

Supporting your business development by  
supporting your people development



## Seeking strategic success through the recession?

A highly-skilled workforce is a major driver of business recovery- and we can help you to develop your people.

Investing in their ability to learn from their work and handle change effectively will enhance your future business performance.

By providing opportunities for professional and technical development you will attract, retain and motivate productive teams.

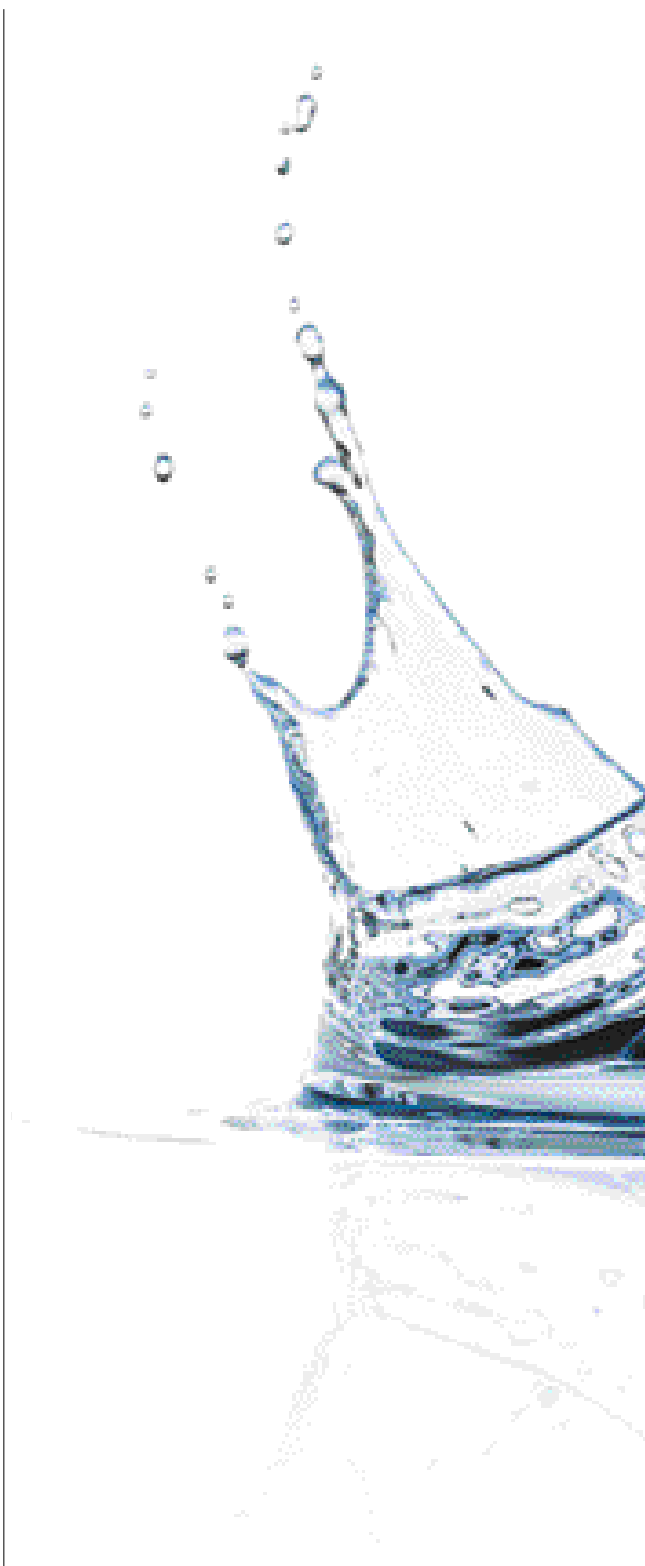
Your people already have work experience and training. Helping them gain external recognition for this will give you another tool for building their capabilities and competence and rewarding their commitment, motivation and loyalty.

HE@Work offers advisory, design and support services to organisations wanting to develop their workforce through nationally-recognised awards and workplace learning.

### We will help you to train and retain winners

Developing creative, innovative approaches to learning and talent management will help you enhance your future business success and enable you to:

- Attract, retain and develop your staff by recognising their work experience and demonstrating that you value learning and development.
- Leverage your existing training without the need for extensive employee downtime to attend academic courses.
- Recognise the capabilities and competence of staff through higher level academic qualifications like degrees, masters, MBAs and postgraduate certificates.





## Who we are

HE@Work is an advisory service staffed by people with extensive business experience and an in-depth understanding of the higher education sector. We are a not-for-profit organisation formed by a partnership between the Edge Foundation and the University Vocational Awards Council (UVAC), and we work in collaboration with government initiatives in workplace learning.

