apply the knowledge, understanding and skills that they have gained from the rest of their programme to a substantial piece of work.

OUR COURSES

Our 9 Graduate Apprenticeship courses all fall under one of the following study areas:

- Business & Management
- Building & Surveying
- Computing
- Engineering

Teaching facilities for Business & Management courses are based out of our Craiglockhart campus while all other courses are taught from our Merchiston campus.

BUSINESS & MANAGEMENT

Our courses are developed in line with employers' needs to ensure you have the applied knowledge to make you highly employable. With us you will gain the confidence to meet today's business needs and adapt to tomorrow's demands.

10 Edinburgh Napier is a top 10 UK modern university for Business, Management and Marketing*.

*The Times/Sunday Times Good University Guide 2022 and The Complete University Guide 2022

Course:
BA (Hons) Business Management

Mode of study:
Day release

Develop effective business and management skills which every organisation needs to be successful and sustainable.

Graduates typically go on to specialise in a range of industry sectors in roles including:

- Operations management
- Managing projects
- Marketing and sales
- Human resource management

On this programme you will study a wide range of business-focussed modules, including:

- Marketing
- Economics
- Behavioural Studies
- Human Resource Management
- Creativity, Innovation and Enterprise
- International Business
- Operations Management
- Leadership in a Changing Environment

NEW FOR 2023:
Tailored modules for Hospitality & Tourism Sectors

This year, for the first time, students of our GA Business Management can choose options specific to the needs and focus of businesses in the Tourism and Hospitality sector.

These tailored optional modules blend the best of Edinburgh Napier's expertise in tourism-related degrees

- *We are ranked 7th among all UK universities for THFE**

- *With the proven appeal and flexibility of the Graduate Apprenticeship in Business Management; creating a new development route for employees in this vital sector to Scotland's economy*

*Sunday Times' Good University Guide 2023

BUILDING & SURVEYING

Our Building and Surveying courses are industry-focused, allowing you to develop the skills needed for a successful career.

We have the only Trimble Technology Lab in Scotland, **expanding our leadership in training and research in 3D building design, digital fabrication and the sustainable built environment.**

Our Graduate Apprenticeship in BSc (Hons) Construction and the Built Environment is **fully accredited by the Royal Institution of Chartered Surveyors (RICS)** and you will graduate with both an Honours degree and the underlying knowledge, skills and competencies to progress and achieve the highly respected professional qualification of Chartered Surveyor.

The programme is accredited under 6 pathways and the pathway you follow will depend upon the route taken through the programme and your work experience.

The Architectural Technology Pathway is **fully accredited by Chartered Institute of Architectural Technologists (CIAT)** and allows graduates to continue to chartered status, subject to satisfying CIAT requirements.

10 **We are a top 10 UK modern university for Building***

*(Complete University Guide 2022)

Course:
BA (Hons) Construction and the Built Environment

Mode of study:
Block release

The purpose of this programme is to produce graduates with the skills, knowledge and behaviours to make a valuable contribution in the professional areas of:
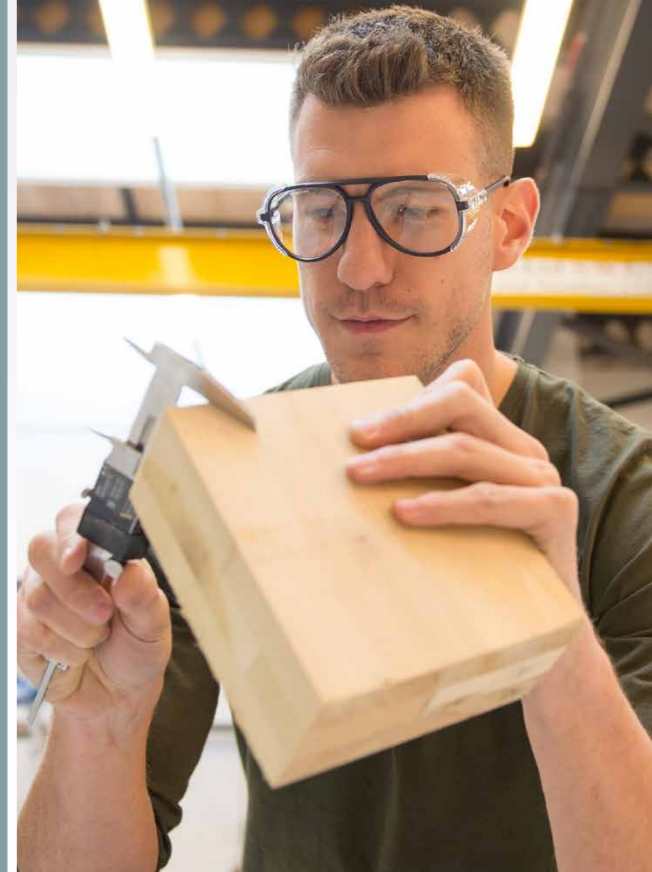
- Building Surveying
- Quantity Surveying
- Real Estate Surveying
- Architectural Technology

