

UNSW Industrial Training

Partner Guide

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Work Integrated Learning (WIL)



What is Work Integrated Learning (WIL)?

Work Integrated Learning (WIL) at UNSW strengthens students' work readiness skills and enhances employability through integrating the theory of academic learning with its application in practice as part of a program of study.

Industry and community partners are key to the success of WIL and UNSW engages with partners from all sectors. We appreciate and value the integral and important role of our partners in ensuring safe, enjoyable, rigorous learning experiences for our students.

UNSW Engineering students who are undertaking an accredited Engineering Australia (EA) program require 60 working days of WIL. At UNSW Engineering this is called Industrial Training.

What is Industrial Training?

Our Industrial Training (IT) program provides a Work Integrated Learning (WIL) experience for Engineering Undergraduate and Postgraduate students. It enables our students to engage in authentic, purposeful, partnered, supervised, and assessed work learning experiences.

Students are encouraged to find their own placement to develop their employability skills and source a position that is relevant to their future careers. Students must apply for and gain approval before commencing their placements.

Industrial Training integrates academic learning with its application in the workplace by connecting students directly with Industry. UNSW Engineering students are required to undertake 60 days of Industrial Training to complete their program requirement. This requirement is a key part of UNSW's accreditation by Engineers Australia.

Why should you choose UNSW Engineering Students?

UNSW Engineering attracts students of the highest calibre. We have the widest range of degrees on offer in NSW across Undergraduate and Postgraduate engineering disciplines. Through Industrial Training, students graduate with on-the-job experience which enables your company to work with future graduates and identify future employees.

Undergraduate disciplines:

- Chemical Engineering
- Civil and Environmental
- Computer Science and Engineering
- Electrical and Telecommunication
- Material Science and Engineering
- Mechanical and Manufacturing
- Minerals and Energy Resources Engineering (Mining and Petroleum Engineering)

Postgraduate disciplines:

- Biomedical
- Civil and Environmental
- Electrical and Telecommunication
- Mechanical
- Mining
- Renewable
- Photovoltaic and Renewable Energy

