



Powering Impact Report

23

Hertz.

Beats

Faster.

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At a time when the world is radically changing, and every day poses new challenges and needs, we are fuelling the ideas, skills, perspectives and solutions to drive progress and help transform Hertfordshire and the wider country's economic, social and cultural future

Foreword by the Vice-Chancellor



Our belief is that — whatever your background, wherever you are from — higher education has the power to change lives. Our pledge to our students and staff is to boost their potential: to take the creativity, talent, intellect and passion they arrive at the University with, and enhance and refine it to create the foundation for a bright and successful future.

As well as having the power to shape individuals, universities are increasingly being recognised for the wider part they play in local and national economic development and regeneration, and the University of Hertfordshire is no exception. As this report demonstrates, we play a considerable role within our local community, the region, the country and across the world as an employer, educator, business partner and driver of research for globally significant projects. Collated using the most up-to-date and robust data, the report shines a light on us as an anchor institution; and on our powerful social and economic impact, particularly within the regional ecosystem.

We are a significant contributor to the national economy, with £730m of output and 11,170 jobs dependent on the University and its activities. We send 8,000 highly skilled graduates out into the workforce every year, 18% of whom are employed at companies across the East of England and 29% of whom find employment in healthcare professions nationally.

We also partner with fundamental private and public sector organisations, including the NHS, Ministry of Defence, Ocado and

GlaxoSmithKline, to target specific industry needs and help fill key skill and knowledge gaps. We are mentors of businesses, large and small, as well as research leaders; job creators and policy changers. We are developers of tomorrow's leaders; innovators and trailblazers in healthcare, education, business, science, humanities, law, sport and creative arts. We are champions of entrepreneurs and accelerators of many new businesses, achieving the highest growth in active graduate start-ups across all East of England universities in the last five years.

As the number one university in the East of England for social mobility, we are also staunch advocates of widening access. We recognise that equality and inclusion in higher education is vital for socioeconomic development, and welcome a varied global community from all backgrounds; more than 60% of our students are from ethnically diverse communities.

At a time when the world is radically changing, and every day poses new challenges and needs, we are fuelling the ideas, skills, perspectives and solutions to drive progress and help transform Hertfordshire and the wider country's economic, social and cultural future.

We are making an impact — and we are helping you to make yours.

Professor Quintin McKellar CBE
Vice-Chancellor
University of Hertfordshire

Powering Impact

We are making an impact
– and we are helping you
to make yours

Our impact



£730m

gross value added to
national economy

632

businesses that have
benefitted from our
enterprise support*

11,000+

UK jobs dependent on
us and our activities

8,000

Herts graduates
every year

No. 1

East of England
university for
social mobility

Top 25%

of all UK universities
for research impact

**1 in
every 100**

Hertfordshire jobs
supported by us

337

graduate start-ups
supported by us*

*632 businesses have benefitted from our enterprise support between 2019-2022; 337 graduate start-ups have been supported by us over the last five years

We transform lives with career-focused education

The University has been an innovative, vocation-first educational force for more than 70 years

We've come a long way since our founding in 1952 as Hatfield Technical College, in the county of Hertfordshire, on land donated by Alan Butler, the then Chairman of the de Havilland Aircraft Company. Most of our earliest courses were focused on subjects related to the aeronautical industry, such as mechanical and aeronautical engineering, natural sciences and computer science, ensuring we became a leading educator within Britain's pioneering aeronautical sector.

These foundations led to our expansion, first into a polytechnic in 1969 and then to university status in 1992. The legacy of our history can still be felt across the de Havilland Campus today. Many of the original de Havilland Airfield landmarks, such as the Hatfield Airfield Beacon and the de Havilland Goblin, an early turbojet engine designed by Frank Halford and built by de Havilland, remain prominent on-site and continue to define the University's character.



A vibrant community

Since those early days, our offering and output has soared. We now host a thriving community of more than 30,000 students from more than 140 countries, 66% of whom are black, Asian and ethnic minority. They study more than 550 career-focused courses at our two vibrant Hatfield campuses — College Lane and de Havilland — and have access to the remarkable Bayfordbury Observatory, near Hertford. We work with multinational businesses, the public sector and professional bodies to provide relevant work opportunities aligned to the industry. Students can study abroad at more than 170 universities worldwide, and we welcome more than 10,000 international students every year.



