

Work-integrated Learning & Graduate Employability Summit: Season Iii

A nexus of thought leadership illuminating
the pathway to a prosperous future



7-8 December, 2023

@ Hotel Sky, Sandton - Johannesburg



SYNOPSIS

As the future of work continues to evolve with rapid technological advancements and other industry dynamics, the traditional approach to higher education is facing unprecedented challenges. The emphasis on employability post-graduation has become a significant concern for students, educators, and employers alike. In response to this, Work-Integrated Learning (WIL) has emerged as that pivotal strategy and a transformative educational framework that purposefully integrates classroom-based learning with relevant experiences in professional settings.

This lively and informative conference will bring together educators, employers, researchers, policymakers, and students to delve into the multifaceted aspects of WIL, including internships, co-operative programs, apprenticeships, and service learning, among others. By allowing students to participate in the workplace while still enrolled in their study programs, WIL offers them the opportunity to apply theoretical knowledge in practical settings, develop professional networks, and gain insight into the demands and expectations of their chosen fields.

While the core idea of the summit is to prove vital connections between experiential learning in academic settings and the successful transition of graduates into the workforce, it will also explore WIL's input to the economic and social well-being of communities and nations. As industries and economies continue to transform, so must our approach to graduate employability.

However, for WIL to be truly effective, academia and industry must collaboratively ensure that the experiences provided are high in quality and accessible to all. It is vital to ensure that WIL placements offer genuine learning experiences rather than menial tasks in order to pave way for the next generation of industry-relevant graduates, primed to contribute effectively to the world. Continuous monitoring and updating of WIL programmes in relation to the industrial evolution is also imperative.

Join us to explore more of these evident challenges, considerations and actionable insights ensuring that graduates are not just degree-holders but industry-ready professionals.



Key themes to be addressed:

- ▶ **Innovations in WIL Pedagogy:** Exploring cutting-edge approaches to incorporate WIL into academic curricula, including experiential learning, internships, co-op programs, and apprenticeships.
- ▶ **Best Practices in Curriculum Design:** Discovering innovative pedagogical approaches and strategies for seamlessly integrating WIL experiences into academic programs, ensuring graduates acquire both theoretical knowledge and practical skills.
- ▶ **Assessment and Evaluation:** Examining methods for assessing the impact of WIL on graduate employability, including measuring skill development, career readiness, and long-term career success.
- ▶ **Policy and Institutional Support:** Discussing the role of government policies and institutional initiatives in promoting WIL and fostering graduate employability on a broader scale.
- ▶ **Diversity and Inclusion in WIL:** Discussing strategies for making work-integrated learning opportunities accessible and equitable for all students, regardless of their backgrounds.
- ▶ **Global Perspectives:** Exploring international case studies and perspectives on WIL, highlighting cross-cultural and global implications for graduate employability.
- ▶ **Industry-Academia Collaboration:** Exploring successful partnerships between educational institutions and industry stakeholders, highlighting the mutual benefits and effective models for the seamless transition of students into the workforce.
- ▶ **Career Clarity:** Exposing students to the workplace environment to help them discern their interests and career aspirations, allowing them to make informed decisions about their future.
- ▶ **Continuous Learning:** Lifelong learning is becoming a necessity, and WIL can be integrated into ongoing professional development, allowing individuals to upskill and reskill throughout their careers.
- ▶ **Increased Marketability:** Employers often find that hiring graduates with WIL experiences reduces onboarding and training costs, as such candidates are already familiar with industry norms and practices.



Conference Highlights

- ▶ **Keynote Speakers:** Distinguished experts and thought leaders in the fields of education and employment will deliver inspiring keynote addresses.
- ▶ **Interactive Workshops:** Engage in hands-on workshops that provide practical insights and tools for implementing effective WIL programs.
- ▶ **Panel Discussions:** Participate in lively discussions on pressing issues related to graduate employability and WIL.
- ▶ **Networking Opportunities:** Connect with peers, industry representatives, and potential collaborators to foster new partnerships and exchange ideas.
- ▶ **Research Presentations:** Learn about the latest research findings and innovations in the field of WIL through paper presentations and poster sessions.
- ▶ **Exhibition Area:** Explore a dedicated space showcasing educational resources, technology solutions, and career development services.