Faculty Ranking



1st in Australia

2024 QS World Rankings Engineering

31st in the World

2024 QS World Rankings Engineering

UNSW Rankings



19th in the World

2024 QS World Rankings

1st in Australia for Employment Outcomes

2024 QS World Rankings

72nd in the World

ARWU 2022 Rankings

Australia's most employable students

Australian Financial Review Grad Connect
Top 100 2020, 2021, 2022, 2023, 2024

School Subject Rankings



1st in Australia

Civil and Structural Engineering in QS 2024
Subject Rankings

1st in Australia

Electrical Engineering in Australia QS 2024
Subject Rankings

1st in Australia

Mechanical, Aeronautical and Manufacturing
QS 2024 Subject Rankings

2nd in Australia

Mineral and Mining Engineering QS 2024
Subject Rankings

4th in Australia

Computer Science in QS 2024 Subject
Rankings

4th in Australia

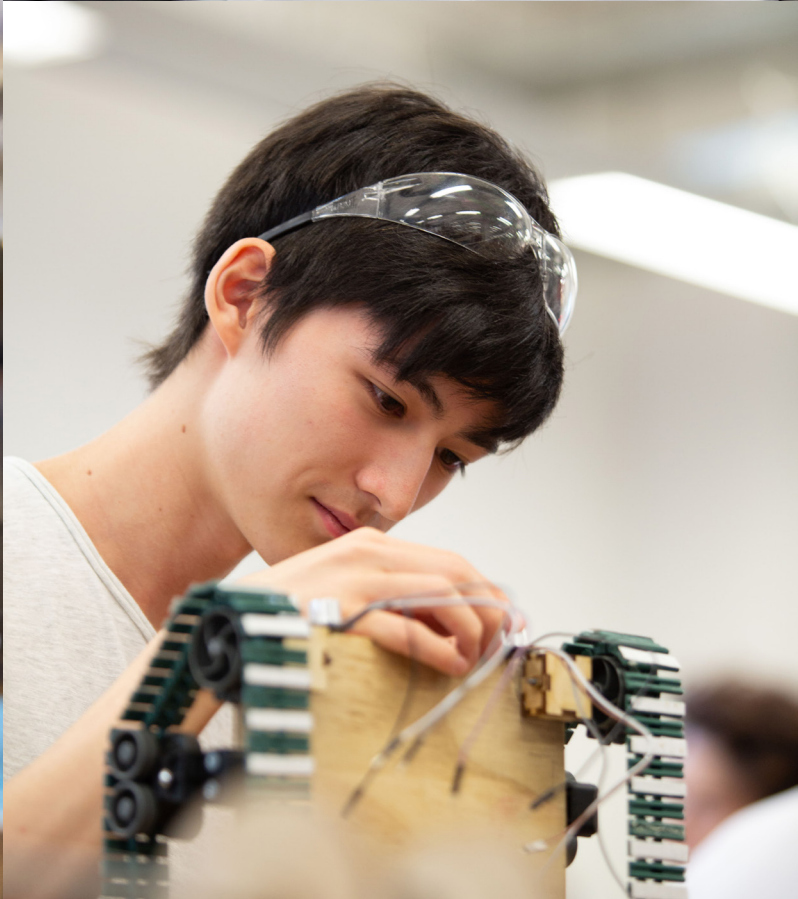
Chemical Engineering in QS 2024
Subject Rankings

Benefits to you

- Opportunity to work with future graduates to identify potential graduate recruits.
- Professional development and personal satisfaction for staff through the experience of engaging and mentoring students.
- Enhanced standing of your business or organisation among future engineers.
- Develop a relationship with UNSW, potentially leading to further collaboration.

Benefits to students

- Obtain exposure to a professional workplace, culture, and expectations.
- Ability to apply technical knowledge and methods in real-life situations.
- Opportunity to work with engineering professionals.
- Increased technical, interpersonal and communication skills.
- Sharper perceptions of engineering practice.
- Building their professional business networks.
- Making students more employable through skills development and experience.



What is required from you?

Once you have recruited a student, you will need to provide the following documents to the students so that they can apply for approval for their Industrial Training:

- 1) Confirmation of Employment/Contract (must include Company letterhead, start and end dates of placement, remuneration)
- 2) Student must be supervised by a qualified Engineer
- 2) Job description
- 3) UNSW WIL Agreement
- 4) Risk Assessment form

International Students:

An international student enrolled in studying and completing an Undergraduate or a Postgraduate degree by coursework at an Australian university will generally hold a visa that permits the student to work 48 hours per fortnight when the university is in session and unlimited hours when the university is not in session.

Work that is a formal registered part of a student's course is not included in the limit of 48 hours per fortnight.

[Work conditions for student visa holders](#)

It is the responsibility of each student visa holder to ensure that they have work entitlements at all times when they undertake work in Australia.

UNSW WIL Agreement

An agreement must be in place for all students and partner organisations participating in a WIL activity documenting the parties' expectations of the WIL activity and other terms and conditions.

This agreement is intended to create a vocational placement under the Fair Work Act. UNSW must ensure that the student's placement is a requirement of the student's course or program.

The core terms of the UNSW WIL Agreement include:

- 1) Compliance with the Fair Work Act and other laws
- 2) Specific Requirements
- 3) UNSW's Responsibilities
- 4) Supervisor's Responsibilities
- 5) Orientation, Induction and Safety
- 6) Insurance and Limitation of Liability
- 7) Serious Incidents and Conduct Issues
- 8) Intellectual Property (IP)
- 9) Confidentiality and Privacy
- 10) Access to Student or WIL activity Information
- 11) Protection for Public Interest Disclosures
- 12) Termination of the Agreement
- 13) General

UNSW Engineering course - Learning Outcomes

Student undertaking Engineering Industrial Training must meet these four learning outcomes:

- 1) Apply professional and technical capabilities for industrial problem solving,
- 2) Demonstrate and evaluate judgement, ethical conduct and accountability in professional practice,
- 3) Communicate with a broad range of stakeholders in a professional context,
- 4) Work independently and collaboratively.

