

# Evidence Brief: Work Experience

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Produced by the Knowledge Management team Evidence Briefs offer an overview of the published reports, research, and evidence on a workforce-related topic.

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### Key publications – the big picture

#### Getting medical work experience

BMA, June 2024

If you are a student planning to apply to medical school or a doctor who is about to take on a student for work experience, our guidance will help you to get the most out of work experience placements.

#### Managing work experience: Guide for employers Full access available for CIPD members

CIPD, August 2023

Practical advice for employers on the benefits of work experience, including good recruitment and selection practices to follow'

#### Virtual work experience: Guidance for people professionals Full access available for CIPD members

CIPD, August 2023

Plan your online work experience programme to support young people with their school-to-work transition

#### Learning from experience: how to make high quality work experience for all a reality

Social Market Foundation, 2023

Examines the practicalities of implementing a work experience scheme for all school students citing the benefits that it brings to them in terms of education and future employment. Explains that the main goal of such a scheme is to help students understand how workplaces operate and the tasks and responsibilities required in different roles, but notes that it can bring benefits to employers too.

#### Work Experience Quality Standard – Guidance

Health Education England, January 2023

The quality standard guidance document includes further information about the purpose of the standard, and instructions to assist healthcare organisations in understanding how they can demonstrate that they meet each of the criteria, and to assist in completing the application form.

#### Work Experience Quality Standard – Framework

Health Education England, June 2022

The quality standard award, which can be displayed, will give organisations and placement holders assurance that the work experience on offer reaches the highest possible standards. The standard which aims to support a good level of standardisation and consistency of offer between organisations across the country will also allow an appropriate amount of flexibility to acknowledge that work experience placements are offered in a variety of different ways.

#### Human capital at work: the value of experience

McKinsey & Company, 2 June 2022

The most important resource in any economy or organization is its human capital—that is, the collective knowledge, attributes, skills, experience, and health of the workforce.

#### Internships that work: a guide for employers Full access available for CIPD members

CIPD, March 2022

This guide offers employers best practice recommendations on how to get the most out of an internship programme, as well as contributing to the intern's professional development. It also provides a practical checklist for setting up and running a programme and a model internship agreement to formalise the intern–employer relationship.

### Employability programmes and work placements in UK higher education – research report

Department for Education, November 2021

To address this situation, the Department for Education has commissioned this review of available literature on work placements and work experience in higher education in the UK since 2010, to explore the value that they offer to individuals, HE institutions and employers.

### Interning in lockdown: lessons in adapting placements for the hybrid environment

Lancaster University, 27 September 2021

There is growing evidence that the economic consequences of the Covid-19 pandemic are particularly negative for young people. At the onset of the coronavirus outbreak, workers aged below 25 were more likely than older workers to be employed in sectors that were effectively shut down as part of the UK lockdown and they are more likely to have lost their jobs since then.

### Early Careers Survey 2021: Work experience during a crisis

Prospects, May 2021

How many students were able to find work experience during the pandemic? Did employers move most placements online? What proportion of opportunities were paid versus unpaid, and which did students find most useful? Prospects' Early Careers Survey seeks to provide answers to these questions and more...

### The future of healthcare work experience – discovery report

Health Education England, March 2021

What began as a somewhat 'typical' discovery report, intended only to be shared internally; has evolved into a broader review of NHS healthcare work experience. It is hoped that it will be valuable to all stakeholders involved in or impacted by this work.

### Coronavirus (Covid-19): Guide to providing virtual work experience placements

Full access available for CIPD members  
CIPD, March 2021

We are facing uncertain times, but especially for young people looking to the future. Since the start of the COVID-19 pandemic, [unemployment for young people has increased by 13%](#) (66,000 young people) according to the UK Government's youth unemployment statistics.

### Lessons from Virtual Internships: Research Insights and Practical Toolkit

Dublin City University and Deloitte, 2021

In response to the rapid shift to virtual internships caused by the COVID-19 pandemic in 2020, [DCU's Leadership and Talent Institute](#), with support from Deloitte, sought to learn from the experiences of organisations who pivoted their internship programmes to virtual formats.

### Generation STEM Work Experience: evaluation report

Education Endowment Foundation, 2021

Abstract: Examines the effectiveness of a work experience placement initiative for Year 10 students to encourage interest in science, technology, engineering and mathematics (STEM) careers. Outlines the background to the establishment of the Generation STEM intervention, the way in which the programme worked and the evaluations objectives and methods.

