

WIL it work?

Navigating the learning landscape, compliance rules, sector education and training authority (SETA) requirements, funding options and learning sustainability is but a few of the variables to consider when attempting to implement skills development initiatives. The terminology itself can be both confusing and overwhelming. If only implementing skills development was as easy as one, two three. What if we told you it could be by making use of a Work Integrated Learning (WIL) strategy?

The South African Quality Assurance (SAQA) Work-Integrated Learning policy aligns occupational **learning and workplace** practices for the mutual benefit of learners and the workplace. Three stakeholders are required to ensure the effectiveness of WIL: The **workplace**; the **institution/training partner** and the **learner**.



Why it WIL work

1. Learners benefit from WIL practices by linking **newly acquired knowledge and skills** with **practical application** in the workplace. Exposure to a combination of skills including teamwork, communication and critical thinking is required for work-readiness, which provides an even greater opportunity for gainful employment.
2. Learners bring a host of **new ideas and innovations** resulting in workplaces benefitting from a pool of skilled, talented and young individuals who support the recruitment pipeline and succession planning process.
3. The key to maximising these benefits is ensuring that **accountability** between role players is clearly defined, and expectations of delivery are realistic. **A coaching framework** underpins the implementation, which notes that WIL is not the sole responsibility of the learning institution, but rather the **collective efforts** of all stakeholders.