Learning Objectives for Internships

What are they? Learning objectives clearly describe what students are expected to learn or be able to do by the end of the Co-op or internship period, which is usually one academic term.

Why are they important?

- Provide direction for designing high impact internships
- Offer expectations of students’ progress and provide assessment point within various skillsets
- Guide instruction to students to facilitate better time management
- Offer reflection and evaluation talking points regarding performance expectations

What is expected?

Be specific in identifying what students will be able to learn or demonstrate. Design internships where students will be expected to: create, evaluate, analyze, apply, understand, and apply knowledge within various aspects of career readiness competencies and the discipline. At least 2 learning objectives should be established for each term.

Learning objectives = who + what + when + why

Examples:

- Intern will develop career & self-development skills by meeting weekly with supervisor to discuss career goals.
- Intern will apply communication skills by asking one thought-provoking questions during weekly staff meetings to exchange meaningful ideas.
- Intern will apply critical thinking skills interpreting data for 1 dataset weekly to include in team report.
- Intern will apply equity & inclusion skills by creating 1 intercultural activity during the fall term to enhance organizational culture.
- Intern will apply leadership skills by serving as a peer mentor during the last two weeks of the internship to onboard new interns.
- Intern will develop professionalism skills by meeting at least 75% of the goals agreed upon with supervisor to support departmental successes.
- Intern will collaborate with at least 1 peer to create a motivational flyer by the end of the term to demonstrate teamwork abilities.
- Intern will teach seasoned staff how to use 1 social medial platform by the end of October to demonstrate technology skills.
- Intern will be able to analyze the departmental budget by the end of the summer term to successfully complete their internship experience.

Sources:
