

# Make the future **yours**



**Retail Leadership  
Degree Apprenticeships**

**Kingston  
University**  
London



**More to Value.**



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# A Lidl bit about us

**You already know Lidl for our amazing quality products at low prices, but have you ever wondered how we got here?**

Since establishing itself in Great Britain in 1994, Lidl GB has experienced continuous growth and today has over 35,000 employees, over 980 stores and 13 distribution centres in England, Scotland and Wales.

As part of the Schwarz retail group, Lidl is one of Europe's leading organisations in the food retail industry. The supermarket, which has more than 382,400 employees globally, currently operates around 12,600 stores and more than 230 logistics centres and warehouses in 31 countries.

The supermarket takes pride in providing its customers with the highest quality products at the lowest possible prices throughout Great Britain, from Kirkwall to the Isle of Wight.

As the fastest-growing supermarket in Great Britain, we take pride in the sustainable growth we've achieved. It's this growth that's kept us delivering on our promise. It's this growth that continues to open up exciting opportunities for talented people like you.



# About our apprenticeship:

**Step into our world.**

At Lidl, we believe in nurturing talent and providing opportunities for ambitious people just like you. That's where our Retail Leadership Degree Apprenticeship comes in.



## **More than just a job, it's a launchpad for your future.**

Our Degree Apprenticeship is designed to do more than just teach you the ropes. We'll equip you with the skills and knowledge you need to build a successful career in retail. Imagine yourself running your own Lidl store in four years – that's the kind of potential we see in our apprentices.



## **Learning on the job and beyond.**

You'll gain hands-on experience working alongside our store teams, mastering everything from customer service and stock management, to operational excellence.

But that's not all. We'll also provide you with dedicated off-the-job training, delivered in partnership with Kingston University. Within four years, you'll have developed a deep understanding of the retail industry and our operations, alongside your well earned Retail Leadership Degree qualification.



## **You'll always earn while you learn!**

You'll start on salary of **£27,040 per year**. Over the course of your apprenticeship as you work your way up through our store roles, your pay will increase to reflect the position you work in. This means by the end of your fourth year as Store Manager-in-Training; your salary will be at least **£37,333 per year**.



## **You've got a bright future ahead.**

Ready to unlock your potential? Read on to find out everything you need to know about our exciting Degree Apprenticeship programme.



# Welcome to Kingston University

**At Kingston University we'll encourage you to challenge perceptions and perspectives, and be problem solvers and influencers, to get the best out of yourself and others.**

As digitalisation and Artificial Intelligence advances impact the business environment and change continues to affect our future, we prepare you to have an enterprising mindset to embrace potential opportunities.

We're passionate about enhancing your life chances by helping you make the most of learning opportunities and equipping you with the Future Skills and knowledge needed in the 21st century's demanding workplace.

At Kingston we see diversity as a strength. We value the rich variety of backgrounds, identities and experiences our staff and students bring to the university.

If you're looking to pursue an undergraduate level degree while gaining a head-start in your chosen career, our exciting Degree Apprenticeship programme provides an excellent platform. Apprenticeships are based on occupations recognised by employers which combine paid work with study. You'll earn a salary while you learn – with no tuition fees to pay.

In 2021, our Apprenticeships were rated 'good' by Ofsted. Our Apprenticeship programmes are a combination of 80% on-the-job training and 20% learning, training or study. They focus on work-integrated learning, developing and underpinning knowledge, professional competencies, and skills that you and your employer need.

You'll have the opportunity to obtain a Retail Leadership Degree from Kingston University while you continue to gain practical experience in your workplace, allowing you to apply everything you've learnt in the classroom to real-life situations in your workplace and apply learning at work in the classroom.



**Top 10 University in the UK  
for social mobility**

(Institute for Fiscal Studies/  
Sutton Trust/DfE 2021)



**Race Equality Charter Award  
holder since 2015**



#### **Gold standard Education**

Teaching Excellence Framework (TEF),  
recognising that our learners experience  
and outcomes are typically outstanding



**Kingston Business School has been awarded a triple accreditation which includes the prestigious international accreditation from the AACSB, EFMD and AMBA, and many courses are also accredited by professional bodies**



