

Work Integrated Learning Newsletter



Bloem Show back in action

The Bloem Show has been part of central South Africa since its birth in 1883 and annually plays a valuable role as an economic contributor to the Free State region.

The Central University of Technology and the Bloem Show have been student placement partners for quite a few years, however, this year, with the return of the Bloem Show after a two-year drought due to Covid-19, we took hands once again. More than sixty students and graduates were placed and worked at the Bloem Show for the duration of the event.

We would like to thank the Bloem Show for adding value to the lives of our students, with an experience that cannot be repeated anywhere else in our region.

“The Bloem show has been the most wonderful experience we have ever had” ~ CUT student.

A big congratulations to the management team of the Bloem Show for hosting a successful event in 2022. We look forward to working together in the years to come.



Bloemfontein: 051 507 3911



Welkom: 057 910 3500



www.cut.ac.za

From the Director's Desk

Work Integrated Learning (WIL) is an educational model and pedagogy embraced by the Central University of Technology, Free State since its inception as Technikon Free State in 1981. It is generally regarded as the distinguishing feature of a university of technology with empirical evidence supporting the assertion that it enhances the employability of students.

WIL combines and aligns learning in the classroom with learning in the workplace, providing structure to the partnership between CUT and commerce and industry in preparing students for their chosen careers. Preparing students effectively for a career or profession requires not only theoretical knowledge, but also the practical application of this knowledge, as well as professional development and

identification with the organisational structure and nature of the enterprise.

The Section for WIL & Industry Liaison is primarily responsible for WIL strategy, policy, procedure and institutional oversight. Staff also assist with information sessions to prepare students for their WIL experiences, approve employers in collaboration with faculties for WIL, the placement of students for WIL as well as assistance with the drafting of WIL study guides or logbooks and the monitoring of students placed for WIL.

During 2021, funding was secured from 5 SETAs to the value of R11 976 800 and benefitting 438 students, as well as R21 057 892 in "salaries" negotiated with WIL employers to assist students financially to

complete the WIL component of their qualifications at employers that are often remote from the Mangaung and Matjhabeng areas.

On the international front we are particularly excited about the current agreements that we have in place with universities in Africa, the UK and Ireland, Europe and Scandinavia. Discussions are underway to co-host an international WIL conference during 2023 with the University West in Sweden.

It is a privilege to work with the competent and dedicated staff members of the Section for WIL & Industry Liaison whom you will get to know in this newsletter. My sincere appreciation is extended to each one of them for their amazing contributions in their field of work as well as this newsletter.



READ MORE ABOUT OUR OFFICES AND COORDINATORS

OMT students on the move with BANKSETA funding

Effectively preparing students for a career or profession requires not only theoretical knowledge, but also the practical application of this knowledge, as well as professional development, and identification with the organisational structure and nature of the enterprise.

As a method of teaching and learning, WIL includes a range of approaches, strategies, and methods used to meaningfully integrate theory with practices of the workplace within a purposefully designed curriculum. Being an element of the curriculum, WIL is part of the programme like any other module that needs to be completed to satisfy the requirements for a relevant qualification.



In partnership with BANKSETA, the Central University of Technology (CUT) managed to place 100 students throughout the Free State to complete their Work Integrated Learning. Students complete the WIL component of their qualifications in a practical situation at a company referred to as workplace-based learning (WPBL).

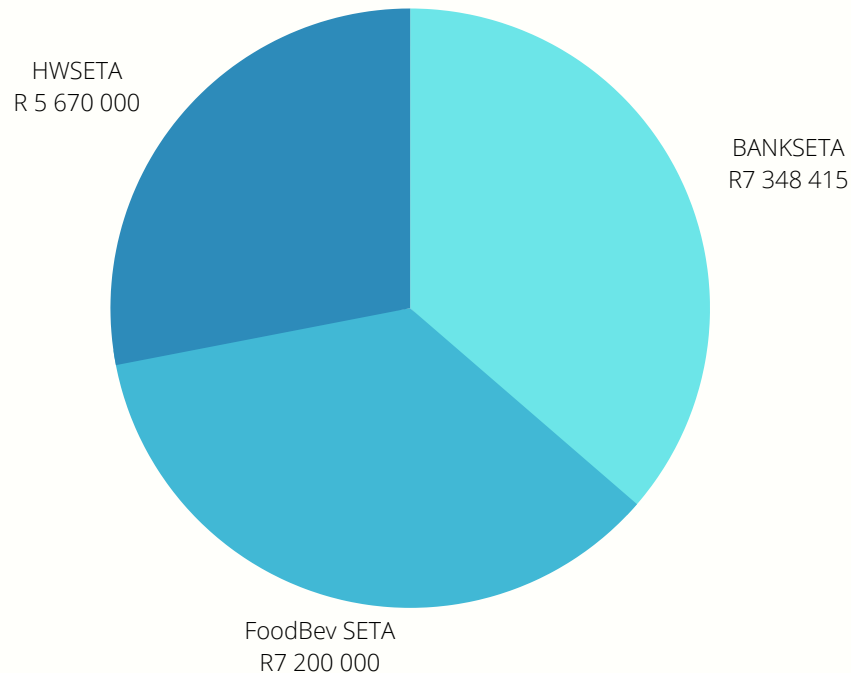
During this WIL period, the students are gaining an enhanced knowledge of the work environment and expectations through the unique job experience and bridge that WIL provides. It, therefore, enhances the personal development of students as well as additional knowledge and skills to be better prepared and equipped for the working world.

