

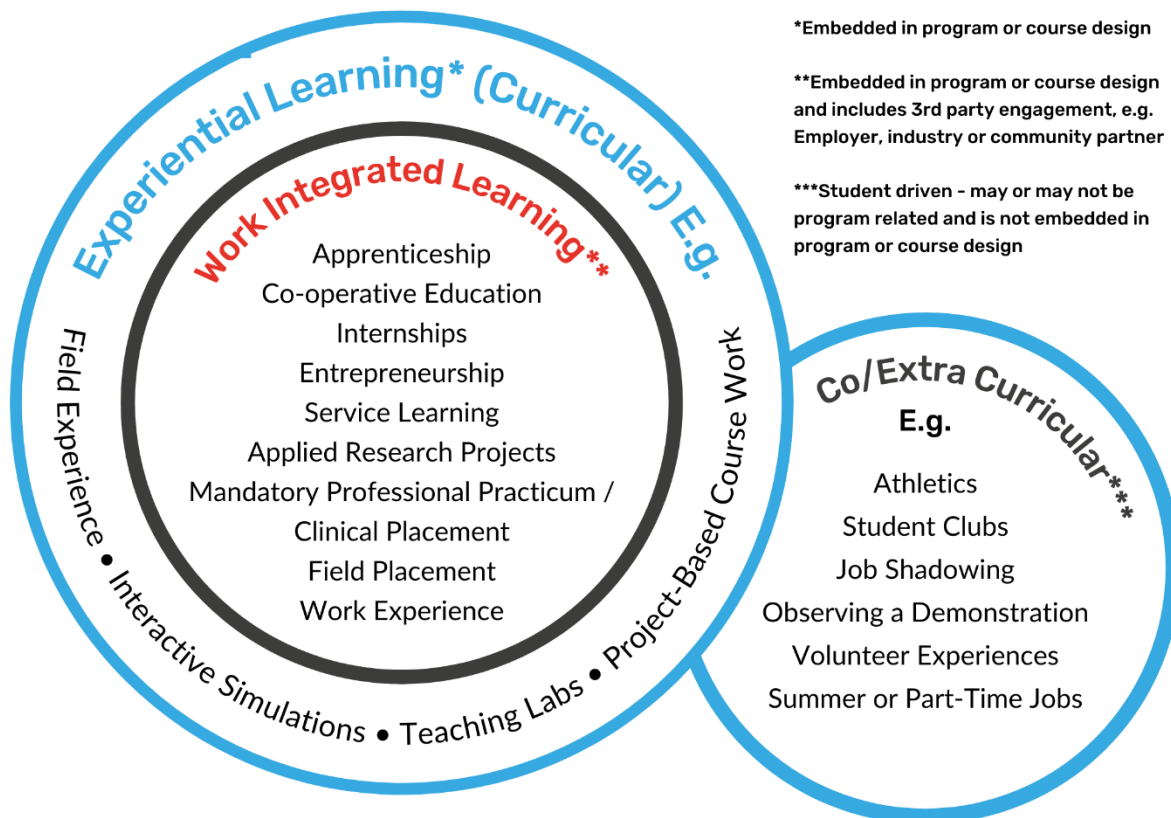
## UniSport Australia Work Integrated Learning Implementation Guide

University sport offer many opportunities for students to gain valuable skills and attributes. Whether it's as a volunteer club office bearer navigating the complexities of sporting administration or as an employee working as a lifeguard at the uni pool these roles are invaluable.

Another key area that university sport supports the principle of university education is to provide work integrated learning (WIL) placements which that link university students to a workplace related to their field of study.

This Work Integrated Learning Implementation Guide is designed for UniSport members who considering hosting university student placements. The information contained in this guide should be read in conjunction with your university specific guidelines and sector specific documentation relating to hosting of a Work Integrated Learning Placement.

### What is Work Integrated Learning (WIL)?



### Work Integrated Learning (WIL) Definitions

Work integrated learning is a form of curricular experiential education that formally integrates a student's academic studies with quality experiences within a workplace or practice setting. WIL experiences include an engaged partnership of at least: an academic institution, a host organisation, and a student. WIL can occur at the course or program level and includes the development of student learning objectives and outcomes related to: employability, agency, knowledge and skill mobility and life-long learning.