Insurance Requirement:

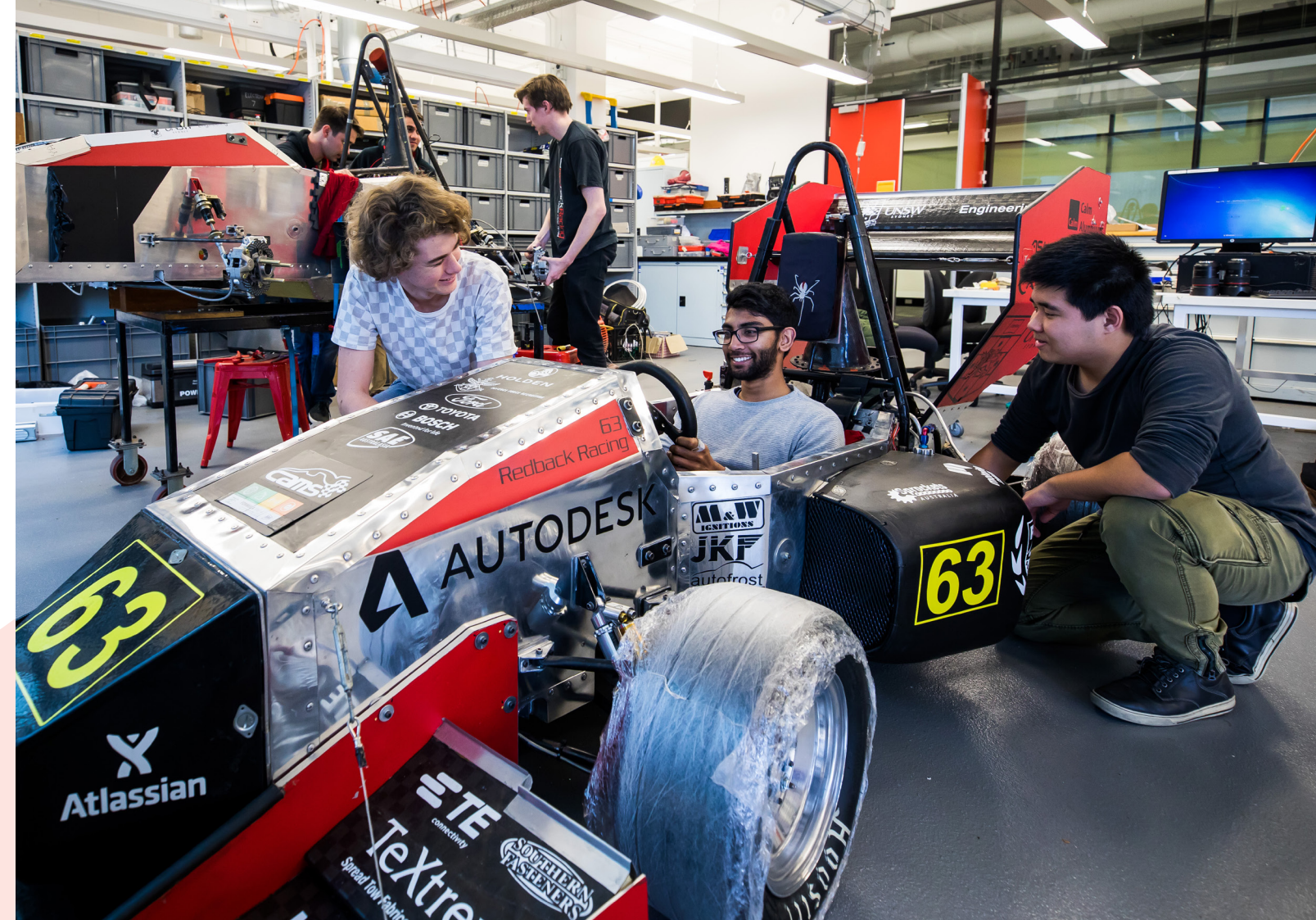
As a paid employee, the student would be covered under your workers' compensation and public liability insurance cover.

