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| Transcription: | 2 |
| Date: | 15 March 2024 |
| Participant: | B |
| Researcher: | Elizna Grobler |

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| Researcher: | Hi, thank you so much for participating in my research. I am Elizna Schulte, I was Elizna Grobler but I recently got married last year. Thank you so much. I will be conducting this research with you. So basically the purpose of my studies would be to determine the social construction of postgraduate students of work integrated learning. So that basically just means what your experience was with your work integrated learning exposure. So, I don't know if you know what the definition of work integrated learning is? |
| Participant B: | I think I have an idea, but you can refresh my mind. |
| Researcher: | Okay, I will get to that. So, just a bit more information about myself as well. I forgot to tell you I'm also working. I'm working full time as an HR graduate where I do recruitment and basically other adults HR administration, and also just for your information as well. This is voluntary so I haven't forced you into anything to combat the research. And then also should you feel uncomfortable to provide an answer to a question then you are more than welcome to indicate to me and then your identity will remain anonymous. So you also don't have to stress about that. |
| Participant B: | Okay, thank you so much. |
| Researcher: | Perfect. So let's begin. So I just want to make sure you have been doing Your Honours Degree last year in IOP. Is that correct? |
| Participant B: | Yes, that is correct. |
| Researcher: | Okay. And you had a practicum module, basically, which was your community project? |
| Participant B: | Oh, yes, yes, yes. |
| Researcher: | Okay. |
| Participant B: | Yeah. |
| Researcher: | So if you can elaborate a bit what was your community project? What did you guys do? |
| Participant B: | Um, so our community project is we partnered up with the career services at the University of Pretoria and we basically just gave workshop... workshops in helping students set up their CV, creating the CVs and cover letters as well. And then we also participated in activations which is basically where we marketed the career services and the services that they deliver to the students. |
| Researcher: | Okay, that sounds very interesting. And how was your interaction with the students while you were conducting these workshops? |
| Participant B: | It was pleasant. Yeah. I can't recall a negative experience. I think it was... Yeah, it was interesting to interact with them and to teach them. |
| Researcher: | Okay. And then I also would like to know did this exposure to work integrated learning.. Oh, wait, let me quickly describe what work integrated learning is. Before I come back to the rest of the interview. So basically, it is an umbrella term that refers to approaches and strategies, where a theory is combined with practices within a purposefully designed curriculum, which stretches further than traditional education and it also enables the students to receive exposure to real work, real world, real world work environments. So basically, that's what I was encouraged by my study leader to conduct it with the honours students since you also have exposure apart from your academic knowledge via your community project. So my next question would be so how did the community project allow you to combine your academical knowledge with practice? |
| Participant B: | Um, yo, it helped a lot, I must say because ever since you started university, everyone tells you or tries to teach you how to set up a CV, how to set up a cover letter, but actually during the workshop and engaging with the students and hearing their questions actually helped me reflect on my own CV skills and our own cover letter and how I can actually improve it. So yeah, I think it was very interesting. |
| Researcher: | That is very good to hear. So apart of my project actually wants to determine that, whether this work integrated learning exposure, exposed you to the community, so would you say that the community project obviously helped you expose yourself to the community? Is that correct? |
| Participant B: | Yes. Yes. |
| Researcher: | Okay. |
| Participant B: | Yes definitely. |
| Researcher: | And then the other question I have, did it allow you to engage with industry partners? |
| Participant B: | Um, so when providing the workshops to the students, I will say no, because they were mostly undergrad. Students. So obviously no, but when we attended the training, we actually met up with the career services professional. I think it's Dr. [A]. Yeah. And so we learned a lot from her. She's the one who gave us training. So my knowledge came from her and I feel like she is a professional at the University of Pretoria. We're working with the students and helping them engage with professionals. But I wasn't able to engage in IOP professional specific, yes. |
| Researcher: | Okay no, I get that. And tell me a bit about the training that you have received from the career services |
| Participant B: | Yes. So it was a group project. So the four of us we came in and we sat down and Dr. [A] gave us printouts of the PowerPoint presentation and she basically just walked us through the PowerPoint presentation, which basically just explained like how, how to give the training. Yeah, it's very interesting to be on that side of it. But yeah, and then what was nice about it is she she guided us for potential questions that the students might ask that were not on the slides. So I thought that was very helpful. Yeah. |
