

## DR. TREVOR GERHARDT

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### INSTRUCTOR AND ACADEMIC PROGRAMME MANAGEMENT PROFESSIONAL

OVER TEN YEARS' EXPERIENCE IN EDUCATION MANAGEMENT, TEACHING, AND RESEARCH

Associate Professor of Work-Based Learning and Director of Studies for Higher Degree Apprenticeships at top 1% Business School Triple Accredited by EQUIS, AACSB and AMBA:

- Raised quality of Work Based Learning (WBL), including curriculum via delivery of high-impact strategies and leadership.
- Spearheaded establishment of comprehensive adult educational experiential learning platforms.
- Delivered expertise as part of Radio 1 UCAS Vlog.
- Optimised student readiness and transition to professional environments.
- Created innovative process for various modules, module leadership and innovative teaching.
- Secured Office for Students Apprenticeship Funding £67,575.74.

### CORE COMPETENCIES

Continuing Professional Development | Work Integrated/Based Learning (WIL) | Organisational Behaviour  
Inclusive Curricula | Pedagogic Research and Practice Enhancements | Human Resources | Examinations  
Project Management | Learning, Teaching, Assessment | Professional Engagement | Evaluations  
Transformative Learning | Student Support and Guidance | Mentoring | Training and Development

### CAREER SUMMARY

**KENT BUSINESS SCHOOL** **2022-Present**

#### Reader and Director Studies for Higher Degree Apprenticeships (HDAs)

Maintain a current understanding of developments in the academic fields relevant to HDAs, identifying trends and developments, nationally and internationally. Improve and respond to various student/apprentice satisfaction surveys, league tables, and a range of data reports Attend or lead relevant meetings related to educational delivery. Program management. Provide academic leadership. Engage in research and scholarship.

#### Key Projects / Highlights:

- Developed and delivered a consolidated synergy strategy for future growth
- HDA international conference and OfS funding
- First Reader on teaching contract, first KBS visiting professor at iaelyon international week

**BIRKBECK UNIVERSITY OF LONDON / PEARSON BUSINESS SCHOOL LONDON / KENT BUSINESS SCHOOL** **2019-2022**

**UNICAF / UNIVERSITY OF ESSEX ONLINE (KAPLAN ONLINE)** **2019-Present**

#### Academic Lead and Free-lance Senior Lecturer

Teaching and module leadership of educational and business sector modules as well as placements and chartered management degree apprenticeships. Providing strategic counsel in academic issues within organisations. Orchestrate development of innovative approaches to Work-Based Learning (WBL) and project development (UG / PG). Ensure compliance with quality standards as well as consistency across relevant disciplines and programmes. Teaching and Supervision of UG / PG research.

#### Key Projects / Highlights:

- Research and Publication with global WIL academics on best practices and related programmes.
- Voted academic of the year in 2022.

**UNIVERSITY OF WEST LONDON / ROEHAMPTON & ULSTER UNIVERSITY (QAHE)** **2019-2021**

#### Free-lance Senior Lecturer

Teaching and module leadership of business sector modules as well as placements and chartered management degree and senior leaders' management degree apprenticeships. Providing strategic counsel in academic issues within organisations. Teaching and Supervision of UG / PG research.

#### Key Projects / Highlights:

- Shaped Advance Practice Placement Process
- Curriculum Development Lead for new suite of modules started in Sept 2021

**GREENWICH SCHOOL OF MANAGEMENT, LONDON** **2017-2019**

#### WBL Project Lead / Senior Lecturer

Drive planning and rollout of business sector projects as well as placements in addition to providing strategic counsel in regards to academic issues within organisation comprised of 300 staff and 7,000 students. Orchestrate development of innovative approaches to Work-Based Learning (WBL) and project development (UG / PG). Ensure compliance with quality standards as well as consistency across relevant disciplines and programmes.

#### **Key Projects / Highlights:**

- Met with WIL academics from Canadian universities, completing research on best practices and related programmes.
- Secured new industry projects for students, including collaborative venture for Travel and Tourism students with eco-tourism company Connect Ocean – Corporate Social Responsibility (CSR) management consulting firm in Costa Rica.
- Facilitated collaborative placement with Guefacid Lda in Angola for an oil and gas student.
- Honoured by senior management with 'Beyond Expectations' certificate of recognition.

