

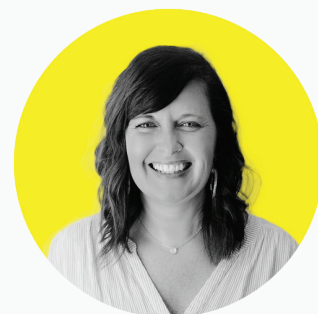


Tuesdays *With* Essential Education

9 Instructional Needs of Adult Learners

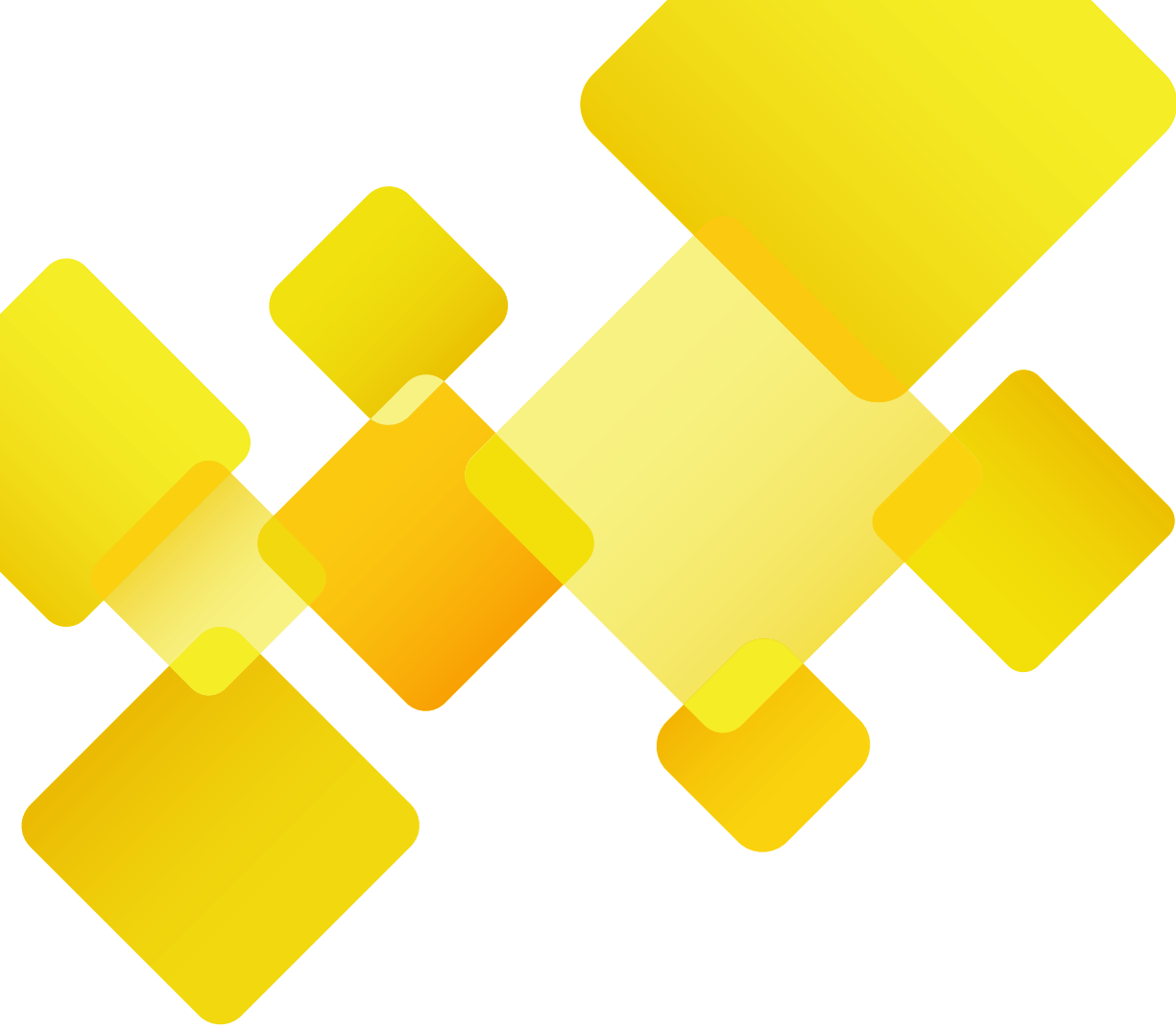


Dan Griffith
President, Educator Division



Jen Denton
Student Success Manager





A BIT OF BACKGROUND...





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Andragogy: the art and science of teaching adults, as opposed to pedagogy, or the art and science of teaching children.





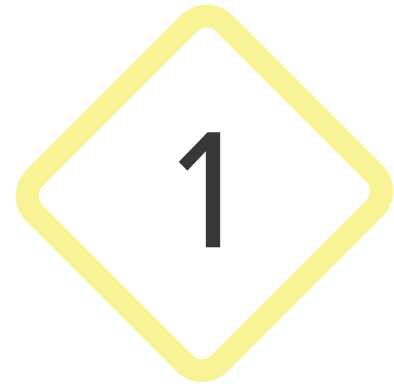
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Malcolm Knowles' theory of andragogy attempts to develop an approach specifically for adult learning.



4 PRINCIPLES:



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1

Adults need to know why they need to learn something.

2

3

4



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Adults learn best when the topic is of immediate value.

Critics point out that these principles do not apply to all groups of adult learners and vary based on several factors, including experience, background, and culture.





9

INSTRUCTIONAL NEEDS OF ADULT LEARNERS





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- Life-Based Learning





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- Value-Based Learning





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- Learning that Supports Independence





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- Flexible Instruction
- Well-Timed Instruction





