Developing strategies to maximise industry contribution and engagement with the work integrated learning (WIL) experience

Figure 1. Conceptual Framework of research design

This project adopted a mixed methods approach in a three phase process. Figure 1 provides an overview of the conceptual framework for the research methodology.

Phase I - consultation of recent literature in conjunction with a gap analysis of available WIL resources.
Phase II - stakeholder conversations through a variety of focus groups and workshops.
Phase III - survey instrument developed and administered to employers and community groups.

Figure 2. depicts components of WIL and a visualisation of the interface between these components.

A WIL Curriculum Framework (see Figure 3) is underpinned by industry/community involvement and encompasses the quality curricula dimensions of authenticity, theoretical knowledge, scaffolded skill development, integration of theory and practice, assessment aligned to outcomes, supervision of and feedback on performance, and preparation for and debriefing following the WIL experience.

Figure 3. WIL Curriculum Framework

Curriculum is informed by negotiations between industry partners, universities and students.

- Build on findings from OLT project: Assessing the impact of WIL on student work-readiness
- Respond to approaches outlined in the National WIL Strategy
- Enhance the capacity of industry and community partners to support student learning
- Develop readily accessible resources for WIL partners

Figure 4. WIL Curriculum in Action

As a student progresses through a degree program which embodies WIL pedagogy, skill acquisition is developmental and increases in complexity resulting in increased student proficiency. With constructive feedback from industry partners, experiences that reflect the world of work and opportunities to network with industry, students gain confidence in workplace situations.

Figure 4. depicts a quality WIL Curriculum in Action with incremental development of student autonomy, responsibility, diversity, consequence, contribution, and active reflection.

Figure 4: WIL Curriculum in Action

Life long learning

Increasing in complexity and intensity

Industry and Community Engagement

Student Engagement

Dimensions of a WIL curriculum

Autonomy

Responsibility

Consequence

Reflection

Contribution

Transitional

Early degree

Mid degree

End degree

Dimensions of a WIL Curriculum

Preparation & Debrief

Curriculum Frameworks

• WIL Curriculum Framework encompassing quality components of a WIL curriculum: authenticity, skill development, preparation and debrief, supervision and feedback, aligned assessment, integration of theoretical knowledge and practice

• WIL Curriculum in Action: a developmental and scaffolded curriculum

Industry Resources

• Clarifying industry’s role in assessment
• Developing inclusive project assessment
• Monitoring progress and providing feedback to students
• Negotiating and maintaining partnerships
• Preparation and supervision of students

Purpose

Research Design

Data Collection

Research Outcomes

 Deliverables

•127 resources critiqued systematically against criteria
•Common themes identified in twelve publications on WIL
•Six focus groups conducted to gather perspectives systematically
•460 survey respondents from diverse industry sections

•Three-phase mixed methods research design
•Critique of resources and analysis of literature
•Focus groups and workshops
•Thirty-one item survey to gather employers’ perceptions on the usefulness of resources

•Industry resources to achieve optimal student outcomes
•WIL Curriculum Framework and WIL in action Curriculum Framework
•Good Practice Guides that outline the role of stakeholders in quality WIL
•Central portal for accessible resources and support

•Analysis of contemporary reports and identification of common themes emerging
•Identification and development of resources to enhance capacity of industry to engage in WIL activities
•Collaboration and communication with other stakeholders to ensure integration of national WIL activities
•Collection of existing WIL resources aimed at industry partners