### **DIOCESE OF ROCHESTER, ROCHESTER**

**2011-2017**

#### **Assistant Director**

Functioned as Academic Programme Director, Module Leader, and Associate Tutor for collaborative partner programme with a 3-year placement as well as Continuing Professional Development Officer focused on training and development.

#### **Key Projects / Highlights:**

- Spearheaded effective induction, leadership development, and change management in support of professional development objectives of individual students.
- Authored annual organisational Research Conference Journal encompassing student assignments, internal peer reviewed essays from a CPD training day, and research conference abstracts.
- Headed smooth transition between three academically validated programmes and two universities.

*Additional experience includes roles in Community Development Pastoral Care, Youth Work, and Project Management (1996-2010)*

### **SPECIAL APPOINTMENTS / COMMITTEE MEMBERSHIPS**

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- **Seas Your Future** Ambassador (04/2024 – present)
- **SEEC** Steering Group Member (04/2024 – Present)
- **External Examiner**, Portsmouth University Business Apprenticeships (04/2024 – Present)
- **Academic Conference chair**, Kent Business School, JWAM and ESREA WLL network (2023)
- **Lancaster VIVA Examiner**: Developing Transferable Skills in Students Through Co-Creating Work-Based Learning Outcomes – Work Supervisors' Perspectives (02/10/2023)
- Senate representatives for Joint Standing Committee **Academic Freedom and Freedom of Expression** (09/2023)
- University of Kent **Senate** (07/2023 – Present)
- **External Examiner**, Staffordshire University Business Apprenticeships (06/2023 – Present)
- **Associate Editor** for Higher Education, Skills, and Work-Based Learning Journal (03/2023 – Present)
- **UniCAF VIVA Examiner**: E-pedagogy: A model for Technology Based Education for Secondary Schools in Tanzania (28/03/2023)
- **Chair** of the Guest Editorial Team for Special Editions, Higher Education, Skills, and Work-Based Learning (03/2022 – Present)
- **Academic Unconference chair**, Pearson College London (2022)
- **External Subject Reviewer**, Coventry University PG Apprenticeship Course (03/2022)
- **External Distance Learning Validation Panel**, Cyprus Institute of Marketing (01-04/2022)
- **Academic Conference chair**, Pearson College and ESREA Working Life and Learning Network (2021)
- **External Validation Panel**, Regent's University London (03/2021)
- **External Examiner**, BA (Hons) Working with Children and Young People / School of Education, University of Brighton (11.2017-09.2022)
- **External Examiner**, MA Member Care / School of Humanities, Redcliffe College, University of Gloucestershire (12.2017-12.2024)
- **Book / Journal Peer Reviewer**: Modern Believing (03.2018-Present); Higher Education, Skills and Work-Based Learning (03.2018-Present); Work-Applied Management (04.2019-Present); Studies in Continuing Education (01.2019-Present); International Journal of Educational Management (06/2021 – present); Wiley, Palgrave & IGI-Global Publications (06.2018-Present)
- **Elected Member**, Faculty Board GSM London (10.2017-10.2019) and **GSM Research Ethics Committee** (08.2017-Present)
- **Network Convener**, ESREA Working Life and Learning Network (09.2019-present)
- **Academic Conference chair**, Diocese of Rochester (2014)

### **AWARDS**

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Speakers Award (shortlisted) – TEDx Category 05.2023  
Kent Union (UoK) Above and Beyond Award (shortlisted) – Personal Tutoring and Outstanding Feedback Categories 05.2023

KBS Apprenticeship Academic of the Year	02.2022
Emerald Outstanding Reviewer	01.2022
Senior Fellow of the Higher Education Academy	09.2018

