Work Integrated Learning (WIL) at RMIT University

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ACEN President

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This session will explore:

- RMIT Overview
- WIL at RMIT
- National and International context and trends
- RMIT examples of WIL
- Dimensions of successful WIL
- Challenges
- WIL Operations
- Community of Practice / WIL Skills
- Resources
- Peak bodies: ACEN / WACE
- Contact details

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Ready for Life and Work – strategic plan 2020

Transformative student experience:

- Graduating ready for life and work
- Learning through work and enterprise

Industry and enterprise embedded in everything we do:

- Connected with industry and community throughout the student journey

WIL is fundamental to the design, delivery and review of every program

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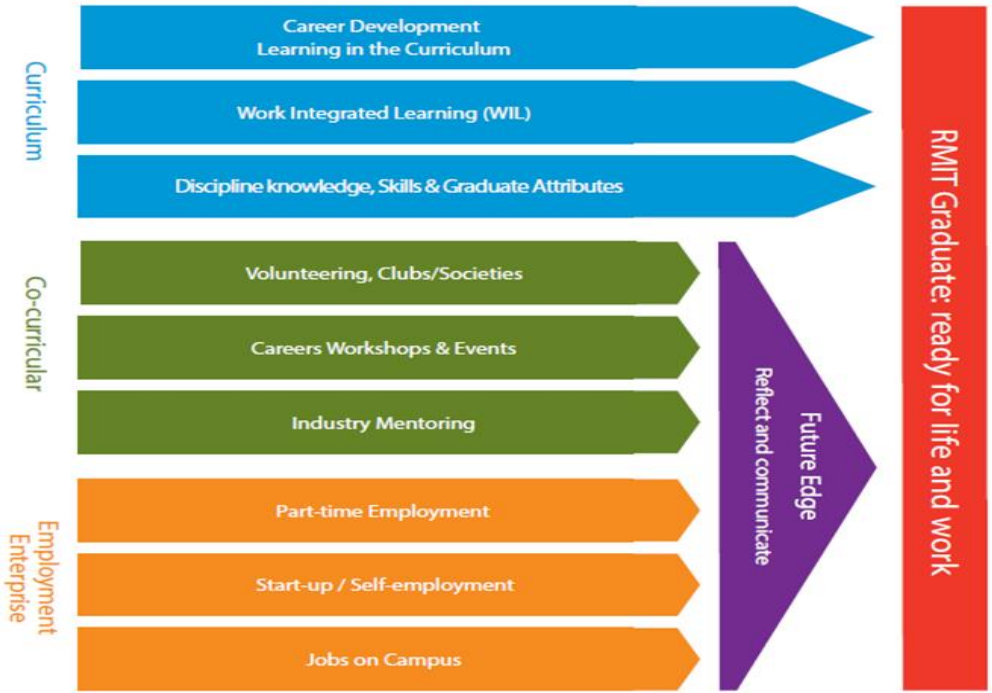
EXPLORE › EXPERIENCE › ENGAGE

Create their Future Career



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WIL at RMIT University

WIL is an umbrella term that describes a range of learning and assessment models that integrate discipline theory, knowledge and skills with the practice of work.

WIL activities are:

- Aligned to course learning outcomes and program objectives
- Assessed
- Involve authentic engagement with partner organisations
- Integrated across the whole of the program
- Undertaken in a workplace context whether on or off campus or online

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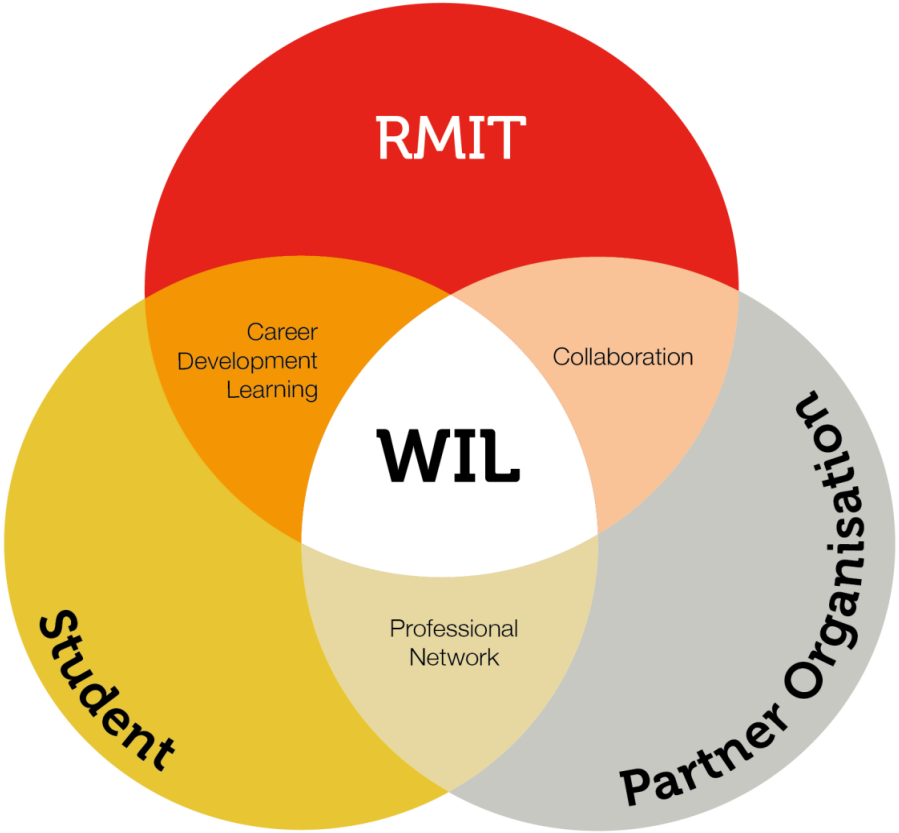
Key WIL stakeholders



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Benefits of WIL for students

Students develop and use knowledge, learn new professional skills and put theory into practice.