Who Should Attend?

This conference would be of interest to a wide range of stakeholders involved in higher education, labour, and skills development. Herewith below is a list of the primary target audience:

- ▶ WIL Coordinators and Practitioners
- ▶ University/College Lecturers
- ▶ Deans and Department Heads
- ▶ Career Services Staff
- ▶ Heads of Student Services
- ▶ Curriculum Designers and Academic Advisors
- ▶ Higher education administrators
- ▶ Policy Makers and representatives of industry groups
- ▶ Industry Leaders and HR Professionals
- ▶ Corporate Trainers
- ▶ Officials from ministries or departments of education and labour
- ▶ Career services professionals
- ▶ Research scholars and Think Tanks
- ▶ Students and recent graduates

CONFIRMED SPEAKERS



Prof Karsten Zegwaard

Director of Work-Integrated Learning Research – The University of Waikato, New Zealand



Dr Roelien Brink

Director of Cooperative Education – Tshwane University of Technology (TUT)



Dr Rachel Wortman Morris

Managing Director of the Future Skills Initiative: Worldwide Learning – Microsoft, USA



Prof Lalini Reddy

Director: Centre for Community Engagement & Work Integrated Learning – Cape Peninsula University of Technology (CPUT)



Stewart Samkange

Higher Education and Graduate Activation Program Lead – LinkedIn, Ireland



Prof Wesley Rosslyn-Smith

Director: Centre for the Future of Work – University of Pretoria



Lizane Fuzy

General Manager – GradLinc



Dr Charles Kimpolo

Director of the Industry Initiative, and Acting Director of Skills for Employability – Next Einstein Initiative, Rwanda



Dr Rebecca Hinds

Head of the Work Innovation Lab by Asana, USA



Dr Lynn Keeyes

Director of Work-Integrated Learning Research – The University of Waikato, New Zealand



Nicole Scoble-Williams

Global Future of Work Leader – Deloitte, Japan



Professor Maurits van Rooijen

Chief Executive for Academic Affairs – Global University Systems, UK



Dr Fundiswa Nofemela

General Secretary – Southern African Society for Cooperative Education (SASCE)

PRELIMINARY AGENDA

1st DAY: THURSDAY, 7 DECEMBER

07: 30 – 08: 30 **Registration & Welcome Refreshments**

08: 30 – 08: 45 **Welcome remarks by Fireside Conversations and conference chair**

08: 45 – 09: 15 **KEYNOTE ADDRESS**

The Future of Work and its Implications for WIL

- ▶ The role of automation and AI
- ▶ The gig economy and freelancing
- ▶ Evolving skill requirements

09: 15 – 10: 00 **The Accelerating Future of Work: Bridging the Gap Between**

Education and Employability

The more digital the world becomes, the more human that education and organizations need to become. In today's world of perpetual disruption, we must create new maps and mental models to create future ready children, students, and workers. Explore the key shifts impacting the future of work and the role and power of collective action across government, business, education, and civil society, focusing on skills beyond the job and credentials beyond the degree, to help bridge the gap between education and employability and inspire and unlock new opportunities for all to pursue life aspirations in a more sustainable, equitable and inclusive world of work.



10: 00 – 10: 30

The Employer/University Engagement Model: Career Centres

as Active Recruitment Partners

In today's competitive early-talent recruiting landscape universities must adopt new and innovative ways of partnering with employers to connect them with talented student candidates. Traditional approaches from even a few years ago have changed and new ones have emerged. Now employers and university career services have access to new collaborative tools like never before.

10: 30 – 11: 00

Coffee/Tea Break and Speed Networking Session

11: 00 – 11:45

CASE STUDY

Work-integrated learning and Graduate Employability through Collaboration with PMI Chapters: Work Integrated Learning and Mentoring

11: 45 – 12: 15

Hybrid Industry Programs: Combine Industry with Classroom for

The Ultimate Study Abroad Experience

Industry Hybrid Programs are the future. Deep dive into the execution and impact of hybrid models of career integrated global learning. Hear about successful model programs in the US and UK that incorporate live projects, industrial challenges and case studies into a traditional classroom-based curriculum. Get advice and ideas to create your own industry hybrid program for study abroad students.



