

# SODA Degree Apprenticeship Creative Digital Design

Line Manager and Mentor Training Sept 2024





# This session will be recorded

# **Agenda**



- Meet the team
- Degree Apprenticeships at Manchester Met
- The Apprenticeship Standard
- Creative Digital Design Programme Overview and Structure
- Support for Apprentices
- Off the Job Training
- Role of Line Manager/Mentor
- Systems and Engagement
- Q&A

## **Welcome: CDDP Apprenticeships Programme Team**





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### **CDD EMPLOYERS 2024**













































### **Welcome to Manchester Met**

We have been proudly driving progress through excellent education and impactful research for 200 years.

- One of the largest, most popular and diverse universities in the UK, with over 43,000 students and 5,100 staff
- Nationally recognised as leaders in the field, regularly invited to present at national conferences, to advise other universities and the Department for Education
- 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







# Specialist university for degree apprenticeships

#### The leading university provider of degree apprenticeships in the UK.

- Ofsted outstanding 2019, 2022 (first under the new framework)
- Top University Provider RateMyApprenticeship 2019-23
- University Provider of the Year Multicultural Apprenticeship Awards 2022, 2023
- Nurse Education Provider of the Year (Post-registration) Student Nursing Times Awards
- Team Prize for Excellence in Higher Education Royal Society of Chemistry 2024
- National Exemplar status for DA delivery Small Business Charter
- Provider of the year North-West Apprenticeship Awards 2023
- Digital and Health Care Provider of the Year AAC Awards 2023
- DfE 'Expert Provider' status (one of only two universities)
- Rated 'Excellent' by employers and apprentices gov.uk
- Triple Accreditation Manchester Met Business School AACSB, AMBA, EQUIS
- 90% NSS, 100% above benchmark TEF
- 77% overall achievement, 81% merits and distinctions









# **Ofsted Outstanding 2022**

#### For Degree Apprenticeships

We have received two consecutive overall Ofsted **Outstanding** ratings (the first, in 2018, under the previous framework).

#### **Highlights include:**





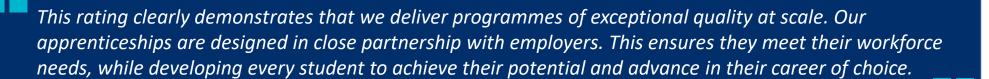






WATCH THE VIDEO

**READ THE REPORT** 



# Where it all began

#### 2014

- Digital Economy Minister launched degree apprenticeships
- Digital and Tech Solutions Trailblazer Group formed by the Tech Partnership. Manchester Met was a founder member
- Manchester Met: 40 level 3 Legal Services Apprenticeships and level 5 Chemical Science
- Engaging with approx. 12 employers
- Started apprenticeship open evenings

#### 2015

- 60 Digital and Technology degree apprentices
- Engaging with 22 employers







### Where are we now

2024 (3,300 apprentices)



#### Digital:

- Creative Digital Design Degree Apprenticeship
- Digital and Technology Solutions Degree & Masters Apprenticeships
- Digital Marketing Degree Apprenticeship
- Digital User Experience Professional Degree Apprenticeship

#### **Leadership and management:**

- Chartered Manager Degree Apprenticeship 2.5 and 4 years
- Chartered Manager Degree Apprenticeship in Health and Social Care
- Corporate Responsibility and Sustainability Practitioner Apprenticeship
- Senior Leader PgDip Apprenticeship
- Senior People Professional PgDip Apprenticeship

#### Science

- Healthcare Scientist Degree Apprenticeship
- Laboratory Scientist Degree Apprenticeship Chemical and Bioscience

#### Health and care

- Advanced Clinical Practitioner Masters Apprenticeship
- District Nurse PgDip Apprenticeship
- Social Work Degree Apprenticeship
- Specialist Community Public Health Nurse PgDip Apprenticeship