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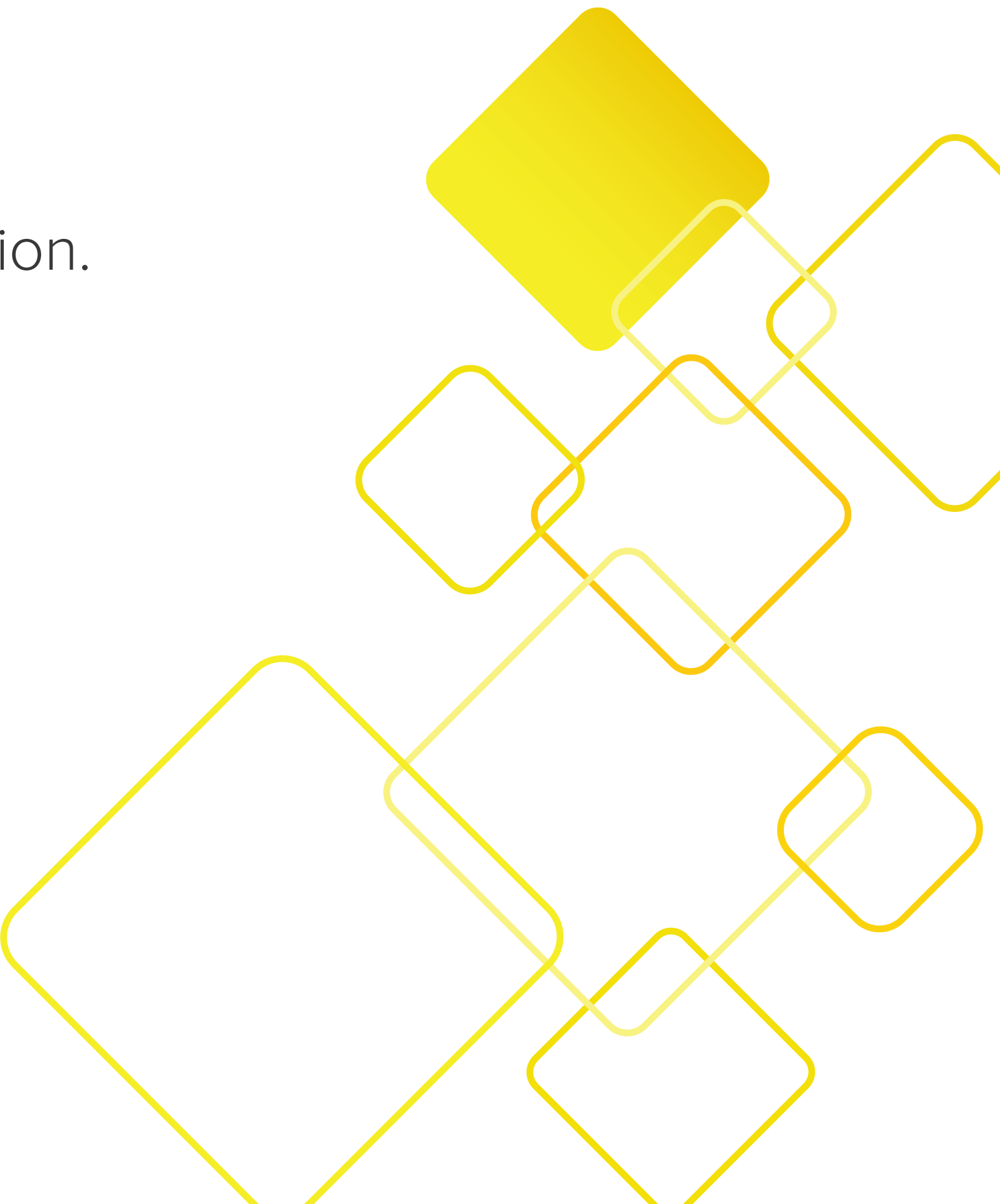
- Life-Based Learning
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- Goal-Based Learning
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- Learning that Supports Communication
- Flexible Instruction
- Well-Timed Instruction
- Diversified Instruction





LIFE-BASED LEARNING

Life experiences add power to instruction.
Content shifts from theory to reality.