# Retail Leadership Degree Apprenticeship (Integrated)

|                                |                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Degree Apprenticeship Standard | ST 0547 Retail Leadership                                                                                                                                                                                                                                                                                                                        |
| Awarding Institution           | Kingston University                                                                                                                                                                                                                                                                                                                              |
| Award                          | Retail Leadership Degree Apprenticeship, including BSc (Hons)                                                                                                                                                                                                                                                                                    |
| Tuition fee                    | Fully funded by Lidl through the Apprenticeship levy (zero cost to you)                                                                                                                                                                                                                                                                          |
| Entry Requirements*            | <ul style="list-style-type: none"> <li>• Meet Lidl’s employment entry requirements</li> <li>• Aged 18 or older</li> <li>• Have the right to reside in the UK until the end of the proposed Apprenticeship including End Point Assessment (EPA)</li> <li>• Maths and English at level 2 or above (GCSE grade 4, or previously grade C)</li> </ul> |
| Mode of Study                  | Online seminars to accommodate shift patterns and learners situated in different geographic locations, self-guided learning, lectures, reading, exercises and work-based learning. The only exception is the first teaching block, which is in person, at Kingston Business School.                                                              |
| Duration                       | 4.5 years, including End Point Assessment (EPA)                                                                                                                                                                                                                                                                                                  |
| Assessment method              | No Exams. Assignment based assessments including reports, case studies, presentations, skills e-portfolio, and EPA.                                                                                                                                                                                                                              |
| Start-date                     | September 2026                                                                                                                                                                                                                                                                                                                                   |

\* At Kingston University we recognise that every person’s journey to Higher Education is different and unique, and, in some cases, we may take into account other non-standard pathways onto University level study.



- Aims of the Course will develop your skills so you can:**
  - ✓ pursue a graduate level career in the sector
  - ✓ prepare as a future retail leader to face the challenges of leading in a dynamic retail environment
  - ✓ apply critical thinking to challenge and innovate
  - ✓ plan and execute a work-based project
  - ✓ develop a passion to work and progress in the retail sector

## Learning Outcomes:

|                                           |                                   |                                        |
|-------------------------------------------|-----------------------------------|----------------------------------------|
| <p><b>Knowledge and Understanding</b></p> | <p><b>Intellectual Skills</b></p> | <p><b>Subject Practical Skills</b></p> |
|-------------------------------------------|-----------------------------------|----------------------------------------|

|                                                                                                                                                                                                              |                                                                                                                                                             |                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| ✓ Explain and critically evaluate complex retail business environments                                                                                                                                       | ✓ Use data to identify and solve unstructured business problems, and make evidence-based decisions                                                          | ✓ Implement current and emerging digital and technological solutions                    |
| ✓ Communicate an in-depth knowledge and understanding and of the key functional business areas within retail                                                                                                 | ✓ Use an enterprising mindset to create value across the organisation.                                                                                      | ✓ Identify business opportunities and make a difference                                 |
| ✓ Apply a detailed and critical understanding of how retail business elements interrelate and affect overall organisational performance                                                                      | ✓ Interpret, analyse, evaluate and draw inferences from business information and other relevant information sources to aid decision making in the workplace | ✓ Work effectively in diverse environments, and with others and get things done         |
| ✓ Apply a critical awareness and understanding of current issues of global concern such as sustainability, ethics, social responsibility and technology and how these relate to contemporary retail practice | ✓ Use relevant critical or creative skills to deal with management problems and issues to produce recommendations for decision and subsequent action        | ✓ Conduct and present themselves in a professional manner appropriate for the workplace |

