NAFEA Conference 2016

National Work Integrated Learning Strategy

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AUSTRALIAN COLLABORATIVE EDUCATION NETWORK LIMITED

UNIVERSITIES AUSTRALIA
DISCOVER LEARN LEAD

“Sometimes it is just easier to do nothing “

Employer in Tasmania discussing WIL

Overview

- Context
- Role of Industry and Community in WIL
- Challenges and enablers to engagement
- OLT Project “Developing strategies to maximise industry contribution and engagement with the Work Integrated Learning (WIL) experience”
- Overview of National WIL strategy
- Key benefits of the National WIL Strategy
- Current Projects and Achievements
- International Developments
- Questions

Context

- Focus on enhancing students employability and graduate outcomes
- Work Integrated learning (WIL) projects and placements, industry projects on and off campus is a proven mechanism to prepare students for the Australian Workforce
- Authentic engagement with industry and community partners is fundamental to quality outcomes
- Growing recognition of the importance of WIL as a mechanism for economic growth
- Changes over recent years had been incremental and slow with persistent issues identified in “The WIL Report” unresolved.
- Realisation that a joint approach was needed to affect change

Employer engagement in WIL

- Motivations and benefits to employers of WIL are well known
- Increased engagement by Universities in WIL has resulted in increased demand and competition for WIL opportunities for students
- Smaller organisations less likely to get involved (20 yrs & /or 15 employees)
- Significant growth is possible in range of industry sectors
- Reliance on universities and students to facilitate WIL
- Issues around managing expectations and timelines of both parties

Ref : Engaging Employers in WIL : Current State and Future opportunities 2014
R. Prinsley and K. Baranyai, “STEM skills in the workforce: what do employers want?” (Office of the Chief Scientist, Canberra, 2015).

Challenges and Enablers to Engagement

- Strengthen engagement with universities and establish links
- Insufficient resources in organisations
- Insufficient capacity
- Limited information : clear and accessible information required
- Costs of supervision and administration.
- A perception that the business could not offer suitable projects or activities.
- Limited knowledge or concerns about legal responsibilities, including occupational health and safety and fair work laws.

Ref : Engaging Employers in WIL : Current State and Future opportunities 2014

- Information about WIL and its purpose
- Learning outcomes and role in these outcomes
- University timelines, processes and expectations
- Resources to prepare and monitor students progress

Ref : Engaging Employers in WIL : Current State and Future opportunities 2014

Developing strategies to maximise industry contribution and engagement with the Work Integrated Learning (WIL) experience

Australian Government
Office for Learning & Teaching
Curtin University
RMIT UNIVERSITY
QUT
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Project deliverables

The purpose of this extension grant:

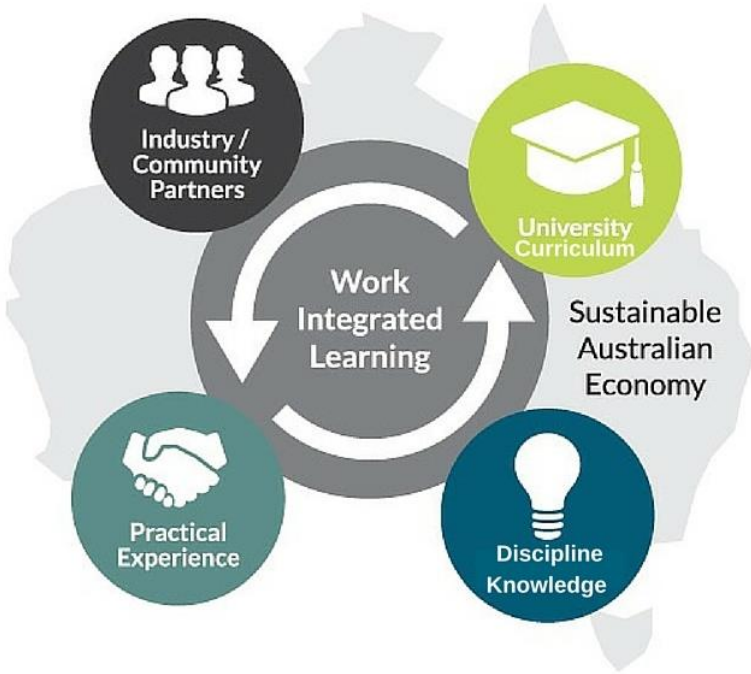
- Resources for industry engagement and capacity building: functional resources
- WIL curriculum model that incorporates consultation with industry and institutional representatives
- Set of Good Practice Guides that outline the role of stakeholders in quality WIL experiences