## **Why is Work Integrated Learning Important?**

Real-world experience and outputs tailored to industry allow students to see the relevance of what they learn in the classroom.

<https://www.timeshighereducation.com/campus/helping-students-see-future-career-value-their-workintegrated-learning>

It helps universities justify their significant investment by generating industry linkages and providing employable graduates.

<https://bel.uq.edu.au/blog/2021/08/how-work-integrated-learning-helps-graduate-employability>

## **The simple Step by Step approach to being a Host for a Work Integrated Learning Placement.**

### **Step 1 Work out WHY you want to host a Work Integrated Learning placement?**

There are any number of reasons why you might want to host a Work Integrated Learning Placement.

These could be;

1. Developing a student-centred approach to program provision
2. Offering a student an opportunity to learn real workplace skills applicable to their field of study
3. Supporting the University achieve its course completion/graduation targets /outcomes
4. Desire to connect with other parts of the university by building a relationship with a faculty in supporting/ assisting their WIL requirements
5. Due to budget and resourcing constraints being unable to undertake projects and/or expand existing programs
6. Develop and build on internal capabilities to support and supervise students.

Identifying why you want to host a WIL placement will determine whether you should be as host!

### **Step 2. Find out whether you can host a WIL Placement?**

1. Each university has a policy and clear set of guidelines relating to hosting a WIL Placement. Find out what they are posted.
2. Check who is responsible for WIL placements at your university. There is often a centralised approach by the university to managing WIL placements as well as faculty units whose role is to ensure any WIL placement meets curriculum guidelines and directly manage the three way agreement between faculty, host and student.
3. Check to see if there are any HR requirements you need to clear before you embark on a WIL Placement. In particular make sure the proposed placement doesn't fall foul of any additionality concerns!

### **Step 3. Get Help if you need it in better understanding WIL?**

1. The Australian Collaborative Education Network ACEN is the national professional association for work-integrated learning (WIL) and collaborative education. ACEN advances collaborative, quality and inclusive WIL through scholarship, partnerships, and professional learning.

Each University has an ACEN local representative. <https://acen.edu.au/wil-contacts-in-universities/> who is available to guide help an area through a placement.

ACEN has a whole suite of resources which will help guide a host through the before/during/after placement responsibilities and these can be found here <https://acen.edu.au/resources/>

The WIL Industry Checklist outlines specific before/during/after actions <https://acen.edu.au/resources/industry-guide-make-the-most-of-wil/> (Most universities have their own specific checklist usually following the principle of this industry guide)

## 2. From within the UniSport Network

UniSport Australia has successfully hosted a number of WIL placements/Internships and has also identified a number of sport delivery agents that already host and/or have successfully hosted WIL placements. Examples can be found on the UniSport website.

### **Step 4 . What are the benefits accruing from Hosting a WIL Placement?**

- After all the effort of getting to the stage of hosting a WIL placement have you calculated what the benefits of the placement actually are?
- What are the metrics involved? Are they financial and /or more social?
- Has it meant you might be able to deliver a program or a project -or add value to one-that you wouldn't have been able to without the WIL placement?
- Have you identified the commitment and skills required as a host to ensure the WIL placement meets students and university expectations?
- Have you identified a future employee?
- Has the story of hosting a student placement achieved reach across the university thus highlighting the value of sport to a university aspirations and goals?
- If the cost is going to be greater than the perceived benefits, then have you worked out whether it's still worthwhile hosting a WIL placement.

### **Conclusion**

Hopefully if you have got to this stage you know;

1. Why you want to host a WIL placement?
2. Whether you can host a WIL Placement?
3. Got all the information you need to ensure the placement is a successful one for the university, host and student?
4. Worked out what the benefits from hosting a WIL Placement are?

Don't forget to tell UniSport of the success of your WIL placement we are always on the lookout for stories that highlight the Value of Sport to the University!