

Knowledge
Transfer
Partnerships



To turn your
career options into
great career options,
read on....

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Serious about getting ahead?

If you want to apply your degree, start a 'real' job straight away and gain a further professional qualification, then KTP is what you're looking for.

You should be inquisitive, bright and serious about getting ahead.

Only the most enthusiastic graduates need apply.



About KTP

A Knowledge Transfer Partnership (KTP) is a three-way project between a graduate, an organisation* and a university/research organisation (known as the 'Knowledge Base').

Graduates are recruited to manage strategic projects within the company, whilst being supported by a dedicated Knowledge Base.

Founded in 1975, KTP is one of Europe's largest graduate recruitment programmes. KTP has worked with over 3,000 organisations (from micro-sized companies** to large companies such as Unilever and Rolls Royce), over 140 Knowledge Bases (from Cambridge University to Sheffield Hallam University) and over 6,000 graduates (from engineers to marketeers).

*companies, not for profit organisations and public sector organisations such as the NHS

**< ten people

What can KTP offer you?

Choosing the right platform to launch your career can be challenging, particularly if you want to use your degree, continue to develop your skills and have ownership of your own work.

KTP can help you ENHANCE your career prospects by providing you with an opportunity to manage a challenging project, which allows you to use your degree, central to an organisation's strategic development and long-term growth.

Through this project, as the 'KTP Associate' you play a key role in managing and implementing strategic development in an organisation and transferring knowledge between it and the Knowledge Base.

Whilst you own your own project, you are supported by experienced staff from the organisation and the Knowledge Base. You will also be assigned a KTP Adviser, who will be able to advise you on maintaining good working relationships within your Partnership and how to plan your professional development in broad terms.





What can you expect from a KTP?

Typical challenges you could encounter as a KTP Associate, depending on your qualifications, include designing and introducing new or improved products or processes, reorganising production facilities, introducing improved quality systems and technology, or developing and implementing marketing strategies to break into new markets.

Name: Gareth Black

Degree Discipline: MSc Engineering (1st)

Current position: Development Engineer - Delta Fluid Products Ltd



My challenge

My challenge is to introduce advanced tools to design a two-stage gas regulator, to expand the product range and embed better product development techniques. Prior to the KTP, the company had a history of applying traditional design processes to maintain a range of products; they also had very little knowledge of the new methods necessary to deliver this KTP and so it was my challenge to convince the company's management of new ways of working.

I have been able to introduce the company to a revolutionary design strategy technique that has application in the design of all their engineering products. The strategy I've implemented means that design abstraction is necessary, and in order to achieve this I developed a software tool; an exciting aspect of this work is that the kernel of the software system is provided from the open source software community. This has enabled the company to reduce the lead-times of new designs at reduced costs.

There have been many highlights of this project, but the most significant was winning the KTP Business Leader of Tomorrow award. Coming from a technical background, as an engineer, I was delighted to win this award and it demonstrated the varied work that I, as an Associate, get involved in. I have also written and presented technical papers at conferences in China and Canada and visited companies in Germany and Ireland as well as attending several trade conferences in the UK.

As a graduate, the work I have done on my KTP has given me experience that I would not have gained otherwise. I would have no hesitation in encouraging others to take part in a KTP.



Associate Profile: Peter Batchelor

Name: Peter Batchelor

Qualifications: BSc Physics, MPhil Building Sciences

Current Role: Technical Marketing Consultant

Location: South Wales

“Through KTP I attended a Neuro-Linguistic Programming course, which looked at how people communicate, body language and how to influence people. This has been really useful in situations when someone has been hostile to negotiations”

In my KTP I...

My KTP with Leeds Metropolitan University and Rockwool Ltd was all about using consultation, negotiation and influence, in order to open up a new market. It was my role to reduce negative opinions about cavity wall installations, thereby lifting certain trading restrictions in Wales and the South of England. This represented a £1.5m opportunity. I took responsibility for setting up a consultative group, made up of key stakeholders including high profile regulatory groups, insurers and technical experts, with the aim being to lobby opinion for positive support.