# **Force for Impact**

### **Key findings**



Addressing skills gaps and adding substantial value to businesses



Boosting **economic growth** 



Creating jobs and giving young people access to professional careers



**Empowering SMEs** to grow



Helping people from disadvantaged backgrounds succeed



Fostering equality and diversity in the workplace



Fast-tracking many into well paid careers

# 150+ apprentices recognised at regional and national awards

















BAME Apprentice of the Year



Howard Jackson, IBM Rising Star, National Apprenticeship Awards 2021

# Some of our 600 employer partners

































































# The Apprenticeship Standard

# What is a degree apprenticeship?

Manchester Metropolitan University

- A job with training, like any other apprenticeship
- Training delivered via a combination of university study and work-based learning
- Equips participants with the Knowledge, Skills and Behaviours required for a particular role
- Defined by groups of employers and educators
- Delivery designed to align with full-time work
- Allowance to engage with learning during working hours
- Apprentices do not pay any fees
- Covered by the apprenticeship levy



### **Apprenticeship Standard**



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 Apprenticeship standards:

Creative Digital Design Professional (Integrated Degree)



## **CDDP**

Developing capable, confident and creative digital professionals equipped for a rapidly changing digital world

# **Academic Programme**





# Creative Digital Design Professional Degree Apprenticeship

Qualification: BA (Hons) Creative Digital Design

**Duration: 48 months** 

#### **Delivery Model**

- Blended model
- 1 intensive 2-day teaching block on-campus + 2 x 0.5 days online per units
- Interactive Q&A sessions to check workplace application

**School of Digital Arts** (SODA) in collaboration with & Business School.



# **Creative Digital Design Units - 4 Year Overview**



,	/R 1	Creative Digital Design Fundamentals	Graphic Design Fundamentals	Introduction to User Experience
	YEAR	Accessible Design	Platform Production Fundamentals	Visual Identity & Branding
	IR 2	Data Visualisation and Storytelling	Digital Media Platforms 1 - User Interface	Digital Media Platforms 2 - Audio-visual
	YEAR	The Communication of Ideas	Concept and Prototype Development	Managing/Operating Digital Brands
	YEAR 3	Workflow, Process and Practice	Project Design and Delivery	Digital Design Governance
		Emerging Platforms and Technologies - 3D	Digital Media Platforms 3 - Immersive	Technology and Design Emerging Practice
	YEAR 4	Production Planning and Management	Synoptic Project: Define	CDDDA Synoptic project: Do and review (20 credit)
		Design Leadership and Strategy	and Design (30 credit)	
		Career Development and Portfolio (10 credit)		

# **CDDP Learning Model: Example Y1 Sem 2**



10am -1pm

2pm – 5pm

Wednesday	Thursday
Accessible Design	Platform Production Fundamentals
Accessible Design	Platform Production Fundamentals

# **Creative Digital Design Y1 Semester 1**



CREATIVE
DIGITAL
DESIGN
FUNDAMENTAL

GRAPHIC DESIGN FUNDAMENTAL

INTRODUCTION TO UX

- A range of creative processes and perspectives will be introduced in this
  unit. They will be explored alongside an investigation into industry standard
  toolsets and workflows as used within contemporary creative design
  industries. The work will be evidenced through the production of a portfolio
  of work.
- This unit explores the fundamental theories, principles and methods of graphic design practice including the use of image, typography, colour, hierarchy, scale, grids and composition within digital design layouts.
   Apprentices will undertake research within the field of design and related areas of visual culture and explore the introduced concepts via the production of practical digitally produced design work as supported by tutor and peer/industry critique.
- This unit will introduce the principles of design for users' digital experience and their application within digital design process. This includes the fundamental concepts of user experience design including audience identification, user research methods, user-centric design, user journeys, design theories, wireframes, and human diversity.

# **Creative Digital Design Y1 Semester 2**



ACCESSIBLE DESIGN

• This unit will introduce the fundamentals of accessible design and what that means and includes. It fosters the development of understanding of accessibility, inclusive design, universal design, and cultural requirements and their integration with design processes. Legal and ethical frameworks affecting development of digital designs will be explored and discussed.

VISUAL IDENTITY + BRANDING

This unit explores the core components of what makes digital brands
distinguishable and identifiable, along with the different contexts within
which they might be explored, e.g. in design, advertising and business. This
unit will also consider what visual identity and branding are in a historical,
social, cultural and commercial context.

PLATFORM PRODUCTION FUNDAMENTAL • This unit uses current and directed interactions with contemporary digital platforms, environments and technologies to begin a process of investigating, critiquing, and questioning how these platforms work. By making links between theory and practice apprentices will survey and define what may be unique aspects of digital design practice.

