Work-related learning at NTU: A working typology for moving forward

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Session overview

- The importance of WRL as part of the student experience.

- Developing a working typology of WRL

- A working typology of WRL at NTU

- Moving forward

The importance of WRL as part of student experience

- The graduate labour market and the world of work have changed dramatically in the last twenty years (Stoten, 2018).

- WRL supports broad perspectives of employability such as:
  - the ability to get work after graduation,
  - the accumulation of skills that students need for work and
  - the development of self-efficacy and reflexivity about the self and their place within society (Magness and Kolmos, 2017).

- WRL is correlated to positive graduate outcomes (e.g. Kerrigan, et al., 2018; Smith, Ferns and Russell, 2019)

The importance of WRL as part of student experience

- Oliver (2015) suggests that a variety of types of WRL can be effective in increasing student employability. These types can be:
  - within beyond or 'bolted on' to the curriculum;
  - work experience both related or unrelated to one's course;
  - in actual or simulated work experiences;
  - in physical or digital workplaces; and
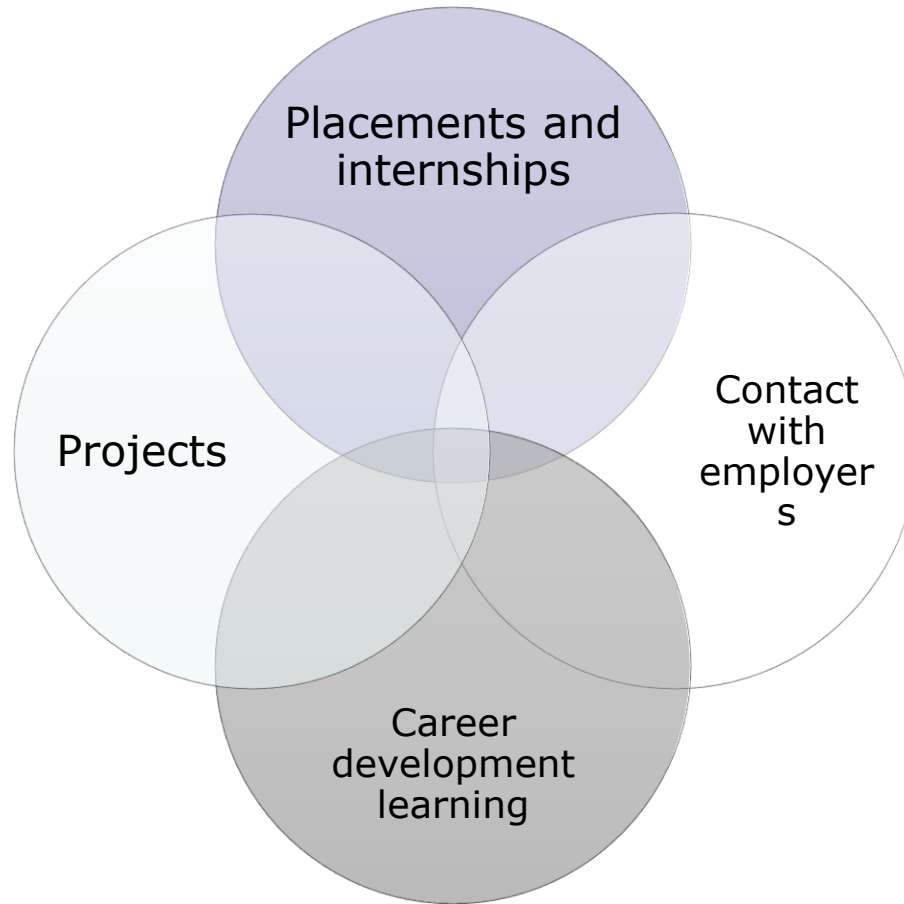 - in paid or unpaid employment.

Developing a working typology of WRL

- Literature review: A literature review was be undertaken to understand work related learning within the national and international HE context.

- Document analysis: Documents were analysed to support the development of NTU WRL typology (e.g. course roadmaps, employability audits).

- Consultation: Work was undertaken with key stakeholders in Employability and schools to support the development of the NTU typology.

Developing a working typology of WRL

- Several typologies were reviewed to support development of an NTU typology.

- Oliver (2015) considers WRL activities to run along two dimensions:
  - Authenticity: the degree to which the WRL resembles professional work.
  - Proximity: the degree to which the WRL resembles a professional context.

A working typology of WRL at NTU

A working typology of WRL at NTU

	Placements and internships	Projects	Contact with employers
	Placements and internships	**Projects**	**Contact with employers**
	Sandwich placements	Live projects	Site visits
	Block placements	Simulations	Alumni visits
	Compulsory-short placements	Real work projects	Careers fairs and expos
	Optional-short placement	Consultancy and freelance	Degree shows
	Work experience	Service learning	
		Community outreach	

Authenticity
The degree to which the WRL resembles professional work.

Proximity
The degree to which the WRL resembles a professional context.

Career development learning
Development of knowledge, skill and attitudes to support students in learning and work throughout their lives

Moving forward

- Contextualises WRL in terms of authenticity and proximity.

- Supports the creation of shared language around WRL.

- Continues strategic conversation on WRL.

- Adaptable as practice is clarified or new offers begin.

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