## TRAINING AND DEVELOPMENT

Getting off to a good start: delivering effective onboarding - Delivery staff HDAs / Education & Training Foundation	01.2024
TTI Success Insights Certified Professional Behavioural (DISC) Analyst	10.2023
Statista Webinar: Artificial Intelligence: Creators, Company Landscape, and Consequences	03.2023
HEA mentor and assessor training (UniCAF/KBS)	02.2023
Producing Professional Podcasts / LinkedIn Learning	01.2022
Neurolinguistic Programming Practitioner Certificate	07.2021
Blended Learning Essentials: Digitally Enriched Apprenticeships, Future Learn / UCL / University of Leeds	09.2020
Teaching Entrepreneurial Thinking, Future Learn / Queensland University of Technology	03.2020
Professional Resilience, Future Learn / Deakin University	08.2019
The Self-Aware Coach, Future Learn / Deakin University	03.2019
Leadership Coaching in Turbulent Times, Future Learn / Queensland University of Technology	09.2018
The Online Educator, Future Learn / The Open University, UK	08.2018
Blended Learning Essentials: Embedding Practice, Future Learn and University of Leeds, UK	11.2016
Blended Learning Essential: Getting Started, Future Learn and the University of Leeds, UK	09.2016
Liminal Leadership, Sarum College, UK	11.2014
European Union Erasmus Intensive Program (doctoral participant), Joensuu, Finland	06.2014
Working with the Unconscious, Sarum College, UK	01.2011

## EDUCATION AND QUALIFICATIONS

<b>CANTERBURY CHRIST CHURCH UNIVERSITY, CANTERBURY</b>	<b>2013-2016</b>
Professional Doctorate in Education (EdD) (2012-2016)	
PgCert in Teaching and Learning (2013-2014)	

<b>UNIVERSITY OF BRIGHTON, BRIGHTON</b>	<b>2009-2011</b>
MA in Learning and Development	

<b>UNIVERSITY OF WALES, BANGOR</b>	<b>2005-2007</b>
PgCert in Faith and Education	

<b>UNIVERSITY OF PORT ELIZABETH, PORT ELIZABETH</b>	<b>1991-1995</b>
BA in Psychology and Biblical Studies	

### Additional Education:

Diploma in Theology (DipTh), Baptist Theological College of Southern Africa	2001
Certificate in Theology (CertTh), Baptist Theological College of Southern Africa	1997
Leadership Development School Certificate, University of the Nations, Hawaii	1996
Discipleship Training School Certificate, University of the Nations, Hawaii	1996

## PUBLICITY

RADIO 1 UCAS VLOG AS PART OF UK NATIONAL APPRENTICESHIP WEEK 2023: <https://www.ucas.com/apprenticeships/getting-ahead-apprenticeships-katie-thistleton>

BBC RADIO KENT INTERVIEW 2023

UVAC AND CAREERS CAMP VLOG 2023: <https://www.fenews.co.uk/skills/part-2-degree-apprenticeships-student-recruitment-naw-2023-dr-gerhardt-kent-business-school/>

TEDx TALK 2023: [https://www.youtube.com/watch?v=Q\\_TFEKDEYYI&t=8s](https://www.youtube.com/watch?v=Q_TFEKDEYYI&t=8s)

## PUBLICATIONS

- Chadwick, K. and Gerhardt T. (eds) (2023) *CMDA Handbook*, Amazon
- Gerhardt, T. (guest editor) (2023) Special Issue: New problems, new solutions: role of HESWBL in global challenges, *Higher Education, Skills, and Work-based Learning Journal*
- Gerhardt, T. and Puchkov, R. (2023) Preparing for the Future: Understanding collective grief through the lens of the Kubler-Ross crisis cycle, *Higher Education, Skills, and Work-based Learning Journal*
- Hansberry, P. and Gerhardt, T. (2023) A Tripartite Understanding of Experiences of Apprentices: A Case Study of the Hounslow Borough, UK, *International Review of Education – Journal of Lifelong Learning*
- Konstantinou, I., Gerhardt, T., and Miller, E. (2023) Supporting the wellbeing of students: a framework for Work- Integrated Learning programmes In: *Work Integrated Learning Handbook*, Routledge/ACEN

