The Experiential Learning Conversation

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Agenda

• Overview of David Kolb’s Experiential Learning Cycle
• In the Field: An Experiential Program as a Model
• Group Activity
• Group Discussion
“In its simplest form, experiential learning means learning from experience or learning by doing. Experiential education first immerses learners in an experience, and then encourages reflection about the experience to develop new skills, new attitudes, or new ways of thinking”

Lewis & William(1994, p.5)
David Kolb defines experiential learning as:

"The process whereby knowledge is created through the transformation of experience."

Let's watch it!
A career exploration program where students visit an organization to learn about the range of careers in that organization and industry.

1. Mandatory Preparation Session
2. Site Visit & Employee Panel
3. Reflection Exercise
4. Next Steps
In the Field

9 In the Field tours with 6 unique organizations in less than 2 years

Approximately 300 students attended in two years with an average of 33 students per In the Field tour.

90% of the student participants indicated that participating in this tour provided them with greater career insights.

An average no-show rate of 10% as compared to the general average no-show rate of 50%.

70% of student participants indicated that the preparation session helped them.
Concrete Experience & In the Field

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<th>CONCRETE EXPERIENCE</th>
<th>IN THE FIELD COMPONENT</th>
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<td>Engaging in an activity or experience</td>
<td>The act of attending the tour, and being exposed to different careers and employees at the organization.</td>
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Reflective Observation & In the Field

Reflecting on the activity or experience following the tour helps students identify aspects they experienced.
### Abstract Conceptualization & In the Field

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<td>Gaining Knowledge or skills from the experience.</td>
<td>Reflection Questionnaire following the tour helps students identify aspects they <strong>learned</strong> and how they <strong>relate to themselves</strong>.</td>
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### Active Experimentation & In the Field

**ACTIVE EXPERIMENTATION**

Trying out and testing new skills and abilities

**IN THE FIELD COMPONENT**

“Next Steps” Discussion

Here students are informed about where and how they can test their new skills and abilities.
1. Divide into groups of 3 – 4.

2. Read the Scenario

3. In your groups, brainstorm ideas about a potential experiential learning program based on your scenario.

4. Identify which elements speak to concrete experience, reflective observation, abstract conceptualization, and active experimentation.
You are working for the Career Centre of X University. One of the strategic priorities is to expand experiential learning. You have been given the task of designing an experiential program at your institution. The experiential program is to be broad and accessible to students of all years and program areas (Arts, Business, Science and Social Sciences) and not only for one program.

CONCRETE EXPERIENCE

REFLECTIVE OBSERVATION

ABSTRACT CONCEPTUALIZATION

ACTIVE EXPERIMENTATION
Scenario 2

You are working for the Career Centre of Y University. Y University has a lot of services and opportunities for the Business students, but in a recent survey administered by the University, you have found out that students in the Social Sciences programs are consistently unsatisfied with the lack of opportunity to partake in experiential learning opportunities and career exploration prospects. You have now been given the task to design an experiential learning program specifically for the Social Sciences Program.
Discussion

• What was challenging about designing a broad program?

• What was challenging about a narrow program?

• What was the hardest component from Kolb’s Experiential learning Cycle to incorporate?
QUESTIONS?
TELL ME
AND I FORGET
TEACH ME
AND I MAY REMEMBER
INVOLVE ME
AND I LEARN

BENJAMIN FRANKLIN
Thank You!

More Questions?

Contact me at:

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