Important influencers

Our diverse pool of remarkable academics are experts in their fields. They solve major, real-world problems through their innovative research, while passionately teaching, supporting, driving and inspiring the next generation of diverse leaders and innovators. Alongside our outstanding academics, our senior leaders sit on regional and national boards, including for the Hertfordshire Local Enterprise Partnership (LEP) and Universities UK. We also partner with a significant number of organisations, such as the Ministry of Defence, the Royal Veterinary College, the Department for Transport and the Stevenage Bioscience Catalyst (SBC). As a result, we both empower researchers and inform business leaders and policymakers across the globe in key areas, including healthcare, business, education, transport and science. This means our level of influence in regional and national decision-making has huge impact on the entire country.

Herts in numbers

30,000+
students

3,360
staff

550+
career-focused
degree options

10,000+
international students



Career-focused

A vocation-first university, our focus remains firmly on ensuring the successful employment of our students — and a secure future — whatever their background. We equip them with the high-quality skills, knowledge and connections to play their own role in the social and economic development of our local, regional, national and international communities. We focus on ensuring our students have successful and fulfilling careers that also respond to key skills gaps to support regional and national prosperity. We want to equip our students to be the catalysts for change.

We provide inspiring learning environments

The University is continually investing in world-leading facilities

As educational institutions, workplaces and homes for tens of thousands of individuals, our campuses are vital to the lives of many, which is why we continue to invest in improving them. Our 2030 Estates Vision responds to the latest learning, technological, working and sustainability trends to ensure our diverse communities — students, staff and businesses — are provided with cutting-edge facilities, top-of-the-range equipment and inspiring spaces.

These facilities include the installation of our live sound and lighting stage in the School of Creative Arts; a replica law court in our Hertfordshire Law School; and one of the UK's largest student telescopes at our Bayfordbury teaching observatory.

Over the next decade, we're investing £242m to further enhance our campus facilities, equipment and buildings, including £89m on our new School of Physics, Engineering and Computer Science building, due to open in September 2024. We've also completed our Enterprise Hub and Institute of Sport construction projects, and have ongoing refurbishment of coworking and learning spaces, such as Prince Edward Hall, to ensure our facilities remain up to industry standards and fit for the future.



Campus highlights

Enterprise Hub, de Havilland

A bright, stylish and inspiring co-working space that brings together businesses and entrepreneurs with our students and staff; the £12m Enterprise Hub was part-funded by the Hertfordshire LEP. It is purposefully designed to facilitate collaboration, enabling our businesses and entrepreneurs to meet and use our extensive support packages to progress.

School of Physics, Engineering and Computer Science (SPECS), College Lane

Our new SPECS building will be the largest single building at the University, providing a fancy, upgraded home for our SPECS students, teachers, researchers and commercial partners to work together across a range of scientific fields. Over five floors, it will feature 15,000m² of sophisticated facilities, including robotics and cybersecurity labs, a structural testing facility and an experiential learning zone, allowing projects to be taken all the way from ideation to testing under one roof.

The Forum, College Lane

The huge, £7.7m redevelopment of The Forum resulted in a more dynamic and innovative teaching space, as well as relaxed, informal bar, Seventy7, and buzzing, strobe-lit nightclub, The Loft.

Institute of Sport, de Havilland

A sports injury clinic, human physiology laboratory, 3D-motion-analysis laboratory and a performance testing centre are just some of the world-class facilities now found in the new £7.5m Institute of Sport development, home to our sport, health and exercise programmes.

Science Building, College Lane

Home to our School of Life and Medical Sciences, the £50m Science Building offers specialist practical and dispensing laboratories, medical simulation suites, a mock pharmacy, clinical assessment cubicles and dedicated teaching and learning spaces to support students in subjects including pharmacology, pharmaceutical manufacturing, physiology and optometry.



Powering the Economy

We are a catalyst for
spending — and creating jobs
— in local, regional and
national economies

Our economic impact

£450m

UK economic gross value added by staff and student expenditure

7,180

full-time jobs supported nationally by staff and student expenditure

£120m

spent with UK suppliers annually

£12.3m

worth of research and consultancy services provided

£70m

of economic benefit for the UK from our research productivity

£112m

paid annually to University employees living in the UK

£90m

UK gross value added from supply chain expenditure

£11m

of economic benefit for the UK from our professional development activities

We play a unique role in the regional ecosystem

The University is an anchor institution

As the only university located in Hertfordshire, we occupy a unique role in the regional ecosystem. With a student body of more than 30,000, and as one of the county's largest employers of 3,360 staff (1,940 of whom are employed full-time), spending by our community and those in our supply chain significantly impacts the region's — and the wider country's — economy. Our gross, quantifiable economic footprint was 6,280 full-time jobs and £330m in gross value added (GVA) for Hertfordshire and 11,170 full-time jobs and £730m in GVA for the UK in 2020-21.

