

Learning Resource Staff User Guide



Understanding the Australian Workplace.

The 'Understanding Australian Workplace Cultures' credential provides learners from international background with insights into Australian workplace environments by exploring the layered nature of workplace culture and examining the regulations that ensure a safe and rewarding Work integrated Learning (WIL) experience. Learners will be exposed to strategies for thriving in an Australian workplace and will learn ways to translate their WIL experience into future success.

Learning Outcomes

At the end of this credential, students will be able to:

1. Describe the legislative frameworks and regulations of Australian workplaces.
2. Discuss the layered nature of workplace culture and the symbols, behaviors, assumptions and values involved.
3. Apply a model of culture to an analysis of an Australian workplace, differentiating this experience from other cultural backgrounds.
4. Identify key resources and support in navigating a transition into an Australian workplace.

Module Objectives

At the end of module 1 'Understanding Workplace Cultures', students will be able to:

- Explain the factors that impact workplace culture
- Describe the role and impact of multiculturalism and diversity in the workplace.
- Describe the types of interactions common to Australian workplaces
- Compare the workplace culture in Australia to that of other countries.
- Discuss models of organisational culture.
- Through working towards these outcomes you should further develop your capacities as a global citizen.

At the end of module 2, 'Legislative and Regulatory Frameworks' students will be able to:

- Describe the rights provided to workers in the Australian workplace.
- Explain how the Fair Work system provides protections in the Australian workplace.
- List the types of employment and discuss the rights and responsibilities associated with each.
- Explain the fundamentals of transitioning into an Australian workplace.

At the end of module 3, 'Thriving in the Australian Workplace' students will be able to:

- Discuss the communication and management styles that exist in workplaces.
- Discuss slang and phrasing that may be encountered in an Australian workplace.

- Describe the support resources available to workers in Australia.
- Discuss strategies for resilience and self-care during your WIL activity.
- Determine strategies for thriving in an Australian workplace.

Assessment

Throughout the credential, a number of interactive ‘check your understanding’ questions will appear at the end of the related topic. Each credential also includes an auto-graded final assessment to determine mastery of the content. This assessment will include 15–30 multiple choice and multiple answer questions. A mark of at least 80% on this assessment is required for successful completion of the credential.

Why embed this Cred?

A common challenge for international students in engaging with WIL experiences is navigating the complexities of workplace culture. This credential supports students in exploring their personal understandings of culture and how these can be used to better understand the opportunities of learning in an Australian workplace.

Who should do this Cred?

This credential is designed to support international students who plan to pursue a Work Integrated Learning (WIL) activity while studying in Australia. Local students seeking an overview of Australian workplace cultural practices may also find the content beneficial when preparing for an WIL activity.

How will your students benefit?

By completing this credential, students will be equipped with theoretical knowledge on Australian workplace cultural practices, coupled with practical strategies to enhance interactions and learning outcomes during a WIL activity.

How to embed and align this Cred with course outcomes?

The benefit of this credential is most fully realised when a student is able to reference a real and experienced workplace. Therefore, it is advised that this credential is best embedded either just prior to commencement of a WIL activity or shortly after a student has commenced a WIL activity, depending on duration of experience. The credential could be effectively supported by a reflective journal by students across their placement using the credential sections as prompts for reflection.



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