

Learning Expectation, Activities, and Outcomes

This partnership between the intern and employer encourages the ultimate in higher-level thinking, professional development, and self-reflection upon a work experience. Part of what differentiates an internship from a part-time or volunteer role is integrating professional development opportunities and skill-building. We expect the internship supervisor to support these goals and objectives at the workplace. We anticipate proactive and professional behavior from the student and encourage them to work alongside you throughout this process.

One of the most integral components of creating a supportive and enhanced learning environment is establishing realistic, specific, and measurable learning objectives for the intern.

The best way to create this is to consider the two concepts below.

1. **Learning Expectations** – knowledge or skills the student hopes to develop characterized as three types:
 - Academic/Technical – those related to the intern’s major or field of interest
 - Professional – those related to this employment opportunity
 - Personal – those related to the intern and employer’s general developmental needs, including a full range of skills such as interpersonal relations, communication skills, and personal growth
1. **Activities & Learning Outcomes** – The activities or methods through which the student demonstrates or proves what has been learned.

Learning expectations, as well as activities & outcomes, can be individualized, role-specific, industry-specific, or organization-specific. Ideally, this should not necessarily be the same as responsibilities or tasks. They can certainly be related but should have a learning focus.

Why is the supervisor indicating this? To show that the employer is proactive and supportive in providing the learning environment necessary for achievement!

Learning Expectations Goals, knowledge, or skills the employer wishes the intern will learn or work toward.	Activities & Outcomes A tangible, specific action plan directly related to these learning expectations.
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Still unsure how to create these?

Examples of professional development skills include but are not limited to:

critical thinking | time management | professionalism | leadership | teamwork |
written, professional communication | presentation skills | project management

How the above professional development skills are applied to your internship can create a learning objective or goal. For instance, an intern working on a project with three other interns to hand in a deliverable to leadership would be focusing on appropriate presentation development in terms of visual aid, workplace professionalism, collaborative skills in terms of group and project development. If your internship centers around this type of project, then a learning objective would be something like: Interns will be able to practice and develop professional presentation skills in terms of creating and presenting a visual aid, collaborative efforts within peer groups, and cross-functional teamwork.