



Work Integrated Learning at Scale
Employer, Education, Pathway & Technology Perspectives

Work Integrated Learning at Scale

Tony Watson

Emeritus Professor (ECU), ACS Foundation, Intersective Board Member

WIL scalability in face of funding and resourcing constraints

Owen Firth

CEO, Performance Education Group

Achieving depth and scale in WIL through technology

Employer perspectives and objections

Federico Arellano

Senior Manager, Performance Improvement, EY

WIL Case Study: EY Asian Century Initiative

WIL Scalability vs Funding & Resources

Vice Chancellors want “more research” and “more relevant teaching”.

- Research is expensive – where to get the funds?
- Relevant teaching usually translates into need for industry experience – WIL.

The teaching program supplemented with international students has propped up research funding for a couple of decades.

More relevant teaching often translates to WIL.

The question is how to fund WIL?

- Existing funding model is inadequate
- Priority is Research
- Staffing model in universities limits growth.

Answer “A Scalable WIL Model” – with technology & external support.



Outcomes we must Deliver to achieve Scale

Student Experience



- Provide support, structure, reduce ambiguity
- Deep learning outcomes

Efficient, flexible setup and delivery -
Quality Assurance of learning -

Employer Value

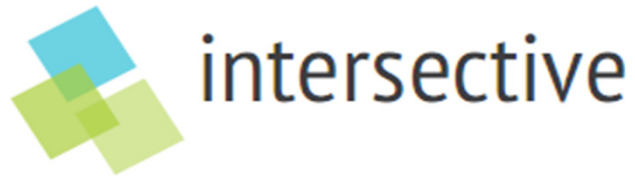


- Ease of engagement
- Repeatable/low maintenance, scalable

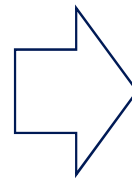
Educator Delivery



How we get Better Outcomes at Scale



Experiential learning services



Experiential learning platform

Clients & partners



Recent awards





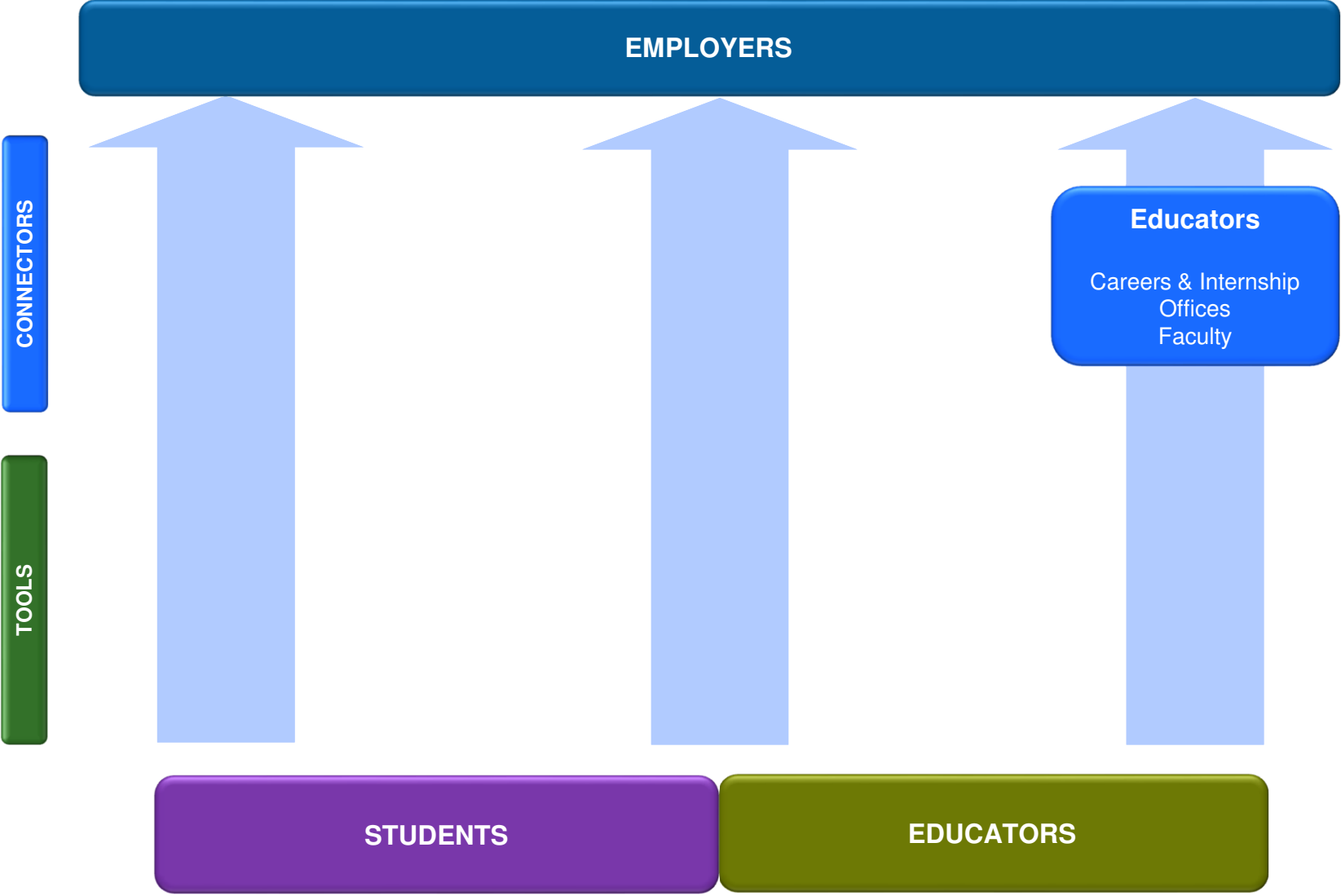
Employability specialist

> 5000 WIL programs in 4 yrs

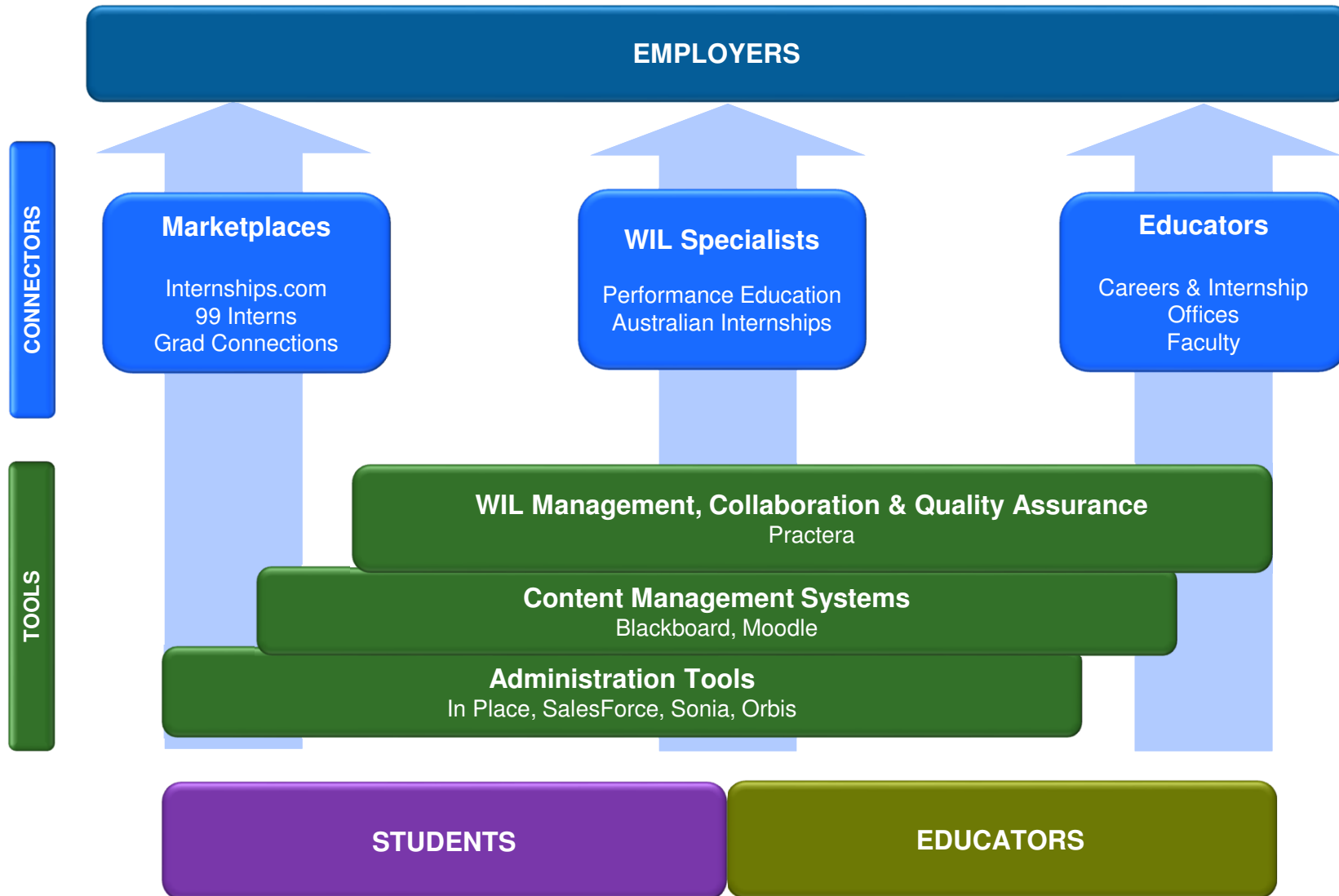
> 1500 Host Companies

Mostly international students

The WIL Ecosystem - before




The WIL Ecosystem - now


















Depth AND Scalability through Technology

“Project” structure drives action and reflection


 RMIT
ProfComm Intern...
▼

 Team 1
▼


 Wes
Sonnenreich
▼

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Milestone 1: Foundation



Milestone 2: Goals & Tasks



Milestone 3: Career Development Plan - Part 1




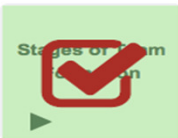
In the career development part 1 milestone you will be starting to build your career development plan and a creative resume, online resume, digital portfolio or video profile.

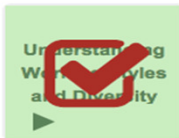
Activity 1: Building your profile -

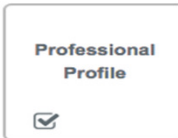