WIL benefits students by:

- providing a key advantage on student's resumes, increasing the chances of graduate employment in their field of study
- developing generic skills such as problem solving, teamwork and interpersonal communication techniques
- acquiring career development strategies
- providing students with opportunities to affirm their career choices, and learn about professions
- building up a network of contacts

Benefits of WIL for industry and community partners

Industry and community partners benefit by:

- having access to the energy, knowledge and skills of the University and its students
- building networks with potential future employees
- having a resource to do real projects
- providing staff development opportunities that come from mentoring/coaching students making links and networks with RMIT

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Benefits of WIL for RMIT

RMIT's reputation and staff benefit through:

- building ties with professional practitioners and organisations which can lead to research activities, consultancy work and other new relationships
- developing strong industry networks that can provide up-to-date industry-related knowledge (impacting on curriculum development and assessment);
- seeing students' knowledge and skills develop
- many of our alumni stay involved with the university by providing engaged learning opportunities, projects and placements for our students.

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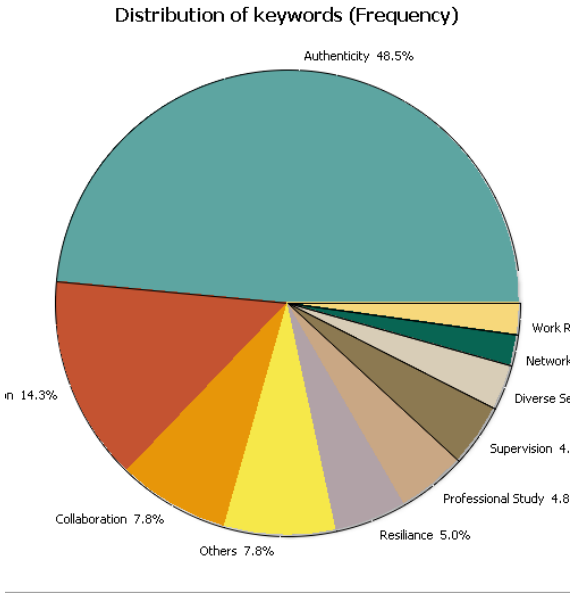
Student perspective

Best Aspects of WIL Placement

The student proxy-longitudinal study produced a total of 669 comments relating to the *Best Aspects of WIL placement* .The top three responses for the best aspects of WIL placement were:

1. **Authenticity** – respondents agreed that their WIL programs provided exposure to real world problems and opportunities to gain industry experience
2. **Integration** – respondents described the benefits of applying theory and knowledge to real life situations
3. **Collaboration** – respondents described gains of developing peer and professional collegiality with other staff and students and the importance of teamwork



The impact of work integrated learning on student work-readiness"
Sonia Ferns, Calvin Smith, Leoni Russell , 2014

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National WIL Strategy in Australia

- Statement of Intent: WIL : Strengthening University and Business Partnerships (Feb 2014)
- National WIL Strategy (March 2015)

NATIONAL STRATEGY ON WORK INTEGRATED LEARNING IN UNIVERSITY EDUCATION

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National WIL Strategy in Australia

- 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 off-shore

NATIONAL STRATEGY ON WORK INTEGRATED LEARNING IN UNIVERSITY EDUCATION

UNIVERSITIES AUSTRALIA
DISCOVER LEARN LEAD

ACCI
AUSTRALIAN CHAMBER OF COMMERCE AND INDUSTRY

Ai GROUP

Business Council of Australia

acen
AUSTRALIAN COLLABORATIVE EDUCATION NETWORK LIMITED

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National WIL Strategy in Australia

- Provide national leadership to expand Work Integrated Learning (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

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International Trends

- Recognition that WIL is linked to economic growth and innovation
- Expansion of WIL across the globe
- Diversity of models from traditional co-operative education to range of models
- National strategies emerging particularly in Thailand, Japan, Canada, South Africa
- ASEAN : opportunities for greater mobility for WIL

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Types of WIL at RMIT

WIL Placement	WIL Project	WIL in a simulated workplace environment
Examples include: • Practical placements • Clinical placements • Cooperative education • Internships • Professional placements • Fieldwork placements	Examples include: • Industry and community based projects • Work-based projects • Research projects in a workplace that are designed for and with an industry partner	Examples include: • Mock hospital wards • RMIT TV and radio studios • Moot courts

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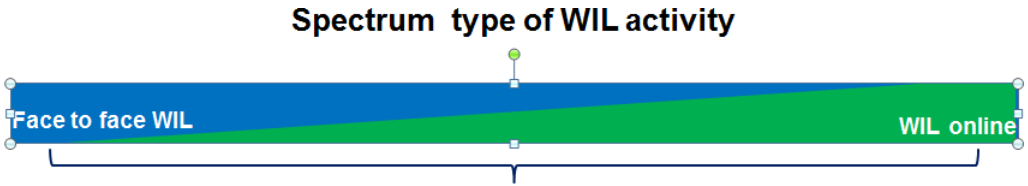
Project WIL Example

RMIT Vietnam Design WIL Project

- RMIT Vietnam Bachelor of Design (Digital Media) students worked with industry partner, Vietnam Sach Va Xanh on a work integrated learning project to raise awareness about the litter and trash issue in Vietnam.