### Understanding the value of internships

Leeds University Business School, July 2020

This report is part of a wider project running until 2026 with multiple workstreams looking at different elements of this piece.

### Making apprenticeships future-fit

CIPD, July 2020

Our evidence on the current state of the apprenticeship system in England, and the reforms needed to ensure apprenticeships provide access to the labour market for young people

### Experience works? Exploring the value of student work experience in the graduate labour market

Prospects Luminate and the University of Edinburgh Careers Service, March 2020

Researchers at the University of Edinburgh explore student, graduate and employer perceptions of the value of work experience.

### The business case for employability programmes in the NHS

Health Education England and Accenture, 2018

Commissioned by HEE, Accenture has carried out some research to assess the Return on Investment (ROI) to NHS Trusts for running employability programmes. The findings from the business case demonstrate that there could be an overall ROI of 2.5, meaning that for every £1 spent on delivering employability programmes, an NHS trust could recoup that £1 plus an additional £2.50 in financial and economic benefits.

### Benefits of internships for interns and host organisations

K4D (Knowledge, evidence and learning for development), June 2018

An evidence scan on the benefits of internship programmes in the information technology and business sectors.

Internships enable students to acquire skills, which cannot be learned in the classroom environment, while employers obtain access to low-cost labour and reduced recruitment costs (Galloway, Marks, & Chillias, 2014; Holyoak, 2013; Maertz, Stoeberl, & Marks, 2014).

### Interns and outcomes: just how effective are internships as a bridge to stable employment?

International Labour Office, 2018

What does the existing evidence tell us? p. 5

Whilst there is quite an extensive literature of sorts either eulogising or condemning internship programmes, there is relatively little solid evidence on the impact of internships on subsequent labour market experiences of young people.

### Making work experience work: tips for employers

Full access available for CIPD members

CIPD, February 2014

Work experience is an important way for young people to gain insight into the working world. Time spent with an employer can broaden young people's knowledge of industries and sectors, helps inform and shape their career decisions, and offers a way in which to explore the workplace in a risk-free environment.

### Not just making tea: reinventing work experience

UK Commission for Employment and Skills(UKCES), 2014

Abstract: Highlights the benefits of work experience for both participants and their employers. Points to sources of information and support for getting involved in the provision of work experience. Includes case studies of both large, and small and medium-sized, businesses providing opportunities for youth work experience.

### Work experience: impact and delivery – insights from the evidence

Education and Employers, CIPD, UKCES, 2012

This report published by the Education and Employers Taskforce presents findings from recent research, considered by the charity's 2011 Working Group on Work Experience, on the value of work experience to young people within the contexts of: clarifying career aspirations, getting into university, academic

attainment and employment. It also examines the quality of work experience and the opportunities and obstacles it affords both young people and employers.

## Guidance and Toolkits

### Work experience in the NHS

NHS Employers, 9 January 2024

This work experience hub draws together important resources and good practice examples from across the NHS.

### Work placements

Prospects, September 2023

Allowing you to step away from your studies and into the world of work for a fixed period of time, work placements help you to increase your skills and clarify your goals.

### Work experience in the NHS – a toolkit for teachers and careers advisers

Health Education England, January 2022

This toolkit has been produced to help teachers and careers advisers understand what is on offer within the health sector, how to start to find placements for their students and the rules and requirements healthcare providers are working under.

### Work experience – a toolkit for general practice

Health Education England, January 2022

A step by-step process for hosting a successful work experience opportunities in GP settings. A step-by-step process for hosting successful work experience opportunities in GP settings.

### Work experience – a toolkit for dental practices

Health Education England, January 2022

This toolkit will provide dental practices with ideas on what to offer across oral healthcare, including for aspiring dentists, therapists and hygienists.

### Work experience: a toolkit for secondary care providers

Health Education England, January 2022

A toolkit for NHS trusts and secondary care healthcare organisations that wish to establish, grow or improve their work experience programme. It will provide you with ideas on what to offer throughout the organisation for aspiring clinical and non-clinical professionals.

### Online work-related learning – a toolkit

Health Education England, January 2022

This toolkit is for NHS trusts and secondary care healthcare organisations that wish to establish or improve their online offer to aspiring clinical and non clinical staff in health and social care.