12: 15 – 13: 00 **Driving Curriculum Innovation**

- ▶ Gain an in-depth understanding of the process to design responsive and agile curriculum
- ▶ Draft an individualized Curriculum Review Process Plan you can take back to your institution
- ▶ Discuss solutions to existing or anticipated challenges to revamping curriculum
- ▶ Understand what topics are trending, including surfacing programs and partnerships

13: 00 – 14: 00 **Networking Lunch**

14: 00 – 15: 00 **FIRESIDE CONVERSATION**

Developing Skills for an AI Revolution and for the Jobs that Don't Exist Yet

As we rapidly approach a future dominated by artificial intelligence and navigate an era where many job roles are yet to be defined, it's essential to prepare ourselves with the right skills. The AI revolution demands a different set of capabilities, both technical and soft skills, that will keep us ahead in the game.

- ▶ Grasping the basics of machine learning, deep learning, and other AI technologies
- ▶ Irreplaceable human intuition and creativity in problem-solving
- ▶ Adaptability and Lifelong Learning
- ▶ Technical Proficiency
- ▶ Emotional Intelligence (EI) and Human Interaction
- ▶ Ethical Considerations and Responsibility

15: 00 – 15: 30 **Assessment and Accreditation of WIL Experiences**

- ▶ Designing evaluation rubrics
- ▶ Ensuring reflection and learning from work experiences
- ▶ Integration of academic and work assessments

15: 30 – 15: 45 **MID AFTERNOON BREAK**

15: 45 – 16: 30 **Beyond the Conventional Classroom: Innovations in Curricular and**

Co-curricular Global Design

How can we best equip students with the knowledge and skills needed to address the defining challenges of a complex, constantly changing world? We will examine two innovative approaches to curricular and co-curricular design that embrace the notion that learning how to effectively access and negotiate decisions across cultures today requires real practice. In sum, Learning by Doing

16: 30 – 16: 45

Conference Chair's Closing Remarks

2nd DAY: FRIDAY, 8 DECEMBER

07: 30 – 08: 30

Registration & Welcome Refreshments

08: 30 – 08: 45

Welcome remarks by Fireside Conversations and conference chair

08: 45 – 09: 30

KEYNOTE ADDRESS

Authentic assessment for embedding employability skills

Using authentic assessment for building skills can be perceived as difficult and onerous due to requirements for its implementation that can be perceived as time consuming, limiting its use in small or isolated modules. This presentation aims to provide an opportunity to explore the use of authentic assessment for developing professional skills. Participants will explore questions relating to adapting module design to use authentic assessment, how to build skills at programme level, and challenges and opportunities to use this assessment method. Participants will also be able to identify strategies that can be used in their practice and leave with a step by step guide of how to use authentic assessment for embedding employability skills in modules and programmes.

09: 30 – 10: 00

CASE STUDY

A Gradlinc perspective on Graduate Employability in SA and unravelling the Gen Z mindset

The generational gap is a significant challenge in the recruitment of Gen Z and despite a youth unemployment crisis in SA, graduates appear to be picky when applying for jobs while the industry is increasingly frustrated with the lack of work-readiness among fresh hires. This session explores the mindset of Gen Z, what drives them and how they could become part of the solution to enhance their employability.



10: 00 – 10: 30 Role of Technology in Enhancing WIL Experiences

- ▶ Platforms for matching students with employers
- ▶ Using AI to personalize WIL experiences
- ▶ Digital portfolios and showcasing WIL achievements

10: 30 – 11: 00 Coffee/Tea Break and Speed Networking

11: 00 – 11: 30 Raising awareness About the Importance of Inclusion

Opportunity for Graduates with Disabilities

- ▶ Importance of the relationship between candidates, employers and practitioners in altering both employers' disabling recruitment practices and to co-producing approaches to disclosure and reasonable adjustments
- ▶ The needs of candidates with disabilities, rather than the provider or the employer, being at the centre of this relationship
- ▶ How employability practitioners can focus their services on matching the right employer with the right candidate, rather than the converse.

