

Future-driven strategies for smooth transitioning
from higher and further education to the labour market

WORK INTEGRATED LEARNING & GRADUATE EMPLOYABILITY Summit

14 - 15 May, 2020

@ Emperor's Palace -
Johannesburg



ORGANISED BY:



**FIRESIDE
CONVERSATIONS**

Confirmed Speakers

Register before March 13 and benefit from early bird rates



Rachel Heyes

Head of employer Engagement,
Graduate Placement and Talent -
Nottingham Trent University, UK



Dr Roelien Brink

Vice Chair Africa on the
International Research Group for
World Association for Cooperative
Education (WACE)



Dr Thabo Mashongoane

Director - National Skills Authority



Marius Meyer

Chairperson - S A Board for People
Practices (SABPP)



Joanna Preston

Head of Young Talent & Graduate
Recruitment - First National Bank
(FNB)



Ziaad Suleman

Chief Operating Officer - IBM



Dr Thomas Groenewald

Process Manager: Experiential
Learning - University of South Africa
(UNISA)



Naziema Jappie

Director - Centre for Educational
Testing for Access & Placement -
University of Cape Town



Dr Christo Vosloo

Service Learning Coordinator:
Faculty of Arts, Design &
Architecture - University of
Johannesburg



Paul Musasizi

CEO - Kiira Motors Corporation:
Makerere University, Uganda



Dr Engela Van Staden

Vice-Rector: Academic - University
of Free State



Dr Joe Molete

Director: Midlands Campuses,
Durban University of Technology.



Event Synopsis

Continued improvement of methodologies in teaching and learning is key to the development of any society. It is essential to governments for devising strategies to compete with the rising global competition in times of economic uncertainty. But progress can not be created in a vacuum. It requires connected efforts, cross-border discussions and vigorous assessments. This is why we are happy to announce the first Work-Integrated Learning & Graduate Employability Summit to highlight forward thinking and future-driven strategies for smooth transitioning from education to the labour market and identify factors impeding skills performance.

Work-integrated learning (WIL) is widely considered instrumental in exposing undergraduates to the required employability skills to function effectively in their chosen profession. This poses a challenge to higher and further education to design and deliver curriculums that meet these expectations. Evaluation of WIL programs in enhancing skills development remains predominantly outcomes-focused with little attention given to the process of what, how and from

whom students acquire essential skills during work placement.

This summit has been developed to discuss strategies to respond to the rising unemployment, skills shortages, job mis(match) and changes in the labour market. Key discussion points will include creating a culture that foster partnerships between higher education and industry, designing curriculum which is responsive to the needs of both community and industry, as well as reviewing key graduate and labour market data to inform long term employability strategies.

Don't miss this invaluable opportunity to network with a range of key stakeholders and leading experts from higher and further education, research groups, regulatory bodies and the corporate world, and discover how best to prepare young people to take advantage of future opportunities, address industry skills gaps and boost growth and productivity.

Everyone Stands To Benefit

Education Institutes

- Learning supplemented by workplace experiences
- Improved industry links
- Enhanced community profile
- Motivated students

Students

- Real-life learning experiences
- Enhanced career prospects
- Developed personal and interpersonal skills
- Combined work with study

Employers

- Easy recruitment
- Reduced training costs
- Involvement with education institution programmes
- Access to education institution personnel and facilities



Who Will Attend?

Lecturers, Directors, Heads, Managers and Specialists who are responsible for the following:

- Work Integrated Learning
- Graduate Employability
- Industry Engagement
- Curriculum Development
- Academic Teaching & Learning
- University & Corporate Relations
- Strategic Partnerships
- Innovation
- Internship
- Graduate programmes
- Alumni relations
- HR & Talent Management
- Workforce Planning
- Knowledge Management
- Training & Development
- Corporate Planning & Strategy
- Organisational Change

Key Points

Of Discussion Will Include:

- Embedding work integrated learning into course design and the curriculum to increase graduate employability outcomes
- Creating a culture that values work integrated learning and the soft, transferrable skills it provides
- Upskilling to meet the demands of the digital future under Industry 4.0
- Developing sustainable industry linkages through vocational education
- Implementing practical strategies from industry leaders and universities to successfully close the employability and skills gap
- Assessing the partnership approach of your institution, including gaps and tensions
- Providing students with educational opportunities that adapt to the modern workforce and are flexible with students needs



1st DAY: THURSDAY, 14 MAY

07:15 - 08:15 **Registration & arrival refreshments**

08:15 - 08:20 **Chairperson's welcoming and opening remarks**

08:20 - 09:00 **KEYNOTE ADDRESS**

Assessment, Learning and Curriculum: Why work integrated learning for employability matters in the 21st century?

