HUMBER LEARNING OUTCOMES

HUMBER

The Humber Learning Outcomes (HLOs)

Humber is uniquely situated along the Humber River Watershed. Much like the river itself, our students and graduates act as connectors within a complex ecosystem of individuals and communities, locally and globally.

Shaped by a diversity of perspectives, Humber graduates begin their journey to take on real-world challenges and contribute to society as career-ready citizens.

Future-focused learning empowers graduates to become leaders who provide equitable and sustainable solutions that improve the complex ecosystems of today's globalized societies.

The skills and mindsets that allow our graduates to succeed make up the **Humber Learning Outcomes**. These HLOs transform learning experiences by preparing our graduates to navigate the world with intention.

Collectively, our actions ripple outward to lead positive change.

Why An HLO Framework?

The disrupted nature of work is putting increased pressure on the knowledge and skillsets needed for success in the workplace.

Humber is addressing these challenges by reimagining our future. Supported by an ambitious learning outcomes framework that highlights key mindsets and skills, the Humber experience engages students in deep learning and empowers them to think critically, make bold choices and become career-ready citizens.

The Humber Learning Outcomes framework is part of Humber's 2018-2023 Strategic Plan. In support of our strategic mission, the Humber community aims to represent our unique polytechnic identity through the development of global citizens who embody the knowledge and skills to lead and innovate.

Pillar 1: Career-Ready Citizens

Being a career-ready citizen means having the knowledge and skills to succeed in the ever-evolving workplace.

Strategic Priority 1: Transform education by creating opportunities for all students to participate in meaningful experiential learning, with a focus on work-integrated learning and applied research.

Supporting Action: Integrate core 21st century global citizenship and employability skills into all program curricula.

Our collective responsibility is to uphold our core values — courage, innovation, equity, health & well-being, and sustainability — while ensuring that all graduates possess the core competencies essential for success in the workforce and in life.

HLO Framework

KEY MINDSETS
- Equity, Diversity & Inclusion
- Sustainability
- Systems Thinking

META-SKILL
- Critical Thinking

SKILLS IN ACTION
- Collaboration
- Communication
- Digital Fluency
- Innovation
- Leadership
- Professionalism
- Strategic Problem-Solving

HLO KEY MINDSETS

Mindsets are worldviews that are crucial to the well-being and prosperity of individuals and communities. As values, they inform how we approach challenging situations and interact with others. At Humber, we nurture three KEY MINDSETS that unite the Humber community and guide the behaviour and actions of Humber graduates in work and life.

EQUITY, DIVERSITY & INCLUSION

An equity, diversity & inclusion mindset enables us to create a fair, just and inclusive world. As equity-minded individuals, Humber graduates have a deep understanding of and respect for human diversity, intersectional identities and cultural complexity. They act with empathy, compassion and humility to remove barriers for equity-deserving groups and create equal opportunity for all individuals and communities.

At Humber, equity-deserving groups refers to communities who were historically and who are currently underserved and underrepresented. These groups include women, Indigenous peoples, persons with disabilities, racialized persons, persons from diverse gender identities and persons who identify as LGBTQ+.

EQUITY, DIVERSITY & INCLUSION IS

- anti-racism
- anti-oppression
- empathy, compassion & humility
- equal opportunity
- global citizenship
- intersectionality
- sustainability
- systems thinking

SUSTAINABILITY

A sustainability mindset enables us to think and act with collective futures in mind. As sustainability-minded individuals, Humber graduates lead by example. They promote equitable and sustainable practices in their professional and personal lives. They act responsibly in environmental, economic and social ways that protect our planet and contribute positively to the well-being of our communities.

SUSTAINABILITY IS

- anticipatory & futures thinking
- equity, diversity & inclusion
- flexibility & adaptability
- social justice, civic responsibility and environmental ethics
- strategic action
- systems thinking

SYSTEMS THINKING

A systems thinking mindset enables us to effect real change by harnessing the interconnectedness of all things. As systems thinkers, Humber graduates approach situations by knowing the limits of their own knowledge and engaging multiple perspectives. They ask "what if?" They are curious, compassionate and courageous thinkers who actively break down silos and promote holistic problem finding.

SYSTEMS THINKING IS

- courage
- equity, diversity & inclusion
- holistic problem finding
- interconnectedness
- multiple perspectives
- recognition of limits of knowledge
- sustainability

HLO META-SKILL

A META-SKILL is a higher-order skill that activates other skills and enables us to acquire new skills effectively. At Humber, this meta-skill ensures our career-ready graduates are perceptive and competent.

