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Does work integrated learning better psychologically prepare British students for life and work?

Lisa Ward
Fiona Purdie
Today’s presentation

• **Background to the study**
  – Joining the international work integrated learning project
  – Placements at the University of Huddersfield
  – What we know from the literature about the psychological effect of WIL

• **Methodology**
  – Design
  – Measures
  – Sample

• **Results**
  – Does WIL influence students psychologically and in what way?

• **Implications**
  – For the academic community
  – For the University of Huddersfield
  – For HEIs nationally and internationally

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Inspiriting tomorrow’s professionals
An international study...

- Originated at the University of Waterloo (Canada)
- Definition: Co-operative Education, Placements, internships
- The largest Co-operative Education Provider in Canada with 15,000 students.
- WatCACE
- Found out about research at WACE
An international study...

Project Partners:

- Assoc Prof Maureen Drysdale, University of Waterloo, Canada
- Dr Kristina Johansen, University West, Sweden,
- Dr Sheri Dressler, University of Central Florida, USA
- Elena Zaitseva, Liverpool John Moores, UK

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Placements at the University of Huddersfield

- 25,000 students
- 2011 fee ‘free’ placements, from 2012 - £500
- Sandwich Degrees
- Professional Placements
- Big Society Volunteering
- Simulation, Canalside Studios, Penfield

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The Background

Graduate employment challenges:

- Record numbers of graduates in the UK (Chevalier & Lindley, 2009)
- Increasing difficulty in securing employment post-university (Browne, 2010)
- Higher expectations as a result of tuition fee reforms (Browne, 2010)

Result: A challenge to design programs better equipped to enable students to acquire the skills, knowledge & experience that increase employability & lead to more satisfying careers.

A possible solution?  WIL

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The documented benefits of Work Integrated Learning

**Occupational/academic benefits** (Powell et al., 2008; Bates, 2008):
- Better careers
- Better salaries
- Better degree outcomes

**Specific competencies:**
(Costley, 2007; Crebert et al., 2002, Dreuth & Deuth-Fewell, 2002; Lizzio & Wilson, 2004; Rickard, 2002)
- Decision making
- Interpersonal and self-management skills
- The application of theoretical knowledge in workplace environments
- Professional networking and behaviour
- Leadership

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The documented benefits of Work Integrated Learning

Psychological factors:

- A more positive view of chance of gaining employment over specific competencies or occupational advantage (Allen & van der Velden, 2007).

- Self esteem (Crebert et al., 2002)

- Self efficacy (Cuzzi et al., 1996).
Research question

Do students who pursue WIL have significantly higher self-concept, self-efficacy, hope, and motivation for study, and significantly lower procrastination, compared to students who pursue a more traditional degree programme?
Questions
Sample

• Self selected sample of undergraduate students, from all academic schools at the University of Huddersfield, UK (n=621)

• Placement: 33.3%/ non placement: 66.7%

• Males: 25% / Females: 75% (significantly more females undertake placements)

• Mean age (yrs): 26.5
Percentage of students per school, by placement participation

- Applied sciences placement: 13.4%
- Applied sciences no placement: 10.8%
- Art, Design & Architecture placement: 13.9%
- Art, Design & Architecture no placement: 13.1%
- Business placement: 30.9%
- Business no placement: 3.6%
- Computing & engineering placement: 14.4%
- Computing & engineering no placement: 13.1%
- Education & professional development placement: 13.9%
- Education & professional development no placement: 13.6%
- Human & health sciences placement: 13.1%
- Human & health sciences no placement: 13.4%
- Music humanities & media placement: 3.6%
- Music humanities & media no placement: 10.8%
Proportion of students undertaking work related activity

- **Current part time work**: 38%
- **Placement**: 33%
- **Voluntary work**: 29%
- **Relevant previous work**: 15%
- **Internship**: 4%
- **Experiential learning**: 9%

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Design

• Cross-sectional analysis

• Measures, demographic and educational data were collected from participants at the end of their academic year.

• Chosen to accommodate the varied placement programmes available at the University of Huddersfield

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Measures

**Trait Hope Scale** (*THS*: Snyder *et al.*, 1991), which measures hopes and goals

**Procrastination Assessment Scale – Students** (*PASS*: Solomon & Rothblum, 1984), which measures the postponement of goals and tasks.

**Self-Description Questionnaire III** (*SDQ-III*: Marsh & O’Neill, 1984), which measures a set of learned perceptions, beliefs and opinions that individuals hold about themselves.

**College Academic Self-Efficacy Scale** (*CASES*: Owen & Froman, 1988), which measures the degree of competence participants believe they have in various academic settings.

**Motivated Strategies for Learning Questionnaire** (*MSLQ*: Pintrich *et al.*, 1993), which assesses motivation and learning strategies by University students.

A range of demographic, educational and occupational information was also collected.

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Questions
Academic achievement reported by placement and non-placement students

<table>
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<th>Grade Range</th>
<th>No Placement</th>
<th>Placement</th>
<th>Official figures for UoH 09/10 year</th>
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<td>70%+ / 1st class</td>
<td>16%</td>
<td>18%</td>
<td>12%</td>
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<td>60-69% / 2:1 class</td>
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<tr>
<td>&lt;40% / fail</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

No placement
Placement
Official figures for UoH 09/10 year
Mean results by placement participation

- MSLQ subscale: Test anxiety
  - t=1.89 p<0.05

- Trait hope (THS)
  - t=1.70 p<0.05

- THS subscale: agency
  - t=2.36 p<0.01
Theoretical implications

- Our findings suggest that cognitions & emotions are most affected by WIL.

- Findings are consistent with previous evidence to suggest that an improvement in confidence is a key outcome of WIL (Cope, 2000; Ward, 2009).

- Lack of significant differences in measures relating to learning behaviours, e.g. procrastination, learning strategies, or in academic achievement were found, contrary to existing literature (Powell et al., 2008).

Why might this be?
The specificity of the experiential differences between placement and non-placement students.
Practical implications
For the University of Huddersfield and beyond

• Models of graduate employability suggest that self-confidence and self esteem are key facilitators of later employment (Dacre Pool & Sewell 2007).

• Changes in HE landscape with higher fees from 2012
  – Will two year degrees become the norm?
  – How can work related elements be better integrated into courses?
  – Will student stake on even more part-time jobs to pay for education?
  – Will employers still expect work experience?
Limitations and directions for future research

- Main limitation: the use of a cross-sectional design.
- Precluded understanding whether differences are a result of WIL or whether students who participate in WIL are different prior to commencing placement.
- Future studies employing a pre-post design are indicated
- Longitudinal studies documenting occupational outcomes of WIL vs non WIL students
Next Steps

• Secured funding for qualitative research. ‘The more the merrier?: a qualitative examination of the contribution of multiple work integrated learning experiences to student learning, personal development and preparation for employment.’

• Looking for ongoing collaborations with our research partners.
Our findings suggest that work integrated learning has a much more wide reaching influence than simply moulding better students.

It’s effect is one of a more hopeful and confident adult, better equipped emotionally to face the challenges of the employment market and life beyond.
Up Coming Presentations

• Impact Upon Teaching and Learning – University of Huddersfield, Teaching and Learning Committee, September.

• ‘In the right placement at the right time? An investigation of the psychological outcomes of placement learning’ International Conference on Education and Educational Psychology (ICEEPSY 2011), Istanbul, October.

• ‘Learning beyond the lecture room: Do placements help students learn about themselves and for themselves?’ Psychology of Education Conference, Preston, November.
Questions
Thank you for your time and attention

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References


