

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

So What is Experiential Learning?

“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's Experiential Learning Cycle

David Kolb defines experiential learning as:

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



[Let's watch it!](#)

In the Field

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

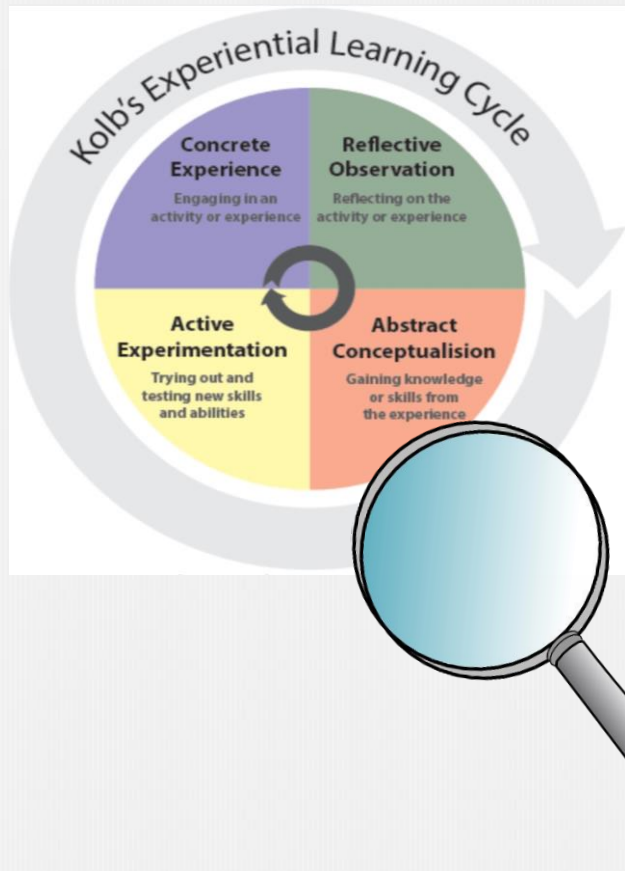
An average no-
show rate of
10% as
compared to the
general average
no-show rate of
50%

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

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

70% of student
participants
indicated that
the preparation
session helped
them

Concrete Experience & In the Field



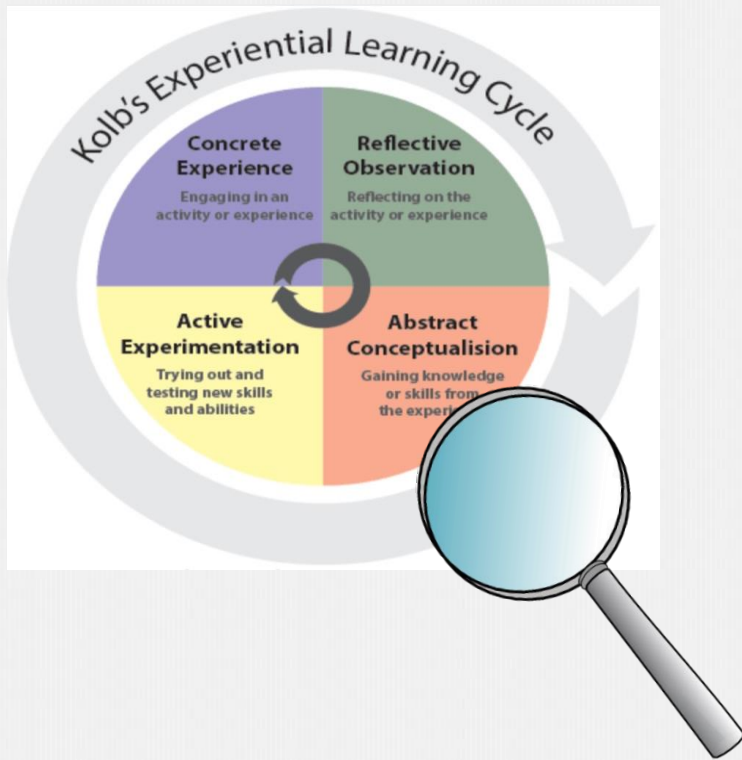
CONCRETE EXPERIENCE

Engaging in an activity or experience

IN THE FIELD COMPONENT

The act of attending the tour, and being exposed to different careers and employees at the organization.

