

Annual Review

August 2018 – July 2019



Our purpose

Tech Partnership Degrees is, as its predecessors the Tech Partnership and e-skills UK, a not-for-profit organisation created by employers committed to working together to address the UK's digital skills shortage.

The mission of Tech Partnership Degrees is to unite employers and Higher Education Institutions (HEIs) to strengthen the flow of talent into the digital workforce. This unique collaboration between industry and academia creates graduates with the skills to be immediately productive and the education to thrive in a rapidly changing world.

Our objectives are to:

- Design, accredit, and encourage the uptake of degrees and degree apprenticeships that meet employer defined standards for content, delivery and assessment;
- Deliver an outstanding student experience which improves employability in digital careers;
- Help UK HEIs lead the world in responding to changing industry needs.

Tech Partnership Degrees is a recognised Professional Statutory and Regulatory Body for Higher Education (PSRB).

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Foreword

We are pleased to report on the first year of operation of Tech Partnership Degrees, the employer-led not-for-profit organisation which was created in August 2018 to take forward the Higher Education related work of the Tech Partnership.

Whether you are an employer, an academic, a student or an alumnus, we hope you will find this review both informative and inspiring. We hope it will also encourage more people to get involved, and perhaps trigger ideas for increasing our reach or improving our offer.

In section 1, you will find a description of our purpose, what we do for the communities we support, and an introduction to accredited degrees and degree apprenticeships. Section 2 then summarises our activities – the areas in which we have most devoted our time and effort over the last year.

The most important matter for most people though is our results, and you will find the highlights of these for the year in section 3. The outcomes are outstanding, not only in terms of employability, academic results and inclusivity, but also on measures such as

salaries – with Tech Industry Gold graduates earning more than any subject area other than medical/veterinary and engineering – and preparation for starting a business, where Tech Industry Gold programmes were rated by students as the best of all degree subject areas, higher even than business studies.

You can find out more about how we work and our people in section 4, and in section 5 we explain how we secure the resources we need to fulfil our mission and how these have been invested over the last year.

Finally, we encourage anyone who cares about this agenda to get involved in the coming year. Whether you are a university wondering about offering an accredited programme or an employer interested in high quality degrees or degree apprenticeships, please get in touch with us. We would be delighted to hear from you.

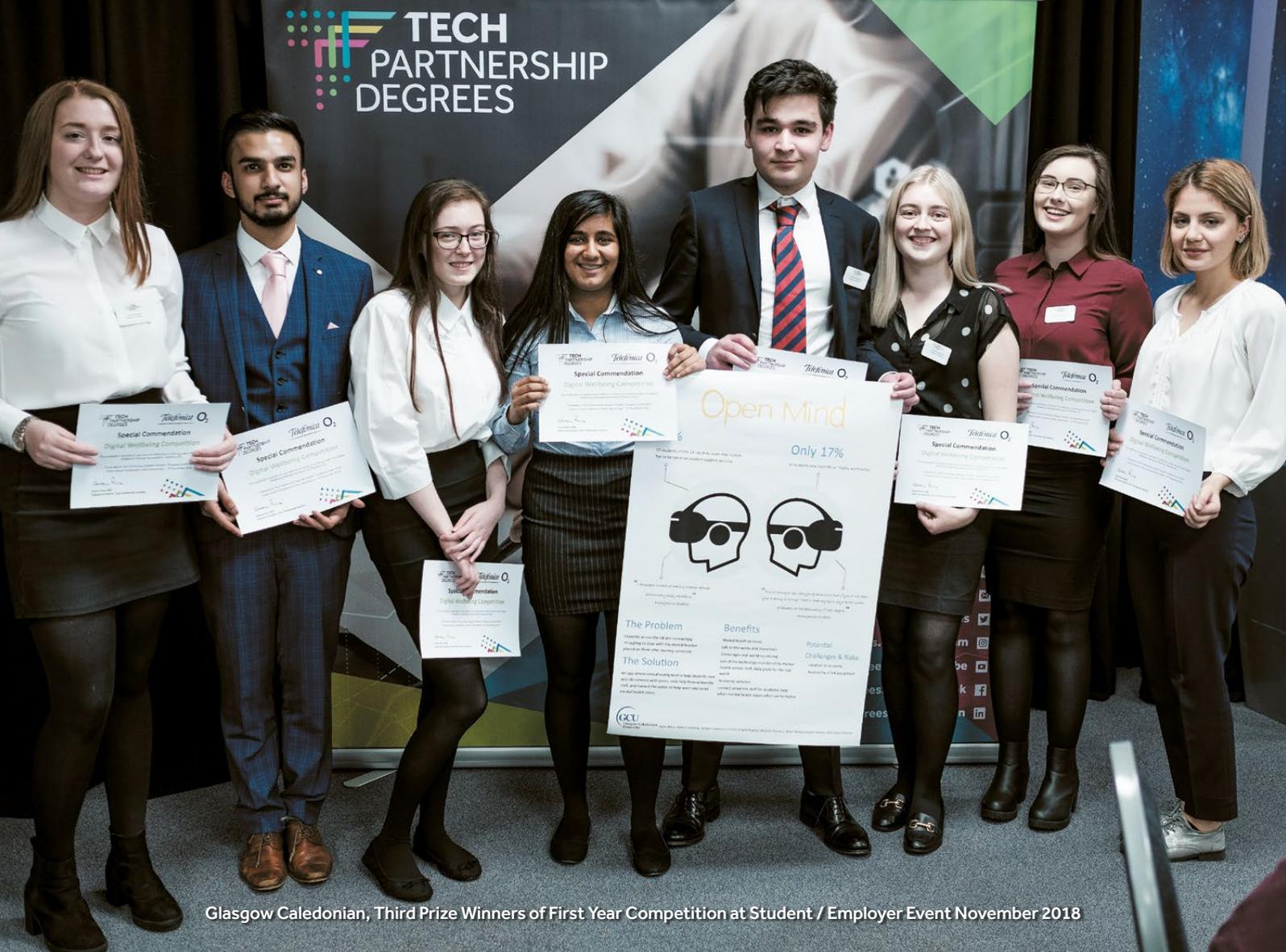


Phil Smith
Chair



Karen Price
Executive Director

TECH PARTNERSHIP DEGREES



Glasgow Caledonian, Third Prize Winners of First Year Competition at Student / Employer Event November 2018



Accredited by
Tech Partnership Degrees

TECH INDUSTRY GOLD ACCREDITATION

Tech Industry Gold is the industry accreditation for digital & tech degrees and degree apprenticeships.

Tech Industry Gold programmes are accredited by employers through Tech Partnership Degrees. The result of collaboration between HEIs and employers of digital specialists across all sectors, they are designed to meet learning outcomes defined by industry. These integrate the technical, business, project and interpersonal skills new recruits need to excel in digital careers in any sector of the economy. In addition, the active support of employers in delivery helps Tech Industry Gold courses provide an exceptional undergraduate experience.

Tech Industry Gold programmes deliver outstanding results, significantly outperforming Computer Science overall, all subjects overall, and almost every individual subject area on every key measure including employability and academic results.

1 SUPPORTING OUR COMMUNITIES

1.1 Employers

We support a growing network of employers – around 170 by the end of the year – who collaborate to increase the supply of talent into digital careers (see Annex A). For employers, we:

- Establish degrees and degree apprenticeships that meet industry needs;
- Provide access to high quality potential graduate recruits;
- Make it easy to identify high quality industry-accredited apprenticeship programmes;
- Support Corporate Social Responsibility objectives, including employee volunteering;
- Facilitate collaboration on wider matters of common interest, such as raising awareness of digital careers in schools and influencing government policy.

“SAS is committed to working with the Tech Partnership Degrees’ programmes quite simply because in our experience they create graduates and degree apprentices who are ‘fit for purpose’ for SAS and our clients.”

Geoffrey Taylor, Head of Academic Engagement, UK & Ireland, SAS

“Working with Tech Partnership Degrees keeps us informed about digital degree apprenticeships, relevant information from the Department for Education (DfE) and the Institute for Apprenticeships and Technical Education (IfATE), and gives us the best opportunity to contribute to new apprenticeship standards.”

John Peachey, Head of Software Engineering, UnderWater Systems, Thales

“The key to the success of Tech Industry Gold programmes is the partnership between industry and academia. The deep involvement of employers in the accreditation process helps universities ensure their programmes meet the standards as new courses are developed, and the regular re-accreditations give industry confidence that currency and quality are maintained over time.”

Colin Bannister, VP of Solutions Engineering, EMEA, VMware

1.2 Higher Education Institutions

We help HEIs design and gain accreditation for their programmes, and benefit from being members of the Tech Industry Gold community. For HEIs, we provide:

- A unique partnership with industry – access to leading employers of tech/digital specialists across all sectors who want to collaborate, share insights into industry needs, and help universities deliver industry-relevant programmes.
- Outstanding results - best of breed employment and academic outcomes, increased diversity, and direct contribution to National Student Survey (NSS) results, and Teaching Excellence and Student Outcomes Framework (TEF) assessments.
- Access to high growth new markets – Tech Industry Gold degree and master's apprenticeships are in rapid growth as employers use the accreditation to identify industry-valued courses.
- Information and influence – access to unrivalled expertise on degree apprenticeship standards and how to implement them, and the opportunity to collaborate on the evolution of degree provision across the UK.

By the summer of 2019, there were 35 universities in our network – of which 15 were offering accredited degrees, and 28 offering accredited degree apprenticeships (see Annex B).

“A key win for Aston as part of the Tech Industry Gold community has been the depth of relationship with employers – including our ability to expand from degree apprenticeships into research and vice versa.”

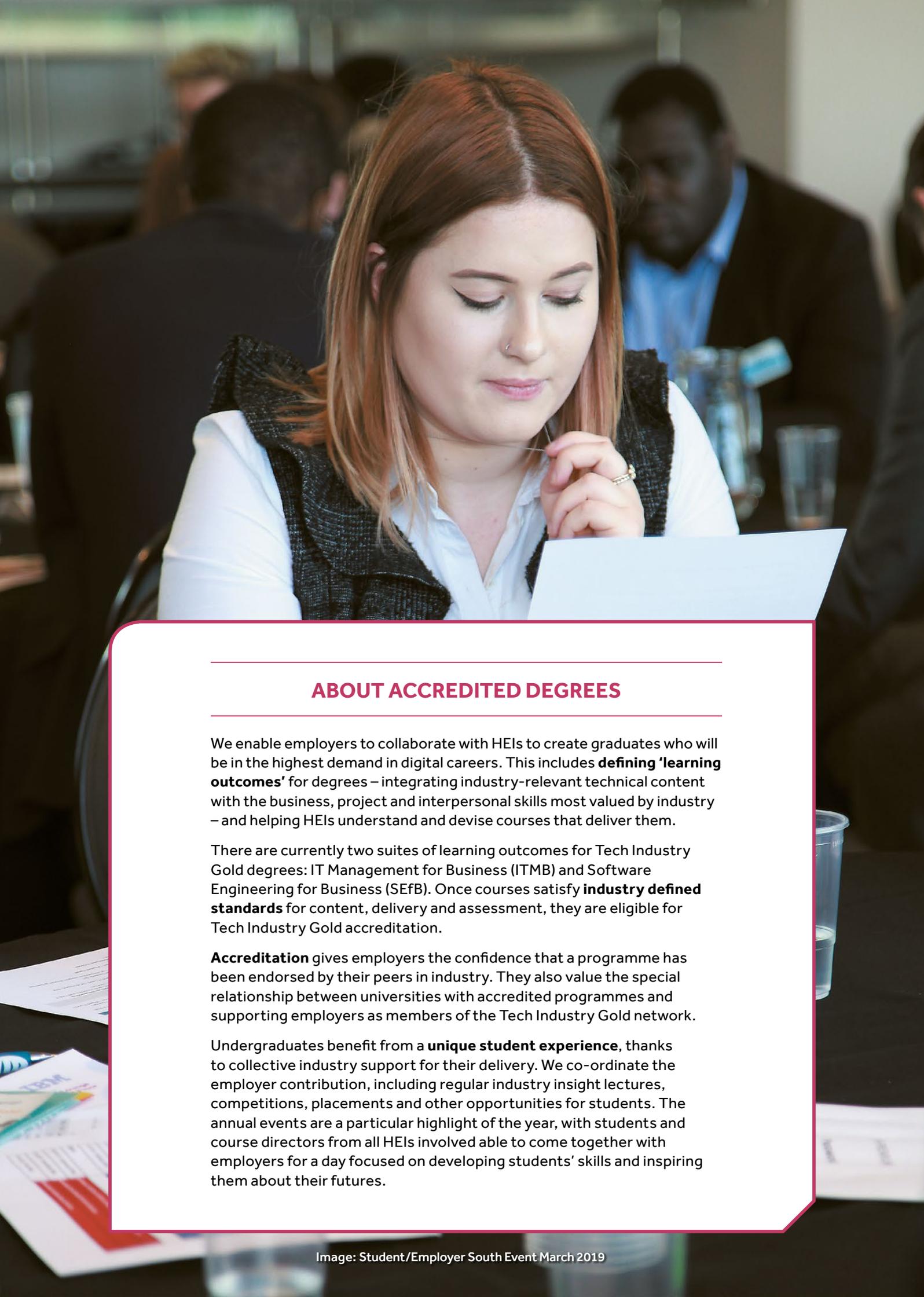
Dr Harry Goldingay, Lecturer, Aston University

“QA and the University of Roehampton are proud to offer a Tech Industry Gold accredited degree apprenticeship programme. Working as part of the Tech Partnership Degrees community has ensured the programme we deliver meets exacting industry expectations. As a member of this community we also contribute to, and benefit from, continuous involvement with new degree apprenticeship standards as they are developed.”