## Case Studies

### University Hospitals Plymouth adapt existing IT for work experience

NHS Employers, June 2024

How University Hospitals Plymouth NHS Trust (UHP) adapted its volunteering IT system to manage work experience applications and placements.

### Mid Cheshire Hospitals NHS Foundation Trust reimagines their work experience programme

NHS Employers, 3 April 2024

The trust recreated their work experience programme to have a virtual component that increased numbers and reduced impact on staff.

Case studies are also included in the [Work experience in the NHS](#) from NHS Employers

### [The apprenticeships pathway boosting young people's recruitment](#)

NHS Employers, November 2022

Coventry and Warwickshire Partnership NHS Trust has supported 240 young people through a pre-employment programme focusing on apprenticeships.

### [Diversifying GOSH's apprenticeships programme](#)

NHS Employers, October 2022

Read how Great Ormond Street Hospital (GOSH) diversified their apprenticeships programme and became an inclusive recruiter in the local area.

## The Star for workforce redesign

More resources and tools are available by searching for "**work experience**" in [the Star](#)

## Statistics

You can find relevant statistics on the [Health and Care Statistics Landscape](#) under "**Health and Care**" and use the "**Workforce**" filter

## National Data Programme

Workforce, Training and Education staff can look at the [National Data Warehouse \(NDL\)](#) SharePoint site to find out more about datasets and Tableau products.

## Published Peer Reviewed Research

### Career Engagement and Progression

#### [Students' work experience in relation to their career engagement and metacognitive awareness](#)

Higher Education Research & Development 43(6), 2024

Higher education students in Finland and all over the world are often engaged in a paid job alongside their studies. The purpose of the present study is to explore how humanities students' work experience is related to their career engagement and metacognitive awareness.

#### [The influence of internship satisfaction and the psychological contract on the career identity behavior of fresh graduates](#)

Frontiers in Psychology 14, 2023

Introduction: Frequent resignation of young workers brings huge costs to the organizational management of enterprises. The frequent turnover behavior is a sign of low career identity, and exploring the paths that influence career identity behaviors is necessary. Previous studies have found that internship satisfaction and the psychological contract can influence career identity behavior.

### Equality, Diversity and Inclusion

#### Student nurses' experiences of discrimination and racism on work placements: What can higher education institutions do?

Nurse Education Today 131, 2023

BACKGROUND: There is persistent interpersonal, institutional and structural racism within the health sector and higher education. Such anti-Black and anti-Brown racisms are experienced by nursing students, nursing apprentices and fully qualified nurses. This discrimination intersects with other characteristics, namely gender and student status, which can make the nursing profession an unsafe environment for many.

#### Paid summer undergraduate internships are one strategy to increase diversity in genetic counseling Abstract only\*

Journal of Genetic Counseling 32(6), 2023

The genetic counseling profession has attempted to enhance the diversity of its workforce since its inception but does not yet reflect the demographics of the United States. One barrier to entry into genetic counseling programs may be the ability to gain exposure to the profession prior to applying for entry.

#### Developing soft (employability) skills and work experience opportunities to prepare students with intellectual disability for open employment

British Journal of Special Education 50(4), 2023

Examines the soft employability skills that employer seek in young people with intellectual disabilities, and the work experience opportunities for these skills to be developed during school years, drawing on qualitative research involving key stakeholders.

#### Brief Report: The Benefits of an Employer-Based Work-Experience Program for Participants with ASD Abstract only\*

Journal of Autism & Developmental Disorders 52(2), 2022

An employer-based work-experience program run by a multinational organization temporarily employs people with an autism spectrum disorder (ASD) to prepare them for external employment. This study observes the impact of participation for people with ASD in establishing employment (with or without a competitive salary).

#### What and who works: strategies for facilitating work experience opportunities for students enrolled in postsecondary education programs Abstract only\*

Journal of Policy and Practice in Intellectual Disabilities 16(3), 2019

When compared to the general population, employment rates for individuals with intellectual and developmental disabilities (IDDs) are poor. This discrepancy is concerning, especially when considering the multitude of benefits associated with employment. To improve employment outcomes for this population, many postsecondary education (PSE) programs provide career development services for students with IDD. As engagement in paid work experience is a predictor of improved postschool outcomes for individuals with disabilities, this is a common career development program component.

#### Widening interest, widening participation: factors influencing school students' aspirations to study medicine

BMC Medical Education 117, May 2018

Background: Under-representation of some socio-economic groups in medicine is rooted in under-representation of those groups in applications to medical school. This study aimed to explore what may deter school-age children from applying to study medicine.

