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A large body of peer-reviewed research and controlled study documents the impact of experiential learning activities on student success. To help university leaders diagnose needs and enact change on campus, we have distilled over 50 relevant articles and publications into the chart below. We also document the impact of experiential learning on institutional factors such as cost and buy-in, based on our research and analysis of expert interviews and case studies. Use this tool to lead discussions with committees and taskforces on campus to match programs to your needs and resources.

| Student Impact | First-Year Career Course | Service-Learning | Study Abroad | Internship/ Co-Op |
|--|---|---|--|--|
| Persistence and Completion |  |  |  |  |
| GPA and Course Performance |  |  |  |  ² |
| Academic Learning Outcomes |  |  |  |  |
| Broad Professional Competencies |  |  |  |  |
| Underrepresented Student ¹ Access |  |  |  |  |
| Employer Demand |  |  |  |  |

| Institutional Factors | First-Year Career Course | Service-Learning | Study Abroad | Internship/ Co-Op |
|-----------------------|---|---|--|---|
| Cost |  |  |  |  |
| Faculty Buy-In Needed |  |  |  |  |
| Scalability |  |  |  |  |
| Student Interest |  |  |  |  |

1) Underrepresented students (includes racial/ethnic minority students, low-income students, first-generation college students).

2) For on-campus work between 10-20 hours per week.

Source: EAB research and analysis.

Experiential Learning Impact Bibliography

Essential Literature for Understanding Career Integration Outcomes

Career Decidedness and Persistence

Research on first-year students finds that students who set long-term career goals (career decidedness) are more likely to persist in college, whereas uncertainty about majors and careers is often a factor in attrition.

- Choy SP, "Access & Persistence: Findings from 10 Years of Longitudinal Research on Students," ERIC Clearinghouse on Higher Education Digest Series, 2002.
- Cuseo J, "'Decided,' 'Undecided,' and 'In Transition': Implications for Academic Advisement, Career Counseling, & Student Retention," in Feldman RS (ed.), *Improving the First Year of College: Research and Practice*, Mahwah, NJ: Erlbaum, 2005.
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- Lounsbury JW, et al., "An Investigation of Personality Traits in Relation to Intention to Withdraw from College," *Journal of College Student Development*, 45, no. 5 (2004): 517-534.

Employer Demand

When surveyed, recruiters looking to hire college graduates indicate that they place high importance on internships or other work experience during college. Service experience was less important to employers, suggesting that universities interested in building out service opportunities will want to assist students in demonstrating the skill development involved to employers.

- Korach S, "What Employers Really Look for in Recent College Graduates," USA Today, July 22, 2015, <http://college.usatoday.com/2015/07/22/hiring-recent-college-graduates/>.
- Pascarella ET, Terenzini PT, *How College Affects Students*, San Francisco: Jossey-Bass, 2005, 535-545.

Experiential Learning Impact Bibliography (cont.)

Essential Literature for Understanding Career Integration Outcomes

First-Year Career Course

Career courses, which are often (part of) one-credit first-year experience courses and taught in part by career services professionals lead to increased first-year retention and clearer long-term career goals, which in turn promotes persistence.

- Becker-Jamison W, LaBenne W, "Career Development as a Retention Tool: Early Intervention for Incoming Deciding Freshmen," National Career Development Association, November 1, 2007, http://www.ncda.org/aws/NCDA/pt/sd/news_article/5414/self/layout_ccmsearch/true.
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- McClair VL, "Career Counseling and Career Courses: Process, Impact, and Outcomes," PhD dissertation, University of Illinois at Urbana-Champaign, 2010.
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Service-Learning

Perhaps the most well-studied of all forms of college experiential learning, service-learning improves student learning outcomes, career decidedness, test scores, and retention, with mixed results regarding overall student GPA after completing a course. Furthermore, service-learning is highly successful in engaging and supporting underrepresented student populations.

- Astin AW, Sax LJ, "How Undergraduates Are Affected by Service Participation," *Higher Education*, 39, no. 3 (1998): 251-263.
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- Boss JA, "The Effect of Community Service Work on the Moral Development of College Ethics Students," *Journal of Moral Education*, 23, no. 2 (1994): 183-190.
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Experiential Learning Impact Bibliography (cont.)

Essential Literature for Understanding Career Integration Outcomes

Service-Learning (cont.)

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- Finley A, "Civic Learning and Democratic Engagements: A Review of the Literature on Civic Engagement in Post-Secondary Education," Paper prepared for the United States Department of Education (2011), <http://www.uwec.edu/Usenate/SenateCommittees/APC/1213/121030LiteratureReviewCivicEngagement.pdf>.
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Experiential Learning Impact Bibliography (cont.)

Essential Literature for Understanding Career Integration Outcomes

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Study Abroad

Though expanding opportunities for study abroad represents a high financial and regulatory burden for many institutions, particularly those who seek to increase access for lower-income students, students who participate in study abroad programs show improved GPA and learning outcomes even after accounting for past academic performance.

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Experiential Learning Impact Bibliography (cont.)

Essential Literature for Understanding Career Integration Outcomes

Internships, Co-Op, and Student Employment

Working during college, including internships and co-op programs, has a significant impact on students' likelihood of being hired out of college. Moreover, students who work during college, especially in skilled jobs, show improved outcomes around broad professional skills and GPA, as long as work schedules interfere minimally with course schedules. For students who are both working and attending classes concurrently in a term, working more than 15-20 hours per week caused decreased engagement and GPA.

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