Our community are well represented in the county's population too; nearly two thirds of our employees live in Hertfordshire and 46% of our students live in the county during term time. 15% of our students originally come from here, and 13% find employment in the county after graduation, demonstrating our role in retaining young people to study and live in Hertfordshire.



How our direct activity impacted Hertfordshire between 2020-2021

We were responsible for **6,280** full-time jobs

Our international community supported **1,650** local jobs alone

Our economic output in Hertfordshire was **£330m**

13% of our graduates were employed in Hertfordshire

Regional economic development

We work closely with local authorities, charitable organisations, industry and local enterprise partnerships to ensure our educational offering aligns with the county’s placemaking activities. This includes being the only university represented on the Hertfordshire LEP Board.

We also have senior representation on every economic development group at district council level, and we feed into key regional industry bodies, such as the Hertfordshire Chamber of Commerce. We have focused our Enterprise Strategy on the high priority sectors identified through these strong partnerships, which in turn has ensured our activities meet both county- and national-level industry needs.



Thousands of career opportunities

Hertfordshire currently employs some 680,000 individuals with a further 100,000 new jobs planned by 2031. As a key employment hub, the workforce, development needs and career opportunities across the region are phenomenal. They include opportunities within world-class creative media including Elstree Studios and Warner Bros; advanced manufacturing organisations such as Nestlé and Henkel; multinational pharma and life sciences companies including GlaxoSmithKline and Roche, and the globally-renowned ‘Golden Research Triangle’ that links London, Oxford and Cambridge.

As an anchor institution, we’re uniquely positioned to respond to employers’ talent- and workforce-development challenges, and we regularly adapt and hone the skills being taught to students to ensure they support organisations’ needs. Our ability to react quickly and effectively is critical to the county’s long-term productivity performance.



£66m of gross wages were paid to staff living in Hertfordshire

Every direct job at Herts supported a further **1.5 jobs** in Hertfordshire

We spent **£31m** with local suppliers

Spending by our staff supported a further **510 full-time jobs**

Local supplier expenditure and its multiplier effects supported an estimated **530 full-time jobs**

We have developed an international resource

Our large international community is a huge asset for us — and the wider nation

A 2021 report by Universities UK International (UUKi) and the Higher Education Policy Institute (HEPI) revealed that the benefits of hosting international students far outweigh the costs: with the annual net economic impact worth an estimated £25.9b to the UK economy.

As one of the largest exporters of higher education in the UK — with the 12th largest international student population and the largest international student population of any university in the East of England — we're already harnessing this potential at Herts for the benefit of our university community and beyond.



We attract international students to:

- diversify and enrich our student community
- boost our export earnings to invest back into university teaching and services
- support additional spending on goods and services in the regional and national economy
- strengthen international relations
- help fill the gap in student numbers caused by Brexit
- develop innovative new research
- help plug crucial UK skills gaps, particularly in STEM and healthcare sectors, as well as academia
- help towards levelling up in the UK and across the globe

Learn how our international community is impacting the world



// I set up my own boutique law firm

"Malaysian and English law are very similar, so it worked to study law at Herts as an international student. I then set up Wong & Kiu in Malaysia in 2017. It's a boutique law firm specialising in real estate, litigation, and corporate and commercial law. The main objective of setting up my own firm was to take a step further in my career. I meet more clients now and help them to solve problems based on their needs."

**Sin Yee Kiu, Managing Partner
at Wong & Kiu, LLB Law (Hons)**



// I am using biotech to solve healthcare problems across Africa

"After graduating from Herts in 2014, my career spanned three continents and several multinational companies before I launched Greymate Care in my home country of Nigeria in 2016. A pioneering AI home-care platform that connects elderly people with professional caregivers, it has been a huge success. Today it's used by thousands of clients and has created jobs for over 1,000 people. We're now expanding across Africa and the wider world."