- https://www.youtube.com/watch?v=yUmDwxZtb60&feature=youtu.be

Types of WIL at RMIT – Blended WIL



Face to face WIL

Whole WIL experience in face to face format

Mixed mode WIL

- Face-to-face activities and some online engagement
- Vary in amount of time and ways of engagement
- Preparation and debrief may be face-to-face and completion of WIL activity is on line

WIL online

All aspects of WIL is delivered online including:

- Preparation for WIL
- The actual WIL placement or project
- Final debrief

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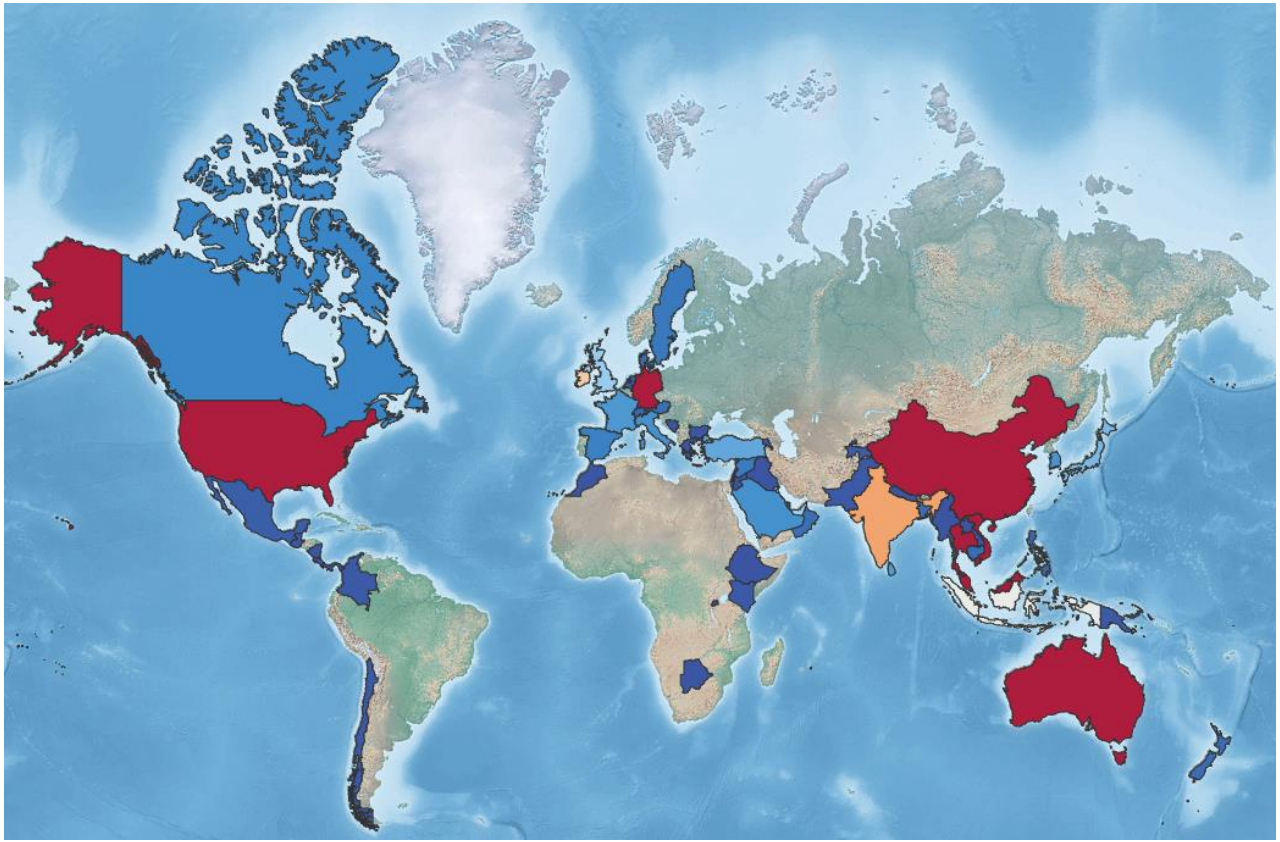
Types of WIL at RMIT - Overseas WIL