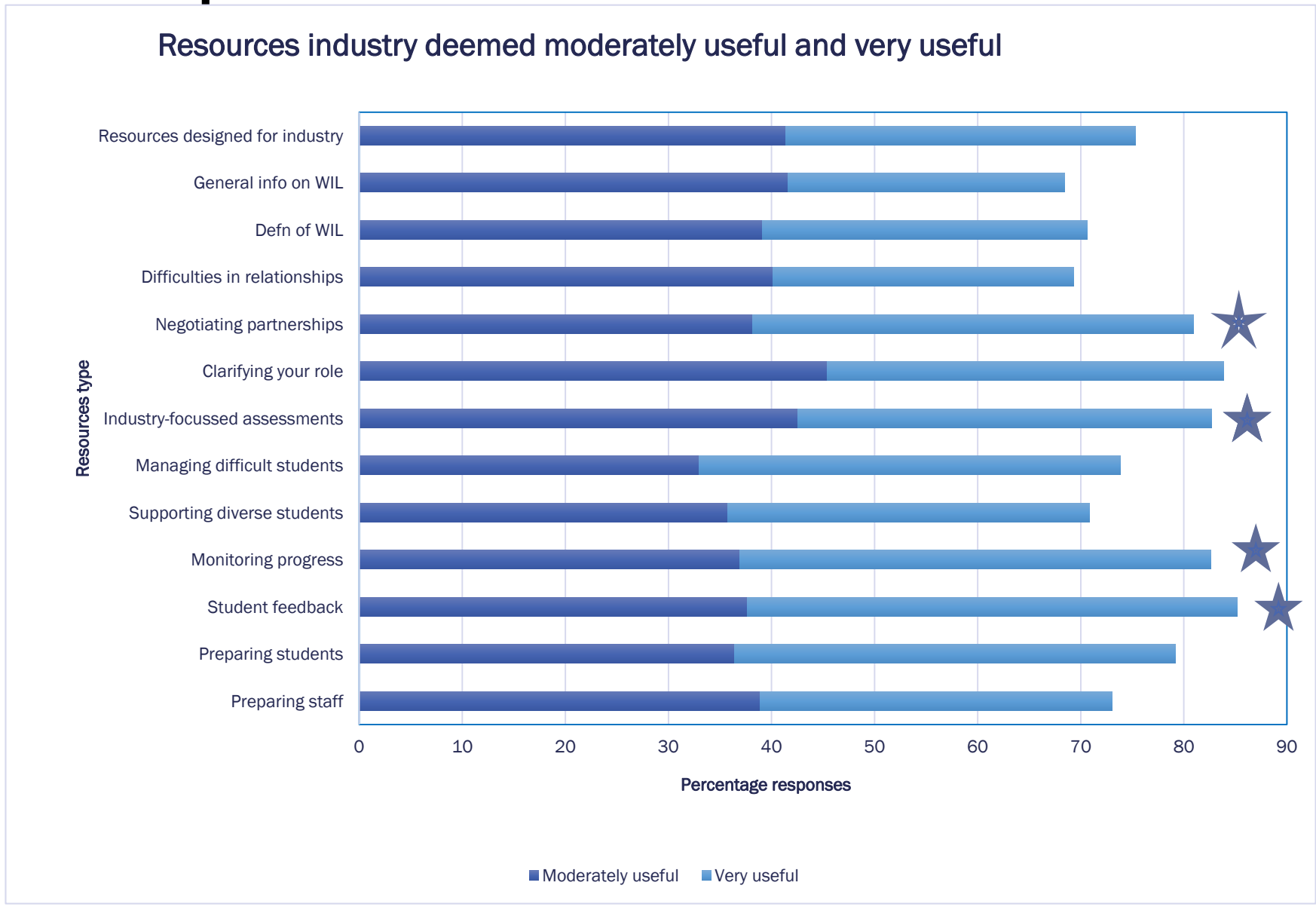
The ultimate aims:

