

# BLUE SKY

## PROFESSIONAL DEVELOPMENT

Autumn 2018

### NEWSLETTER

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## HR Apprenticeships are here



Many businesses are looking for ways to make the most of their apprenticeship levy and using it for existing staff is one option.

### Want to know more about HR apprenticeships?

Funding? Attendance? Eligibility?  
Delivery? Timescales?

Blue Sky and Colchester Institute are holding briefing sessions near you to help explain all aspects of the HR Apprenticeship.

**Colchester Institute**  
**4 and 12 Sept 2018**

**Henderson Business Centre, Norwich**  
**10 and 15 Oct 2018**

Contact Beth at  
beth.russell@blueskypd.co.uk  
to book a place for you and your  
employee/employee.

Traditionally we think of apprenticeships as being for young people to start in work, and this is still the case but developing existing employees with new skills and helping them move into new roles can now be funded through the new apprenticeship levy. If you are not a levy paying organisation your business could still benefit from 90% funding towards the qualification.

Blue Sky Professional Development has partnered with the Colchester Institute to deliver the new apprenticeships in Human Resources at levels 3 and 5 from venues in Norwich and Colchester. Blue Sky, as a CIPD approved centre, will be delivering the knowledge element of the apprenticeship and the Colchester Institute, as the approved apprenticeship provider will facilitate the skills elements and manage the End Point Assessment process. Together our partnership will deliver this apprenticeship programme through monthly group workshops where students meet with an expert tutor accompanied by independent learning through approved study packs.

Both apprenticeships include a CIPD qualification as well as completing a work based project supported by a visiting tutor to help embed the knowledge and skills acquired.

## Student Graduations 2018-19



Our most recent student graduation event in Norwich was a joint collaboration between Blue Sky and the HR Energy Group. Congratulations to all our students who have completed a qualification in the last year.

This event was held on a glorious summers evening on 4th July, at Mills and Reeve premises in Norwich, and included talks from Elliott Silk, of Sanlam UK and Sadie Lofthouse, from Adnams, who gave an illuminating insight into reward and motivation on the coalface.

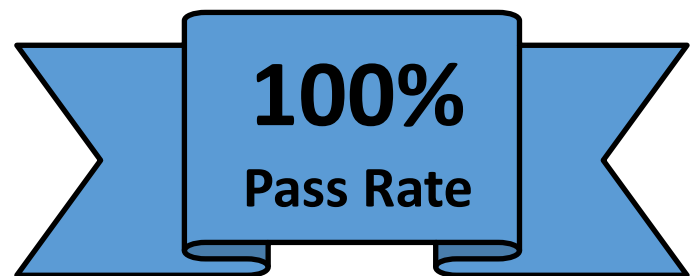
This was followed by cakes and fizz (Adnams of course!) and Sadie then presented our successful graduates with their certificates.

We are now looking to run a similar event for our graduates in Colchester, holding a joint event with Colchester Institute, who are our partners for the HR apprenticeship programmes, sometime in early 2019, so watch this space!



## CIPD Level 7 Exam Results

Congratulations to our CIPD level 7 Advanced students on their recent success in the Leading, Managing and Developing People (7LMP) exam – 100% pass rate. Good luck with the Human Resource Managing in Context (7HRC) exam in September .



Expert talks...  
Tom Oxley from  
Bamboo Mental  
Health

We are lucky to have Tom from Bamboo Mental Health giving our next Expert Talk on Monday 8th October. According to the recent CIPD Health and Well-being at Work Survey (2018) 56% of respondents put Mental Ill Health as one of the top 3 causes of long term absence. Bamboo helps Employers improve staff care, and corporate and employee resilience. Tom will take us through mental health issues in the workplace and how HR can help. Keep an eye out for your invitation which will be sent out soon.

# PLAGIARISM

*and how to avoid it!*

Unfortunately, in recent years most awarding bodies have reported an increase in the cases of plagiarism by students and therefore as an approved ILM and CIPD centre, Blue Sky has needed to take steps to ensure we do not have a problem in the future.



Usually students are not setting out to cheat, they are just poorly referencing and are not aware of what is and is not allowed.

Plagiarism is a specific form of cheating and is the

unacknowledged copying from or reproduction of published or unpublished sources by another person or incomplete referencing” and presenting it as if it were the student’s own work. (Joint Council for Qualifications, 2018). Examples of plagiarism include: cut and pasting from websites or other sources, copying other students work without acknowledgement, and of course, purchasing or downloading assignments.

There is no need to panic though. So that everyone knows what is involved and how to take steps to avoid it we are increasing the information and support we give to students and written guidance on how to reference correctly.



## Quick guide for students

- Take notes in bullet form and use these to write your assignment, avoiding the use of ‘cut and paste’
- Avoid large chunks of quotation, its better to use your own words to show understanding
- Make sure you make a note of where you got the information from
- Reference the source correctly in your work and in the bibliography/reference list.
- Don’t lend your work to anyone else

ILM Leadership &  
Management  
Results



Our work with the second cohort of aspiring managers from Briar Chemicals has just finished with all students achieving both a level 4 and a level 5 Certificate in Leadership & Management. Well done to all the students and tutors involved for all their hard work. The students must have found it worthwhile as most of them have opted to study a further unit to achieve a level 5 Diploma.

## Programme Portfolio

### **Chartered Institute of Personnel and Development (CIPD)**

Foundation Level 3 Award, Certificate and Diploma in Human Resource Practice

Foundation Level 3 Award, and Certificate in Learning and Development

Intermediate Level 5 Award, Certificate and Diploma in Human Resource Management

Advanced Level 7 in Award, Certificate and Diploma Human Resource Management

### **Institute of Leadership and Management (ILM)**

Level 3 Award, Certificate and Diploma in Leadership and Management

Level 4 Award, Certificate and Diploma in Leadership and Management

Level 5 Award, Certificate and Diploma in Leadership and Management

### **HR Apprenticeships**

Level 3 HR Support

Level 5 HR Consultant/Partner

### **Bespoke Training**

We design and deliver bespoke training packages for HR and Managers that can also be linked to nationally recognized qualifications on subject such as

- Leadership
- Coaching & Mentoring
- Recruitment
- Developing staff

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