



THE UNIVERSITY
of ADELAIDE

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IDENTIFYING AND OVERCOMING OBSTACLES TO EQUITABLE ENGAGEMENT WITH WIL

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Acknowledgement of Country

I acknowledge the deep feelings of attachment and relationship of First Nations peoples to country. I respect and value their past, present and ongoing connection to those lands and cultural beliefs.

Equity and WIL

**Not all Australian students are participating in WE/WIL equally,
eg:**

First Nations students:
31.1% participation v
37.3% domestic non-
Indigenous students

Students from low SES
backgrounds: 27.8% v
48.6% students from
high SES

Regional (34.1%
participation) and
remote areas (27.2%) v
37.7% of students from
metropolitan areas

Three issues

Securing WIL
placements

Vulnerability
within WIL
placement

Completing
the WIL
placement

Securing WIL placements

A range of issues:

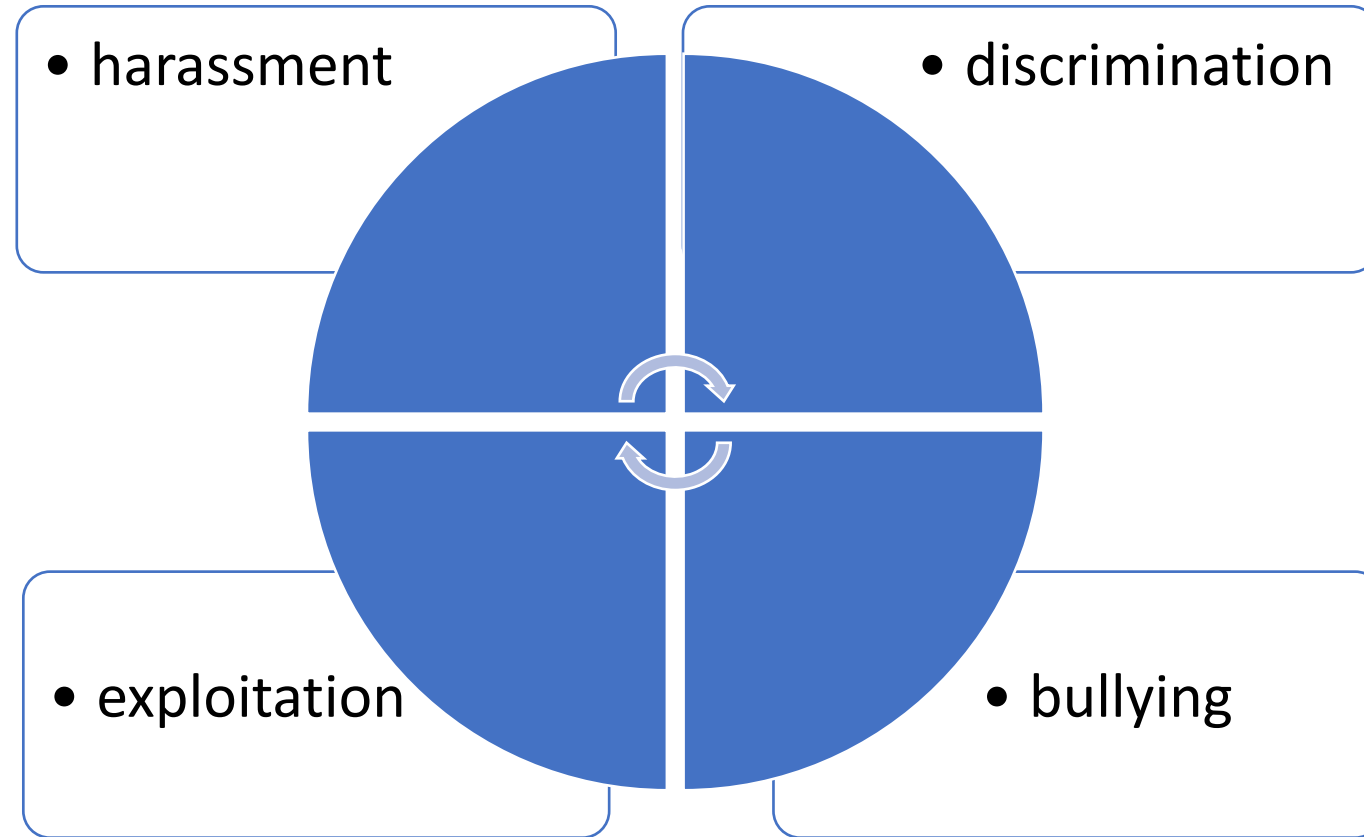
- **Discrimination in hosts selecting WIL participants**
- **A lack of awareness of the importance of WIL**
- **Lack of access to professional networks to assist in identifying / securing WIL**

Outcomes?

