

HOWDY!

Student Learning through Employment:
What do students learn on the job?

#assessmentisfun

Student Learning

Learning Reconsidered defined learning as a “complex, holistic, multi-centric activity that occurs throughout and across the college experience” (p. 5).



Benefits of Working

- Student employment provides a context in which (students) acquire efficient organizational skills and normative work habits that benefit them after college. (Pascarella & Terenzini)
- Students are most successful in “seamless environments” where they can make connections between classroom and out of classroom experiences. (Kuh)



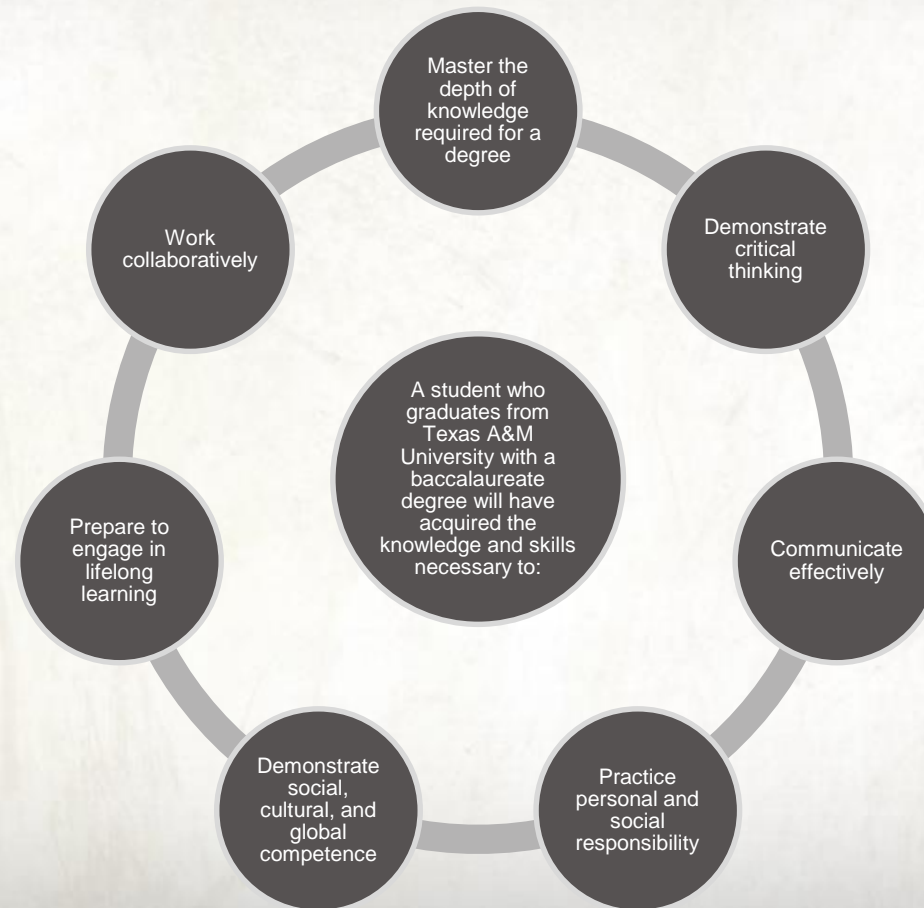
**What skills do student workers
in your department
learn from their employment?**



**How do you know
student workers have
learned those skills?**



University Learning Outcomes



Student Learning Outcomes

- An identified action that a student is expected to demonstrate in terms of knowledge, skills, and/or attitudes.
- May encompass cognitive skills, performance skills, and affective skills.



Student Learning Outcomes

- Should be:
 - Measureable and/or observable (within your control)
 - Meaningful (focus on important concepts)
 - Manageable (you don't have to measure everything all the time)
- Focus on the end result



Student Learning Outcome Example

Student workers, who have been employed at least one year in Student Life Studies, will demonstrate effective writing skills.



Why Document Student Learning

- Good for your student workers
- Best practice of being a supervisor
- To understand what students are (or are not) learning through their employment
- To share when recruiting new students
- To share with the division & institution
- To show your position contributes to TAMU's learning outcomes and QEP



Methods to Document Student Learning

- Rubrics
- Learning Contracts
- Reflective conversations/writing
- Observation with Documentation
- Testing
- Exit Interviews



Examples of Skills Learned

- Communication skills (verbal & written)
- Critical thinking/problem solving skills
- Empathize and connect with those different than them
- Conflict management skills
- Professionalism (time management)
- Specific job skills
- Connect learning from employment to academic or career pursuits



Examples of Measuring Learning

- Questionnaire
- Reflective discussion/Exit interviews
- Customer service survey
- Demonstration of skill/Testing
- Evaluations
- Focus groups
- Rubrics
- Case study (scored with a rubric)

Supervisor's Role

- Establish a relationship with your student workers
- Know what you want student workers to learn
- Be intentional in training and assessing
- Ask reflective questions
- Ask student workers what they learn from their employment
- Help student workers rewrite their resumes



Supervisor Resources

- Trainings and Workshops
 - Student Employment Office
<https://jobsforaggies.tamu.edu/training.aspx>
 - Employee & Organizational Development
<http://eodinfo.tamu.edu/about/eod/>
- Reflection Workshop by the Center for Teaching Excellence and Writing Center
<https://sites.google.com/site/ctereflectionhip/home>
- SLLO – Aggies RISE Website
<http://sllo.tamu.edu/AggiesRISE>



Texas A&M References

- Division of Student Affairs Strategic Plan:
<https://studentaffairs.tamu.edu/sites/studentaffairs.tamu.edu/files/Strategic%20Plan%202011-2015.pdf>
- High Impact Practices:
<http://us.tamu.edu/Students/High-Impact-Practices/High-Impact-Practices-Defined>
- Quality Enhancement Plan:
<http://provost.tamu.edu/initiatives/quality-enhancement-plan>
- Undergraduate Learning Outcomes:
<http://us.tamu.edu/Faculty-Administrators/Undergraduate-Learning-Outcomes>
- Aggies RISE Report:
<http://studentlifestudies.tamu.edu/sites/studentlifestudies.tamu.edu/files/results/full/178-full.pdf>



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Questions?

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