Karen Cain, Institutional Relationship Director, QA

“We really value being part of the Tech Industry Gold community, in particular the employer input and industry accreditation. This has helped us offer high quality programmes which attract highly talented students. We expanded from our success with IT Management for Business into adding the sister degree Software Engineering for Business, and then more recently into both BSc and MSc degree apprenticeships.”

Dr Antonios Kaniadakis, Programme Leader, Queen Mary University of London



ABOUT ACCREDITED DEGREES

We enable employers to collaborate with HEIs to create graduates who will be in the highest demand in digital careers. This includes **defining 'learning outcomes'** for degrees – integrating industry-relevant technical content with the business, project and interpersonal skills most valued by industry – and helping HEIs understand and devise courses that deliver them.

There are currently two suites of learning outcomes for Tech Industry Gold degrees: IT Management for Business (ITMB) and Software Engineering for Business (SEfB). Once courses satisfy **industry defined standards** for content, delivery and assessment, they are eligible for Tech Industry Gold accreditation.

Accreditation gives employers the confidence that a programme has been endorsed by their peers in industry. They also value the special relationship between universities with accredited programmes and supporting employers as members of the Tech Industry Gold network.

Undergraduates benefit from a **unique student experience**, thanks to collective industry support for their delivery. We co-ordinate the employer contribution, including regular industry insight lectures, competitions, placements and other opportunities for students. The annual events are a particular highlight of the year, with students and course directors from all HEIs involved able to come together with employers for a day focused on developing students' skills and inspiring them about their futures.

ABOUT ACCREDITED DEGREES APPRENTICESHIPS

Degree apprenticeships offer a new route into digital careers at graduate level and above. Apprentices undertake a degree which is fully integrated with their work; they are employed and earning a salary. HEI fees are payable from the apprenticeship levy for large employers and attract government funding for small employers.

For degree apprenticeships, employers set out the **standards** – the capabilities to be developed – through a government-defined process. Tech Partnership Degrees has supported the employer groups developing standards for the Digital & Technology Solutions BSc and MSc degree apprenticeships, the Cyber Security Technical BSc degree apprenticeship, and the Digital User Experience BSc/BA degree apprenticeship.

In a similar way to degrees, employers also set standards for quality of content, delivery and assessment for Tech Industry Gold **accreditation**. For degree apprenticeships, this includes ensuring suitability of programmes for people who are employed at the same time as studying. As for degrees, employers work with HEIs to help them fully understand these needs and develop high quality programmes, which are then submitted for accreditation.

1.3 Students and alumni

As well as helping undergraduates make the most of the unique opportunities provided by employers during their studies, we support an online Tech Industry Gold community for the 7,000 degree and degree apprenticeship students and alumni. This community helps people connect, learning from and supporting each other throughout their course, entry to the workforce and beyond.



Recognition for Tech Industry Gold graduates

In response to employer demand for an easy way to identify potential recruits with a Tech Industry Gold degree, graduates and students are now able to use the Tech Industry Gold logo on their LinkedIn profiles, CVs and job applications.

“What I loved most about my course is its ability to bring together the worlds of business and technology, and show how both interact.”

Liam Jack, Tech Industry Gold graduate of Northumbria University, now business consultant, IBM iX

“I would highly recommend choosing a Tech Industry Gold accredited degree, as it brings together students, alumni and employers, providing great opportunities throughout and beyond the programme.”

Jon David Carman, Tech Industry Gold graduate of the University of the West of England, now at GSK

“You can really witness students growing through the employer interaction they get on these programmes. The team competitions at the national events are particularly valuable as groups work together over a number of weeks and then compete against each other with employer scrutiny and feedback.”

Dr Firat Batmaz, Course Leader, Loughborough University

2

HIGHLIGHTS 2018-2019

2.1 Promoting Tech Industry Gold degrees

Student communications

In 2018-19, there were around 1,100 undergraduates on Tech Industry Gold accredited degrees at 15 HEIs and 3,500 alumni. Helping universities encourage student uptake of these programmes is an important part of our work.

With students increasingly focused on value for money, our communications emphasise the value of employer backing, the importance of the curricula bringing together technical, business, project and interpersonal skills, and the outstanding employment and academic outcomes of Tech Industry Gold programmes.

Online awareness raising

We provide information about accredited programmes and links to university websites on www.tpdegrees.com, which had nearly 50,000 unique users in its first year. The pages about degree programmes were amongst the most frequently visited on the site and had one of the longest 'average time on page' results at over 4 minutes. We regularly generate news and success stories, driving new traffic to the site.

Alongside increasing social media activity, through our established Twitter, LinkedIn, Facebook and Instagram channels, we have started to engage in online student fora/chatrooms and are encouraging Tech Industry Gold current students and alumni to do the same.



Welcome!

Mark Murphy
Director
Technology

“We find that the industry accreditation and focus on employability of Tech Industry Gold programmes helps us attract suitable students.

The more young people – and their parents – are aware of Tech Industry Gold the better, and it's great to see national campaigns helping to do that.”

Colin Goodlet, Course Leader, Northumbria University

TECH
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DEGREES

Student/Employer North Event November 2018

Campaigns

As well as providing HEIs with informative leaflets for prospective students, in October 2018, we implemented a 'Go for Gold!' poster campaign through UCAS, which went to all UK secondary schools and 6th form colleges.

We promoted Tech Industry Gold in the 'Good Universities Guide' for 2019/2020 applicants. 40,000 copies of this guide were distributed – 20,000 directly to 16-18 year olds in state schools, academies, independent schools and 6th form colleges, with other distribution at WH Smiths, UK news-stands, and UCAS events at major cities across the UK. Digital issues were sent to Heads of 6th Form and careers advisors for onward distribution to their students.



University choices...
GO FOR GOLD!

TECH
INDUSTRY
GOLD
Accredited by
Tech Partnership Degrees

Do you want an exciting, well paid career?
Do you want a degree that gets you there?
Are you interested in people, business and technology?

DID YOU KNOW?
Degrees accredited as Tech Industry Gold

- Are backed by 200+ leading employers
- Have outstanding results: more than 80% of students get 1sts or 2:1s
- Will kick start your career: graduates get more job offers and better pay
- Offer a unique development experience with employer events, industry lectures and competitions
- Could suit you whatever your A-level subjects

Then choose a degree that is accredited by employers as Tech Industry Gold. Available at universities across the UK.
Find out more tpdegrees.com/gold

TECH
PARTNERSHIP
DEGREES



Choose from more than 600 Universities and Colleges

THE GOOD UNIVERSITIES GUIDE
FOR 2019/2020 APPLICANTS

FROM ENGINEERING TO CONSERVATION TO THE ARTS
How to choose the right course...

Open days
YOUR ESSENTIAL GUIDE

Plus

- STEAM: Plus arts & the sciences, technology, engineering and maths
- The 5 budget tactics you'll need at university
- How to clean up your online profile
- Learning and learning with degree apprenticeships
- Top tips to help you find a career that you'll love

2.2 Creating Tech Industry Gold degree apprenticeships

Employer demand

We work with employers and HEIs to ensure the availability of high-quality degree apprenticeship programmes which are in demand by industry. We help employers develop the standards and Tech Industry Gold accreditation criteria, and help universities meet those standards and create courses employers want to buy. Accreditations are managed on an ongoing basis, supported by accreditation experts and overseen by the Tech Industry Gold Curriculum and Accreditation Panel.

Accreditation gives better access to new markets: an increasing number of companies, including Accenture, Cisco, CGI, Deloitte, IBM, Lloyds Banking Group, National Childbirth Trust, Quicksilva, SAS, TCS and Telefónica, prefer to or will only use Tech Industry Gold accredited programmes because of their confidence in their quality and relevance.

“We have supported digital degree apprenticeships since their inception. The rigour and quality of Tech Industry Gold accreditation is important to us to ensure our degree apprentices are getting the best possible start to their careers.”

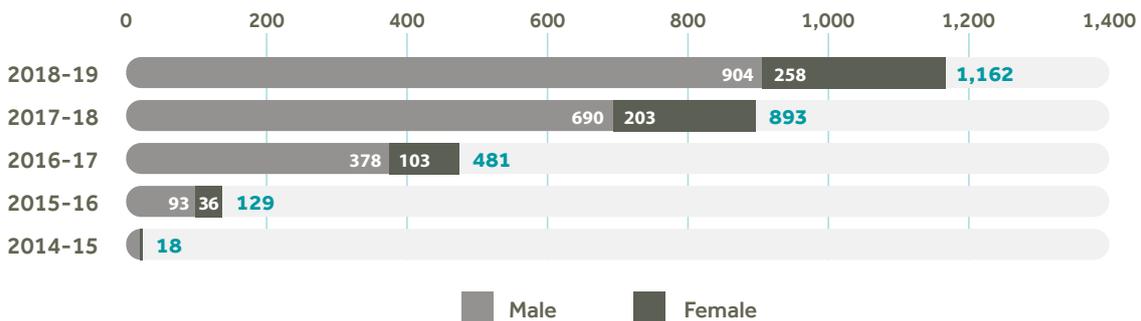
Rebecca Cackett, Student Recruitment Manager, CGI

“We select digital degree apprenticeships which are accredited as Tech Industry Gold, because approval by employers across the economy means we trust that the calibre and quality of the individuals’ contributions as well as the content, quality and delivery of the apprenticeship itself meets our needs.”

Bill Kelleher, Chief Executive, IBM UK & Ireland



New starts on Tech Industry Gold degree apprenticeships



A growing market

Since their introduction in 2014-15, uptake of accredited degree apprenticeships has grown rapidly. By the end of 2018-19, there were 28 BSc Digital & Technology Solutions degree apprenticeship programmes accredited as Tech Industry Gold (see Annex B). More than 2,600 employees had commenced these programmes by the summer of 2019, of which over 1,100 were in the last year.

Because of their confidence in the quality and relevance of accredited programmes, employers want to be able to easily identify them. To help with brand awareness we refreshed key messages and provided materials to help all HEI partners update their own websites with the Tech Industry Gold logo and supporting copy.

Our website promotes all accredited programmes. The pages about the degree apprenticeships are the most popular and have the highest 'average time on page' on the site at 4 minutes 59 seconds. We also raise awareness with employers through our regular newsletters, and regularly respond to individual requests from employers looking for suitable programmes.

Analysis by the Institute for Apprenticeships & Technical Education (IfATE) of providers of the Digital & Technology Solutions Professional degree apprenticeship for 2017-18 starts showed that the Top 10 were all Tech Industry Gold accredited.

“Getting involved has given us access to a rapidly growing market. We are very proud of the graduation of our first cohort of 37 degree apprentices, employed by companies as varied as CGI, Fujitsu, Open GI, Walnut Unlimited, OceanWise, Stannah, Quicksilva and local SMEs. Being part of this community has helped us create high quality programmes that are proving very attractive to industry.”

