

# Line Manager and Mentor Workshop 2023/2024

Laboratory Scientist (Bioscience) Y2  
Degree Apprenticeship



# AGENDA

- Meet the core team
- Degree Apprenticeships at Manchester Met
- Apprenticeship Standard
- Programme Overview
- Role of the Skills Coach
- Off the Job time
- Role of line manager/mentor – tips and hints
- Introduction to Smart Assessor
- Questions

# Meet the team

## Dr Nicola Wood

Skills Coach

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## Amie Bentley

Apprenticeship Development Manager

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# DEGREE APPRENTICESHIPS AT MANCHESTER MET

- Voted top university provider of degree apprenticeships by apprentices (RateMyApprenticeship Awards 2019, 2020, 2021, 2022, 2023)
- Rated an 'Excellent' training provider by employers ([gov.uk](https://www.gov.uk))
- 79% overall achievement, even in the pandemic, 92% merits and distinctions
- 90% NSS
- First university to be awarded Outstanding by Ofsted on their new Education Inspection framework – Nov 2022
- University Provider of the Year – Multicultural Apprenticeship Awards 2022
- Global interest, advising other countries including New Zealand, Spain, Canada and Australia



*Digital degree apprentices at York University, Toronto, with Jane Goodyer, Dean of Lassonde School of Engineering*

# WHAT OUR APPRENTICES ARE ACHIEVING

- 40% of Manchester Met apprentices are the first in their family to go to university
- 34% of current Manchester Met STEM apprentices are women, compared to national average of 22% reported by the Office for Students (2020)
- 110+ of our apprentices have been recognised at regional or national awards
- Degree Apprenticeship success rate at Manchester Met is 83% which is significantly higher than the national average of 64% (DfE) (2021)



**Rudy De-Beck Nkansah-Adjei**  
Odeon Cinemas Group Ltd  
BAME Apprentice of the Year '21



**Abby Whitnall, GSK**  
Chemical Sciences Apprentice of  
the Year 2022

# Support at Manchester Met

## Disability Advisers

- Assess student need
- Draw up appropriate personal learning plans
- Facilitate applications for Disabled Students' Allowances
- Work with academic depts. to ensure support requirements are met

## Academic and Study Skills Tutors

- One-to-one study skills support
- Academic and study skills workshops/webinars/online support
- Bespoke, in-curricular sessions for programmes
- Support for students with specific learning difficulties

## Student Wellbeing Advisers

- Professional wellbeing support for students with low to moderate mental health and anxiety issues
- A triage service to identify students who need more specialist support
- A proactive approach to wellbeing
- Support for students with specific learning difficulties

## MMU Sport

- Free Sport and Fitness Classes via Active Campus
- Varied sports clubs to join
- Gyms and Facilities (including Manchester Aquatics Centre)

## Student Experience Officers

Support the development of learning communities by:

- Organising induction activities
- Helping with student societies
- Developing and maintaining peer mentoring and social media platforms
- Promoting student surveys

## Student Hub Services Student Advisors

Non-academic related queries including:

- Student finance and Met Card queries
- Exceptional factors claims support
- Support for student engagement
- Personal emergency evacuation plans
- Referral to specialist services

## Counsellors and Mental Health Advisers

- One-to-one and group-based counselling
- Management of students with high risk and complex mental health conditions
- Liaison with NHS and other external therapeutic providers

## Chaplaincy

- Chaplains provide support to students of faith but also of no faith
- Access to Volunteering Schemes and activities that provide development and support opportunities
- New chaplaincy spaces, including refurbished Muslim Prayer Rooms

# THE APPRENTICESHIP STANDARD

# STANDARD AND KSBs

As a line manager, it is crucial that you are aware of the **knowledge, skills and behaviours** within the apprenticeship standard and support your apprentice to develop in these areas.

This can involve creating opportunities for them to grow in these areas or helping them to recognise what they are doing in the workplace correlates to a knowledge, skills or behaviour.