As the job market gets more and more competitive, you will need to find ways to stand out from the crowd. Being able to effectively and creatively showcase your skills, knowledge, experience and passion is vital to setting you apart from your competition. A great way of standing out is by producing a professional profile that complements or replaces a resume and/or cover letter. This could take the form of a creative resume, an online resume, a digital portfolio in the form of a PowerPoint slide or microsite, or a video profile.

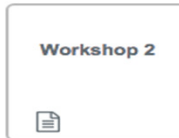
Instructions











no team members online ▲

Project work & reflections connect with and build employability skills

qa.practera.com

Personal Edge Team 1 Wes Sonnenreich

Welcome to your Personal Edge

- What is Personal Edge?
- What are employability skills?
- How can I demonstrate employability skills?

Employability Skills

- Self Awareness
- Teamwork

qa.practera.com/dashboards/skills#

My Skills Locker

Self Awareness

The capacity to be aware of strengths and weaknesses, and have an understanding of personal values, respect and nourish their own bodies and minds.

Evidence

Upload Files all

| | | |
|-----|---------------------|------|
| .My | My Personal Journey | 2 KB |
|-----|---------------------|------|

Assurance through real-time data tracking participant experience

Practera

Team 01

George Clooney

Admin Dashboard
Schedule
Content
Collaboration
Participants
Reports
Setup
Help
Admin Tools

