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Graduate Apprenticeships at
Edinburgh Napier University

Graduate Apprenticeships.

Growing a skilled Scottish workforce is a key government policy. Achieving graduate-level qualifications through the alternative route of an apprenticeship is a way to help achieve this.

Graduate Apprentices study for an Honours Degree at university while in paid full-time employment, applying concepts immediately to practical problems at work. Skills Development Scotland has developed Graduate Apprenticeships, in partnership with industry and the further and higher education sectors, to provide work-based learning opportunities up to Master's degree level.

Our Graduate Apprenticeships provide employers with the opportunity to partner with Edinburgh Napier University to develop new, or existing employees, and help equip them with the skills, knowledge and aptitude needed to support and grow employers' businesses.

Graduate Apprentices spend most of their time working with their employer and the rest studying at university and the workplace. Work based learning projects allow participants to attain an honours degree in maximum 4 years, the same time as traditional full-time students.

Graduate Apprenticeships are free to employers and apprentices because they are funded through Skills Development Scotland. Places are available to any organisation with premises in Scotland. Graduate Apprentices must work and reside in Scotland and be over the age of 16, however there is no maximum age limit. Graduate Apprenticeships are alternative routes to an honours degree for school leavers, Foundation/Modern Apprentices, or experienced workers looking to upskill.

Edinburgh Napier University's Graduate Apprenticeship programmes form a tripartite partnership between the University, employer and Graduate Apprentice, where the blend of work and learning enriches graduation outcomes.

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.

NEW for 2019/20:
BSc (Hons) Data Science
BEng (Hons) Engineering: Design and Manufacture



About Edinburgh Napier University.

At Edinburgh Napier University, we help people get the careers they love. Our Graduate Apprenticeships are our newest way to enhance careers with an integrated experience where academic skills and knowledge are embedded in work practices.

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, and in 2019/20 we are recruiting for 185 new Graduate Apprentices across our 8 programmes.

In the 2017 QS Stars rankings, we were rated five stars for teaching, employability and internationalisation. We have three campuses in Edinburgh, all equipped with state-of-the-art facilities. Our Undergraduate programmes are structured to encourage the development of applied skills and theoretical knowledge valued worldwide.

Hire a Graduate Apprentice.

As an employer, Graduate Apprenticeships are designed to meet your needs, and have been developed in partnership with industry to bridge the skills gap in key sector areas in Scotland. The flexible nature of work-based learning allows you to influence the development of your Graduate Apprentices to directly benefit your business.

Apprenticeships are proven to deliver tangible business benefits, including increased productivity, talent development and retention, improved service delivery and staff engagement in their own professional development.

Other benefits include:

- No tuition fees for you or your Graduate Apprentice
- Retain top talent by supporting their career development through the degree programme
- Access to new knowledge brought to you by the Graduate Apprentice as they

progress through the modules

- You can offer Graduate Apprenticeships to people who will otherwise not have the opportunity to study for an Honours Degree
- Develop links with the University enabling collaboration with top academics
- Enjoy close links to the programmes to ensure they are progressive and relevant to changing industry trends

Apprentice Benefits.

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.

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.

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 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.

Murray Gillespie is one of our current Graduate Apprentices studying towards a Bachelor degree in IT Management for Business. Combining work and study, Murray attends class one day a week and the rest of the week he works as an IT Project Administrator in the Portfolio Management team with Aegon.

“The Graduate Apprenticeship stood out straight away. It was a massive opportunity for me. Everyone that I’ve spoken to since getting the apprenticeship is really impressed by the whole thing. You’re working as well as getting a qualification; a degree, at that.”

Murray Gillespie

IT Project Administrator, studying BSc (Hons) IT: Management for Business

The Apprenticeship Levy.

What is the Apprenticeship Levy?

The Apprenticeship Levy is a UK Government employment tax that came into effect on 6 April 2017. It is collected across the whole of the UK. All employers (public, private and third sector) with a pay bill of more than £3 million each year will pay the levy.

How is the Levy collected?

The levy is set at 0.5% of an employer's annual wage bill and each month HM Revenue and Customs (HMRC) will collect the levy through Pay As You Earn (PAYE), payable alongside income tax and National Insurance.

How can employers benefit from the Levy?

If you're an employer in Scotland who already has apprenticeship programmes in your organisation, apprenticeship funding will continue to be administered by Skills Development Scotland through contracted training providers and direct employer contracts. If you don't currently have any apprenticeship programmes, this is your opportunity to discover how work-based learning can drive your organisation forward in terms of performance and productivity.

Apprenticeships in Scotland are recognised as an essential way for SMEs to develop their employees and contribute to growth. As such, You do not have to be a levy paying business to employ an apprentice and there are no restrictions on size of business. However, a smaller organisation would need to be able to provide their apprentice with the appropriate salary + benefits, time away from work for learning, mentoring support and a consistent work load that would allow progression and breadth of opportunity for your apprentice in their chosen discipline.

