

# 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:

Levy, J. (2018, May 31) *A brief guide to creating learning outcomes*.

<https://www.learningoutcomesassessment.org/wp-content/uploads/2019/08/A-Brief-Guide-to-Creating-Learning-Outcomes--Presence.pdf>

What is Bloom's Taxonomy? (2023, November 11). *Bloom's Taxonomy*. <https://bloomstaxonomy.net/>