| Researcher: | Okay, that's interesting. So they equipped you actually before and before conducting the sessions of the students and everything. |
| Participant B: | Yes. No, definitely they had to because my skills prior to the training of creating a CV was definitely not on par. |
| Researcher: | I get that. So um, so with the community project, if these things that stood out for you, like what was the things that you learned, which you think you can apply in the world of work? |
| Participant B: | Absolutely, interesting question. Um, definitely. Firstly, creating my CV and cover letter, and more specifically, is how to adapt that CV and cover letter to every specific job and industry that you're applying for, which I think not a lot of people know about that or know how to do that. So it definitely increased my skills in doing that. And then interestingly, it improved my presentation skills because you were interacting with the students and you had to act as an adult, and you had to, you know, more than them at that stage. So you had to convey that knowledge. And that definitely increased my confidence when giving presentations. Yeah, so it's I haven't worked in the real world of work yet. But I'm currently a tutor, tutor for [Company E], and I can definitely see how those skills I picked up is transferring to this experience I'm having now. |
| Researcher: | Okay, no, that's actually very interesting to hear. Thank you for sharing. So as you've mentioned that you are now working as a tutor at the University of Pretoria. But do you believe that you will be employable by an private company after your studies? |
| Participant B: | I definitely think so. Because most of the skills I've learned throughout the community project and just the teaching now they seem to be transferable skills. So presenting, engaging with people, because "oh no the loadshedding..." ... So doing presentations. I think that's a very helpful skill. You know, being able to interact with people in a confident way. That's very important. And, you know, creating your CV to create a good impression of yourself to get into a private company is also very important. So I think it definitely it does help I get that. |
| Researcher: | So if I can summarise basically the community project along with your tutoring, equipped you with the soft skills, which you say is the transferable skills to actually be able to be successful within a job that you get off to studies. |
| Participant B: | Yes, yes. |
| Researcher: | Okay. And so, I also would like to know this as a follow up question, I think you have touched a bit on it. But would you say that the community project equipped you for the world of work? And aside from the skills if you can elaborate a bit on the other things as well. |
| Participant B: | Um, so I would say yes, but I think definitely, in our community projects, I think a bit more could have been done since our community project was strictly within the University of Pretoria, it was very specific, it was specifically interacting with students. So I think if our community project was able to go outside of those realms, for example, I know other honours students were able to actually help with recruitment strategies in other companies. I think it would have given me a bit more insights. Yeah, but at the moment, I'd say I've mostly gain transferable skills. Yeah. |
| Researcher: | Okay. And would you say that you would prefer to gain more IOP specific skills as well? |
| Participant B: | Yes. Because the CV and the cover letter, it does relate to IOP. And we thought of our presentation was to say how it relates to IOP. But I think it's a good middle ground between IOP practices and HR practices. I think if we could have gone more into you know, giving career advice or seeing how that plays out. It would have been a lot more beneficial for the IOP part of it. Yes. |
| Researcher: | Okay. I get that. And then are you currently doing your master's degree as well? |
| Participant B: | Yes, yes, I am. |
| Researcher: | That’s exciting, congratulations. |
| Participant B: | Thank you. |
| Researcher: | Then I want to ask you relating to your masters degree. Do you have any other forms of work integrated learning that you are exposed to such as training from industry stakeholders or partners? |
| Participant B: | Yes, so we actually had [Company C] accreditation and we were able to interact with [Company D] professionals. Yes. Which who taught us to how to administer psychometric tests and how to give feedback and all of that, so I would say, yes, we did have a bit of that. Yeah |
| Researcher: | Okay. And then I'm also going to ask you similar questions to what I have asked from the community project. So the training that you receive in your master's degree, would you say that that equips you more than the training from the community project to be employable and to actually be successful within a role that you take on next year? |
| Participant B: | Um, I'd want to say yes, but I think a combination of the two would actually be ideal. Yeah, if I'm not sure if we do a community project this year, I don't think so. But if we could have the [Company D] and the [Company C] and then somehow use the skills we've learned in a community project, I think that would be the most beneficial for entering the industry. Yes. |
