

You've got
big
ambitions.

You're Lidl like us.

In partnership between
Lidl and Kingston University

**Retail Leadership
Degree Apprenticeship**

**Kingston
University**
London



Contents

- 4. **About Lidl**
- 6. **Welcome Kingston University**
- 8. **Retail Leadership
Degree Apprenticeship**
- 10. **Gain Future Skills**
- 11. **Apprenticeship Programme**
- 12. **Level 4 Modules**
- 14. **Level 5 Modules**
- 16. **Level 6 Modules**
- 18. **Entry Requirements**
- 19. **Support Services**
- 20. **Graduation**
- 21. **Message from Lidl**



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?

We're part of The Schwarz Group, the world's largest retail group operating in 32 countries with a turnover of €154.1 billion and over 575,000 employees. This sets us apart from other British supermarkets, allowing us to use economies of scale to provide savings to customers and facilitate market access – both locally and internationally – for suppliers.

At Lidl GB, we're committed to our people, producers, and the planet, and aim to be first choice for all. It's what gives us our purpose each and every day. Our first store opened in 1994, and since then we've expanded to over 960 stores and 14 regional distribution centres across Great Britain, employing over 32,000 people.

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:

Lidl grads. Big futures.

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 from **£26,520 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. You're Lidl like us.

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

Welcome 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.

Kingston Business School



**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"> • Meet Lidl's employment entry requirements • Aged 18 or older • Have the right to reside in the UK until the end of the proposed Apprenticeship including End Point Assessment (EPA) • Maths and English at level 2 or above (GCSE grade 4, or previously grade C)
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 2024

* 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.



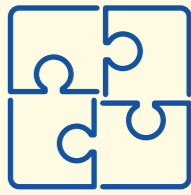


Aims of the Course will develop your skills so you can:

- ✓ 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:

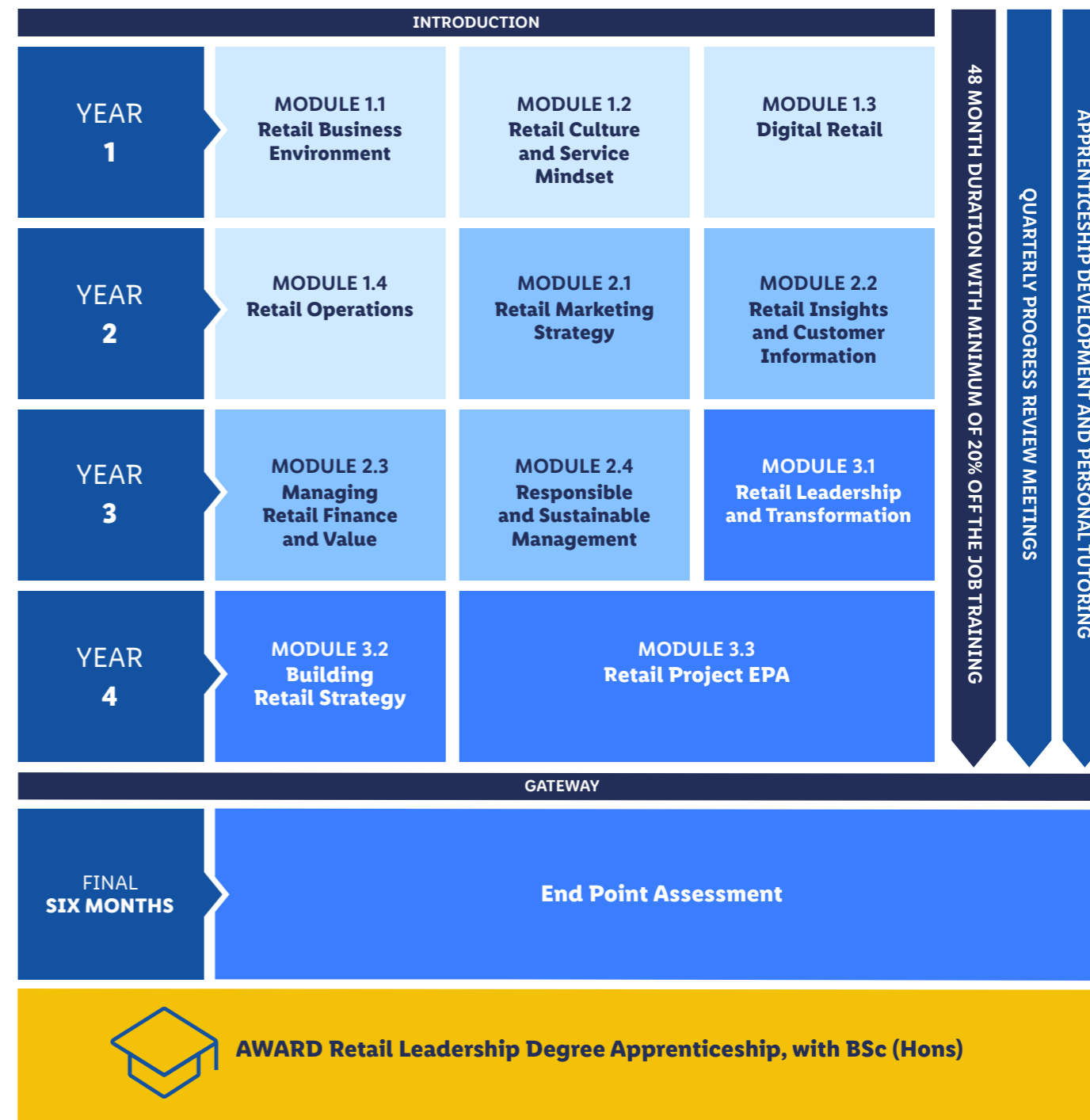
 Knowledge and Understanding	 Intellectual Skills	 Subject Practical Skills
✓ Explain and critically evaluate complex retail business environments	✓ Use data to identify and solve unstructured business problems, and make evidence-based decisions	✓ Implement current and emerging digital and technological 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').



