

# **Scaling-up Professional Experience Programs: Developing a Framework to Support Broad-based WIL**

**UTS:SCIENCE**

# **HOW TO MANAGE DIVERSITY AT SCALE**

# **HOW TO ENGAGE ACADEMICS**

# THIS IS HOW: HAVE A PLAN

- What is your goal
- Align it with the university and faculty strategy
- Decide your definitions
- Scope the hidden WIL
- Target the “*scale*” (where, how much, when)
- Leverage for resource
- Find a champion (then clone them)
- Stay on message (top down and bottom up)
- Integrate (don’t bolt on)
- Stay resolute and be patient

# THE GOAL

## UTS wide

- All students will have an internship or internship-like experience as part of their degree

## Faculty of Science

- $\approx 75\%$  of students have access to internship or internship-like experience as part of their degree
- $\approx 25\%$  of students have access to an international exchange as part of their degree
  - May be internship or internship-like; may be traditional study
- Embed WIL seamlessly into the curriculum

# GOALS

What does embed mean:

- Having a Graduate Attribute (Threshold Learning Outcome) that explicitly articulates WIL
- Subjects with authentic assessments based on WIL learning experiences mapped against GAs (TLOs) in a cumulative way across the entire program
- Restructuring and redesigning programs (degrees) to facilitate WIL placements and WIL learning activities
- Allow for creativity – virtual transdisciplinary internships, internships outside of science

# FACULTY OF SCIENCE: CURRENT STATE OF PLAY

- **Modelled degree restructure** to accommodate a free semester for internships or exchange (all four electives can be taken in one session):
  - ✓ Medical Science, Biomedical Science, Biotechnology
  - ✓ Advanced Science
  - ✓ Forensics
  - ✓ Analytics
  - ✓ Bsci (flexible)
- **New subjects created for internships** – 6, 12, 18, 24 cp structures to allow for flexibility and up to a full semester of internship or exchange

# **HOW TO BUILD LONG TERM RELATIONSHIPS**

# **HOW TO ENGAGE STUDENTS**

# INDUSTRY


- Build on personal relationships
- Listen to the needs of the host organisation (12 week placements)
- Work with the host organisations about the benefits to them
- Involve the organisations as partners through things like assessment



- Ensure there are systems for easy communication for the host organisation



# STUDENTS

- Application process – ensure the host organizations get quality students
- Pre-internship preparation workshops – run by 
- Student learning experiences are authentic, aligned with GAs, CILOs, SLOs and are well organised
- move away from content and focus on the process of learning
- raise awareness of what actually constitutes WIL (its more than having a work placement)
- Provide choice: internship – internship-like, on campus – off campus (and not necessarily in science)

# FACULTY OF SCIENCE: CURRENT STATE OF PLAY

Programme	2015	As of Nov 2016
Professional Experience for Biomedical Science	26	40
Research Internship Subjects	67	35
Voluntary Placements – not for credit	51	46
Traditional Chinese Medicine Clinical Placements	60	60
Science Internship Project (new)	NA	10
Other (eg paid internships)	NA	2

**Direct employment success > 30%**

# CHALLENGES – MAINTAINING MOTIVATION AND MOMENTUM

- Keeping host organisations on-board
- Increasing and diversifying host organisations
- Getting students interested
- Getting buy-in from all staff
- Improving administration and governance processes

**Developing an effective communication strategy**

# PROJECT TEAM

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