UNSW Engineering encourage students to undertake paid placements. If however the student is undertaking an unpaid Industrial Training placement in Australia, UNSW can provide a Certificate of Currency for Personnel Accident and Public Liability that covers their Industrial Training period (for a maximum of 60 days).

Confidential Information

At the end of their placements, students must write a final report in which they are required to provide a brief description of your core business function and their role and responsibilities.

The Assessment criteria **does not** require any confidential information to be divulged. The assessment relates to the Engineers Australia competencies and how students have met those competencies with the experience they have gained whilst undertaking a placement.



Working from Home

Students may undertake virtual or remote work placements if appropriate. If you offer a virtual/remote placement, the following information is provided by the student:

- Students will complete a workplace safety assessment prior to receiving approval to work at home
- Students will clock in and clock out to maintain a real-time record of their work hours
- Students will report any incidents of accident or injury to UNSW Engineering

Intellectual Property (IP)

Unless a student is employed by your organisation, ownership of any IP created by the student during the placement is retained by the student. You may request that the student agrees to assign or licence their IP to your organisation (by way of an IP Deed).

Risk Assessment Form

A Risk Assessment form identifies the potential risks for a student whilst undertaking an Industrial Training placement.

If an unforeseen risk issue arises (such as physical injury or sexual misconduct), students should contact their workplace supervisor or their nominated UNSW WIL staff.

Employer Evaluation Form

Once the students have commenced their placement, you will be required to start an Employer Evaluation form and set up to 3 SMART goals that the student will need to achieve by the end of their placement. The supervisor is required to complete the total days worked and provide proof via company email or company letterhead to the student.

Industrial Training requirement overview:

- Students must complete 60 days of Industrial Training, which can be achieved through full time, part time or casual work throughout the year or during term breaks.
- Students must apply for and gain approval before commencing their placements.
- Students must be supervised by qualified professional engineers.
- As students are not required to complete all 60 working days with a single employer, you may offer a shorter duration – the minimum is 10 working days.
- At the end of the placement, students submit their Employer Evaluation form and their completed days are logged, they must write a report that reflects on their exposure to professional practice and address the Engineer Australia's Stage 1 competencies.



Partner Checklist

This checklist is designed to act as a prompt for partner organisations in preparing to host a UNSW student on a Work Integrated Learning (WIL) activity. Please note that not all of the points in this checklist will be relevant to all students or WIL activities. The checklist assumes that a placement or project has been organised and approved by UNSW and your organisation.



Prior to the Industrial Training commencing

- Ensure that your organisation has signed and submitted a WIL Agreement Form.
- If the student requires any additional equitable support, as outlined prior to the placement offer, the UNSW Engineering Industrial Training Advisor will discuss the student's requirements with you.
- Appoint a suitably qualified and responsible supervisor/s to provide educational experiences appropriate to the student's skills and experience.
- Contact the student to formalise arrangements, e.g., days and hours they will work, contact details for their supervisor, what to do and where to go on their first day, scope of work, etc. This should be done in sufficient time to allow students to complete any requirements you may have and to organise travel and other arrangements.
- Arrange a workstation or space, and other tools necessary for completion of the WIL activity, as appropriate e.g., furniture, computers and software etc. Note that arrangements for "working-from-home" IT placements should follow current company practice and these should be discussed with the student.
- Contact appropriate HR and IT personnel to arrange student access as needed.
- Be aware of policies and legal agreements of the placement, e.g., Work Health and Safety and ownership of Intellectual Property.
- Identify and mitigate any potential workplace hazards.
- Provide information to students of any necessary licences, approvals, registrations, dress codes, including any uniform, workplace confidentiality and privacy issues, security checks, and other requirements related to their WIL activity or the workplace in general.
- Provide information to students on the organisation's Code of Conduct including policies and procedures in relation to workplace bullying and harassment. If it is not possible to do this before the student begins their WIL activity it should be completed by the end of the first week of work.