1.2 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.

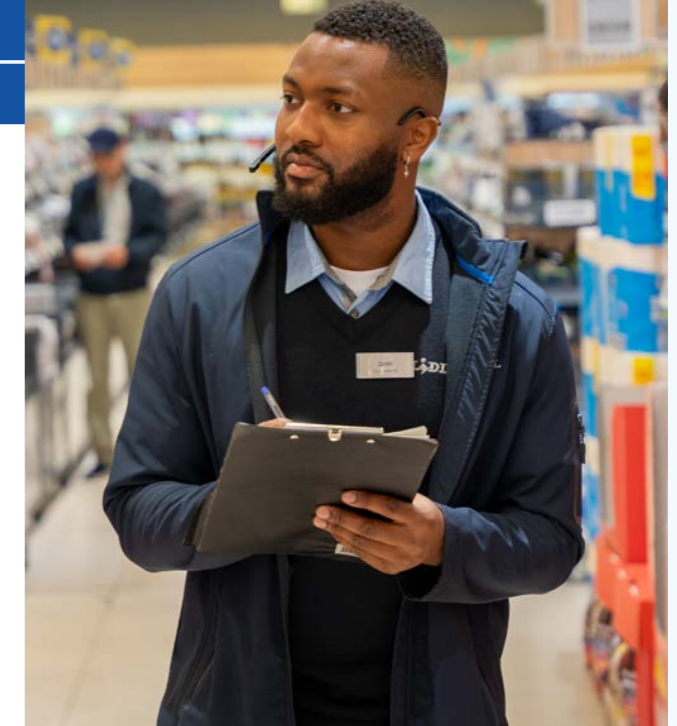


1.3 Digital Retail

☆ 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.



1.4 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 internationalization, '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.



2.2 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.



2.3 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.



2.4 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.



3.2 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.



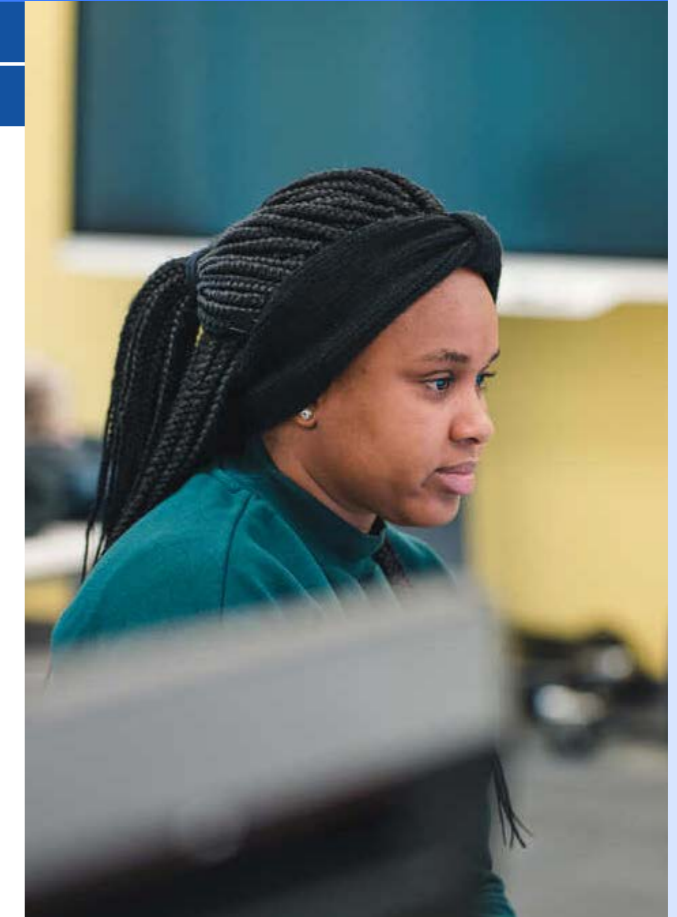
3.3 Retail Project EPA

☆ 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.



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.

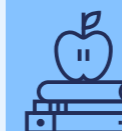


Buddy system: Learners are encouraged to form small peer groups to provide an informal support network.

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



At Lidl, we're passionate about unleashing the potential within each and every one of our team members. As you step through our doors, you can look forward to a journey brimming with opportunities for growth and success.

Enter our exciting new Degree Apprenticeship programme, not merely to acquire skills, but to ignite your inner leader and blaze a trail of greatness. At Lidl leadership isn't confined to a mere title; it's a dynamic mindset we cultivate together. With unwavering support and cutting-edge resources, we'll propel you towards your degree while nurturing the essential qualities of a visionary leader, primed to lead your own team and manage your own store.

If you're poised to seize the reins of your potential, I urge you to take up the boundless possibilities our programme presents. The future of Lidl shines brightly, shaped by the vanguard of tomorrow's leaders. Are you ready to embrace your role in sculpting this future?

Alistair Cumming

Head of Talent for Lidl GB

**Ready to take on the challenge
and kick start your career?
You're Lidl like us.**

Find out more and apply today.

lidlcareers.co.uk/degree-apprenticeships



In partnership between
Lidl and Kingston University

**Kingston
University**
London

