DR. TREVOR GERHARDT

+ 44 (0)7517 886 049 | dr.trevor.gerhardt@gmail.com

https://orcid.org/0000-0002-4478-4594 Web of Science ResearcherIDACZ-3434-2022

INSTRUCTOR AND ACADEMIC PROGRAMME MANAGEMENT PROFESSIONAL

DECADES OF EXPERIENCE IN EDUCATION MANAGEMENT, TEACHING, AND RESEARCH

KEY HIGHLIGHTS

Specialist Freelance Work-Based Learning Academic and Consultant:

- 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 worldwide.
- Deliver expertise globally.
- Optimised student readiness and transition to professional environments worldwide.
- Created innovative process for various modules, module leadership and innovative teaching.
- Secured funding.
- Non-executive director

CORE COMPETENCIES

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

CAREER SUMMARY

KENT BUSINESS SCHOOL / UNIVERSITY OF ESSEX ONLINE (KAPLAN ONLINE) / CIM CYPRUS / CONSULTANCY **2019-Present**

Free-lance Specialist Lecturer and Consultant

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. Training and development.

Key Projects / Highlights:

- Leadership training for leading construction company (Saudi Arabia)
- Team development for leading London charity
- Curriculum development for MBA and MA programmes (Cyprus)
- Visiting Professor (France, Czech Republic & Kazakhstan)
- Regional Editor (Europe, Middle East and Africa) for HESWBL Journal
- Non-executive director for Kent Business College

KENT BUSINESS SCHOOL **2022-2024**

Reader (Ass Prof) 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
- Voted academic of the year in 2022 and 2026

UNIVERSITY OF WEST LONDON / ROEHAMPTON / ULSTER UNIVERSITY (QAHE) / BIRKBECK UNIVERSITY OF LONDON / PEARSON BUSINESS SCHOOL LONDON / UNICAF / Kent Business College / University of Kazakhstan Coventry

2019-2025

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 including EdD x 2 to completion.

Key Projects / Highlights:

- Shaped Advance Practice Placement Process
- Curriculum Development Lead for new suite of modules
- Academic Lead for WIL

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 Guefacic 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

- **Skills England Expert Network** (09.2026)
- **Validation panel**, University of Essex Online (06.2026)
- **Non-executive director**, Kent Business College (05/2026 – Present)
- **Regional Editor** (Europe, Africa & the Middle East) for Higher Education, Skills, and Work-Based Learning Journal (08/2025 – Present)
- **Associate Editor** for the Journal of Vocational Research & Practice (03/2025 – Present)
- **CMDA Trailblazer** (04.2024 – 8/2025)
- **Pelican of London** Ambassador (04.2024 – 12.2025)
- **SEEC / W&L UALL** Committee Member (04.2024 – Present)
- **External Examiner**, Portsmouth University Business Apprenticeships (06.2024 – Present)
- **Academic Conference chair,** Kent Business School, JWAM and ESREA WLL network (11.2023)
- **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 – 08.2024)
- University of Kent **Senate** (07.2023 – 08.2024)
- **External Examiner**, CMDA, Staffordshire University Business Apprenticeships (06.2023 – 31/08/2026)
- **Associate Editor** for Higher Education, Skills, and Work-Based Learning Journal (03.2023 – 08/2025)
- **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 – 03.2023)
- **Academic Unconference chair,** Pearson College London (10.2022)
- **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 London and ESREA Working Life and Learning Network (07.2021)
- **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**: e.g. Modern Believing; Higher Education, Skills and Work-Based Learning; Work-Applied Management; Studies in Continuing Education; International Journal of Educational Management; Reflective Practice; European Journal for Research on the Education and Learning of Adults, Wiley, Palgrave & IGI-Global Publications
- **Elected Member**, Faculty Board GSM London (10.2017-10.2019) and **GSM Research Ethics Committee** (08.2017-10.2019)
- **Network Convener,** ESREA Working Life and Learning Network (09.2019-present)
- **Academic Conference chair,** Diocese of Rochester (02.2014)
- **2 Successful doctoral completions,** UniCAF (05/2025)

AWARDS

KBS Apprenticeships Nominated Academic of the Year	02.2026
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

CPD

AI for Learning & Development, Coursera	06.2026
CloverLeaf Enneagram Certified	02.2026
Learning in EU workplaces, Cedefop online webinar	11.2025
Learning for a greener future, Cedefop online webinar	06.2025
AI in Education, Future Learn and Kings College London	05.2025
2025 joint Cedefop/OECD symposium, New Fields for Apprenticeships, Paris France	04.2025
TTI Success Insights Certified Professional EQ Analyst	02.2025
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

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

UNIVERSITY OF BRIGHTON, BRIGHTON **2009-2011**
MA in Learning and Development

UNIVERSITY OF WALES, BANGOR **2005-2007**
PgCert in Faith and Education

UNIVERSITY OF PORT ELIZABETH, PORT ELIZABETH **1991-1995**
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

CONNECTED PODCAST 2025: HTTPS://LNKD.IN/EM29SKW4
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
WIL CANADA, INTO THE WILDERNESS 2022:
HTTPS://OPEN.SPOTIFY.COM/EPISODE/55RHQBT6QS8L8R6DWDB4UD?SI=TBYZ2Q8MRMUWDNTDRH6JLW