# **CDDP Delivery Model: Y1 Semester 1 Example**



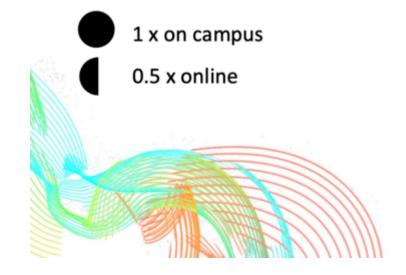
Delivered in a hybrid delivery attendance model of 2/3 classroom lectures and workshops, and 1/3 by online sessions focussed on...

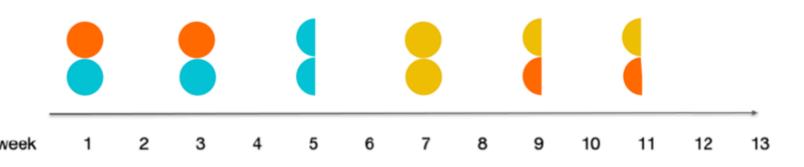


Introduction to User Experience

**Graphic Design Fundamentals** 

As indicated in the image below highlighting taught sessions in Semester 1, apprentices' university-based learning is clustered around specific points alongside further support opportunities.





# **Example Learning Objectives for Y1 Units**



#### **CDDF**

- Recognise and express theoretical perspectives and approaches to digital design.
- Distinguish and example digital design workflows through the production of defined digital artefacts in response to a given brief.
- Outline and record their professional development.

**GDF** 

- Locate and analyse a diverse range of research material relating standard methods graphic design practice.
- Formulate a variety of creative responses which utilise fundamental graphic design theories, principles and methods.
- Produce a portfolio of relevant finished digital design artefacts.

**IUX** 

- Describe key principles and theories surrounding user experience design to the critical evaluation of a digital product.
- Review and apply user experience design approaches.

## **Line Manager Synopses for Units**



#### **Programme assessments**

- Practical application of ideas
- Nothing in the abstract, relies on real-world situations for work-based learning
- Proposals, essays, designs, content creation, reports, portfolios, videos
- Line Manager Assignment Overview

Unit name	Graphic Design Fur	idamentais	
Unit code	1J4Z1050		
Other connecte	d units:	1	
Visual Identity a The Communic			
Line manager s	ynopsis:		
Unit overview:			
visual outure and explore the introduced concepts via the production of practical digitally produced design work as supported by tutor and peer/industry critique.  An example of a graphic design output from within the apprentice's organisation will be selected on the understanding that there are aspects that can be improved. Apprentice's will annotate the existing design while correlating how it performs against what have been established as fundamental designing principles. Following this process, a redesign process will take place using a rationale that is drawn from the apprentice's background reading and understanding of successful and functional graphic design.			
intended to kee detailed critique flawed: that it so may be argued customer is in to	p customers up to date very of the current email form emingly prioritises detain with support from rese erms of completing the trees.	an overview of company email communications that are with an engoing transaction. Following the apprentice's nat, it may be found that the hierarchy of information is that is not immediately required by the user. Additionally, it arch — that a graphic device could better illustrate where the ansaction. The apprentice will then look to demonstrate an at highlight and explain the changes.	
Content covere	ed:		
Session 1 The underpinning principles of graphic design and how we can evaluate a designed product. Design terminology and definitions. Analysing our own organisations' graphic design materials.			
Session 1 Key movements Referencing.	and schools of design i	ncluding a historical perspective.	
Session 3 Redesigns: ove Changing cultur	rview of previous project e through design.	8.	
Session 3 Writing about de Assessment su			
Learning outco	omes:		
011	Lanaluna a divarna range	e of research material relating standard methods graphic	
design practice	(K1, K2).		
design practice LO2 Formulate principles and n	(K1, K2). a variety of creative resp nethods (K1, K2, S2)	consess which utilise fundamental graphic design theories, hed digital design artefacts (S9).	

Unit name	UX Human Contexts				
Unit code	1J4Z1001				
Other connected units:					
UX Origins and Applications					
UX Practices 1: Making					
(The apprentices work on the same project/problem for the three units.)					
(The apprentices work on the same project/problem for the three units.)					

