

Faculty of Liberal Arts & Professional Studies



Experiential Education and Knowledge Transfer

Bringing your textbooks to life.....





Experiential Education (EE) is a form of engaged learning that blends theory and coursework with practical, hands on experience.

Upper year students apply key course concepts to a wide variety of case studies and projects involving both profit and not-for-profit organizations.

[Let's check out EE in action...](#)

Quick Facts



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- ✓ Over 3 years, approx. 5000 students in numerous courses have undertaken EE activities with over 350 organizations.
- ✓ EE has been offered across Sociology, Human Resources, Marketing, Social Work, Public Policy, Political Science, Economics, I.T., Women's Studies, Accounting...
- ✓ Students partner with for profit and non-for-profit organizations on collaborative projects for course credit

Sample Partners Profit & Non-Profit



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Exemplar: ARXX Building Products Human Resources



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Senior HR student team

- Developed a strategic compensation system for implementation across the sales division which focused on pay for performance

Actions:

- Examined ARXX's former compensation system to identify potential barriers which indirectly limit employee performance.
- Linked intrinsic motivation factors to compensation strategy in order to promote high performance behaviors to increase sales revenue.

Results:

- Received excellent response from the Corporate HR Manager and the professor; ARXX implementing suggestions from the team.

ARXX™

[Providing green building envelope solutions](#)

Exemplar Grassroots ITEC



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Information Technology Team

- Grassroots Environmental Products pioneered to bring sustainable, low impact products to the marketplace. They have two locations and an online store.

Task

- Students applied contemporary systems design and user analysis to help Grassroots remain competitive with current online shopping businesses and secure online payment platforms.

Result

- Developed a prototype of a new website demonstrating an optimized GUI - Grassroots moved towards an "open brand" approach. Several of the students were hired as paid interns due to their superb work.

Pioneer in environmental products

Exemplar: Family Services Association of Toronto (FST) - Sociology



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Numerous small teams collaborated on a # of FSAT live problem sets in a 2nd year sociological research methods class:

Waiting Lists

Student teams worked with The FSAT to learn more about what other organizations have done to address the gap between the need for service and the supply of service.

Community Parenting and Outreach Education Initiative

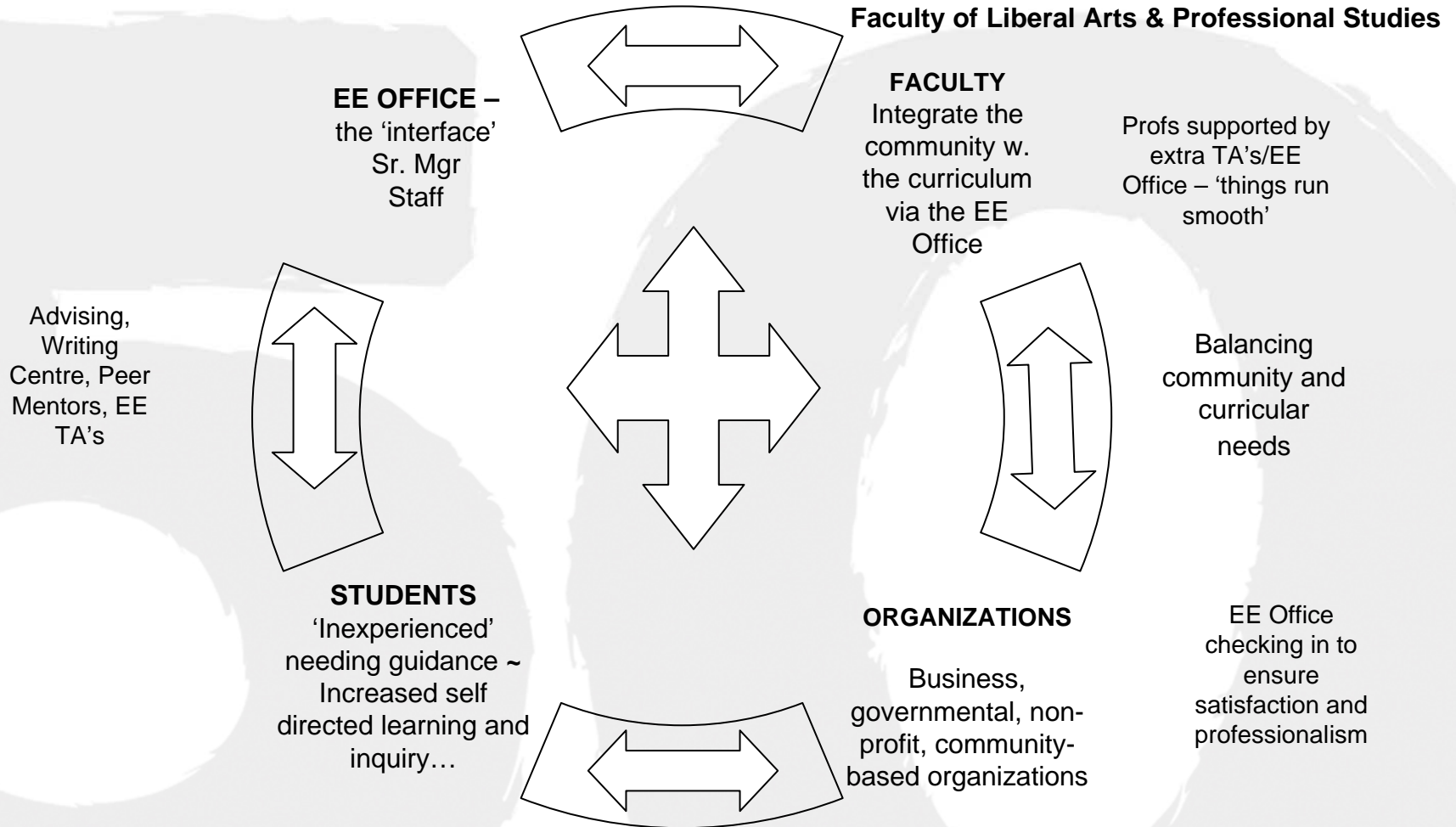
Reaching out to parents in high need areas, and building community capacity - student research groups prepared a literature review

FSAT visited the classroom to discuss these ‘problem sets’ and provided formative feedback throughout: towards semester end, they returned to hear teams present their findings

[Serving families for over 90 years](#)



Core EE Partnerships and Relationships



(initial source: *Engaging Communities and Campuses*, The Council of Independent Colleges, 2004)

Benefits of EE



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- It's an opportunity to put theory into practice and gain real world experience.
- Enhances employability and confidence with employers.
- Enables interaction with professionals in student's field/community across a diverse array of organizations.
- Strengthens team work, leadership, and critical thinking abilities.
- Faculty report students' learning is increased with an EE component versus a traditional course

The downside... ☹️



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- EE not integrated across the curriculum
- Courses come and go/confusing for community partners who do not operate on a semester system
- Few formal rewards or ‘carrots’ to induce faculty to utilize EE; can be seen as extra work with no benefits
- Not enough tracking of outcomes and impacts for participants; ‘what is going on here and why?’

Questions?



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Thanks for your time!