Highlights of the project and what I have learnt...

I was able to work with some really influential and high profile groups, which was a great opportunity. A key highlight has also been strengthening the relationship between Rockwool and academia, there is a lasting legacy of my KTP. Through KTP I have also benefited from numerous training courses, both technical and personal.

The best thing about being a KTP Associate is...

I came from a very technical background, so the KTP has broadened my commercial experience hugely. I have gained skills in communications, presentations, the ability to persuade and negotiate. I'm not sure I would have got the opportunity to gain these skills otherwise, especially so soon after University.

Life after KTP is...

I was offered a permanent post with Rockwool on completion of my KTP and my role has grown in responsibility. As well as continuing with the lobbying work, my current role covers technical marketing and also business development. The KTP gave me a good grounding to develop my career further.

I will recommend KTP because...

KTPs are finite, you get to see the fruits of your labour – you can actually see the difference you make to a company. The KTP training is excellent; you're basically given a training grant to spend on the things you feel will help you; you can shape your own skills and expertise.

Training, support and professional development

The KTP Associate Training Programme is designed to equip KTP Associates with skills to successfully deliver their KTP project, and support their future career development. The training is delivered as a combination of residential training and e-learning.

Training

Formal training is done over 27 weeks and includes:

- Online completion of Personal Development Plans and Personal Action Planning
- Two residential modules (4.5 days each)
- Meetings with the KTP Adviser to discuss project progress, action plans and optional modules
- Schedule of any additional optional modules, if required
- Work on assignments for those doing an accredited qualification

Residential Modules

The residential modules have been designed in such a way that the areas that are most directly relevant to the success of the associate projects are delivered during the first residential module. In most cases this will mean that the Associate will have the opportunity to acquire a range of communication, general and project management skills within five weeks of the project start date.

The modules include the following topics:

- Project Management & Working in Teams
- Conflict management
- Influencing and Communication skills
- Managing resources, Leadership and management
- Health and safety
- The external environment
- Business strategy inc. Business Simulation
- Marketing & presentations
- Finance - Capital & Budgeting, Analysis of Accounts



What subject areas do we recruit for?

KTP works across a wide range of academic disciplines and industry sectors. So it might be that you're planning marketing communications for a leading media agency, researching the latest engineering techniques for an environmental company, or undertaking geodemographic profiling for the NHS.

KTP projects last anywhere from 6 months to three years, so what about life after KTP? Well, around 70% of graduates are offered employment with their host organisation on completion of their projects. See for yourself from the Associate Profiles which you can download from the website. Of the remaining, many go on to achieve great jobs using the skills and experiences learnt during the KTP. Some even set up their own companies as a result of the training and experiences they have gained.

The opportunities are huge and changing all the time...

Including:

Agriculture

Biology/Biotechnology

Computing and I.T.

Design

Engineering

Food

Management

Marketing

Materials

Quality

Chemistry, Physics, Maths

Social Science

How do I apply?

Jointly with the partnering organisation in a KTP, the Knowledge Base undertakes the recruitment of the Associate(s) for their Partnership, so you could see a KTP vacancy advertised in your college faculty department, careers office, local paper or on recruitment websites.

Given the wide range of KTP projects available, all qualification subjects are considered. KTP has around 300 vacancies across the UK, and recruitment takes place all year round.

Vacancies are advertised on **www.ktponline.org.uk**

Even if there is nothing that suits you today, why not visit the KTP website regularly to check for vacancies and **submit your profile**. Before you know it, the right job may have found you!

The interview stage

Applicants will be interviewed jointly by the Knowledge Base and partnering organisation involved in the KTP.



“It was the most enriching experience ever. It has prepared me well for the future, both at a personal and a career level.”

Borja Ramirez, KTP Associate with Unilever

How do I find out more?

Visit **www.ktponline.org.uk/graduates** and search the database of Partnerships to find out about KTPs in the UK today. Watch the ‘Why KTP?’ video featuring past Associates or view a selection of the case studies. And don’t forget, submit your profile to register your interest

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