- Gerhardt, T.** and Annon, P. (2023) Work Integrated Learning Inhabiting Academic Disciplinary Liminality, *International Journal of Work Integrated Learning*
- Weston, M. and **Gerhardt, T.** (2022) A critical understanding about the motivation of Gen-Z in Higher Education and the impact upon Transformative Learning, International Transformative Learning Conference, USA (<https://itlc2022.intertla.org/past-conferences-proceedings>)
- Gerhardt, T.**, Laitakari, A., Rice, M., and Bhasham, C. (2022) Digital Trends in Education: Marketing of the Online Teaching in *Integrated Business Models in the Digital Age*, Palgrave
- Gerhardt, T.** and Karson, S. (2022) Talent management in private universities: the case of a private university in the United Kingdom, *International Journal of Educational Management*
- Weston, M. and **Gerhardt, T.** (2021) An ongoing critical understanding about the motivation of Degree Apprentices in Higher Education to aid student engagement in, ASET Annual Conference, UK (<https://www.asetonline.org/wp-content/uploads/2021/11/2021-ASET-Annual-Conference-Proceedings.pdf>)
- Gerhardt, T.** (2021) An exploratory study of a work-based learning reflection module and the potential links between student attendance and engagement and student success as an indication of the mastery of reflection, *Reflective Practice*
- Gerhardt, T.** and Annon, P. (eds) (2021) *Applications of Work Integrated Learning Among Gen Z and Y Students*, Hershey, iGi Global incl.
- Gerhardt, T.**, Wallis, A. and Crouch, F. 'A Critical Analysis of Multi-logical Synergies' (Ch 7)
- Gerhardt, T.**, (2019) An evaluation of the implementation and continuity of WBL delivery evident in Capstone Projects in a private business college in the UK, *Journal of Higher Education, Skills and Work-Based Learning*
- Gerhardt, T.** (2019) Digital trends in education, in *Innovations in Technology and Marketing for the connected consumer*, IGI Global
- Gerhardt, T.**, (2019) Professional identity and career development: A descriptive analysis of the Church of England, *Canadian Journal of Career Development*
- Gerhardt, T.**, (2019) An analysis of the impact of a leadership intervention on an undergraduate work-based learning project for human resource management students, *Journal of Work-Applied Management*
- Gerhardt, T.** and Mackenzie, L., (2018) The Challenges and Opportunities of ICT in WIL: A case study among priests exploring the correlation and trajectory between effective WIL and ICT Pervasiveness, *Journal of Higher Education, Skills and Work-Based Learning*
- Gerhardt, T.**, (2018) Evangelical Hegemony and Marginality: Discovering Liberalism for a Churchless Faith, *Journal of Modern Believing*
- Gerhardt, T.**, (2016) (ed) Diocese of Rochester Research Conference Journal (internal publication)
- Gerhardt, T.**, (2015) In What Ways does Theological Knowledge Contribute to Thinking about Theological Education? *Journal of Adult Theological Education*
- Gerhardt, T.**, (2015) The academic tail wagging the curacy dog: a theology of learning and formation. In: Hazel, B. and Worsley, H., (eds.) *Being Christian in Education*. Norwich: Canterbury Press. Ch. 9.
- Gerhardt, T.**, (2015) A Quilt of Meaning: The Changing Complexity of the Vocational Training of Church of England Clergy, in *International Conference of Education, Research and Innovation*, Seville, Spain (<https://library.iated.org/view/GERHARDT2015AQU>).
- Gerhardt, T.**, (2013) The Use, Effect and Further Development of the Tool of Reflection in Adult Theological Education in Relation to the Formation of Anglican Curates, *Journal of Adult Theological Education*