### Learning from Covid-19

#### Internship commencement during COVID-19: the impact of an extended induction model

Irish Journal of Medical Science 191(1), 2022

BACKGROUND: The COVID-19 pandemic necessitated an enforced 8-week induction period (18 May to 12 July 2020) for all new interns in Ireland. These unprecedented circumstances presented a unique opportunity to assess this induction period.

#### Work [experience] from home—Widening participation during COVID-19 Abstract only\*

Medical Education 56(5), 2022

The article provides information on the development on a Brighton and Sussex Medical School (BSMS) Virtual Work Experience (VWEX) in 2017. Topics discussed include the use by most schools in the United Kingdom of work experience during selection process in medical school applications, information on VWEX, and lessons learned from the VWEX.

#### Internships before and during Covid-19: experiences and perceptions of undergraduate interns and supervisors

Higher Education, Skills and Work Based Learning, September 2021

Purpose: The COVID-19 pandemic has brought about a contingent shift to remote working and learning worldwide. However, little is known regarding the impact of this shift on internships. Moreover, much of the available literature studies on internships are focused largely on perceptions by students, less so by supervisors. This paper describes the impact of COVID-19 on public health (PH) internships and examines interns' and supervisors' perspectives on their experiences in internships before and during the pandemic.

#### Exploring online internships amidst the Covid-19 pandemic in 2020-2021: results from a multi-site case study

WCERT Working Paper No. 2021-5, June 2021

Internships and other forms of work-based learning are increasingly viewed as essential experiences for college students. Proponents point out that internships help students develop transferable skills, apply academic knowledge to authentic situations, develop professional networks, and facilitate students' socialization and entry into the professions. In recent years, online or virtual internships, which can vary according to duration, structure, and activities, have grown in prominence.

#### Impact of the COVID-19 pandemic on UK medical school widening access schemes: disruption, support and a virtual student led initiative.

BMC Medical Education 21(1), 2021

Background: COVID-19 has disrupted medical education in the United Kingdom (UK). The pandemic may result in a long-term disproportionate negative impact to students applying to Medical School from a low-socioeconomic background. In addition, the upsurge in Medical School applications increases the likelihood of stricter University entry criteria over the coming years.

#### Remote work-integrated learning experiences: student perceptions

International Journal of Work-Integrated Learning 21(4), 2020

The COVID-19 pandemic required a quick adaptation in the way work-integrated learning programs are offered. While not suitable for all types or disciplines of WIL, this disruption has led to many WIL experiences occurring remotely, that is, students working for organizations from home.

### Graduate employability skills through online internships and projects during the Covid-19 pandemic: an Australian example

The Journal of Teaching and Learning for Graduate Employability 11(1), 2020

This paper investigates the potential advantage from their experiences in terms of now being more capable in online work skills due to remote working, as the professional world potentially moves to a more flexible working arrangement that may include a remote working environment mixed with an office environment.

## Medical

### How do foundation year and internship experience shape doctors' career intentions and decisions? A meta-ethnography

Medical Teacher 45(1), 2023 Abstract only\*

PURPOSE: Foundation years or internships are an important period for junior doctors to apply their knowledge and gain clinical competency. Experiences gained during the foundation years or internships are likely to inform newly qualified doctors' opinions about how they want to continue their career.

### Factors affecting learning during internship: A qualitative study of junior doctors

Australian Journal of General Practice 51(1-2), 2022 Background and objective Internship is a crucial period of learning for medical graduates. The aim of this study was to ascertain what interns learned during internship, who they learned from and the type of environments that influenced their learning.

### Reflecting on the importance of work experience for the next generation of doctors. Abstract only\*

British Journal of Hospital Medicine 82(12), 2021

A stroke consultant and pre-medical student discuss the benefits of work experience and their respective engagement in placement programmes.

### Shadowing medical students as work experience

The Clinical Teacher 18(2), 2021

Acceptance into medical school in the United Kingdom (UK) remains a fiercely competitive process with the majority of students entering directly from school. As well as entrance examinations and interviews, candidates are required to have undertaken relevant work experience in order to gain insight into the medical profession.

