Through a flexible, work-based approach to learning, GCU enables organisations to achieve their goals and build human capital by investing in innovative education solutions.
CREATING ORGANISATIONAL VALUE

SSE identified a need to build a talent pipeline to support succession needs across its commercial areas. We are excited by our programme that combines real business experience with structured learning support.

John Stewart, Director of Human Resources, SSE

In 2013, SSE launched the SSE Business Academy in partnership with GCU. This innovative programme recruits in talented people to support key areas of SSE’s expanding business and to accelerate the development of employees with management potential in support of SSE’s Management Development Framework. Those successfully recruited as employees into the SSE Business Academy are undertaking work-based learning in SSE’s Retail, Networks and Corporate business areas in Perth and Glasgow whilst studying for a Diploma in Business Management through Glasgow Caledonian University.

The programme ensures that employees will enhance their learning and put that learning into practice, with the chance to understand the dynamics of the SSE organisation and its core values.

Within a changing political environment, our MSc in Leadership and Management of the Public Sector by Learning Contract was developed in close partnership with South Lanarkshire Council and North Lanarkshire Council to build in real public sector knowledge and challenges. The flexibility of the programme and broad coverage of management issues ensure that it can meet the needs of most public service organisations’ management development programmes.

Delivered in conjunction with GCU, the Institution of Railway Operators’ Professional Development Programme provides nationally recognised qualifications, from Certificate through to Degree level. Our Railway Operations Management programme, supported by Network Rail, First Scotrail, Virgin West Coast and other organisations, facilitates the safe and reliable operation of the railways by improving technical and general skills, knowledge and competence, and promoting the training of people engaged in the operation of railways across the UK.

“Creating Organisational Value”

“...the magic we try to work is in bringing academic and work-generated knowledge together. What it allows is the space for managers to stand back and look at their own policy and practice in the light of theoretical models.”

Vince Mills, the Scottish Centre for Work Based Learning, Glasgow Caledonian University

“What WE DO

• We work creatively to forge sustainable client and partner relationships with a view to designing and delivering specifically tailored programmes.
• We offer standard and bespoke educational programmes with a range of flexible distance and blended learning delivery modes.
• We can credit assess and quality assure your in-house development material and create a tailored academic programme.

Here at Glasgow Caledonian University (GCU), we know that human capital development can solve problems, cultivate innovation, unlock knowledge, launch talent and impact the bottom line. That’s why we work nationally and internationally in partnership with innovative organisations, helping them make the most of their people in the long term.

Clients Case Studies

In 2013, SSE launched the SSE Business Academy in partnership with GCU. This innovative programme recruits in talented people to support key areas of SSE’s expanding business and to accelerate the development of employees with management potential in support of SSE’s Management Development Framework. Those successfully recruited as employees into the SSE Business Academy are undertaking work-based learning in SSE’s Retail, Networks and Corporate business areas in Perth and Glasgow whilst studying for a Diploma in Business Management through Glasgow Caledonian University.

The programme ensures that employees will enhance their learning and put that learning into practice, with the chance to understand the dynamics of the SSE organisation and its core values.

Within a changing political environment, our MSc in Leadership and Management of the Public Sector by Learning Contract was developed in close partnership with South Lanarkshire Council and North Lanarkshire Council to build in real public sector knowledge and challenges. The flexibility of the programme and broad coverage of management issues ensure that it can meet the needs of most public service organisations’ management development programmes.

Delivered in conjunction with GCU, the Institution of Railway Operators’ Professional Development Programme provides nationally recognised qualifications, from Certificate through to Degree level. Our Railway Operations Management programme, supported by Network Rail, First Scotrail, Virgin West Coast and other organisations, facilitates the safe and reliable operation of the railways by improving technical and general skills, knowledge and competence, and promoting the training of people engaged in the operation of railways across the UK.
EXCELLENCE IN EDUCATION

Teaching is no longer a guru training his disciples. This is more of a partnership... The first thing the education system should ask each one of the students, particularly at the level the universities are at, is: what do you want to do as a human being?

Professor Muhammad Yunus, Nobel Peace Prize winner and Chancellor of GCU

EMPOWERING INDIVIDUALS

EXEMPLARY HUMAN RIGHTS

GCU is involved in the formation of Scotland’s first National Action Plan for Human Rights, bringing together voluntary organisations, political representatives, academics and civil society leaders for discussions on this ambitious proposal which sets out to “fill the gaps” as well as build upon good practice in human rights protection in Scotland.

