

Adult Learning Principles



Module Objective

- **At the end of this module, you will be able to determine the target audience requirements based on adult learning principles.**

Adult Learner Characteristics

- **Motivations and readiness**
- **Previous learning**
- **Active learning**

Adult Learners: Motivations and Readiness

- **Adults learn more when training:**
 - **Relates to a personal need or benefit**
 - **Explains the reason why**
 - **Focuses on job-related or practical situations**
 - **Helps them succeed**



Adult Learners: Previous Learning

- **Adults learn by**
 - **Associating new learning to past experiences to create their own understanding**
 - **Recognizing the need to change previous assumptions, procedures, or techniques**



Source: DS/T/ATA

Adult Learners: Active Learning

- Adults learn and remember more when the training is active rather than passive



Active



Passive

Adult Learning Principles Activity

Refer To:

Workbook 2.1



- **Purpose: to describe adult learning principles**
 - **Duration 45 minutes (15-preparation; 30-presentation and debrief)**
 - **Group: Small group**
 - **Debrief: Large group discussion**

Multiple Learning Channels



Formula for Learning



TeachBack



- **Explain multiple learning channels**

Analyze Your Audience (1 of 2)

- **Who needs to receive training?**
- **What are their current skill and knowledge levels?**

Analyze Your Audience (2 of 2)

- **What are their preferred learning channels?**
- **What is their motivation level?**

Target Audience Analysis Activity

Refer To:

Workbook 2.2



- **Purpose: to determine the target audience who will attend the training course**
 - **Duration 25 minutes (15-preparation; 10-discussions)**
 - **Group: Individual**
 - **Debrief: Large group discussion**

Module Summary

- **Adult learning principles**
- **Multiple learning channels**
- **Target audience analysis**