Become familiar with the Laboratory Scientist standard below:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/laboratory-scientist-degree-v1-0>





# Year 2 Units

Statistics for Bio Scientists (L4)

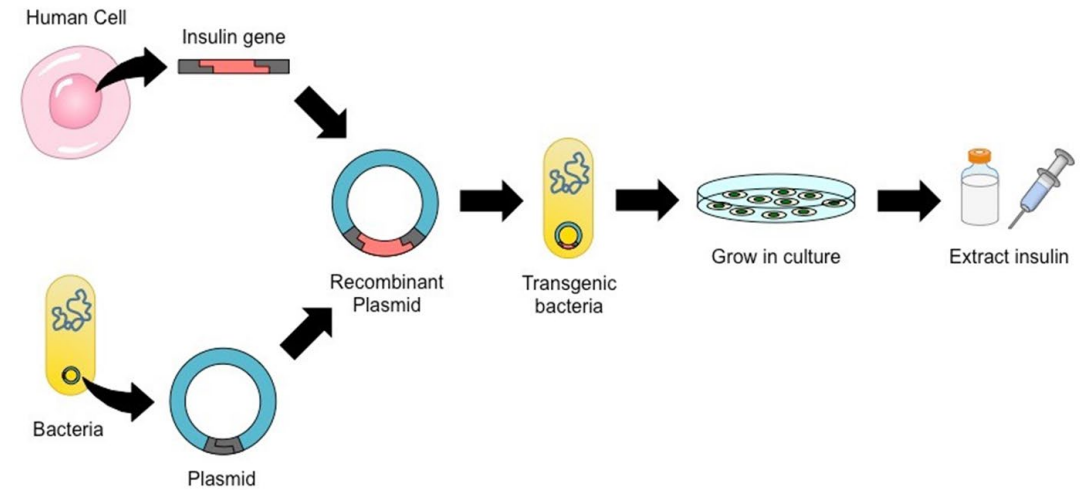
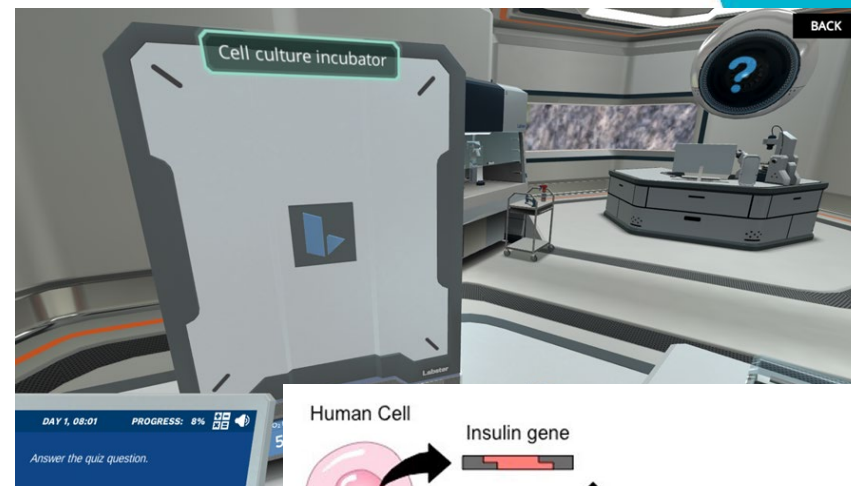
Introduction to Drug Discovery (L4)

Applied Molecular Biology (L5)

Biochemistry (L5)

Laboratory Scientist Skills 2 (L5)

Microbiology (L5)



# Programme Structure: Units

Year 2	Year 3	Year 4
Applied Molecular Biology (L5)	Biotechnology (L5)	Infectious Disease & Health (L6)
Biochemistry (L5)	Advances in Genetics & Genomics (L6)	Frontiers in Biotechnology (L6)
Microbiology (L5)	Forensic Genetics (L6)	(L6) Advanced statistics for Bio Scientists
Introduction to Drug Discovery (L4)	Option Unit: <ul style="list-style-type: none"> <li>• Formulation, Fate &amp; Bio-metabolism (L5)</li> <li>• Forensic DNA Profiling (L5)</li> </ul>	Option Unit <ul style="list-style-type: none"> <li>• Environmental Microbiology (L6)</li> <li>• Drug Target Interactions (L6)</li> </ul>
Statistics and Academic Skills for Bio Scientists (L4)	Business Improvement (L5)	Project & Personal Development (L6)
Laboratory Scientist Skills 2 (L5)	Workplace Project (L5)	

# CONFIDENTIALITY IN ASSESSMENTS

We take confidentiality very seriously.