Reflective Observation & In the Field



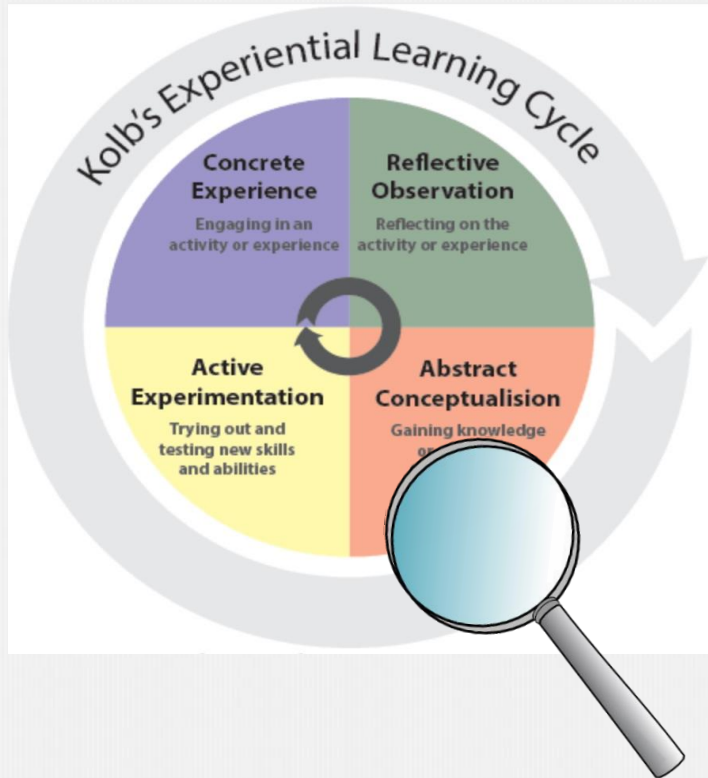
REFLECTIVE OBSERVATION

Reflecting on the
activity or
experience

IN THE FIELD COMPONENT

Reflection
Questionnaire
following the tour
helps students
identify aspects
they **experienced**.

Abstract Conceptualization & In the Field



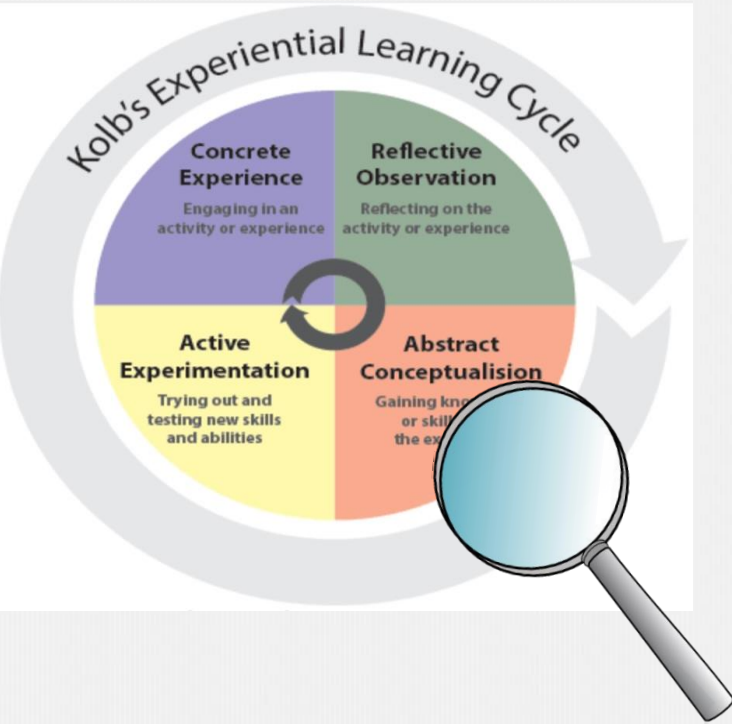
ABSTRACT CONCEPTUALIZATION

Gaining Knowledge or skills from the experience.