| Researcher: | And I think it's also interesting that they provide you with exposure, how to do some things, sorry, it's been a long day, but do the psychometric testings and things like that. So do you feel equipped to administer a psychometric test after your training that you have received? |
| Participant B: | Um, yes, I think so. I think in terms of the feedback part, I have a lot of practice to do. But I definitely feel more equipped than I would have if I didn't receive the training. |
| Researcher: | Okay. And then I also would like to know firstly, with the community project, what aspects of the community project do you believe can be adjusted to ensure that it aligns with industry standards and to equip you to be ready for the private employment sector after your studies? |
| Participant B: | That's an interesting question, especially since our community project was so specific within the UP realm. But one thing that I wish we had with the community project is the CV and cover letter sessions were all online. And yes, while I had I learned technical skills, it would have been nice to to have been able to actually interact with the students. And I think that myself in that industry long term, I might have been able to gain a bit more. Okay. Yeah, to apply. I don't know it's a difficult question to answer. |
| Researcher: | Okay, and then I also would like to know, your community project. Were you allowed to determine the scope of it, or were you told okay, this group, you do their career advice, either in the career services with CVs or how did it work more or less? |
| Participant B: | Um, no. So it was very specific. So Dr. [A] told us, our group of fourawe were on the CV and cover letter sessions, and I know there was another group who also partnered up with career services, but they were responsible for like interview preparation and all of that. And initially, our group really wanted to do the interview preparation, but it's they told us no, you stick to it, yeah. |
| Researcher: | So basically, just perhaps a bit more not freedom, but a bit more autonomy to decide on which aspects you can touch with in your community project, if I understand correctly. |
| Participant B: | Yeah, that would have been nice if I could, if we could have that a little bit more. |
| Researcher: | Yeah, yes that make sense. And are you excited for the world of work after your master's degree? |
| §Participant B: | Yes, I am. Definitely. I feel like you're, there's gonna be a lot that I'm gonna have to learn. That's not in an academic plan, if you can put it like that. But I feel like after my master's degree, I'll definitely feel competent. I'll feel like I'll be able to do it. I'll be able to adapt and adjust. |
| Researcher: | Okay, and then also, interesting enough internships from is also a part of work integrated learning. So as I believe that the IOP students you normally get your do your internship in the second year of your master's degree. |
| Participant B: | Yes, yeah. |
| Researcher: | Okay. And obviously, you do not have a lot of information regarding the internships, but I think, do you think that you will receive also enough training within your internship to prepare you for a real job or permanent position? |
| Participant B: | Yes, I definitely think so. I think along with the training, it will also help to see your niche, to see what I like and what I don't like within the industry. Because at the moment, when you're doing for example, studying counselling, and whatever you might think oh, wow, I love this and then you get into your internship and you actually, you know, work with an industrial psychologist who works with career counselling and then you say, no, no, this is not for you. So I definitely think yeah, it will help. Yeah, definitely. |
| Researcher: | So then my last question for you would be so considering your academic career if I can start telling like that, and with the forms of work, integrated learning you get exposed to from a community project in Your Honours Degree from the training in your masters and then obviously, the internship. Do you think that you might require additional training or is the whole stepping stones kind of sufficient for you to be successful? |
| Participant B: | No, I think the stepping stones will be successful. Especially with the internship I'd say, including the internship within the master's programme is one of the biggest stepping stones that is needed to bridge that gap. I'd say yeah. |
| Researcher: | No, thank you so much. This is all questions I have on my side. Do you have any thing that you would like to add or any questions from your side, perhaps? |
| Participant B: | I think I'm happy and yeah, I'm happy I could have helped you. |
| Researcher: | Okay. Yes. Thank you so much for setting out your time for the interview. And I also tell all of the other participants as well, I, I know how difficult it is to receive participants for your research. So if next year for your research, I fit the criteria. I would also more be what's the word? I would not mind to participate in your research as well. |
| Participant B | Ah thank you Elizna. Thank you for this opportunity and good luck with your study. |
| Researcher: | You too and have a lovely Friday. |
| Participant B: | Thank you, bye. |