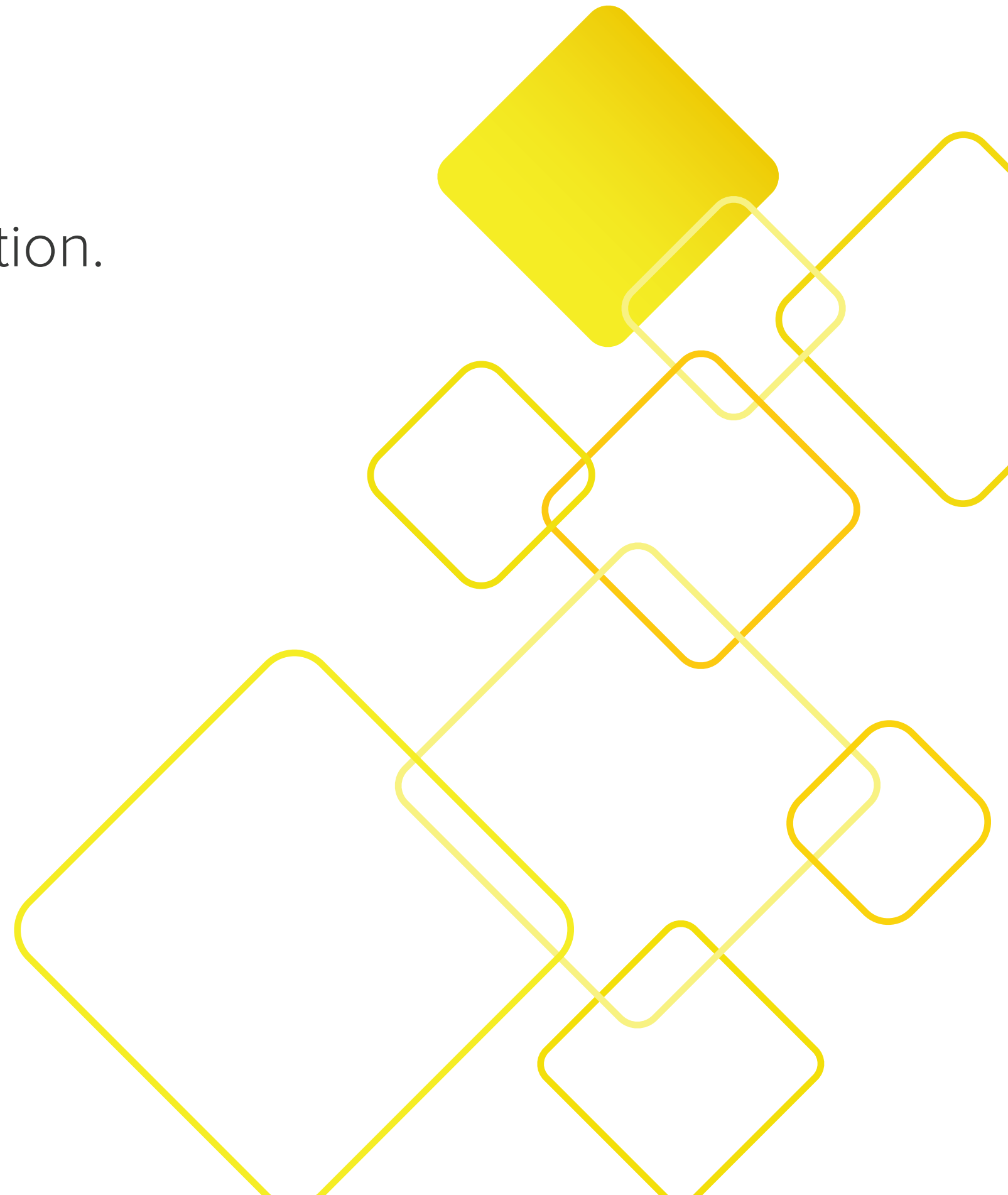




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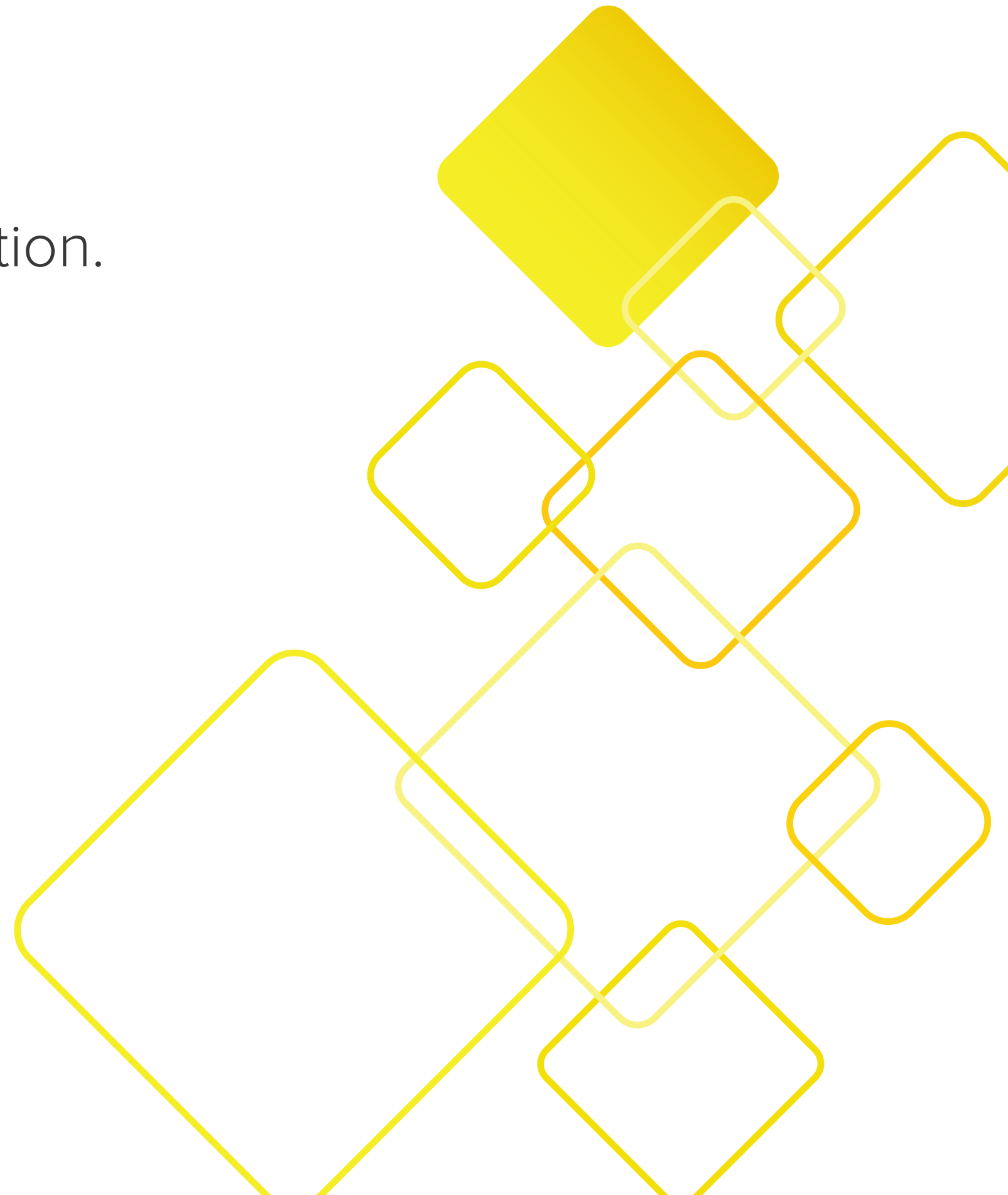




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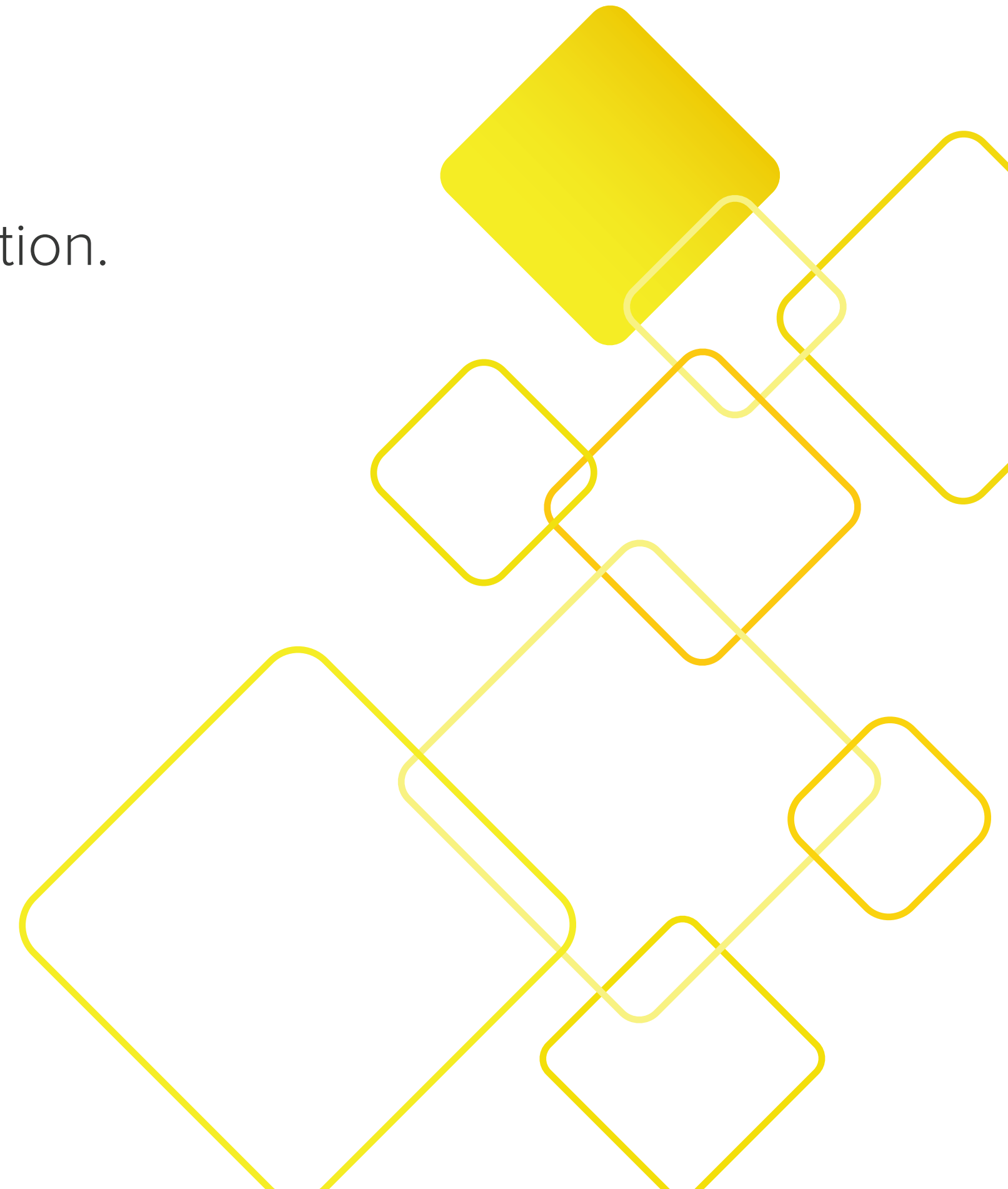




