

NEBHE's 2016 New England Leadership Summit

Talent 4.0 How Employable Are New England's College Graduates and What Can Higher Education Do About It

Career Now: The Future of Experiential and Work-Integrated Learning

Peter Stokes, Managing Director, Huron and Author, [Higher Education and Employability: New Models for Integrating Study and Work](#)

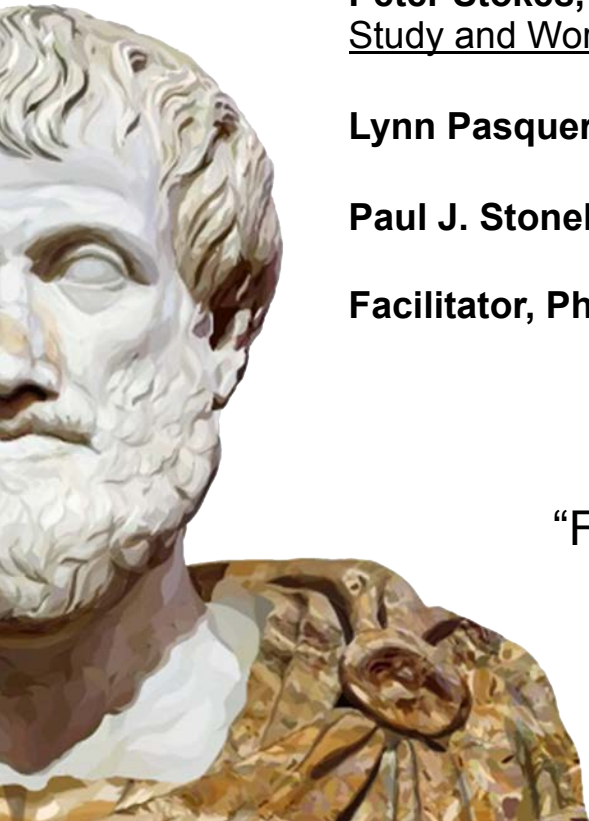
Lynn Pasquerella, President, American Association of Colleges and Universities

Paul J. Stonely, CEO, the World Association for Cooperative & Work-Integrated Education

Facilitator, Philip DiSalvio, Dean, College of Advancing and Professional Studies University of Massachusetts Boston

“For the things we have to learn before we can do them, we learn by doing them.”

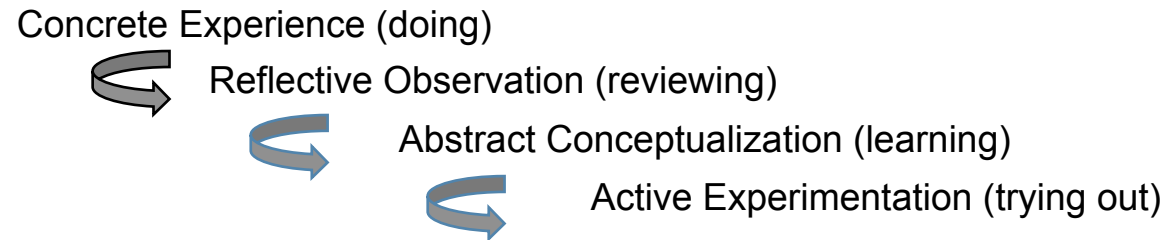
Aristotle, The Nicomachean Ethics



WHAT IS EXPERIENTIAL LEARNING

EXPERIENTIAL LEARNING (ELM)

- The process of learning through experience, or more specifically “**learning through reflection on doing**”
- The **modern theory** of experiential learning, first developed by **David Kolb**,* drew heavily on the work of Dewey, Lewin, and Piaget
- Kolb’s four-step experiential learning **model** (ELM)



- Encompasses a variety of activities
 - **Credit-bearing experiential learning** • Education Abroad/Study Away • Undergraduate Research • Academic Service Learning • Internships/Cooperative Education • Vocational Education • Practicum • Field Studies • Prior Learning
 - **Non-credit bearing experiential learning** • Peer Mentoring /Tutoring/Shadowing • Leadership Development • Independent Learning • Life-Work Experiences • Co-curricular Learning • Outdoor Education • Service Learning • Volunteering • Work-Study

* David Kolb “(1984) Experiential Learning: Experience As The Source Of Learning And Development”

WHAT IS WORK-INTEGRATED LEARNING

COOPERATIVE & WORK-INTEGRATED EDUCATION (CWIE®)

- Work-Integrated Learning (WIL) refers to types of **student employment experiences** that are usually organized by their **institution**, related to their **field of study** and geared toward **making connections between classroom learning and on-the-job experiences** *
- **CWIE** – a term created by WACE** representing **all forms of experiential learning utilized by industry and educational institutions** to prepare the next generation of global professionals
- CWIE considers **combined workplace and classroom learning** to be the **most effective** approach for educating students***
- CWIE is an **encompassing term** and includes:

Clinical Rotations	Internships
Cooperative Education	Practica
Community Service	Semester in Industry
Industry Attachment	Undergraduate Research
International Co-op Exchanges	Service-Learning
Study Abroad	Community Service

* Work-Integrated Learning and Career-Ready Students: Examining the Evidence Higher Education Strategy Associates Intelligence Brief 5

** WACE, The World Association for Cooperative & Work-integrated Education

*** WACE Passport to Global CWIE Community