**Chika Madubuko, CEO and founder of
Greymate Care, MSc Biotechnology**




// I've helped design a robotic glove that improves stroke survivors' rehabilitation

"Originally from Chennai in India, I applied to study a PhD in medical robotics at Herts to work with Professor Farshid Amirabdollahian, who is internationally renowned for his assistive robotics and human-robot interaction research. Together, we've created the WiGlove; a smart, home-based robotic hand and wrist rehabilitation device for stroke survivors, which shows huge potential for real-world impact."

**Vignesh Velmurugan, Physics, Engineering
and Computer Science PhD student**

Powering Growth



We provide entrepreneurs, start-ups and scale-up businesses with the right expertise, facilities and entrepreneurial networks to achieve their full potential

Our business impact

632

number of businesses
we supported (2019-22)

£30m

additional revenue those
businesses generated
from our support*

830

full-time jobs those
businesses created

740

hours of business mentoring
and consultancy we
provided (2021-22)

£12.3m

value of research and
consultancy services
we provided (2020-21)

3,596

hours of business
advice we provided
on innovation, research
and development

992

hours of business advice
we provided on skills
and training

75%

businesses that
approached us first

£40m

amount our business
support is estimated to
have generated (2019-22)

We are solving the productivity challenge

Herts is playing a key role in boosting the region's productivity

The UK has a well-documented productivity challenge, lagging behind comparable G7 countries by around 13%. National productivity growth has significantly slowed since the financial crisis in 2008 and it's a major issue. So much so, it's recognised by the government in a range of policy initiatives, including the *Levelling Up White Paper 2021*, which put raising productivity as a central mission, with a target to raise pay, employment and productivity in every area of the UK by 2030.

Losing a regional competitive edge

Despite showing relatively high levels of productivity, the East of England has had

the slowest growth of all UK regions since 2002: 45% compared to 54% nationally. However, Hertfordshire's economy is more productive than the national average, ranking 5th highest among LEP areas in terms of gross value added per job vacancy filled. Despite this, based on data from 2008-2010, the county has still experienced below average growth in productivity (17%), compared to both the wider East of England and national average (18% and 23%); suggesting it has lost its competitive advantage.

Prioritising productivity sectors for growth

To tackle this, the Hertfordshire LEP's enterprise and innovation strategy has prioritised a number of high-productivity sectors for growth, which we have mirrored with four clusters of excellence in our Enterprise Strategy. With an embedded focus on sustainability, equality, diversity and inclusion, these clusters bring together expertise from across the institution, and offer a central point for businesses and partners to collaborate and deliver innovative knowledge-exchange activities, while supporting talent and workforce development, research and insights and growth and productivity.

Hertfordshire LEP priority sectors

Life sciences

Agri-tech

Advanced manufacturing

Sustainable construction

Creative industries

Our clusters of excellence

Health and care

Science, medicine and technology

Advanced materials and manufacturing

Screen arts



Supporting innovative businesses

In 2019, we were one of just 20 universities to achieve University Enterprise Zone (UEZ) status and awarded governmental funding of £1.1m. This allowed us to extend our existing enterprise programmes and support 127 businesses linked to our clusters of excellence. Since then, we've also redesigned our core business support to help more local entrepreneurs launch, grow and scaleup their ventures, and launched new initiatives such as our Entrepreneurs in Residence (EiR) scheme, where successful entrepreneurs and industry experts become part of our entrepreneurial ecosystem to advise our business community, students and staff.



Our business support offer

Since 2019, 632 businesses have benefitted from our multifaceted enterprise support, coworking spaces and one-to-one mentoring, while 140 start-ups have been supported through our Business Incubator since 2018. Designed to be responsive to business and priority sector needs, our targeted enterprise programmes support aspiring entrepreneurs, start-ups and scale-up businesses to launch, innovate and achieve sustainable growth.

Herts Enterprise support

What?

Free, expert support for individuals starting their entrepreneurial journey

For?

Under- and postgraduates, alumni, sole traders, aspiring entrepreneurs

Includes?

- self-employment and start-up funding support
- entrepreneurial skills development
- networking opportunities and events
- one-to-one business mentoring and access to coworking spaces
- entrepreneurship competition support

Herts Business Incubator

What?

A free, 12-month programme for early-stage, registered businesses

For?

Innovative start-ups looking to validate, solidify and grow their ventures

Includes?

- guided cohort-based sessions on core areas including value proposition design, testing and business model consolidation
- one-to-one business mentoring and access to coworking spaces
- networking opportunities and events

Herts Accelerator

What?

Bespoke support for established businesses looking to scale up

For?

Research and development (R&D) intensive, innovative start-ups and SMEs

Includes?