### Student Perspectives on the Impact of an Undergraduate Work-Integrated Learning Program on Admission and Transition to

Medical School Full text available with NHS OpenAthens account\*

Journal of Cancer Education: The Official Journal of the American Association for Cancer Education 34(4), 2019

Abstract: Work-integrated learning (WIL) is a form of education that integrates academic and workplace study. Such programs provide students the opportunity to concurrently develop cognitive and non-cognitive competencies. The purpose of this study is to explore which experiences and skills learned in a WIL placement are useful in applying to medical school and transitioning into the first year of a Doctor of Medicine program.

## Nurses and Allied Health Professionals (AHPs)

### Teaching and learning the art of nursing through aged care work experience

Teaching and Learning in Nursing, 2023

To explore how working as an undergraduate Assistant in Nursing, in an aged care setting, contributed to the preparation of novice nurses for new graduate practice. The art of nursing, while not clearly defined reflects behaviors and actions that embody the values of nursing. The aged care setting is underutilized as a clinical learning environment but can

potentially teach novice nurses the importance of human relationships and connectedness that underpin the art of nursing.

### The influence of prior work experience in aged care on nursing students' views on aged care nursing: A systematic review

Scandinavian Journal of Caring Sciences, 2023

Background: Nursing students' experiences during clinical training in aged care placements is a well-studied topic. However, there is less research on the connection between nursing students' prior experiences as assistants in nursing (AIN) and their perception of aged care nursing.

### The changing role of pre-admission work experience (clinical visits) in therapeutic radiography, diagnostic radiography and operating department practice: academic perspectives (part 2)

Radiography 28(Supplement 1), October 2022

This article reports the quantitative phase of a three-phase mixed methods study. A survey was distributed to Higher Education Institution (HEI) education leaders for onward distribution to academics supporting recruitment for diagnostic radiography, therapeutic radiography and operating department practice programmes.

### The changing role of pre-admission work experience (clinical visits) in Therapeutic Radiography, diagnostic radiography and operating department practice: student perspectives (Part 1)

Radiography 28(Supplement 1), October 2022

This article reports the initial qualitative phase of a three-phase mixed methods study. Using a critical realist approach, focus groups explored first year student experiences of the 'ideal' pre-admission clinical visit and alternative resources.

### University student experiences of work-based placements during Covid-19 pandemic: an inter-disciplinary survey of allied health and social work students

Higher Education, Skills and Work-based Learning, June 2022

Purpose – Work-based placements are central to the university education of allied health and social work (AHSW) students. As a result of COVID-19, the clinical learning environment of students' work-based placements was dramatically altered resulting in numerous documented challenges.

### The role of Allied Health Professions and Nursing Research Internships in developing a research culture: a mixed-methods exploration of stakeholder perspectives

Research Policy & Systems 18(1), 2020

Abstract: Background: Developing research capability and capacity within the healthcare professions is a challenge throughout diverse international settings. Within England, the National Institute for Health Research aimed to address these challenges through the Integrated Clinical Academic (ICA) research careers escalator for nurses, midwives and allied health professionals.

## Patient Safety

### Association of nurse understaffing and limited nursing work experience with in-hospital mortality among patients: A longitudinal register-based study

International Journal of Nursing Studies 150, 2024

Background: Although nurse understaffing and limited nursing work experience may affect hospital patients' risk of mortality, relatively little longitudinal patient-level evidence on these associations is available. Hospital administrative data could provide important information about the level of staffing, nurses' work experience and patient mortality over time.

The benefits of pre-degree work experience analysed Abstract only\*

Nursing Standard, 2015

analysis is under way before starting nurse training into the benefits of gaining healthcare work experience.

### Pharmacists

Impact of Pre-Pharmacy Work Experience on Development of Professional Identity in Student Pharmacists

American Journal of Pharmaceutical Education 81(10), 2017

Objective: To determine the benefit of pharmacy work experience on the development of student pharmacists' professional identity. Methods. Students in all four professional years were surveyed using a validated Professional Self-identity Questionnaire (PSIQ).

### Risk Management

Student internships and work placements: approaches to risk management in higher education

Higher Education 83(6), 2022

This paper responds to the under-addressed problem for HEI managers of understanding the varying levels of risk of harm to students and HEIs, and the HEIs' strategic responsibilities to understand how to mitigate the risk for both parties.