Stella McKnight, Director for Employer Partnerships, University of Winchester

“The Digital & Technology Solutions Degree Apprenticeship would not have achieved such great successes or even have happened at all without Tech Partnership Degrees. They were pivotal in bringing employers and universities together, leading on programme design and have expertly facilitated developments ever since, providing the organisation and resilience to keep up the momentum of this large and diverse trailblazer group. We were really delighted to have our first graduates this year, all of whom who achieved exceptional results, and also to welcome two cohorts of the new Digital & Technology Masters Apprentices.”

Liz Gorb, Director of Apprenticeships, Manchester Metropolitan University

New options

This last year, the introduction of the master's degree apprenticeship in Digital & Technology Solutions was a major focus of our work. Similar to the BSc, the programme has a common core and flexible specialisms: software engineering; digital business and enterprise systems architecture; system test and assurance; IT consultancy; IT business analysis; data analytics; network engineering; IT operations management; IT project management; cybersecurity technology; and IT/digital futures management. It can be an ideal

development programme for either new graduate recruits or existing employees.

In 2018-19, we were delighted that Manchester Metropolitan University, Salford University and Leeds Beckett University achieved Tech Industry Gold recognition for their master's programmes. We also supported Anglia Ruskin University, Aston University, City University, Edinburgh University, Queen Mary University of London and the University of West London, in working towards accreditation of MScs in the coming year.

“Our master's degree apprenticeship was accredited in July 2019, following a helpful period of close working with Tech Partnership Degrees. Employers are of course the key decision makers in putting students on degree apprenticeships, and it was of the utmost important to make sure we developed a high quality programme that really appeals to industry.”

Jackie Campbell, Course Director, Leeds Beckett University

As well as the master's, we have been helping employers and universities create two further first degree level degree apprenticeships. The BSc Cyber Security Technical Professional degree apprenticeship is now ready for use and will have its first university

accreditations in the coming year. The specification for the BSc/BA Digital User Experience (UX) Professional degree apprenticeship was developed, ready for submission for approval in the autumn of 2019, with first availability expected in 2020.

“As a Co-Chair of the employer 'Trailblazer' group for the new BA/BSc Digital User Experience (UX) Professional (Integrated Degree) Apprenticeship, in collaboration with our IfATE Relationship Manager, we worked with a group of employers reflective of those who employ people in the occupation (including small businesses) and universities to develop an occupational standard that will work across all sectors. Tech Partnership Degrees supported the group with their expertise and contacts, and together we have created a new learning pathway designed to be highly attractive to both prospective UX professionals and to employers.”

Zoë Hitchen, UX Delivery Manager, BBC

Degree Apprenticeship Celebration June 2019



The Institute for Apprenticeships and Technical Education

Over the year, we invested considerable time in liaising with the Institute for Apprenticeships and Technical Education (IfATE), which oversees the development, approval and publication of apprenticeship standards and assessment plans. With degree apprenticeships still a relatively new pathway, IfATE processes and requirements have continued to develop, placing new requirements on employers and HEIs. We help our partners understand, respond to and influence these.

Activities this year included submission of new degree apprenticeship standards, representations about the importance of retaining the degree within the degree apprenticeship; input to assessments about funding levels for different programmes; and support for those involved with the Institute's first statutory review on apprenticeships in the Digital Route.

“In the past year we have seen our first IBM degree apprentices graduate from university with amazing results. As Chair of the Digital and Technology Solutions Degree Apprenticeship Trailblazer, I am proud of the immense progress employers, learning organisations and Tech Partnership Degrees have made in developing and implementing this degree apprenticeship in our sector. As Chair, I will continue to invest my time in working in conjunction with Tech Partnership Degrees to collaborate with the Institute for Apprenticeships and Technical Education (IfATE), employers, learning providers, apprentices and industry bodies as we develop our Degree Apprenticeship further, following IfATE's first statutory review of apprenticeships in the Digital Route.”

Jenny Taylor, Foundation Manager, IBM UK

“We are pleased that, following the statutory review of the Digital Route, the employers of tech and digital staff have come together to update the current BSc Digital & Technology Solutions Professional degree apprenticeship standard and assessment plan, facilitated by Tech Partnership Degrees. This is a highly-valued occupation, and the Institute is absolutely committed to ensuring that the employers in the Trailblazer Group translate genuine workforce needs into an updated standard that is future facing and responsive to the needs of industry.”

Jonathan Mitchell, Deputy Director for Standards Development, Institute for Apprenticeships and Technical Education

2.3 Running Tech Industry Gold events

2.3.1 National student/employer events

The national student/employer events are a highlight of the year for many Tech Industry Gold degree students. They are central to the strategy of providing a unique level of interaction with employers, and exposure to real life challenges which support the learning outcomes of the degrees.



Student/Employer North Event November 2018

Around 700 students, academics and employers of all sizes and sectors came together at this year's two events, in Manchester and London, with popular features including:

- Keynote talks, where employers inspired students with case studies of interesting projects, creative solutions or new visions of the future.
- Student competitions, where teams, which had worked on a challenge in the preceding weeks, presented their concepts and prototypes to compete for cash prizes. To make their judgements, employer panels considered factors including potential business viability, technical creativity, presentation skills and teamwork.
- Interactive skills sessions, where students experimented and learned from employers and each other.
- 'Speed networking' – a new and successful experiment this year, with students meeting multiple employers one after the other to get a sense of the range of different companies and career opportunities open to them.

On 14th November 2018 in **Manchester**, Tech Industry Gold students from Aston, Derby, Glasgow Caledonian, Lancaster, Northumbria, Oxford Brookes, Queen Mary University of London, the University of the West of England, Bristol, and the University of West London came together with representatives from Accenture, Acquledge, Air Products, Barclays, BT, Business Data Partners, Capgemini, CGI, Cisco, Deloitte, FDM Group, Fujitsu, Global, IBM, ICO, Jaguar Land Rover, Lloyds Banking Group, National Childbirth Trust, O2 (Telefónica UK), Quicksilva, RBS, SAS, Sky, Ten10, UK Cloud, and Volutus.

The highlight of the busy day was the competition designed and sponsored by O2 (Telefónica UK), which sought creative technology solutions to help students' health and well-being. First prize for the first years went to the Oxford Brookes' team which presented their 'Let's Cook' concept. Designed to address two important issues for students – loneliness and healthy eating – their app would enable small groups of students to meet to cook a meal together using locally sourced ingredients.

The prize for second and final year students was won by the University of the West of England (UWE) team. Their 'HelpPod' was designed to provide a safe space for students to engage in the wellbeing services of the university. The pod concept incorporated a touchscreen and a streamlined, aggregated view of all the wellbeing content available, enabling students to navigate quickly and easily to the help they need. The employer judges were particularly impressed by the quality of research by the team, who had sought input from other students and the university's wellbeing services.

A number of employer 'Spot Prizes' were awarded to recognise outstanding individual performance or engagement on the day. UWE student Barnaby Fittall won the much-coveted prize of 'Shadow a Leader', offered by GSK, while Karolina Bargiel of Queen Mary University of London won an Amazon Voucher from Ten10, and Kainat Tariq of Oxford Brookes was awarded an Amazon Voucher by Tech Partnership Degrees.

“Our students love taking part in these events. They particularly value engaging with employers and the competitions. We always encourage students to form teams and take part in the competitions, and they have fun working and preparing for them.”

Dr Lara Pecis, Course Leader, Lancaster University



Barnaby Fittall, UWE, receives 'Work Shadowing' prize from GSK at Student/Employer Event November 2018



Oxford Brookes, First Prize Winners of First Year Competition at Student/Employer Event November 2018

On 13th March 2019 in **London**, Tech Industry Gold students from Aston, Chichester, Loughborough, Queen Mary University of London, the University of the West of England, Bristol and the University of West London went to Allianz Park London, to meet employees from 30 different companies: Ablemove UK, Accenture, Air Products, Barclays, BT, Capgemini, Cisco, Deloitte, EY, FDM, Federation of Small Businesses, Fujitsu, Global, GSK, IBM, IBM iX, Lloyds Banking Group, Metomic, NextGen Skills Academy, O2, PepsiCo, Procter & Gamble, Salesforce, Shell, Tata Consultancy Services, Telefónica, Ten10, Ultima Business Solutions, Umeand, and VMware.

At this event, the competition was designed by IBM, with student teams presenting ideas for exploiting Artificial Intelligence technologies in innovative ways. The first years' winning team from Loughborough University shared a thoughtful concept of a robotic dog to help visually impaired people in the workplace, complete with a 3D printed model and business plan. The second and final years' winners from the University of West London presented a creative solution for addressing loneliness and drop-out rates among first-year students. IBM was so impressed with the students' ideas that they invited both teams to their premises for a day to develop them further.

'Spot Prizes' of 'Shadow a Leader' for contribution on the day were awarded by Telefónica to Mary Obembe and Kukku George of Aston, by Global to Joseph Murnane of the University of the West of England, and by VMWare to Mihaela Roman of the University of the West of London.

“TCS has been a big supporter of Tech Industry Gold for years – the results are outstanding and the programmes make a real difference to the pipeline of talent coming into digital and tech careers. The events are an important part of that. My team enjoyed the new 'speed networking' this year, meeting a lot of students in a short period of time, and hopefully helping to inspire them about the opportunities in front of them.”

Yogesh Chauhan, Director of Corporate Sustainability, Tata Consulting Services

“I am very proud of our students. They really thought through the concept and brought together their technical, business and interpersonal skills to make an impact on the judges. These events are great for all our students, helping them achieve great results in their degrees and prepare them for the world of work.”

Virginia Power, Tech Industry Gold course lecturer, University of the West of England

“What a brilliant event, attended by so many brilliant students!

Thank you for inviting us.”

Twitter @fujitsugrads

“It was genuinely such a great day, I've never been to an event like it. We all were saying on the coach ride home how many contacts we got from it and how good it was.”

Lara Pearson, Tech Industry Gold student, Loughborough University



Mary Obembe and Kukku George, Aston, win 'Work Shadowing prizes from Telefonica' at Student / Employer Event March 2019



UWL, First Prize Winners of Second /Final Year Competition at Student/Employer South Event March 2019

2.3.2 Degree Apprenticeship Celebration

On 12th June 2019, 130 degree apprentices, employers and academics from across the UK came together for the first Degree Apprenticeship Celebration, kindly hosted by IBM at their London South Bank offices. The purpose of this event was to celebrate the impact of Tech Industry Gold degree apprenticeships: life-changing opportunity for individuals, an influx of much needed talent for employers, and new ways to generate economic value for universities.

The highlight of the day was undoubtedly the panel of four degree apprentices, whose personal stories moved and inspired the 130-strong audience:

- Celine Williams talked about her transition from a teenage hairdresser without direction to a fulfilling job she loves in a company she loves, through her Tech Industry Gold digital degree apprenticeship with IBM and Exeter University.
- Callum Gunston explained why he chose a degree apprenticeship with small company Quicksilva over a full-time computer science degree, and how the support from his employer and his tutors at the University of Winchester has given him the best possible start to his career.
- Louise Bagshaw showed how valuable a degree apprenticeship can be further into a career. As a senior manager with 11 years' experience in Asda's technology department, she was unsure how to progress until offered the opportunity of a degree apprenticeship. Her programme, in partnership with Leeds Beckett University, filled knowledge gaps and increased her skills and confidence, resulting in a promotion to senior director.
- Perhaps the most moving story of all was from Sabreen Anwar of Lloyds Banking Group. Brought up in a community where girls were not allowed to go to university, she left school at 16 with no qualifications, endured a forced marriage, and ended up outcast and with no money. Fortunate enough to get a job with Lloyds Banking Group, she started to create a new life for herself. Recognising her potential, her employer supported her in getting the qualifications she needed to embark on a digital degree apprenticeship with Manchester Metropolitan University. Sabreen shared her happiness at now being financially secure, qualified and fulfilling her career potential.

“When I was asked to attend the Tech Partnership Degree event in London, I had mixed feelings. I was honoured to be invited to speak at a great event but I was also hesitant as I hadn't done any talks about my journey to such a large audience. However the event exceeded my expectations, everyone was amazing and the response I had afterwards was beyond belief. I had a vast amount of people come up to me to say they were inspired by my journey and thanked me for sharing it. I felt really proud. On the back of the event, I was nominated for the Asian Apprenticeship of the year award, in which I am now a finalist. I was also nominated to take part in reverse mentoring and now I mentor a senior director within the bank. I did not expect all this to come on the back of the event but I am very grateful.”

