

Competencies across Management and Human Resources Disciplines

Exploring support and skill development across degree programmes

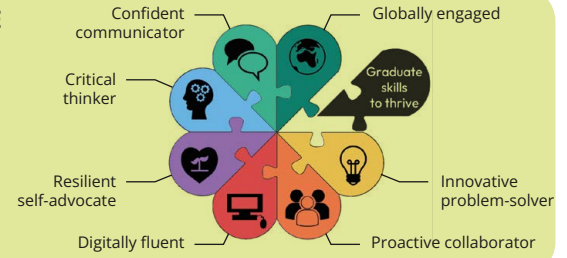
To investigate the competencies developed by students on degree and degree apprenticeship (DA) programs, we performed three focus groups. Each one involved students from similar subject areas, with a mix of students from traditional degree programs, and degree apprenticeships. We recorded their responses to two questions using an online voting tool, and then discussed the reasons for their answers.

The venn-style bubble diagrams below show these responses. Bubble area is proportional to the number of people mentioning a competency. If a competency was mentioned by people in more than one subject area, those bubbles are positioned at the intersection between the white circles that represent the different subject areas.

Programme	Level 7 Management		Level 7 HR		Level 5-6 Management	
	Degree	DA	Degree	DA	Degree	DA
Participants	5	6	2	5	3	5

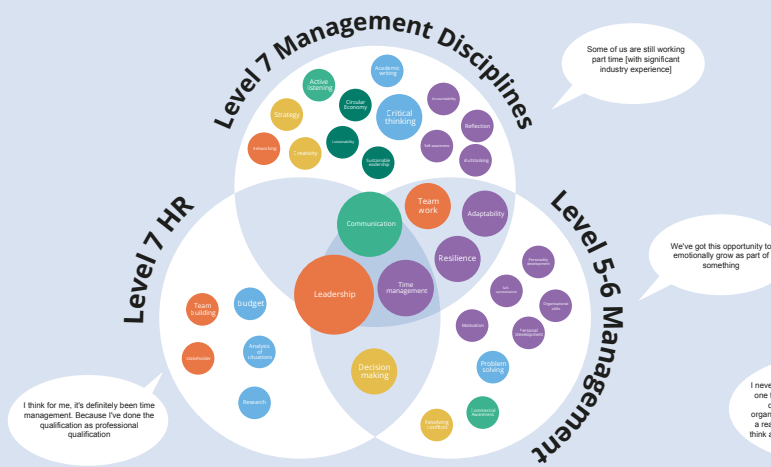
POWER OF THE FLOWER

In the venn diagrams below, the bubbles are coloured according to the University of Exeter Business School's Graduate Skills to Thrive framework

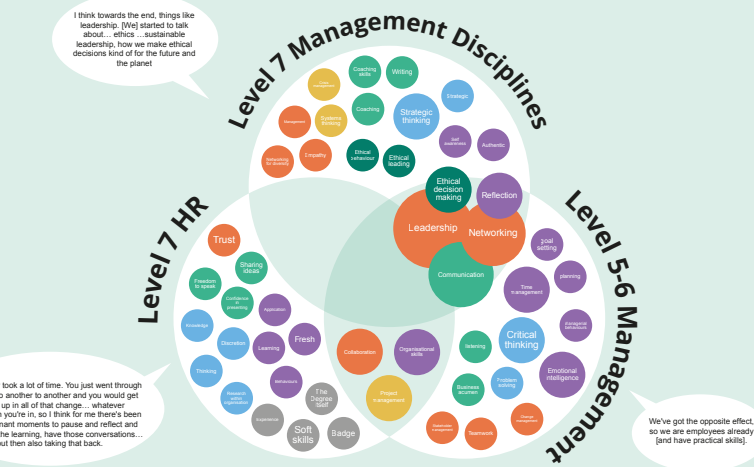


Q1 What are the top 5 competencies within your programme?

Traditional degrees

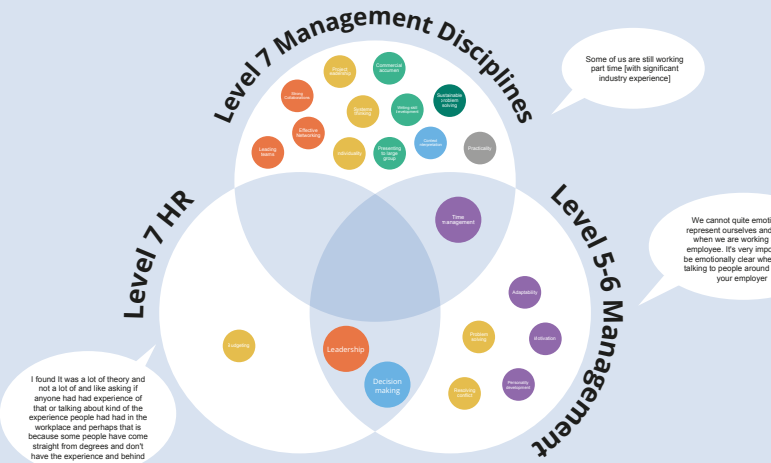


Degree apprenticeships

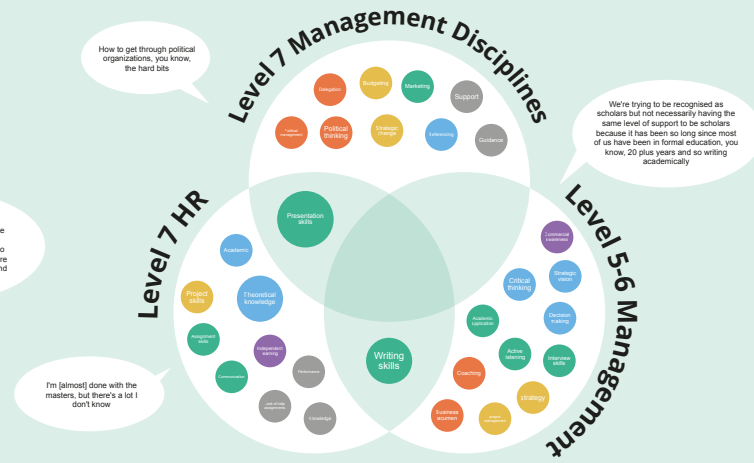


Q2 What are the 5 competencies lacking within your programme?

Traditional degrees



Degree apprenticeships



Recommendations



we could [come together] somewhat like a discussion group where we can represent ourselves

one of the tools that I found was invaluable to me was Studiosity

If there was a way to strengthen the ability to practice communication at depth, or reflect with a trusted group, self-development within the emotional quotient space

equally the little hints and tips that we've picked up along the way, sharing those I think that would just make it more real rather than it being the tutor telling the students. I think if another student [or] ex-student was to tell it. I think that may just help land the mess key messages. I think some sort of mentoring.

It was really, really hard and also juggling so many different things. Being with a mentor that maybe has similar kind of life

[Sharing] across the two programs [traditional and Degree Apprenticeship] maybe so that you [students] have an opportunity to share some of your experiences with those that haven't got that work experience maybe

one useful resource that I've personally benefited from is the kind of syndicate group that kind of, you know, you work together and you know we've got into a pattern on my group to kind of meet every Friday before the kind of live seminar...it's still early days but I think you know you develop in quite a good relationship with everyone on there in a very honest open way.