### Value

Impact of hospital internships on success in university summative objective structured clinical examinations: Large-scale experience in a French medical school

PloS One 19(6), 2024

BACKGROUND: Objective structured clinical examinations (OSCEs) are extensively used in many medical schools

worldwide with the stated objective to assess students' clinical skills acquired during internships. The objective of the present study was to assess the factors associated with success in university summative OSCEs, especially the impact of previous hospital internships in corresponding disciplines and supervision during internships.

The impact of work placements on graduate earnings

Studies in Higher Education 48(11), 2023

This study investigates whether the completion of an optional 'sandwich' work placement enhances graduate starting salaries. We use a variety of multivariate regression techniques to investigate this issue and find that the graduate starting salaries of students who took professional work placements were significantly higher by £1686 (\$2105) compared to non-placement students. We make a methodological contribution to the literature by controlling for self-selection bias.

Internship Program Receives Return on Investment From Nurse Professional Development Efforts Abstract only\*

Journal for Nurses in Professional Development, 2022

This project evaluated the cost-effectiveness of the patient care internship program designed to attract and retain nursing talent in a Midwest hospital system. Nurse leaders partnered with nursing faculty to recruit student nurses and prepare them to transition to the registered nurse role.

Stakeholder perceptions of student employability: does the duration, type and location of work experience matter? Abstract only\*

Higher Education 78, 2019

The current Scottish study investigated three aspects of work experience within the context of the Social Sciences—type (internship or volunteer role), location (extra- or co-curricular) and duration (six months or two years)—and compared

stakeholder (student, academic, employer) perception of work experience.

### The academic value of internships: benefits across disciplines and student backgrounds Abstract only\*

Contemporary Educational Psychology 41, April 2015

While student benefits from internship experience have been frequently documented in research, the emphasis has been on internship effects on employment and career indicators.

### The value of work experience in outcomes for students: an investigation into the importance of work experience in the lives of female undergraduates and postgraduate job seekers Abstract only\*

Journal of Vocational Education & Training 64(2), 2012

This article presents findings from an investigation into the experiences of a single cohort of students, studying on a BA (Hons) degree in Britain.

## Virtual work experience

### Virtual internships during the Covid-19 pandemic: exploring IT students satisfaction Full text available with NHS OpenAthens account\*

Education + Training, January 2022

Purpose: This paper examined the evaluation of the virtual internship program for KAU IT students during the COVID-19 pandemic, 2020 summer. Design/methodology/approach: A mixed-method survey was utilized for the data collection. Out of 164 enrolled students in the 2020 summer training program, 147 students opted to participate.

### The Design and Preliminary Experience with a Virtual Diversity Visiting Student Acting Internship in Radiology for

### Underrepresented Minority Medical Students Abstract only\*

Academic Radiology 29(4), 2022

Objective: Benefits of a diverse physician workforce are numerous and the impact of a lack of diversity has been highlighted with the COVID-19 pandemic. Despite the commitment of professional societies such as the American College of Radiology to diversity in Radiology, the field and its residency training programs remain the least diverse.

### Adaptation of an In-Person Internship to a Virtual Format for Public Health Undergraduates. Abstract only\*

Public Health and Surveillance 8(3), 2022

This viewpoint describes the process used by an undergraduate Public Health program to transition a traditional, in-person, semester-long, 480-hour internship to a virtual-only learning experience guided by the existing student learning outcomes. Working closely with public health professionals at existing internship agencies, alumni from the program, student interns, and program faculty developed a modified virtual internship composed of 6 components.

### Nursing students' perceptions and experiences of e-internships during the COVID-19 pandemic: A phenomenological study

PLoS ONE 17(9), 2022

Abstract: Background Clinical internship is an indispensable stage for nursing students to graduate successfully and become qualified nurses. However, COVID-19, a novel coronavirus disease with strong human-to-human transmission, hit China in late 2019 and forced the Chinese government to suspend classes and clinical internships. To cope with this situation, e-internship, which facilitate varied interactions without the need for direct contact, is used as an alternative strategy to help nursing students continue their internships.

### Remote Internship: Practical Approaches to Sustaining Student Internships Amid Public Health Epidemics

Journal of Health Administration Education 38(1), 2021

The COVID-19 pandemic had a significant impact on higher education systems around the world, affecting students of all levels and all ages. While online learning has taken place via several venues, helping student obtain experiential learning opportunities has been more problematic. In this article, we discuss several distance education solutions that we implemented to mitigate disruptions in the internship process at Duquesne University.

