

# Annual conference Zagreb, 12th of March 2021

### Possible discussion topics in the breakout rooms Work-Based Learning:

Natascha's topic: (See leaflet Inquisitive Attitude)

In what way does your educational programme stimulates level 5 students to develop their inquisitive attitude at the professional practice?

Oran's topic: (See page 2 and 3)

Complete a preferred organisational culture for any 1 cultural component (i.e. one from symbols, power structure, organisational structures, control systems or stories)

Attendees can share their findings with others in the breakout session.

#### Nevena's topic:

Do you have master craftsman school on level 5 in your country and if so, can you describe its purpose and provide any other information on it you might have?

Please ask 1 person to take notes. Share your notes with Eric: <u>aldewereld@chain5.net</u> He will share it with the rest of the attendees.



# Oran Doherty

Cultural	Examples for College / University	Preferred Organisational Culture
Component		
1. Rituals and Routines	<ul> <li>How programmes of study are developed.</li> <li>How programmes of study are delivered.</li> <li>How the academic calendar influences engagements with industry and how programmes delivered?</li> </ul>	<ol> <li>Develop a routine where new WBL programmes can be developed for industry in a timely manner.</li> <li>When delivering programme- tutors should adopt a facilitator role instead of traditional lecturer role.</li> <li>Ensure a routine where we operate outside of the academic calendar and are more accessible to industry.</li> </ol>
2. Symbols	<ul> <li>The language used within the College / University when communicating.</li> <li>The administrative system used to enroll students and monitor their performance</li> </ul>	
3. Power Structures	<ul> <li>The strategic importance of WBL within the College / University.</li> <li>Resources allocated to WBL within College / University.</li> <li>College / University ability's to share power with employer in the WBL partnership.</li> </ul>	
4. Organisational Structures	<ul> <li>Is there a dedicated resource responsible for coordinating WBL in the College / University?</li> <li>Is there collaboration or competition within your College between academic departments?</li> <li>Can WBL learners avail of all the college services available to full time learners?</li> </ul>	
5. Control Systems	<ul> <li>Does maintaining academic rigour cause problems engaging with employer in WBL programmes?</li> <li>Is there incentives or rewards for staff who engage in WBL programmes?</li> <li>How are WBL programmes evaluated?</li> </ul>	
6. Stories	<ul> <li>The stories told amongst staff about experiences / beliefs working with industry in WBL programmes?</li> <li>Do we promote the "good stories" about engaging with industry internally and externally?</li> </ul>	



## **Control Systems**

- Stress the importance of academic rigour to all stakeholders.
- WBL effort needs to be better incentivised and rewarded.
- Evaluate WBL programmes by

#### **Power Structures**

- The strategic importance of WBL needs to be more evident.
- Share power with the employer in the design, delivery and assessment of the programme.

#### **Rituals & Routines**

- Speed up development process for new WBL programmes.
- Consider facilitating learning outside the normal academic dates and times.
- Include employer in communications.
- More discussions in class as opposed to lectures.
- Train WBL Tutors.

# **The Cultural Paradigm**

- A quality product requires time for development.
- We believe in our procedures for administrating our academic programmes.
- We are guardians of the academic standards.
- Learner welfare is our main concern.

# Organisational Structures

- Consider the establishment of a dedicated WBL Unit.
- Organisational structure in place to support programmes that cross academic disciplines.
- Extend learner services to WBL learners.

#### **Stories**

- Address the negative stories circulating within HEI X about WBL by telling positive stories relating to WBL.
- Promoting the "good stories" about WBL externally.

#### **Symbols**

- The administrative system and procedures need to be reviewed to facilitate WBL.
- Use a language understood by all stakeholders.

Sample Cultural Web for a College to manage WBL programmes