- Standard declaration form that student puts on the front of assessment
- NDA is small number of cases
- Follow your organisations confidentiality policy carefully

***Line Managers must read through their apprentice's piece of work before submission to check that they have followed your organisations guidelines***



# Key Dates

Residential Week 22<sup>nd</sup> - 26th Jan 2024 **ALL YEARS**

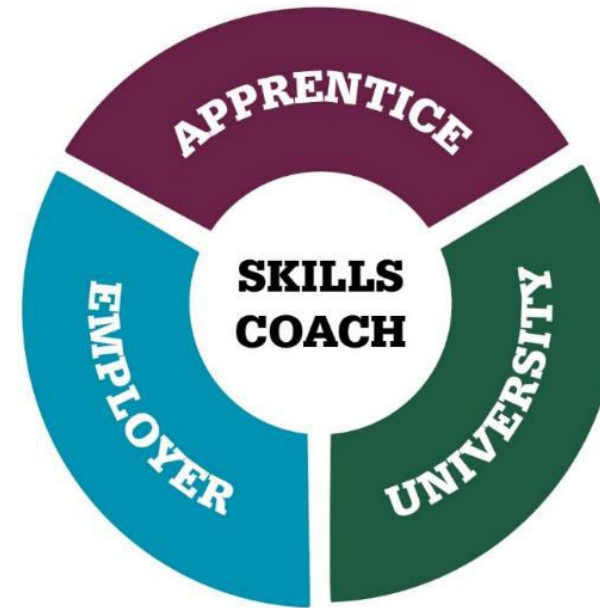
January Exam Window 8-12<sup>th</sup> January 2024 **Year 2**

Main Resit Exam Window 29<sup>th</sup> Jul – 2<sup>nd</sup> Aug 2024 **ALL YEARS**

# THE ROLE OF THE SKILLS COACH

# Skills coach

- Each apprentice is assigned a dedicated Skills Coach who conducts termly tripart reviews with apprentice and employer mentor to monitor progress and set workplace targets
- Point of contact for apprentice and line manager
- Pastoral support and guidance (e.g. Assessment Mitigation and referrals) and encouragement
- Support and preparation for end-point assessment
- Support the development of the apprentices portfolio



# THE REVIEW

- **University progress** so far (attendance, Moodle, handbooks, grades, etc.)
- What **progress** have you made and documented in **addressing skills gaps** (Induction Action Plan)
- **Driving your apprentice progress:** Agree **targets** for the ongoing **development of workplace skills** and facilitate future opportunities (e.g. shadowing, training etc.)
- **Impact in the workplace:** Discussion with employer – what difference is your apprenticeship making?
- **Evidence:** Support development of the portfolio towards the EPA
- **Six hours a week** as time off-the-job (OTJ)

# THE REVIEW & MENTOR ROLE

- Ownership is on the **apprentice** to liaise with their mentor regarding the arrangement and scheduling of review date & time
- Once agreed – Skill's Coach will send out the Team's invite to the apprentice only
- Apprentice will co-ordinate inviting the mentor to the meeting
- Mentor will be present approx **30-40 minutes** of the review
- Please come to the review having thought about your apprentice's recent development and feedback



# OFF THE JOB (OTJ)

# WHAT IS OFF-THE-JOB?

The Education and Skills Funding Agency has determined any apprentice must undertake at least **6 hours per week** of off-the-job (OTJ) training during their apprenticeship.