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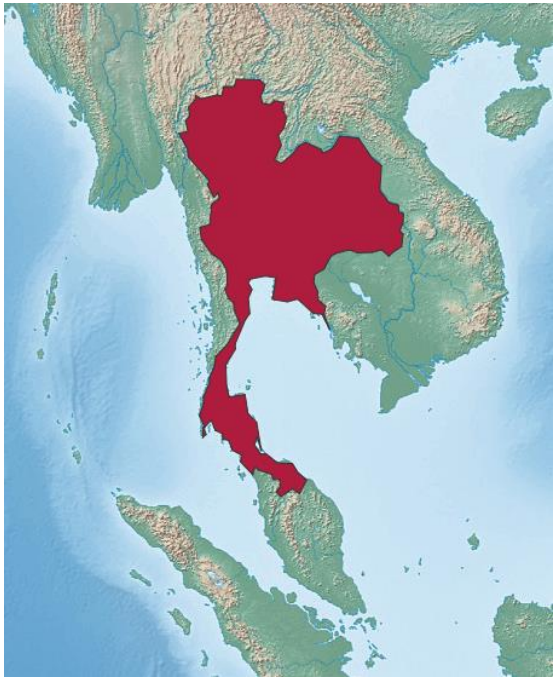
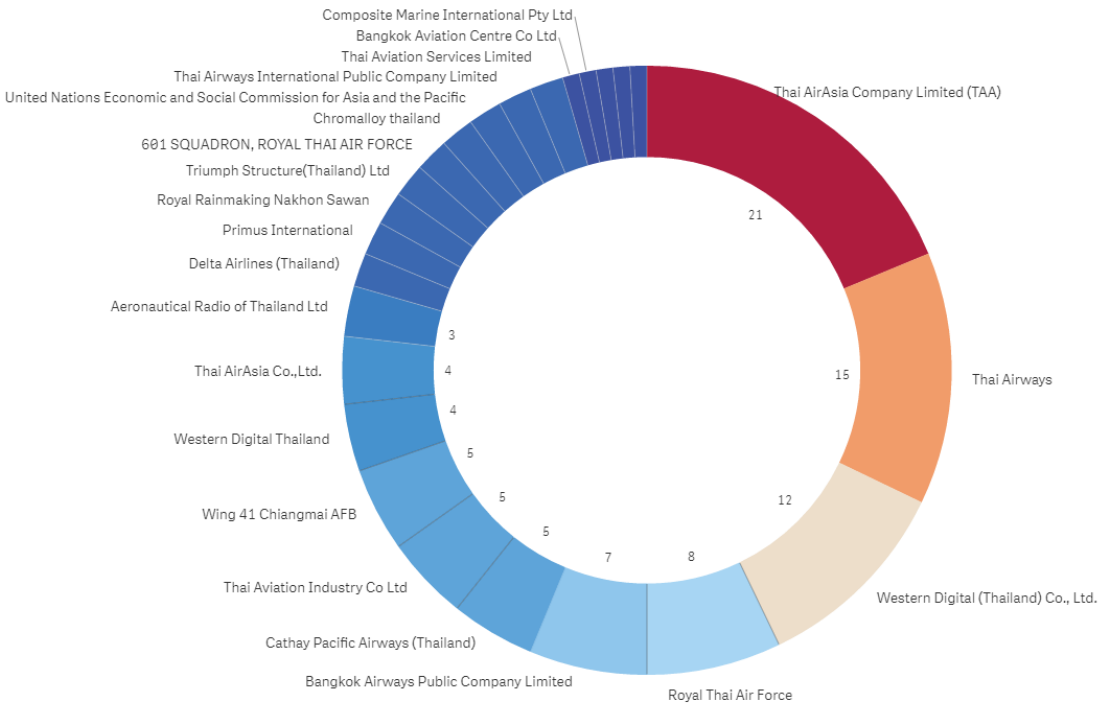
Types of WIL at RMIT - Overseas WIL





Overseas WIL Example

Bohol WIL Study Tour

- The WIL study tour took place in the Philippines in February 2015.
- The Media and Communication students focused on contributing to local community development by producing videos and photographs that would help their clients.
- This video highlights the variety of WIL experiences available for students to expand their multi-cultural and community development skills.

https://www.youtube.com/watch?v=GnVRScEVWUs

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Dimensions of Successful WIL Programs

- Leadership
- Curriculum
- Inclusive WIL
- Partnerships
- Staff Capability
- Quality & Risk management
- Evaluation & Feedback

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WIL Challenges in Australia

- Managing expectations and competing demands
- Improving communication and coordination
- Adequately resourcing WIL
- Ensuring equity and access
- Ensuring worthwhile experiences

The WIL Report : Patrick , Peach, Pocknee 2008

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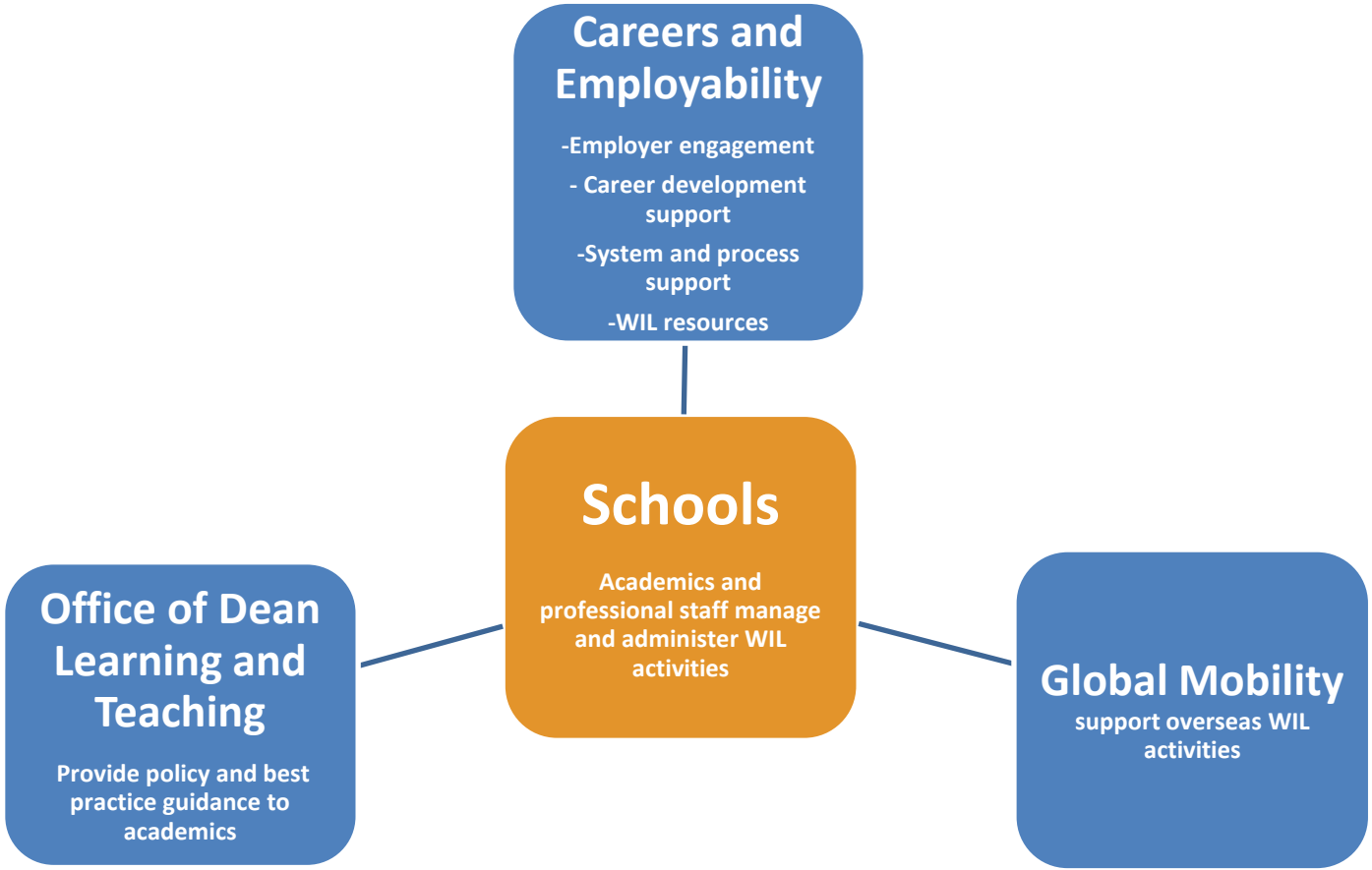
WIL Operations - supporting WIL in Schools



