|  |  |
| --- | --- |
| Transcription: | 7 |
| Date: | 7 May 2024 |
| Participant: | G |
| Researcher: | Elizna Grobler |

|  |  |
| --- | --- |
| Researcher: | Okay. Hi, thank you so much for participating in my research. Just to give you a bit of a structure, how this interview will go. I will quickly provide you with a brief background about work integrated learning, as well as my study. And then basically I'm just going to ask you a few questions. But in any case that you feel uncomfortable to answer any questions, you are more than welcome to not answer any questions and should you want me to rephrase anything or to repeat anything. You're also more than welcome. So, just to give you a brief introduction to my study, my title is the social construction of work integrated learning as community engagement from a postgraduate perspective. So basically, that just means how the postgraduates has experienced the exposure to work, integrated learning and whether this experience allowed them to engage with the wider community. So I'm not sure are you familiar with the term work integrated learning? |
| Participant G: | Yes, I'm familiar I did a bit of while I looked up on it before this interview. |
| Researcher: | Okay, perfect. So you're well prepared. I'm just going to give you a brief definition as well. So basically, let me just get it here, so it is an umbrella term that refers to approaches and strategies where a theory is combined with practice within a purposefully designed curriculum, and it stretches further than traditional education, which enables students to receive exposure to real work environments. So basically, it can refer to on campus and off campus activities and can take form in the place of internships, work placements, practicums project based learning as well as service learning. So for this research interview, we are going to focus on the practicum part, which is your community project. So, to start things off, I would just like to ask you to describe a bit what was required of you, whilst completing your community project in your honours year. |
| Participant G: | So we were required to invest into the community in a way that aligns with our with our field of study. So taking what you've what you have, and seeing how you can contribute in a unique way. |
| Researcher: | Yeah. Okay. And as I know that some of the students they have like a different community project what did you have to do for your community project? |
| Participant G: | Sorry, I'm just having connectivity issues, just going to sit somewhere else. Can you please repeat the question? |
| Researcher: | No problem at all. So I just basically asked what did your group do for your community project? |
| Participant G: | So for our community project, we, we did some recruiting basically so we collaborated with a company with a recruitment company and we recruited people from communities like tembisa, Olievenhoutbosch, Laudium. And basically, we wanted to give those those people like a you know, jobs and that they can ja sorry, they can just quickly... |
| Researcher: | No problem. |
| Participant G: | I'm having connectivity issues, here. Okay. Okay, so it's basically just.. ja so basically we just did some recruiting for communities such as laudium, living Olievenhout Bosch, Tembisa. Ja just to decrease South Africa's unemployment rate. And within that community project, there's obviously a lot of benefits tied to it. So firstly, we helped out the recruitment company because that company was so overworked and they just have a lot of things to do a lot on their plate. So we helped out that company through basically taking over one of the pro bono cases. So in that way, we we made the work a little bit less, and then we we help the communities we went by, a quote, let me just give it to you here. "Give a man a fish and feed him for a day. Teach a man to fish and feed him for a lifetime. "We didn't want to hand out things or necessities or to people from communities that that really needs it. But we would rather we rather wanted to acquire them or give them skills and help them to find a job so that it's it's a longer term solution for them. And it and we wanted to make a long term impact on these people. Ja, so basically then we help these communities and you know, another benefit like these people don't only get a job, but they will families benefit from from this job opportunity. And then over all the community as well. |
| Researcher: | Okay, no, that sounds very, very interesting. And I I really like the quotes that you guys use as your motto for the community project. So my question for you on that note is how did this community project allow you to combine your academic knowledge with practice? |
| Participant G: | So in third year specifically, we, in our HR subjects, we learn a lot about recruiting and you know, in, in the honours, we learned to interview and you know, you learn how the how it will be in practice, but obviously, you haven't implemented it yet. You haven't tested it out for yourself. And I think what I really enjoyed was, I've heard a lot of stories, like recruiting isn't, it's not something that's really,people don't enjoy it. And ja obviously from from just learning, you know, just just reading up on the theory of like, what's the steps in a recruitment process specifically. You can't you can't really decide if you enjoy it or not. Like it's a very practical thing. So, and there's a lot of, you know, let's say best practices that you need to take into consideration. So, for me to practically do this community project was just I gained experience in the way of now, I can actually apply my theory and my theory like, provided me with the foundation for how should I interview this person, what is the, what is the correct process to take, what is the thing, the things that I should take into consideration before we hire this person? You know, there was a lot of stuff that I could remember from my theory. And that really guided me through my practical, through this practical assignment or exercise. So that was very.. did I answer your question? |
| Researcher: | 100% you answered it very well. Thank you. So I just want to confirm you are currently working now. |
| Participant G: | Yes, I'm currently working. |
| Researcher: | And do you believe that the skills and knowledge that you've gained over the years from your university, would you say that you were employable of the your studies? |
| Participant G: | Definitely. |
| Researcher: | Okay. And if you say definitely, so why would you say that? |
| Participant G: | Obviously, I think when you when you enter the workplace, most companies provide you with training, which helps a lot, but having having a strong theoretical background is very important. And I do feel like I'm employable, even though I don't have that much experience. I know how to apply it. So just by going through, let's say necessary training for company ja.. |
| Researcher: | Okay, that's good to hear. And on that note as well, you have touched a bit on that. But would you say that the practicum equipped you for the world of work, and please elaborate on that? |
