



# Developing a competitive part-time offer

# Work Based Learning at Middlesex



- WBL has been a Middlesex speciality for 19 yrs.
- 1996 Middlesex was awarded a Queens Anniversary Prize for “Excellence and Innovation” for pioneering work based learning.
- 2003 the UK Quality Assurance Agency commended Middlesex for innovation and rigor in the assessment of work based learning.
- 2005 HEFCE awarded Middlesex a Centre for Excellence in Teaching and Learning in WBL.
- 2007 Institute for Work Based Learning established
- 2009 HEFCE awarded Middlesex £8m to establish the Middlesex Organisational Development Network.
- 2009 QAA audit report commends Middlesex for WBL.

# Work Based Learning at Middlesex



- Currently over 1800 students are engaged in Work based learning programmes across all Schools and IWBL, including over 500 at doctoral level.
- Work based learning takes place in all types of organisations, some of our employer partners are: Marine Society, Police, Health Service Trusts, Halifax Community Bank, Mitsubishi, Royal Mail, Toshiba.
- International Centres in Cyprus, Greece, Hong Kong, Ireland
- Comprehensive range of qualifications – Certificate, Diploma, Hons Degree, Masters, Doctorate

# Key Stakeholders

- The student
- The Higher Education Provider
- Employer/other stakeholder

# The Work Based Learning proposition

- values the learning already held by the individual and their organisation,
- enables the individual to plan their own programme,
- is a distance/ or in-company learning programme,
- is flexible to meet individual/organisational needs,
- leads to internationally recognized higher education qualifications.

# Work Based Learning

- focuses on the development, conduct and learning from work based projects,
- aims to develop the individual as a more effective work based learner,
- aims to contribute to the organisation through the creation of new knowledge and the application of learning to achieve organisational objectives.

# WBL suggests new kinds of partnerships

- Knowledge creating partnerships
- Joint design of programmes
- Individual learning and organisational development



# Employer based partnerships

- Starting point: learning already held by the employer eg in company training course, organisational competency framework, employee learning through work
- Joint design and in some cases delivery and assessment of a developmental programme aligning individual learning with organisational development



# Conclusion

- WBL provides a new way of focusing university level critical thinking on the knowledge requirements of work.
- WBL offers the opportunity to align individual learning and organisational development through new types of University and Employer partnerships based upon work as the focus and site for knowledge recognition, creation and use.

## Follow up reading

- Garnett J, Costley C and Workman B (eds) (2009) *Work Based Learning: Journeys to the core of Higher Education*, London: Middlesex University Press
- Higher Education Academy (2008) *Work-based learning Workforce development: connections, frameworks and processes*, York: HEA
- Garnett J (2007) *Employers and University Partnerships, in Employers, Skills and Higher Education*, Roodhouse S and Swailes S (eds), Chichester: Kingsham