As well as a number of common modules taught in the first and second years, there are specific modules focusing on the core competencies relevant to the above individual pathways.

Participants will choose their preferred degree pathway at the start of the course. This will develop their core abilities in their chosen pathway, allowing them to apply their university learning into the workplace to make a valuable contribution to the creation, improvement and maintenance of the built environment.

This Graduate Apprenticeship is delivered by block-release teaching with three 2-week blocks delivered over the academic year.
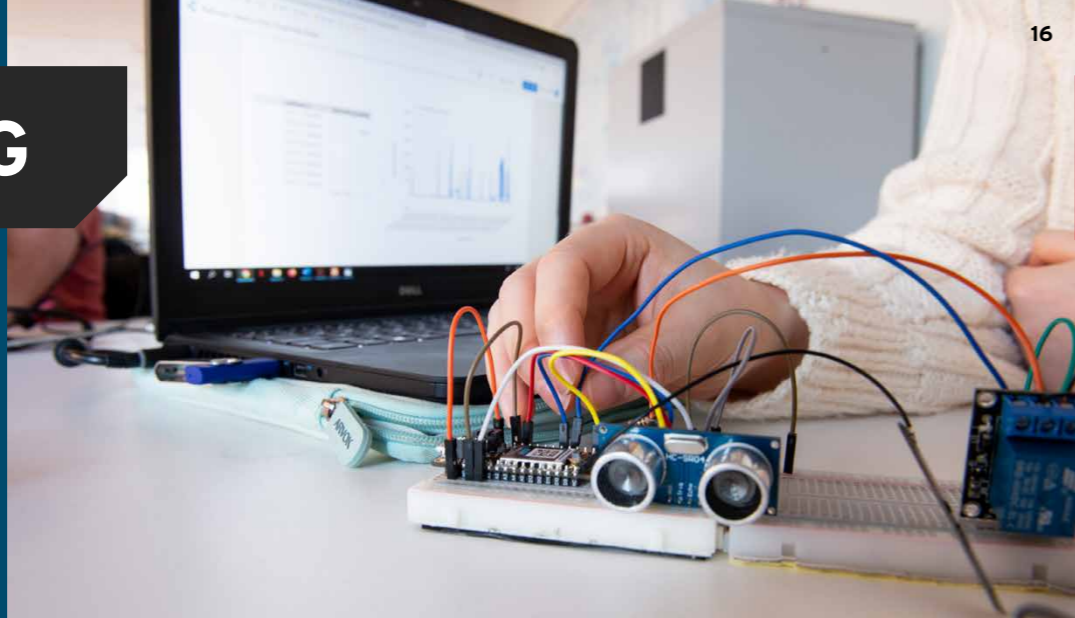
COMPUTING

Our diverse range of degree programmes are at the forefront of emerging and exciting industries and will equip you for professional roles that are in high demand across a wide variety of sectors.

We have some of the most impressive computing lab facilities of any UK university, including a dedicated games development lab, specialist digital media and sound facilities alongside a range of platforms and technologies for cloud-based virtualisation and security environments. Our Sensorium is a high spec UX lab including eye tracking and facial expression analysis software.

