



University of the
Highlands and Islands
Oilthigh na Gàidhealtachd
agus nan Eilean

How a Graduate Apprentice in Civil Engineering can **help your business**



What is a graduate apprenticeship?

The graduate apprenticeship will develop the skills necessary for the modern professional Civil Engineer providing a pathway to BEng (Hons).

Work based learning will be based on real life projects and evidence from work practice considering the roles of site engineers and consultancy teams in areas such as renewable energy, roads and bridges, flood alleviation, commercial buildings, marine works and environmental protection.

The course was developed under the Skills Development Scotland Framework as a result of comprehensive consultation with employers, colleges and universities.

The qualification is fully funded and will provide an academic base for professional qualifications such as ICE, IStructE, CIHT, and IHE.



How does the work-based learning work?

This integration of work and learning means that the work employees carry out in your employment counts towards their qualification.

Graduate apprentices are first and foremost employees. Apprentices will spend around 80% of their time in work and 20% of time at Inverness College UHI. This includes a mix of online learning and block release learning for several weeks at a time throughout the year.

What are the benefits of employing a graduate apprentice?

Benefits:

- Flexible entry and exit points mean your employees can get qualified to the level your business needs
- Bring new talent, knowledge and skills into your business
- Retain your existing employees by supporting and investing in their development
- Supports succession planning and the transfer of skills and tacit knowledge
- Access an alternative route to traditional graduate schemes that ensures academic learning is contextualised and relevant for your business
- We can provide support with your recruitment and assessment needs, opening up a pool of potential talent from across the region and ensuring you get the right candidate for the graduate apprenticeship
- The programme is fully funded by Skills Development Scotland, so there is no training fee incurred by the employer or employee. Travel and accommodation will need to be covered by the employer
- The University of the Highlands and Islands has exceptional teaching facilities and employer links to help your apprentices learn both the academic and vocational skills required to be successful within your industry

- We understand and have experience of projects that are environmentally sensitive. The delivery will focus on the strengths of the region, working in remote and sensitive areas while creating a vision for the future

How and when are graduate apprentices recruited?

The normal steps to recruit a Graduate Apprentice are as follows:

- You (the employer) identifies an existing employee who you wish to develop
- or
- You and Inverness College UHI will discuss entry requirements, timescales for recruitment, course content and assessment methods
 - You will create the job description (including entry requirements and a closing date)

Can a small or medium sized business take on a graduate apprentice?

There is no restriction on the size of organisation that can employ a graduate apprentice. However, a smaller organisation would need to be able to provide their Apprentice with the following:

- Employee's wage
- Time required away from work for learning
- Mentoring support
- Benefits package (pension and other normal benefits open to other staff)
- A consistent work load that would allow progression and breadth of opportunity and assessment of day-to-day practice

What is expected of the employer?

Typically, the following would be expected:

- Meet with the Inverness College UHI to agree the structure of the graduate apprenticeship programme – this will include assessment methods, time spent at university, and projects that will need to be supported in the workplace
- Attend quarterly meetings with Inverness College UHI and the Graduate Apprentice
- Mentor the graduate apprentice and involvement in training and assessment elements as agreed with Inverness College UHI

Regular meetings will take place between Inverness College UHI and yourself to ensure that students are being supported and the applied nature of learning is successful for everyone involved.

Inverness College UHI is an approved training organisation with CITB and grants can be accessed for “in scope” companies.



Course content

Diploma of Higher Education (Higher Apprenticeship)

Completion of this framework provides broad-based training and a structured career path for a further range of technical, supervision and management roles in Civil Engineering including: Civil Engineering Technician, Construction Supervisor. There is potential to progress to specific supervisory or site management roles, or to specialise in particular areas of the job, like construction design or estimating.

Year 1

- Site Surveying and Communication
- Civil Engineering
- Technology
- Construction Materials
- Structural Mechanics and Engineering Computation
- Geotechnical Engineering
- Civil Engineering
- Civil Engineering Project

Year 2

- Mathematics for Civil Engineering
- Geotechnical Engineering
- Civil Engineering Technology
- Structural Analysis and Design
- Hydrological Engineering
- Civil Engineering Project

Graduate Apprenticeship BEng (Hons)

Completion of the graduate apprenticeship in Civil Engineering may also lead for example to employment in the following occupational areas: Project management; Asset management; Engineering:

Year 1

- Site Surveying and Communication
- Civil Engineering Technology
- Construction Materials
- Structural Mechanics and Engineering Computation
- Geotechnical Engineering
- Civil Engineering Project

Year 2

- Mathematics for Civil Engineering
- Geotechnical Engineering
- Civil Engineering Technology
- Structural Analysis and Design
- Hydrological Engineering
- Civil Engineering Project

Year 3

- Civil Engineering Measurement and Contract Law
- Applied Structural Analysis and Design
- Environmental Legislation and Sustainability
- Geotechnical Engineering 3
- Civil Engineering Project 3
- Site Surveying and Communication 2

or

- Civil Engineering Technology 3

Year 4

- Planning and Project Management
- Integrated Civil Eng. Design
- Work Based Portfolio and Project
- Dissertation (Building Technology)



Your next steps

Places are available in both the Diploma of Higher Education and BEng (Hons) courses. These will start in September 2019.

To discuss how the university can support your business please contact:

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