No WIL?

Poor WIL?

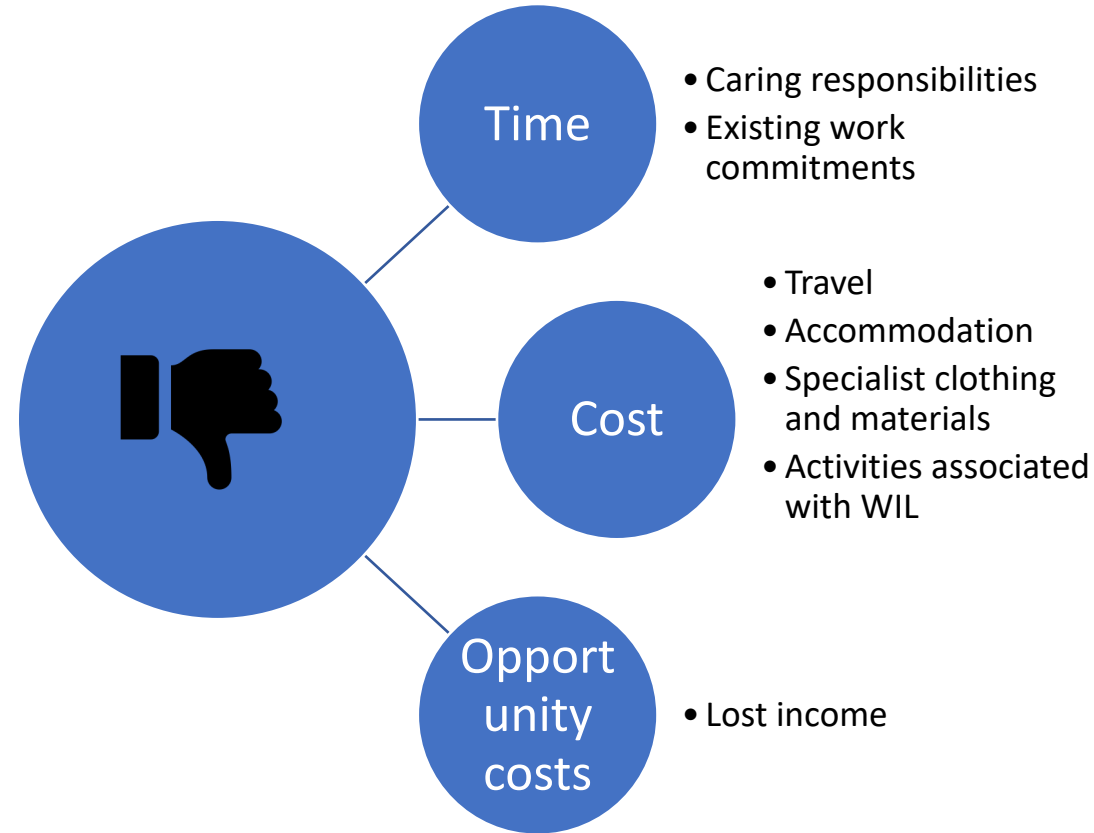
Vulnerability within WIL



Outcomes?



Completing WIL placements



Outcomes

01

Don't do WIL

- The costs are too great to WIL is not completed

02

Don't complete placement

- Withdraw early without completing course (if relevant) and with limited learning/connections

03

Complete non-ideal WIL

- To minimise obstacles ie travel, cost, lost income

Interventions?

Information

- The value of WIL
- How to organise WIL
- Support available for WIL
- How to get the most out of WIL

Assistance

- In securing appropriate WIL
- For travel, accommodation, other expenses
- When something goes wrong

How?