## How we can help

Our innovative services are at the forefront of our field, both nationally and internationally, and we can help you build quality relationships with academic institutions.

We focus on innovative and successful approaches to defining your knowledge and skills needs and in building a programme of assessment and validation.

Our expertise enables us to create, with you, a bespoke output tailored to the company and the individual.

We incorporate your existing company training activities and on-the-job learning into a qualification package which reflects the individual's work experience. Qualifications may be at undergraduate or postgraduate level, depending on the company's strategic direction.

First we offer a free diagnostic service, looking at the courses and development strategies you already have in place. Then we put forward proposals to enhance them to the right academic level.

We understand the issues involved in linking in-house development to independent accreditation and we have links to a group of universities with a strong background in work based learning.

We will support you in developing partnerships with the right universities and close the gap between business and academic environments.

We also provide an advice and consultancy service to help you implement your plans.

# The Chartered Institute of Educational Assessors

## A Case Study

The Chartered Institute of Educational Assessors, the national body concerned with raising assessment standards and representing assessment professionals, offers a range of training routes to the different categories of membership as well as development opportunities for members.

They spoke to HE@Work about providing a work-based member and fellowship route incorporating HE qualifications.

We proposed a work-based post graduate certificate, diploma and MA and began work with their in-house team creating a specification based on the institute's professional standards.

We then tendered to a group of universities verified by HE@Work which could support and validate the award of work-based awards.

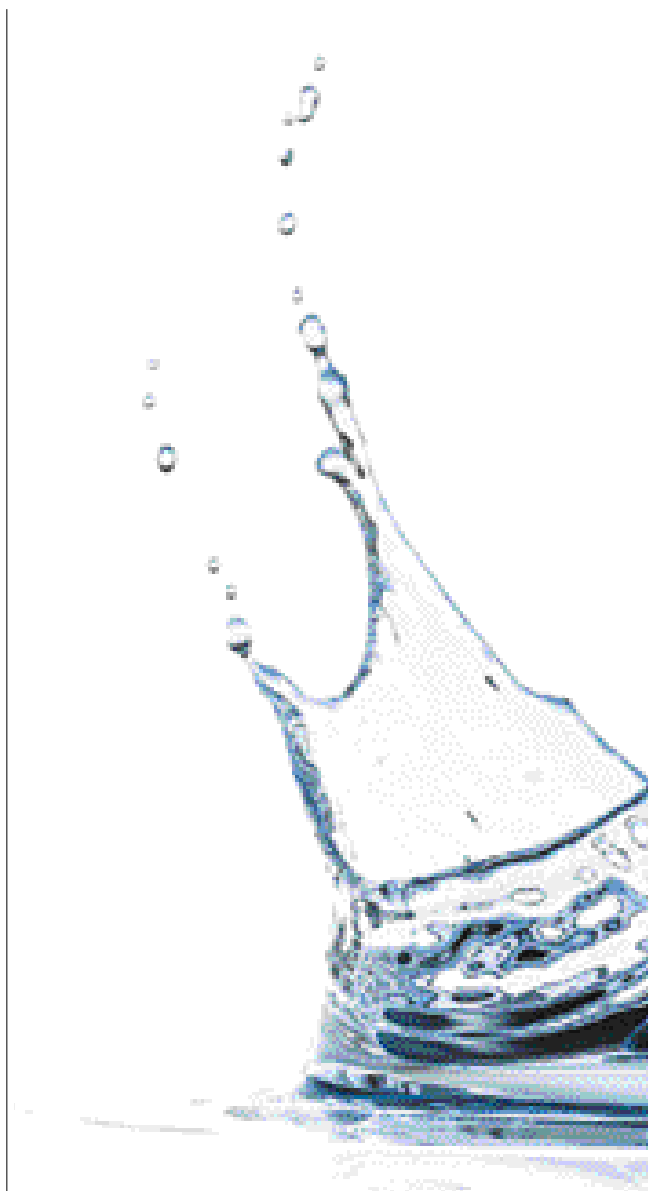
We identified Middlesex University as a suitable partner and, through a series of joint meetings and workshops with all parties, we helped to produce the module aims and outcomes for the awards.

The flexible yet rigorous programme structure incorporates all the institute's requirements and conforms to the university regulations and academic standards.

It will provide a route to institute membership whilst in work, based on applying assessment theory and practice to improve workplace assessment and performance.

The work was well-received and encouraged the institute to identify possibilities for future diversification, including overseas markets.

The Institute were happy with the results and the speed with which they had been achieved and felt that everyone had built good working relationships and that the experience had been enjoyable and productive.



“We were pleased to work with HE@Work who helped us to identify the market for our qualifications and eased the process of validation with a university in a vocational context.”

Graham Herbert, Deputy Head, CIEA