

Chartered Manager Degree Apprenticeships (CMDA)

As part of Solent's new degree apprenticeship programme, the CMDA is aimed at professional managers looking to take a lead responsibility for people, projects, operations or services, and to deliver long-term organisational success.

Working with employers, as part of a national government-funded initiative, the degree apprenticeship aims to provide access to development opportunities for a wide a range of professional individuals.

A flexible, work-based and innovative course that's designed to fit around work commitments and integrate theory with real-world practice, the CMDA is applicable to all sectors, whether private, public or third - and all sizes of organisation.

It's designed for everyone, from individuals at the start of their career who wish to become professional managers and achieve Chartered Manager status from the Chartered Management Institute (CMI), to those who may already have developed practical experience but who wish to develop their theoretical understanding of management skills further.

And as with all apprenticeships, the degree apprentices remain in work during their studies and as such can continue to contribute to the day-to-day operation of the business.

How does it work?

The CMDA is underpinned by Southampton Solent's BA (Hons) Business Management degree, but retains flexible delivery designed to fit around existing work commitments.

The CMDA typically takes up to four and a half years to complete, depending on the student's previous experience. There is a fast-track option available for those with relevant experience and skills which typically takes two years to complete.

Assessment

- Regular in-programme assessment of knowledge and skills, involving employer with higher education institution (HEI).
- Development of a portfolio to underpin the trainee's CMI registration, demonstrating learning and development activities, as well as their application in the workplace.
- Synoptic assessment, looking at trainees' whole body of learning:
 - Review of portfolio of evidence.
 - Review of work-based project.
 - Presentation and interview.

Benefits for your business include:

- Increased productivity in training new and existing staff, ensuring knowledge of modern techniques and technology.
- Development of knowledge, performance and aptitude to fill higher level skills gaps.
- Expanded workplace diversity through recruiting from a larger talent pool.
- Development of high calibre staff who can add value through mentoring other staff members.
- Enhanced retention of a skilled workforce, aligned with the unique needs of your business.

What does it cost? (Pre Levy prior to May 2017)

Under the current Trailblazer funding model for 2016/17, the Government will contribute two thirds of the total cost of training, up to a cap, with employers contributing the other third.

The CMDA is CAP 6 under the apprenticeship funding model which means that:

- Maximum core government contribution is £18,000
- Maximum employer contribution would be £9,000

The tuition fee for the full CMDA would be £27,000. For the fast-track option the fee would be £13,500.

Under apprenticeship standards funding rules 2016 to 2017 (version 2) employers are entitled to additional incentive payments as follows:

- Recruiting a 16-18 year old £5,400
- For a small business (<50 employees) £2,700
- For successful completion £2,700

Employers will need to pay their degree apprentices a wage, contribute towards tuition costs and cover the cost of any professional body membership fees.

What does it cost? Post Levy (from May 2017 onwards)

Under current proposals funding post Levy (from May 2017 onwards) levy paying employers (businesses with an annual payroll >£3million) will be able to use funds accrued in their digital levy account for payment of the training drawn from the Register of Apprenticeship Training Providers.

Non-levy paying business, or those business that need to supplement their digital levy account will need to co-invest 10% of the cost of the training with the government to pay the remaining 90%.

However, small business (<50 employees) will receive 100% of the funding where the apprentice is 16-18 years old or is between 19-24 and has a Local authority Education, Health and Care plan. Employers and training providers also both receive an additional £1,000 where employers take on a 16 to 18 year old. This is to be paid by way of two equal installments after 3 months and 12 months.

CMDA is proposed to be Band 15 in the new bandings with an upper limit of £27,000 which means that for non-levy paying businesses the co-invest amount would be £2,700 over the duration of the training. For the fast track option the fee would be £13,500 over the proposed 2 years and a non-levy paying business contribution would be £1,350.

Find out more

For more information about higher degree apprenticeships, please contact ask@solent.ac.uk.