



Case Study: Fery Ghazi

# THE INSTITUTE FOR WORK BASED LEARNING (IWBL)

Work Based Learning at Middlesex University is a modern way of providing university-level learning in the workplace. As every place of work is unique, IWBL offers customised learning programmes tailored to the specific needs of the organisation and the individual.

**Work based learning changes lives and improves businesses, through work, in work, for work, at work.**

WBL studies benefit all business sectors and industries, individuals and organisations.

IWBL recommends that organisations should work strategically to support and achieve their overall business goals; aligning learning interventions with organisational strategy. A strategic approach to Learning, Training and Development for your staff will develop a more skilled, motivated and loyal workforce, better able to respond in a changing world.

Learning is work based, and will be tailored to meet the specific requirements of an organisation, so that new knowledge and skills are highly relevant. You'll be able to offer the same standard of training across your organisation, even on a regional or national basis.

In WBL studies work experience plays a key part, utilising both previous and current experience. We assess prior learning in the workplace for academic credit. This may form part of a programme, reducing the length of time and number of modules needed to achieve a target qualification. Work based learning formalises a range of real activities, bringing them together in the overall learning process.

Work Based Learning (WBL) can be most simply described as achieving learning through work and can be undertaken in many different ways; it describes a situation where the majority of the learning takes place away from a classroom. This does not mean that that all the learning takes place "on the job"; it still involves research, investigation, analysis, evaluation and reflection, and it does require the investment of personal time - all the things that are expected in an academic programme.

**We offer Work Based Learning at every level of Higher Education:**

- Accreditation of your in-house programmes
- HE Certificates and Diplomas
- Foundation Degrees
- Honours Degrees (BA, BSc)
- Post Graduate Certificate and Diploma (PGCert, PGDip)
- Masters Degrees (MA, MSc, MProf)
- Research Degrees (MProf, DProf)

IWBL pioneered the development of work based learning at higher education level, and is a nationally recognised Centre of Excellence and a Queen's Anniversary Prize winner.

## Benefiting Business

WBL provides excellent development routes for the key people in the business. Its focus on increasing personal and business performance is intended to bring benefits straight away.



## Middlesex Organisational Development Network

Working with our MODNet partners we offer a portal for organisations seeking learning solutions from initial Entry Level to Professional Doctorate level, Level 1 to Level 8. This is a specialist advisory service on the use and development of learning as a resource to achieve business objectives. IWBL offers accredited training, research and consultancy services; we can also accredit existing in-house training and extend its impact through customised work based projects.

Contact IWBL Business Development to discuss how WBL can start supporting your objectives.

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E [business@mdx.ac.uk](mailto:business@mdx.ac.uk)  
W [www.mdx.ac.uk/wbl](http://www.mdx.ac.uk/wbl)  
W [www.modnet.mdx.ac.uk](http://www.modnet.mdx.ac.uk)

Middlesex University pioneered the development of work based learning at Higher Education level and since 2005 has been a nationally recognised Centre for Excellence.

Work based learning is defined as 'A modern way of creating university-level learning in the workplace'. Work Based Learning provides a flexible learning experience that is delivered through work, in work, for work, at work.

As every place of work is unique the Institute offer customised learning programmes tailored to the specific needs of the organisation. Individual study programmes are flexible and may be undertaken in a style and at a pace suited to employee needs and ability.

Fery Ghazi works as a Principal Lecturer in the School of Health and Social Sciences and undertook her DProf in 2003, completing in 2008. The completed work based project has and will have national and international application.

Fery's project researched the 'Internationalisation of Education' by utilising findings from research on Social support and Family networks in Iranian women with children under school age. This in turn was used to develop the curriculum.

By investing in Learning, Training and Development (LTD) for staff an organisation will develop a more skilled workforce, a team of motivated and loyal staff, and the opportunity to operate at the cutting edge, better able to respond to a changing world – with tangible results. Learning will be work based, so that new knowledge and skills are highly relevant to the organisation. Learning will be blended, tailored and flexible to meet your specific requirements. You will be able to offer the same standard of training across your organisation or even on a regional or national basis.

David Williams, Head of Business Development, confirms that 'Programmes start with what you know now and where you want to get to. They are modular, part-time study, and focused on real work based projects designed to offer maximum benefit to the organisation, with accreditation of the knowledge and skills built up over a career. The University also offer accredited training, research and consultancy services; we can also accredit your existing in-house training and extend its impact through customised work based projects'

To discuss how this modern way of creating university-level learning in the workplace can be applied to develop your staff and meet your organisational objectives contact:

Please call or email IWBL Business Development for more information:  
T 020 8411 5050  
E [business@mdx.ac.uk](mailto:business@mdx.ac.uk)  
W: [www.mdx.ac.uk/wbl](http://www.mdx.ac.uk/wbl)



'The research itself as part of the final project was an eye opener to the University of Social Welfare and Rehabilitation (USWR) who funded this research. The development of the curriculum was an innovative process in having to develop a new programme. The benefit to my own organisation is my greater understanding of the student's needs that I would be supervising in the future.

'Work based learning was the channel for me to consolidate all my previous experience and knowledge in one project; this particular course of studies helped me to bring together what I felt needed concluding. It also gave me the understanding as how and what will be the need for the students that I supervise. It was a very important step to understanding and to improve my own professional knowledge and reflective processes'.

**Fery Ghazi, who completed her Dprof on the Internationalisation of Education in 2008**

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**"Rather than expressing frustration over management and individual capabilities, business leaders must implement effective learning and development programmes, and performance management tools to enable them to enhance their performance."  
IWBL, 2008**