

Linking professional competence and academic recognition

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Perceived limitations, barriers and opportunities

- The perceived limitations of ‘competence’ for higher education
- The perceived limitations of ‘academic’ qualification in assessing competence
- The separation of ‘knowledge’ and ‘competence’
- Academic standards and professional standards
- Professional associations and higher education providers
- Recognising knowledge, understanding and skills
- The idea of professional competence
 - *“professional competence integrates knowledge, understanding, skills and values”* - (Engineering Council 2013)
 - *“The habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, values, and reflection in daily practice for the benefit of the individual and community being served.”* - (Epstein and Hundert 2002)

Apprenticeships and the recent policy drift towards an integrated approach

- Apprenticeship Frameworks
 - SASE 2011 – separate ‘competence’ and ‘knowledge’ qualifications or an ‘integrated’ Fd with separate assessment of ‘competence’ and ‘knowledge’.
 - SASE 2013 – Separate ‘technical knowledge’ and ‘competence’ qualifications or an ‘integrated’ knowledge and competence qualification, integration of professional registration / licence to practice requirements where relevant
- Apprenticeship Standards
 - Developed by employers, working with professional bodies where relevant
 - Describe the knowledge, skills and behaviours required for an occupation
 - All Apprenticeships will have an end-point assessment (but not necessarily any qualification)
 - Apprenticeships will meet professional registration / licence to practice requirements where relevant
- Degree Apprenticeships
 - Bachelors or Masters degrees that Integrate occupational competence and academic learning
 - Bachelors or Masters degrees plus a separate ‘end test’ of professional competence
 - BIS preferred model where “*employers, universities and professional bodies come together to co-design a fully-integrated degree course specifically for apprentices, which delivers and tests both academic and on-the-job learning.*” (BIS December 2015)

Asda 'On Your Marks' scheme

- Accreditation of Asda Retail Academy training courses
 - Review of course syllabus, learning outcomes and assessment requirements
 - Consideration of formal accreditation proposal by University Accreditation Board
 - Approval of course(s) for the award of Middlesex University academic credit (specifying volume and level)
 - Post approval quality assurance – ALT, Assessment Moderation, External Assessor, Annual Monitoring
- Align academic qualifications with Asda job roles
 - Section Leader to appointment as *Section Manager* – Cert HE Retail Management
 - Appointment as *Trading Manager* – Dip HE Retail Management
 - Appointment *Deputy Store Manager* – BA Retail Management
 - Appointment at *Store Manager* or *General Store Manager* – BA (Hons) Retail Management
- An integrated work-based (apprenticeship ready) degree
 - A degree that integrates in-company training designed to develop professional competence
 - A qualification structure designed to prepare individuals to undertake specific retail management job roles with increasing levels of responsibility
 - Work-based academic modules that require the application of knowledge, understanding and skills the professional practice of retail management

BA (Hons) Retail Management

Cert HE Retail Management – Level 4, year 1

<i>Appointment as Section Leader</i>	<i>Appointment as Section Manager</i>		
ASDA 'New to Role Training'	Learning and Studying at Work	Retail Environment	Managing and Developing People
60 credits	20 credits	20 credits	20 credits

Dip HE Retail Management – Level 5, year 2

		<i>Appointment as Trading Manager</i>		
ASDA 'Leading the ASDA Way' Training	Leadership and Development	Consumer Behaviour	Managing Customer Service	Negotiated WBL Project
20 credits	20 credits	20 credits	20 credits	40 credits

BA (Hons) Retail Management – Level 6, year 3

		<i>Appointment as Deputy Store Manager</i>
Enhanced Performance Management	Work Based Research Skills	Retailing Strategy
20 credits	30 credits	30 credits

Level 6, year 4

<i>Appointment as Store Manager or General Store Manager</i>
Negotiated WBL Project module
40 credits