Sabreen Anwar, Manchester Metropolitan University and Lloyds Banking Group



Appreciation for the support from employers and universities was a strong theme: apprentices explained how important their mentors and tutors have been, and described how their 30-strong tutor groups and personal relationship with tutors were the envy of their peers on full time degrees. The degree apprentices also talked about the importance of gaining a degree, both as a passport to opportunity in a sector where a degree is expected for so many jobs and as a respected qualification in their communities.

Twenty two degree apprentices were called out for certificates of special recognition:

Alice Ramsey

HMRC and QA

Aryana Sadeghian

Accenture and the University of East London

Beth Harper

Met Office and Exeter University

Bradley Carr

Airbus and Weston College

Charlie Deller

Domino Printing and Anglia Ruskin University

Dobromir Marinov

MSX International and the University of Essex

Dominic Sheratte

AstraZeneca and Manchester Metropolitan University

Ellie Everett

CGI and the University of Winchester

Emily Baldwin

Trade Interchange and Teesside University

Jack Kay

RCU Ltd and Blackpool and the Fylde College

Jake Vernon

SSE and the University of Chichester

Jamie Meininger

IBM and Queen Mary University of London

Jenny Graham-Jones

HMRC and Northumbria University

Lillie Tedder

BT and Ravensbourne University

Louis O’Nions

Accenture and the University of Sunderland

Louis Toh

McDonalds and the University of West London

Louise Bagshaw

Asda and Leeds Beckett University

Megan Williamson

Sheffield NHS Foundation Trust and Sheffield Hallam Uni.

Michael Conroy

Cagemini and Aston University

Nasar Khan

Vauxhall Motors and the University of Hertfordshire

Rebecca Redmond

Ford Motor Company and the University of Greenwich

Yulriery Perez

Santander and BPP University



“Degree apprenticeships provide a much needed new option for people to gain degrees while employed and progressing their careers. It was great to celebrate this at the Tech Industry Gold event in June, with other employers, universities and degree apprentices themselves. We at Capgemini were particularly proud of the certificate of recognition awarded to our Michael Conroy, who graduated from Aston University’s programme with a 1st class honours and the highest mark of the cohort. Michael is now a software engineer lead specialising in integration and API development & design.”

Ben Rubery, Apprenticeship Programmes Manager, Capgemini

“What a great event, it was such a good idea to celebrate the achievements of these degree apprentices – from 18 year olds who chose this over a conventional university-based degree, through to experienced professionals who needed a degree to progress in their careers. Their enthusiasm, commitment and results were inspiring. We are proud to be part of this Tech Industry Gold community, and really value the interaction we have with employers and fellow providers as a result.”

Suparna Ghose, Principal Consultant, Degrees at Work, Anglia Ruskin University

2.4 Connecting HEIs and employers

The Tech Industry Gold network provides a unique knowledge-sharing forum for academics and employers across the digital sector, access to unrivalled expertise on degree apprenticeship standards and how to implement them, and the opportunity to collaborate on the evolution of degree-level provision across the UK.

During the year, all HEIs offering accredited degrees were invited to meetings with Tech Partnership Degrees employers and board members at the employer/student events. Discussions ranged from changing industry needs to how to increase demand for Tech Industry Gold programmes.

“Employability is a top priority for us. One of the best things about being part of this Tech Industry Gold community is the interaction we get with the employer network, and the input and support we get as we develop and deliver our programmes. This is really contributing to our results.”

Roger Holden, Programme Leader, University of Chichester

The number of academics and employers involved in the bi-weekly degree apprenticeship conference calls for Tech Industry Gold partners grew to more than 300, and many more signed up for weekly degree apprenticeship updates.

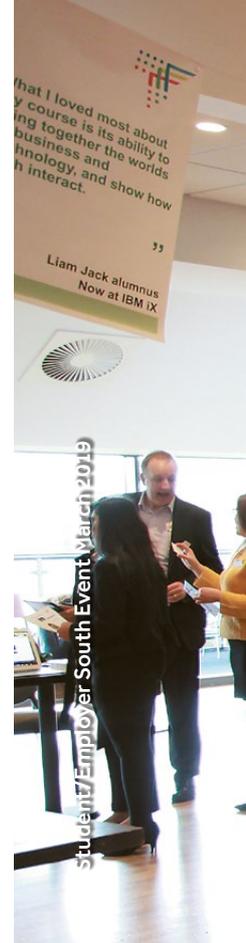
Our email communications were refined this year, with new dedicated monthly newsletters for course directors and for employer partners, in addition to a monthly communication to 10,000 contacts who have expressed an interest in our programmes. A new 'University Spotlight' feature is raising the profile of Tech Industry Gold partners with industry (via the employer newsletters) and potential students (via our website). Covering both degrees and degree apprenticeships, these are written in partnership with the universities, highlighting activities and achievements of relevance to these audiences.

We also trialled a new '**Class of 2018**' series, with inspiring case studies about students graduating from both degrees and degree apprenticeships. These were very well received and will be continued in the coming year.

As well as these group and wider communications, we continued to broker relationships between employers and individual HEIs, in particular for companies considering offering degree apprenticeships for the first time.

“Tech Partnership Degrees has given us essential support in producing our new Level 7 Apprenticeship in Digital Technology Solutions, in particular helping us to structure the degree and brokering an introduction to Tata Consultancy Services, who were our first industrial partner on it.”

Edmund Robinson, Professor of Computer Science, Queen Mary University of London





“ BT’s commitment to the Tech Partnership Degrees’ Board is an essential part of our talent strategy. We have endless opportunities for well-rounded graduates and apprentices who see technology as a game-changer, enabling us to always deliver a better customer experience. My personal involvement in Tech Partnership Degrees ensures we are meeting our future business needs by developing and attracting with the critical skills we need.”

Mark Murphy, HR Director, BT

“ I try to join in all the calls and meetings on degree apprenticeships – it’s an invaluable forum for keeping up to date – both operational and strategic, from policy matters, to understanding what a wide range of employers want, to learning from other people’s experiences on delivering the programme.”

Gaurav Malik, Programme Leader, University of East London

“ We have an expert tech team at Quicksilva, and as an SME our success depends on our skills. Accredited degrees emphasise interpersonal skills and embed an excellent foundation of technical skills, both of which are essential to us. This enables the apprentices to quickly apply their knowledge in real life environments using industry standard technologies. It has been very rewarding working with Winchester University, as they have been so responsive and willing to make changes to best meet our needs.”

Andy Cripps, Technical Services Director, Quicksilva

“ As an FE College and University Centre working in collaboration with the University of the West of England (UWE) to deliver the BSc Digital & Technology Solutions degree apprenticeship programme, we found the support of Tech Partnership Degrees, and the scrutiny of our programme when it was accredited as Tech Industry Gold, invaluable.”

Mark Barnett, Head of Faculty for Advanced Engineering and Computing, Weston College

2.5 Delivering a unique student experience

Students on Tech Industry Gold accredited degrees benefit not only from industry-supported curricula, but also from a unique student experience due to the level of employer involvement with delivery. This is designed to support learning outcomes, in particular in relation to business insight and interpersonal skills, and directly contributes to the outstanding employment and academic outcomes.

During 2018-19, we were particularly grateful to the following for their help with delivery: Ablemove UK, Accenture, Acqledge, Air Products, Arup, Barclays, BT, Business Data Partners, Capgemini, CGI, Cisco, Deloitte, EY, FDM Group, the Federation of Small Businesses, Ford, Fujitsu, Global, IBM, ICO, Jaguar Land Rover, Lloyds Banking Group, Metomic, National Childbirth Trust, O2 (Telefónica UK), PepsiCo, Procter & Gamble, PwC, Quicksilva, RBS, Salesforce, SAS Software, Shell, Sky, Tata Consultancy Services, Ten10, UK Cloud, Ultima Business Solutions, Umeand, Universal Music Group, VMware and Volutus.

2.5.1 Industry Insights lectures

Complementing the national student/employer events, we orchestrate an annual 'Industry Insights' lecture series. Dates are arranged for employers to deliver lectures and question-and-answer sessions at participating universities and, where possible, videos are also made available online for all Tech Industry Gold students. Lectures over the last year included the following:

'Continuous delivery and working in an SME', by **Andy Cripps**, Technical Director of **Quicksilva**, a small integration services company for the healthcare sector



'Digital career opportunities', by **Mark Murphy**, HR Director for **BT**

'Utilising business intelligence to create a competitive advantage', by **Tim Knight**, IT Business Intelligence for **Pepsico**



'Cyber Security as a business risk', by **James Hampshire**, Senior manager, cyber security for **PwC**

'Product development', by **Jon Carman**, Digital Supply Chain Product Manager for **GSK**, the global pharmaceuticals, vaccines and consumer healthcare company



and **Ryan Clifford**, API Product Manager for **Barclays Banking Services**



'Courage, resilience and authenticity' by **Joe Macaulay-Yeoman**, Delivery Manager for **Global**, the media company that includes Heart, Capital and Classic FM

“We have had great experience with Tech Industry Gold graduates, and are keen to contribute wherever we can. Delivering ‘Industry Insights’ lectures is one way to do that – it gives lots of students the opportunity to hear from some of our industry experts, and we like the way these industry lectures are embedded as part of the Tech Industry Gold programme.”

Candida Mottershead, HR Director, Accenture

2.5.2 Other student support

“We were so impressed by the students... Their passion and enthusiasm were clear to see and naturally inspired by studying a Tech Industry Gold accredited degree, providing business and interpersonal skills that are absolutely critical to successful careers. O2 are delighted to work with colleagues from companies in all sectors to help give these students a truly unique student experience throughout their degree course.”

Ian Griggs, Senior Technical Product Manager, O2 (Telefónica UK)

Other work to provide the best possible student experience during 2018-19 included:

- Attending new student induction sessions at university campuses to encourage students to make the most of their Tech Industry Gold opportunities. In the autumn of 2018, we were pleased to participate at the universities of Aston, Chester, Chichester, Derby, Glasgow Caledonian, Lancaster, Loughborough, Northumbria, UWE and UWL.
- Promoting placements and internships.
- Working with alumni to encourage participation in activities such as the Summer Institute multi-employer programme.
- Helping individual universities forge deeper relationships with employers to help their students

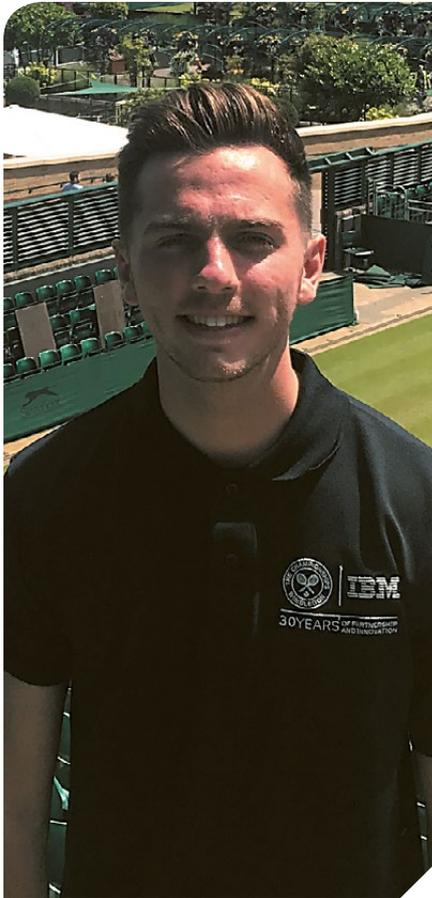
“We spent the day shadowing Debra Bailey, CIO of Telefónica UK. It was an amazing opportunity which we will always remember! We spent the day in the head office in Slough and attended some of Debra’s meetings which gave us a great insight into the ‘day in the life of a CIO’. Learning about Debra’s role and how she developed her career was great. It was very inspiring.”

Mary Obembe and Kukku George, Tech Industry Gold students, Aston University

“I would not be where I am now without the many mentors (informally and formally) that have helped me along the way.”

Ryan Clifford, Tech Industry Gold graduate, Queen Mary University of London, now API Product Manager, Barclays

IBM and the 2019 Wimbledon Championships placement



IBM provides the digital platforms for the Wimbledon Championships and, each year, generously offers a placement at this prestigious event exclusively to Tech Industry Gold degree students.

William Cairns of Northumbria University reported on his experience in the summer of 2019. He explained that the first three weeks were very busy for the whole team, as they prepared for the Championships, familiarising themselves with the huge site and then deploying over 200 Wimbledon Information System machines across it. These machines showed match and player statistics, for use by players, coaches, broadcasters, VIPs and press.