PUBLICATIONS

Gerhardt, T. (2026) Career anchors and early career self-management, *Higher Education, Skills and Work-based Learning*
Gerhardt, T. Preface. In: Taczak, K., Machura, I.A., DePalma, M.-J. and Eady, M.J. (2026). *Writing Across Professions*. Routledge.
Chadwick, K., Castle, K., & **Gerhardt, T.** (2026) From learning to impact: research dissemination habits among chartered manager degree apprentices in the United Kingdom, *Higher Education, Skills and Work-based Learning*
Montgomery, J & **Gerhardt, T.** (2025) In search for authentic leaders: Imposter syndrome or just an imposter?, *International Journal of Organization Theory & Behavior*
Gerhardt, T. (2025) The purpose and power of vocational research (editorial), *Journal of Vocational Research and Practice*
Gerhardt, T & Montgomery, J. (2024) Improving the articulation of skills towards proving 'value for money', *Journal of Work-Applied Management*
Gerhardt, T. & Chadwick, K. (eds) (2024) *The Senior Leader Apprentice Handbook*, Amazon
Crosbie, B., **Gerhardt, T.** and Montgomery, J. (2024) The use of problem-solving methodology to develop institutional and curricular change: work-integrated learning as a strategy of differentiation, *Higher Education, Skills and Work-Based Learning*
Gerhardt, T. and Kelly, R. (2024) Reflection, pracademics and cognitive apprentices, *Work Based Learning e-Journal*
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 / VISITING PROFESSOR

Prague University of Economics & Business – Visiting Professor 2026	**05.2026**
Open University and UVAC Symposium – Publishing Panel	**04.2026**
iaelyon School of Management France – Visiting Professor 2026 International Week	**01.2026**
iaelyon School of Management France – Visiting Professor 2025 International Week	**01.2025**
National Apprenticeship Conference – Keynote, Government Events	**06.2024**
iaelyon School of Management France – Visiting Professor 2024 International Week	**01.2024**
UVAC National Conference UK – Workshop Speaker	**11.2023**
Kent Business School HDA Conference UK – Speaker	**11.2023**
Bridging the gap 2023 – UK/Australia with **GenZ Talks & Oracui**	**09.2023**
Third Annual Online **UniCAF University** Graduate Conference (UGraC) – Workshop Speaker	**03.2023**
Network Convenor Panel, **ESREA** Triennial 2022 Milan	**09.2022**
A critical understanding about the motivation of Gen-Z in Higher Education and the impact upon Transformative Learning, **International Transformative Learning** Conference, USA	**04.2022**
Narrating the Lived Experience, **UOEO** Conference, UK	**10.2021**
Poster Presentation, **ASET** Annual Conference, UK	**09.2021**
Research Symposium**, UWL,** UK	**07.2021**
PCL/ESREA WLL Network, WIL among GenY and Z Online Book Launch Conference	**04.2021**
The Future of the Business Landscape**, Pearson Business College,** UK	**05.2020**
Interrogating Transformative Processes in Learning and Education Network, Milan, Italy	**06.2018**
Research Network for Adult Educator, Tallinn University, Estonia	**10.2017**
Ecumenical Ministerial Research Network, Regent College Oxford, UK	**11.2016**
Church of England Faith in Research Conference**,** Novotel Birmingham, UK	**05.2016**
Life History and Biography Network, Canterbury Christ Church University, UK	**03.2016**
Postgraduate Research Association, Canterbury Christ Church University, UK	**06.2015**
Rochester Annual Research Conference, **Diocese of Rochester,** Aylesford Priory, UK	**10.2014**
Erasmus Intensive Programme, Joensuu, Finland	**06.2014**

RESEARCH ACTIVITY

CMDA Career Trajectories (ongoing)

AI use among Apprentices (ongoing)

SUBJECTS TAUGHT / ASSESSED / DEVELOPED

Under Graduate: 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, Business and Management Skills, Consultancy Project, Entrepreneurship, Business and Management Skills, Leading and Managing Teams, Business Management Skills.

Post Graduate: 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; Global Policy and Strategy; The Operations Research Specialist in a Modern Day Context; Qualitative Research Methods (EdD); Professional Leadership; Professional Skills for Leaders; Hermeneutics and Contemporary Culture; Leadership & Change Management; Problem Solving and Research Skills; From Teacher to Manager; Digital Production Methods in Teaching.

MBA: Critical Inquiry into Sector Analysis (UWL), Leading People and Teams (UWL), Research Skills and Consultancy Project Proposal (Roehampton), Consultancy Project and Dissertation (UWL), Strategic HRM (OTHM), Strategic Leadership (OTHM), MBA Capstone Project (CIM), MBA Leadership towards mastery of self and global cultures (Coventry Kazakhstan)

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

TRAINING AND DEVELOPMENT DELIVERED

Article 19 / Team Effectiveness / HR Team (UK, 2024)
Small Business Charter / Help to Grow / Module 4 Vision, Mission and Values (UK, 2024)
Alfanar Group / Mastery of Leadership / Professional Management Academy (Saudi Arabia, 2024)

HE CURRICULUM DEVELOPMENT / LEAD / CONSULTANCY

2026: University of Portsmouth London MBA WBL consultant
2025: Adapted 'Leading self & global cultures' (MBA) & Leadership, strategy and change (MBA Exe) (Coventry University Kazakhstan)
2024: Academic Skills (BA Ed), Educational leadership and Research (MA Ed) (UniCAF/Liverpool John Moore's)
2024: SHRM and Strategic Leadership (MBA) (OTHM/Kent College)
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

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

PHD SUPERVISION

The Role of Youth Organizations in Preparing Young People for the Workplace: The Case of Antigua and Barbuda, UniCAF (completed 2025)
Investigating the impact of the Blended Learning Model on the access to Higher Education in Rwanda, UniCAF (completed 2025)

FUNDING

Office for Students Apprenticeship Funding Bid - £67,575.74 (01/2024)
St Luke's College Foundation Personal Award - £2500.00 (06/2012)