Similarly, the university and employers are also beneficiaries from the partnership created that provides for a win-win situation. WIL placements can be used by employers as a unique way of assimilating students into the work environment, which provides the ideal platform to recruit graduates and significantly reduce the risk associated with recruitment. Universities benefit from enhanced relationships with industry which often result in on-going, commercially beneficial, relationships as well as staff development through exposure to industry.



Follow the Money

Sector Education and Training Authority (SETA) Funding 2022



Annually, the Section for Work Integrated Learning and Industry Liaison applies for funding to benefit students, whilst undertaking their mandatory Work Integrated Learning-period.

This year was no different.

Our section secured and rolled out Seta-funded projects to the value of just over R 20 million, benefitting a total of 469 students and graduates to date.

The SETAs with whom we have taken hands this year to date, are HWSETA, FoodBev Seta, and BankSeta. These three (3) Sector Education and Training Authorities are assisting our section to support students with monthly stipends within the Health, Management and Engineering Faculties.

In the past, the Section for Work Integrated Learning and Industry Liaison has worked with TETA, CathsSeta and AgriSeta amongst others. We are currently in the process of strengthening our relationships with all SETAs to perceive how we can ensure maximum assistance to our students and graduates.

We are a dedicated team of individuals who work together to offer our students not only a WIL placement but , where possible, also a form of income earned.

Work Integrated Learning - an important vehicle for the development of Graduate attributes and employability skills

The new Vision 2030, designates the University to be a leading African University of Technology, shaping the future through innovation. To promote this vision, one of the University's aims is to produce work-ready, entrepreneurial, and holistic graduates.

Both graduate attributes and Work Integrated Learning are key pieces in ensuring that all CUT graduates are not only work-ready – but also well-skilled and highly employable.

Developing and promoting students' graduate attributes through integration in mainstream academic programmes and extracurricular activities form part of CUT's Teaching and Learning plan. The purpose of the Teaching and Learning Plan is to affirm the Central University of Technology, Free State's devotion to teaching and learning as one of the core functions of a university. It highlights what the University intends to do from 2021 to 2025 regarding teaching and learning.

On 15 June 2022, Mrs. Nicole Joannou (Teaching/Learning Coordinator (Welkom)) hosted a Graduate attribute roadshow. During the roadshow, Ms. Joannou gave an overview Of CUT Graduate Attributes, and how to develop your GA's and also provided information on how students can create Personal Development Profiles.

Ms Carla Grové (Coordinator: Work Integrated Learning & Industry Liaison (Welkom)) discussed the link between Work Integrated Learning, graduate attributes, and employability in students. CUT aims to foster and develop the 10 graduate attributes in an environment rich with learning experiences. For information on the 10 graduate attributes follow this [link](#).

The 10 GAs are embedded within all the courses at CUT through the structuring of the learning outcomes, activities, and assessments at the individual subject and degree level. The need to develop CUT graduate attributes can be achieved through integration into mainstream academic programmes, including Work Integrated Learning and extracurricular activities like the roadshow.



News from Welkom Campus

The teaching and Learning Plan further highlight the importance of improving the employability of CUT learners through Work-integrated learning (WIL) and career development. WIL is an educational approach to learning in the workplace which is industry-based and curriculum-driven. WIL includes combinations of theoretical learning, problem-based learning, project-based learning, and work-based learning. WIL ensures that students have access to work placements to gain work experience, complete their qualifications and increase their chances of employability after graduating.