## PRESENTATIONS

<b>iaelyon School of Management France</b> – Visiting Professor 2024 International Week	01.2024
UVAC National Conference UK – Workshop Speaker	11.2023
<b>Kent Business School</b> HDA Conference UK – Speaker	11.2023
Bridging the gap 2023 – UK/Australia with <b>GenZ Talks &amp; Oracui</b>	09.2023
Third Annual Online <b>Unicaf University</b> Graduate Conference (UGraC) – Workshop Speaker	03.2023
Network Convenor Panel, <b>ESREA</b> Triennial 2022 Milan	09.2022
A critical understanding about the motivation of Gen-Z in Higher Education and the impact upon Transformative Learning, <b>International Transformative Learning</b> Conference, USA	04.2022
Narrating the Lived Experience, <b>UOEO</b> Conference, UK	10.2021
Poster Presentation, <b>ASET</b> Annual Conference, UK	09.2021
Research Symposium, <b>UWL</b> , UK	07.2021
<b>PCL/ESREA</b> WLL Network, WIL among GenY and Z Online Book Launch Conference	04.2021
The Future of the Business Landscape, <b>Pearson Business College</b> , UK	05.2020
<b>Interrogating Transformative Processes in Learning and Education Network</b> , Milan, Italy	06.2018
<b>Research Network for Adult Educator</b> , Tallinn University, Estonia	10.2017
<b>Ecumenical Ministerial Research Network</b> , Regent College Oxford, UK	11.2016
<b>Church of England</b> Faith in Research Conference, Novotel Birmingham, UK	05.2016
<b>Life History and Biography Network</b> , Canterbury Christ Church University, UK	03.2016
<b>Postgraduate Research Association</b> , Canterbury Christ Church University, UK	06.2015
Rochester Annual Research Conference, <b>Diocese of Rochester</b> , Aylesford Priory, UK	10.2014
<b>Erasmus Intensive Programme</b> , Joensuu, Finland	06.2014

## RESEARCH ACTIVITY

### GenZ Career Development (ongoing)

**Strategic Implementation of WIL (ongoing)**  
**Pracademia (ongoing)**

**THE SUBJECTS TAUGHT / ASSESSED / DEVELOPED**

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**UG:** Understanding Organisations, Strategic Management, Self-Managed Learning, Strategy and Business Planning, Change Management, Leadership and Team Building, Management Studies I and II, Introduction to Research, Research Projects, Introduction to Business Management, Personalised Learning, Academic Practice, Managing People and Systems, Human Resource Management Professional Practice and Service Delivery, International Business, Project/Placement Development Implementation, Evaluation and Reflection, Capstone Projects, Research Methods, Research and the Professional, Professional Management, Independent Learning Project

**PG:** Adding Organisational Value 1 (Project Management), Contemporary Project, Principles of Management, Science of Learning, Research Methods Teaching and Learning, Research Project, Strategic management, Adding Organisational Value 2 (WBL Research Project), Change Management and Digital Transformation, The OR Specialist in a Modern Day Context, Qualitative Research Methods, Critical Inquiry into Sector Analysis, Leading People and Teams, Global Policy and Strategy, Research Skills and Consultancy Project Proposal, Consultancy Project and Dissertation, Professional Leadership, Professional Skills for Leaders, Hermeneutics and Contemporary Culture

**Supervision:** UG projects, MA and PhD; UG consultancy project, MBA, MA consultancy projects and Advanced Practice Internships

**Small Business Charter / Help to Grow / Module 4 Vision, Mission and Values**

**HE CURRICULUM DEVELOPMENT / LEAD / CONSULTANCY**

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2023: Designing Digital Artefacts (UOEO/KOL), MBA Capstone Project (CIM)

2022: Employability Course (Udemy)

2020: UG WIL DCT (PCL), UG BABS suite of modules revalidation Lead (UWL), Module digital transformation (UoL) WIL Course (Udemy)

2019: UG Placement module, Hospitality (UniCAF)

2018: PG Consultancy and Research modules (GSM London)

2017: UG Research Proposal and Capstone Project modules (GSM London)

**PEDAGOGICAL ONLINE PRACTICE**

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Blended Learning Design and Teaching: Adobe Connect (2018-19); Teams, Zoom, Cisco WebEx and Blackboard Collaborate (2019-present)

**PHD SUPERVISION**

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Investigating the impact of the Blended Learning Model on the access to Higher Education in Rwanda, UniCAF (ongoing)

The Role of Youth Organizations in Preparing Young People for the Workplace: The Case of Antigua and Barbuda, UniCAF (ongoing)

**FUNDING**

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Office for Students Apprenticeship Funding Bid - £67,575.74 (01/2024)

St Luke's College Foundation Personal Award - £2500 (06/2012)