The presentation suggests that these elements are critical to disability employment services and can help to overcome the recruitment barriers for candidates with disabilities and subsequently to improve workplace inclusion.





11: 30 – 12: 00

Fieldwork Abroad: Ethical Engagement and its Impact on Career

Readiness and the Host Community

Identifying international fieldwork locations and partners that provide students with hands-on learning opportunities while simultaneously benefiting the local host community can be difficult. This session will explore how to put the needs of the host community first by prioritising ethical engagements while still accomplishing programmatic learning outcomes and enhancing career preparedness.

12: 00 – 12: 45

Creating Authentic WIL for International Students: 5 Key Action Points

- ▶ Managing avoidable barriers to employment and how to build improved information awareness around graduate visa options and rights
- ▶ Understanding employer reluctance on the Graduate route and why there is widespread challenges on job offer withdrawal for graduates with this visa status
- ▶ Evaluating the main path to success for employability teams and how they can deliver tangible outcomes on avoidable barriers

12: 45 – 13: 45

Networking Lunch

13: 45 – 14: 15

The Graduate Migration Puzzle: How do we Support the Retention of Graduates in Regional Economies?

- ▶ Exploring core push and pull factors feeding graduate migration
- ▶ How collaborative infrastructure can support graduate utilisation regionally
- ▶ Addressing regional and local skills gaps through curriculum interventions and skills development
- ▶ How are employability teams supporting graduate employment and employability regionally

14: 15 – 14: 45

Interdisciplinary challenge-led learning: A blueprint for the future

Interdisciplinary challenge-led learning (ICLL) is a dynamic approach to education that transcends the limitations of traditional discipline-based learning. By focusing on real-world challenges, ICLL encourages students to harness knowledge and skills from various disciplines to devise innovative solutions. This approach prepares students for a world where complex problems cannot be solved through one lens alone.

- ▶ Engaging with community leaders, industry experts, and other stakeholders to identify pressing issues or challenges
- ▶ Fostering collaborations between departments to blend various academic perspectives
- ▶ Flexibility and project-based learning
- ▶ Designing spaces conducive to group work, brainstorming, and cross-disciplinary interaction
- ▶ Partnering with industries, NGOs, government bodies, and communities that provide real-world contexts and additional resources

14: 45 – 15: 15

Navigating the Transformative World of Work: A Call to Action for

Career Services

The global employment landscape is undergoing dramatic shifts, shaped by factors ranging from technological advancements to evolving worker preferences. As these changes manifest, there is a pressing need for career services to adapt and equip individuals to thrive in this new environment.

- ▶ The influence of generational changes and diverse workforces
- ▶ The opportunities and challenges of a borderless world
- ▶ The rise of gig work, remote work, and the pursuit of work-life balance
- ▶ The significance of soft skills in complementing technical expertise
- ▶ Navigating the challenges of a remote and flexible work environment
- ▶ Providing guidance beyond job placements, such as well-being and personal development.



15: 15 – 15: 30

Mid-Afternoon Break

15: 30 – 16: 15

The Rise of the Side Hustle: Building Resilience for Self-Employment

The rise of the "side hustle" isn't just a trendy buzzword; it signifies a shift in how people view employment, financial security, and the pursuit of passion projects. The trend, fuelled by technology, economic necessity, and changing attitudes towards traditional employment, sees individuals taking on secondary (or multiple) jobs or businesses, often related to their passions or skills that may not be utilized in their primary job. The modern economy, punctuated by uncertainties like recessions or global events, can result in layoffs and income volatility. A side hustle provides an additional income stream, cushioning against financial shocks.

- ▶ Why the side hustle?
- ▶ Opportunity to develop and hone skills which might be outside the purview of one's main job
- ▶ Testing waters before jumping headfirst into a full-fledged business
- ▶ Gaining valuable insights into the market and entrepreneurship
- ▶ Challenges of balancing a primary job, a side hustle, and personal life
- ▶ Initial investments, potential losses, and tax implications
- ▶ Legal concerns

16: 15 – 16: 30

Conference Chair's Recap and Closing Remarks



REGISTRATION FORM

Standard cost per delegate is R7,999 (Book 4 delegates or more to negotiate a 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	
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

BANKING DETAILS:

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

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