## OTJ is defined as

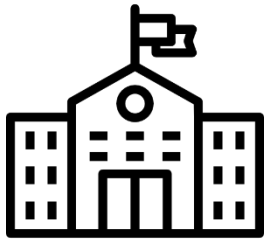
*“ training received by the Apprentice, **during the Apprentice’s regular working hours**, for the purposes of achieving their apprenticeship.*

*It needs to be directly relevant to the Apprenticeship Standard teaching new knowledge, skills and behaviours required to reach competence in the particular occupation”*



Can be delivered **flexibly**.  
For example: as a part of each day,  
one day per week, one week out  
of five or as block release

# GOOD EXAMPLES OF OTJ TIME



University  
attendance



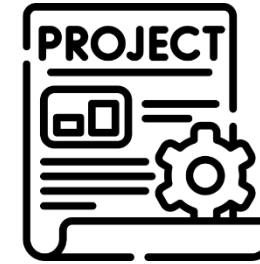
Online  
learning/study



Completing  
assignments



Reading and  
research



Projects



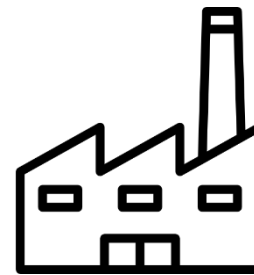
Shadowing and  
mentoring



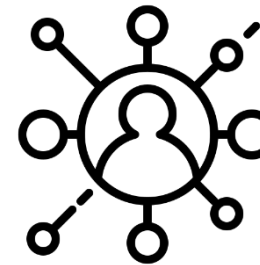
Relevant/  
mandatory  
training



Study skills



Industry visits



Outreach  
activities

# E-PORTFOLIO

All Degree Apprenticeship programmes at Manchester Metropolitan University make use of an E-Portfolio.

On the E-Portfolio you can view:

- Portfolio progress
- Review Skills Scans
- Upload and check evidence
- Read and sign-off reviews
- Monitor Off The Job progress

In the coming weeks, you will be sent log-in information and a user guide

If you have any issues using the system, or any issues with your login credentials please contact [telapprenticeship@mmu.ac.uk](mailto:telapprenticeship@mmu.ac.uk)

# Your Apprentice's Journey to LSDA L6 End Point Assessment

## On-Programme period

1. University study
2. Off the job training
3. University assignments
4. Workplace training
5. ePortfolio creation



## EPA Gateway Process

1. OTJ requirement has been met
2. All KSBs have been met plus evidence log
3. Project plan
4. PWP is up to date with evidence
5. Apprentice, employer, MMU happy that apprentice is ready



## 1. Workplace synoptic project

- Presentation
- Primary journal article
- Q&A

## 2. Vocational competence discussion

# **ROLE OF THE MANAGER/MENTOR**

# ROLE OF THE MANAGER

Managers have an important role to play in ensuring apprentices are supported and have the right environment to succeed on the apprenticeship programme.

## **Managers should:**

- Be responsible for supervising and managing day-to-day work.
- Incorporate apprenticeship progression into any internal development reviews.
- Secure protected time for the apprenticeship (average of 6 hours per week min).
- Support the review process. Before the review consider: progress; development; positive and/or constructive feedback.
- Help to balance workload (especially around back to-back units and deadlines).
- Support the completion of the EPA portfolio.

**Where possible please do not approve annual leave during University time**

# ROLE OF THE MENTOR

Some organisations also provide **mentors** to provide additional support. If you're not able to provide a mentor, Line Managers will also be required to provide following support:

- Contextualisation theory and how it relates to the workplace
- Meet with their mentee regularly (fortnightly)
- Open doors and facilitate wider learning
- Observe and provide feedback on practice
- Understand the apprenticeship standard
- Support the completion of the EPA portfolio





# TIPS

- **Get comfortable with the Standard and KBSs**
- **Ensure good communication**
  - Arrange regular one-to-ones to monitor progress.
  - Make sure apprentices tell you when reviews are scheduled and any deadlines they are working to. Recognise pinch-points early.
- **Share your expertise**
  - Talk to them about shadowing and other work-based development opportunities.
  - Facilitate learning in other areas of the organisation.
- **Support apprentice** to gather effective evidence.
- **Work hand-in-hand with Skills Coach**
  - Ensure your apprentice accesses the support available.

# GOOD LUCK!

We're excited to follow your apprentices journey through to graduation.



**Any Questions???**