

Adult Learning



Instruction Seminar

Adult Learning

Video Lesson Objectives:

By the end of this video each student should be able to...

1. Differentiate between education and training.
2. Define andragogy and pedagogy.
3. Identify Malcolm Knowles' five core adult learning principles.
4. Explain why each adult learning principal should be important to the instructor.
5. Define learning styles and the V-A-K model.
6. Explain why each component of the V-A-K model should be an important consideration to the instructor before delivering a training presentation.
7. Define competency-based training.
8. Explain why competency-based training is important to the instructor.

Route

- Education vs. Training
- Andragogy vs. Pedagogy
- Adult Learning Principals (5)
- Learning Styles
- Competency-Based Training

Education vs. Training

Education:

The art or process of imparting or acquiring general knowledge, developing the powers of reasoning and judgment, and generally preparing oneself or others intellectually for mature life.

Education vs. Training

Training:

The acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relates to specific useful competencies.

Andragogy vs. Pedagogy

Pedagogy:

The art of teaching children.



Andragogy:

The art of teaching adults.



Pedagogy Learning Theory

Based on Previous School Experiences:

- Teacher Dependent
- Age/Curriculum Based
- Does not rely on learner's experience
- Uses system of punishment/reward
- Lecture/Notes

Andragogy Learning Theory

Malcolm Knowles' 5 Principles:

- Self-Concept
- Prior Experience
- Readiness to Learn
- Orientation to Learning
- Motivation

Learning Styles

You decided to:

- read the manual 
- call your "tech" friend 
- Try to figure it out on your own 

Learning Styles

Kinesthetic Assimilators

Sequential SENSING

AUDITORY **Visual**

Reflective Intuitive

Convergers

Competency-Based Training

- Focus is on the job!
 - Skills required of the Position
 - Knowledge required of the position
 - Attitudes required of the position

Conclusion

- Education vs. Training
- Andragogy vs. Pedagogy
- Adult Learning Principals (5)
- Learning Styles
- Competency-Based Training

Conclusion

Video Lesson Objectives:

You should now be able to...

1. Differentiate between education and training.
2. Define andragogy and pedagogy.
3. Identify Malcolm Knowles' five core adult learning principles.
4. Explain why each adult learning principle should be important to the instructor.
5. Define learning styles and the V-A-K model.
6. Explain why each component of the V-A-K model should be an important consideration to the instructor before delivering a training presentation.
7. Define competency-based training.
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Adult Learning

According to David L. Mackaye, director of the Department of Adult Education, San Jose, California, public schools,

"A person is a good educator among adults when he has a definite conviction about life and when he can present intelligent arguments on behalf of it; but primarily he does not qualify as an adult educator at all until he can exist in a group that collectively disputes, denies, or ridicules his conviction, and continues to adore him because he rejoices in them. That is tolerance, and exemplification of Proudhon's conviction that to respect a man is a higher intellectual feat than to love him as one's self....there is positive evidence that no adult education system will ever make a success of collegiate methods of instruction to adults in the cultural fields. Something new in the way of content and method must be produced as soon as possible for adult education, and probably it will have to grow up in the field. No teacher-training-college hen can lay an adult education egg."

Journal of Adult Education, III, 3, June 1931, pp. 293-294
