



MUA

MARONDERA UNIVERSITY
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

WORK RELATED LEARNING POLICY

POLICY NO. WRLP/18/25



MUAST

MARONDERA UNIVERSITY
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

TITLE	MARONDERA UNIVERSITY OF AGRICULTURAL SCIENCES AND TECHNOLOGY WORK RELATED LEARNING POLICY
POLICY NUMBER	
COMPILED BY	MARKETING, AGRI-WORK RELATED LEARNING AND OUTREACH PROGRAMMES DEPARTMENT
APPROVED BY	CHAIRPERSON OF COUNCIL
DATE	

TABLE OF CONTENTS

1.0	PREAMBLE	iii
2.0	DEFINITIONS	iii
2.1	Work-Related Learning	iii
2.2	Industrial Attachment	iii
2.3	Industry Partnership	iii
3.0	SECTION A	1
3.1	Policy Statement	1
3.2	Objectives	1
3.3	Scope	1
3.4	Regulatory Frameworks	1
4.0	SECTION B	2
4.1	Principles	2
4.1.1	Design	2
4.1.2	Quality Assurance	2
4.1.3	Equity and Inclusion	2
4.1.4	Real World	2
4.1.5	Student Support	2
4.1.6	Safety and Risk	2
4.2	Types of Work-Related Learning	3
4.2.1	Internships:	3
4.2.2	Agricultural Practice:	3
4.3	Responsibilities	3
4.3.1	University Staff:	3
4.3.2	Students:	3
4.3.3	Industry Partners	3
4.4	Attachment Placement and Assessment	3
4.5	Support and Resources	4
4.6	Monitoring and Evaluation	4
5.0	SECTION C	4
5.1	Compliance	4
5.2	Review of Policy	4

1.0 PREAMBLE

Marondera University of Agricultural Sciences and Technology (MUASt) is a modern and unique institution of higher learning established through an Act (Chapter 25:29). The University is driven by the vision to be a leading global center of excellence in the provision of technology driven sustainable green agricultural solutions. Underpinned by its unique core values: Excellence, Diversity, Innovation, Ethics, Ubuntu, Integrity and Sustainability; the University aims at producing globally acceptable and competent graduates grounded in agricultural, entrepreneurial and technological skills through excellence in teaching, research and extension services, innovation and industrialization. This policy outlines the framework and guidelines for integrating work-related learning (WRL) into academic programs at Marondera University of Agricultural Sciences and Technology. The WRL policy aims to enhance students' employability and practical skills by providing opportunities to apply academic knowledge in real-world settings.

This policy ensures that MUASt adheres to anti-corruption circulars, policies and measures as directed to the attention of the University by other agencies of the State. The policy shall also contribute to the growth, prosperity and inclusive development of the country through promoting good governance buttressed by transparency, accountability, integrity and the rule of law. This policy also acknowledges the responsibility to lead by example in the fight against corruption and to render service with integrity.

2.0 DEFINITIONS

For the purposes of this Policy:

- 2.1 **Work-Related Learning (WRL)**: is a structured and purposefully designed learning and assessment activity within the course curriculum that integrates theory with the practice of work.
- 2.2 **Industrial Attachment**: is an opportunity for a continuing student to learn while working in a professional work environment, apply learned knowledge and acquire relevant industry experience.
- 2.3 **Industry Partnership**: Collaborations between the university and external organizations to provide learning opportunities to students.



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3.0 SECTION A

3.1 Policy Statement

At MUAST, WRL includes all practical learning experiences that integrate academic knowledge with professional workplace skills within a purposefully designed curriculum. It is offered within an academic framework as part of a program of study, with a work learning context provided in partnership with an organization to ensure the practical and realistic application of learning. WRL plays a crucial role in preparing MUAST students for successful careers by fostering a deeper understanding of their chosen field, enhancing their employability, and cultivating strong industry connections. This policy outlines the principles, definitions, and requirements for implementing WRL activities at MUAST and should be read in conjunction with the Industrial Attachment standard operating procedures.

3.2 Objectives

- 3.2.1 To enhance employability by equipping students with practical skills and experience that improve their job readiness and career prospects.
- 3.2.2 To allow students to apply theoretical knowledge in practical settings, reinforcing learning and understanding.
- 3.2.3 To foster strong connections between the university and industry to ensure curriculum relevance and up-to-date industry practices.

3.3 Scope

- 3.3.1 This policy applies to all undergraduate programs at MUAST that include or offer work-related learning components.
- 3.3.2 This policy does not apply to academic delivery with other parties, student mobility including student studying abroad through student exchange programs. Details of such arrangements are governed by their respective policies and procedures.