- technical and commercial consultancy support
- research expertise and specialist labs access
- guided cohort-based sessions on core areas including prototyping, R&D and testing
- one-to-one business mentoring and access to coworking spaces

We are building 'Generation Start-up'

How Herts cultivates entrepreneurial talent

We believe in the power of ideas, value the strength of collaboration and know that every entrepreneur has the potential to make a lasting and positive contribution to improve society. That's why we're so focused on cultivating the next generation of entrepreneurial talent.

We have:

- helped to launch 337 graduate start-ups over the last five years
- almost tripled the number of graduate start-ups we've supported in five years — growing by 274% between 2016-21, the highest growth rate in the East of England
- graduates who are estimated to be nearly four times more likely to be self-employed post-graduation*, compared to their peers across other UK universities



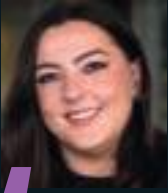
Generating new commercial companies

We further support our researchers to commercialise their innovative research — or intellectual property (IP) — by providing them with the funding, facilities and support to set up a university 'spin-out' company or license the IP to them to commercialise.

This support allows the benefits of breakthroughs and new technologies generated through research to spill over into the private sector. This achieved an estimated economic benefit of £70m for 2020-21, compared to the £10m of publicly-funded grants and collaborations the University received as income.



*According to Graduate Outcome 2019/20 data



I develop innovative, sustainable model-making solutions

"After graduating from Herts with a degree in Model Making, I created my company, Go Design Services, to make sustainable models in a typically waste-heavy industry. Since opening my workshop in 2022, my business has gone from strength to strength, and I've been able to employ a talented team of fellow Creative Arts graduates. Running a start-up isn't plain sailing but I've received invaluable support from the University. Access to their experts in sustainable design, plus an allocated business mentor, has helped my business development plans and brand strategy, and allowed me to develop our innovative sustainable model-making technique."

Grace Overington, CEO and founder of Go Design Services, supported by our Herts Sustainability Accelerator

Hear from two inspiring entrepreneurs we're supporting



I am using artificial intelligence to help cancer patients receive more effective, targeted treatments

"My medical technology company, Curenetics, was born out of a desire to help patients, particularly those diagnosed with cancer, to receive better, more tailored treatments. I approached the University with my concept in 2021, and worked with them to develop new profiling technology that harnesses the power of artificial intelligence to analyse more data about patients than ever before, including patients' cancer genomic profile, imaging data (scans) and medical history. This is then used to identify the most effective treatment. The University of Hertfordshire has played a crucial role in providing the clinical skills and technical experts to help me work towards achieving my goals."

Sola Adeleke, CEO and founder of Curenetics, supported through our Healthcare Accelerator programme



A woman wearing a white VR headset and a beige hijab is shown in profile, looking towards the left. She is holding a white VR controller in her right hand. The background is a blurred pharmacy or laboratory setting with shelves of various products. The image is overlaid with large, bold, white text. There are also several large, semi-transparent colored rectangles (purple, yellow, green) scattered across the image.

Powering Innovation

Our researchers undertake globally impactful and commercially viable research projects that are socially, economically and industrially meaningful

Our research impact

90%

of our research is REF-classified as having "outstanding" (4*) or "very considerable" (3*) impact

32nd

out of all UK universities for research impact — the top ranked of all post-1992

Top 25%

of all UK universities for research impact

61

place jump in research impact ratings — the highest rise of any UK university

78%

of our research is REF-classified as "world-leading" (4*) or "internationally excellent" (3*)

£10m

income generated from research government grants and contracts (2020-21)

3,600

hours of research, development and innovation support delivered (2021-22)

£70m

economic benefit generated from research productivity

We advance impactful, real-world research



Our internationally-renowned, impact-driven research is vital to our core purpose

The University is known for its globally impactful, commercially viable research projects that are socially, economically and industrially meaningful. By investing in enhanced research facilities and partnering with a diverse, global network of public sector, industry and academic partners, we are able to pioneer frontline research that translates into world-changing action. Our reputation for top-level research in turn attracts a community of expert researchers and project leaders, whose calibre also boosts the quality of both our teaching and bespoke business support.

