

## **What are Learning Outcomes?**

Learning outcomes are measurable statements that express what students should know or be able to perform upon completion of the experiential learning experience. They should include realistic hopes of what you intend to accomplish during the experience.

- Learning Objectives are statements that clearly define what a student will learn during the internship.
- The objectives should help the student, the Site Supervisor, and the Internship Instructor (when applicable) evaluate the learning progress of the intern.
- Learning Objectives should not try to cover all aspects of the internship, but instead focus on select areas that the student will be exposed to throughout the internship.

## **How to Create Learning Outcomes?**

Think about what you want to gain during your internship or experience. Then craft objectives that are clear, concise, and measurable. These should be goals that are attainable throughout the experience that both you and your employer agree upon.

## **Examples of Learning Outcomes:**

By the end of the experience, the intern/student...

- will be proficient in using specific tools, software, or equipment commonly used in the field (e.g., data analysis software, programming languages, laboratory equipment, graphic design software).
- will have improved research capabilities, including the ability to gather, assess, and synthesize information from various sources.
- will improve their ability to manage time and prioritize tasks, ensuring that work is completed efficiently and on schedule.
- will improve their ability to create and deliver effective presentations to both small and large audiences.
- will become proficient in Microsoft Excel by developing financial spreadsheets to organize and maintain budget and invoice records.
- will gain confidence in their abilities, both in terms of their professional skills and their interpersonal interactions.
- will learn to manage stress effectively and maintain a healthy work-life balance.

## **The Following Examples are Tasks, Not Learning Outcomes:**

- Student will work on Google Slides presentations.
- Student will post social media content on various social media outlets.
- Student will input data into a Microsoft Excel spreadsheet.
- Student will attend weekly staff meetings.