3.4 Regulatory Frameworks

- 3.4.1 Marondera University Act (25:29)
- 3.4.2 Ordinance 5 (Student Conduct)
- 3.4.3 MUAST Student Charter
- 3.4.4 MUAST Regulations for Undergraduate Degree Programmes

4.0 SECTION B

4.1 Principles

MUAST adheres to the following principles in the implementation of WRL activities:

4.1.1 Design

WRL at MUAST is purposefully designed, relevant to the discipline of study, and forms part of a coherent program of study with constructive alignment between learning outcomes, methods of assessment, and WRL activities. Assessment must be appropriate for the level and nature of learning outcomes and be supported by reflection and embedded career development learning.

4.1.2 Quality Assurance

All WRL activities are evidence-based and continuously monitored and improved to ensure academic rigor, alignment with learning outcomes, and compliance with the Zimbabwe Council for Higher Education (ZIMCHE) standards.

4.1.3 Equity and Inclusion

All programs are expected to include the opportunity for a student to undertake WRL activities. All WRL activities and associated facilities, infrastructure and formats of delivery are designed to be inclusive, equitable, flexible, and accessible.

4.1.4 Real World

WRL is co-designed with partner organizations to align with current and emerging work and research practices and to integrate theory with practice to benefit MUAST, its partner organizations, and students.

4.1.5 Student Support

Adequate support mechanisms, facilities and infrastructure shall be in place to assist students throughout their WRL experiences, including sourcing of WRL activities, orientation, supervision, monitoring, evaluation, clear student grievance processes, and opportunities for feedback.

4.1.6 Safety and Risk

Risks and due diligence associated with WRL are monitored and managed by MUAST and the partner organization to ensure the health, safety and

wellbeing of students and compliance with legislative and regulatory work health and safety requirements. MUASt remains responsible for the quality of its programs and modules, and for the health, safety, and wellbeing of its students.

4.2 Types of Work-Related Learning

4.2.1 **Internships:** Structured work experiences related to the student's field of study.

4.2.2 **Agricultural Practice:** Is a specific academic module designed to incorporate agricultural work experience.

4.3 Responsibilities

4.3.1 **University Staff:** Develop, coordinate, and monitor WRL opportunities, ensuring they meet academic standards and learning outcomes.

4.3.2 **Students:** Actively participate in WRL activities, adhere to professional standards, and reflect on their learning experiences by submitting university industrial attachment documents.

4.3.3 **Industry Partners:** Provide meaningful work experiences, support student learning, and offer feedback on performance.

4.4 Attachment Placement and Assessment

4.4.1 Students should make sure that they have passed and cleared all modules in Levels I and II for 4-year degree programmes and Levels I, II and III for 5-year degree programmes.

4.4.2 ALL students commencing industrial attachment are expected to have registered with the University.

4.4.3 Assessment shall not be conducted for unregistered students.

4.4.4 Assessment shall not be done in retrospect.

4.4.5 WRL activities shall be assessed based on predefined learning outcomes and criteria as indicted in the MUASt Industrial Attachment guidelines and regulations.

4.4.6 Successful completion of WRL activities shall be formally recognized as modules recorded on academic transcripts.

4.4.7 Students attached across the Zimbabwean borders shall be assessed but are required to sponsor the associated extra costs or may be assessed by a chosen University of that country.

4.5 Support and Resources

- 4.5.1 **Career Services:** The University shall provide guidance on finding and applying for WRL opportunities, curriculum vitae writing, and interview preparation.
- 4.5.2 **Academic Advisors:** Offer support and advice regarding the integration of WRL into academic programs and its impact on study plans.
- 4.5.3 **Workshops and Seminars:** The Marketing, Agri-work Related Learning and Outreach Programmes directorate shall organize events to prepare students for WRL experiences and enhance their professional skills.

4.6 Monitoring and Evaluation

- 4.6.1 The Marketing, Agri-work Related Learning and Outreach Programmes directorate shall collect feedback from students, industry partners, and academic staff to continuously improve WRL offerings and to ensure it meets the evolving needs of students and industry.

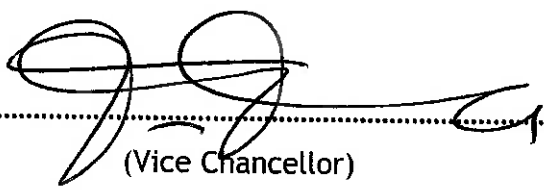
5.0 SECTION C

5.1 Compliance

- 5.1.1 This policy is informed by the relevant Standard Operating Procedures and Guidelines.
- 5.1.2 Failure to comply with the policy is an act of misconduct which is subject to disciplinary action.

5.2 Review of Policy

- 5.2.1 This policy shall be reviewed after 4 years from the date of approval.

Approved:

(Vice Chancellor)

Date: 15/07/2028