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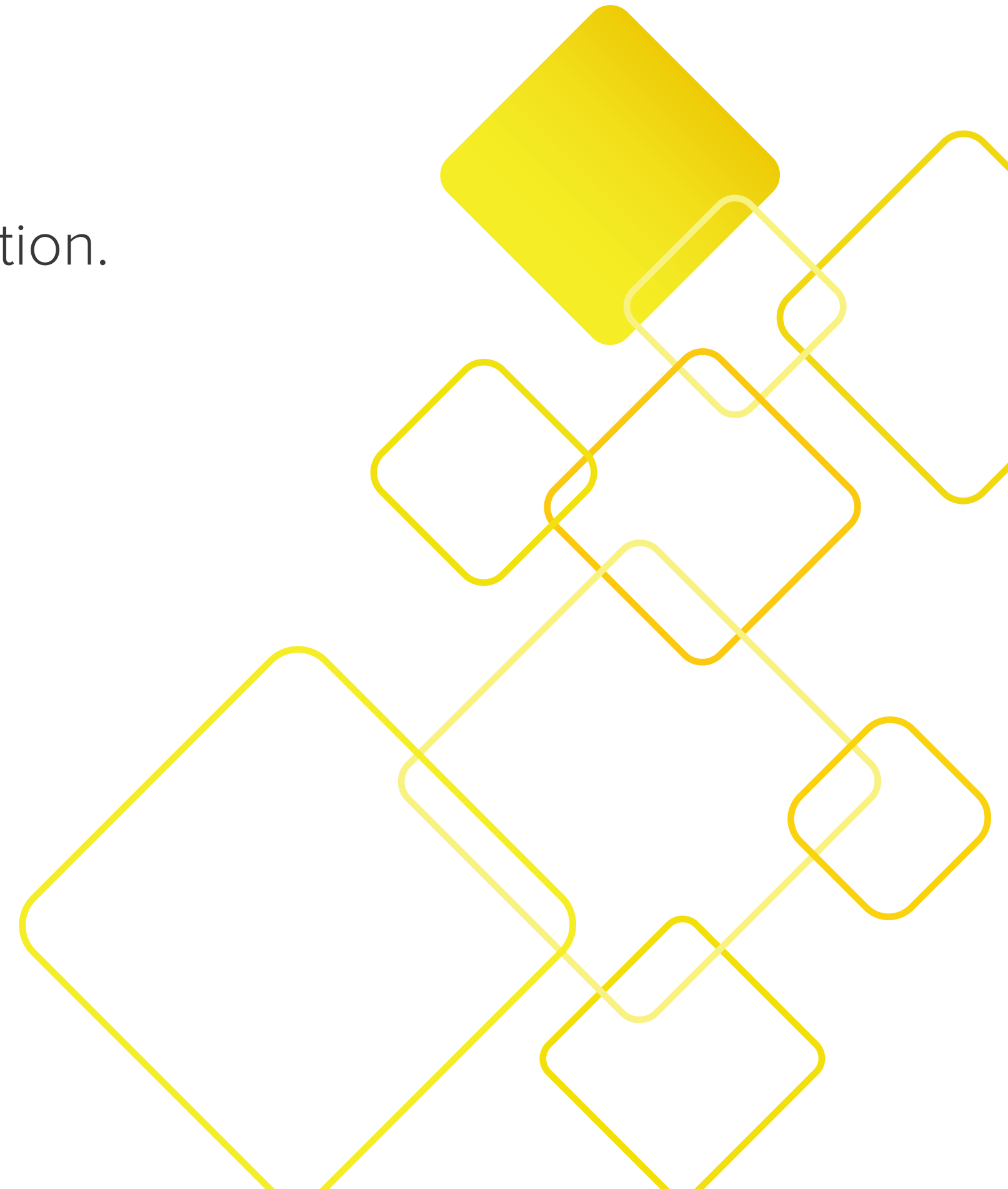




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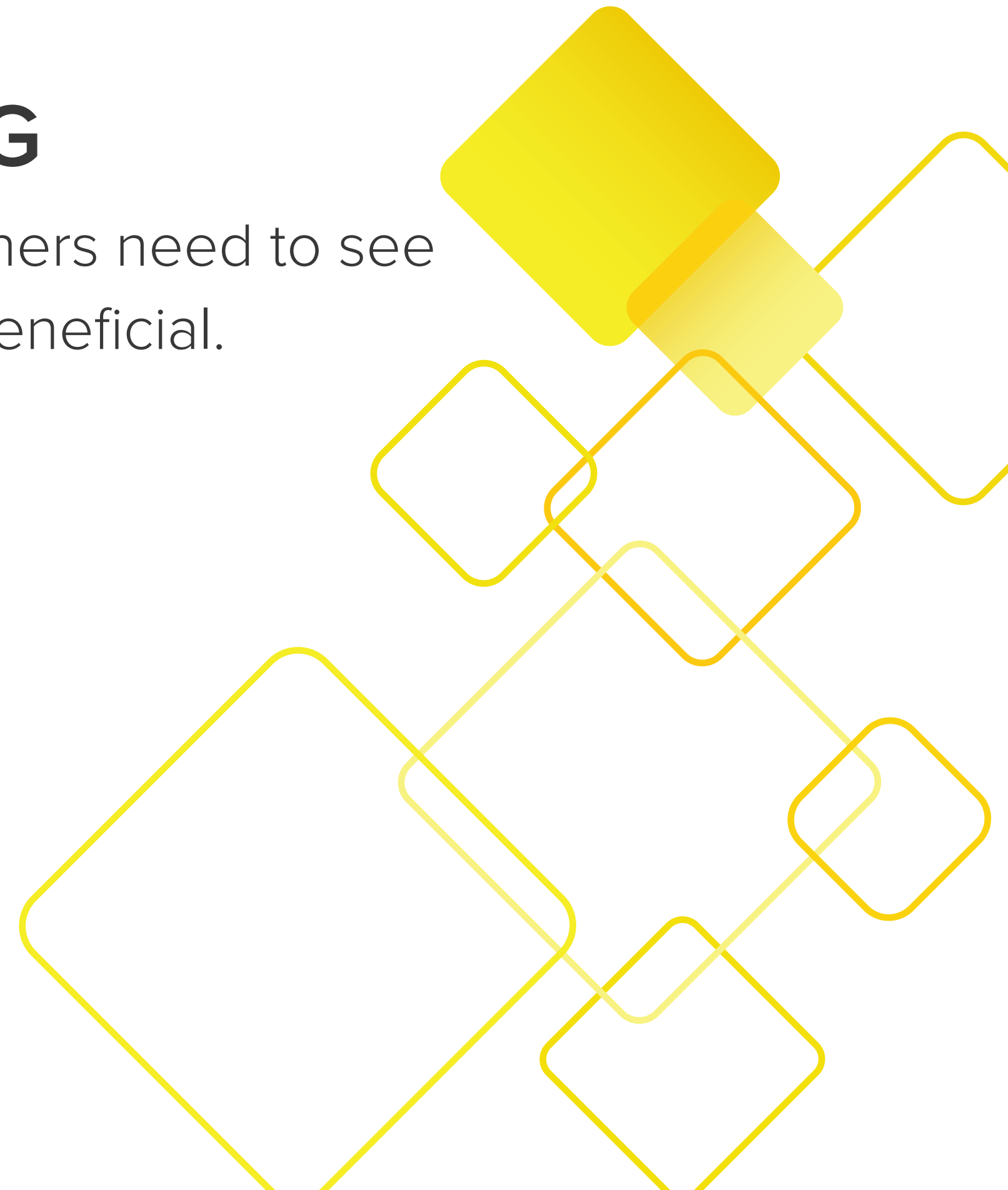
- Anchors learning in reality
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- Everyday application
- “Show and Tell”





2 VALUE-BASED LEARNING

Return on Investment (ROI): Adult learners need to see that their efforts are meaningful and beneficial.





