TRANSFORMING LEARNING IN PAVE ...

EXAMINING THE CRITICAL STAGES AND IMPACTS OF A MAJOR TRANSFORMATION PROJECT FOR VOCATIONAL STUDENT EXPERIENCE AT SWINBURNE UNIVERSITY

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"The last 100 years has taught us that vocational education activates opportunity, especially when delivered with rigour and scale"
OUR RANKINGS

TOP 250
Materials Science
2018 QS World University Rankings by Subject

TOP 250
Computer Science and Information Systems
2018 QS World University Rankings by Subject

TOP 200
Engineering Civil & Structural
2018 QS World University Rankings by Subject

TOP 40
DESIGN
2018 QS World University Rankings by Subject

WORLD-RANKED
300
GRADUATE EMPLOYABILITY
QS Graduate Employability Rankings, 2018

No. 61
IN THE WORLD UNDER 50 YEARS OLD
Times Higher Education 150 Under 50, 2017
Pathways and Vocational Education (PAVE)
- Four teaching departments
- One business development unit
- One research centre

2019 Statistics
- Student Headcount
  - VE 12,552
  - HE 1,430
  - SCH 5,199,552
  - EFTSL 1,137
WHY MUST WE TRANSFORM THE LEARNING AND ENGAGEMENT EXPERIENCE

- Swinburne 2025 Strategic Plan, technological disruption, growing expectations from industry, digitalisation
- The need to deliver strong graduate employability attributes and improve student satisfaction and retention
- Develop Future Ready Learners
HOW DID WE START? - THE ROADMAP – DEVELOPED THROUGH DEEP ENGAGEMENT WITH STUDENTS, STAFF AND INDUSTRY

RESEARCH & DISCOVERY
- Consultation with PAVE staff executives and teaching staff. Student interviews and journey mapping. Research into emerging trends and good practice in VET.

SKUNK WORKS INNOVATION LAB
- Immersive and interactive workshop with over eighty Swinburne executives, teaching and corporate staff. Included interactive employer and student panels.

DESIGN SPRINT
- Four-day Design Sprint with a core team. In the sprint the team designed, workshop and defined the Future Learning Experience with validation from PAVE students and leadership.

PROTOTYPE
- Consultation and testing of future experience prototype with over 100 PAVE staff, stakeholders and industry contacts. 12 one-on-one interviews with PAVE Executives and teaching staff.

TRANSFORMATION ROADMAP
- Through workshops, meetings and testing a validated plan developed outlining how Swinburne can commence the transformation of learning from 2018. Work group leads contributed over 160 hours during 2018, plus contribution by initiative leads and team members.
1. Authentic immersion in the real world of work and practice

2. A guided, relationship-based learning experience

3. Engage with industry to co-design and deliver

4. Targeted investment in people, processes and technology
IMPLEMENTATION - THE DESIGN PRINCIPLES LED TO THE CREATION OF THE FOLLOWING FOUR WORKING GROUPS

- **Our transformative vision**: To offer every PAVE student a unique and engaging experience that creates highly satisfied graduates who lead the market in employability and business creation.

**Principles to guide the transformation**

- **Immersion in the world of work & practice**: Authentic immersion in work and practice is at the centre of a unique Swinburne PAVE learning experience. All students will be immersed in practice from day one.

- **Guided & relationship-based learning**: Swinburne will offer students a guided and relationship-based learning experience that will support their progression and career success in industry or business creation.

- **Industry co-design & delivery**: Swinburne will partner with industry to co-design and deliver a learning experience that gives graduates the skills and capabilities for a rapidly changing world of work.

- **Key enablers**: Swinburne will deliver the future learning experience through targeted investment in people, processes and technology.

**The initiatives we will deliver**

1. Enterprise & Employment Hub
2. Immersive learning & assessment framework
3. Investment in mixed reality technology

1. Digital student experience
2. Co-Pilot mentorship program

1. Industry partnership framework
2. Swinburne direct employment models
3. Work-ready skills training across PAVE

**Our measures of success**

To drive increases in: student satisfaction, retention and articulation; graduate employment; employer satisfaction with PAVE graduates; and in turn, student acquisition.
ACTIVATING STUDENT VOICE IN TRANSFORMING LEARNING

Measure and understand the impact of institutional change

Students
+75% have provided feedback

Student experience questions

Teaching and learning model questions

Formative change in the classroom

Swinburne

Aggregated, anonymised data

Student experience questions

Teachers
+65% have gathered feedback

High response rates

1st response in under <2s

Data instantly available to leaders
TRANSFORMATION DATA IS ALREADY AVAILABLE AND BEING USED

Longitudinal data set – 2 rounds already complete

Data circulated to relevant leaders – and some replying back on the platform to dig deeper

Validating change – and continuously sourcing ideas for continuous improvement

“My mental health placement has opened my eyes to nursing in the psychiatric environment and is a strong pathway possibility after finishing my course”

“Simulated workplace yes, a lot of pracs, for real-life practicing which is terrific. But... there’s a chance for student to meet up real ppl in the industry, and in real company/organisation; and to explore job opportunities, practice people’s skills, etc –”

“I got a job from it – particularly the curriculum portfolio which they looked at and loved”
HOW – ENABLING THE IMPLEMENTATION

Targeted investments in Canvas, staff secondments, back-filling, professional development, technology and equipment purchases

‘Coalition of the willing’ - Critical leaders as champions, aligning vision to strategy, embedding in development plans

Workforce development, roadshows involving over 200 staff, setting and communicating KPI’s

Poster campaigns, bulletins, videos, intranet hub
• Build the Why- again and again – and create the bold vision
• Technology foundation – invest to create digital framework to enable
• Engage all stakeholders in the organisation in all stages- ideas generators & active supporters
• Enable teachers to be creative
• Actively engage your existing students and alumni – co-creation & authentic feedback
• Develop the workforce
• Not all ideas will be viable- agile models to pilot, evaluate & continue or wrap up
• Cultural change in some can be slow, but persist
• Champions are not always the obvious people
• Conscious investment – and track both the hard and soft KPIs
TRANSFORMING LEARNING
SWINBURNE PAVE