Learning Outcomes

Work with your CWE instructor and your site supervisor to develop 3-5 learning outcomes. Your site supervisor will evaluate your performance on your learning outcomes at the end of the term.

A learning outcome is:
A “task-oriented goal” established with the help of your site supervisor and CWE instructor that will be accomplished during the term. Each outcome should be:

- Specific and clearly defined
- Relevant to your job
- Aimed at developing increased productivity and improving general work place skills
- Measurable in level of achievement, skill or ability

Examples of acceptable outcomes:
- Improve my speed and accuracy by 10% in processing applications for loans as evaluated by my supervisor.
- Increase sales volume by 15% over same quarter last year, as measured by sales manager.
- Read the Supervisor’s Manual and successfully pass, with 90% proficiency, a test administered by the manager.
- Obtain Novel Netware 4.11 CAN Certification by the end of the term.
- Learn to start, stop and adjust each machine to produce parts to print specifications. Each machine will be learned in a 4-week period.

Examples of unacceptable outcomes:
- Improve my attitude. (Not readily measurable)
- Become a better salesperson. (Unclear)
- Gain more knowledge on management. (Too broad)

Helpful words to start learning outcome statements:

- administer
- analyze
- appraise
- classify
- compile
- coordinate
- conduct
- create
- design
- develop
- explain
- implement
- initiate
- interpret
- investigate
- manage
- organize
- plan
- review
- research
- revise
- train
- utilize
- write