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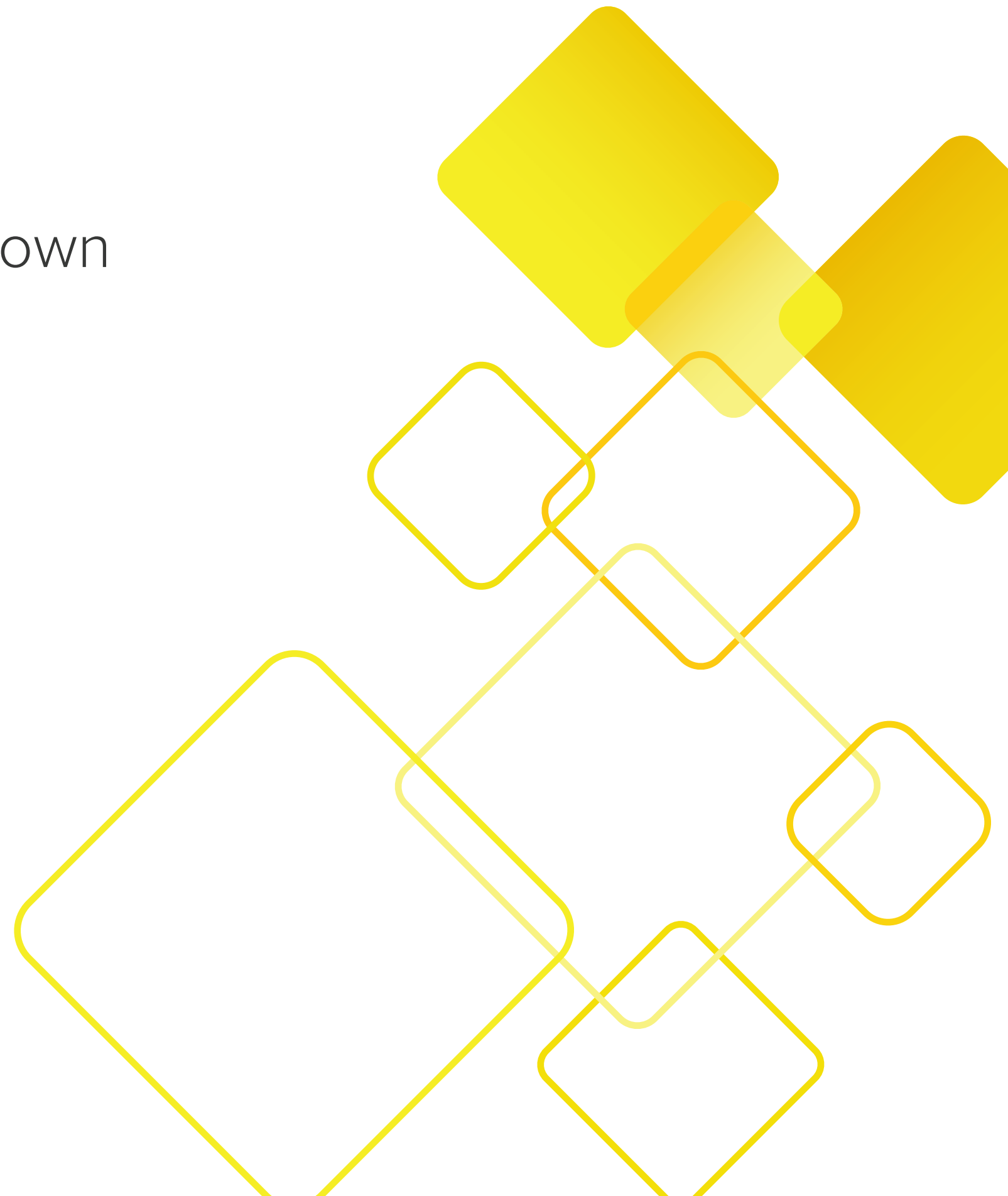
Long term: “Passing the test/getting the job will bring personal and professional security.”





GOAL-BASED LEARNING

Adult learners benefit from breaking down long-term goals into milestones.