IN THE FIELD COMPONENT

Reflection
Questionnaire following the tour helps students identify aspects they **learned** and how they **relate to themselves**.

Active Experimentation & In the Field



ACTIVE EXPERIMENTATION

Trying out and testing new skills and abilities

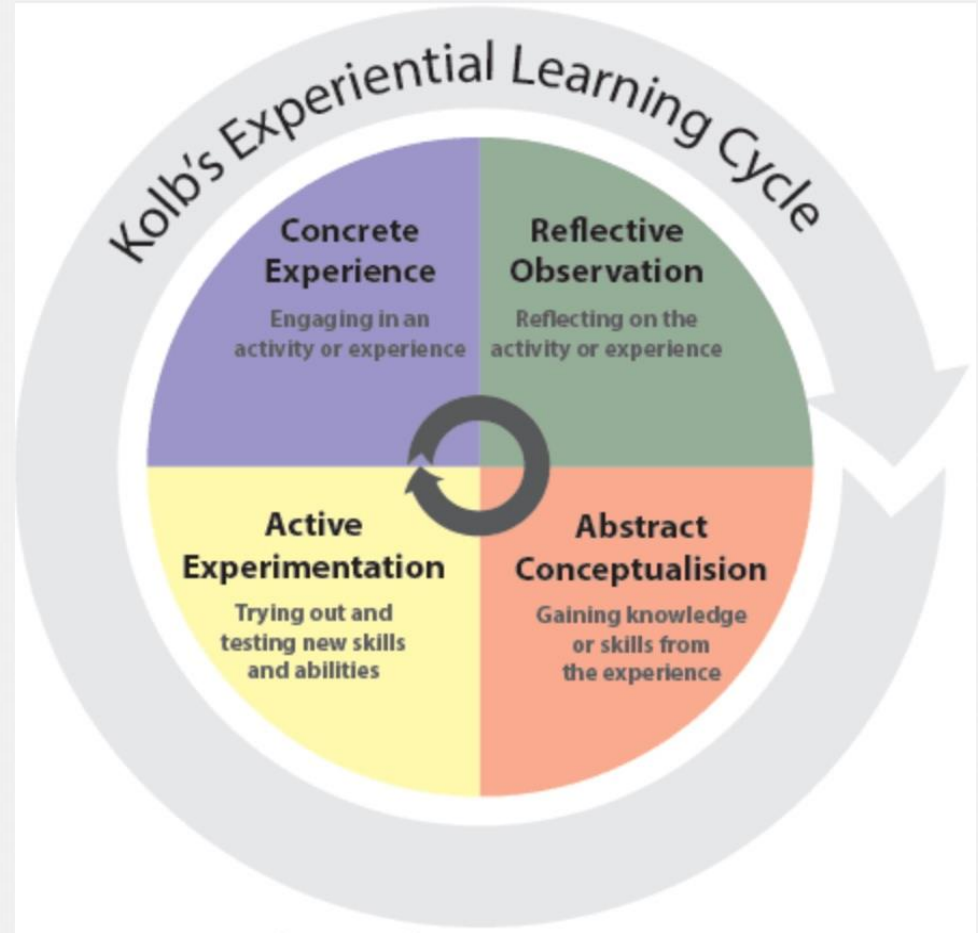
IN THE FIELD COMPONENT

“Next Steps” Discussion

Here students are informed about where and how they can test their new skills and abilities.

Group Activity

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**.



Scenario 1

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.

**CONCRETE
EXPERIENCE**

**REFLECTIVE
OBSERVATION**

**ABSTRACT
CONCEPTUALIZATION**

**ACTIVE
EXPERIMENTATION**

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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References

Cantor, J.A. (1995). *Experiential Learning in Higher Education*. Washington, D.C.: ASHEERIC Higher Education Report No. 7.

Kolb, D. A. (1984). *Experiential learning: Experience as the source of learning and development* (Vol. 1). Englewood Cliffs, NJ: Prentice-Hall.

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