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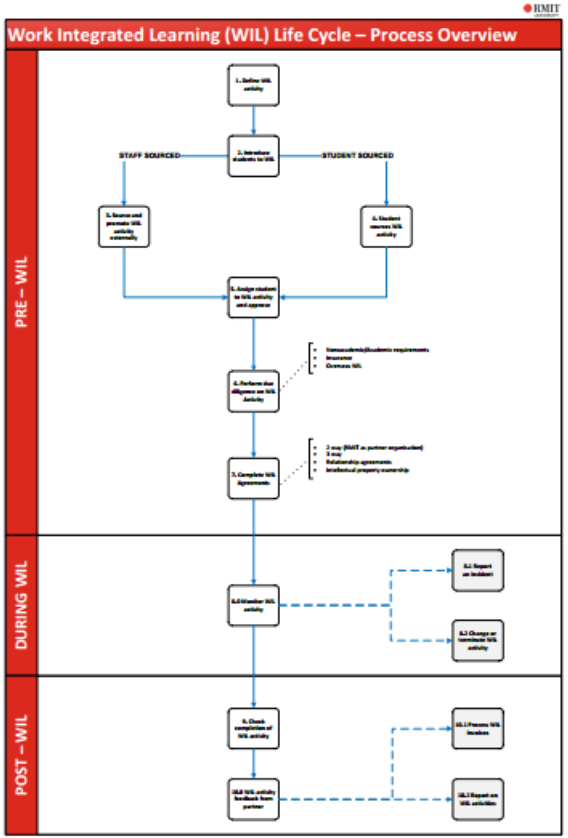
WIL Procedure and processes – compliance and requirements

WIL Procedure – overarching WIL requirements in coursework programs

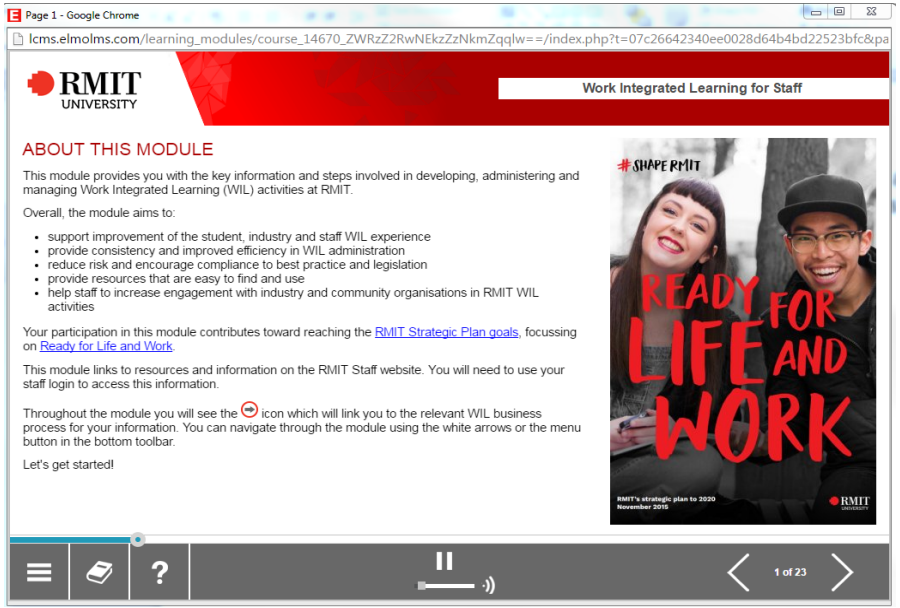
WIL Processes – flowcharts of good practice that support the operational aspects of WIL



RMIT WIL Resources

- WIL Overview Staff Module for all RMIT academic and professional staff involved in WIL.

- WIL website with resources e.g. standardised WIL Agreements for industry.



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InPlace
Request
Placement
Manage
Curriculum
Reports
Communication
Admin
Welcome to InPlace
Global Filters
Select All
Unselect All
Save
City Campus
Global Studies
Public Policy and Professional Practice
Placement Activity by Month
Filters:
Dec
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Pending Submissions
InPlace
The system that enables WIL

What are the key features of InPlace?