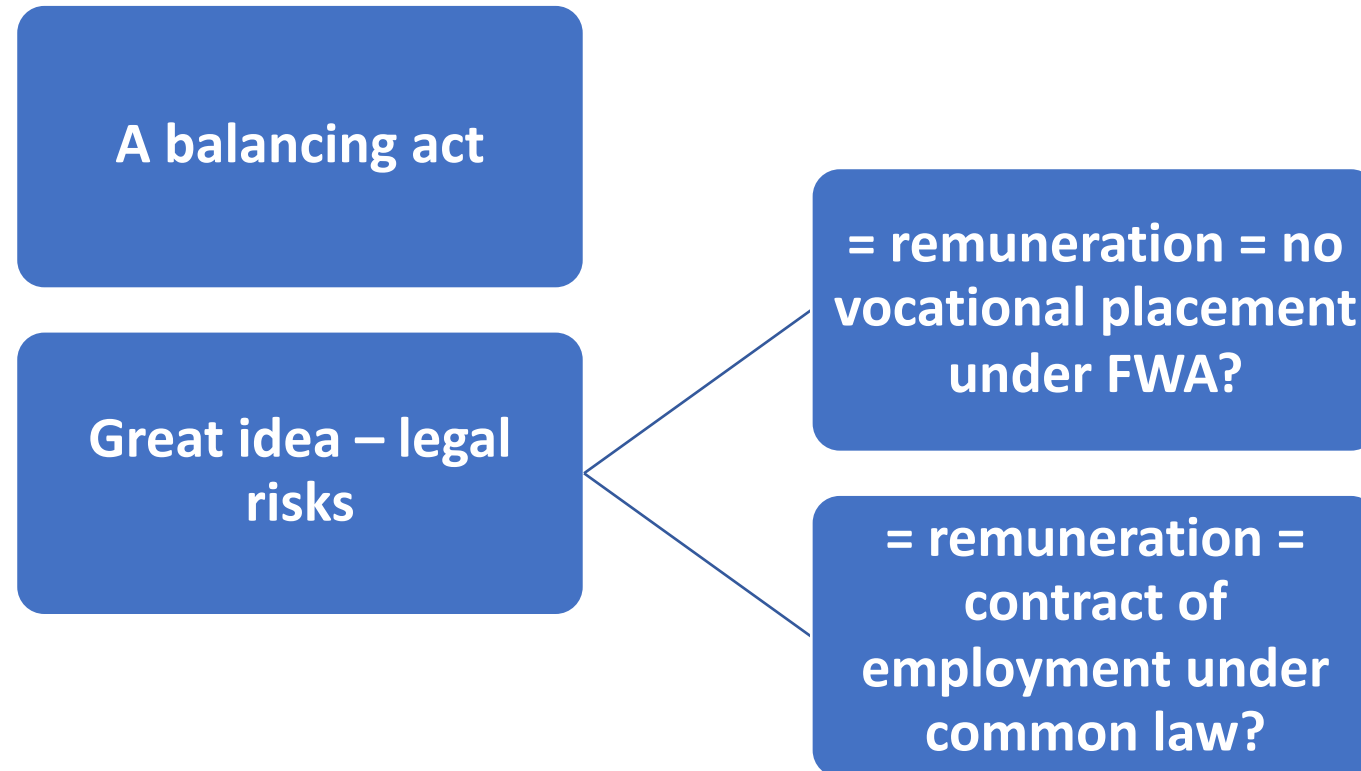
Educate students early:

- **About the importance of WIL**
- **How to secure WIL**
- **What support is available to them**
- **How to integrate WIL into their degree program**

Offer support to students to:

- **Secure WIL**
- **Help them get the most out of WIL**
- **Facilitate them to undertake WIL ie assistance with expenses**
- **Recognize and respond to any issues arising while completing WIL**

Financial/practical assistance



Risk management recommendations

REQUIRE WIL

- Make **WIL**, as opposed to work experience, a **condition of the WIL studentship**

CONSIDER LAW

- Formulate the **WIL studentship** payment in a manner **which reduces the risk of an employment arrangement**, in collaboration with legal and risk personnel

Other recommendations

ACCESSIBILITY

- **Expand accessibility of WIL studentships** to all students, irrespective of student type, enrolment or nationality. Alternatively, target the WIL studentship at a particular demographic group(s) to enhance their access to WIL opportunities

CRITERIA

- **Establish clear student eligibility criteria**, an application process and selection procedure for the WIL studentship, which are accessible to students prior to submitting an application.

STRATEGY

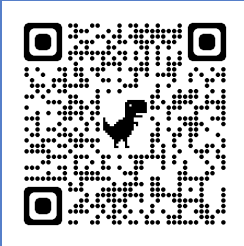
- **Create a clear strategy for the WIL studentship** beyond the provision of financial benefits to students, and ensure the strategy is aligned with the student eligibility and selection criteria

FLEXIBILITY

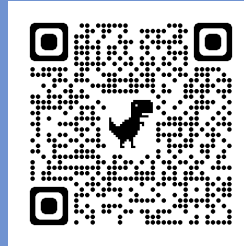
- **Incorporate flexibility in WIL studentship payments**, for example payment scales and to award different payment amounts, depending on the student's financial need and economic disadvantage

Resources

Final report



International Journal WIL article



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Facilitating student engagement with WIL

A risk management framework for studentships / Final Report

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Q & A





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