- Website which promotes WIL, facilitates dissemination and impact

Employer survey

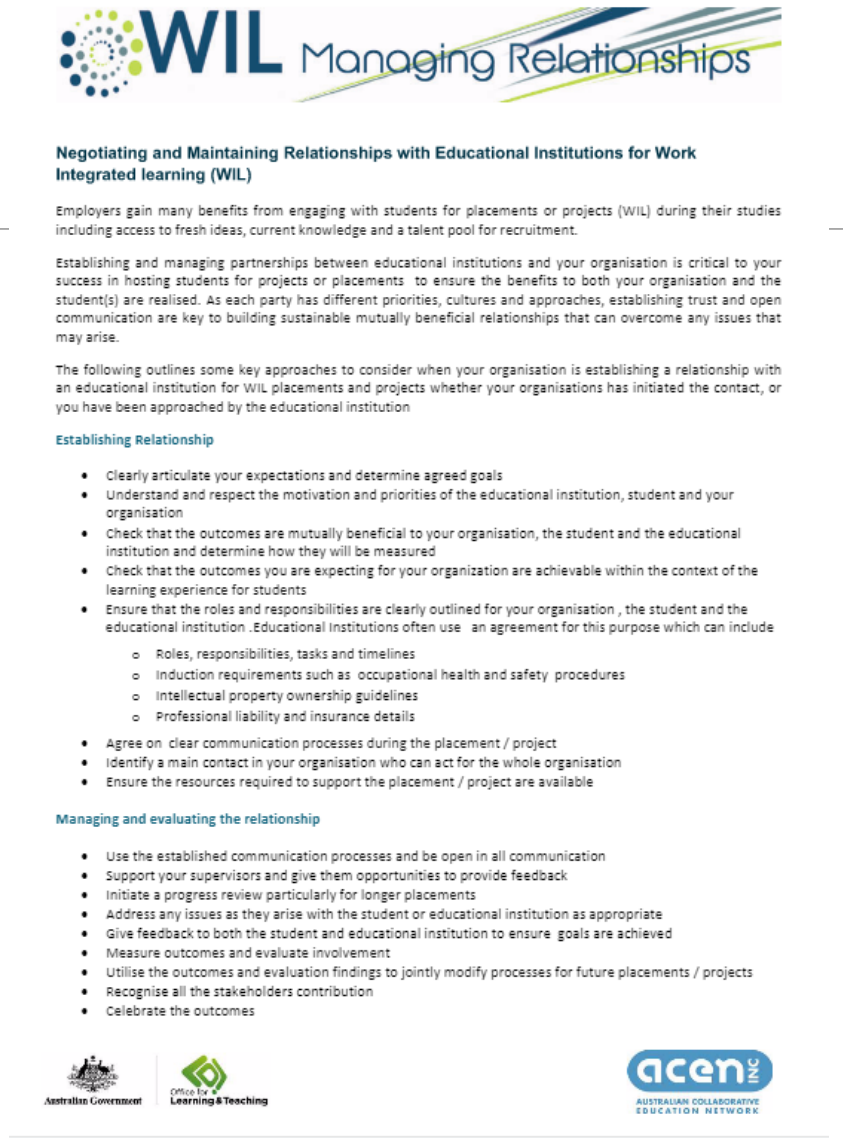
- 480 responses
- Purpose: industry perspective on topics and types of resources
- 8 questions for demographics
- Usefulness of resources
- Mode of resources
- Type of resources
- Industry specific resources




Resources industry deemed moderately useful and very useful
Resources designed for industry
General info on WIL
Defn of WIL
Difficulties in relationships
Negotiating partnerships
Clarifying your role
Industry-focussed assessments
Managing difficult students
Supporting diverse students
Monitoring progress
Student feedback
Preparing students
Preparing staff
Resources type
0
10
20
30
40
50
60
70
80
90
Percentage responses
Moderately useful
Very useful

Industry resources

- Managing relationships
- Preparation
- Assessment
- Feedback



WIL Managing Relationships

Negotiating and Maintaining Relationships with Educational Institutions for Work Integrated learning (WIL)

Employers gain many benefits from engaging with students for placements or projects (WIL) during their studies including access to fresh ideas, current knowledge and a talent pool for recruitment.

