



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

## TEACHING AND STUDENTS



### Degree Apprenticeships

Degree Apprenticeships are offered for 13 courses at Warwick. Students on these courses are full-time employees, learning skills on the job for around 80% of the time, with the other 20% spent at Warwick. Students do not have to pay tuition fees, earn a wage and 90% of apprentices stay in employment after completing their apprenticeship.

### Debt, Money, and Global Sustainable Development

The Debt, Money, and Global Sustainable Development module aims to de-mystify the roles that money, debt, and finance play in processes of sustainable development.



The module emphasises the impacts of monetary and financial systems and relations of credit and indebtedness on the everyday lives of people in the global south and on possibilities for sustainable development. It seeks to help students develop nuanced and critical perspectives on the ways in which money and financial markets impact on poverty, poverty reduction, and development.

## OPERATIONS

### PULSE Survey

Warwick holds an annual Pulse Survey that allows all staff members to anonymously share their views on working at the university, and suggest improvements. The results are shared used to draw up university-wide and departmental action plans.

Previous Pulse Surveys have led to changes such as increased localised departmental feedback, interactive team meetings, increased wellbeing activities and greater access to networking and training.



### UniAssist

UniAssist received funding from the Student Enterprise Fund. It aims to improve access to higher education by equipping young people with long term professional and interpersonal skills along with guidance on navigating the process of applications for university, degree-apprenticeship or alternative routes. Challenging the practices of traditional widening participation programmes, UniAssist has no academic entry requirements to ensure fair access to students from all backgrounds.

### Transferable Skills for SEM

The University of Warwick offers free transferable skills courses for Science, Engineering and Medicine students. They aim to provide tangible and measurable benefits for career prospects, professional development, enhance key scientific research skills and develop social skills, friendships and networks. A Postgraduate Certificate in Transferable Skills in Science is also available for PhD students and post-doctoral researchers to help improve research effectiveness and maximize talents for the future. The Postgraduate Certificate is accredited by the Royal Society of Chemistry, the Royal Society of Biology and the Institute of Physics.



University of Warwick Sustainable Development Goals

## RESEARCH

### Investor's use of human capital

Researchers from the Industrial Relations Research Unit at Warwick and the University of Kansas received funding from the Chartered Institute of Personnel and Development to examine investors' use of human capital information. This has to date resulted in the publication of two reports in 2017 and 2019. The work was in the context of the Taylor Review of Modern Working Practices, stewardship and improved corporate governance. Investors' attention to human capital and human resource management practices has not only the potential to incentivise investments in human capital and resulting productivity improvements but also to facilitate decent work through stewardship.

### Workplace differentiation

Workforce differentiation (the application of different employment practices to different groups of employees within a firm's workforce) can be a useful tool to boost productivity and morale.

Researchers from the Industrial Relations Research Unit at the University of Warwick and the University of Bath are exploring the downsides of workforce differentiation, focusing on the provision of flexitime. Their analysis shows employers that are not entitled to flexitime in workplaces where others are entitled to it display lower commitment to the organisation, in part due to a perception of unfairness. This is an important finding given the implications of employee commitment for economic growth and productivity.

### Warwick Institute for Employment Research

The Institute for Employment Research was established in 1981 and is a leading international social science research centre. Its research is interdisciplinary and made relevant to policy makers and practitioners. The Institute has expertise in a broad range of research fields including labour market assessment, apprenticeships, employment relations and employer behaviours, and labour market classification and measurement.



For more info: [warwick.ac.uk/SDG](http://warwick.ac.uk/SDG)

## PUBLIC ENGAGEMENT



### WMG Academy

WMG Academy Trust operates WMG Academy Coventry and WMG Academy Solihull, with the aim of encouraging young people to study science, technology, engineering and maths. Working with businesses and the University, they offer students invaluable opportunities which are difficult to find anywhere else. 100% of students attending WMG Academy go straight on to university, advanced



### The Gateway

The Gateway is a social enterprise led by the Warwick Enactus Society aimed at empowering refugees and asylum seekers in Coventry through skills training workshops and career support. Workshops have been held at Coventry Library and Coventry Hill hotel to help beneficiaries with English and IT skills. The social enterprise partners with external organisations for events and joint initiatives; for example Coventry City Council, Together for Change, Refugee Action and City of Sanctuary.

Past events include an Open Mic for Refugees, a soccer tournament with asylum seekers and university students, and the "Embracing Diversity" online fundraising challenge.