Outstanding research

The 2021 Research Excellence Framework (REF) confirmed the high quality of our research, showing a significant rise in overall rankings since the last REF in 2014. We performed exceptionally well in the 'research excellence' category, and experienced the highest rise in the research impact ratings of any university in the sector. We were able to submit 346 members of staff to REF 2021, an increase of 58%

from 2014. This figure was significantly boosted by an increase in early career researchers and by broadening the research opportunities on offer to a wider community of staff, creating a more sustainable research environment.

The University:

- was ranked in the top quartile for all UK universities for research impact — the highest ranking of any post-1992 university
- rose in the research excellence rankings from 83rd to 62nd
- had 90% of our research classified as having "outstanding" or "very considerable" impact, with exceptional results in areas including psychology, health and care, and agricultural sciences
- had more than double our research ranked as "world-leading" (4*) since the last REF (2014)

REF further highlighted how our research — from developing biological surveillance for the British Military, to creating resources for care homes and briefing the Cabinet Office during the height of the COVID-19 crisis — informs how policymakers and sector leaders respond to the key socioeconomic challenges of our time.

Embracing health in care homes and communities during the pandemic

4* REF

Professor Claire Goodman's ongoing improvement work regarding care homes and the NHS was brought to the fore at the onset of the COVID-19 pandemic in early 2020, when care homes urgently needed evidence-based guidance to support staff and protect their residents. Working collaboratively with care home managers, Professor Goodman and her research team mobilised quickly to create guidance to sit alongside emerging COVID-19 policy and practice. The Framework for Enhanced Health in Care Homes was soon rolled out nationally, covering around 410,000 residents across 11,300 care homes. The resources have been downloaded hundreds of times and were promoted by the National Care Forum, the End-of-Life Care Partnership, the Social Care Institute for Excellence and the Association of Directors of Public Health.

Building STEM skills across Africa, Asia and South America

4* REF

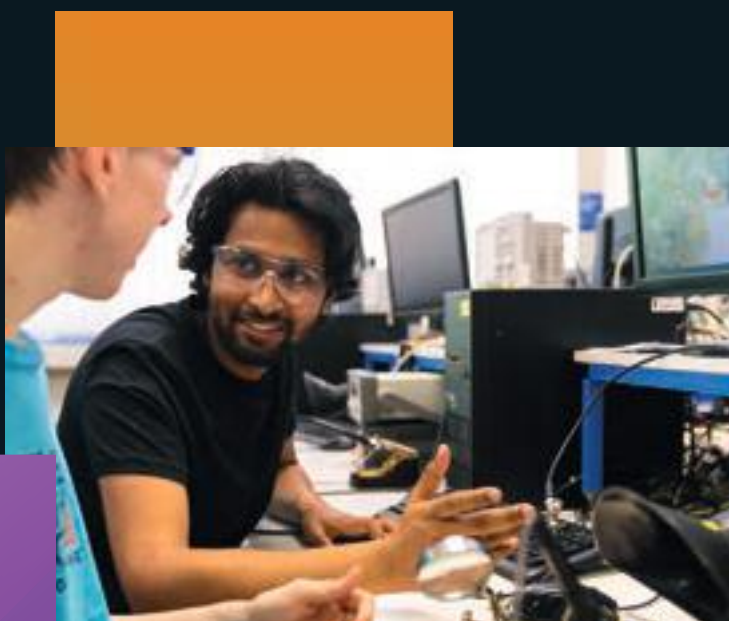
A programme co-designed by researchers at the University's Centre for Astrophysics Research (CAR) has helped to upskill hundreds of young people across low and middle-income countries in Africa, Southeast Asia and Latin America in graduate, Masters and PhD-level training. Using cutting-edge techniques in astronomical survey science, data analysis and interferometry, CAR researchers co-designed the 'Development in Africa with Radio Astronomy' (DARA) initiative that led to the delivery of a number of radio astronomy and technical training programmes in countries including Zambia, Botswana and Thailand. These have upskilled key workforce areas, directly impacting national economies.

Discover some of our outstanding REF research

Exploring the damaging effects of the internet

4* REF

Since 2014, the World Health Organisation has recognised Problematic Use of the Internet (PUI), but PUI research has been fragmented and localised, making it difficult for researchers to gauge the full picture. That's why the University of Hertfordshire led the world's first international research network into how the internet affects mental health and wellbeing. Consultant Psychiatrist and University Professor Naomi Fineberg chaired a network of researchers from 38 countries, aiming to identify and understand problems associated with internet use, such as gambling, pornography, gaming and excessive social media use. The network also sought to pinpoint the cause of these problems and unlock how society can best manage them.



