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Supply
Chain

Transport
Planning

Rail

Active
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The Chartered Institute of
Logistics and Transport (UK)

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railway

Facing challenges
in the South West

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NOVUS

Inspiring Tomorrow's Supply Chain Professionals

NOVUS: inspiring tomorrow's supply chain professionals

- Since its launch in February 2013, the NOVUS Trust has made excellent progress with the development of a new industry-backed scheme designed to attract and develop new talent to meet the future needs of our profession.

NOVUS was developed in partnership with the University of Huddersfield and CILT, and is supported by prominent retailers, manufacturers and logistics organisations. Through the scheme, young people will study for a specialist degree in logistics and supply chain management secure in the knowledge, that on successful graduation, they are guaranteed graduate employment with a leading employer.

Andy Kaye, Chair, NOVUS Trust, and one of the architects of the scheme, explains: 'It's about attracting and developing the future leaders that this industry needs. Too often, high-calibre young people choose to study other subjects, unaware of the excellent career

prospects that our industry offers. The students will benefit, and companies in the scheme will have a new pipeline of talent equipped with the knowledge and skills necessary to succeed.'

NOVUS is backed by 23 leading companies; B&Q, United Biscuits, Sainsbury's, DHL, BiS Henderson, Premier Foods, Hoyer, Network Rail, Travis Perkins, Lafarge-Tarmac, Cummins, Arla Foods, Clipper, Hermes, Smiths News, Brakes, Unipart Logistics, Lloyd Fraser, Palletways, Dixons Retails, ASOS, Uniserve and Wincanton.

Following a company-led selection process, successful students will study for a four-year sandwich course leading to a BSc (Hons) in Logistics and Supply Chain Management at Huddersfield. The degree course will be funded by student fees, financed through the student loan system in the usual way. In addition, the NOVUS Trust and its sponsoring companies will provide a range of valuable benefits and opportunities.

During the course, students will have a company mentor, participate in industry-led seminars and site visits, and study for additional professional qualifications, as well as enjoying paid vacation and sandwich-year placements with leading employers. Most importantly, the NOVUS Trust will guarantee an offer of graduate employment with one of the supporting companies on successful completion of the programme. To qualify for the guarantee, students will need to graduate with a 2.1 degree, gain additional professional qualifications and achieve satisfactory references from the company mentor and the personal tutor at the university.



Course structure: overview

Year 1	<p>Develops a sound understanding of the business environment and key business functions (marketing and innovation; economics; commercial management; organisations and people)</p> <p>Develops business skills (PC; statistics; team work; communication/presentation, academic)</p> <p>Introduces logistics and supply chain management (scope; concepts; foundation level understanding of principles of logistics management)</p> <p>Student initial work experience through three-month summer placement</p>
Year 2	<p>Develops understanding of supply chain management through four interlinked modules designed around plan/source/make/deliver elements of the supply chain (planning techniques for logistics and transport; sourcing; manufacturing/operations management; physical logistics management)</p> <p>Develops understanding of HR/IR management and key employment legislation (human resource management)</p> <p>Project/Quality Management</p> <p>Elements of applied management accounting embedded in second year modules (budgeting, costing, capital investment appraisal)</p> <p>Quantitative methods focus in Planning techniques module</p>
Year 3	<p>Industrial placement (12–14 months)</p>
Year 4	<p>Strategy and leadership (strategic management, leadership theory and industry guest speakers)</p> <p>Strategic supply chain management: reintegrating supply chain elements with a strategic and global focus</p> <p>Supply chain modelling (extends depth and complexity of Year 2 Planning techniques module, including use of industry software)</p> <p>(R)etail and manufacturing logistics (application of advanced logistics management theories, systems and processes)</p> <p>Industrial project (research project on current industry issue)</p>
Additional NOVUS Trust funded content	
Year 1	Language option + Computer Driving Licence (ECDL)
Year 2	Language option + any two from: Prince 2; CPC; NEBOSH; ISO lead auditor



David Leach, Senior Lecturer and NOVUS Programme Leader, Logistics, Transport & Tourism, University of Huddersfield

Table 1

Programme content

A collaborative approach has been taken to the design of the new programme, with extensive consultation between the NOVUS Trust, supporting companies and the university. It has been engineered to provide the skills and capabilities needed to help shape the future of our profession, to be attractive to young people and to be academically rigorous – see Tables 1 and 2.

Students will learn how leading companies organise and manage the planning, sourcing, manufacturing and physical logistics of their supply chains to ensure business success, gaining unique insights into operational and strategic supply chain theory and practice. Throughout, there will be a twin focus on relevant theory and application, with industry-led sessions exploring practical application through company case studies.

NOVUS requirement

Year 4	Supply and leadership	Strategic supply chain management	(R)etail and manufacturing logistics	Supply chain systems and modelling	Industrial project	PDP/mentoring			
Year 3	Placement year								
Year 2	Human resource management	Project and quality management	Planning techniques for logistics and transport	Sourcing	Manufacturing/operations management		Physical logistics management	Language option	+ Qualification Prince2/Nebosh/ Iso auditor/ CPC (2 from 4)
Year 1	Organisations and people	Commercial management	Economics	Marketing and innovation	Principles of logistics		Business skills	Language option	+ Qualification ECDL
	HR/leadership	General business	Subject content	Skills					

Table 2

In the first year, students develop an in-depth understanding of business and the business environment. There will be a focus on developing professional and academic skills and exploration of the role of logistics and supply chain management in business success.

Through the second year, students will gain a detailed understanding of the key elements of the supply chain, along with the importance of integrating these activities. Analytical and project management skills will be refined and students will learn how companies embed quality into their products and services. There will be a focus on people management skills and extended understanding of how effective human resource management contributes to business performance.

The third year will be spent on placement in a salaried position with a leading NOVUS employer, gaining experience in the workplace in a role within the supply chain.

On return to the university in the final year, there will be a focus on global, strategic and advanced aspects of logistics and supply chain management and students will learn from industry leaders how to develop effective leadership skills. There will be a major industry-based project, investigating a current issue or challenge affecting business performance.

In addition to the university degree course, students will study for additional and relevant professional qualifications, which include Computer Driving Licence,

Prince2 Project Management, a Certificate of Professional Competence in Transport Management and health and safety qualifications – see Figure 1.

Benefits for sponsor companies

It is not just the students that will benefit. Attracting additional high-calibre young people will also be good for the profession as a whole. Compared to the alternative option of employing unknown graduates from other disciplines, NOVUS offers significant advantages. Companies involved in the scheme will be able to engage with future employees much earlier and help shape their development. The curriculum has been designed to give students an excellent understanding of supply chain theory and practice and to develop the specific technical and professional competencies required. As a result, graduates will be able to make a much earlier contribution than at present, reducing the 'time to value' and graduate scheme investment requirements and improving retention rates.

Chris Kingshott, Managing Director, Manufacturing Division, Wincanton, and a founder member of the scheme, says: 'This is good for my business, but it is also good for UK plc. It is a unique example of an industry coming together to develop future talent and is a model that will surely be followed by other industries.'

A pilot scheme begins this month, with full implementation of the new programme from September 2014.

The NOVUS pathway



Figure 1

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ABOUT THE AUTHOR

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FURTHER INFORMATION

Further information is available on the NOVUS Trust website: www.novus.uk.com