

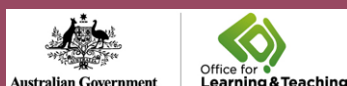
WIL LEADERSHIP AND ORGANISATION: A DEAKIN SEBE PERSPECTIVE

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The WIL Leadership Project



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Challenges to WIL Leadership

1. Policy
2. Resourcing
3. Institutional culture
4. Institutional structures & systems
5. External engagement
6. Staff capabilities and their development
7. Pedagogy & curriculum
8. Student access & equity
9. Research & scholarship
10. Partner organisational culture & systems

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Strategic Enablers of WIL Leadership

1. Seizing opportunities to **raise WIL awareness, and influence policy**
2. Cultivating institutional **valuing of WIL**
3. **Securing resources** that will enable quality WIL outcomes
4. Building WIL knowledge, **culture, vision, and aspiration**
5. Promoting WIL **collaboration**

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Five Domains Of WIL Leadership



<http://acen.edu.au/wil-leadership-project/>

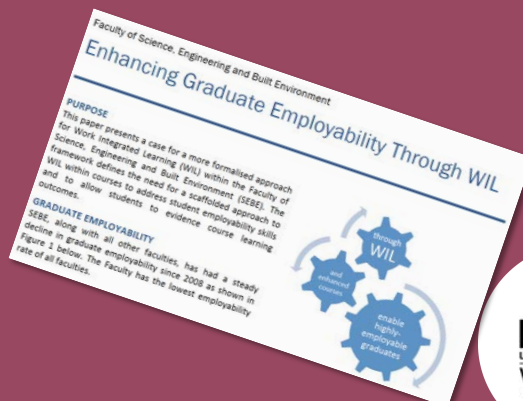


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Shaping the WIL Vision

- Developing a Faculty WIL strategy
- Building an environment to allow the enablers to flourish and making them sustainable



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Response to the Strategic Enablers

1. Seizing opportunities to raise WIL awareness, and influence policy
 - Development of core units of study around professional practice that may include placements
 - Use of Faculty-wide Internships and Industry Based Learning
 - Online core Ocp unit on preparing for WIL Placements
 - Managing upwards to influence institutional policy and practice
 - Aligning WIL with student ambitions of travel (Global WIL placements)
 - Faculty WIL website (<http://www.deakin.edu.au/sebe/wil>)

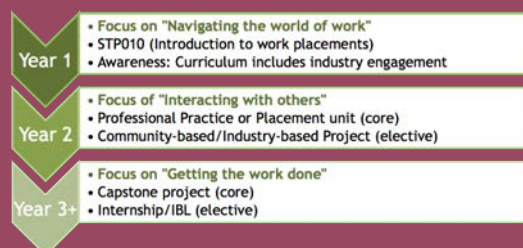
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Response to the Strategic Enablers

2. Cultivating institutional valuing of WIL

- Telling stories of success
- Building active advisory boards
- Having students evidence improved learning through WIL
- Celebrating and supporting teachers engaged in WIL
- Build it in rather than bolt it on



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Response to the Strategic Enablers

3. Securing resources that will enable quality WIL outcomes

- 1 FTE Faculty WIL academic
- 1 FTE Faculty WIL Industry Engagement Manager
- 1 FTE Faculty WIL administrator
- 0.2 FTE Faculty Director of Graduate Employability
- School provision of academic workload to deliver WIL units
- School provision of administrative workload to support WIL

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Response to the Strategic Enablers

4. Building WIL knowledge, culture, vision, and aspiration

- Scaffolding key skills across the curriculum
- Building a course level context
- Expecting a mix of non-placement and placement WIL
- Promoting authentic learning and assessment
- Developing a STEM model of reflective practice



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Response to the Strategic Enablers

5. Promoting WIL collaboration

- WIL@Deakin, Deakin WIL community of practice
- WIL-Full@SEBE, Faculty community of practice
- Developing WIL opportunities on campus
- Working with Careers Education & Graduate Employment, sharing resources, approaches and expertise

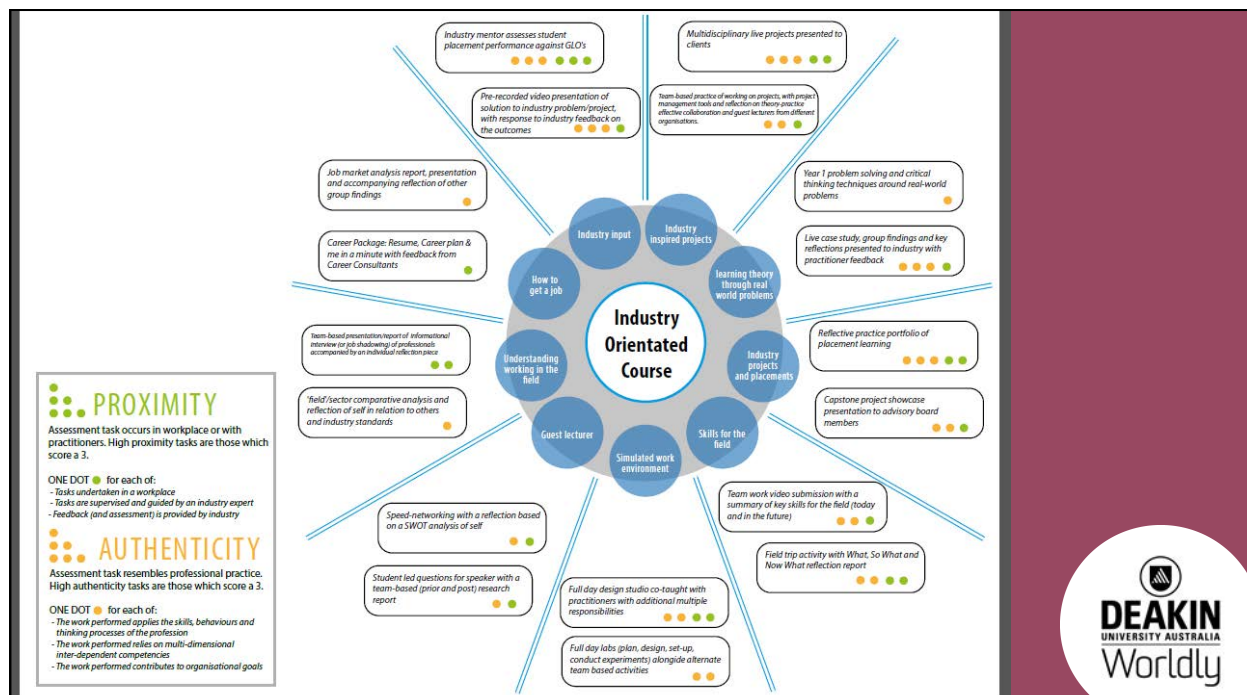
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Challenges Moving Forward

- Defining WIL in our context

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Challenges Moving Forward

- Defining WIL in our context
- Scalability: how do we find more opportunities? Ideas?
 - WIL placements on campus
 - WIL 'Business Park'
 - Career-related vs Course-related placements

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