

Appendix C: Detailed timeline for STPA development work

	Date	Activity
1	25 May 2017	Investment case (RI) for STPA submitted for STEM Faculty approval with help from E&I School Administrator. ASTiP staff met with STEM, FBL and E&I Board of Studies staff over February-March 2017 to scope out a possible Level 7 Apprenticeship to be offered on the back of the very successful STiP PG programme. Submission was based on findings from eSTEEeM-1 (2013-16) for a funding stream separate from, though related to, work with eSTEEeM-2 (2017-18). Funding for investment was approved. In the Spring of 2017, the ASTiP Group organised and hosted a meeting at Walton Hall to explore the potential of a degree apprenticeship (including some key externals/employers). The OU was encouraged by externals and those present to proceed. With the full support of the HoS, the Director of Teaching for E&I Board of Studies (BoS) and STEM Associate Dean for Curriculum, the ASTiP Group pushed ahead.
Objective 1: Establishing the STP Standard for UK Government approval		
2	June 2017	The Group commissioned background research to underpin the initiative (undertaken by STiP AL Mike Walker beginning June 2017) and a case was prepared for BDU and Faculty. The Group was further encouraged to proceed. The Group carried out a small marketing campaign, through mailings and LinkedIn networks, to contact employers (some of whom alumni) to propose the establishment of a Systems Thinking apprenticeship Trailblazer group (TBG) and identify a potential chair.
3	18 Oct 2017	TBG Workshop 1. (RI with PR) The first meeting was designed, organised and hosted by the OU ASTiP Group in October 2017 in London. Explored systemic desirability and feasibility of developing TBG. Hosted at SCIE (Social Care Institute for Excellence), London with large group of STiP alumni and ASTiP colleagues. A Trailblazer group (TBG) was formed and a Chair established (Carlton Brand, Wiltshire County Council). An experienced STiP alumnus, Bryan Hopkins was recruited to facilitate this and the early TBG meetings. This work was supported through a faculty funding allocation in 17/18 (£32k) and subsequently through the E&I School budget.
4	24 Nov 2017	TBG Workshop 2. (RI with BH) Bristol City Hall. First gathering of potential TBG members with Institute for Apprenticeship (IfA) Liaison
5	31 Jan 2018	TBG Workshop 3 (MR with BH) Stockport. Exploring terms of reference for TBG under guidance from IfA Relationship Manager. First draft of ideas for STPA emerging from 2 workshops (RI with MW, PR, and BH) presented to TBG on 15 Feb
6	27/28 Nov 2018	TBG Workshops 4 and 5 (MR) on consecutive days in London (Lankelly Chase offices) for progressing and agreeing on L7 STP Knowledge, Skills, and Behaviours (KSBs)

7	19 March 2019	TBG Workshop 6 (MR) OU, Walton Hall Design of EPA (End Point Assessment) with other potential providers including Jeremy Hilton (Cranfield), Ian Cammack (Lancaster), Abraham George (Kent) and new Chair of TBG (John Rogers)
8	Dec 2019	EPA approved by IfA
9	May 2020	Systems Thinking Practitioner Standard approved by UK government for delivery, with funding band £18,000/apprentice. Formal approval by the UK Govt marked the first example of professionalisation of STIP - nearly 50 years after the OU first began providing Systems education (1971) Employers involved in creating the standard include: Wiltshire Council, Six Ideas, British Telecom, DSTL, First Response Finance, Fractal, Gloucester City Council, Greater Manchester Police, HMRC, Lloyds Bank, LB Barking and Dagenham, Ministry of Defence, OECD, Philip & Finch (UK) Ltd, Practical Action, Public Service Transformation Academy, RedQuadrant, Reinventing Work SW, Sky, Talik and Co.
Objective 2: Systems Thinking Practitioner Apprenticeship (STPA) OU provision		
10	Nov. 2019	Apprenticeship market strategy (owned by BDU) updated in the Strategic Vision for Apprenticeships Discussions with BDU to complete the Opportunity Review and Investment Case (ORIC) business case for presenting a STPA Natalie Foster recruited as new Lecturer with ASTiP with particular remit towards working with STPA development including development of ORIC.
11	Dec. -plus 2019	Series of desktop research, meetings (including workshops), email exchanges and conversations to explore development of OpenBox , and Microcredentials as means of providing further workbased STiP modules. Discussions with colleagues from Engineering (Alec Goodyear) on experiences associated with translating residential school material T176 /T276 to online group provision – Exceptional Practical Learning Activity (EPLA) due to Covid-19 – as guidance for developing proposed TB873 (Professional team learning with STiP)
12	Aug. 2020	Interviews: It was agreed that the ASTiP group would carry out an employer engagement research exercise in order to determine the potential market for this product. The ASTiP group worked closely with BDU to bring their staff up to speed on scope and the potential market for STP. Work proved very effective with BDU very positive about the potential.
13	1 Sept. 2020	E&I BoS approved Opportunity Review and Investment Case (ORIC). Proposal included suggested temporary 3-year appointment of extra staff member to assist with development, and possible addition of new module TB873 (provisionally named ‘professional team working with STiP’)
14	2 Sept. 2020	ORIC STPA considered by Scrutiny Group and not approved due to concerns about resourcing and misrepresentation of data on costings. With resubmitted data, Chair of SG satisfied on investment case, but no immediate funding

		available for new investment. Proposal was resubmitted to Faculty Management Committee through Exec. Dean and AD Curriculum. MC could not support funding. In particular concerns expressed regarding the levels of curriculum management support required. Academic support covered by approved workplan submissions from Natalie Foster and Magnus Ramage.
15	Oct.- plus 2020	Since October several measures undertaken to explore alternative sources of funding. These include: ...FBL collaboration (Head of School) ...Cranfield collaboration (Exec Dean) ...development of Microcredentials (funded by FutureLearn rather than Faculty) instead of Faculty owned TB873 ...internal Apprenticeship levy: OU professional development (University Secretary) ...Investment partnership possibilities involving STiP alumni (RI with Associate Dean External relations; particularly with Lankelly Chase) ...possibility of taking case beyond Faculty to VCE for special circumstances These different pursuits are not exclusive but possibly complementary.
<i>Postscript to eSTEE M Workstream 2 (and 3)</i>		
16	June plus 2021	STPA given go-ahead for Faculty resourcing through advice from University Secretary Dave Hall to Exec. Dean (STEM). See Table 3 <i>Postscript</i> .