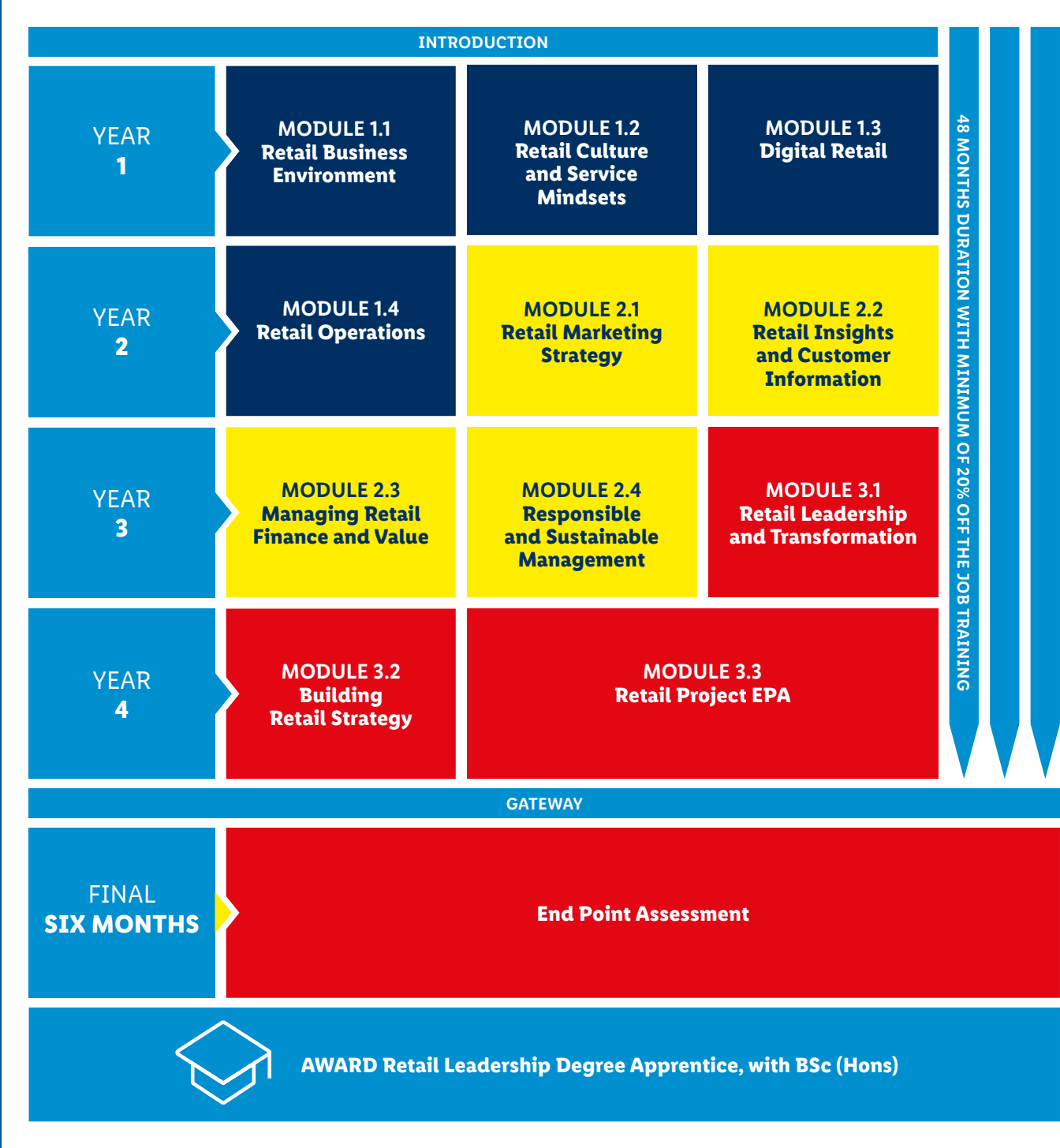


# Gain **Future Skills** with your Degree Apprenticeship

In addition to the programme learning outcomes, Kingston University has identified nine attributes it will instil in its future graduates:

- ✓ creative problem solving
- ✓ digital competency
- ✓ being enterprising
- ✓ having a questioning mindset
- ✓ adaptability
- ✓ empathy
- ✓ collaboration
- ✓ resilience
- ✓ self-awareness

It aims to ensure that you will be able to demonstrate the full set of attributes in a variety of contexts by the time you graduate, to boost your ability to make a meaningful contribution in the workplace and wider society. These essential future skills are integrated throughout your apprenticeship.





### How apprentices will learn on this programme

Lectures will be online and pre-recorded, allowing apprentices to study at their own pace within the academic deadlines and adaptable to work. Seminars will be real-time online sessions with a tutor, which will be interactive with a high degree of problem-solving and activity-based exercises, with opportunity to work in small peer groups.



# Level 4 Modules

## 1.1 Retail Business Environment

☆ 30 CREDITS

🕒 YEAR 1

This module introduces apprentices to the retail sector and seeks to embed the beginnings of a strong foundation of knowledge. Consideration is given to the external context in which retail organisations operate and introduces the concept of the retail journey ('from farm to fork').



## 1.3 Digital Retail

☆ 30 CREDITS

🕒 YEAR 1

The shift from 'bricks to clicks' has rapidly changed the retail landscape in recent years, leading to a proliferation of new opportunities and complexities associated with the advent of the omni-channel. The key focus of this module is to introduce the concepts and principles associated with the digitisation of the retail sector.



