



**Manchester
Metropolitan
University**

DEGREE APPRENTICESHIPS

Supporting SMEs to grow talent, unlock potential, and diversify their workforce



Degree apprenticeships are enabling us to invest in our employees, offer continual professional development, retain staff, and expand our workforce.

Jane Klotz
HR Manager
High Force Research



Grow your own talent

What are degree apprenticeships?

Degree apprenticeships blend full-time paid work with part-time study, allowing apprentices to gain practical skills, knowledge and behaviours directly relevant to your business while receiving support from the University.

Since their introduction in 2015, degree apprenticeships have allowed universities and employers to create cutting-edge programmes that bring together the best of higher education and on-the-job practice learning. This enables apprentices to not only become capable and confident practitioners, but also achieve internationally recognised degree, diploma and masters qualifications.

Why choose degree apprenticeships?

Degree apprenticeships are a proven route to boost skills and can be paid for through government funding or via the apprenticeship levy. 'Grow-your-own' talent by nurturing

an apprentice's development, while embedding your own culture and processes.

You can use degree apprenticeships to upskill existing staff, or bring in new talent. They are a fantastic way to attract and retain ambitious employees looking to develop the necessary skills to progress their career and to take on roles of greater responsibility. You will inject new energy and ideas into your organisation, and build the talent base required to achieve your organisation's goals.

Why choose Manchester Met?

The University is a leading provider of degree apprenticeships, with over 2,600 apprentices and 600 employer partners. Our provision has been graded Ofsted 'outstanding' and has won a number of awards. Our expertise is recognised globally, and we lead an international partnership on work-integrated learning, advising programmes in New Zealand, Spain, Canada, and Australia.

Benefits for SMEs

Since 2015, Manchester Met have partnered with 450 SMEs to support talent development and address key skills shortages.

We were honoured to be awarded “national exemplar” status for our apprenticeship work during our last Small Business Charter accreditation and have recently been selected as one of only two universities in the country to be named “Expert Provider” by the Department of Education for our strengths in working with small businesses.

Support for SMEs:

- Dedicated account management
- Assistance and support with funding
- Manager and mentor training
- Participation in Employer Advisory Boards for course design and improvement
- Dedicated expert Skills Coaches support apprentices to develop skills and behaviours with you in the workplace
- Comprehensive recruitment support inc. vacancy advertising, stands at open evenings, etc.

“We were experiencing the same digital skills shortage faced by employers across the country and were initially plugging those gaps by outsourcing work overseas. [Degree apprenticeships] enabled us to keep work in-house, to grow our own talent, and diversify our workforce.

Scott Young
Chief Executive Officer
RedEye

Addressing challenges

We know that SMEs currently face multiple challenges including rising wage bills, increased running and supply chain costs, and staff recruitment and retention*. Degree Apprenticeships provide a fantastic opportunity to address these concerns:

Cost-effective talent acquisition

Apprenticeships enable SMEs to recruit and train new talent while benefiting from 95%+ levy funding.

Long-term workforce investment

Investing in apprenticeships ensures a skilled workforce tailored to SME needs, reducing the need for ongoing recruitment.

Improving productivity and efficiency

Skills learned during apprenticeships boost productivity and efficiency, cutting running costs through enhanced performance.

Adaptability and innovation

Apprenticeships help SMEs adapt to market changes and technological advancements, staying competitive and managing costs effectively.

*SME Skills Horizon; 2024



Supporting key demographics

Manchester Met is committed to promoting equity and inclusion and our degree apprenticeship cohort reflects this commitment.

Female apprentices
(45% national average)

Apprentices from minority ethnic backgrounds
(13.2% national average)

First in their family to go to university
(18% national average)

Manchester Met delivers apprenticeships to 180 SMEs

28%
young people

38%
IMD* 1-4

12%
disclosing disability

42%
women in STEM

54%
female

19%
BAME

61%
first gen

180
SMEs

Apprentices aged 20 or under
(20% national average)

Apprentices from most deprived areas
(36% national average)

Apprentices disclosing a disability
(7.4% L6, 4.7% L7 national average)

Women in STEM fields
(26% national average)

Apprenticeship funding

Apprenticeship opportunities are available to everyone, whether you are a small or large business. The way apprenticeships are funded is dependent on the size of your company's payroll (PAYE).

Businesses with an annual payroll above £3 million

The apprenticeship levy applies, at a rate of 0.5% to all organisations with a payroll of above £3 million per year. The amount a company contributes is held in a digital account and can only be redeemed against the cost of apprenticeships.

Businesses with an annual payroll below £3 million

Businesses that do not pay the apprenticeship levy will pay a maximum of 5% towards the cost of training an apprentice. This also applies to levy-paying firms who do not have enough levy funds in their account to cover the full cost of training an apprentice.