CRITICAL THINKING

As critical thinkers, Humber graduates are aware of their thinking process and apply this process to behaviour and action. They approach issues with an open mind, reflecting on all perspectives and systems of thought. They assess and analyze all relevant information, and accurately and comprehensively represent key issues. They communicate and collaborate effectively with others to achieve well-reasoned conclusions and evidence-based recommendations.

CRITICAL THINKING IS

- analysis
- awareness of self and others
- evaluation
- inquiry
- mathematical reasoning
- well-reasoned conclusions

HLO SKILLS IN ACTION

Skills are the practical tools we need for learning, work and life. Shaped by key mindsets and driven by critical thinking, Humber's SKILLS IN ACTION ensure graduates have the tools to be career-ready citizens.

COLLABORATION

Collaboration skills enable individuals to work with others effectively to achieve a common goal.

COLLABORATION IS

· active listening
· conflict resolution
· emotional intelligence
· goal-setting
· individual accountability
· self-regulation

Key words:
assist, awareness, compassion, contribution, coordination, diplomacy, feedback receptiveness, flexibility, judgement, negotiation, open-mindedness, participation, positivity, relationship management, respect, responsibility, self-reflection, teamwork

COMMUNICATION

Communication skills enable individuals to convey information effectively.

COMMUNICATION IS

· clarity & conciseness
· credibility & integrity
· purpose & audience
· strategic networking
· tone & medium

Key words:
active listening, articulate, confidence, convince, correspond, diplomacy, discuss, express, inform, listen, non-verbal empathy, open-mindedness, personal profile development, persuade, read, respect, self-reflection, share, tact, write

DIGITAL FLUENCY

Digital fluency skills enable individuals to use and adapt to digital tools, manage information, conduct research, and create and communicate effectively and ethically in digital spaces.

DIGITAL FLUENCY IS

- data analytics
- ethics & security
- information management
- multi-platform competency
- new media literacy
- online professionalism

Key words:
access, assessment, critique and evaluate information, copyright law and licensing, cultural contexts, digital technologies, design, professional reputation management, responsibility, recognizing purpose, responsible information sharing, security and safety, self-regulation, social media literacy

INNOVATION

Innovation skills enable individuals to think creatively and critically to generate new and unconventional ideas.

INNOVATION IS

- curiosity
- design thinking
- entrepreneurialism
- targeted creativity
- vision

Key words:
creativity, comfort with ambiguity, connecting the dots, curiosity, divergent thinking, generative, improvisation, incubation, intuition, inventive lateral thinking, navigating the grey, predictive thinking, rigor

LEADERSHIP

Leadership skills enable individuals to inspire, motivate and empower others to achieve positive, common goals.

LEADERSHIP IS

- coaching & mentoring
- empowerment of others
- mentoring
- being a positive influencer
- role-modelling
- vision
- working in diversity

Key words:

awareness, change-maker, collaboration, commitment, communication, conviction, cooperation, courage, delegation, diplomacy, empathy, ethics, facilitation, fearless agility, feedback, honesty, humility, initiative, integrity, motivation, passion, perseverance, persuasion, positivity, prioritization, reducing ambiguity, reliability, resolving problems, responsibility, self-reflection, trustworthinessy

PROFESSIONALISM

Professionalism enables an individual to exhibit behaviour and actions that enhance personal reputation and contribute positively to success in the workplace.

PROFESSIONALISM IS

- accountability
- adaptability
- confidence
- ethics & responsibility
- field/industry readiness
- resilience
- resourcefulness

Key words:

communication, continuous learning, emotional intelligence, enthusiasm and engagement, flexibility, honesty, humility, initiative, integrity, leadership, organization, passion, perceptiveness, persistence, positivity, prioritization, respect, self-reflexivity, self-regulation, time management, trustworthiness

STRATEGIC PROBLEM-SOLVING

Strategic problem-solving skills enable an individual to predict and define a problem, and to determine the best approach to achieving a solution.

STRATEGIC PROBLEM-SOLVING IS

- applying knowledge, skills and prior experience
- critical judgement
- context awareness
- effective decision-making
- evaluation of merits of solutions
- pre-emptive evaluation

Key words:
analysis, application, assess, decision making, develop, evaluation, idea generation, identify, initiative, iteration, judgement, lateral thinking, making connections, methodology, open-mindedness, patterns, planning, process, risk management, self-directed, transformative thinking, trends