	Middlesex University modules
	ASDA Retail Academy accredited training

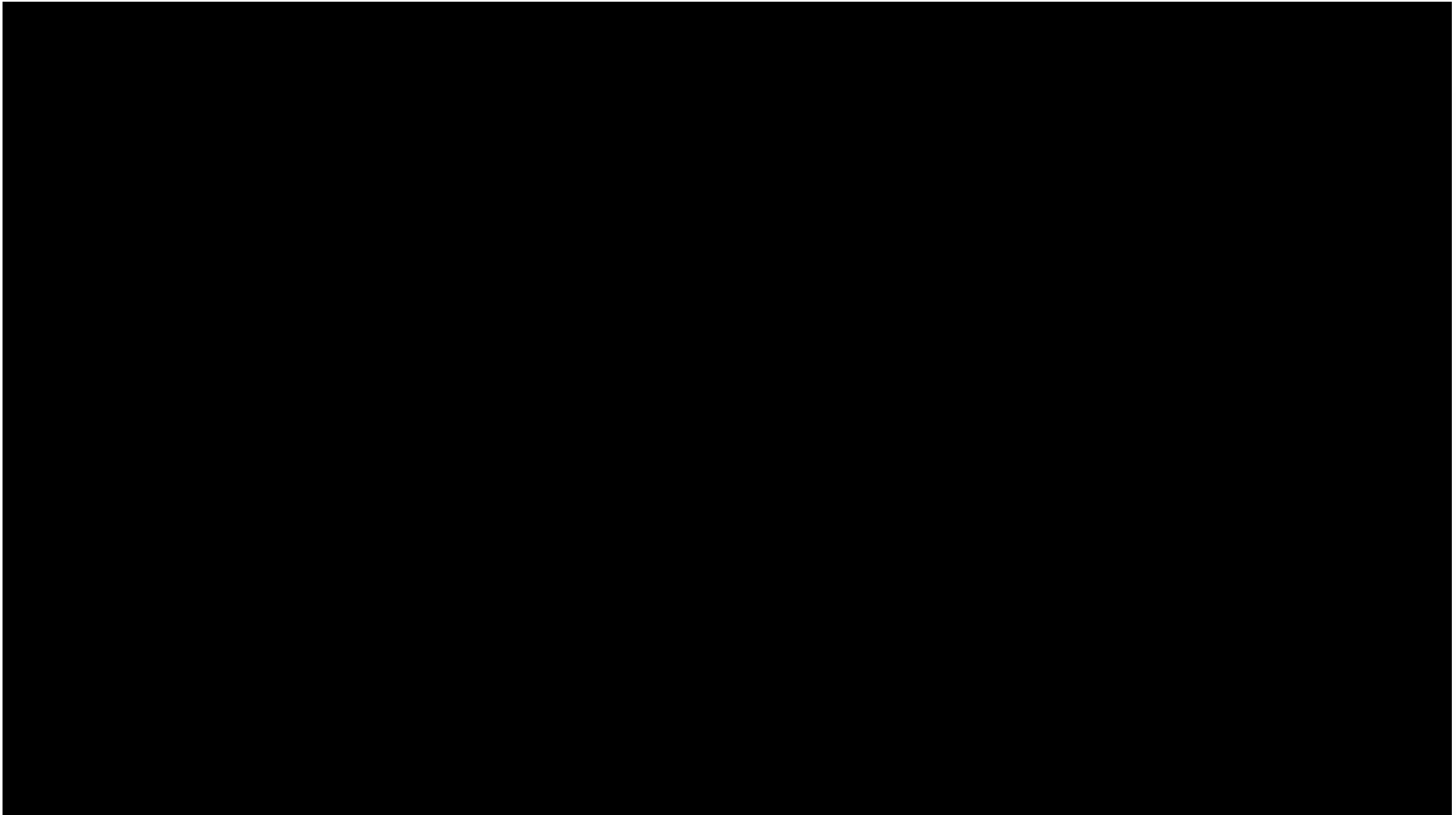
Aligning CMI Professional Standards with Middlesex University WBL qualifications

- Middlesex WBL Framework
 - Work Based Learning Academic Level Descriptors – *Knowledge and understanding, Cognitive skills, Practical skills, Personal and Enabling skills*
 - WBL Framework modules – *Review of Learning, Professional Development, Practitioner Inquiry, Negotiated WBL Projects*
 - WBL Professional Practice qualifications - Uni Cert to Masters – for example:
 - *Higher Diploma Professional Practice in Leading and Managing Care Services*
 - *BA (Hons) Professional Practice in Construction Site Management*
 - *MSc Professional Practice in Aviation Leadership*
- CMI Professional Standards
 - National Occupational Standards for Management and Leadership
 - Learning outcomes for CMI Leadership and Management qualifications
 - CMI membership levels – *Associate Member, Member, Chartered Member*
- CMI recognition of Middlesex WBL qualifications
 - *“Individuals who successfully complete ...Middlesex University Work Based Learning qualifications will be eligible for the associated level of CMI Membership (subject to membership fees) and will also be awarded the identified CMI Management and Leadership qualification.” (CMI 2014)*

CMI recognition of Middlesex WBL Professional Practice qualifications

FHEQ Level	Middlesex University qualifications	Total Credits	CMI Membership Level	CMI Qualification QCF Level
4	University Certificate	40	Associate	4
4	Certificate of Higher Education	120	Associate	4
5	University Diploma	40	Associate	5
5	Higher Diploma	120	Associate	5
5	Diploma of Higher Education	240	Associate	5
5	Foundation Degree	240	Associate	5
6	Graduate Certificate/Advanced Diploma	60	Member	6
6	Graduate Diploma	120	Member	6
6	Bachelors Degree	300	Member	6
6	Bachelors Degree with Honours	360	Member	6
7	Postgraduate Certificate	60	Chartered Member*	7
7	Postgraduate Diploma	120	Chartered Member*	7
7	Masters Degree	180	Chartered Member*	7

Making Learning Work



Questions?