Establishing and managing partnerships between educational institutions and your organisation is critical to your success in hosting students for projects or placements to ensure the benefits to both your organisation and the student(s) are realised. As each party has different priorities, cultures and approaches, establishing trust and open communication are key to building sustainable mutually beneficial relationships that can overcome any issues that may arise.

The following outlines some key approaches to consider when your organisation is establishing a relationship with an educational institution for WIL placements and projects whether your organisations has initiated the contact, or you have been approached by the educational institution

Establishing Relationship

- Clearly articulate your expectations and determine agreed goals
- Understand and respect the motivation and priorities of the educational institution, student and your organisation
- Check that the outcomes are mutually beneficial to your organisation, the student and the educational institution and determine how they will be measured
- Check that the outcomes you are expecting for your organization are achievable within the context of the learning experience for students
- Ensure that the roles and responsibilities are clearly outlined for your organisation , the student and the educational institution .Educational Institutions often use an agreement for this purpose which can include
  - Roles, responsibilities, tasks and timelines
  - Induction requirements such as occupational health and safety procedures
  - Intellectual property ownership guidelines
  - Professional liability and insurance details
- Agree on clear communication processes during the placement / project
- Identify a main contact in your organisation who can act for the whole organisation
- Ensure the resources required to support the placement / project are available

Managing and evaluating the relationship

- Use the established communication processes and be open in all communication
- Support your supervisors and give them opportunities to provide feedback
- Initiate a progress review particularly for longer placements
- Address any issues as they arise with the student or educational institution as appropriate
- Give feedback to both the student and educational institution to ensure goals are achieved
- Measure outcomes and evaluate involvement
- Utilise the outcomes and evaluation findings to jointly modify processes for future placements / projects
- Recognise all the stakeholders contribution
- Celebrate the outcomes

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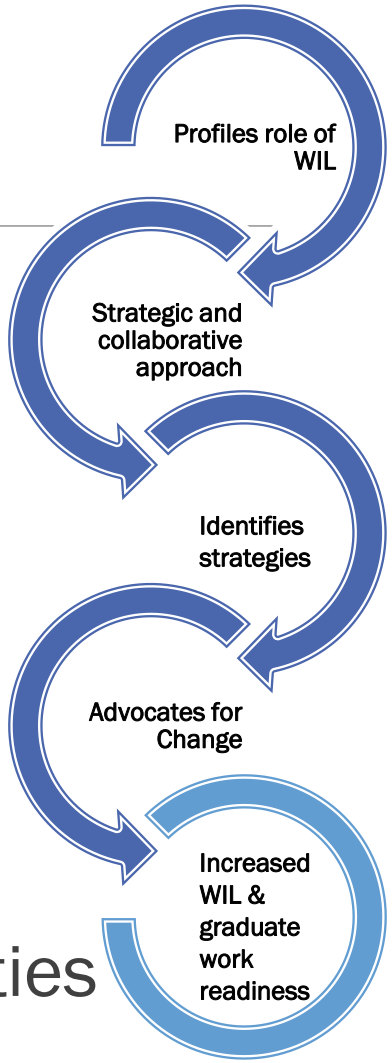
National WIL Strategy

- Partnership between the university sector, industry and government
- Aims to build capacity for universities and employers to engage in WIL

Key Benefits

- Profiles the growth and role of WIL
- Strategic and collaborative national approach
- Acknowledges the value for all stakeholders
- Acknowledges WIL as including diverse models
- Extent to which WIL is occurring nationally
- Identifies and target barriers, boost enablers and expand opportunities from perspectives of all stakeholders
- Forges greater collaboration between industry and universities



Strategy key areas of focus

- Provide national leadership to expand WIL
- Clarify government policy and regulatory settings to enable and support growth in WIL
- Build support among students, universities, employers across all sectors and governments - to increase participation in WIL
- Ensure the investment in WIL is well targeted and enables sustainable, high quality experiences, stakeholder participation and growth
- Develop university resources, processes and systems to grow WIL and engage business and community partners
- Build capacity for more employers to participate in WIL
- Address equity and access issues to enable students to participate in WIL
- Increase WIL opportunities for international students and for domestic students to study offshore

In short, we aim to…

- Build capacity in universities and employers
- Share good practice
- Identify and remove impediments to WIL
- Increase potential and opportunities to engage
- Increase scale, breadth and quality of WIL
- Strengthen collaboration between universities and industry

