

Further Learning Options – Candidate with HNC/HND/Foundation Degree

	Academic Route		Employer Managed Further Learning Programme		Self Managed Further Learning Programme		Technical Report Route	
Offers a qualification	✓		X		X		X	
Entry Standards	Accredited IEng (Hons) degree - 2:1 normally required.		Accredited BEng (Hons), but entry from other routes may be possible after academic assessment.		Accredited BEng (Hons) but entry from other routes may be possible after academic assessment		No formal entry qualifications required Candidate does require significant technical experience at a high level.	
	Pros	Cons	Pros	Cons	Pros	Cons	Pros	Cons
Cost	Career Development Loans are available for PT Study but only for two years.	Expensive for candidate if not employer funded; expensive for company - trainee may have to make a business case for funding.	This can be completed on the job and may not involve travel to a college or University reducing time-costs.	Requires organisation to devote resources (time, money and people) to run the programme.	Can be used by SMEs that do not have the resources to provide in-house training to support an employer managed further learning programme. This can be completed on the job and may not involve travel to a college or University. So is cheaper for candidate and company.	Time costs for candidate.	This can be completed on the job and does not require time away from work. The combined fee for the two stage process is cheaper than the cost of a degree.	Time costs for candidate.
Time	Bachelors degrees can be studied full time or by part time. Flexibility – it is possible to work in industry for a number of years to gain experience and then return to University to study for an BSc/BEng when the time is appropriate. Programme can be run in parallel with organisation's structured IPD scheme and it is possible for candidates to complete programme at the same time as they register the completion of their training agreement.	Part-time study learning can take up to two years for HND/FD graduates and 4 years for the HNC graduate. This may be a disincentive. Time away from work impacts on productivity and delivery.	Programme can be run in parallel with organisation's structured IPD scheme and it is possible for candidates to complete programme at the same time as they register the completion of their training agreement.	Will require private study. Holders of a HNC may take longer to fulfil the requirements of this scheme as the academic gap to degree Level is greater than for someone with a HND/FdSc.	Programme can be run in parallel with organisation's structured IPD scheme and it is possible for candidates to complete programme at the same time as they register the completion of their training agreement.	A self-managed programme is less structured than an employer managed programme and may take longer to complete. Will require private study. Holders of a HNC may take longer to fulfil the requirements of the Self-Managed programme as the academic gap to degree Level is greater than for someone with a HND/FdSc.	This can be completed on the job and does not involve travel to a college or University.	Can take longer than completing one of the other options as the indicative period is normally around 5 years. (The Indicative period for CEng is around 10+ years). Holders of a HNC may take longer to fulfil the requirements of this option as the academic gap to degree Level is greater than for someone with a HND/FD. Candidates make an application for the Review before they have the appropriate experience although a good mentor will ensure that this does not happen.
Professional Registration	Accredited BEng/BSc (Hons) meets IEng education base.		Sign off of an approved programme meets IEng education base.		Sign off of an approved programme meets IEng education base.		A direct route to ICE membership and IEng registration.	

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Support	Structured support from the university.		In house support from designated Supervising Engineer. The fact that an organisation offers such a scheme can be a marketing advantage when they are looking to recruit the best HND/FD candidates.	Some Supervising Engineers are senior staff and are time constrained.	Candidate has support from the Individual Case Committee who will act as their Assessor and undertake staged checks.	Candidate does not have the support of a Supervising Engineer and formal support network. It requires candidates to be confident in identifying learning opportunities and mapping these to learning outcomes.	Support from a Mentor.	Some Mentors do not fully understand the process and advise the candidate as though they were making an application for the standard CPR and not the TRR.
Commitment	Study timetabled into working week.	Attendance may conflict with work.	Employer will have a commitment to support the scheme.	Commitment required to demonstrate achievement and maintain evidence portfolio.		Commitment required from candidate to develop learning plans and maintain a portfolio of evidence. There may not be a commitment from the employer.		Candidate must sustain commitment and may have difficulty getting evidence of past work.
Assessment Process	Straightforward and subject to external examiners. The pass criteria are clearly defined making it easy to understand.		Supervising Engineers and Assessors receive training.	Some SCEs who are used to signing off development objectives and do not provide a clear statement that demonstrates that the new level of learning has been achieved. As this option is quite new it may take time for the Learning Plan to be approved as the candidate/SE has not fully understood the process.	This is planned learning.	It may take time for the Learning Plan to be approved as the candidate has not fully understood the process.	A defined and tested process throughout. Two stage process Academic Review and Technical Report Review undertaken on the same day. TRR could be a planned route for an HND/HNC/FD candidate who cannot study for a bachelors degree.	Candidates may fail to demonstrate in their report that their learning has progressed to degree level although a good mentor will ensure that this does not happen. Evidence of learning may have to be drawn retrospectively from previous experience rather than being planned.
Flexibility	There may be a designated progression route from the candidate's first qualification to a university bachelors programme.	The number of Universities offering accredited IEng bachelor degrees is quite small and it may therefore be difficult for the candidate to enroll on an accredited programme without traveling a great distance.	May be a realistic alternative where accredited part time degrees are unavailable locally.	An IEng training agreement cannot be signed-off until the educational base has been completed and an Employer Managed Programme may take longer to complete.	Allows flexibility if the trainee changes jobs or works for a small organisation.	An IEng training agreement cannot be signed-off until the educational base has been completed and a Self-Managed Programme may take longer to complete.	Allows flexibility if the trainee changes jobs or works for a small organisation.	Candidates must apply for a Second Stage interview within one year of approval of their Stage one application.