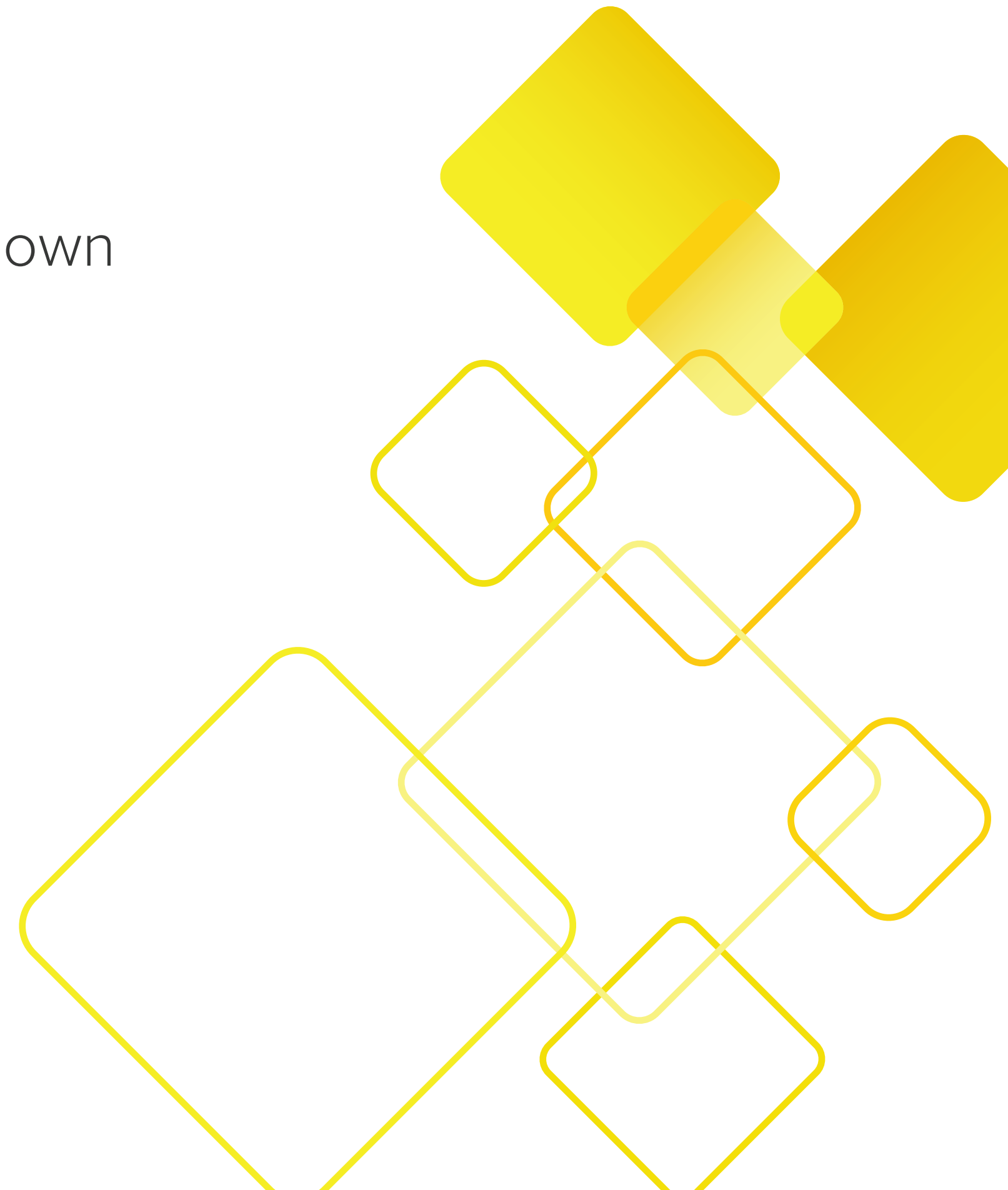




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- Celebrate benchmarks





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- Checklists, progress bars, and scores, oh my!





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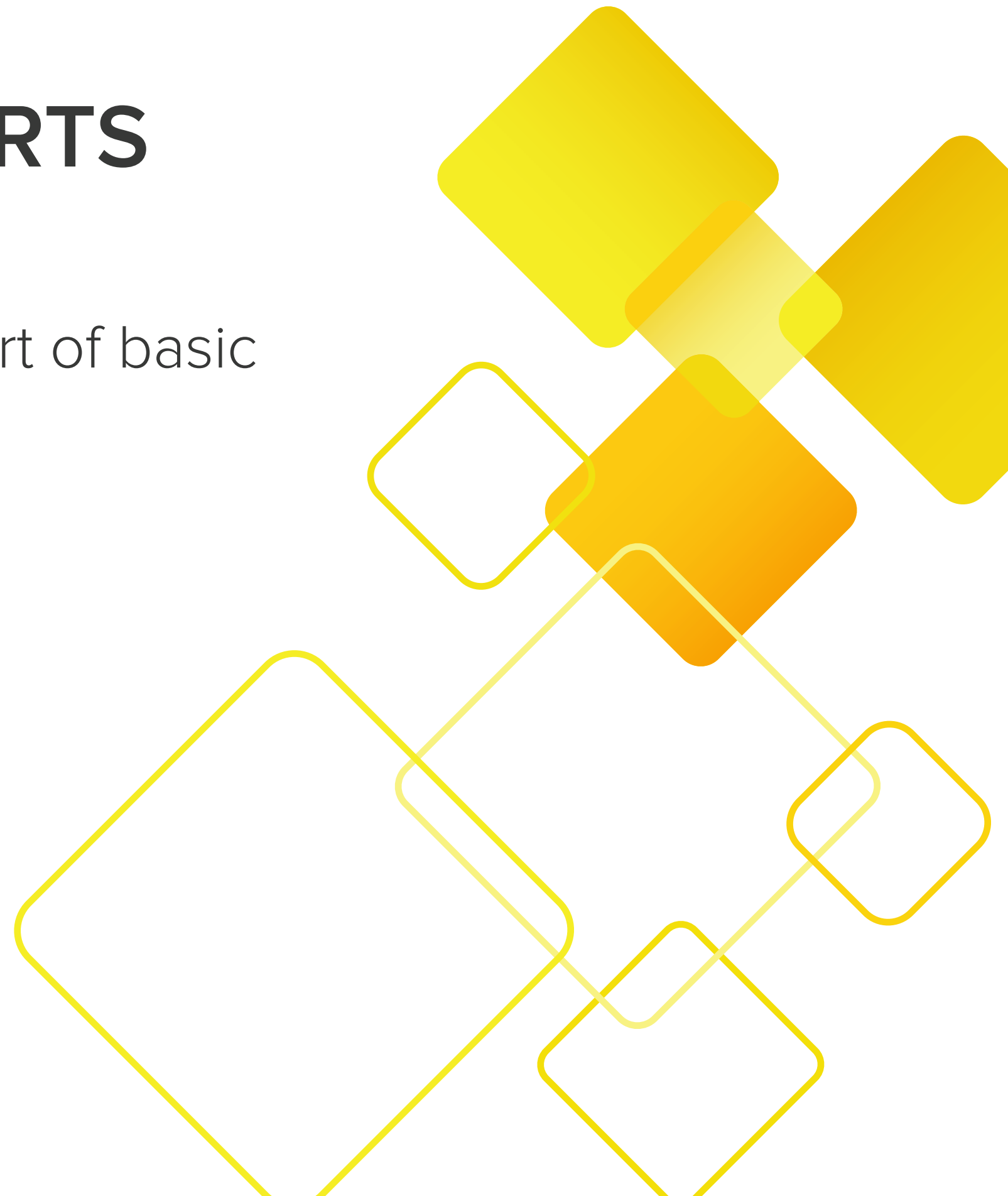
- Celebrate benchmarks
- Checklists, progress bars, and scores, oh my!
- SMART goals





LEARNING THAT SUPPORTS INDEPENDENCE

Success skills discussions are the heart of basic adult education.