## 1.2 Retail Culture and Service Mindset

☆ 30 CREDITS

🕒 YEAR 1

This module introduces core topics and concepts of experience and service management, which are critical to the development of a positive and successful retail business culture. This includes the behaviour and management of people in work situations, customer interactions, and stakeholder relationships.



## 1.4 Retail Operations

☆ 30 CREDITS

🕒 YEAR 2

The retail supply chain has developed in recent years to become a dynamic ecosystem, accounting for the optimum movement of goods from the point of production through to the point of consumption (from 'farm to fork'). Technological advances have opened-up retail supply chains to consumer influence and concerns, as well as the onset of internationalisation, 'just in time' approaches and e-commerce.





# Level 5 Modules

## 2.1 Retail Marketing Strategy

☆ 30 CREDITS

🕒 YEAR 2

The module will enable future Retail Leaders to understand and develop marketing plans for the medium to long term, aligned to corporate objectives, brand values and consumer needs.



## 2.3 Managing Retail Finance and Value

☆ 30 CREDITS

🕒 YEAR 3

This module introduces knowledge and application of the principles and key techniques of management accounting. It will support future Retail Leaders in planning, controlling and monitoring performance as part of their professional role.



## 2.2 Retail Insights and Customer Information

☆ 30 CREDITS

🕒 YEAR 2

What makes a product attractive to a consumer when they see it instore on a shelf or online? This module will take a closer look at consumer motivations and behaviours and how this has a direct impact upon product choices, ranges, merchandising and store / online formats.



## 2.4 Responsible and Sustainable Management

☆ 30 CREDITS

🕒 YEAR 3

We live in an uncertain world. Uncertainty brings both opportunities and challenges. In the business world, organisations are grappling with the challenges of sustainability, social responsibility, wellbeing and diversity and inclusion as key aspects of corporate strategy. This module will explore and consider these topics and the impact on Future Leadership.





# Level 6 Modules

## 3.1 Retail Leadership and Transformation

☆ **30 CREDITS**

🕒 **YEAR 3**

This module will equip future Retail Leaders with the tools and skills required to operate in complex and rapidly changing environments. It will prepare Retail Leaders of the future to sense disruption and change and to create an organisation that is able to respond accordingly.



## 3.3 Retail Project EPA

☆ **60 CREDITS**

🕒 **YEAR 4 + EPA**

In this module, apprentices will have the opportunity to integrate and apply their skills and knowledge accumulated from the programme so far into a 60-credit module that is focused upon preparation for undertaking and delivering an individual End Point Assessment (EPA). The EPA is required in order to complete the apprenticeship programme.

The purpose of this module is to ensure apprentices have the tools and techniques to propose and articulate a suitable work-based project, undertake a literature review, design a suitable data collection methodology, collect, analyse and present research findings, conclusions and recommendations.

## 3.2 Building Retail Strategy

☆ **30 CREDITS**

🕒 **YEAR 4**

This module takes a contemporary perspective on the retail landscape and seeks to equip future Retail Leaders with the skills and knowledge to lead and manage retail strategy development and operations in a fast-changing and technology driven world. This includes review of the use of AI in delivery and fulfilment as well as using data and AI tools to predict the behaviour of customers.



## ★ End Point Assessment (EPA)

**Demonstrate your Knowledge, Skills and Behaviour**

A critical part of this programme is the EPA.

Throughout the apprenticeship programme, you will be made aware of the EPA requirements and will collate supporting evidence to demonstrate your applied Knowledge, Skills and Behaviours.

The final Level 6 module is dedicated to preparing you for the EPA following which you will transition to the gateway with a robust and comprehensive project plan for onward completion during the EPA period, lasting up to six months.





# Entry Requirements Kingston University

Kingston University uses a range of entry requirements to assess an applicant’s suitability for our courses. Most course requirements are based on UCAS Tariff points, usually stipulated as a range, and are sometimes coupled with minimum grades in specific relevant subjects. We may also use interview, to assess an applicant’s suitability for the course. We recognise that every person’s journey to Higher Education is different and unique and in some cases we may take into account work experience and other non-standard pathways onto University level study.

| Additional requirements include:                                              |                                                                                        |                                                                               |
|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| ✓ Maths and English at level 2 or above (GCSE grade 4, or previously grade C) | ✓ Right to reside in the UK until the end of the proposed Apprenticeship including EPA | ✓ Non-UK applicants must meet the University’s English language requirements. |

## Delivery Model

This course has been designed to develop future retail leaders with a strong business knowledge of the retail industry and appropriate skill set for transition to leadership roles within Lidl. Modules have been developed to co-exist alongside workplace learning and skills development for each apprentice.

