

## Assessing Work Integrated Learning (WIL)

Employers gain many benefits from engaging with educational institutions and students for WIL placements or projects. In addition to having access to fresh ideas, current knowledge and a talent pool for recruitment, the benefits of being involved in WIL include the opportunity to shape the authentic learning and assessment tasks that will benefit you and the student.

Students aspire to achieve the learning outcomes and complete assessment requirements that provide evidence of their learning in the workplace. As an employer engaging with WIL students, you may have a role in co-designing the learning and assessment tasks and be involved in evaluating student performance. Your role is essential for currency and relevance of workplace learning. Ultimately the educational WIL coordinator is responsible for ensuring final assessment design and processes are in place.

### Co-designing assessment

Designing authentic assessments that allow students to demonstrate learning of industry-specific workplace practices can be challenging. Your role in co-designing student assessment requirements with the institutional partner (and possibly the student) may include:

- Providing information on quality workplace standards and professional expectations
- Ensuring assessments provide opportunities for students to use and reflect on their skills and knowledge in the workplace
- Negotiating different assessment tasks with students and educational partners if required
- Ensuring assessments provide opportunities for students to critically reflect on their experience.

### Assessing student performance

The range of activities and timing of assessment tasks may vary throughout the WIL activity. Your role and responsibilities in assessing students' performance will vary depending on what has been negotiated with the educational institution partner.

- Discuss the assessment process with the student and institutional partner to clarify expectations

- Encourage students to regularly reflect or learning experience of integrating knowledge and skills in the work setting.
- Provide students with honest, regular and constructive feedback which positively highlights their strengths and communicates areas for improvement.

You may be required to provide an evaluation of a project, an observation of the student's on-the-job-performance such as a **performance appraisal** or other forms of feedback about how well the student has performed in the following areas:

- Work habits and understanding of workplace including:
  - knowledge and application of the organisation's mission, policies and scope of roles
  - following good safety practices
  - following rules and regulations
- Ability to communicate in both speaking and writing in a manner that is clear and appropriate to the audience
- Effective planning and organisational skills including:
  - time management and prioritising tasks
  - problem solving
- Interpersonal and intercultural skills including:
  - working effectively with others, showing respect and consideration
- Motivation, initiative, enthusiasm, creativity and ability to learn from others.

In some industries such as education and nursing, the workplace supervisor is qualified and required to assess the student's competence and performance against specified criteria aligned with the learning outcomes, academic standards and professional competencies.

If participating in co-designing assessment or assessing a student's performance is a new experience for you or your staff, then ask for training and support. You may need to negotiate what is feasible in the circumstances both practically and in terms of your expertise