Powering Skills

**Our successful strategy
for delivering work-based
learning and a vocationally
relevant curriculum**

Our skills impact

8,000 Herts graduates enter the job market every year

93% of our graduates in employment and further education within 15 months

71% of those graduates in highly-skilled employment

29% of those graduates employed in healthcare professions

10% of those graduates employed within STEM organisations

19,500 learner days delivered to businesses and individuals (2020-21)

805 active apprenticeships at Herts from Sept 2022

260,000 children impacted by University's Primary Science Quality Mark

We target crucial skills gaps

The University reacts to local, regional and national employment needs

Skills and education are central to improving any nation's productivity. Currently, however, talent development at higher technical levels falls short of employers' needs across key sectors in the UK, with only 4% of young people achieving a qualification at a higher technical level by the age of 25. The current supply of engineers, technicians and health and social care professionals, in particular, is not enough to meet vital socioeconomic challenges, such as digitisation, the transition to a green economy, or meeting the needs of an ageing population.



The University's approach

That's where our work-based learning, upskilling programmes and vocationally relevant curriculum comes to the fore again. Our industry-focused teaching is informed by targeted engagement with professional bodies, key employers and government to ensure we are directly responding to real-world needs. This approach is implemented within our courses and also delivered through a variety of schemes:

Our University Enterprise Zone

Our UEZ programme's clusters of excellence in health and care; science, medicine and technology; advanced materials and manufacturing and screen arts provide students and businesses with access to funding and specialist support that responds to national and regional skills and productivity demands.



Continuing Professional Development

The need to upskill, reskill and re-educate the UK's workforce at all stages of life is finally being given greater recognition, with the government due to roll out its Lifelong Loan Entitlement in 2025. Our Continuing Professional Development (CPD) training already supports these ambitions. Targeting regional businesses, we delivered 19,500 learner days to individuals and organisations in 2020-21, an increase of 65% over the last five years, delivering an estimated economic benefit of £11 million. Around 72% of our CPD support is focused around health and medicine, addressing labour shortages in front-line occupations such as paramedics and nurses, and cultivating NHS leadership.

Apprenticeships for high priority sectors

We collaborate with four, local, further education colleges, as well as industry partners, to offer a range of bespoke courses. This includes 12 apprenticeship programmes catering to the needs of high priority sectors including health and social care, engineering and leadership and management. In September 2022, we were supporting 805 active apprenticeships, 61% of which were women apprentices and 31% of which were black, Asian and ethnic minority apprentices.

The Primary Science Quality Mark (PSQM)

Our role in education and training starts well before our students join us on campus. We've been running the Primary Science Quality Mark (PSQM) for over a decade to enhance and improve STEM education and leadership in primary schools, as these years are crucial for fostering children's engagement in STEM. To date, PSQM has worked with 804 schools, almost half of which are in areas of high socioeconomic deprivation, positively impacting 260,000 children.

We develop highly-skilled graduates



The University is cultivating the workforce and leaders of tomorrow

Many of our skilled graduates go on to work in critically important sectors that meet vital socioeconomic challenges. This includes the 29% of graduates who go into healthcare professions and the 10% who find employment in life sciences and engineering companies.

Alongside facilitating career-relevant work placements in renowned organisations, we heavily invest in realistic, industry-mirroring environments and equipment to ensure our students graduate work-ready.

Our advanced facilities include:

Simulation suites

State-of-the-art simulation suites, including a children and babies unit, operating theatre and full-scale ambulance, contain life-like care and observation equipment to provide realistic clinical environments where students can master their skills.

Industry-standard labs and equipment

Equipped with the highest quality technology — including VR and AR tech, flight simulators, robots and industry-standard wind tunnels — our labs are designed to provide smaller-scale, real-world environments for hands-on, vocational training and research.

A teaching observatory

Situated around six miles from the main campus to provide ideal, dark skies, Bayfordbury Observatory has seven individually-housed optical telescopes and four radio telescopes, offering remarkable observational opportunities.

Film and music studios

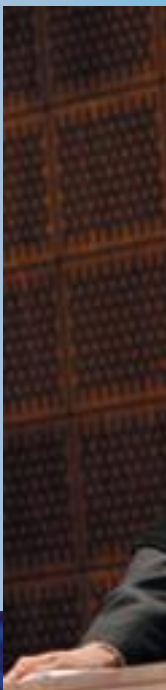
Film and music studios — with top-of-the-range recording equipment — digital editing suites, sound rooms and performance areas, are just some of the facilities available for our Creative Arts students.