10 We are a top 10 Modern UK University for Computer Science*

*The Times/Sunday Times Good University Guide 2022 and The Complete University Guide 2022

Course:
BEng (Hons)
Cyber Security

Mode of study:
Day release years 1-2
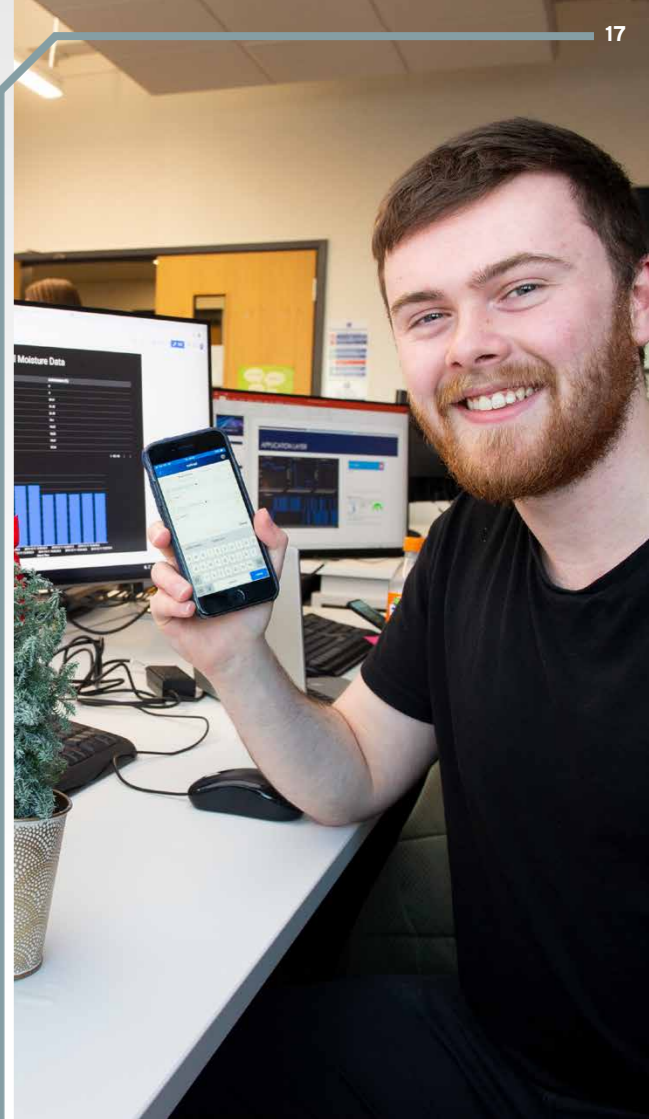Blended learning years 3-4

Gain an enhanced knowledge of cyber security and develop the skills to adapt to challenging situations across a global computing infrastructure.

This Graduate Apprenticeship provides relevant fundamental knowledge related to cybersecurity such as encryption and authentication, and also provides relevant practical examples through lab-based practice, while emphasising engineering practice.

Apprentices will be taught the principles of security and digital forensics using specialist software and equipment. They will develop the ability to apply professional standards to the analysis, design, testing and evaluation of reliable and maintainable software.

Course:
MSc Cyber Security

NEW

Mode of Study:
Blended learning

Duration:
18 months

This MSc Graduate Apprenticeship focuses on extending your knowledge as a working professional into leading-edge issues related to network and computer security technologies and processes, both generally and with a particular focus on the growing threats from cybercrime.

This course is focused on the fast-developing areas of networking and cybersecurity and also awards significant credit for the application of course-derived knowledge to your employer's systems or procedures.

The course blends hands-on technical knowledge with theoretical understanding, utilising a range of remotely-accessible resources to allow access to specialised computer configurations.

Additionally, you study modules designed to enhance your current skills using flexible learning material and practical activities which can be completed online or remotely. Finally, a dissertation project is undertaken which further strengthens your cybersecurity skillset.

