

# Learning Objectives versus Learning Outcomes

*This handout is for instructors who want to understand more about course-level learning objectives and learning outcomes.*

## Learning Objectives

are often written from a **teacher's perspective** and typically are written in terms of their teaching intentions and indicate what content they intend to achieve through instruction, curricula, programs or activities: Objectives are focused on specific types of performances that students are expected to demonstrate.

### For example

- This course will use videos and guest speakers to cover the historical events that happened in manufacturing between 1910 and 1950 in Canada.
- This course will present various human resource challenges and explore implications for business decisions.

## Learning Outcomes

are statements about **anticipated achievements from students**. They are more student-centered and describe what the learner should learn. Learning outcomes are what is hoped for students to learn along their journey and are often precise, specific, and measurable.

### For example

- By the end of this course, students will explain the core historical Canadian events in manufacturing that happened between 1910 and 1950 through creation of a poster presentation
- By the end of this course, students will describe the four human resource challenges and the associated implications for business decisions through a case analysis of a northern BC town

## Check out this 5-minute video on Goals, Objectives and Outcomes -

[https://www.youtube.com/watch?v=g\\_Xm5IijYKQ&t=2s](https://www.youtube.com/watch?v=g_Xm5IijYKQ&t=2s)