Full-scale courtroom and law clinic

Our Law Court building is home to a full-scale courtroom with public gallery; purpose-built mediation centre; and the award-winning Hertfordshire Law Clinic, which contains a dedicated student office, reception area and client consultation rooms for students to provide real clients with pro bono legal advice.

Sector-leading sports equipment

A world-leading biomechanics laboratory at our Institute of Sport, featuring one of the few Gait Real-time Analysis Interactive Lab (GRAIL) systems in the UK, enables pioneering research in human navigation behavior and disorientation, while our environment control room can simulate the temperature and altitude of challenging real-world environments.



Meet some of our star alumni



Protecting the vulnerable gave me a strong sense of purpose

According to Herts alumna Dr Grace Ononiwu CBE, it's a combination of "passion and determination" that has been key to her phenomenal success. She's gone from trainee solicitor to becoming the first Afro-Caribbean person to hold the post of Chief Crown Prosecutor in the history of the Crown Prosecution Service (CPS); the first woman to hold the position in Northamptonshire, the East of England and West Midlands regions; and Director of Legal Services for the CPS in 2021. We were thrilled to celebrate her incredible career with an Honorary Doctorate of Laws in 2017 and the renaming of the University's Law Court — now known as the Grace Ononiwu Law Court Building — in 2021. We have also made her patron of our Hertfordshire Law Clinic.

Dr Grace Ononiwu CBE, Director of Legal Services at the CPS, BA (Hons) Law 1988, Honorary Doctorate of Laws, 2017



My creative studio has just collaborated with Disney to create an original, African sci-fi series

Soon after graduating in 2017, Hamid Ibrahim co-founded visual storytelling brand Kugali Media, which specialises in telling narratives inspired by African culture through comics, graphic novels, augmented reality and animation. In 2021, Walt Disney Animation Studios announced that it will be joining forces with Kugali to create *Iwájú*, an original African sci-fi series for Disney+.

Hamid Ibrahim, co-founder and Chief Creative Officer of Kugali Media, BA Hons in 3D Animation and Visual Effects, 2017



I believe education remains an equaliser and a means to shape a positive future for all children

Graduating three times from the University of Hertfordshire in three different courses, Dr Jeffery Quaye may be our most committed alumnus yet. Fittingly, he has gone on to have a significant impact on the education sector, culminating in an OBE for his outstanding services in the New Year Honours 2023 List.

Dr Jeffery Quaye OBE PhD, FRSA, National Director of Education and Standards, Ofqual Expert and DfE Education Advisor, BEng (Hons) Electrical and Electronic Engineering, 2003; PGCE (Secondary Mathematics), 2004, MA Education, 2008

Powering the Future

We are investing in our people, so they can impact the world

We are, and always have been, committed to ensuring that everyone is able to access and achieve through higher education. As the leading university for social mobility in the East of England — with 68% of our students from widening participation backgrounds; 36% of students being the first in their family to attend university; and 26% of students from households with income below £25K — and one of the top 20 universities nationally, we celebrate diversity. We believe that the inclusion of different voices and unique perspectives enhances our education, enriches our teaching and research and is absolutely vital for socioeconomic development.



We are the future

Our vision is to ensure all our community have access to the facilities, knowledge and opportunities required to achieve their goals. We want our people to push boundaries and break barriers; to go on and solve the most pressing challenges of our time and to share their big ideas with the world. We want to empower everyone at Herts to make radical impact here, across the UK and throughout the world, and most importantly, we want them to be proud to have studied, worked or partnered with the University of Hertfordshire; a place where ideas move at a different pace.

68%

students from widening access and participation backgrounds

36%

students are the first in their family to attend university

66%

students are black, Asian and ethnic minority

26%

students are from households with income below £25k

17%

students have a disability

20%

staff come from ethnically diverse communities



The data within this report was taken from the University of Hertfordshire Impact Study 2023, compiled by Hatch Urban Solutions, a leading economic and social research consultancy who specialise in providing robust assessments of economic and social value across a wide range of sectors, including higher education.

To find out more about Hatch, and to view the full impact report, please visit our website at herts.ac.uk






Can you support our students to continue making an impact in the world?

Herts graduates are global movers, but in the face of the rising cost of living, they sometimes need extra financial help to achieve. Please consider making a donation to support our most vulnerable students to get the degrees they deserve as their launchpad to success.

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