

Experiential Learning at Waterloo: **building quality EL to prepare students for the future of work and learning**

9:15 am – 10:00 am

Presented by:

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Waterloo ExL

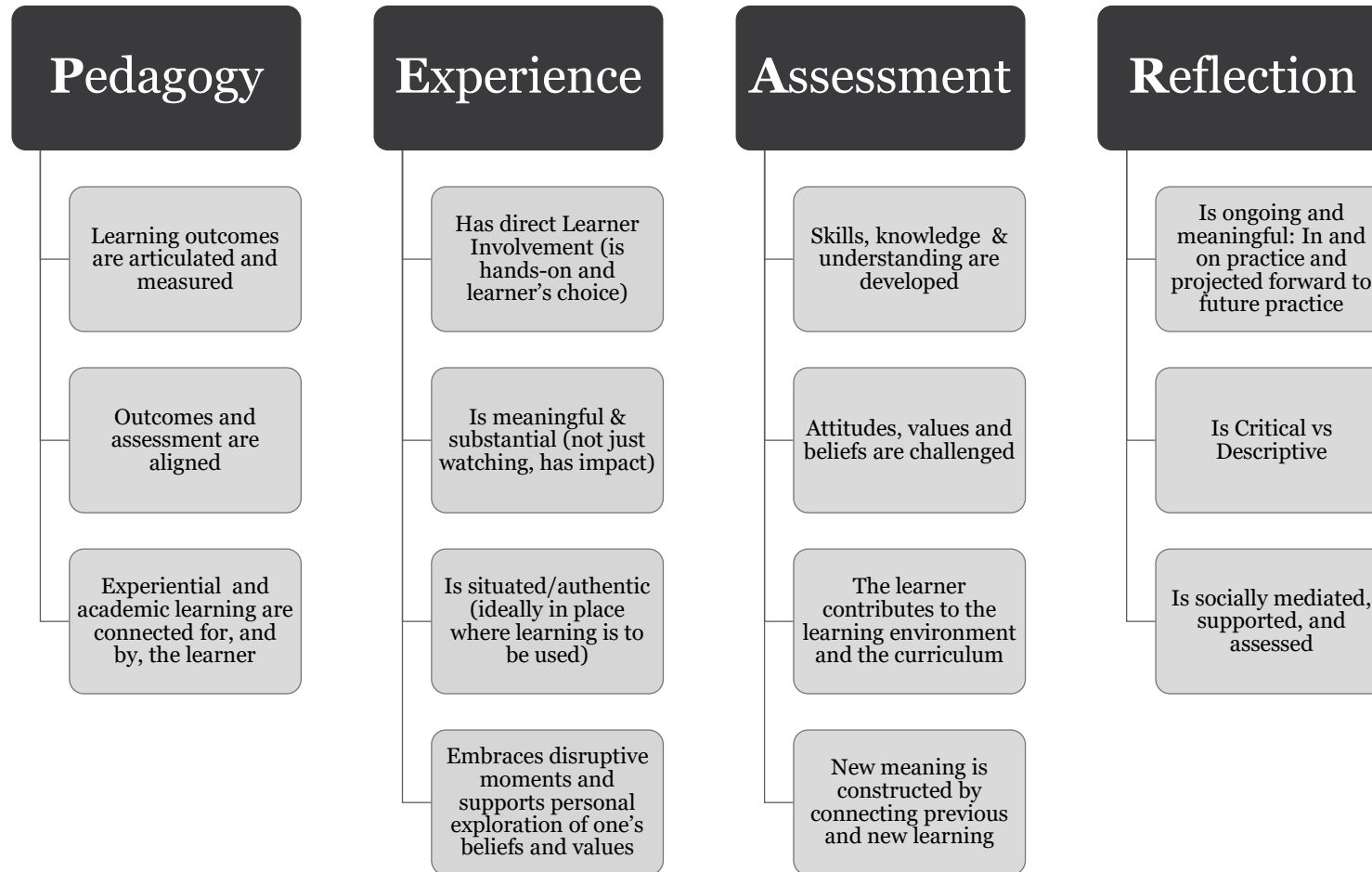
SESSION OUTLINE

- What is the P.E.A.R. framework for experiential learning?
- P.E.A.R. at the course level
- EL and the future of work and learning

WHAT IS THE P.E.A.R.?