Course:
BSc (Hons) Data Science

Mode of study:
Day release years 1-2
Blended learning years 3-4

Apprentices will receive a grounding in fundamental software development before specialising in the emerging field of Data Science. This Graduate Apprenticeship will cover the core and emerging elements of Data Science including:

- Statistical Techniques
- Data Analytics
- Machine Learning and Artificial Intelligence
- Data Engineering
- Data Protection and Ethics

Throughout, apprentices will obtain the requisite underpinning of technical knowledge, combined with key capabilities in data governance and the application of ethics, with a focus on well-rounded professional skills and behaviours.

Course:
BSc (Hons) IT Management for Business

Mode of study:
Day release years 1-2
Blended learning years 3-4

Develop an interest in, knowledge, and understanding of IT in a business and organisational context. There is high demand for graduates with a solid understanding of IT and business alongside key communication and project management skills.

Apprentices will study the core technical aspects of information technology and progress up through the strategic and managerial aspects of the sector to ensure that they are well prepared to take up a post within the managerial streams of organisations that have a dependency on information systems.

Key component areas are:

- Business (20-25%)
- Technology (25-35%)
- Interpersonal Skills (20-25%)
- Project Management (20-25%)

Course:
BSc (Hons) Software Development
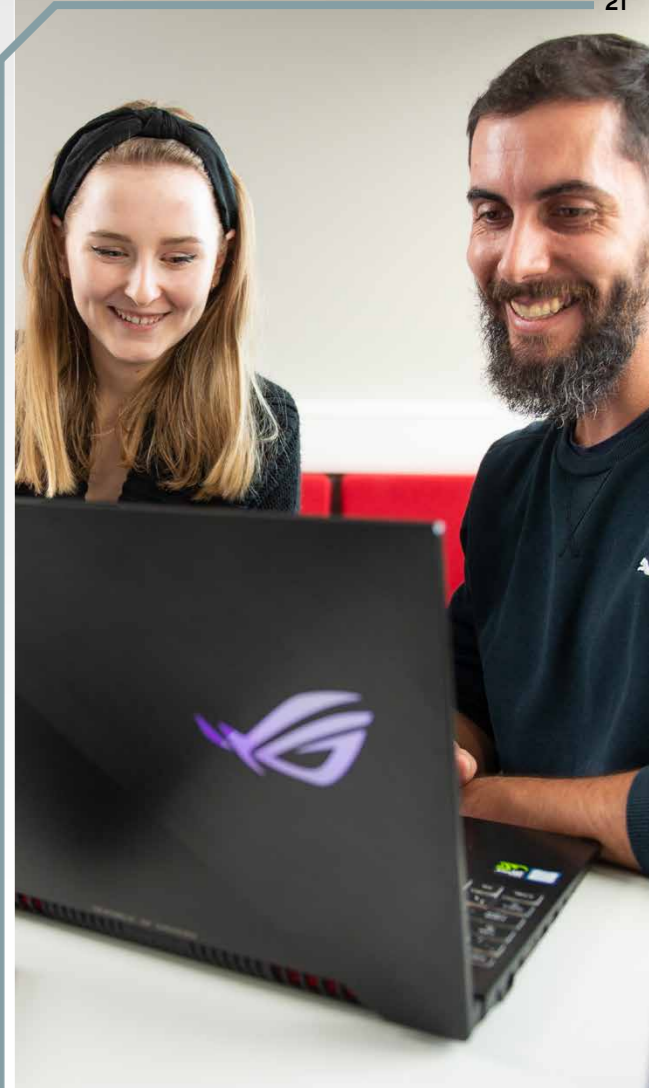
Mode of study:
Day release years 1-2
Blended learning years 3-4

Gain an enhanced knowledge and understanding of Software Development and the broader computing discipline.

This Graduate Apprenticeship has a strong focus on the software development aspects of computing, combining theory and practice. Apprentices will initially develop an understanding of the gathering, storage, retrieval and analysis of information. As they progress they will develop a critical understanding of the analysis, design, development, testing, evaluation and modification of reliable, maintainable and high quality software including real-time, mobile and large scale enterprise systems.