He described the exposure he had to the way IBM harnesses the potential of data, including the automated AI highlights. These are produced by Watson (the Artificial Intelligence of IBM) to contain all the unmissable parts of the match within two minutes of it completing match statistics update in real-time for 1 billion tennis fans in virtually every country around the world.

William also valued the opportunity to build relationships with IBM team members, including celebrating 4th July with the team's American counterparts and joining in other social activities, as well as seeing stars like Djokovic, Federer, Nadal, and Serena and Venus Williams training on the practice courts.

After the tournament, the team embarked on the rollback of all the systems around the site, in an efficient operation which, despite three weeks of set-up, was completed within 48 hours.

We are very grateful to IBM and the other employers who offer students this sort of opportunity to boost their skills and confidence.

“Walking into the grounds on my first day, full of anticipation, I was blown away by the attention to detail around the site. Despite the challenges I knew I would face, I was excited about the opportunities that would present themselves. There were priceless moments and unforgettable memories from this amazing experience.”

William Cairns, Tech Industry Gold degree student, Northumbria University



Summer Institute multi-employer placements

Tech Industry Gold alumni have created the **Tech Allies Network** – techalliesnetwork.org – to support and mentor undergraduates and new graduates entering digital careers.

As well as offering evening seminars and organising visits to schools, in July 2019, the Tech Allies Summer Institute Programme gave each participating first-year student experience in diverse organisations, IBM, Finastra, Salesforce, ViiV Healthcare, GSK and Rise by Barclays. It's often hard for a student to find opportunities to develop their industry knowledge and skills during their first summer, so this initiative is invaluable as they progress to their second year.

Following inductions in each company, students attended masterclasses on topics such as blockchain and cryptography, and gained insights into how leading companies are using technology to drive innovation. They were given problems to solve in teams, using design thinking and agile methodologies, and coaching on presentation skills prior to final presentations to the employers.

“I learned about Design Thinking, Design Sprints, Value Proposition Canvas and Double Diamond. My experience at the Summer Institute has given me great tools to use in future projects. The experience has helped me understand my strengths when it comes to presenting and working in a corporate environment, and it has helped me develop a clearer direction in my future career.”

Samuel Adjei, Tech Industry Gold undergraduate, University of the West of England

“The partnering together of different companies... gave first-year students a unique placement experience. When the students head back to university in the autumn, they can apply what they have learned, bringing together practical experience and academic study.”

Keith Little, CIO, Barclaycard

WELCOME

TECH INDUSTRY GOLD
DEGREE APPRENTICESHIP EVENT

June 2019

#techindustry



Contribution to higher education objectives

As well as increased income for HEIs through the uptake of accredited programmes, benefits of Tech Industry Gold accredited programmes for the higher education sector include their contribution to the four regulatory objectives of the independent regulator of higher education in England, the Office for Students:

- **The quality of the academic experience**, as evidenced by the outstanding academic performance degree and degree apprenticeship graduates.
- **Progression into employment**, with employment results better than any subject area except medicine/veterinary subjects and education.
- **Fairer access to all**, including under-represented groups, with unusually high levels of participation from females and students of BAME backgrounds.
- **Value for money to students**, with improved academic and employment outcomes, and increased earnings.

A number of universities have also reported on the contribution Tech Industry Gold programmes make to their Teaching Excellence and Student Outcomes Framework (TEF) assessments and National Student Survey (NSS) results.

3 RESULTS

A comprehensive independent analysis of the results from Tech Industry Gold programmes was undertaken this year, using the latest available statistics from the Higher Education Statistics Agency for degreesⁱ and data direct from universities for degree apprenticeshipsⁱⁱ. This showed consistently outstanding outcomes, for example:

Exceptional academic results

84% of Tech Industry Gold degree students gained 1sts or 2:1s, compared to 70% for computer science overall and 72% for all subjects. This was the joint highest of all subject areas. The proportion of 1sts was particularly high – 46% of Tech Industry Gold graduates, compared to 36% for Computer Science overall.



For degree apprenticeships, graduation data is limited to date, as first intakes were in 2014-15. However, we are delighted to report that the results from the first 132 graduates from Tech Industry Gold degree apprenticeships have been exceptional, with **68% achieving both first class degrees and distinctions** in their apprenticeships, and a further **28% achieving both 2:1s and merits** in their apprenticeships.

Outstanding employability

Tech Industry Gold degree graduates are in high demand, often with multiple job offers by the end of their course. At 3%, they were significantly less likely to be unemployed than graduates of computer science overall (8%) and this is better than all other subject areas except medicine/veterinary subjects and education. Graduates also reported being better prepared for self-employment/starting their own business than any other subject area.



Better value for money

50% of Tech Industry Gold degree graduates earn at least £25,000 six months after graduation, compared to 37% for Computer Science overall and 27% for all subjects. This is better than all subject areas except medical/veterinary subjects and engineering.

Increased diversity

Across all of our work, we focus on addressing the gender imbalance, which is causing employers to miss out on a large part of the UK's talent pool. **31% of Tech Industry Gold degree graduates were female**, more than double the proportion for computer science overall. Tech Industry Gold degree programmes have the **richest ethnic mix of all degree subject areas**, with 37% of graduates coming from Black and Minority Ethnic backgrounds (BAME).

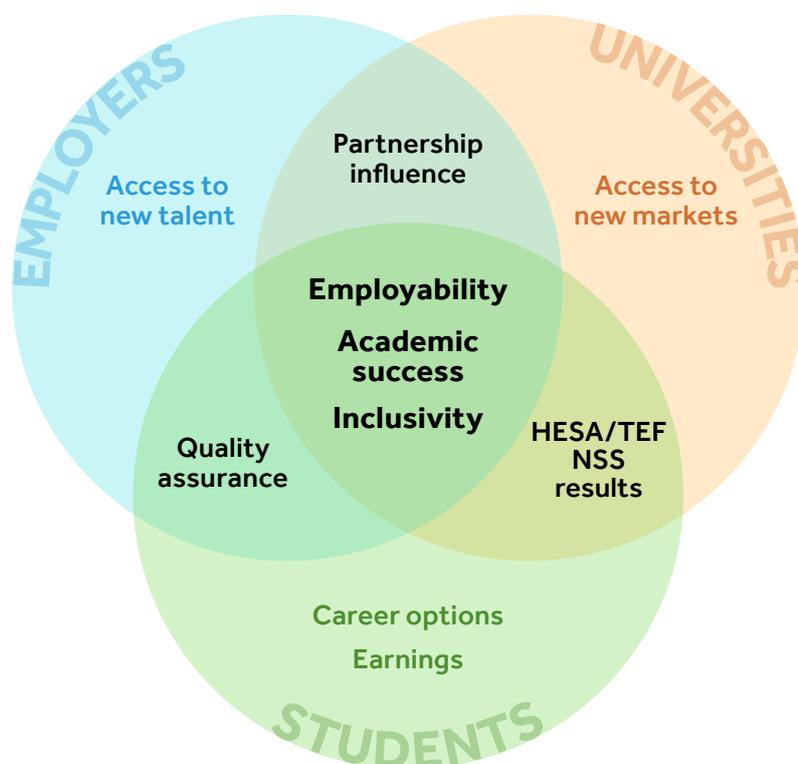


For degree apprenticeships, 22% of those currently on accredited programmes are female, which is significantly ahead of the digital workforce overall (16%). However, it still falls short of the proportion on Tech Industry Gold accredited degrees, and we will continue to work to improve appeal to all under-represented groups.

ⁱ Source: Sagacity Research Ltd analysis of Higher Education Statistics Agency (HESA) 2016-17 data, released September 2018. UK domiciled students. See Annex C for further detail.

ⁱⁱ Data on degree apprenticeship achievements and demographics are not yet available through government agencies.

DELIVERING VALUE: WHAT WE IMPACT



“I have been involved for many years with Tech Partnership Degrees with the objective of giving graduates an “unfair advantage” as they enter their careers in the tech industry; the benefits to graduates, employers and universities are clear in academic achievement, career advancement, and improved diversity.”

Colin Bannister, VP of Solutions Engineering, EMEA, VMware

“The Tech Industry Gold accredited ITMB degree is the jewel in the crown and achieves high results – we can see the added value as industry leaders and academics have come together to create a curriculum relevant to industry and enables graduates to be highly employable. The Tech Industry Gold national student/employer events and competitions have also contributed significantly to the 100% National Student Survey satisfaction rating we’ve maintained over the past three years.”

Liz Sokolowski, Course Director, University of West London

“Tech Industry Gold accredited degrees offer students a fantastic way to develop the skills needed in a competitive workforce. Since the start of the programme, students have achieved excellent results compared to other business/tech degrees. Our Tech Industry Gold degrees exemplify the importance we place on the student experience and teaching, and how our practice orientated and professionally accredited courses consistently equip our students for graduate level jobs. Qualities that led to UWE being assessed as gold – the highest possible rating – in our 2018 Teaching Excellence and Student Outcomes Framework (TEF) assessment.”

Dr Kevin Doyle, Associate Head of Department, Computer Science and Creative Technologies, University of the West of England

Student voices



“If you are not sure about doing a degree, or if you are not particularly confident in yourself, don't let that put you off. I didn't have confidence in myself to be able to complete a degree but now I'm four years down the line and graduating with a first-Class degree. I think anyone can do it and it is such a great achievement, so I absolutely recommend doing it.”

Amy Hawkyard, 1st class honours Tech Industry Gold degree apprenticeship graduate, Manchester Metropolitan University and AstraZeneca

“The best experience for me was submitting my dissertation and some of the more challenging assignments. It was great to see that my hard work paid off with the results I achieved. On reflection, I can also see how I've progressed over the years, by applying theoretical learning with practical experience. When I first started, I did not think a first-class honours was possible, but with the support, guidance and encouragement from my work colleagues and university tutors, it was achievable. I am very grateful and appreciative of all the support I have been given throughout the degree apprenticeship.”

Sean Cuff, 1st class honours Tech Industry Gold degree apprenticeship graduate, University of Winchester and Fujitsu



“If you are interested in technology and business, this is definitely the degree for you. The Tech Industry Gold accredited degree has the blend of both IT and business, essentially a hybrid model of the computer science and business management degrees. With this degree, you do not need a technical background, as the course offers a solid foundation to all first years in this subject area.”

Keira Hall, 1st class honours Tech Industry Gold degree graduate, Northumbria University and Waterstons

“My placement year with IBM was fantastic. My job title was Creative and Front-end Development Assistant in the Watson IoT Sales Enablement team, where I was involved in many projects across teams. As part of my role, I led the technical side of registration and session booking for an event attended by 1000+ delegates. The event took place in Chicago and it was a privilege to be flown out there. I set up the systems and processes and they ran without a glitch. I also got to work with a team of world-class professionals who taught me so much. My experience will provide me with a solid foundation as my career progresses.”

David Sint, 1st class honours Tech Industry Gold degree graduate, Queen Mary University London and IBM iX



HOW WE WORK

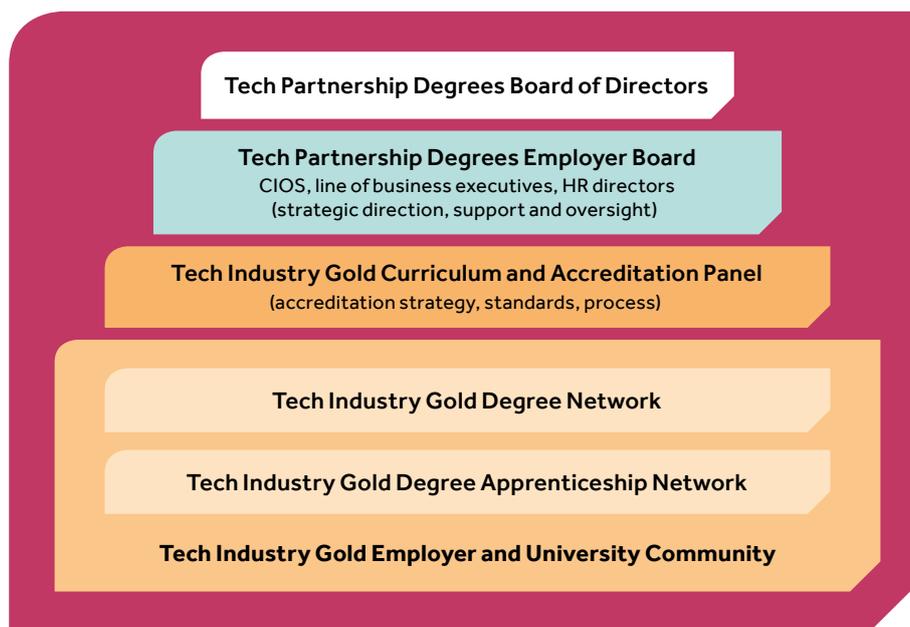
The organisation's governance model is designed to ensure employer leadership and genuine partnership with Higher Education. Through the **Tech Partnership Degrees Employer Board** (see Annex D), employers work collectively on behalf of industry to provide employer leadership to the work of the organisation. Membership comprises CIOs, line of business executives and HR directors. The Board typically meets three times a year. HEIs running accredited programmes (see Annex B) come together with the Employer Board to celebrate achievements, learn from each other, and look to the future.