Business Solution Project

Program Name

Quick View

Registered

~10 remaining

8

Support requests

7

Sparse profiles

Participation

Ideazone Collaboration

409

New ideas

2035

Comments

Participant Health Check

This Week

Team Health

Total Teams: 20

WEEK 6

Mentor Engagement

Total Mentor: 6

Project Confidence

Mentor Engagement

This Week

Team Performance

68% ↓

(Current Week)
Prev: 70% - 2%

Forming 38% Storming 38% Norming 38%

Show me less

Red Zone Analysis

| Group Name | Project |
|-------------|---|
| Group One | Intersective |
| Group Two | Yahoo! |
| Group Three | Google ↓ -6 |

| Team Member | Current Trend |
|-------------|---------------|
| Joe | ↑ +3 |
| Mary | ↑ +2 |
| John | ↓ -2 |
| Josh | ↑ +6 |
| Jane | ↓ -4 |

Group One

Group Two

Group Three

Group Two

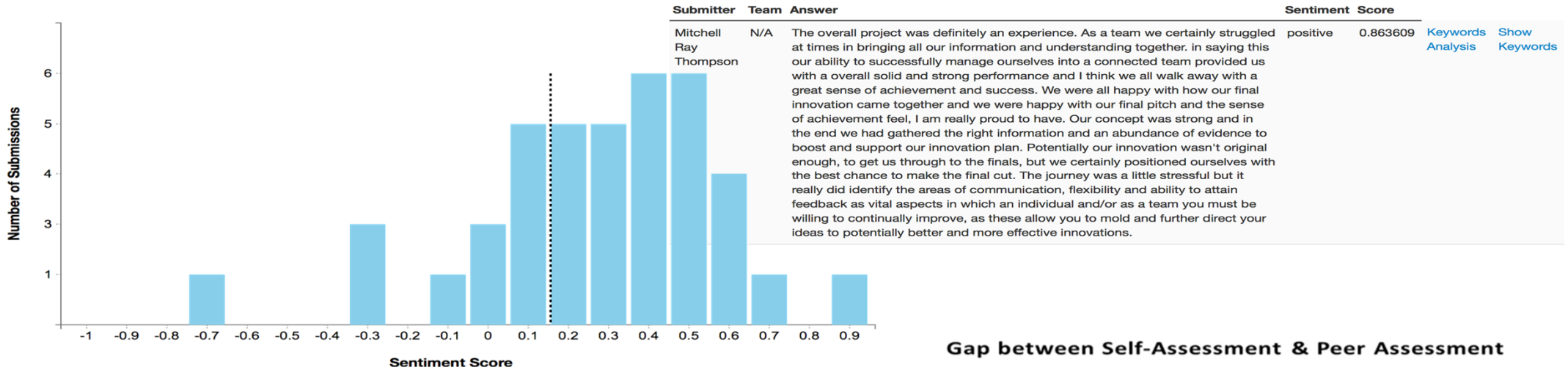
Group Three

Group Two

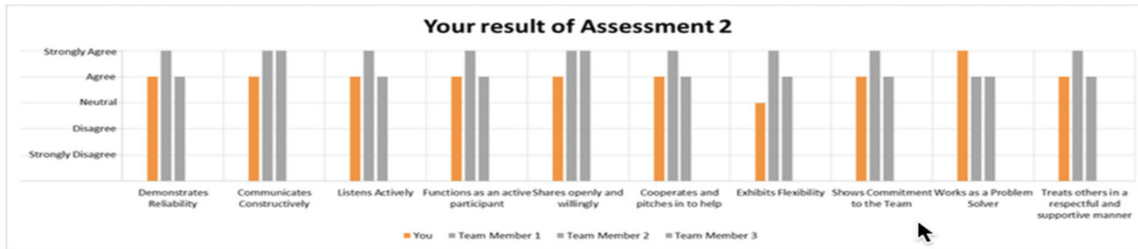
Group Three

Automated analytics enables more reflection, feedback

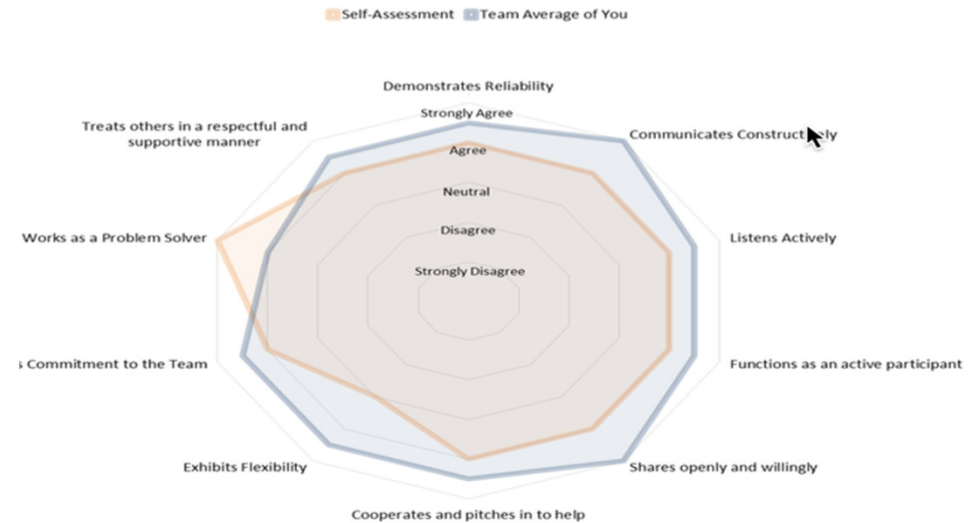
Assessment Question: **Write your reflection blog here**



[Keywords Analysis](#) [Show Keywords](#)



Gap between Self-Assessment & Peer Assessment



| Feedback: | |
|---------------|--|
| Team member 1 | You are an active listener and very flexible in providing feedback for new ideas. The only thing we can collectively improve is to take a methodological approach to solve the problem and come up with innovative solution. |
| Team member 2 | You are confident and active, you are always willing to openly share your point of views. |

Project templates speed up setup & host onboarding

- Admin Dashboard
- Schedule
- Project
- Collaboration
- Reports
- Participants
- Set-up
- Overview
- Help
- Admin Tools

Project Templates

Accounting

R&D Tax incentive project



6 lessons (30 min each)
3 reflections
2 project deliverables
2 interactive simulations

Corporate P&L



4 lessons (20 min each)
2 reflections
1 project deliverable
1 interactive simulation

Internal Audit



9 lessons (10 min each)
4 reflections
2 project deliverables
2 mentor engagements

International transfer



2 lessons (60 min each)
2 reflections
1 project deliverables
1 interactive simulations

Technology

Front End development



6 lessons (30 min each)
3 reflections
2 project deliverables
2 interactive simulations

QA and Testing



4 lessons (20 min each)
2 reflections
1 project deliverable
1 interactive simulation

Cloud Architecture



9 lessons (10 min each)
4 reflections
2 project deliverables
2 mentor engagements