Graduates of this course will possess in-demand industry skills, with a solid understanding of software development alongside key communication, business and project management skills.

ENGINEERING

Strong industry links ensure our programmes are highly relevant and up to date, providing professional insight and crucial knowledge for success.

You will have access to our wide range of specialist labs and the use of *leading, industry-relevant equipment,* such as our Robotics and Automated Manufacturing lab which contains a Flexible Manufacturing System (FMS) to study and design an automated production line.

10

We are a top 10 UK modern university for Civil Engineering* and for Electrical and Electronic Engineering.**

*The Times/Sunday Times Good University Guide 2022
** The Complete University Guide 2022

Course:
BEng (Hons)
Civil Engineering

Mode of study:
Day release

Learn the fundamentals of Civil Engineering and the specifics of structural analysis, construction surveying, geotechnical engineering and relevant computer applications.

This programme is suitable for people already in industry looking to upskill and bring new knowledge to the workplace, as well as those looking to kick-start their career in Civil Engineering.

This Honours course is accredited by the Joint Board of Moderators (JBM) and you will graduate with both an Honours degree and the underlying knowledge, skills and competencies to progress and achieve the highly respected professional qualification of Incorporated Engineer (IEng).

Course:

BEng (Hons)
Engineering: Design
and Manufacture
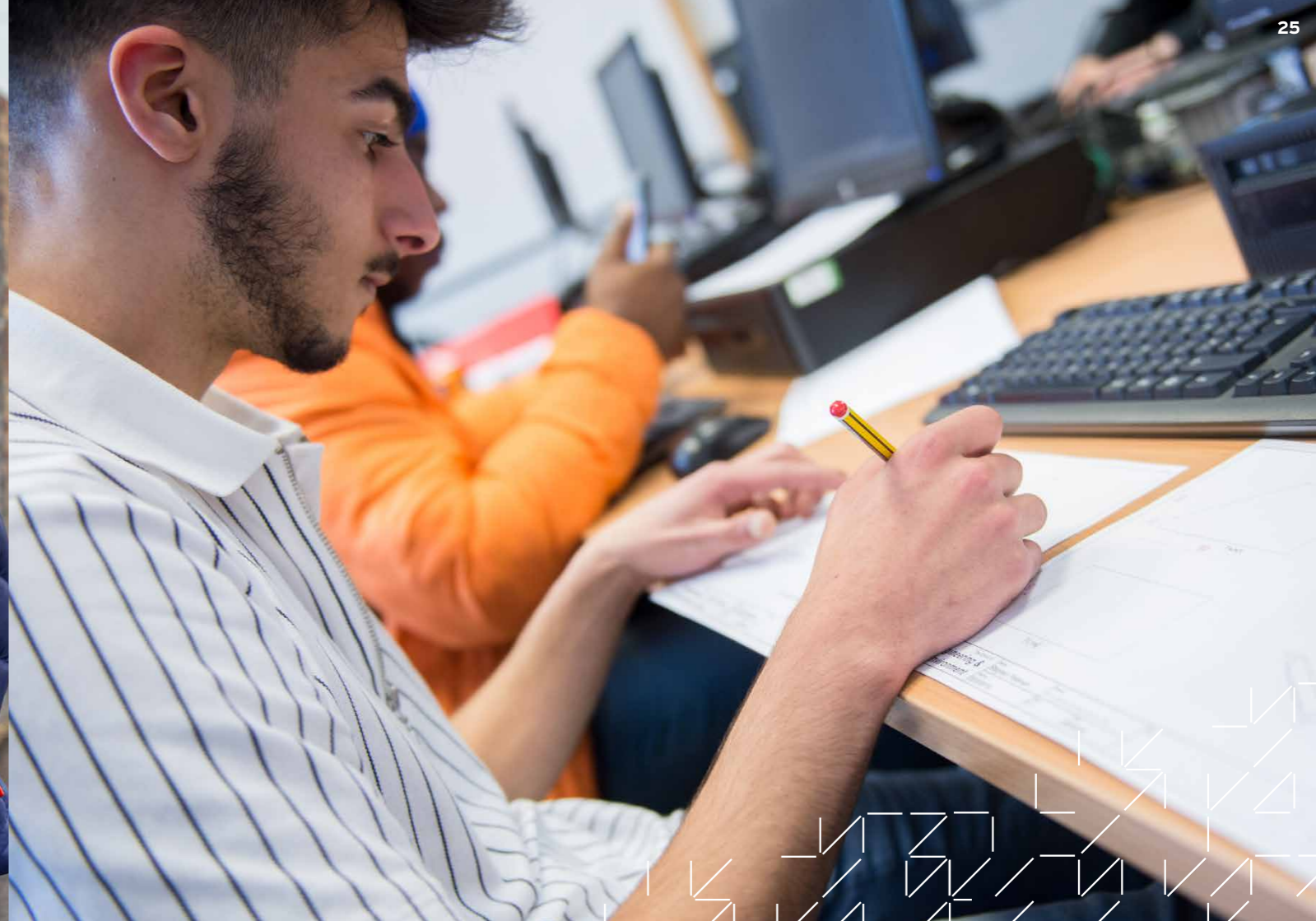
Mode of study:
Day release or
Blended learning