For more information on the Apprenticeship Levy please visit www.apprenticeships.scot/for-employers/apprenticeship-levy



Choose how you learn.

"I'm very much a visual kind of learner, rather than someone who suits the more traditional route of sitting in a lecture theatre taking notes. It's a lot of work but we're genuinely being trained to do what the testers do. For me personally, this is a much better way to be doing a degree."

Cat Brandani

Software Tester at KAL, studying BSc (Hons) IT: Software Development

The Business School.

The Business School is located at our Craiglockhart campus. We offer a distinctive, inclusive and dynamic educational environment which creates an international community of practice where you are given the opportunity to achieve your aspirations.

The Business School is also home to Bright Red Triangle (BRT). BRT is our business incubator that supports innovation and enterprise among students, staff and graduates, local businesses and community organisations.



Course

BA (Hons) Business Management

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

Our dedicated tutorial groups mean you will be studying alongside your fellow Graduate Apprentices in an environment which is designed to meet your needs and challenges.



The School of Computing.

The School of Computing is at our Merchiston campus, a short walk from the city centre. Here apprentices can access our impressive 24hr Jack Kilby Computing Centre with over 500 PCs.

As a matriculated student apprentices will have access to computing facilities, specialists labs and software systems including Cisco networking, general networking and embedded systems for Linux, security and forensics and embedded systems. We are always investing in new facilities such as our new Sensorium lab for User Experience and the new SOC lab for cyber security.

Courses

BSc (Hons) IT: Software Development

Gain an enhanced knowledge and understanding of Software Development and the broader computing discipline. The programme has a strong focus on the software development aspects of computing, combining theory and practice.

Upon completion of this GA graduates will have a solid understanding of software development and alongside key communication, business and project management skills.

BSc (Hons) IT: Management for Business

This programme has been designed to equip graduates with key skills in technical aspects of computing such as networking, programming and databases along with key business and project management skills while developing their problem solving and communication 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.

BEng (Hons) Cyber Security

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 both relevant fundamental knowledge related to encryption and authentication, and also provides relevant practical examples through lab-based practice, and emphasises engineering practice.

BSc (Hons) Data Science

NEW FOR 2019. This programme has been designed to equip Graduates with developed abilities across the core and emerging elements of data science including: statistical techniques, data analytics, data engineering as well as machine learning and artificial intelligence.

They will have the requisite underpinning technical knowledge combined with key capabilities in data governance and the application of ethics, and well-rounded professional skills and behaviours.

The School of Engineering and the Built Environment.

The School of Engineering and the Built Environment is based at our Merchiston campus near the centre of Edinburgh.

We offer a wide range of courses that give students the skills needed to innovate, create, respond to and provide solutions for a technically-demanding society. We have a 100% student satisfaction rate for our Civil Engineering course. (National Student Survey 2017) and we are a top 10 UK university for Building (complete university Guide 2018).

Edinburgh Napier University was awarded the Queen's Anniversary Prize for its internationally acclaimed work in timber engineering, sustainable construction and wood science in 2015.

Courses

BSc (Hons) Construction and the Built Environment

Develop a wide range of skills relating to construction practices within the built environment, business management and communication skills. All surveying pathways are RICS accredited

With this degree GAs could go on to work in

- Architectural Technology
- Building Surveying
- Real Estate Surveying
- Quantity Surveying

BEng (Hons) Civil Engineering

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

On completion of this degree GAs can go on to work in:

- Civil Engineering (and associated disciplines)
- Project Management
- Asset Management
- Engineering

BEng (Hons) Engineering: Design and Manufacture

This degree will give you the skills and attributes to succeed in an industry that is high in demand.

With a focus on Electrical and Mechanical Engineering apprentices could go on to work in:

- Engineering design
- Manufacturing engineering
- Engineering consultancy
- Engineering operations management
- Engineering project management





Mentoring and support.

I have been very impressed by Edinburgh Napier University and would have no hesitation in sending apprentices there in future. I will also recommend your course to any other surveying firms who are employing apprentices."

**Michael Harkin MRICS IRRV
(Hons) – Business Rates
Director – BNP Paribas**

"My work colleagues are highly qualified industry experts who've worked at big companies such as Microsoft, they provide me with guidance and help, a real benefit when it comes to doing coursework. To be surrounded by that every day is a real advantage."

Monica Richardson, Apprentice Web Developer at Cortex, studying BSc (Hons) IT: Software Development



Flexible learning.

"The graduate apprenticeship is a great set up, being able to work full time, gaining experience and attending university to obtain a degree is a brilliant option."

Claire Green

**Thomas & Adamson, 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 program does”

John Pagliuca, Senior Vice President at SolarWinds MSP

Get in touch.

We welcome the opportunity to speak with any 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.

To find out more about Graduate Apprenticeships at Edinburgh Napier University you can email **ga@napier.ac.uk** or visit **www.napier.ac.uk/apprenticeships**. More information is also available on Skills Development Scotland's dedicated website to all things apprenticeships **www.apprenticeships.scot**.