The **Tech Industry Gold Curriculum and Accreditation Panel** comprises employers who take responsibility for accreditation strategy, including setting and revising accreditation standards and overseeing the

accreditation process. It convenes as required, including reviewing degree learning outcomes every three years, and as part of the regular network meetings for degree apprenticeships.

For degree apprenticeships, there are also regular conference calls and meetings bringing together all interested HEIs offering accredited programmes and employers supporting the organisation's work. Topics include the sharing of information and forward plans, answering questions and raising any issues to be addressed.

The organisation is introducing new mechanisms for engaging with and seeking input from current students, current apprentices and alumni, in order to ensure continual improvement in the student experience.



4 OUR PEOPLE

Employers, HEIs and students are most likely to interact with our representatives below:

■ Karen Price

Karen, the Executive Director of Tech Partnership Degrees, is widely recognised as an 'agenda setter', uniting industry, influencing government, and supporting the transformation of the UK's education and training system to meet the changing skills demands of the digital economy.

In 2006, she was appointed an Officer of the Order of the British Empire (OBE) for her services to the IT industry. Karen's early career was in education prior to a wide-ranging career in business, including directorships in the construction and publishing industries, leading company start-ups, and holding a number of roles in IBM. Karen led the mergers which created e skills UK in 2000, and the subsequent successful licensing of the company as a Sector Skills Council in 2003, the creation of the Tech Partnership as an Industrial Partnership in 2014, and the birth of Tech Partnership Degrees in 2018.



“One of the highlights of the year for me was being a judge for the 1st year competition at the student/employer event in Manchester in November 2018. I was amazed at the outstanding performance from the students just 6 weeks into their course. They shared innovative ideas with confidence and professionalism, demonstrating great potential for their future careers.”

■ Bob Clift

Bob is Director of Employer Relationships at Tech Partnership Degrees and is currently responsible for Level 6 and 7 apprenticeship programmes.

Working with many tech employers, Bob was responsible for the development and implementation of two undergraduate degree programmes and four degree apprenticeship programmes. These programmes are now developing the degree level skills needed by industry.

Prior to joining the Tech Partnership, Bob worked for IBM in a number of professional and management roles in the UK and abroad. The last of these was in executive relationship management working with some of IBM's largest clients. Bob is a Trustee of the Bath Welcomes Refugees charity which helps to settle in Bath people persecuted and in danger in their own countries.



“I was thrilled to witness the outstanding results from the graduations of the very first degree apprentices who started on Tech Industry Gold programmes in 2015. It is real proof of the value of university-employer partnerships. I am also proud we got the master's degree apprenticeship available, with the first three programmes successfully accredited and the speed of employer uptake exceeding expectations.”

■ Sue Stevens

Sue is Director of University Relations at Tech Partnership Degrees and is primarily responsible for the development of and the on-going support for Tech Industry Gold degree programmes: IT Management for Business (ITMB) and Software Engineering for Business (SEfB). Sue was one of the founding members of the Steering Group for these degrees.

Before joining the organisation, Sue had a number of roles in the tech industry working at Digital Equipment Corporation (DEC) and latterly at Compaq Computers Ltd. Roles ranged from software support to the management of mission critical telephone support services and senior technical support specialists. Sue was also responsible for the industrial placement and graduate recruitment schemes within this part of the organisation.

Sue is the Vice-Chair of the Governing Board of The Sixth Form College, Farnborough and enjoys an active role in challenging and supporting the senior leadership team at the College.

“I am absolutely passionate about the development of young people and helping them to see and realise their potential. Seeing those students who have won employer prizes at the events this year and who have subsequently spent time in companies shadowing visionary leaders or taking part in workshops to further their ideas has been phenomenal. These students have ‘grown’ so much through the opportunities they been offered by our network of employers.”



■ Karine Barsam

Karine Barsam has worked on many high-profile government-funded projects with a focus on short courses for all ages, online education and apprenticeships. Her belief is that education is the key to independence and empowerment and is drawn to projects which share her key values.

Karine's role at Tech Partnership Degrees covers enhancing the students' experience which comprises managing the social media channels, creating content for the website, project managing events, and just getting things done!

Karine is an avid life-long learner and has undertaken a variety of courses ranging from comedy writing to product design. In her spare time, Karine is a volunteer mentor for disadvantaged young people and supports projects for homeless people.

“This year I really enjoyed seeing the students and employers interacting in the ‘speed networking’ sessions in the national student/employer events – that was a new idea I was responsible for introducing, and it was great to see how much the students got out of it. The Industry Insights lectures were also very well received, and I’m already hard at work sorting out the 2019-20 series.”



4 OUR PEOPLE

■ Anne Coquin

Anne is digital communications and brand manager for Tech Partnership Degrees, responsible for all digital communications back-end systems, the organisation's online presence, and for the brand guidelines and implementation.

Having started her career teaching her native French language in the UK and the US, Anne later found her calling in digital marketing and communications.

She has confirmed her passion and commitment to the education, charity and tech sectors with 19 years' experience as a digital communications specialist for non-profit organisations dedicated to expanding young people's opportunities in tech.

“It's been great to see how much good news there's been to share again this year with fantastic student graduation stories, inspiring reports on work-shadowing experiences with top employers, and a new series of spotlight features on our partner universities. Thanks to all for your enthusiasm in sharing your stories.”



■ Margaret Sambell

Margaret supports business planning and marketing. She has extensive experience in business management, strategic and business planning, proposal development, mergers and acquisitions, leadership and people management, service delivery, and technology development programmes,

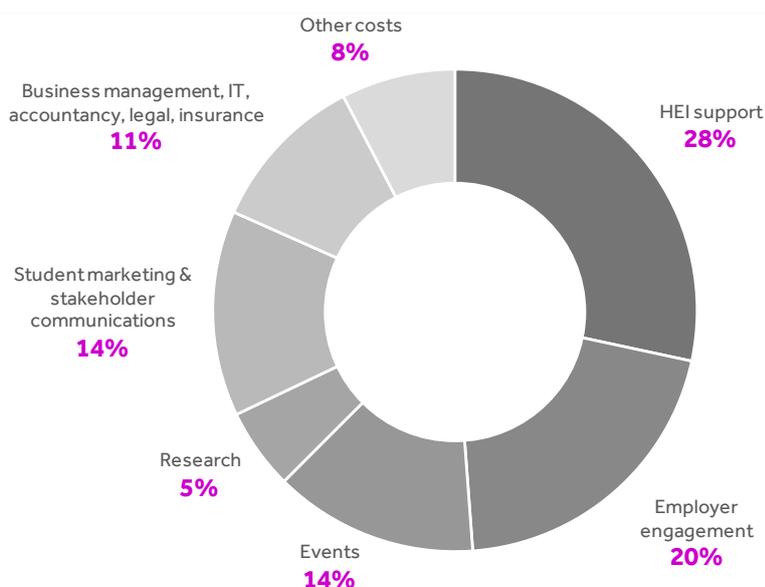
Margaret spent the first 13 years of her career in IBM, starting in software support and progressing to executive management roles in global new venture and new markets development, including leading IBM's biometrics and Advanced Identification Solutions business.

“My highlights of the year were a couple of 'firsts'. This year, data was available for the first independent analysis on the outcomes from Tech Industry Gold accredited degrees. It's great to have solid proof of the difference Tech Industry Gold makes, and everyone involved – students, universities and employers – should feel extremely proud of the outstanding results.

My other highlight was hearing from degree apprentices at the June 2019 Digital Degree Apprenticeship Celebration event. It was moving and extremely inspiring to hear the real difference these programmes make to individuals' life opportunities and happiness – this is what makes our job so worthwhile.”



Cost elements 2018-19



Category	Activities/costs included
HEI support 28%	<p>HEI relationships, including meetings, introductions to employers, best practice sharing, and weekly updates and fortnightly calls (degree apprenticeships)</p> <p>Student Ambassador engagement and support</p> <p>Student induction support</p> <p>Delivery of the enhanced student experience, including organisation of Industry Insight lectures and promotion of work experience and internships</p> <p>HEI support through accreditation processes</p>
Employer engagement 20%	<p>Employer relationships, including introductions to HEIs and employer support for the enhanced student experience (lectures, work experience, competition prizes etc)</p> <p>Alumni engagement, to support current undergraduates and promotion to prospective students</p> <p>Support for degree apprenticeship standards development and degree standards updating</p> <p>Operation of accreditation panels</p> <p>Employer Board support</p>
Events 14%	<p>Event design & management</p> <p>Competition development</p> <p>External premises & catering</p>
Research 5%	<p>External research agency costs, including data purchase</p> <p>Publications to promote outcomes</p>
Student marketing & stakeholder communications 14%	<p>Website management</p> <p>Social media activity (LinkedIn, Facebook, Twitter, Instagram) for students and prospective students</p> <p>Schools poster campaign</p> <p>Good University Guide promotion</p> <p>Case study development</p> <p>Employer newsletters, including 'HEI Spotlight' features</p> <p>HEI newsletters</p>
Business management 11%	<p>Management activities, including financial management and accountancy</p> <p>Technology, legal and insurance</p>
Other costs 8%	<p>Travel & subsistence</p> <p>Student ambassador expenses</p>

5 FINANCIAL MATTERS

5.1 Resources

The resources we need to fulfil our mission include both income and in-kind contributions. Income for 2018-19 was on plan at £460,600 for the year. A little over half of this related to Tech Industry Gold degrees, and a little under half to Tech Industry Gold degree apprenticeships.

For Tech Industry Gold degrees, to be fair in relation to the amount of effort expended and benefit received, HEIs pay fees relating to the number of students on accredited programmes. This income contributes to the costs of ongoing support to universities and students, student events, marketing to prospective students, and re-accreditation.

For Tech Industry Gold degree apprenticeships, we have less involvement with the students themselves, as they are already in the workforce. Here, there is an annual fee per university, discounted if there are fewer than 200 apprentices on accredited programmes. This contributes to costs such as ongoing support to universities, marketing to prospective employers and events. Accreditation is charged separately.

In-kind contributions are also an essential element of our resources, in particular 'the things money can't buy' such as industry challenges developed for student competitions; 'boss for the day' prizes where students get to shadow business leaders; the time of executives and staff supporting the work of the company; and use of premises.

We have been particularly grateful to Coventry University London for allowing us to use their premises throughout the year, and to the many employers who have hosted meetings and events for us.

5.2 Investment

As a not-for-profit organisation, each year we set out to cover our costs plus deliver a small surplus, which is subsequently re-invested in pursuit of our mission. In the year 2018-19, costs were £406,132, resulting in a surplus of £54,468 before tax.

The chart to the left summarises how resources have been invested in the last year, with the table expanding on the activities/costs included in each category.



Team Aston arrive at the Student/Employer Event November 2018

6

GETTING INVOLVED

Over the coming year, we look forward to continuing to expand the Tech Industry Gold community and programmes. We will help more students benefit from an outstanding education; help more HEIs achieve exceptional results and gain easier access to growing markets; and help more employers recruit and develop the talent they need. We encourage anyone with an interest in these objectives to get involved themselves.

Employers can help in a myriad of ways, from offering student prizes, to sponsoring or judging a competition, to delivering an Industry Insight lecture, or perhaps participating in mock interviews and assessment days. Some employers are also interested in working with their peers across industry to set and maintain standards, volunteering for the Tech Industry Gold Accreditation and Curriculum Review panel.

