

# Debrief

## Definition

Debrief is the process of having a conversation with the student and industry/community partner (separately or together if appropriate) after the WIL activity. The debrief focuses on reflections on the experience, the learning and/or the design and management of the process.

The purpose of debrief is to structure deliberate opportunities for the student and industry/community partner to “download” and examine aspects of the experience and reflect upon these. The purposes are dual. One is for the benefit of the students; and the other is for the improvement and quality assurance of the WIL activity design and process. The student benefits from reflecting on the learning and the opportunity to divulge or explore unexpected feelings that have arisen as a consequence of the experience. Debrief, when thoughtfully planned and organised, can inform both learning and evaluation of the WIL activity.

## Good practice

The debrief opportunity should be:

- structured and planned from the outset, ensuring both the student and industry/community partner know when and where the debrief session will take place;
- confidential and allow for both students and the industry/community partner to express themselves freely and;
- focused on the experience, its quality and nature, the learning and assessment or the design of the WIL activity.

A combination of a group debrief and individual debrief provides opportunities to reflect on the activity and gather important feedback that can improve relationships and future WIL activities.

## Role of stakeholders

### ***Universities WIL practitioners should:***

- organise, facilitate and provide debrief and counseling opportunities that are safe (confidential and culturally appropriate) for both the student and the workplace

***Industry and community partners should:***

- Provide feedback regarding the student's performance and their readiness for the WIL activity;
- Discuss how the university could improve their engagement with the partner and how the WIL supervisor can further enhance the WIL experience.

***Students should:***

- Attend debrief sessions as part of the broader learning experience beyond the WIL activity to reflect on their learning and to avail themselves of counseling (eg careers advice).
- Reflect on their experiences of workplace culture, time management and task completion, professional standards and workplace expectations. Self-awareness of their own abilities and identification of gaps in skills and knowledge will assist students in future learning.