

Examples of learning objectives

<i>Original LO</i>	<i>SMART LO</i>	<i>Explanation</i>
During the course of the activity, participants will simulate the financial implications of social protection programs through a tailor-made software application	<p>By the end of this training, participants will be able to:</p> <ul style="list-style-type: none"> ● Explain different financial implications of social protection programs 	Learner centred vs. activity centred
The objective of the activity is to introduce participants to the basic principles of project management for development	<p>By the end of this training, participants will be able to:</p> <ul style="list-style-type: none"> ● Describe the basic project management principles ● Apply the basic project management principles to development projects 	Learner centred vs. activity centred
The immediate objective of the course is to provide training for a union staff member who can act as a focal point for information technology, understand new trends in technology and organize the development of a World Wide Web site.	<p>By the end of this training, participants will be able to:</p> <ul style="list-style-type: none"> ● Describe the new trends in technology ● Develop a website 	Learner centred vs. activity centred Specific and measurable
The objective of the activity is to expose participants to the importance and complementarity of the respective needs and roles of social partners at each stage of the policy cycle	<p>By the end of this activity, participants will be able to:</p> <ul style="list-style-type: none"> ● Define the various needs and roles of social partners at each stage of the policy cycle and explain their complementarity 	Active vs. passive Specific and measurable: Linked to assessment
By the end of this activity, participants will be able to competently design and operate project financial management systems and execute corresponding payments/ disbursements in accordance with sound professional standards and the harmonized requirements of donors and their respective governments.	<p>By the end of this activity, participants will be able to:</p> <ul style="list-style-type: none"> ● Design appropriate financial management systems for development projects ● Implement financial systems in development projects ● Apply payment/disbursement procedures in accordance with sound professional standards and the harmonised requirements of donors and their respective governments. 	Separate the objectives and use one action verb per objective
By the end of this activity, participants will be able to foster	By the end of this activity, participants will be able to:	Attainable, appropriately

communication between the different parties involved.

- Organize a discussion forum on topic x, facilitating discussions between representatives from the various parties.

limited in scope and within the participant's control and influence.

By the end of this activity, participants will be able to:

By the end of this activity, participants will be able to promote and facilitate gender mainstreaming in their context.

- Develop documents that define, explain, and provide examples of gender mainstreaming in order to assist organizations who are considering or have already started integrating gender mainstreaming in their activities.

Relevant: Measures outputs or results (not activities)
Includes products, accomplishments

By the end of this activity, participants will know and understand the provisions of major international labour standards.

By the end of this activity, participants will be able to:

- Interpret the provisions of major international labour standards.
- Apply the international labour standards practically in their day-to-day activities to protect and promote fundamental principles and rights at work.

Active vs. passive

Specific (avoiding verbs like "know" and "understand")

By the end of this activity participants will have acquired an overview of main institutions, policies, processes, resources and networks relevant to mainstreaming child labour concerns.

By the end of this activity, participants will be able to:

- Identify key child labour issues in the concerned country, region and/or area of work.

Active vs. passive

Measurable: linked to assessment