Over the past three years, the Scottish Human Rights Commission has researched the realisation of human rights in Scotland in comparison with international standards. The SHRC argues Scotland needs a more systematic approach to assure human rights in practice.

To support this aim, the academic team for GCU’s MSc in Citizenship and Human Rights led workshops to generate a contribution to Scotland’s National Action Plan for Human Rights, involving the Care Inspectorate, the Scottish Prison Service, Police Scotland, Third Sector Hebrides, Scottish Commission for Children and Young People, Mental Welfare Commission, CAS and the NHS.

GCU is also collaborating with the Scottish Government to support Civil Service departments, agencies, and non-departmental governmental bodies which have involvement in areas such as education, health and policing, requiring knowledge of human rights.

EMBEDDING HUMAN RIGHTS

GCU is involved in the formation of Scotland’s first National Action Plan for Human Rights, bringing together voluntary organisations, political representatives, academics and civil society leaders for discussions on this ambitious proposal which sets out to “fill the gaps” as well as build upon good practice in human rights protection in Scotland.

Over the past three years, the Scottish Human Rights Commission has researched the realisation of human rights in Scotland in comparison with international standards. The SHRC argues Scotland needs a more systematic approach to assure human rights in practice.

To support this aim, the academic team for GCU’s MSc in Citizenship and Human Rights led workshops to generate a contribution to Scotland’s National Action Plan for Human Rights, involving the Care Inspectorate, the Scottish Prison Service, Police Scotland, Third Sector Hebrides, Scottish Commission for Children and Young People, Mental Welfare Commission, CAS and the NHS.

GCU is also collaborating with the Scottish Government to support Civil Service departments, agencies, and non-departmental governmental bodies which have involvement in areas such as education, health and policing, requiring knowledge of human rights.

EMPOWERING INDIVIDUALS

INNOVATING FOR SOCIAL IMPACT

Glasgow Caledonian University, in partnership with the Mary Robinson Foundation for Climate Justice (MRFJC), has taken a global lead in creating a repository for the collection and collation of researched data within the increasingly crucial field of climate justice.

The Climate Justice Resource Hub provides a unique, reliable source of peer-reviewed materials on the socio-economic effects and human-centered implications of climate change, which will aid researchers, policy makers and practitioners who wish to learn from and use objectively assessed evidence, free from political bias.

GCU has collaborated and worked in partnership with a wide variety of agencies, institutions, NGOs and governmental bodies in research and development work, spanning Sub-Saharan Africa, South Asia, United States of America and the Caribbean.

“The application of a human rights based approach to the work of the Third Sector in Scotland will help ensure that we make rights ‘real’ for everyone.”

Professor Alan Miller, Chair of the Scottish Human Rights Commission

CLIENT CASE STUDIES

Created in partnership with the Scottish Council for Voluntary Organisations (SCVO), GCU’s MSc Citizenship and Human Rights is designed for professionals and volunteers in the third sector and public sector interested in, or working to promote the principles of human rights – including anti-discrimination, participative democracy, accountability and social responsibility. It gives those already working in the field of equalities and human rights the chance to gain accreditation for their work and skills whilst further developing knowledge and practical expertise in the subject.

Participants have included policy officers, social workers and learning and development managers from Glasgow City Council, CAB, Highlands and Islands Enterprise, the Association of Chartered Certified Accountants (ACCA), the NHS, the Scottish Consortium for Learning Disability, the Scottish Refugee Council, Glasgow Life and Alzheimer Scotland.

GCU has worked in partnership with Tulliallan Police College and Simon Keenan, now Leadership and Professional Development Manager of Police Scotland, since 2007. Initially offered a bespoke qualification funded by Strathclyde Police, officers are now encouraged to take individual responsibility for management development through recommended programmes. Through GCU’s work-based learning top up Degree, police officers are able to work on their personal and professional development and analyse organisational, change, people and quality issues in practice.

“Teaching is no longer a guru training his disciples. This is more of a partnership... The first thing the education system should ask each one of the students, particularly at the level the universities are at, is: what do you want to do as a human being?”