Higher education institutions have become increasingly focused on the quality of teaching and learning, and the provision of high-quality educational experiences for students in various learning contexts. Well-designed and structured work-integrated learning is beneficial to the student, the academic institution, the employer and the community. Graduate employability is a complex concept, one which has expanded in recent years to encapsulate a diverse range of skills, attributes, and other measures including active citizenship. This presentation addresses the question of how WIL contributes to enhancing employability outcomes for graduates and the importance of embedding WIL experiences in the curriculum so they are effectively supported by appropriate pedagogical strategies, as well as the provision of quality assessment to support employability outcomes.

Naziema Jappie

09:00 - 09:45 **The Complexity of the Work-integrated learning process - The Project based learning modality**

Work-integrated learning is critical to the Higher Education Institutions obligation to address employment expectations of students and provision of well-trained individuals for the work place. Information management for work-integrated learning is a critical process which impacts on the effectiveness of the work-integrated learning process to address the partners' expectations. Management

of information has various core areas which require multiple interventions at different levels of management. The core areas of information management for work-integrated learning is personal information management and organisational information management and form part of the work-integrated learning process on an academic and administration capacity level. By distinguishing these two main levels in the information management for work-integrated learning process lessens the complexity of the triad partnership namely; 1) the Higher Education Institution lecturer and the Higher Education Institution administrator/work-integrated learning coordinator, 2) the industry liaison and the industry mentor, and 3) the student and the student administrator/work-integrated learning opportunity. The complexity of the information management for project-based learning one of the modalities was done at the University of Johannesburg. In this presentation it is highlighted that without a well-developed and researched information management for the project based learning, the complexity of project based learning information and processes and the lack of a strategy for the management of information will compromise the efficiency of this work-integrated learning modality.

Dr Roelien Brink

09:45 - 10:15 **Coffee/Tea Break**

10:15 - 11:00 **An Institutional Strategy Template to Optimally Enhance the Employability of Students through Work Integrated Learning**

11:00 - 11:45 **Engaging with SME's to drive culture change and build pipelines for graduate recruitment**

Nottingham Trent University (NTU) has successfully designed and implemented a start-up to scale-up programme of support for small to

medium sized businesses supporting the region. Employability play a pivotal role supporting these employers to compete for graduate talent. Through the development of business diagnostics, talent management consultancy, bespoke recruitment initiatives and through building meaningful relationships, businesses have reported that NTU has helped change senior managers mindsets and attitude towards graduate talent. NTU also recognise the specific challenges facing graduates working in SME's, in particular those from disadvantaged backgrounds. In response NTU developed innovative Learning and Development programmes (PLAN, DMA, ICL) to support the areas often lacking for students and graduates transitioning into work, for example; resilience, negotiation, commercial awareness and managing-up, areas where universities could better prepare graduates to fast track their careers. The benefits have been mutual and NTU are driving an increase in opportunities for student work experiences and enhanced graduate pipelines.

Rachel Heyes

An overview of an award - winning graduate program: the importance of fit-for purpose program design for graduates, business partners and the company ecosystem.

Joanna Preston

14:15 - 14:45 The (Ir)relevance of learning institutions in the 2020-2030 era:

This session will present learning institutions with the choice of becoming relevant or demise into irrelevance given the speed and impact of change and innovation in the learning environment and business world.

- *Identifying the factors contributing to irrelevance*
- *Determining the key success factors for relevance*
- *Suggesting the diffusing of learning and work places and spaces*
- *Providing guidelines for ensuring learning relevance in the new world of work*
- *Empowering facilitators and learners to remain relevant*

Marius Meyer

11:45 - 12:30 What are Employers Looking for? Student Recruitment in the 2020s

- *Assessing the employers' journey to hiring a new graduate and exploring the latest trends in recruitment, assessment and selection*
- *Evaluating the state of graduate employment and what to expect from employers in the next recruitment cycle*
- *Examining the next steps for enhancing diversity and social mobility within student recruitment*
- *Analysing how successful recruits effectively make the transition from student life to employment.*

12:30 - 13:30 Networking Lunch

13:30 - 14:15 The evolution of a Graduate Program: Growing Young Talent Pipelines Through Innovation and Business Impact.

14:45 - 15:00 Mid-Afternoon Break

15:00 - 16:15 FIRESIDE CONVERSATION

Bridging the Disconnection and Upskilling for Industry 4.0: Graduate Skills vs Industry Need

The fourth industrial revolution offers huge opportunity but requires a skilled and adaptable workforce. This session focuses on the rapidly-changing landscape of work and how we develop the workforce of tomorrow. What will the jobs and job market of tomorrow look like? What skills does Industry 4.0 need? How can we foster these skills and embed them into the workplace?