- Store, manage and track student, industry partner, and WIL activity details in one place.
- Allocate students to WIL activities manually or automatically.
- Advertise WIL opportunities to students.
- Approve WIL activities for students who find their own WIL.
- Communicate with WIL students and industry partners with a click of a button.
- Track and manage WIL activities, including dashboard reminders.
- Extensive and flexible reporting capabilities.
- Enables anywhere/anytime access for students.

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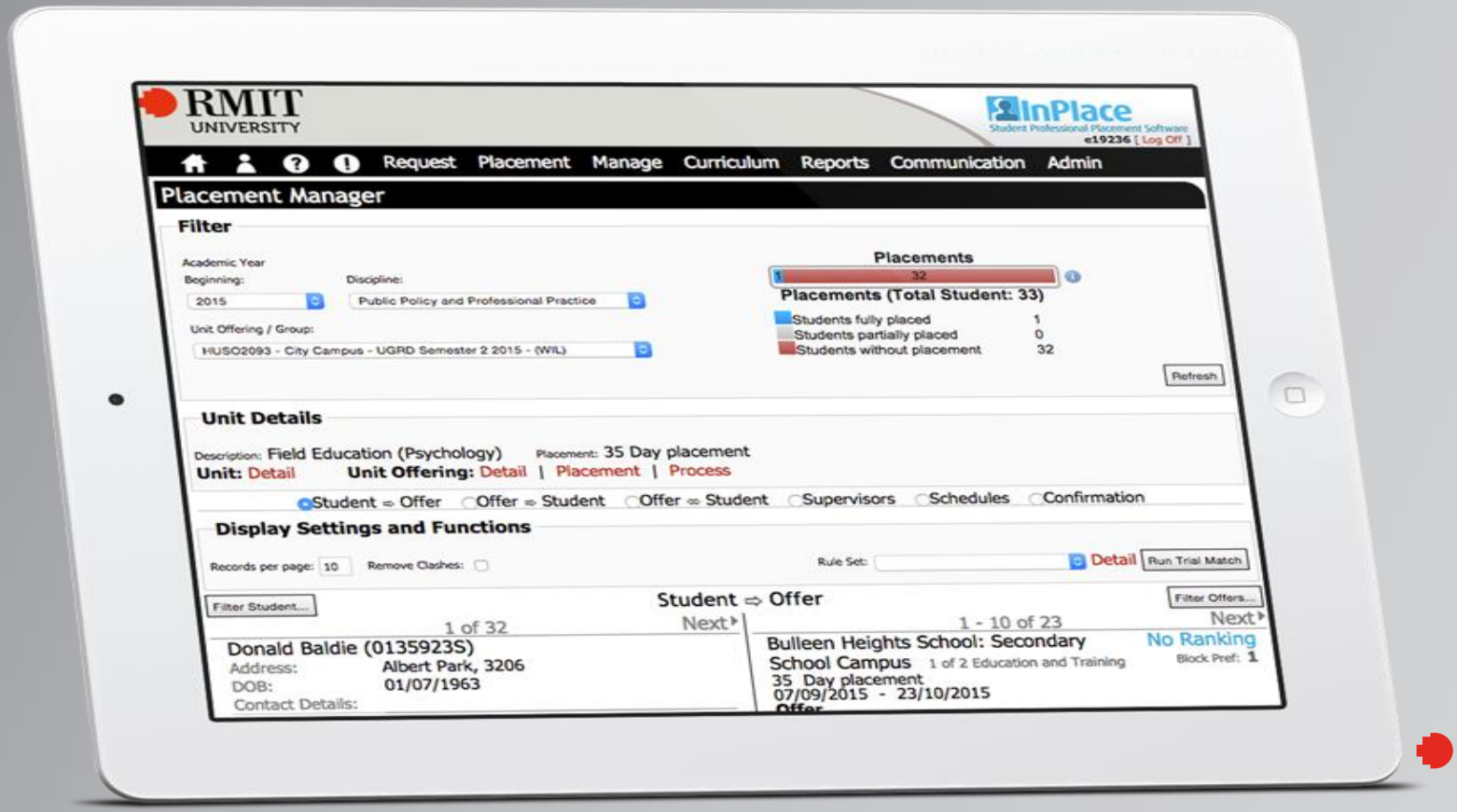

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WIL Dashboard

Agency and WIL Activity Overview

College Name
- DSC ✓
- COB
- SEH

School Name
- Architect & Design
- Art
- Education

Discipline Name
- Architecture (DSC - SAD)
- Art
- Building Design (DSC - SAD)

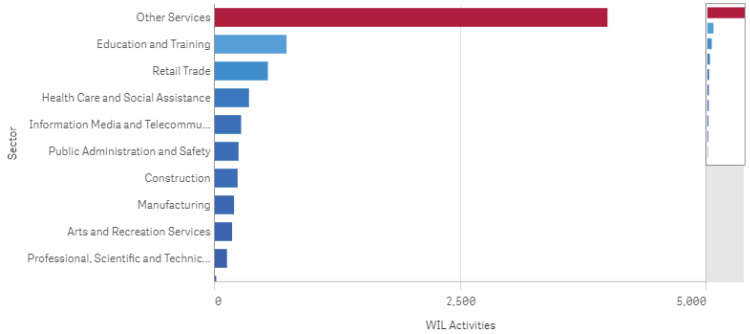
Year
- 2016 ✓
- 2015 ✓
- 2014

WIL Activity Type
- Placement ✓
- Project ✓
- Simulation ✓

WIL Activity Status
- Confirmed ✓
- Completed ✓
- Offer

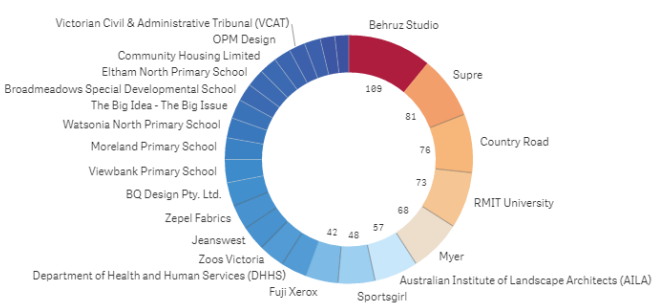
Industry Sectors

Which Industry Sectors are our students working in?