Professor Muhammad Yunus, Nobel Peace Prize winner and Chancellor of GCU

EMPOWERING INDIVIDUALS

INNOVATING FOR SOCIAL IMPACT

Glasgow Caledonian University, in partnership with the Mary Robinson Foundation for Climate Justice (MRFJC), has taken a global lead in creating a repository for the collection and collation of researched data within the increasingly crucial field of climate justice.

The Climate Justice Resource Hub provides a unique, reliable source of peer-reviewed materials on the socio-economic effects and human-centered implications of climate change, which will aid researchers, policy makers and practitioners who wish to learn from and use objectively assessed evidence, free from political bias.

GCU has collaborated and worked in partnership with a wide variety of agencies, institutions, NGOs and governmental bodies in research and development work, spanning Sub-Saharan Africa, South Asia, United States of America and the Caribbean.

“The application of a human rights based approach to the work of the Third Sector in Scotland will help ensure that we make rights ‘real’ for everyone.”

Professor Alan Miller, Chair of the Scottish Human Rights Commission

CLIENT CASE STUDIES

Created in partnership with the Scottish Council for Voluntary Organisations (SCVO), GCU’s MSc Citizenship and Human Rights is designed for professionals and volunteers in the third sector and public sector interested in, or working to promote the principles of human rights – including anti-discrimination, participative democracy, accountability and social responsibility. It gives those already working in the field of equalities and human rights the chance to gain accreditation for their work and skills whilst further developing knowledge and practical expertise in the subject.

Participants have included policy officers, social workers and learning and development managers from Glasgow City Council, CAB, Highlands and Islands Enterprise, the Association of Chartered Certified Accountants (ACCA), the NHS, the Scottish Consortium for Learning Disability, the Scottish Refugee Council, Glasgow Life and Alzheimer Scotland.

GCU has worked in partnership with Tulliallan Police College and Simon Keenan, now Leadership and Professional Development Manager of Police Scotland, since 2007. Initially offered a bespoke qualification funded by Strathclyde Police, officers are now encouraged to take individual responsibility for management development through recommended programmes. Through GCU’s work-based learning top up Degree, police officers are able to work on their personal and professional development and analyse organisational, change, people and quality issues in practice.

“Teaching is no longer a guru training his disciples. This is more of a partnership... The first thing the education system should ask each one of the students, particularly at the level the universities are at, is: what do you want to do as a human being?”

Professor Muhammad Yunus, Nobel Peace Prize winner and Chancellor of GCU

EMPOWERING INDIVIDUALS

INNOVATING FOR SOCIAL IMPACT

Glasgow Caledonian University, in partnership with the Mary Robinson Foundation for Climate Justice (MRFJC), has taken a global lead in creating a repository for the collection and collation of researched data within the increasingly crucial field of climate justice.

The Climate Justice Resource Hub provides a unique, reliable source of peer-reviewed materials on the socio-economic effects and human-centered implications of climate change, which will aid researchers, policy makers and practitioners who wish to learn from and use objectively assessed evidence, free from political bias.

GCU has collaborated and worked in partnership with a wide variety of agencies, institutions, NGOs and governmental bodies in research and development work, spanning Sub-Saharan Africa, South Asia, United States of America and the Caribbean.

“The application of a human rights based approach to the work of the Third Sector in Scotland will help ensure that we make rights ‘real’ for everyone.”

Professor Alan Miller, Chair of the Scottish Human Rights Commission

CLIENT CASE STUDIES

Created in partnership with the Scottish Council for Voluntary Organisations (SCVO), GCU’s MSc Citizenship and Human Rights is designed for professionals and volunteers in the third sector and public sector interested in, or working to promote the principles of human rights – including anti-discrimination, participative democracy, accountability and social responsibility. It gives those already working in the field of equalities and human rights the chance to gain accreditation for their work and skills whilst further developing knowledge and practical expertise in the subject.

Participants have included policy officers, social workers and learning and development managers from Glasgow City Council, CAB, Highlands and Islands Enterprise, the Association of Chartered Certified Accountants (ACCA), the NHS, the Scottish Consortium for Learning Disability, the Scottish Refugee Council, Glasgow Life and Alzheimer Scotland.