This unit will explore and examine the context of people within user experience, looking at user a

Apprentices will select a product from their workplace (as also applicable to the semester's other two units), then identify its users and their behaviour. Using the information gathered from secondary and/or primary sources, UX artefacts will be created. Apprentices will produce pe a user story, a user scenario, and a user map that can be used professionally with colleague

longside the artefacts, apprentices will write a report that describes user beha-

of a price comparison product. Annotations may contain definitions of what each artefact is, and he cheapest options, whereas other may want filters to refine what they see based on specific criteria. A written report accompanies the artefacts, introducing and describing relevant user behavioural theories and how they positively or negatively impact the user(s) researched in the U

#### Content covered

- Terminology for referring to users (target market, target audience, and end user).
  Overview of methods and approaches to gather research about users (secondary research, observations, interviews, and surveys).
- Introduction to design and UX principles (Dieter Rams' 10 Principles of Good Design, and Nielsen/Norman's Visual-Design Principles in UX)

- Empathy mapping.
   Personas and information to include (such as NRS social grades, needs and aspirations).
- problems and concerns, and demographic data) User scenarios (written storyboard or comic form)
- User stories (as a... I want to... so that...).
- Introduction to different types of user maps (journey map, experience map, user story map workflows, and wireflows).

- Introduction to usability (Quesenbery's 5Es of Usability, Norman's Design of Everyday)
- Things, and Microsoft's Inclusive Design Toolkit).

   Models of disability (legal and social).
- Principles of inclusive digital design.
   Cultural design (Hofstede's 6 Cultural Dimensions, and mental models)
- Behavioural theories (nudge theory, cognitive load, and Gestalt principles).
- Deceptive design (Brignull's 12 types of deceptive design).

shed theory related to the analysis of human behaviour with digital products (K2, K3, K13, S7, B4).

# **Degree Classifications**



Classification	Percentage
1st	70% and above
2:1	60%
2:2	50%
3 <sup>rd</sup>	40%
Fail	Below 40%

Heit Israel	Final classification weightings		
Unit level	Either	Or	
4	(Note: must pass and progress all level 4 units)		
5	25%		
6	75%	100%	





# Support for Apprentices

# Safeguarding apprentices

Manchester Metropolitan has a duty of care to safeguard ALL apprentices:

- We have robust safeguarding procedures in place to protect our apprentices.
- Our staff are regularly trained on how to identify, support and deal with safeguarding concerns.
- Employers must be aware of how to keep their apprentices safe, please familiarise yourselves with our Safeguarding Apprentices handbook on our employer resources pages





#### **Support with:**

- Well-being and mental health issues
- Physical health, including long term illness
- Sexual harassment and sexual misconduct
- Online safety
- Domestic abuse
- Bullying in the workplace
- Misuse of substances

# Skills coach support

- Each apprentice is assigned a dedicated Skills Coach who conducts quarterly tripartite reviews with their apprentice and their line manager to monitor progress and set workplace and KSB related targets
- Line Manager attendance at reviews is an ESFA requirement
- Point of contact for apprentice and line manager
- Pastoral support and guidance
- Support and preparation for end-point assessment
- Support the development of the apprentice's portfolio
- Lead professional development and skills workshops

Review one Completed within 42 days Review two
Completed by
21 February 2025

Review three Completed by 16 May 2025





**Review four** 

Completed by 31 July 2025

# **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 Experience Officers**

Support the development of learning communities by:

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



#### **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 specialist support
- A proactive approach to wellbeing
- Support for students with specific learning difficulties



#### **Student Hub Services Student Advisors**

Non-academic related queries including:

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



#### **Counsellors and Mental Health Advisers**

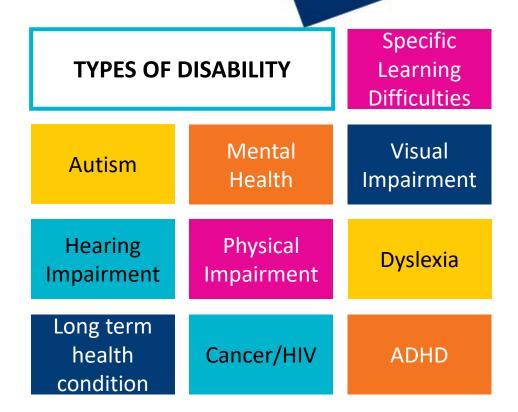
- One-to-one and group-based counselling
- Management of students with high risk and complex mental health conditions
- Liaison with NHS and other external therapeutic providers