User Experience



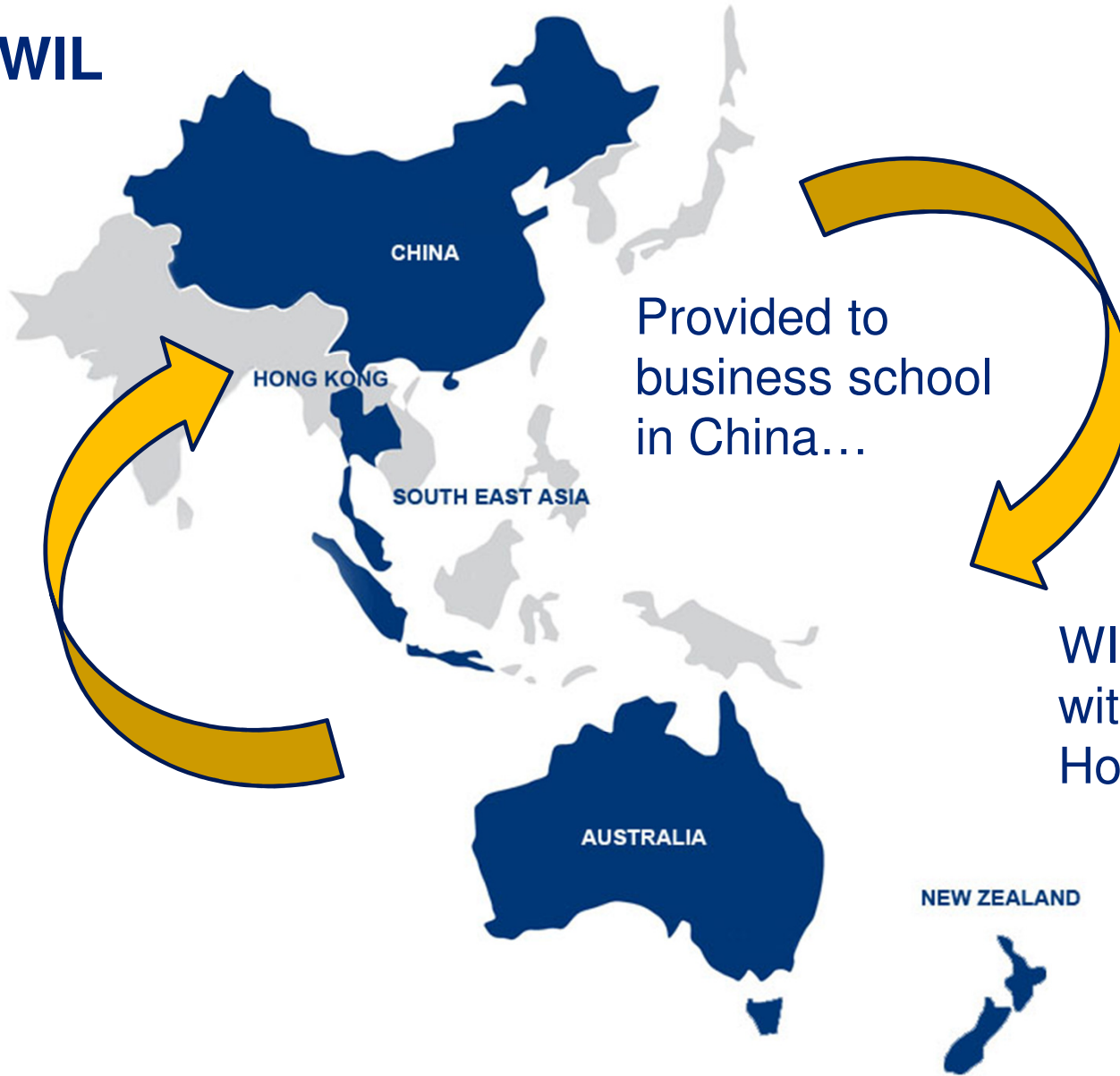
2 lessons (60 min each)
2 reflections
1 project deliverables
1 interactive simulations

Switch language: English

Transnational WIL Project

...

Asian business project with Australian Host Company...



Provided to business school in China...

WIL placement with Australian Host





Employer Perspectives & Objections

Why do Host Companies Engage?



Vaneise MacLeod

Operations & Finance Manager, Mobilise IT Pty Ltd

Why do Host Companies Engage?

- Give back to the community (CSR)
- Help support next generation
- Provide next step
- Provide an opportunity to experience Australian workplace
- Sharing & embracing cultural diversity



Bronwyn Cox
HR Manager, CoAct

Why do Host Companies Engage?

- Walk the talk
- Helps the team to be agile
- They teach us
- Employer branding
- Effective and low risk talent acquisition – substance over form
- **Building Asia/International knowledge & capability**

GRAND
HYATT™

Kelly Bezanson

HR Manager, Grand Hyatt Melbourne

Common Objections of Host Companies and Solutions

| Objections | Solutions |
|--|--|
| Communication skills & fit of student | <ul style="list-style-type: none">• Host should be able to interview• International students often perform better after interview• Explanation of IELTS scores• Value of diversity to team• WIL prep training• Get to know fit for host |
| Too much time and effort to train for minimal output | <ul style="list-style-type: none">• Other reasons for hosting• Templated programs• Wrong host? |
| Lack of technical ability or knowledge | <ul style="list-style-type: none">• Set clear expectations• Wrong host? |
| Too much paperwork Not enough time | <ul style="list-style-type: none">• Make it easy & quick for them• Especially first time |