GCU has worked in partnership with Tulliallan Police College and Simon Keenan, now Leadership and Professional Development Manager of Police Scotland, since 2007. Initially offered a bespoke qualification funded by Strathclyde Police, officers are now encouraged to take individual responsibility for management development through recommended programmes. Through GCU’s work-based learning top up Degree, police officers are able to work on their personal and professional development and analyse organisational, change, people and quality issues in practice.
GCU and Transnet Freight Rail, South Africa’s largest freight rail company, have a five-year agreement for a significant capacity building programme in railway operations management. Following a pilot programme for a BSc Railway Operations Management running in South Africa, in the new five-year collaboration, Transnet will recruit 220 students per year to the programme.

The programme was designed by GCU’s Scottish Centre for Work Based Learning in partnership with the Institution of Railway Operators and was rolled out in South Africa in partnership with the University of Johannesburg.

“We know that we need to build on our operational competencies and collaborate with local and international service providers to access learning solutions that are world class. We expect our employees to go back and plough what they have learned and we think that this programme journey will change participants’ lives.”

Johannes Makhusha, Head of Transnet’s School of Rail

Fiona Stewart-Knight, Director of Business Academies at GCU, says: “This is a considerable project in the context of human capital development for Transnet and of significant scale for GCU. The South African Government are investing R300bn over the next 6 years in freight rail infrastructure (rail and rolling stock); our project is part of the corresponding activity in investment in people.”

Transnet Freight Rail is the largest division of Transnet, with approximately 25,000 employees throughout the country. It is a world class heavy haul freight rail company that specialises in the transportation of freight.

The company maintains an extensive rail network across South Africa that connects with other rail networks in the sub-Saharan region, with its rail infrastructure representing about 80% of Africa’s total. Transnet Freight Rail’s core business lies in freight logistics solutions designed for customers in industry based business segments such as mining, heavy and light manufacturing. By 2019, Transnet Freight Rail aims to increase its market share of container traffic from 79% to 92%.

In 2012, President Jacob Gedleyihlekisa Zuma, President of South Africa announced in his State of the Nation Address that Transnet would invest more than R300bn in infrastructure development to rejuvenate the economy, create jobs and address poverty and inequalities.

Of this amount, R201bn has been channelled to Transnet Freight Rail to expand its rail infrastructure to create capacity and increase cargo volumes. Through investment, Transnet Freight Rail will be able to optimise its capital portfolio, build a world class capital execution function and leverage capital procurement and localisation.

“We are working with a range of employers who recognise that Recognition of Prior Learning is important, not just in supporting their employees to gain the necessary qualifications they might need to upskill or reskill, but about embedding processes and enabling people to think about what they have learnt and how to apply that to enable employers to target their training provision more effectively.”

Professor Ruth Whittaker, Director of GCU Lead

This flagship talent management programme will result in significant capacity building and address critical needs in the South African rail industry.

UK Trade Commissioner Andrew Henderson
In the poorest parts of South Africa, a child’s story is a series of ‘ifs’. If a child is better nourished, if he can get healthcare, if she can have an earlier diagnosis; they may have a brighter future. Phelophepa is designed to address some of these ‘ifs’.

“This is an unparalleled opportunity for GCU students and staff to bear witness to the challenges of primary healthcare delivery in South Africa and to be part of an alternative and inspirational solution.”

Fiona Stewart-Knight, Director of Business Academies, GCU

GCU’s social mission ‘For the Common Good’ and emphasis on developing students to be global citizens will, in the year of the Glasgow 2014 Commonwealth Games, extend into a partnership with Transnet-Phelophepa (Phelophepa), a global flagship project of Transnet Soc Ltd., South Africa.

On the 20th anniversary of democracy in South Africa, Phelophepa will be supported by optometry students on placement from Glasgow Caledonian University’s Vision Sciences department in the School of Health and Life Sciences. The Transnet Foundation, which is the Corporate Social Investment unit of the South African Transnet Soc Ltd., is a formidable source of social investment contributing to nation-building and progress in South Africa.

The Phelophepa healthcare train project invests significant capital in addressing social inequality through the provision of healthcare by rail while increasing education and eliminating barriers to human progress.

“This is an unparalleled opportunity for GCU students and staff to bear witness to the challenges of primary healthcare delivery in South Africa and to be part of an alternative and inspirational solution.”

Fiona Stewart-Knight, Director of Business Academies, GCU

GCU is thrilled to be able to engage with the ethos, mission and values of Transnet through the Phelophepa project in delivering quality primary healthcare to South Africa’s neediest and rural communities. The initial five-year strategic partnership will seek to support Phelophepa through the provision of optometry, nursing and psychology students as clinical volunteers. This international clinical exposure will greatly enhance student practice and experience of working with communities as they work with up to 100 patients a day, supported by local translators and supervised by Transnet Foundation resident clinical staff. The partnership also creates opportunity for knowledge transfer and capacity building between the two organisations.