Whether you are an HR Director looking for new talent or a line manager wanting to give your own employees a development opportunity, a professional willing to share your skills and insights or a young graduate – including of course Tech Industry Gold alumni – wanting to help students get on the career ladder, there are many ways to get involved and meet talented students and like-minded people from other companies.

Higher Education Institutions can contact us for an informal discussion at any time. Please get in touch, whether just to find out more, to arrange a meeting with experts to assess what it would take to offer an accredited programme, or to talk to us about what you and your students value or would like to see added or changed to Tech Industry Gold programmes.

We will be delighted to hear from you, and look forward to working with you.

Annex

A

EMPLOYER NETWORK

Tech Partnership Degrees is pleased to work with employers in every sector of the economy who care about digital skills in the UK, including the following:

8th Light	British Airways (BA)	Defence Science and Technology Laboratory (DSTL)	Ford
Able Move UK	BT	Deloitte	ForgeRock
Accenture	Business & Decision	Department for Business, Energy and Industrial Strategy (BEIS)	Freedom Communications
Acorn Aspirations	Cabinet Office	Department for Culture Media and Sports (DCMS)	Fujitsu
Air Products	Camden Council	Department of Work and Pensions (DWP)	Gateshead Council
Amaze	Capgemini	Devon County Council	GDS
Amazon Web Services (AWS)	Capita	Digisheds	Generator North East Ltd
ARM	Capp	Dimension Data	Ginger Nut Media
Army Air Corps	Care Quality Commission	Doris IT	Goldman Sachs
Arup	CDL	Dorset County Council	Google
Asda	Centrica	Double Negative	Government Digital Service (GDS)
AstraZeneca	CESG National Technical Authority for Information Assurance	DWP	GSK
Atos	CGI	Dynniq	gydeline
Aviva	Cisco	Eli Lilly and Company	Hewlett Packard Enterprise (HPE)
BAE Systems	City of York Council	Ellanstone	HM Courts & Tribunals Service
Bank of England	Civica	End Game Consultants	HM Revenue & Customs (HMRC)
Barclays	Civil Service Learning	Essex County Council	Home Office
BBC	Code ComputerLove	EY Ernst & Young	HPE
Bentley Motors Ltd	Cognizant Technology Solutions	FDM Group	HSBC
BLISS	CompTIA		HT2Labs
Bloomberg	Connect News & Media		Huawei Technologies UK
BP	Credit Suisse		

IBM	Mayden	Pepsico	Siemens
Icon Solutions	Ministry of Defence (MOD)	Pets at Home	Softcat
Information Commissioner's Office	Ministry of Justice	Platform81	SSE
Informed Solutions	MobileFun	Procter & Gamble	Stagecoach Group
Institute of Information Security Professionals (IISP)	Moneysupermarket Group	Property Connected	Tata Consultancy Services Ltd
Intel Corporation (UK) Ltd	Mullen Lowe Group	PwC	Telefónica UK Limited
ITI Network Services	National Grid	Qinetiq	Telent Technology Service Ltd
Jaguar Land Rover	Nationwide Building Society	Quicksilva	Tesco PLC
JD Sports	Network Rail	RAF Royal Air Force	TfL Transport for London
John Lewis	NHS	Raytheon UK	Thales
Juniper Networks	NHS Digital	RBS	Thecitysecret
Kingfisher UK	NHS Wales Informatics Service (NWIS)	Red River Software	The Co-op Group
KPMG	Northumbria Healthcare NHS Foundation Trust	RedEye	Three
Land Registry Information Systems (IS)	NTT Europe Ltd	Rentalcars.com	TUI Group
Lighthouse Systems	Office for National Statistics	Royal Bank of Canada	UKFast
Livin Housing Ltd	Openreach	Royal Navy	Ultima
Lloyds Banking Group	Optimity	Sage	Virgin Media
LV= Liverpool Victoria	Optrak Distribution Software Ltd	Sainsburys	VMware
magneticNorth	Oracle Corporation	St. James's Place Wealth Management	Volatus
Mars	Pearson	Salesforce	Waterstons
Matalan		Sanger Institute	Welsh Government
		SAS	Wipro
		Scottish Government	Women in Games
		Shell	
		Shop Direct	

Annex

B HIGHER EDUCATION PARTNERS

The following shows which HEIs are currently delivering Tech Industry Gold degrees and degree apprenticeships (**black**) or are preparing for delivery (**blue**) as of July 2019.

ITMB = IT Management for Business BSc degree

SEfB = Software Engineering for Business BSc degree

D&TS = Digital and Technology Solutions BSc/MSc degree apprenticeship

Cyber = Cyber Security Technical Professional BSc degree apprenticeship

UX = Digital User Experience Professional BSc/BA digital apprenticeship

Higher Education Institution	Degrees		Degree Apprenticeships			
	ITMB	SEfB	D&TS BSc	Cyber BSc	UX BSc	D&TS MSc
Anglia Ruskin			D&TS			MSc
Aston	ITMB		D&TS			MSc
Birkbeck, University of London			D&TS			
Blackpool and The Fylde College			D&TS			
BPP			D&TS			
Chester		SEfB				
Chichester	ITMB		D&TS			
City						MSc
Derby	ITMB		D&TS			
Edinburgh						MSc
Essex			D&TS			
Exeter			D&TS			
Glasgow Caledonian	ITMB	SEfB				
Gloucestershire				Cyber		
Greenwich	ITMB		D&TS			
Hertfordshire	ITMB		D&TS			
Lancaster	ITMB					
Leeds Beckett			D&TS			MSc
Loughborough	ITMB					
Manchester	ITMB					
Manchester Metropolitan			D&TS			MSc
Northumbria	ITMB		D&TS			
Open University			D&TS			
Oxford Brookes	ITMB	SEfB				
Queen Mary	ITMB	SEfB	D&TS			MSc
Ravensbourne College			D&TS			
Roehampton / QA			D&TS			
Salford						MSc
Sheffield Hallam			D&TS			
Staffordshire			D&TS			
Suffolk			D&TS			
Sunderland			D&TS			
Teesside			D&TS			
University of Central Lancashire			D&TS			
University of East London			D&TS			
University of the West of England	ITMB	SEfB	D&TS			
University of West London	ITMB		D&TS			MSc
Winchester			D&TS			
Wolverhampton / TDM			D&TS			
Delivering – universities	15		29			
Delivering – courses	14	5	28			3
Preparing to deliver – courses			1	1		6

Annex



TECH INDUSTRY GOLD DEGREE RESULTS

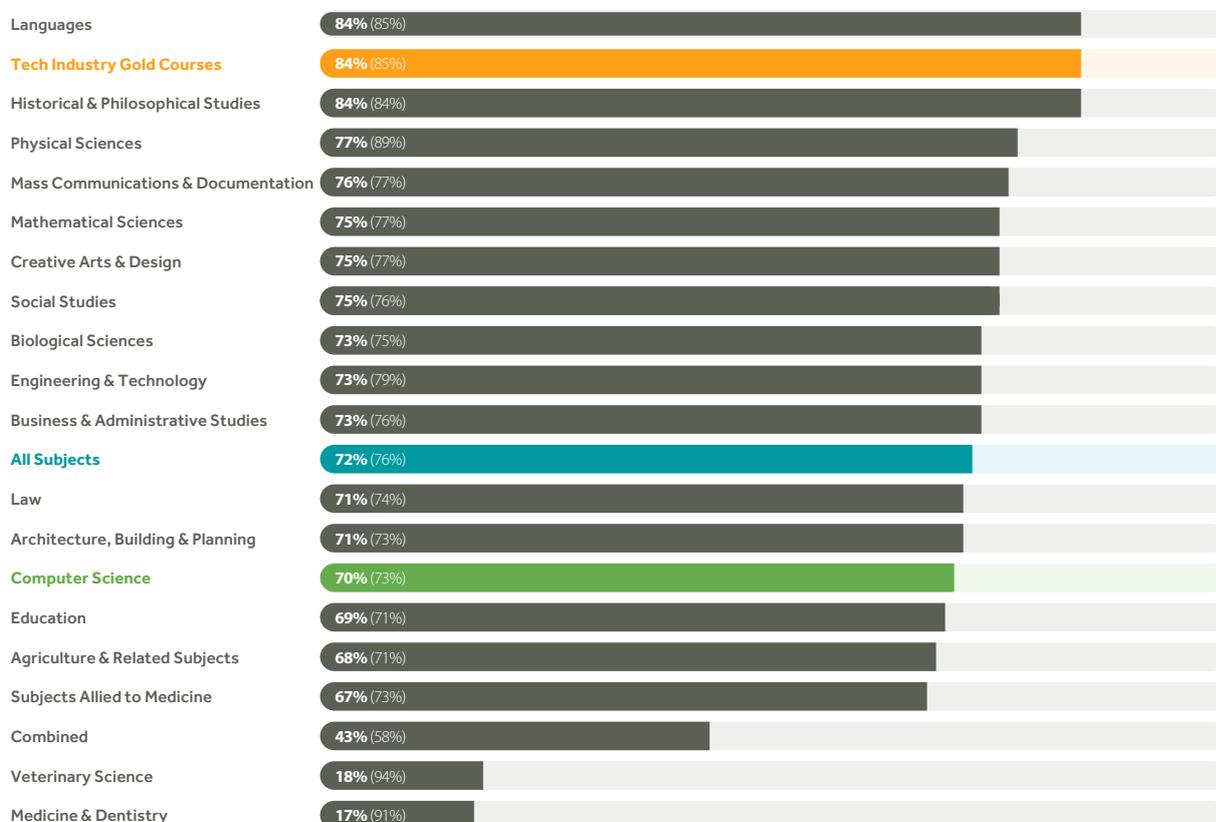
The following tables are extracts from the publication ‘Tech Industry Gold Results: a comparative analysis of course quality and leavers from employer-accredited Tech Industry Gold degrees compares with those from Computer Science overall and from all subjects as a whole’, Sagacity Research Ltd, 2019.

This report considered student qualifiers from UK Higher Education Institutions (HEIs) for the 2016–17 academic year (data released September 2018), exploring the nature of study, student characteristics, level of achievement and subsequent activities after leaving.

Data was from the Student Record and Destination of Leavers of Higher Education (DELHE) survey provided by the Higher Education Statistics Agency (HESA), filtered on UK domiciled qualifiers from first degree courses delivered by UK HEIs. Subject area comparisons are in line with the 19 broad subject groups set out by HESA.

Academic results: 84% of Tech Industry Gold degree students gained 1sts or 2:1s, compared to 70% for Computer Science overall. This is the joint highest of all subject areas.

Qualifiers gaining a first/upper second, 2016/17

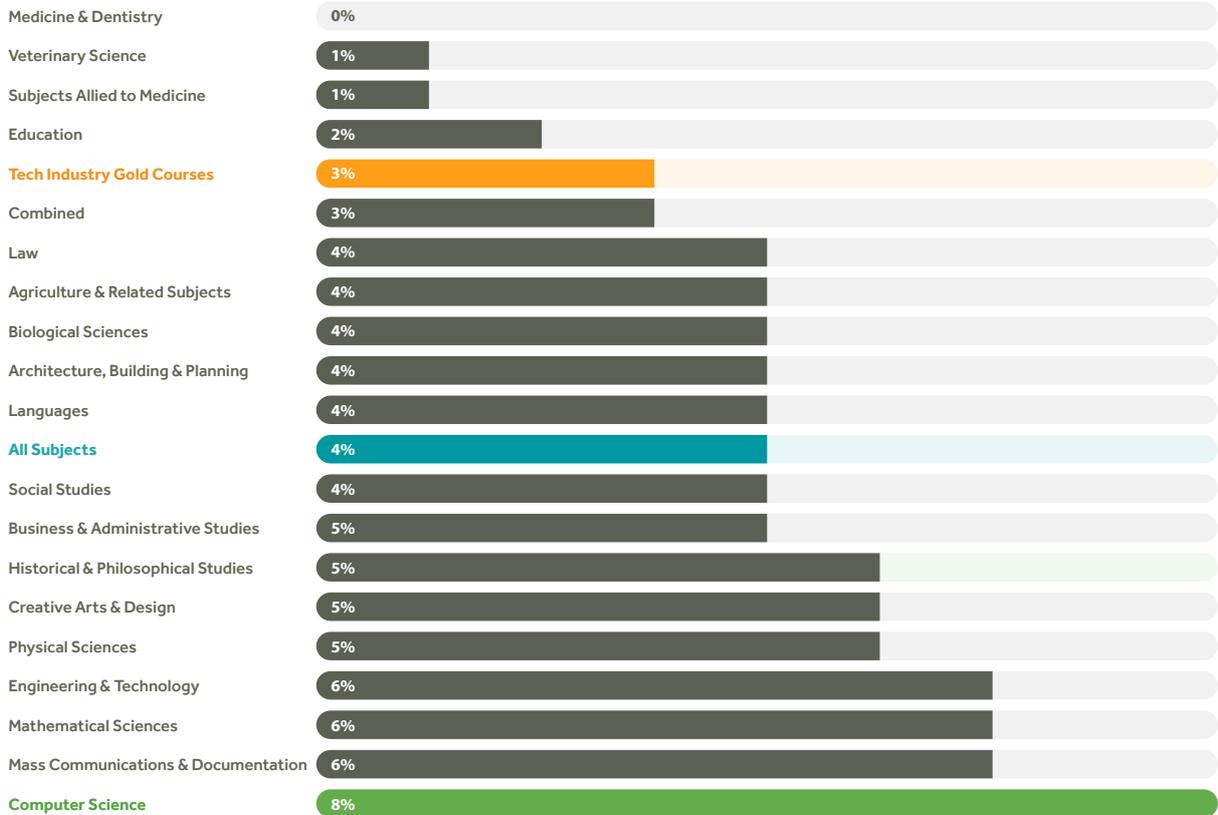


Source: Analysis of HESA statistics by Sagacity Research Ltd

The proportion of 1sts was particularly high, with 46% of Tech Industry Gold graduates achieving this, compared to 36% for computer science overall.