WIL can be utilized to develop and improve students' graduate attributes to not only meet the goal of the university but to also satisfy industry and student needs through the development of students' skills. Student participation in WIL can maintain the opportunities for acquiring GAs, thus impacting their employability.

There are four main GA areas:

1. Fundamental skills: for example, literacy and numeracy
2. People skills: for example, working with others
3. Thinking skills: for example, learning to learn
4. Personal skills: for example, self-direction, acting with integrity

WIL programs provide enhanced opportunities for developing graduate attributes through connections with the world of work, leading to increased graduate employability. WIL can be seen as an important vehicle for the development of GAs and employability skills. Students participating in WIL gain generic skills and a recognition of the importance of generic skill development when compared to non-participants.

WIL is not just about getting students ready for the world of work, it also develops and fosters ideas of citizenship and values that can lead to social contribution and thus are useful in developing employable graduates. This also forms part of the 2021 -2025 CUT Teaching and Learning Plan.

WIL can be utilized to develop and improve students' graduate attributes to not only meet the goal of the university but also satisfy industry and student needs through the development of students' skills.

Graduate attributes are embedded within each student. Developing graduate attributes is not only about ticking the boxes and having the skills. Graduate attributes need to be continuously developed and improved.

Some advice to students from both coordinators:

- Familiarize yourself with what the 10 graduate attributes are
- Evaluate yourself
 - which attributes are your strong points?
 - which attributes need to be improved?
- Identify ways to improve and work on these skills
- Keep an eye out for developmental activities on campus and your community.
- Make the best of your WIL placement period.

Always remember that knowledge is not enough; you must apply. Willingness is not enough; you must do



WIL Profile

WIL students at work



“WIL is the school which opened the corporate world to me. It has taught me that the world is my oyster, and the sky is the limit.”

~ Sadi Kobi

Sadi Kobi started with the WIL and Skills Development office in 2014 where she had the opportunity to apply her theoretical knowledge, in the workplace. She was placed in the reception area where she learned to interact with the broader CUT community. Her communication and professional skills flourished as the WIL and Skills Development office is extremely busy. She learned to work independently as well as in a team. The WIL and Skills Development office gave her the opportunity to upskill herself as she was not only learning practical skills but also life skills. She was no longer ignorant in her overall thinking.

‘WIL and Industry Liaison: The School that opens the corporate world to students

Sadi started with the Curriculum Development Department in 2015 where she gained more knowledge within the broader CUT.

In January 2016 Sadi started in the WIL and Skills Development office again until May 2018 when she worked as a Lab Assistant in the computer labs. She gained valuable computer skills when she worked with Information Technology students during that period.

In June - October 2018, Sadi started temporarily as an Executive Secretary in the office of the Deputy Vice-Chancellor of Teaching and Learning. Here her duties developed extensively in her field of study as she worked with a much higher caliber client. Her contract ended after this.

In March 2019 she was headhunted by the Manager of Risk Management and Strategic Projects under the Deputy Vice-Chancellor ResOps and started as the Temporary Unit Administrator. Sadi was permanently appointed on 01 April 2021 in Risk Management and Strategic Projects as an Administrative Coordinator and is currently still employed with them. Her immediate colleagues refer to her as the backbone of their department. She makes mentions that the WIL and Skills Development Office (now WIL and Industry Liaison) has taught her confidence, professionalism, and independence. She has learned the importance of learning daily and paying it forward.

In her own words, she indicates “WIL is the school which opened the corporate world to me. It has taught me that the world is my oyster, and the sky is the limit.

Environmental Health in the Workplace

Covid-19 had a detrimental effect on all sectors in our country. As we are all aware, it led to financial strain on most companies and left hospitals overwhelmed and somewhat in despair.

We have seen an upward trend in the placement of students and graduates who are studying for, and who completed a qualification in Environmental Health.

Due to the additional healthcare protocols associated with Covid-19, companies, municipalities, and hospitals contacted the WIL Offices for assistance. Our Environmental Health students were placed for Work Integrated Learning (WIL) within the Mangaung Metro, Lejweleputswa, and Thabo Mofutsanyane Municipalities, as well as local hospitals, to assist their Occupational Health and Safety Departments in managing the overall Covid-19 health protocols and other health-related issues associated with the pandemic.

As the section for Work Integrated Learning and Industry Liaison, we applied for and received funding from FoodBev Seta for Environmental Health graduates. This enabled us to place unemployed graduates with host employers, to gain not only experienced but also to be 'employed' for 12 months and assist host employers with their daily tasks and operations. This led to an overall win-win situation for both the University, the industry, and our graduates.