In many South African rural communities, there is often only a single doctor for every 5,000 people. Launched in 1994, the Phelophepa health train – the world’s first primary healthcare hospital on wheels – uses the existing rail network to make quality medical care an accessible reality for many of South Africa’s most remote communities. The name ‘Phelophepa’ combines elements of Sotho and Tswana and, roughly translated, means good, clean health – which is exactly what this travelling health clinic provides. It won the United Nations Public Service Award for excellence in public service delivery in 2008.

The Phelophepa Health Train has shown incredible growth since its humble beginnings as a three-carriage eye clinic. Today it boasts 18 fully refurbished and equipped coaches that provide facilities for health, oral and vision screening programmes, basic health education awareness and community counselling workshops. Through on-board clinic services and community outreach programmes Phelophepa impacts over 180,000 patients a year.

A second train, Phelophepa II, began operation in 2012 in the Eastern Cape. With both trains operating simultaneously, the extended reach of the primary healthcare offering enables potentially 360,000 patients to receive healthcare they would not have had access to before.

**PHLOPHEPA FACTS**

- Each train is operated by about 20 resident staff and 40 student volunteers.
- The student volunteers share their healthcare knowledge and skills with at least four community members per week and more than 2,300 community members are employed to work in the on-board train clinics each year.
- The trains have supplied primary healthcare to over 14 million people since 1994.
- Close to 600 volunteers, specially selected by their communities, are educated on general health each year.
Howden has a long tradition of working with its partners to co-create and present new educational programmes. This fresh approach is, however, surely the way to deliver the relevant education and expertise that industries need.

Professor Pamela Gilles, Principal and Vice-Chancellor at Glasgow Caledonian University

At GCU, we work with a broad client base, drawing upon academic expertise and research from across the University to ensure meaningful programme design. Many of our clients are in engineering and manufacturing, which employs millions of people in the UK. Working with organisations such as Scottish Engineering and Semta, we aim to help transform the skills and productivity of the people and employers who power the engineering and advanced manufacturing technologies sectors.

CLIENT CASE STUDIES

Howden is a global engineering company which designs, engineers and manufactures air and gas handling equipment, including industrial fans, process gas compressors and rotary heat exchangers.

In 2008, Howden aimed to revolutionise the approach it took to postgraduate engineering education and training by investing in its people to attract and retain the best engineers from around the world, strengthening the company’s position as a global force in engineering innovation.

The company partnered with GCU to provide its engineers with the knowledge, skills and experience of its own senior engineering staff together with the teaching expertise and world-class learning facilities at GCU.

The Howden Academy is an international postgraduate programme hosted by GCU. In the last five years it has delivered specialist operational training to hundreds of the company’s engineering graduates.

In the past, Howden’s new engineers have been trained largely ‘on the job’ by colleagues and supervisors. However, the rapid recruitment of large numbers of new engineers required a different approach to training. Howden Academy helps the company to attract and retain the very best engineers. It provides new personnel with the fastest possible route to full productivity and allows them to quickly start making a genuine contribution to the company’s activities.

GCU lecturers from the School of Engineering and Built Environment are fully involved in the preparation of the teaching materials, enabling Howden Academy to use the best techniques available. Training methods draw on traditional classroom work and e-learning supported by comprehensive notes and materials, delivered in manageable modules on campus.

Howden has now extended its innovative method of postgraduate staff training to the customers, agents, consultants and other individuals who work with its wide range of products.

The ‘Developing Excellence through Partnership’ programme extended the Howden Academy’s specialist engineering classes to a range of well known internationally recognised companies and global partners.

The ClydeUnion Pumps Academy exists to help maintain ClydeUnion Pumps position as a leading provider of specialised pumping solutions, by realising the potential of employees and raising skills and expertise to an advanced level of capability.

ClydeUnion Pumps joined forces with GCU to launch a bespoke Masters in Leadership and Management for the Manufacturing Sector, for delivery through the ClydeUnion Pumps Academy. ClydeUnion Pumps, an SPX Brand, is one of the world’s leading pump companies - a centre of excellence in pump technology, hydraulic design and engineering.