- *An industry perspective about what it's like to try and recruit a graduate*
- *How some universities are hurting the employability of their graduates*
- *Why universities should take a "customer-first" view of graduate employability*

PANEL TBA

16:15 - 16:30

Chairperson's recap and closing remarks

work integrated practice has also been realised.
Rachel Heyes

2nd DAY: FRIDAY, 15 MAY

07:15 - 08:15

Registration & arrival refreshments

08:15 - 08:30

Chairperson's 2nd day opening remarks

08:30 - 09:15

Youth Employability: A case study in a Shared Value Approach

- *An approach to a large-scale youth employability project, the partnerships involved, successes and lessons learnt*

09:15 - 10:00

CASE STUDY

Work Related Learning and our Curriculum Refresh Journey

Nottingham Trent University (NTU) already had a long tradition of work based learning and understands the value of work experience and reflective practice on the outcomes of graduate in securing graduate level employment. However, it was acknowledged at the time that work related learning (WRL) delivery was inconsistent, and activity embedded within the curriculum was at various stages of implementation.

In response to the university's 2020 strategic ambition that all students undertake assessed work experience, the Employability team supported the academy to develop new and innovate work experience models as part of a university-wide curriculum re-design. Through the development of a non-prescriptive common framework and by providing guiding principles, a wide range of approaches to work experiences have been developed. In addition to achieving our target that every student will undertake assessed work experience, some very innovative

10:00 - 10:30

Coffee/Tea Break

10:30 - 11:15

A Futuristic Learner-Business Centred Approach to Work-Integrated Learning:

This session will highlight the future skills needed in business according to projections by leading specialists and the World Economic Forum. Guidelines will be presented on how learning providers should plan for addressing future skills needs. It concludes with an approach to empower learners for the future workplace in which there will be the optimal integration of the human-technology interface as brought about by the Fourth Industrial Revolution.

- *Identifying the needs of the future workplace*
- *Making the shift to the Fourth Industrial Revolution*
- *Redesigning learning for the future workplace*
- *Positioning the future at the centre of work-integrated learning*
- *Optimising a learner-business centred approach to learning*

Marius Meyer

11:15 - 12:30

WORKSHOP

Enhancing Employer Partnerships and Placement Services

- *Gain insights on improving outreach and impact within the local labour market*
- *Explore solutions in bridging the gap between employers and hard to reach students*
- *Assess how your careers service can maximise the impact of a placement programme and ensure students gain meaningful skill development*

12:30 - 13:30

Networking Lunch

13:30 - 14:15

Mentors and their Critical Role in Work Integrated Learning

- *Mentors play a critical role in ensuring a high*

quality learning experience.

- To be a good mentor is not something that comes naturally to all who are faced with this task
- There are different styles of mentoring
- Mentors should be trained for this role; at the very least they should be give guidance on what constitutes a positive mentoring style.

Dr Christo Vosloo

retained 51% of the employed UFS graduates within South Africa. So it is clear Universities do not educate students for the country anymore but globally.

- Are South African Universities ready to prepare graduates for the changes in technology and expected changes in the workplace?

Dr Engela Van Staden

14:15 - 15:00 The Use of Mobile Methodologies to Enhance Student Learning from Workplace Experiences, Hence Improving Graduate Employability

It makes sense to align teaching and learning methodologies with societal developments, such as the use of mobile technologies. Conventional cooperative and work-integrated education practices, in a hybrid higher and further education space, no longer hold the same currency as before. Mobile technologies could aid the optimisation of time and place of learning; as well as enhance relevant dialogue, networking, deep reflection, etc. However, it cannot and should not be assumed that the current student generation, who grew up with significant access to mobile technology, and their workplace mentors are digitally fluent. Appropriate guidance and support is therefore deemed critical, as is professional use, privacy and confidentiality.

Dr Thomas Groenewald

15:00 - 15:15 Mid-afternoon break

15:15 - 16:00 CASE STUDY

How will the 4th IR Impact on Workplace Learning?

In a 2017 Graduate survey study of the UFS on student employability it was found that graduates found employment opportunities outside of Africa with China (22%) and United States (20%) leading where UFS graduates secured employment. In Africa, Lesotho (46%) and Namibia(23%) attracted a number of UFS graduates. Further to this the Free State Province

16:00 - 16:15

Chairperson's closing remarks



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**Standard cost per delegate is R7, 999.00 (N.B: VAT is not applicable)
(book for 4 delegates and more to get 10% discount)**

PLEASE WRITE IN BLOCK LETTERS

Authorizing Person:

First Name		Surname	
Designation			
Company Name			
Telephone Number		Cell Number	
Postal Address			
Postal Code			
E-mail Address		Purchase Order Number	
Person Dealing with Payment		Contact Number	

Signature:

By completing & signing this form, the authorizing signatory accepts the terms and conditions as stated on the registration form

Note: Please provide information as you wish it to appear on the name tag and certificate

ATTENDEE INFORMATION

Title	First Name	Surname	Designation	E-mail	Mobile

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Account name: FIRESIDE CONVERSATIONS
 Name of Bank: ABSA
 Branch name: GREENSTONE MALL
 Account Type: Business Savings Account
 Branch Code: 632005
 Account number: 93 5022 7482



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