



**Hong Kong Community College,  
The Hong Kong Polytechnic University**

# **Equipping Sub-degree Students for Work-in-education**

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- **Work-integrated Education (WIE)**
  - Provide preliminary industry knowledge and job experience to the students
  - Connecting classroom learning with workplace applications
  - Important part of curriculum requirements

# Background

- **Expectations of Employers of Sub-degree Graduates**

- *Survey on Opinions of Employers on Major Aspects of Performance of Sub-degree Graduates in Year 2013*  
(EDB, 2016)

- **Most Important Aspects**

- Work attitude
      - Inter-personal skills

- **Room for Improvement mentioned**

- i.e.) Initiative, Sense of Responsibility, Commitment and Self-discipline, Communication skills, etc.

# Background

- **Expectations of WIE Industry Partners**
  - *WIE Industry Partner Survey 2017* (HKCC, 2018)
    - **Room for Improvement Mentioned**
      - Attitude
      - Proper skills
      - Knowledge

# Background

- **Views of Students on WIE**
  - Viewing interns as cheap labour (Kaşlı & İlban, 2013)
  - Tend to prioritize formal study over WIE and corresponding preparation work
    - Lack of confidence on balancing work and study (Bullock, Gould, Hejmadi & Lock, 2009)
    - Unwillingness to manage the transition into work (Bullock, et al., 2009)
  - Underestimate the importance of WIE

# Background

- **Influences**

- Close association between job performance and their perception about their jobs (Spector, 1997)
- Negative Influences on motivation & attitude (Kaşlı & İlban, 2013)
  - Possible maladaptive behaviours in the internship application and internship period



# Background

- **WIE Enhancement Programme**
  - **Themes referenced from the students' perceptions of the effectiveness of internship experiences** (Aranson, Emenheiser & Tas, 1994)
    - Self-actualization
    - Knowledge and professional skills improvement
    - Workplace relationship establishment
    - Career marketability
  - **Service Provided**
    - Career assessment services
    - Activities, i.e., sharing sessions by professionals, practical career related workshops and company visits, etc.

The background of the slide features a close-up, slightly blurred image of several books stacked together. A pen is visible, resting on the pages of one of the books. The color palette is warm, with shades of orange, red, and yellow. The title 'Research Questions' is positioned in the upper right corner of the slide.

# Research Questions

- What are the WIE preparation needs of sub-degree students?
- How can the institutions address the WIE preparation needs of sub-degree students and meet the needs by establishing Internship Enhancement Programme?



# Needs of Students

## *Needs of Students on Internship Support*

Table 1: Programmes of Students

Program	N
Business	50
Social Work	9
Applied Social Sciences	15
Humanities and Communication	5
Science and Technology	31
Design	2
Health Studies	4
Total	116

Table 2: Students' Greatest Challenges Encountered/Anticipated to Encounter during WIE

		Responses		Percentage of
		Frequency (N)	Percentage (%)	Respondents (%)
Valid	Communication	33	27.50	28.45
	Skills & Knowledge	31	25.83	26.72
	Adjustment	23	19.17	19.83
	Others	7	5.83	06.03
	No Challenge Faced/Might Face	7	5.83	06.03
	Total	101	84.17	87.07
Missing	No Answer	19	15.83	16.38
Total		120	100	103.45

# Needs of Students

## *Need of Students on Internship Support*

Table 3: Essential Preparation for WIE

	Responses		Percentage of Respondent (%)
	Frequency (N)	Percentage (%)	
Communication Skills	89	18.43	76.72
Understanding on One's Career Plan	80	16.56	68.97
Desirable Working Attitude	71	14.70	61.21
Interview Skills	52	10.77	44.83
Setting Learning Goals for Internships	45	9.32	38.79
Knowledge about Industry	45	9.32	38.79
Leadership Skills	39	8.07	33.62
Outstanding Resumes	32	6.63	27.59
Decent Appearance	30	6.21	25.86
Other (Please Specify)	0	0	0
Total	483	100	416.38

# Needs of Students

## *Needs of Students on Internship Support*

Table 4: Workshops Interested

	Responses		Percentage of Respondent (%)
	Frequency (N)	Percentage (%)	
Interview Skills Workshops	62	16.45	53.45
Company Visits	59	15.65	50.86
Communication Skills Workshops	57	15.12	49.14
Internship Talks	49	13.00	42.24
Resume Writing Workshops	47	12.47	40.52
Self-understanding Workshops	24	6.37	20.69
Leadership Skills Workshops	35	9.28	30.17
Work Attitude Workshops	24	6.37	20.69
Grooming Workshops	20	5.31	17.24
Others	0	0	0
Total	315	100.00	325.00

# Methodology

- Mixed method
  - Online self-report questionnaires
  - Focus Group

# Questionnaires

- Likert scale of 5-point (1=strongly disagree to 5=strongly agree)
- Measure the sub-degree student's self-assessment of their improvement on below areas after joining in the related workshops/activities:
  - Self-understanding
  - Skills
  - Knowledge
  - Attitude
  - Communication
  - Goal Setting

# Focus Groups

- To be conducted
- 6-8 students who had joined in the workshops/activities provided by the WIE Enhancement Programme
- Around 40 mins
- To gain deeper understanding on
  - Their WIE preparation needs
  - How the attended workshops/activities had met their needs and equipped them

# Current Findings

- 197 sub-degree students who had joined in the workshops provided by the WIE enhancement programme
- 154 sub-degree students had completed the questionnaires (Response Rate 78%)

Table 5: Frequency of Participation in Each Topic

	Responses		Percentage of Respondents (%)
	Frequency (N)	Percentage (%)	
Self-Understanding	33	9.79	21.43
Goal Setting	85	25.22	55.19
Skills	68	20.18	44.16
Knowledge	53	15.73	34.42
Attitude	42	12.46	27.27
Communication	56	16.62	36.36
Total	337	100.00	218.83

\*Each workshop/activity covered 1-3 areas; i.e. MBTI workshops covered both Self-Understanding & Goal Setting



# Current Findings

- Positive feedbacks of participants
- All items were reported to have high scores of more than 4.2

Table 6: Participant's Self-assessment of their Improvement on Specific Area after Joining in the Workshops/Activities

	Mean
Self-Understanding	4.29
Goal Setting	4.41
Skills	4.38
Knowledge	4.34
Attitude	4.26
Communication	4.33

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# Expected Findings

- Detailed descriptive data about how the workshops/activities had met the sub-degree students' needs
- Positive feedbacks of participants reflected by the high scores on improvement

# Conclusion

- Services offered in the enhancement programmes are predicted to be direct influencing factors on
  - Arousing awareness on the importance of WIE
    - The needs of having better WIE preparation
  - Reducing the maladaptive behaviours
    - Equipped in self-understanding, goal setting, skills, knowledge, attitude and communication



# Implications

- Exploring ways to maintain sub-degree students' good performance during WIE
- Developing better WIE supporting services in sub-degree education institutes
- Effective planning and implementation of WIE enhancement programme

# References

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