Extra financial support for small businesses

The Government has recognised the role smaller

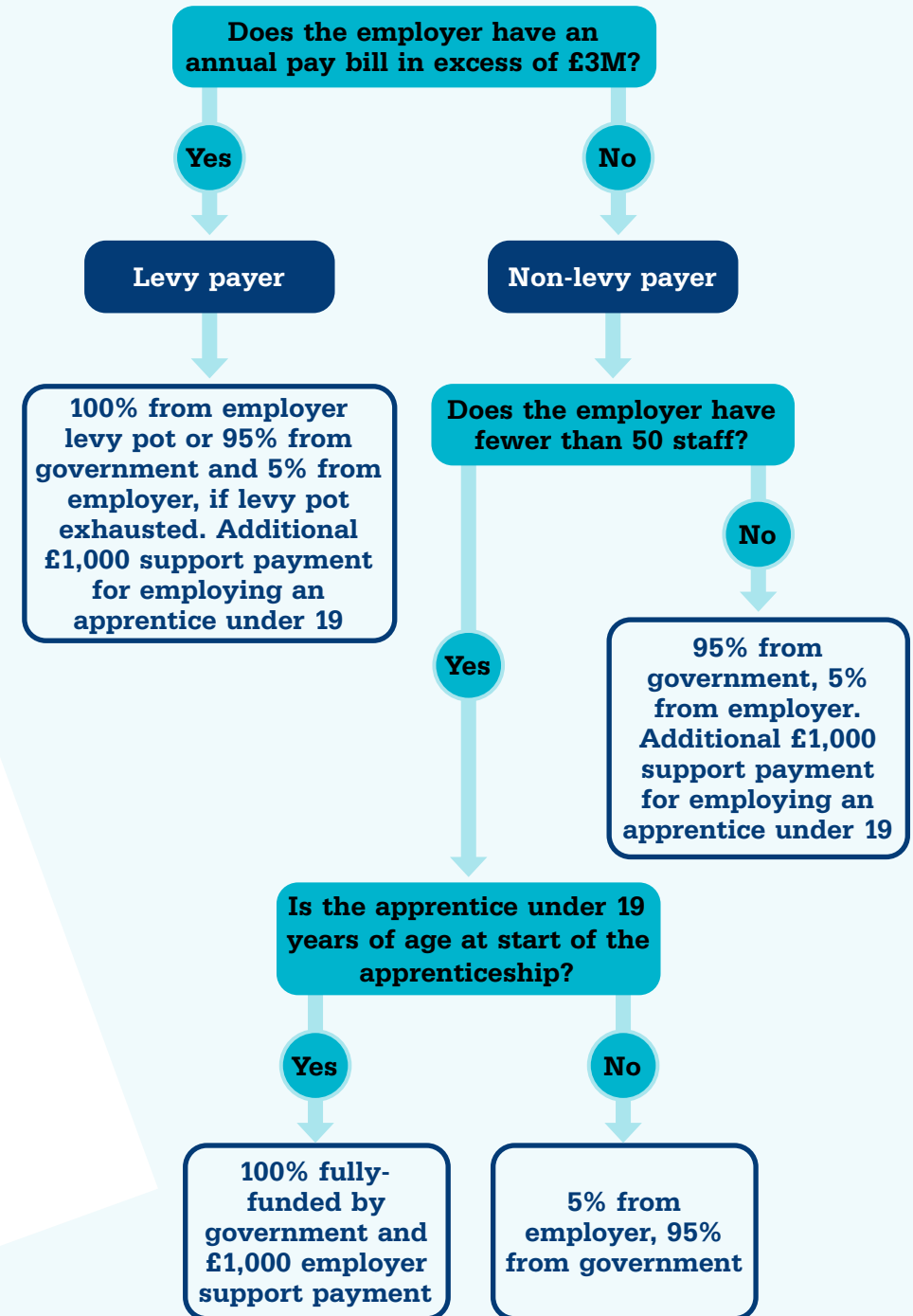
employers make by employing apprentices under 19 years old. Businesses with fewer than 50 employees will not have to pay towards the cost of training an apprentice under 19. The Government will pay 100% of training fees.

Additional support payments for all businesses

There will be an additional £1,000 paid to employers of any size for taking on an apprentice under 19, a person leaving care or for enrolling an apprentice with additional needs.

Apprenticeship Levy Transfers

Employers that pay the levy can transfer their unused apprenticeship funds to help other organisations pay for apprenticeship training. Visit: bit.ly/levy-transfer



Supporting business

Ciptex is a global cloud communication platforms company and SME. It relocated from London to Manchester due to the strength of its relationship with the University, and what the company describes as a 'guaranteed talent pipeline'.

With apprentices from the University now making up 12% of the company's workforce, the skills that they bring have an immediate impact on the business. For the business and the students, the relationship brings mutual benefits and learning from day one.

Head of Product Development at Ciptex, Matthew Duggan, said: "As an SME we had a real hard time recruiting. Our work is within a specialist area, and we struggled to recruit at the right level. Being passionate about training for young people, degree apprenticeships seemed the obvious choice. We went to market with it and found two fantastic apprentices including one who was a young migrant and still with us after six years and four promotions."

Matthew has noted many benefits of apprenticeships, including apprentices' adoption of best practices, openness to new ideas, results-driven approach inspiring others, and willingness to step out of their comfort zones.



I think the biggest misconception is that an apprentice will be a drain on the business while studying and only deliver value after their degree. Our apprentices have all added value from day one and the fresh ideas they constantly bring to the table keep us agile and leaps ahead of our competitors.

Matthew Duggan (pictured above, centre)
Head of Product Development
Ciptex



Get in touch

Our growing portfolio of undergraduate and postgraduate apprenticeships include programmes in the following areas:

- digital and technology
- digital marketing, creative design and UX
- health and social care
- leadership, management and HR
- sustainability and corporate responsibility

If you think one of our programmes could work for your organisation, please get in touch. We will be happy to provide further information and guide you through the next steps.

Apprenticeships team

E: apprenticeships-employer@mmu.ac.uk

T: 0161 247 3720

W: mmu.ac.uk/apprenticeships

✕ @mmuapprentice

 Degree Apprenticeships at Manchester Metropolitan University

 Degree Apprenticeships at Manchester Met

We are committed to ensuring that all of our materials are accessible. This brochure is available in a range of formats, such as large print, on request via apprenticeships@mmu.ac.uk