Combine electro-mechanical design with advanced manufacturing and prepare for a future career in a modern industrial environment.

The Engineering: Design and Manufacture (EDM) Graduate Apprenticeship (GA) is based on industry defined needs and has been developed in collaboration with employers and the education sector to allow knowledge, understanding, skills and competence to be developed with the necessary attributes industry expects from its graduates.

This Graduate Apprenticeship builds on the strengths of the undergraduate teaching and learning programmes (full and part-time) in Mechanical Engineering, Electronic and Electrical Engineering, and Engineering with Management, Edinburgh Napier University has offered over the past 35 years.

With hybrid learning support available, including recorded lectures, participants can elect to undertake a blended learning model for this course. Additional Maths support is also available.

Workplace Mentoring

Analysis of apprenticeships shows structured mentoring support can be key to its success. In addition to this invaluable support for the person, this can be an excellent CPD opportunity for the mentor themselves.
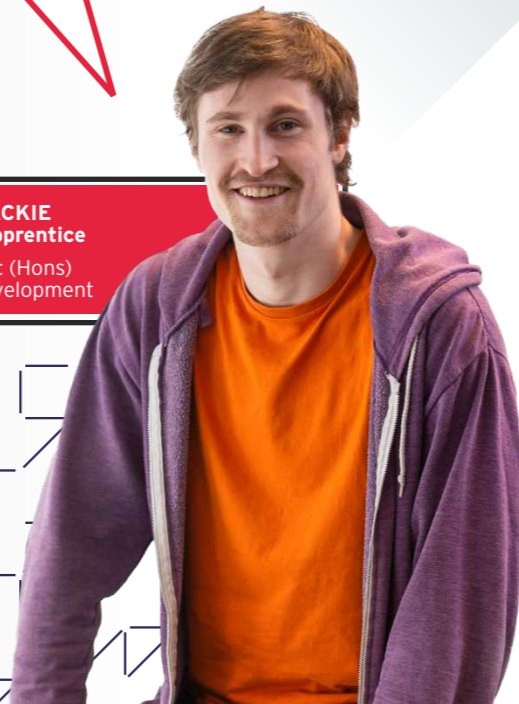
The workplace mentor is key to the success of a Graduate Apprentice's journey through university, supporting them on a day-to-day basis.

The mentor should understand the apprentice's field of study and support and help align academic study with workplace tasks and projects where possible. Examples of suitable workplace mentors are line managers, senior team members and recent graduates from a similar university degree or Graduate Apprenticeship.

Edinburgh Napier University provides robust support for workplace mentors through induction training, a Mentor Guide, and a dedicated point of contact for any questions or queries. We also have dedicated academic staff who meet both the apprentice and mentor several times a year to review progress, agree targets and discuss any concerns or issues.