Our qualification in Environmental Health offered at the Central University of Technology, Free State, opens a vast area of opportunities. Not only can students work within the local government sector, but also in the healthcare sector, wholesale, retail and food sectors, to name but a few.



On campus, you will notice CUT graduates who were initially appointed as Covid marshals, on Seta funding. Even with governmental Covid19 restrictions removed, they still play an important role, assisting and ensuring that the overall occupational health and safety protocols and procedures are followed.

Our section strives to not only assist students to complete their qualification by ensuring the placement of students for their mandatory WIL-period, but also where possible, graduates to enter the job market as funded interns.

Career Development at CUT

The Careers' Office prepares students to enter the world of work successfully. Services include training and workshops in different job search techniques, CV-writing and employability "soft-skills" training. Services offered to employers include an interview venue for recruitment and preparations for video interviews as well as lecture halls for presentations. Career Talks on Radio CUT 105.8 FM's listenership has also grown to include a standing slot during the Campus Hangout Show on Tuesdays. Stats SA rate the overall listenership of the station at 40 000 with a primary youth following of 52% being the 15- to 24-year-old demographic group. Topics are researched and presented by the Coordinator (Career Development) in an interactive style with the radio hosts of the show. The Career Coordinator has subscribed to LinkedIn and shares a collaboration page with Alumni relations and CUT marketing where job opportunities, bursaries and internships are posted regularly to a network of CUT alums and graduates (1 195 members). LinkedIn serves as an innovative global career platform giving graduates and jobseekers access to 20 million companies and 14 million open jobs. The first hybrid Career Expo Taster event was held in May this year in collaboration with the i-Gym (Idea Generator). The event had an option of online and in-person attendance.

The programme aimed to introduce industry partners and students to the services offered by the Careers' office as well as ignite an interest in more such events coming later this year. There were 100 Zoom room attendees recorded over the two days of the programme with a CUT Facebook livestream engaging an audience of 102 peak viewers from mainly the Free State region. Over 51% of viewers engaged with the programme with an indication of a "love" sign for the content of the programme. Presenters included funding and research partners such as Momentum Metropolitan Holdings (MMH), GradStar Mobile App that connects students to employers, Business entrepreneurs (Kings Comfort and Geekulcha), "Work for a Living" Employability Training CEO as well as international role players such as Universum Global Survey (Sweden) and OLLMOO Future Women Leaders (UK). was a bumper-packed offering that left participants asking for more. The feedback survey recorded an equal attendance split between Industry (33.33%), Staff (33.3%) and Students (33.33%) with a whopping 77.78% attending both days: a first for a CUT Careers' Hybrid event. Over 77% of participants found the presentations "helpful and informative" especially the Momentum presenter who engaged the audience well with her life experience.

"The first hybrid Career Expo Taster event was held in May this year in collaboration with the i-Gym"

Topics were said to be "relevant to student's lives" with the majority indicating that they would prefer the same "hybrid (combination of 'in person' and 'online') format for future events. Quotes from attendees about what they enjoyed the most: "The talk of the Kings' Comfort owner as he was present in the venue. It made it more 'real'", "personal touch", "the interaction we had with the companies CEO and company reps And how informative and encouraging they were", "fact that the expo was a hybrid event so that people who were back home could also join the meeting online. Also, I met with inspiring people who gave me advice on how to tackle life after graduation".

Thank you to the Career Volunteer Ambassadors as well as staff and interns for making the event a success. We endeavour to do more this year with your support and care.


Let's build Vision 2030 and the Ubuntu community by continuing to create "direct access to the big employers. learning, knowledge and things that trend" (Participant Quote) and get this new generation of intellectuals prepared for work and life.




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| TOTAL LISTENERS: 40 000 | | |
|-------------------------|---------|-----|
| Free State | 31, 000 | 85% |
| Other | 9, 000 | 15% |

 15,000
51%

 25,000
49%

Take Part



Do you
want to

01

Advertise your company

02

Share student success
stories

03

Tell us more about your
involvement with
student training

We value and appreciate each employer and stakeholder in making it possible for us to place students, pay stipends and being part of the learning journey.

We work with a vast number of employers and it is impossible to know of all the success stories, but we would like to invite you to share these stories with us.

Should you want to feature in our newsletter or would like to advertise your company, please contact Sally Joubert sjoubert@cut.ac.za / 051 507 3350 for additional information

READ MORE ABOUT OUR OFFICES AND COORDINATORS ON OUR WEBSITE