- A framework to create, develop and evaluate experiential learning programming
 - P = Pedagogy
 - E = Experience
 - A = Assessment
 - R = Reflection

Key aspects of a quality experience (McRae & Johnston, 2016):



PEDAGOGY

1. Preparation for experiential learning pre-experience
 - What do the students needs to know in order to be successful?
 - Where does the experience fit in the overall curriculum?
2. Application of theory to practice during experience
 - How does the experience allow for the application of theory?
3. Integration of learning post-experience
 - How will the student integrate their learning for further experiences?

EXPERIENCE

1. Logistical consideration for engaging in the experience
 - Funding
 - Location
 - Risk management
 - Student selection
2. Experience allowed for the development of capabilities/competencies
3. Experience is within a supportive environment (McRae, 2015)

ASSESSMENT

1. Course/program/institutional learning outcomes
 - Who is assessing? When? What? How?
 - UDLEs
 - Future-ready talent framework
2. Individual competency assessments
 1. Student self-assessments
 2. Employer/host organization assessments
3. Cross- cultural competencies
Example of assessing CQ through CANEU-COOP (McRae, N., Ramji, K., Linghong, L. & Lesperance, M., 2016)
4. Analyzing the data...

REFLECTION

Practices to develop:

1. Critical self-reflection: in, on and for each experience (Schön)
2. Transformative and life-long learning (Mezirow)

Considerations:

Who sees these reflections? To what end?

Format: written, oral, creative expression...Anything to encourage meaningful, critical self-reflection that leads to deeper learning...

EL and the future of work and learning

Climate change, globalization, technological advancements and disruption, shifting economic and political landscapes, aging populations, social and economic divides have led to:

A “VUCA” world

- Volatility = rapid change
- Uncertainty = unpredictable outcomes
- Complexity = interconnectedness and interdependence
- Ambiguity = multiple interpretations of problems and solutions

How does VUCA affect the Future of Work and Learning?

Workplaces are:

- shifting to Industry 4.0 (AI, automation, robots) – “humans wanted”
- Globalization 4.0 where much is interconnected across boundaries
- increasing use of contract work (gig economy) – decline in standard careers
- increasing need for workers who have the skills to cope with VUCA
- re-defining jobs and roles
- re-defining recruitment strategies
- requiring frequent upskilling/re-skilling of employees – life-long learning

What does this mean for Experiential Learning at Waterloo?

We need to prepare students for the future of work and learning:

- Development of the talents required to cope with VUCA
- Ability to compete for new types of jobs and roles
- Ability to create new jobs and roles
- Development of an understanding of their talents and how to apply those to what the world needs
- Development of habits of mind for life-long learning

Leveraging the Waterloo Advantage: EL is in our DNA

Students currently have access to:
Excellent degree programs and
multiple co-op and experiential education experiences

We can leverage this advantage by:

1. Strengthening the *integration* between and among these experiences and degree programs
2. Helping students makes sense of and build on these experiences and programs



How will integration, sense-making and alignment of multiple experiences prepare students for the Future of Work and Learning?

Allows for increased opportunities to:

- Develop the talents required for a VUCA world
- Increased ability to apply those talents to world's needs
- Develop the ability to compete for and create new types of jobs and roles
- Enable the clarification of purpose (academic, personal, professional)
- Develop the habits of mind for life-long learning

Waterloo ExL Institute

- Thank you for joining us
- Opportunities for learning and development in the days ahead
 - Knowledge and best practices related to experiential learning
 - Resources and supports available on campus
 - Network of peers
- High quality EL experiences for Waterloo students

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THANK YOU

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