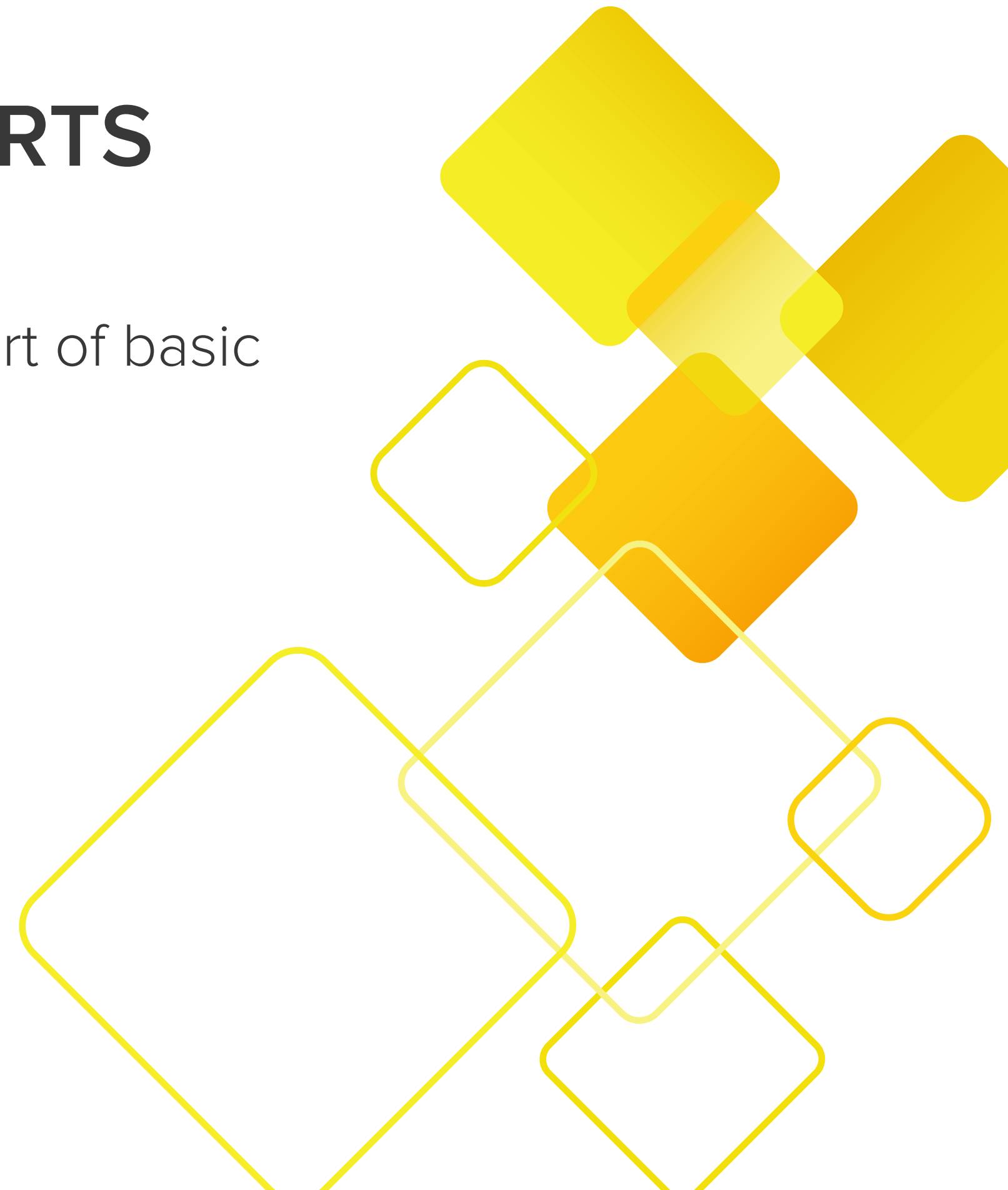




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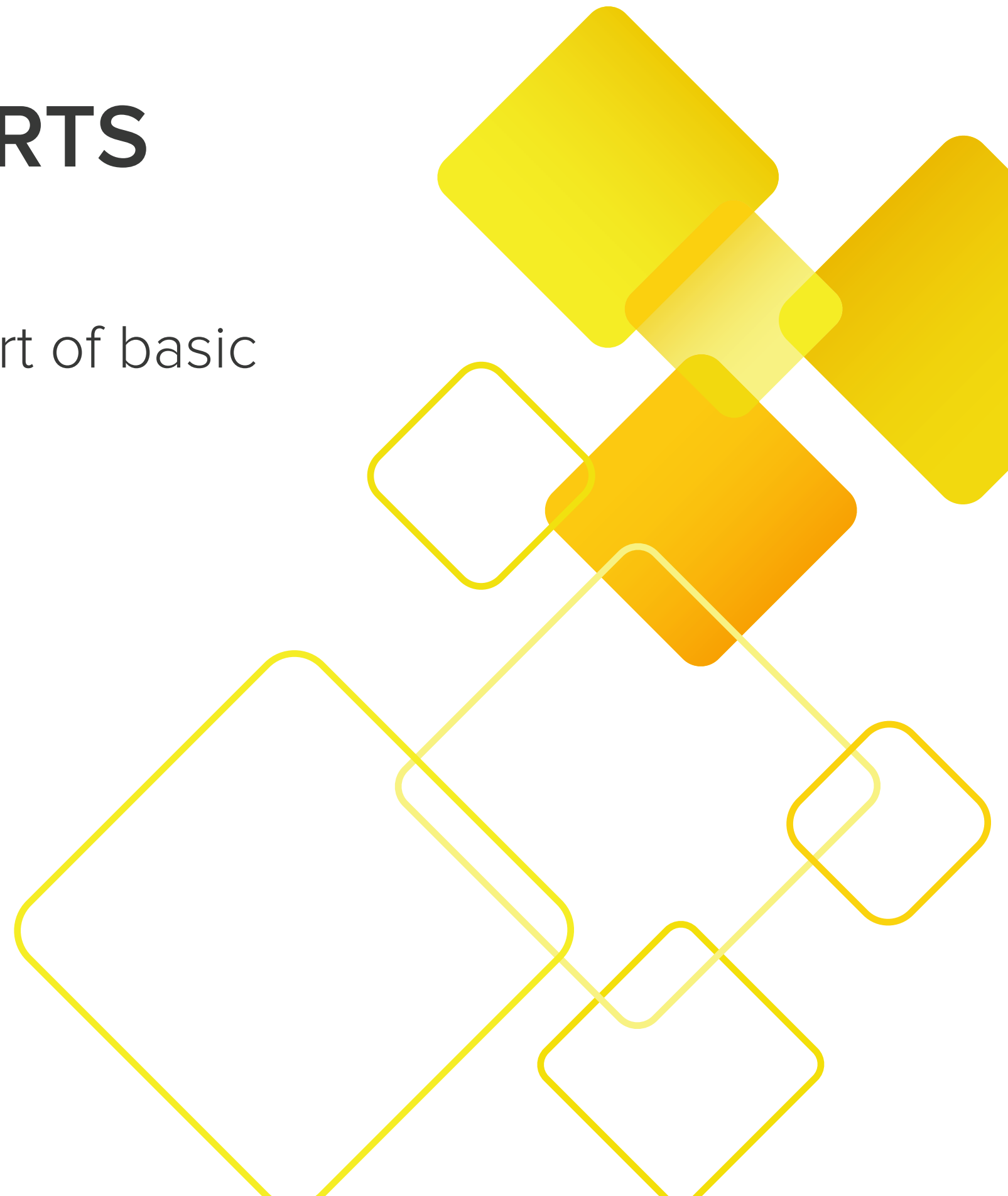