What has been achieved

- Better understanding of WIL across the university sector
- Strategic positioning on WIL
- Increased knowledge of what employers want
- Increased engagement of employers
- Better understanding in industry of resources needed to engage in WIL
- Connecting existing WIL networks
- Sharing of information on ‘connection’ platforms

National WIL website

Partners are building a WIL website that will be a one-stop shop for unis and employers

National WIL website

- Provide high-level information for both universities and employers, including checklists
- Case studies to highlight the benefits of WIL for unis, employers and students
- Link to resources across the web
- Provide WIL contacts for each university and our industry partners

STEM Projects

Australian Government
Office of the Chief Scientist

To improve participation of science students in WIL, the Australian Council of Deans of Science and the Chief Scientist have funded 6 lighthouse projects.

Employer Guide

Introduction to WIL for AI Group members includes:

- benefits
- types of involvement
- tips for successful student involvements
- legal requirements
- examples
- getting started

Employer Awards

ACEN has developed National Industry awards to recognise the contribution that employers make to WIL

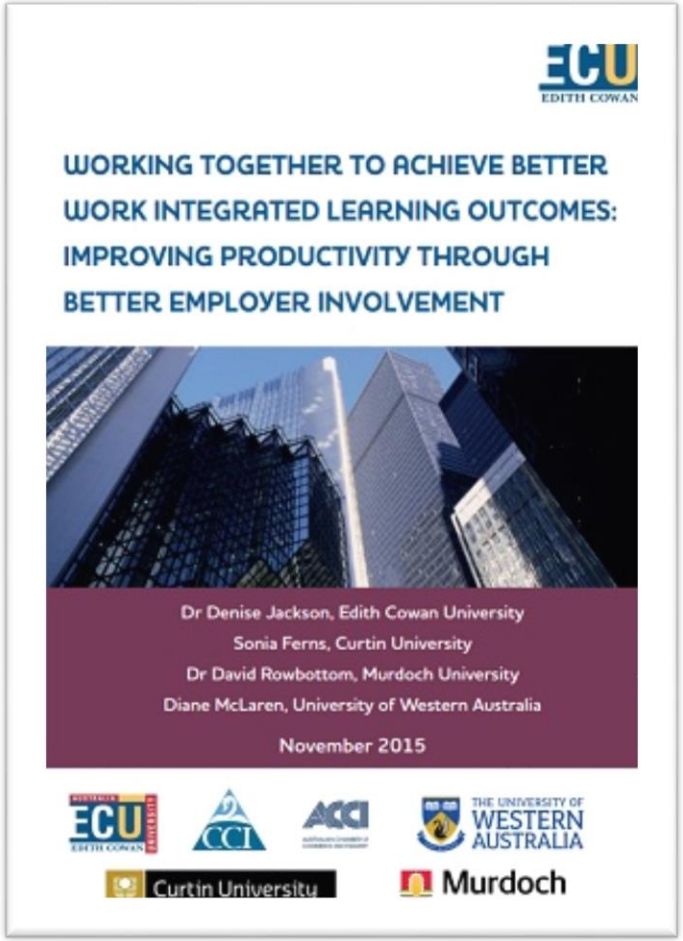
- **Local hero** : small-medium enterprise partner that is contributing to WIL beyond the expectations of the size of their organisation.
- **Collaboration Award**: partner organisation that is collaborating with a university to provide a sustained and significant contribution to WIL.

To be announced at the ACEN National Conference in late Sept

Innovative Industry Engagement

Collaboration between ACCI , CCIWA and all WA universities to promote WIL , identify challenges and broker WIL opportunities in 2015

43 students and 20 employers participated in placements organised and coordinated by the WIL Advisory Service.



International Developments

Canada :

Canadian Budget in 2016 expands opportunities for students to obtain co-ops, internships and other work experience in conjunction with their educational program by launching the Post-Secondary Industry Partnership and Cooperative Placement Initiative with funding of $73 million over four years.

Thailand :

Major investment by the Thai Government in professional development and systems and support for WIL .

- Joint Declaration for Support and Development of Cooperative Education was signed by the then Ministry of University Affairs, Thai Association for Cooperative Education (TACE),and representatives from higher education
  - National Cooperative Education Day since 2009

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WIL 2020
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Questions ?