We are encouraged to set specific goals with our mentors for each year of study, and this has slotted in really nicely with my company's existing 6-month review process. It means I am always focused on the next goal, and my line manager is always keenly aware of what my aims are and can help me achieve them.

– **CALLUM LACKIE**
Graduate Apprentice

Studying BSc (Hons) Software Development

A Unique Opportunity

> *You have such a unique opportunity to fast track your career. The knowledge you'll be surrounded by is totally different to anything else that you could get from going to university and getting a separate graduate job.*
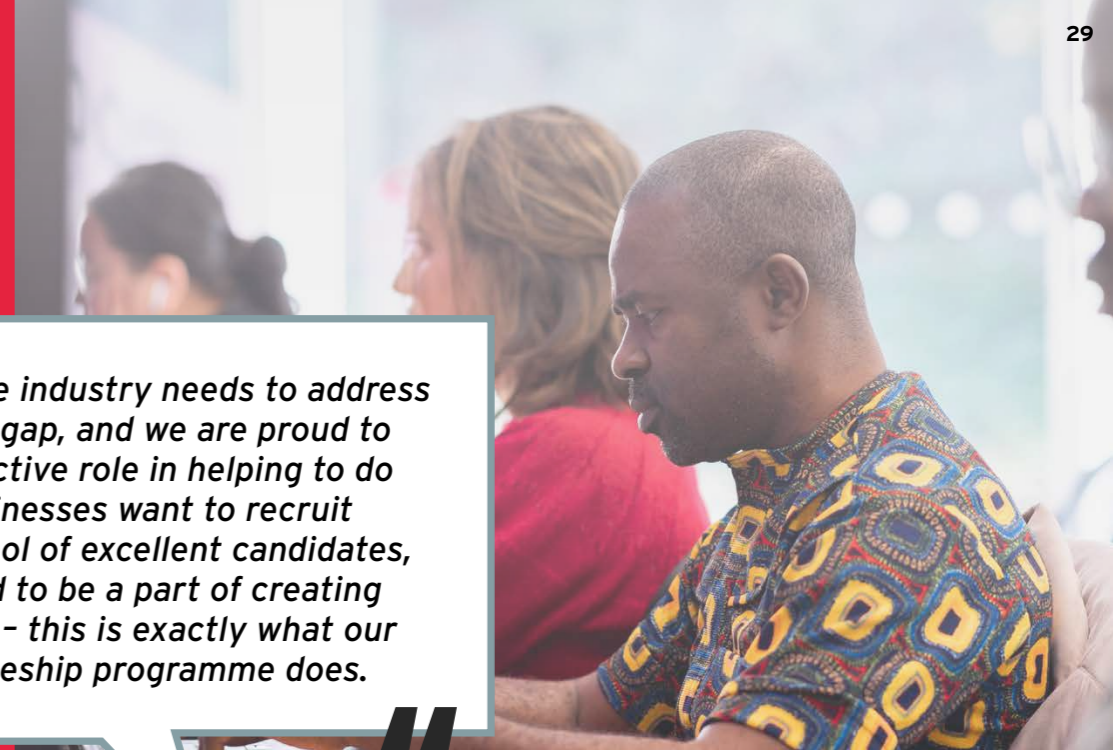
– KATIE TAIT
Graduate Apprentice

Studying BSc (Hons)
Construction and the Built Environment

Partner With Us

> *The whole industry needs to address the skills gap, and we are proud to play an active role in helping to do so. If businesses want to recruit from a pool of excellent candidates, they need to be a part of creating that pool – this is exactly what our apprenticeship programme does.*

– JOHN PAGLIUCA
Senior Vice-President at N-Able

Get In Touch

We welcome the opportunity to speak with employers with a premises in Scotland. We are happy to provide further details on any of our available programmes as well as answer any questions you may have on Graduate Apprenticeships and their delivery.

Employers can reserve places with us either for recruitment of new staff before you advertise your role, or for existing staff when they have been identified and all parties are committed to the programme.