Key Industry Partners

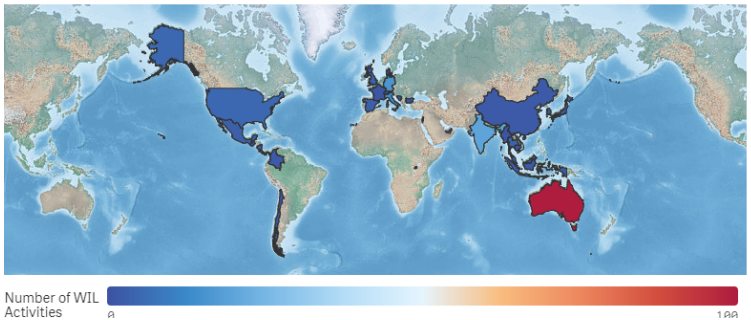
Which Industry Partners are taking our students?



Top 25 Industry Partners

Geographical Regions

Where are our students working?



WIL Activites per Year

Placement Year	School Name / Discipline Name: Architect & Design	Art	Education	Fashion & Textile
2016	6	22	4	-
2015	1,493	700	538	37

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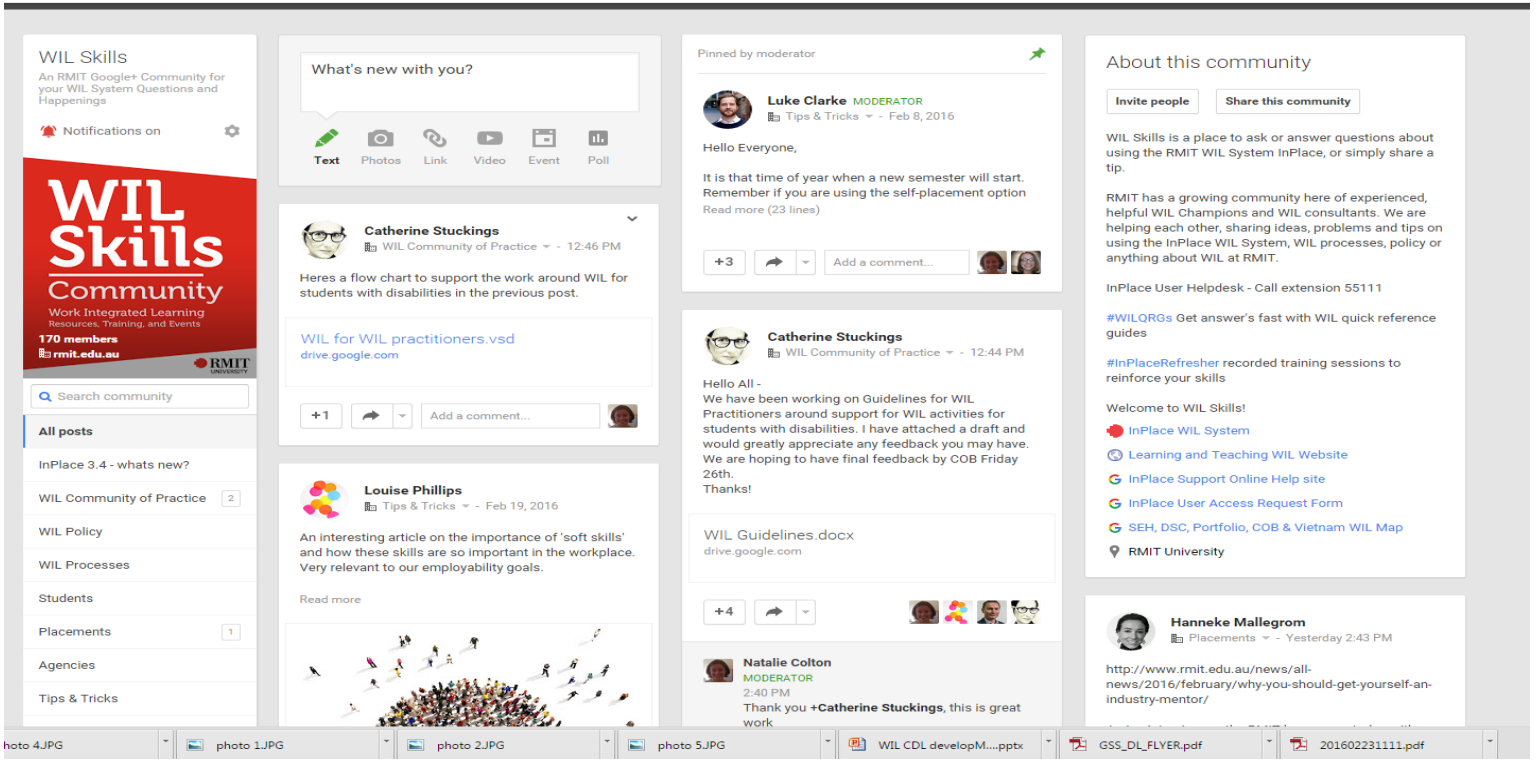
WIL Skills Google + Community