Matthew Hall
General Manager, Telstra Business Centre – Melbourne

Common Objections of Host Companies and Solutions

| Objections | Solutions |
|--------------------------------------|--|
| Don't know what to do with them | <ul style="list-style-type: none">• Templated programs• Examples, case studies |
| Concerns over Fair Work Act (unpaid) | <ul style="list-style-type: none">• WIL for credit is excluded from FWA - otherwise unclear• Positive indicators if genuine learning opportunity with agreed outcomes and relevant to study |
| Visa concerns | <ul style="list-style-type: none">• Be clear on rights for different visa categories |
| WHS | <ul style="list-style-type: none">• Have Voluntary Workers policy• Do WHS site inspections |



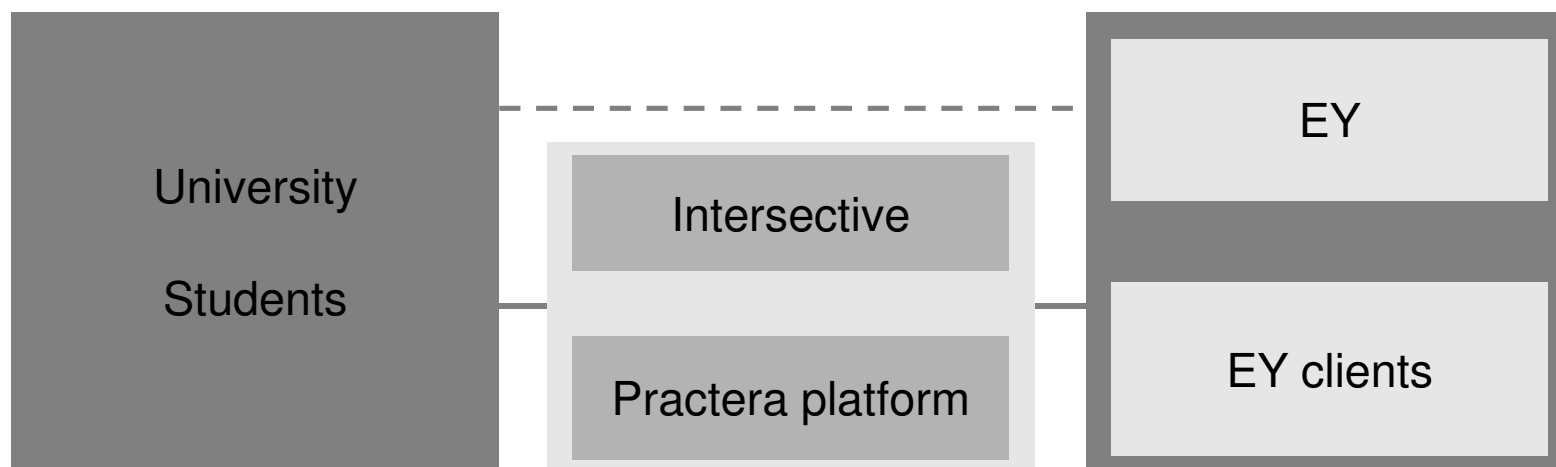


WIL Case Study: EY Asian Century Initiative

4 millions billboards: real value for our clients



The Asian Century Challenge – how it works



Keeping it real: 4 universities and 6 clients so far...



Building a better working world



QBE




UNSW
THE UNIVERSITY OF NEW SOUTH WALES

Australian School of Business

Learnings from an industry partner



1) Empathy (adjust to industry cycles)

- 
- ▶ A beer manufacturer with an Apr – Feb planning cycle
 - ▶ Its 2 biggest clients (worth 58% of its revenue) with a Jul - Jun planning cycle

2) Agility (learnings from the age care industry)

- ▶ Traditional aged care (0.4% capacity growth) versus a non-traditional competitor (44%)



3) Confidence (specialise and relax...)

- ▶ The online Japanese bank that stayed true to its core
- ▶ Foreign exchange and aggregation service online



Performance
Education
Group 

 Practera

EY

Questions, Experiences, Insights?