

**Williamsburg Technical College  
STATEMENT OF POLICY**

**SECTION D – EDUCATIONAL AFFAIRS**

Title <b>REAL WORK POLICY</b>	Number <b>D-42</b>
Division of Responsibility <b>Academic Affairs</b>	Date      Page <b>8/17/20      1 of 1</b>
Approval President  _____  Commission Chair  _____	Supersedes Policy No. <b>D-29</b> Date <b>6/2/08</b>

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

"Real Work" is defined as any actual, commercial-type work or service performed by College personnel, either employees or students, for any private individual or any organization other than the College. Similar type work performed for the College is excluded from this policy and will be accomplished as directed.

"Real Work" is an essential ingredient of a valid and complete training program for vocational/technical students. Actual work under usual shop conditions is essential to good training in trade judgment, operative skills, and pride of craftsmanship. Where such "Real Work" experiences are not provided, vitally needed values are lost or, at least, greatly diminished.

It must be emphasized that production of "commercial jobs" is not the primary function of this College and must never become a dominating factor. Such jobs must be used to supplement programs rather than determine them. Further, the scope of such work must not become a threat to privately-organized business or industry.

Real work may be provided at times as the pertinent class requires the training.

No "Real Work" or estimates related thereto will be initiated without the approval of one of the following:

- Faculty member
- Vice President for Academic and Student Affairs