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WIL Community of Practice

- Meets every 6 weeks
- Members are a mix of professional, academic and teaching staff
- Mixture of WIL topics: operational aspects of WIL and Learning and Teaching focus
- Guest speakers from across the uni (and students)

Topics include:

- Embedding WIL in the curriculum
- Innovative WIL models
- Insurance, WIL agreements, Fair Work
- Assessing WIL
- Industry engagement
- Preparing students

Employability and WIL Update

WIL e-newsletter: May edition

Wendy Wah <wendy.wah@rmit.edu.au> 08/05/2015
to bcc: me

Dear Colleagues

No 2 2015

Welcome to this edition of the 2015 WIL and Employability newsletter.

This list has been developed to keep you informed about events, initiatives, resources and research to support and enhance employability and WIL at RMIT. If you would like to contribute please email the newsletter.

Events…

IEAA International Employability Symposium: Friday 15 May

Employability of international students has emerged as a key issue for Australia's international education sector. Competition for graduate jobs is intense and overseas work experience has never been more important.

However, international students face a number of barriers when seeking employment, including:

- overcoming a lack of workplace skills and experience
- a critical shortage of internships and WIL opportunities

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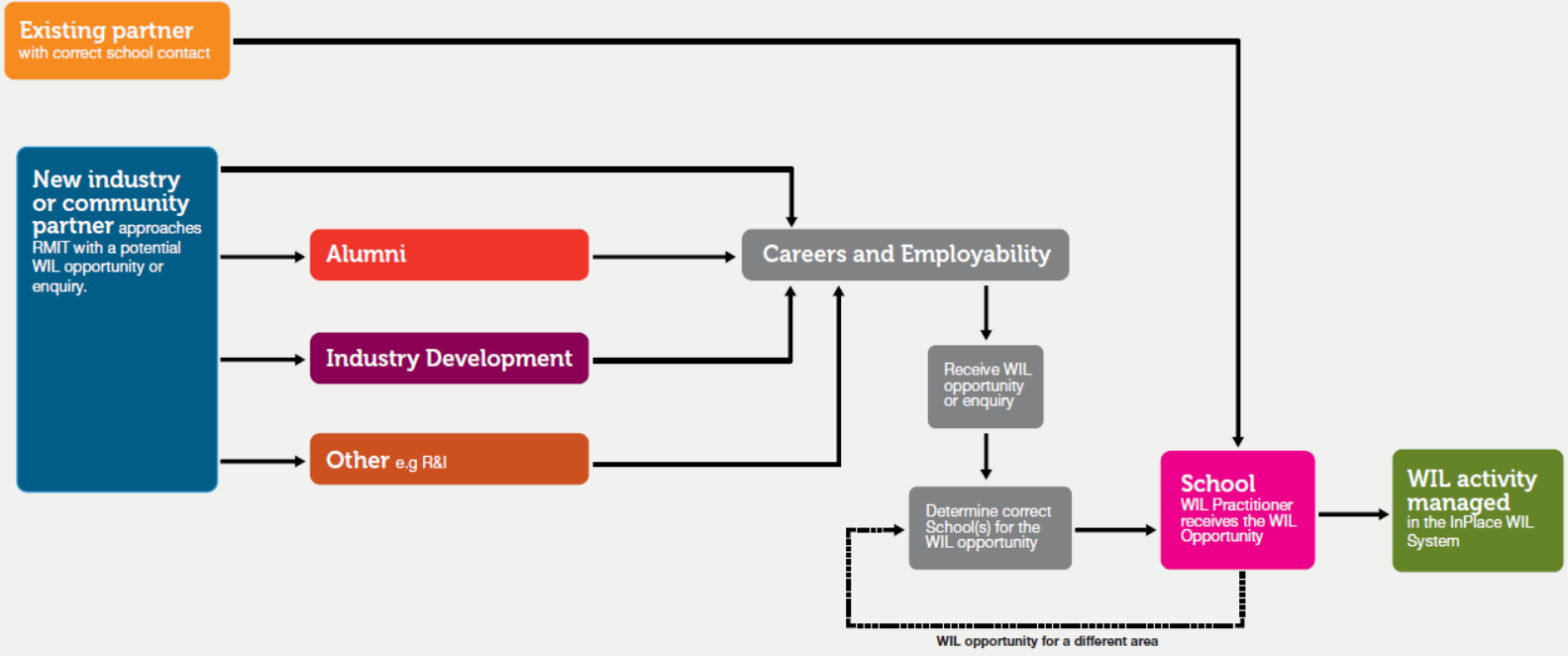
WIL Opportunity Intake

A high level view

RMIT has many front doors. New industry or community WIL partners contact RMIT through Schools, Industry Development, Careers and Employability, Alumni and other areas.

WIL is conducted in Schools. It is essential that the potential partners are responded to and connected with the appropriate program efficiently.



Resources

- HERDSA WIL Guide
- Asia- Pacific Journal of Co-operative Education
- ACEN: resources, research grants, newsletter, conferences, research symposium www.acen.edu.au
- WACE website, conferences, institutes, research symposium
- Office of Learning and Teaching, Australian Government Department of Education and Training website

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2016 ACEN National Conference
WIL 2020
September 29-30, 2016
Macquarie University, Sydney
Pushing the Boundaries
www.acen.edu.au
Pre-conference Workshops • September 28 • Macquarie University
Research Symposium • September 28 • University of Western Sydney
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