| Participant G: | There is a gap between theory and practice. Definitely. And in honours we did. We did. In undergrad, I didn't feel ready for the work of work for the world of work. Definitely. I feel like when I got my undergraduate degree I didn't feel like we did anything very practical. We only had a module that we needed to create our own consultancy, which was very, very nice and very enjoyable. I think everyone in the class could agree. I don't want to speak for people but from my experience, everyone enjoyed that module. But ja, so after that, I was like, I don't know how to implement stuff. I've never done that before. So, uh, so training was definitely necessary after having a degree. So and it still is. I still feel like there is a gap. But one thing that the lecturers do is they really prep you. Prep your mind seat for when you go into the world of work, this is going to happen, you're going to have to do this and that so even though we don't practice it, they do prepare you mentally, in a way. So I don't have a lot of work experience, but I'm fortunate that the work experience that I do have was good. And they were very compassionate towards me in the sense of they know that I'm a student they know I'm a recent graduate, and they gave me a lot of training and guidance. So that's why I feel like you're like the practicum it was sufficient. And it did prepare me in a sense for the world of work. I do feel like obviously there can be more practical exercises can be more incorporated. |
| Researcher: | Okay. No, that is a good answer. Thank you so much. And then still based on your community project. So what aspects of your community project have you found to be insightful? |
| Participant G: | I enjoyed the so as I mentioned before, I didn't know if, if I liked the recruitment, the recruitment aspect of our degree. So during the community project, I, it gave me an opportunity to figure out if this is something that I would that I would enjoy personally or, you know, and what was insightful for me is that every person is unique and, you know, take take into consideration so much factors. You can't hire a person just based on information. That you received from them. So yeah, you can't you know, there's a lot of things that you need to consider take. There's a lot of stuff that you need to take into consideration that was very insightful for me. Ya |
| Researcher: | Okay, no that's very interesting. Thank you so much. And then my other question for you would be so you have mentioned now that you did recruitment in your community project, but Well, I'm only saying this from an HR perspective. Perhaps you can enlighten me a bit but if I understand correctly that industrial psychology stretches a bit more further than just recruitment or psychometrics. So what aspects of the community project do you believe can be adjusted a bit to align with industry standards. |
| Participant G: | just gonna think about it I actually don't know because I feel like we really have a good we did a very good community project as well. I don't want like a few boastful or anything, but I'm very proud of my team. And I really think that we thought the community project through and made a good effort, you know, like to try and make it as practical as possible and as much related to the work world of work as possible. But in the same sentence, like I just want to I don't have a lot of experience in recruitment. So I'm not sure what the industry standards are so I can't really compare it. |
| Researcher: | No, I get that. If I might ask, what are you currently doing at your current job? |
| Participant G: | I'm a [HR job title] |
| Researcher: | Okay, and if you can just elaborate a bit what does that mean? |
| Participant G: | So I'm working at an [Company in a specific industry] and we provide service for clients in the in the [specific industry]. So we provide a pre-screening assessment for the clients, you know, that works with [in the industry] in order for them to use that pre screening assessment in the beginning of the recruitment process, |
| Researcher: | Okay, That's interesting. It sounds very insightful. So basically, you are conducting these assessments with them, which is aligned with IOP. If I understand correct? |
| Participant G: | Yes. |
| Researcher: | Then it's very interesting, and I just have one more question left for you. So are you currently doing your masters? And if you are, do you receive any additional practical training in your masters year? |
| Participant G: | I am currently doing my masters.  Can you please specify like the additional practical training? |
| Researcher: | I have seen on LinkedIn that perhaps some of them most students are receiving training from specific companies where you actually get accredited to do psychometrics and things like that. |
| Participant G: | Okay, ja,ja sorry. Ja. We do receive additional practical training. |
| Researcher: | Okay. |
| Participant G: | Which is very, very nice and beneficial and I feel like that training specifically helped me a lot to you know, bridge the gap between theory and practice because, obviously, in honours I learned in psychometrics you know, we we have the theory as our foundation. And we, we did practical assignments and honours which is great. But now with this with this training, we actually have the chance to give feedback. So when I when I received this job at the company, obviously had a bit of I have had a strong foundation of psychometrics and I had, you know, like have had training in psychometrics which was very beneficial for me and the transition was so much more smooth. |
| Researcher: | You're okay, no, that is great. Thank you so much. Um, while you were talking, I just thought about another question quickly, and then I believe we will be done. Going back to your community project, how did you.. What's the word... decide on doing the recruitment and how did you actually get the contacts to do the recruitment at that specific company? |
| Participant G: | So how we decided on recruitment specifically was we wanted to make a very big impact. The members in my team were all people that you know, they enjoyed doing community projects. We were all like, Okay, this is so fun. We're doing something. Now for the university. You know, this is just basically a structured community project notes, it's a bit easier to do it because you have so much support, and we really wanted to make the biggest impact possible. So we had a lot of ideas at first, one of our ideas was to go to a orphanage and help you know, like, just provided them with information on you know, what type of the careers there are. And you know, just sorry, I'm just going to give get the English word for "blootstelling" |
| Researcher: | for exposure. |
| Participant G: | So ja, so we wanted to expose them to different you know, like, what, what occupations there is for them, they asked for them to follow that we had like a whole thing that we we want to sit and you know, just help them. |
| Researcher: | Okay, no, that sounds very, very interesting. And I would just like to thank you for your time. That was my last question for you. So thank you for allowing a bit of time in your schedule. I know working and living losses can be very difficult, but I really appreciate it and should you need any research participants for your study? One, I would definitely put up my hand for that. So thank you so much, and may you have a lovely day further. |
| Participant G: | Thank you. |
| Researcher: | Thanks, bye. |