Course Name	: **Placement/Industrial Training**
Course Code	: **APBSCH 607**
Course Level	: **Level 6**
Course Credit	: **5 CU**
Contact Hour	: **Six Hours on Supervision**

Field Work Training: The Administration of Africa Population Institute revised its policy and mode of field work training of its students in a clear manner that it should create a positive impact both on the students and the organizations where they are placed for this training. It's greatly evident that most of the current graduates from higher institutions of learning fail getting employment because of lack of experience as it's always stipulated in job advertisements today. In this respect, the institution decided to cut short the edge of unemployment among graduates thereby preparing our students to meet requirements of the labor market. The field work training was seen as an approach that could help students discover their potentials and abilities in the problem solving process. Therefore, this training is inherently designed to contribute to the social, economic, political and cultural developments of a country's economy in reference to the knowledge and skills students not what they learn but also what they provide during their stay in these organizations of placement.

Objectives of Field Work attachments
- To enable students get earlier exposure to the working environment before completion of their studies.
- To stimulate student's capacities and abilities in solving challenges during field work.
- To enable them appreciate the dynamics of work thus taking lessons on how to manage them.
- To educate students on how to integrate the theoretical knowledge obtained from class into practical results.
- To open up windows of opportunity to students in the attaining jobs after being retained at the place of attachment
- To indigenize the students existing skills into recognizable and feasible output at the work place.
- To fulfill the institution's role in taking part to groom responsible citizens from school to their work place.

What the institution requires of students to do before/ during the field training?
The institution requires students to take full responsibility in search of appropriate placement position in different organizations as regards to their respective courses. The students are mandated to pick a letter from

administration presenting him or her as a student from Africa Population Institute in request for a vacancy to undertake field training.

After getting acceptance of placement, the students are demanded to inform the administration of where and which organization they are going to carry out their field training. This is done to ease the work of supervision by the lecturers who are dispatched off to go and find where these students are working from.

The institution expects students to portray a good image at their respective placements through credible behavior required by their organizations. This is to be done through the dress code, eliminating bad behavior like smoking, drinking alcohol and engaging in conspiracies such as robbery.

After field work, the student is required by the institution to make a comprehensive report and hand it in for assessment and award marks. The report details where the student carried out the training, his/her objectives for the training, activities carried out by the student, achievements obtained, skills applied, opportunities availed, how these opportunities were exploited, challenges met and how they were overcome, recommendations by the student to the organization as well as to the institution, conclusions, where applicable references are needed.

What the students expect from the institution before/during the field training?
The institution is required to provide field work placement letters in time so that students are expected to search for organizations earlier where they will intend to work. This is done to limit circumstances where students are left out because most organizations have a limited number of students they admit for such trainings.

Before students go for fieldwork, they must get contacts from the specific lecturers who intend to supervise them. Some times the dates of supervision may not be communicated to students in an attempt to make them serious at work when they are placed hence reducing absenteeism at work.

When is the Field Work training conducted?
Students only eligible to do field work training are those in the last semester. That is to say second year, semester two of the academic year.

How assessment of field training is done?
The institution developed techniques of how students undertaking fieldwork should be assessed. For that the institution made field training compulsory irrespective of which course students offer.

Therefore as such, this training is given higher credit units that are 5 CU than all other course units done in the subsequent semesters.

The structure for assessment is drawn from how the student was able to apply different skills in achieving the organizational objectives and goals. The skills are categorized as follows;

INTERPERSONAL SKILLS
These skills involve; relationship with supervisor at the place of work, Relationship with colleagues during work, Emotional Resilience, Cooperation, Solidarity and tolerance

CONCEPTUAL SKILLS
These skills include; Understanding organizational objectives, implementation objectives, commitment to organization, Sense of attachment to organization, punctuality, and public relations.

TECHNICAL SKILLS
Among these include; communication, Planning, Monitoring, Time management, problem solving as well as decision making.

Award of Marks by the supervisor to the student
On the supervision visit, the lecturer assesses the students basing on the above mentioned skills and how they were applied with in the organizational context. With this, the lecturer or supervisor gives marks on the students record assessment sheet from the department and it's out of 40% and the 60% is awarded when the student hands in the report to the supervisor. The 60% will include how the student is able to articulate issues regarding his/her experiences in the field and how the student is knowledgeable on organizing his/her work in a   report format. This is geared to help students develop not only writing skills but also reporting skills.

NOTE: A student is not allowed to graduate if he/she has not undergone through this inductive training which is mandatory for everyone to do.

References
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