During the Industrial Training placement

- Provide or arrange for induction, orientation, and any necessary training (including workplace health and safety) for the student at commencement of the WIL activity.
- Discuss the learning SMART goals with the student and complete the Employer Evaluation form.
- Arrange a series of regular meetings with the student for reviewing progress, providing constructive feedback, discussion about how theory and practice come together in the workplace, etc. For further details on effective supervision, see the [UNSW Work Integrated Learning \(WIL\) Website](#)
- Students are requested to contact UNSW if required during their placement and again at the end of their placement. If a student has identified equitable support needs, then the UNSW Engineering Industrial Training Advisor will be in communication with you during the placement.
- Monitor student progress and performance and liaise with UNSW WIL staff as needed, e.g. interim or progress reports.
- Contact UNSW Engineering Industrial Training Office immediately if things do not proceed as you anticipate or if you have concerns with the student's performance so that challenges can be resolved in a timely manner.
- Contact UNSW Engineering Industrial Training Office promptly should there be a critical incident, accident or issue related to the student's health and well-being.
- Arrange a final meeting to review the goals set on the Employer Evaluation form.

After the Industrial Training placement

- Have a final meeting with your student summing up the experience, provide constructive feedback, and discuss with the student your formal evaluation (Employer Evaluation form) of their work in the organisation.
- Ensure the student hands over any relevant work and returns all property to the organisation before they leave.
- Complete and return the Employer Evaluation Form about the student's performance within the timeframe requested.
- Confirm the number of days the student has completed. Provide proof via company email or company letterhead to the student.
- You may provide feedback to UNSW Engineering Industrial Training Office about your experience and any suggestions for improvement via email or survey forms, etc.





Ways to get involved with us!

UNSW Employability Initiatives Interdisciplinary Partner Projects

UNSW's interdisciplinary project-based [Work Integrated Learning \(WIL\) courses](#) are aimed at developing students' personal and professional skills and attributes. Engineering students engage with a group of individuals from different degree backgrounds to work directly with a partner organisation on a co-designed project, providing the organisation with purposeful deliverables. These project-based courses are designed for partners looking to source students from a range of faculties and perspectives.

If you are interested in partnering with us, please email our team at employability@unsw.edu.au

For more information

To learn more about Industrial Training and how to become a partner, please contact:

We also hold workshops at the beginning of every term for our students and if you may wish to participate, please contact us:

Industrial Training Office

UNSW Engineering

E: eng.it-training@unsw.edu.au

W: unsw.edu.au/engineering

Have specific questions for UNSW WIL?

Please contact WIL Staff in the relevant Faculty or WIL Central so that we can connect you to the right person in the relevant faculty.

E: wil.central@unsw.edu.au

T: + 61 (2) 9065 1112

How to advertise?

To Promote Industrial Training and Graduate employment opportunities visit the UNSW Connect jobs board employability.unsw.edu.au/post-your-job

How to Engage with UNSW students?

You can contact our Student Societies and be part of their Industry Nights:

unsw.edu.au/engineering/student-life/student-societies

For further information on WIL, please refer to the below website:

UNSW have developed several resources to assist you in supporting students throughout their WIL activity.

wil.unsw.edu.au/partners/partner-responsibilities

wil.unsw.edu.au/partners

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 UNSW

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