Teaching and learning will be delivered remotely using a series of online pre-recorded lectures, tutor led real-time online seminars, and additional guided eLearning activities such as reading, case studies and self-test quizzes. The only exception is the first teaching block, which is in person, at Kingston Business School, and includes an induction to the course and University.

## Comprehensive Support Services

The Retail Leadership Degree Apprenticeship is a demanding course, both personally and academically. Most apprentices on the programme are entering higher education for the first time and the combination of work, study and personal family commitments can be challenging.

It’s important to us that you have the tools you need to succeed, both academically and personally. At Kingston, you’ll be treated as an individual and will be supported by a strong community. Our friendly teams are here for you from the moment you arrive, providing expert advice and guidance to ensure you’re well looked after and can make the most of your apprenticeship experience.

# Support Services

The following people provide ongoing support and guidance to apprentices:



**Module leader and teaching team:** are the primary source for academic support and assignment supervision. They coordinate tutorial support and ensure appropriate feedback is provided.

**Personal Tutor:** Every apprentice has their own personal tutor and regular opportunities to meet with them one-to-one providing support, guidance, and encouragement. They will be on hand to answer any questions about your academic studies and signpost you to further support.

**Skills Coach:** are assigned to each apprentice at the start of their journey. They facilitate quarterly review meetings, together with the apprentice and their workplace mentor to review progress, support work-based learning opportunities and in the preparation and readiness for the End Point Assessment (EPA).



**Workplace mentor:** Appointed by the employer to support the apprentice gain workplace learning needed to meet the requirements of the apprenticeship.



**Buddy system:** Learners are encouraged to form small peer groups to provide an informal support network.

In addition, Kingston University provides services such as:



**Information Centre:** We have a single point of contact for all our student services to help with library and course support queries and give general advice on money, accommodation, visa issues, disability support and student funding or refer you to the right person.



**Academic Skills Centres:** Self-referral drop-in centres staffed by specialist academic support lecturers who provide small group and one to one support.



**IT support:** The University uses Canvas as its virtual learning environment which provides a versatile, interactive learning platform. Canvas has its own dedicated 24-hour support available to learners.



**Access to world-class learning resource centres (LRC), online learning (library) facilities and other learning support.**



**Qualified disability advisor:** Provide guidance on reasonable adjustments and support for the apprentice and advises academic staff.



**Confidential counselling and pastoral support:** Including mental health support services.



# Graduation

## Celebrating your success

On successful completion of the End Point Assessment, you will be awarded with a Retail Leadership Degree Apprenticeship, including a BSc (Hons). You will be invited, by Kingston University, to attend a graduation ceremony to celebrate your amazing achievement, together with your friends, family, and work colleagues.



## A message from Lidl

“We’re delighted that you are considering our Degree Apprenticeship programme! For us, this isn’t just an educational programme; it’s a partnership designed to launch you directly into a rewarding and impactful career. Lidl’s future success is grounded in our internal talent, and we can’t wait for you to join us and see where your journey will take you!

We have worked hard in collaboration with Kingston University to create a programme, that not only provides you with a degree from a world class Business School, but also gives you hands-on responsibility from day one. The programme is built on the belief that real achievement comes from getting stuck in and taking ownership, and so you’ll be a core part of the team, with meaningful responsibilities and opportunities to drive store success.

As a fast-paced business, we know that our best results come from collaborative work, where every voice is heard and valued. Throughout your journey, your structured training plan will help you build the right skills to master each of the roles that make our stores operate like clockwork: from the practical elements of providing outstanding customer service and stock management, to discovering your leadership style on topics such as managing shifts, delegating, communicating effectively, and driving store performance.

We can’t wait to meet you, and to see the unique perspective and drive you will bring to our team. Whilst this journey will have its challenging days, we are fully committed to supporting your development every step of the way, providing the guidance and resources needed for you to thrive.

Your apprenticeship adventure is about to begin, and we are incredibly excited to welcome you into our team!”



**Carina Werner**  
*Head of Department  
for Talent Development  
and Learning.*



# Ready to take on the challenge and kick start your career?

Find out more and apply today.

[lidlcareers.co.uk/degree-apprenticeships](https://lidlcareers.co.uk/degree-apprenticeships)



**More to Value.**