The first step is to express your interest in the programme and a member of our team will contact you to set up an initial explorative discussion. We'll talk you through the process, how the applications work and discuss what we'd be looking for from you, as well as outlining all the support we offer.
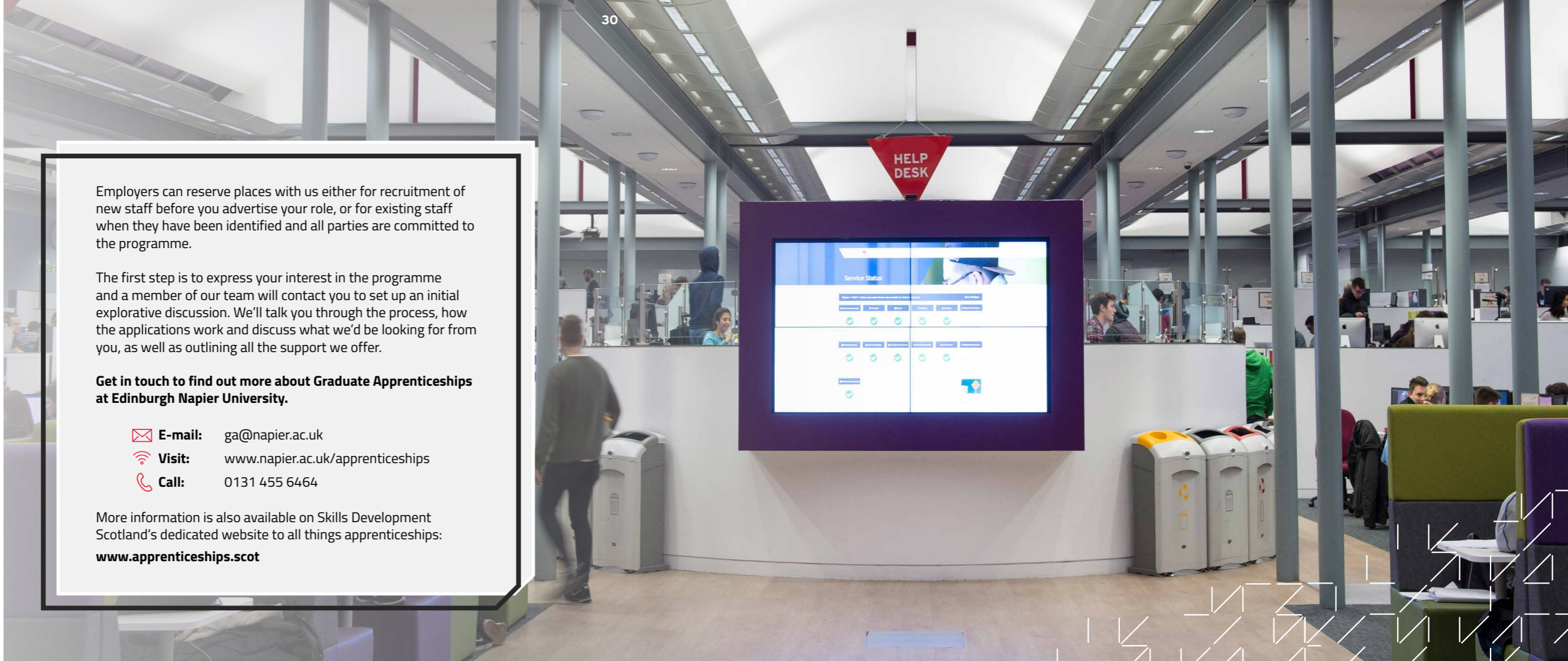
Get in touch to find out more about Graduate Apprenticeships at Edinburgh Napier University.

E-mail: ga@napier.ac.uk
Visit: www.napier.ac.uk/apprenticeships
Call: 0131 455 6464

More information is also available on Skills Development Scotland's dedicated website to all things apprenticeships:

www.apprenticeships.scot

www.napier.ac.uk/apprenticeships

APPRENTICESHIPS.SCOT
From Skills Development Scotland

Skills Development Scotland

Edinburgh Napier UNIVERSITY