

CASE STUDY: Certificate in Global Workplace Practice (CGWP) UOW**Description**

Initiated by the university Careers Service, the CGWP is available to international students from disciplines where Australian industry and DIMA have identified skills shortages (Engineering, Accounting, IT and Health Sciences). CGWP takes place between March and the following February, involving 2 hours of face to face lectures and one optional hour, a group based 'cultural informant' session during Autumn and Spring semesters. Whilst the CGWP is not credit bearing, it will appear on the transcripts of students who successfully complete the program.

The curriculum responds to the challenges for international students to obtain Australian workplace experiences, embracing an integrated approach to:

- English language
- workplace culture, expectations and behaviour
- career planning and job search techniques, including a competitive recruitment process, which leads to
- work placements (a group based format in the mid winter semester break, available to all, and a traditional individual placement with a host employer for 12 weeks between late November and late February).

Two hundred and ten (210) students are currently enrolled in the program, which is delivered by Careers Service staff, with English language expertise provided by Wollongong College Australia, guest speakers from industry to provide specific insights into the world of work, and an external recruitment consultant identified via a tender process to deliver a simulated Assessment Centre experience and source the 12 week work placements.

CDL Elements

An important part of the curriculum is the career planning and job search techniques components. Career choice, career planning and career management principles are all explored.

Processes related to self reflection are facilitated by a portfolio approach to self assessment throughout the program:

- pre and post mid year group placement,
- pre and post job search processes (resume, responding to selection criteria, interview experience which is videoed for feedback) and assessment centre experience
- pre and post individual placement.

Critical Success Factors

A major resource commitment by the university to support the design and implementation of the CGWP (2.8 staff). Leveraging outside agencies where appropriate.