# **Disability Support**



Support available for **apprenticeship students** with a disability:

- Personal Learning Plan documenting any adjustments you need in exams and assessments
- Funded support available for equipment, assistive software and additional 1:1 support whilst at university
- Free screenings for dyslexia and specific learning difficulties



# Apprenticeship networks











#### **Association of Apprentices**

AoA works with UK apprentices and organisations to enhance the apprentice experience. They provide a community of likeminded peers, improve the pathway to completion for current apprentices and support development opportunities for recently completed learners.

# The Black Apprenticeship Network

This network aims to create an apprenticeship community for current and aspiring Black apprentices. Connect and share their experiences, go to fun, productive events and create new, meaningful, long-lasting connections.

# Disabled Apprentice Network

Brings together current and recently completed disabled apprentices, creating a friendly forum for apprentices to share experiences and offer views and proposals on what could improve apprenticeships for disabled people.

#### **BAME Apprentice Network**

Designed to support all aspiring, current and graduated apprentices through mentoring, workshops and peer-to-peer networking. The network aims to change the landscape of apprenticeships for diverse communities.

Disclaimer: Please be aware that these networks are independent organisations and are not affiliated with or endorsed by the University. While we believe these networks to be reputable, it is your responsibility to vet and evaluate each network to ensure they align with your expectations and needs. We do not have control over the content, practices, or messaging of these networks, and we are not responsible for any actions or communications that arise from your engagement with them. Your participation in these networks is at your discretion, and we recommend that you exercise due diligence before joining or interacting with any network.



# Off-the-Job Training

# What is off-the-job training?

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

# What does off-the-job (OTJ) mean?



- Off-the-job training means undertaking a learning activity which is different from the apprentice's normal role.
- For the activity to be classed as off-the-job training, apprentices will need to develop skills or learn something new.
- The activity needs to be specifically linked to the Knowledge, Skills and Behaviours (KSBs) outlined in the apprenticeship standard.



# **Good examples of OTJ time**





University attendance



Online learning/study



Completing assignments



Reading and research



**Projects** 





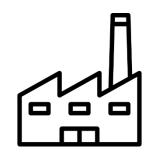
Shadowing and mentoring



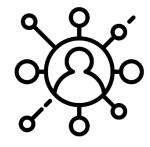
Relevant/ mandatory training



Study skills



**Industry visits** 



Outreach activities





# Role of the Manager/Mentor Hints and Tips

# 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:

- Provide experiences in line with the programme.
- Incorporate apprenticeship progression into any internal development plans.
- Secure protected time for the apprentice (avg 6hrs/week).
- Support the tripartite review process (attendance at reviews is a funding requirement).
- Help to balance workload (especially around back-to-back Units and deadlines).
- Support the completion of the end-point assessment.
- Where possible not approve annual leave during on campus time.

Above all, the Line Manager should be ready to expose the Apprentice to new experiences in the workplace that will allow them to put into practice and develop their newfound Knowledge, Skills and Behaviours.

# The Tripartite Review

Metropolitan University

- Reviews are a triangulation between the apprentice, skills coach and manager.
- Reviews should take place every 3 months throughout the entirety of the apprenticeship - apprentice and manager must attend.
- The Skills Coach will complete a Review form and upload a copy for the manager and apprentice to sign, via the ePortfolio platform (SmartAssessor).
- Reviews can take place in person or more likely, on MS Teams.

# The Tripartite Review Discussion

- University progress so far (attendance, Moodle, handbooks, grades, etc).
- What progress has the apprentice made and documented in addressing KSB gaps
- Agree targets for the ongoing development of workplace skills and behaviours and facilitate future development opportunities (eg shadowing, training etc).
- **Impact in the workplace:** Discussion with manager what impact is the apprenticeship having?
- Evidence of development of KSBs and support for the EPA.
- Six hours a week as time off-the-job (OTJ) must be logged regularly.



# Hints and tips

Manchester Metropolitan University

- Get comfortable with the Standards and KSBs
- 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 and plan accordingly
- Share your expertise
  - Talk to them about shadowing and other work-based development opportunities.
  - Facilitate learning in other areas of the organisation.
- Work hand-in-hand with Skills Coach
  - Ensure your apprentice accesses the support available.