Employability: Tech Industry Gold degree graduates were less likely to be unemployed than graduates of any other subject area except medicine/veterinary subjects and education.

Qualifiers unemployed 6 months after graduation



Source: Analysis of HESA statistics by Sagacity Research Ltd

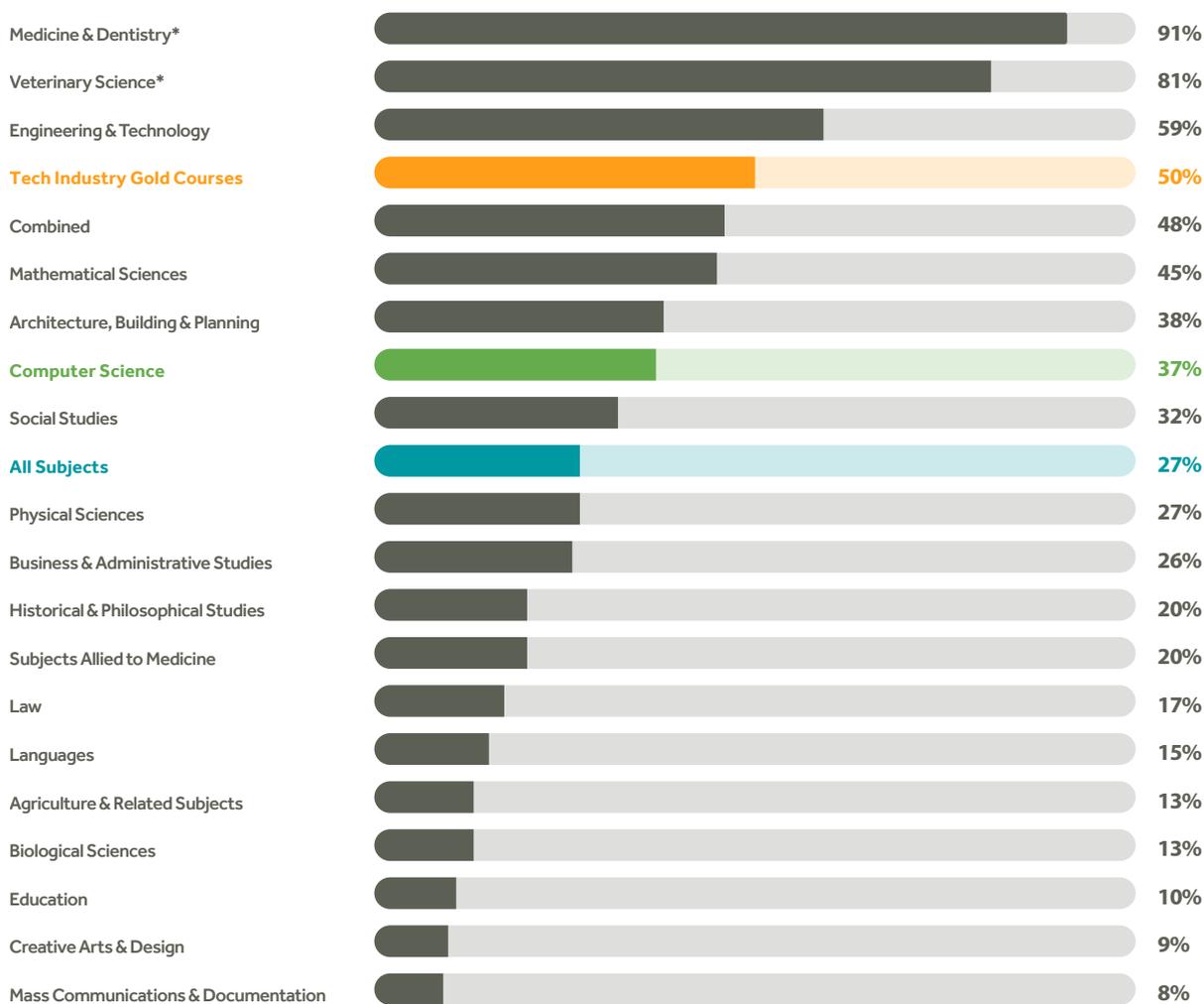
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C

TECH INDUSTRY GOLD DEGREE RESULTS *continued*

Salaries: Within six months of graduation the average annual salary of Tech Industry Gold degree graduates was £800 a year more than computing graduates overall, and 50% were earning £25k p.a. or more, compared to 27% for all graduates.

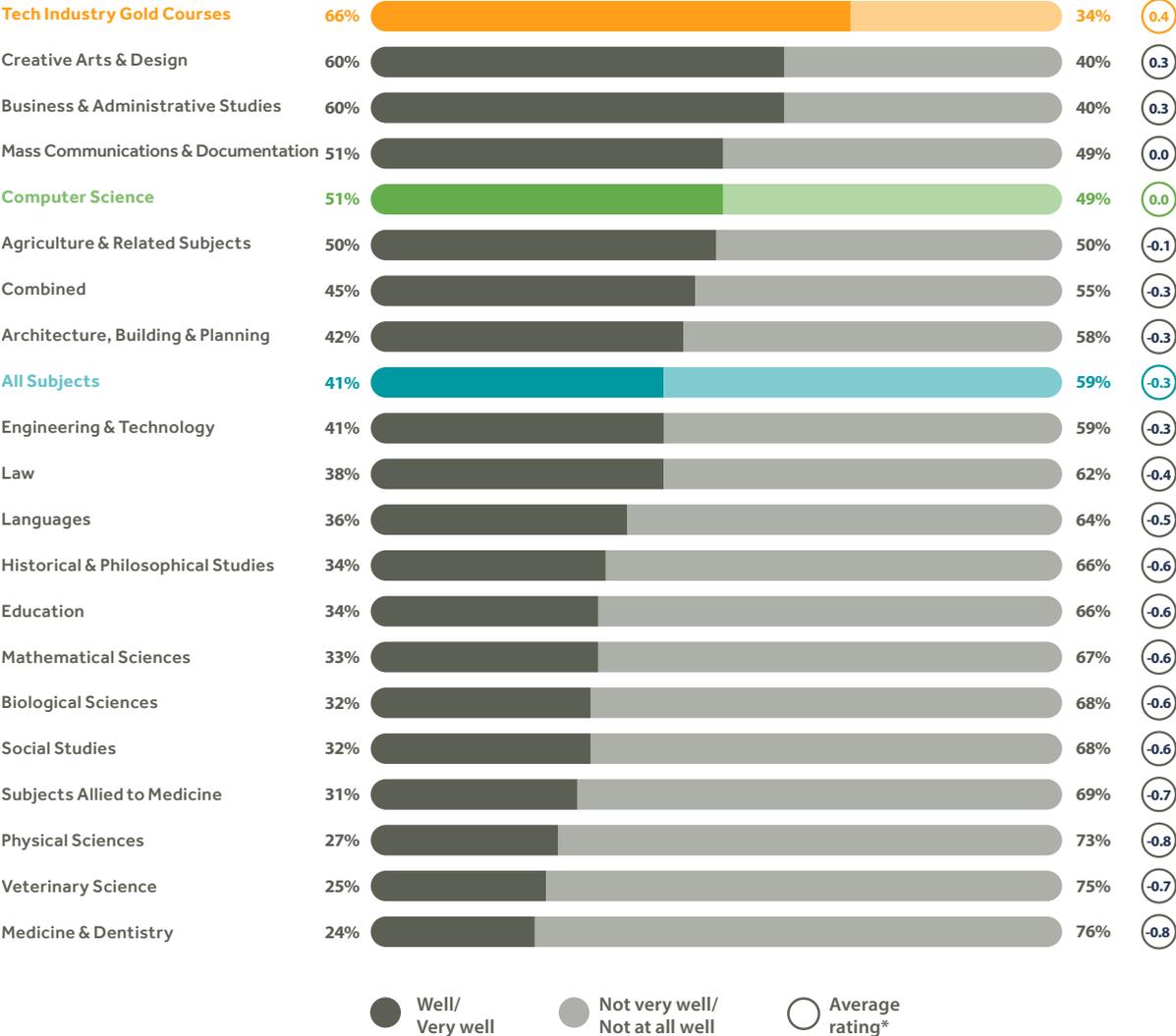
Proportion of qualifiers earning £25,000 pa or more 6 months after graduating



Source: Analysis of HESA statistics by Sagacity Research Ltd

Preparation for self-employment / starting a business: Tech Industry Gold courses were rated by students as providing the best preparation for self-employment/starting a business of all degree subject areas.

Preparation for self employment / starting own business: very well or well



* Average rating derived by assigning/averaging values to related response data as follows: Very well = 2, Well = 1, Not very well = -1, Not at all well = -2

Source: Analysis of HESA statistics by Sagacity Research Ltd

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D

EMPLOYER BOARD
2018-19

Tech Partnership Degrees Employer Board

Accenture	Candida Mottershead	HR Director
Air Products	Shash Patel	Director, Information Risk Management & Privacy
Amazon	John Park	Director of Public Policy
Barclaycard	Keith Little	CIO
BT	Mark Murphy	HR Director
Capgemini	Stephanie Bishop	Head of Graduate & Apprentice Recruitment
Cisco	Tom Kneen	Corporate Affairs Lead
CGI	Julia McDonald	Director of Recruitment
Deloitte	Rafik Ishani	Director
DWP	Emily Hobbs	HR Director for Digital Group
Fujitsu	Paula Evans	Head of Pensions and Benefits
HSBC	Ian Bromwich	CIO
IBM	Jenny Taylor	Graduate, Apprenticeship & Student Programme Leader
Jaguar Land Rover	Simon Bolton*	CIO
Lloyds Banking Group	Ian Bromwich	Director of Engineering
National Childbirth Trust	Peter Pedersen*	CTO
Network Rail	Helen Ford	Practice Manager, New Entrants Programmes
NHS Digital	Sarah Wilkinson	CEO
Quicksilva	Andy Cripps	Technical Services Director
SAS	Geoffrey Taylor	Head of Academic Engagement
TCS	Yogesh Chauhan	Director Corporate Sustainability
Telefónica	Brendan O'Rourke*	CIO
VMware	Colin Bannister	Northern EMEA Senior Director of Presales
Tech Partnership Degrees	Phil Smith* Karen Price*	Chair Executive Director

Tech Partnership Degrees Directors

The Directors are those * to the left i.e.

Phil Smith	Tech Partnership Degrees
Karen Price	Tech Partnership Degrees
Simon Bolton	Jaguar Land Rover
Peter Pedersen	National Childbirth Trust
Brendan O'Rourke	Telefónica



info@tpdegrees.com | www.tpdegrees.com

Tech Partnership Degrees Ltd

A company limited by guarantee | Registered in England and Wales (07223753) | VAT No. GB 294295170

Registered office: Victoria House | 39 Winchester Street | Basingstoke | Hampshire RG21 7EQ

Image: Student/Employer South Event March 2019