

Learning Expectation, Activities and Outcomes

Internships differ from part time jobs and volunteer opportunities in the sense that they are focused on learning and providing feedback to the intern. All parties involved know that the intern is there to gather information, ask questions, perform a task and network – and this is the main concept to be supported. In order to help provide this sort of atmosphere, our course focuses on attaching learning objectives and goals to the duties and responsibilities of the student. This provides a sense of purpose and connection to the student that can be broadened to outside of the workplace!

One of the most integral components of creating a supportive and enhanced learning environment is to establish 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
2. **Activities & Learning Outcomes** – The activities or methods through which the student will demonstrate or prove 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	Activities & Outcomes
Goals, knowledge or skills the employer wishes the intern will learn or work toward.	A tangible, specific action plan directly related to these learning expectations.

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

Examples of acceptable learning objectives are:

- Interns will focus primarily on building relationships with the local community by directly meeting with the population and performing related research regarding said community.
- Interns will practice project management by having management/leadership over planning, coordinating, and day-of facilitating of the XYZ Big Event, our signature summer community-wide event.
- Interns will practice professional communication and critical thinking by preparing and delivering a SWOT analysis and presentation to offer thoughts and insight into a current system or program.