# Hints and tips

#### • Gathering portfolio evidence

- Help apprentices to gather as much evidence as possible as they go along. It can be reviewed at a later date.
- Make this a regular feature of discussions.

#### Reviewing Evidence

- Does this Evidence showcase the appentice's best vocational work and expertise?
- O Does the Evidence translate clearly?
- Does the Evidence showcase their competence in the workplace applying specific Knowledge, Skills, or Behaviours from the Standards?



# Manager/mentor role summary



Assist in preparation for end-point assessment
Support the portfolio of work-based evidence and ensure competency

across the standard

MUST attend and sign off reviews (every 3 months) with the skills coach and the apprentice

Support apprentices to meet **SMART** actions

Off-the-job development time

Monitor and support



Provide **academic support** (Mentor)

Support the work-place project
Crucial for passing EPA

Safeguarding and wellbeing Support apprentices and signposting to additional sources of support Facilitate and track skills
development
Support opportunities to
develop in the workplace



# Systems and Engagement

# **Attendance policy**

- Apprentices are reminded that their time at University is a working day, for which they are paid, so we expect full attendance.
- Apprentices are asked to register their attendance at each session either via the card reader using their University ID card, or by signing a register.
- If apprentices are absent from University, they must log their absence and reason for this on our systems.
- They are reminded that this information will be shared with their employer.
- Wherever possible, please do not approve annual leave during University time - apprentices will miss a considerable amount of learning which they will need to catch up on.





# Systems and support





#### **Moodle: Virtual Learning Environment**

Timetables, unit specs, resources and reading materials, messaging function – academics and skills coach



#### **Smart Assessor**

Logging OTJ, progress reviews, skills scans, progress against KSBs, E-Portfolio

#### **Technology Enhanced Learning (TEL) Team**

telapprenticeship@mmu.ac.uk
Email and online support, 1:1 sessions

### e-Portfolio

We use an e-Portfolio platform called Smartassessor.

smartassessor.co.uk

- Account details will be sent to your work email account from the Technology Enhanced Learning (TEL) team within two weeks of apprentices starting with instructions on how to log into the system.
- Multi-Factor Authentication (MFA) required to log into the system. This can be activated via Authenticator App or Email.

As Line Manager you can monitor the progress of your apprentices e-Portfolio:

- Evidence uploaded against the standard
- Off the Job Hours (OTJ) logged
- Skills Scan results
- View and sign off reviews



- Add the following emails to the safe senders list
  - noreply@smart-assessor.co.uk
  - identity@oneadvanced.com
- Guidance:

https://www.mmu.ac.uk/study/apprenticeships/resources#ai-69812-3

 Apprenticeships TEL Support Email: telapprenticeship@mmu.ac.uk

# Programme feedback and meetings

#### Manchester Metropolitan University

#### **Student voice meetings**

- Student reps for each cohort
- Meet termly with academic and programme lead
- Report themes back in EABs

#### **Employer Advisory Boards (EABs)**

- Meet two/three times per year
- Employer feedback around programme delivery and development
- Supported with student feedback
- Dates set at the beginning of the year, supporting information sent one month prior

# **Programme information**



#### INFORMATION FOR EMPLOYERS OF DEGREE APPRENTICES



Welcome to Manchester Met's degree apprenticeship employer resources pages. You will find general information below, as well as links to course-specific documentation. We also have a dedicated brochure page. Please contact your Apprenticeship Development Manager, email <a href="mailto:apprenticeships-employer@mmu.ac.uk">apprenticeships-employer@mmu.ac.uk</a>, or call (+44) 0161 247 3720 (9:00am - 4pm Monday to Friday) if you have any further questions.

	~
SOURCE PAGES	~
F-THE-JOB GUIDANCE	~
AND HOW TO GAIN ACCESS	~
ENT (EPA)	~
ICE	~
P	THE-JOB GUIDANCE AND HOW TO GAIN ACCESS ENT (EPA)

#### **Useful links**

**Employer resources pages** 

Line Manager and Mentor Guide 2024 (mmu.ac.uk)

## **Good luck!**

Manchester Metropolitan University

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































# End

