

# GUIDELINES FOR CREATING DIGITAL INTERNSHIP LEARNING OBJECTIVES

Learning objectives are statements that describe what information, skills, and behaviors students should be able to demonstrate after receiving training.

## **Writing clear internship objectives is important because:**

- Objectives define what you will have the students do.
- Objectives provide a link between expectations, learning and grading.

## **Purpose of Learning Objectives:**

- The objectives should help the student and the supervisors from your HEI and from the receiving organisations to 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.
- Each Learning Objective should involve new learning, expanded growth, or improvement on the job.

## **Guidelines for Writing Learning Objectives:**

- A minimum of two objectives are suggested. Try to limit the amount of Learning Objectives to no more than six.
- Each Learning Objective should be specific, measurable, and limited to a single definite result. A measurable Learning Objective is a statement that clearly and precisely describes what it is the intern will accomplish by performing a task(s).
- Specific learning objectives may be included in a digital internship.

### *Example:*

- Acquire hands-on experience and demonstrate skills of working in a virtual team.
- Explore and recognize the different information acquisition styles and preferred information handling strategies of virtual team members.
- Use the diverse working styles and traits of virtual team members to successfully collaborate in virtual environments.
- Explore effective general learning strategies and those applicable specifically to virtual learning environments.
- Carry out self-directed learning and learning in an online environment.
- Recognize how various learning approaches and strategies have direct workplace application.

## **Steps to Writing Learning Objectives**

1. Identify the noun, or thing you want students to learn.

*Example:* alternative text for images.

2. Identify the level of knowledge you want. In Bloom's Taxonomy, there are six levels of learning. It's important to choose the appropriate level of learning, because this directly influences the type of assessment you choose to measure your

students' learning.

**Example:** Apply alternative text for images.

3. Select a verb that is observable to describe the behavior at the appropriate level of learning using Bloom's Taxonomy.
4. Add additional criteria to indicate how or when the outcome will be observable to add context for the student. Example: Apply alternative text for images based on the context of the page.

An article that might be helpful for creating learning objectives: [Model for writing objectives](#)

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**Digital Internship Model**