### Virtual internships during the Covid-19 pandemic and beyond

New Horizons in Adult Education and Human Resource Development 33(2), May 2021

Weeks into higher education's forced shift into a virtual mode around March 2020 due to the COVID-19 pandemic, popular and practitioner media started being flooded with predictions that the situation will permanently alter the learning landscape in colleges toward a more virtual mode.

### When virtual becomes reality: short term impressions of a two-week virtual urology sub-internship program Abstract only\*

Canadian Journal of Urology 28(6), 2021 The COVID-19 pandemic disrupted medical student education and posed a unique challenge for educators, especially for surgical clerkships. In response to COVID-19 rotation restrictions, we implemented a virtual urologic surgery sub-internship program and evaluated medical student impressions of the experience.

### Boosting Prospects: Remote Work Experience with Post 16 Students Transitioning to Psychology at University

Psychology Teaching Review, 25(1), 2019

This short report will outline a remote work experience scheme that has successfully been running for three years in the

Psychology group within the Leeds School of Social Sciences. It is designed to aid transition to university for pre-tertiary students by introducing them to undergraduate literacy skills and making their expectations of university level study more realistic.

## Work-Integrated Learning

### Placement Architectures in Practice: An Exploration of Student Learning during Non-Traditional Work-Integrated Learning in Rural Communities

International Journal of Environmental Research and Public Health 19(24), 2022

BACKGROUND: Work-integrated learning (WIL) in rural communities provides students with important learning opportunities while also providing a service to those communities. To optimise the potential benefits of work-integrated learning for health students and rural communities it is important to explore the practices and outcomes of these experiences.,

### The use of mobile technology to support work integrated learning in undergraduate nursing programs: An integrative review

Abstract only\*

Nurse Education Today 116, 2022

OBJECTIVES: Investigate the use of mobile technology to support Work Integrated Learning in undergraduate nursing programs. DESIGN: Integrative review with narrative synthesis.

### How do students offer value to organisations through work integrated learning? A qualitative study using Social Exchange Theory Abstract only\*

Advances in Health Sciences Education 26(3), 2021

Learning through work is a common feature of preparing health professionals for practice. Current understandings of work-integrated learning or a 'work-based placement', focus on

students being consumers of experiences rather than providing a reciprocal benefit to the organisation in which they are placed.

### Personal qualities needed by undergraduate nursing students for a successful work integrated learning (WIL) experience

Nurse Education Today 102, 2021

BACKGROUND: International research has shown that during work integrated learning (WIL) undergraduate nursing students may experience stress, self-doubt, and coping issues, however personal qualities these students bring to their WIL journey or those needed to succeed during WIL remain unknown.

### Investigating work-integrated learning and its relevance to skills development in degree apprenticeships Abstract only\*

Higher Education, skills and Work-based Learning, 2020

Purpose: Previous research suggests that higher education provision, the government's knowledge-based economic agenda and the attributes employers look for in graduates are not always aligned, leading to a skill shortage and the production of graduates who are not "work ready". Degree apprenticeships (DAs) are well placed to address this gap because employers are involved in both the design and delivery of higher education and work with higher education institutions (HEIs) to develop the skills both parties believe graduates need through work-integrated learning (WIL).

### Work-related learning in the transition from higher education to work: The role of the development of self-efficacy and achievement goals Full text available with NHS OpenAthens account\*

The British Journal of Educational Psychology 90(1), 2020

AIM: This study aimed to investigate the role of personal factors for work-related learning during the transition from higher education to work.

### Delivering a work-integrated learning postgraduate course during COVID-19: Experiences, challenges and strategies

Journal of Medical Education and Curricular, 2020

COVID-19 has had a significant impact on teaching and learning in postgraduate education. In particular, work integrated learning, in health care settings, has been disrupted in many ways negatively impacting student learning.

### Student insights: the added value of work-integrated learning

International Journal of Work-Integrated Learning 20(2), 2019

This paper focuses on student insights of the added value of WIL and their development of personal and professional graduate attributes. Thematic content analysis was undertaken of students' reflections (n=271) of their perceived learning outcomes and overall experiences from their sport management and coaching WIL experiences at Massey University, New Zealand.

### Interdisciplinary work integrated learning: A pilot evaluation instrument Abstract only\*

Journal of Paramedic Practice 11(8), 2019

Background: Work integrated learning (WIL) activities-sometimes termed student placements, practice-based learning, cooperative education or workplace learning activities-are embedded into university course curricula to prepare students for future professional environments.