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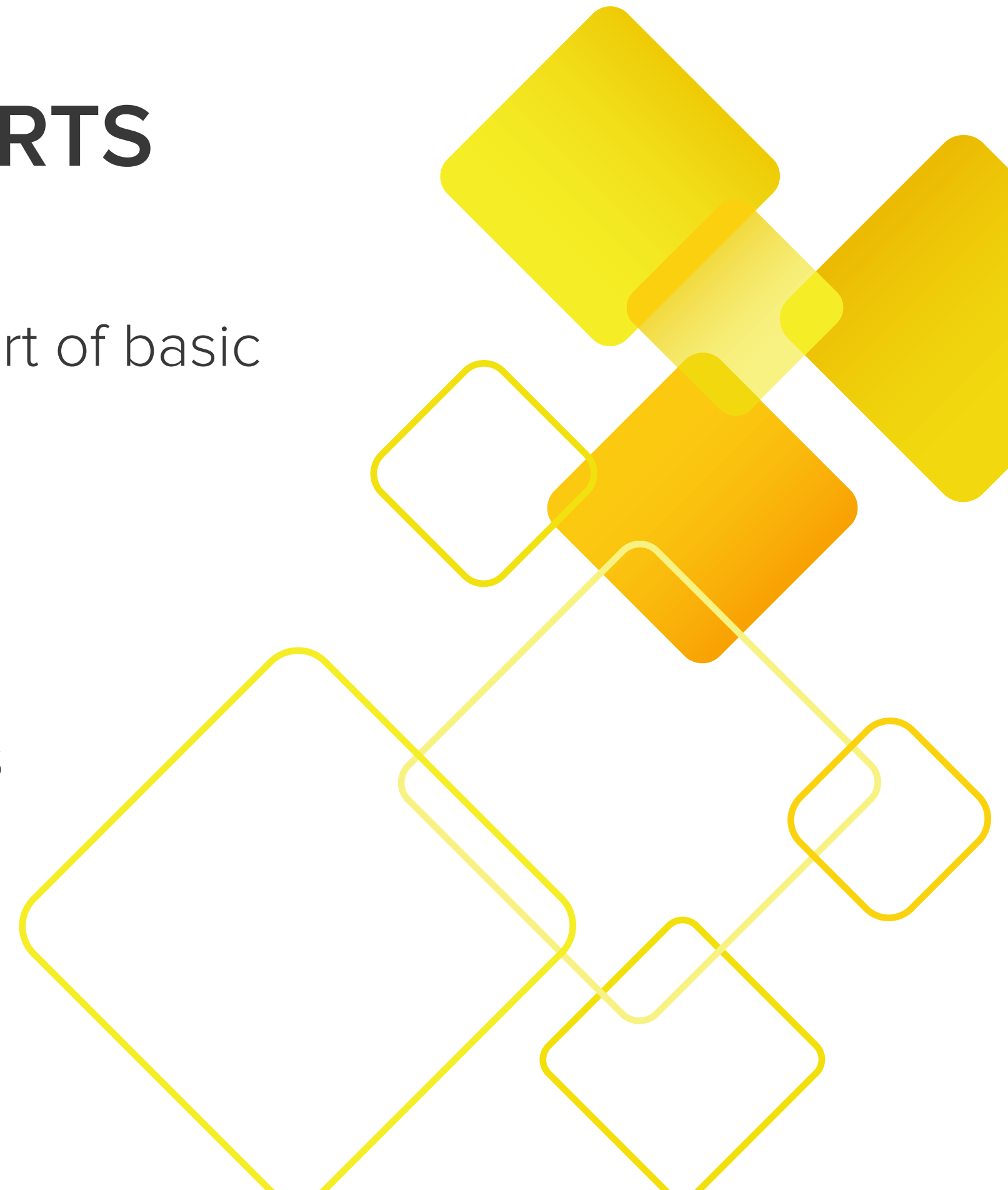




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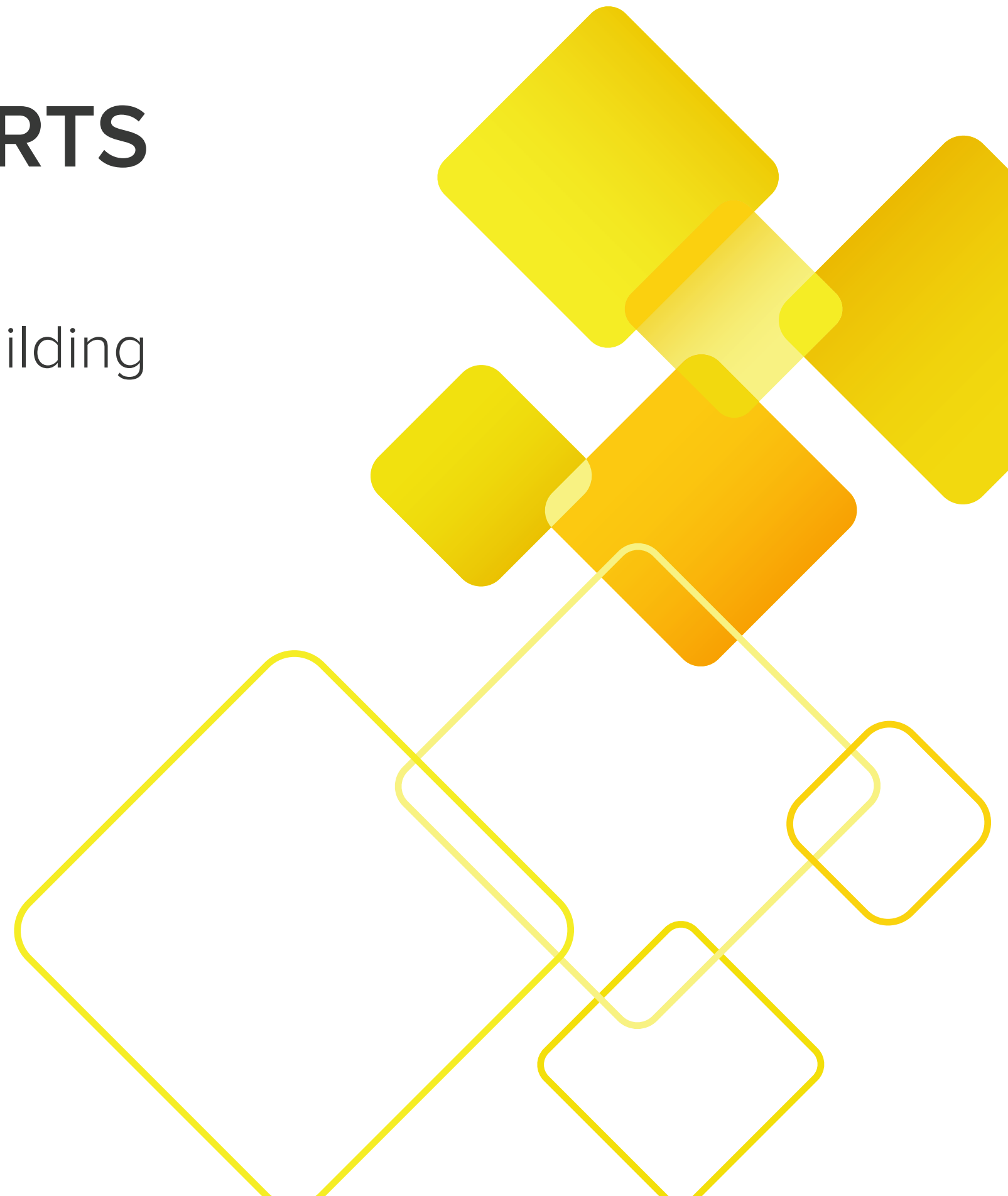
- Set and model expectations
- Self-evaluation tool
- Review and extension opportunities





LEARNING THAT SUPPORTS PROBLEM SOLVING

Test prep is the perfect platform for building strong critical thinking skills.

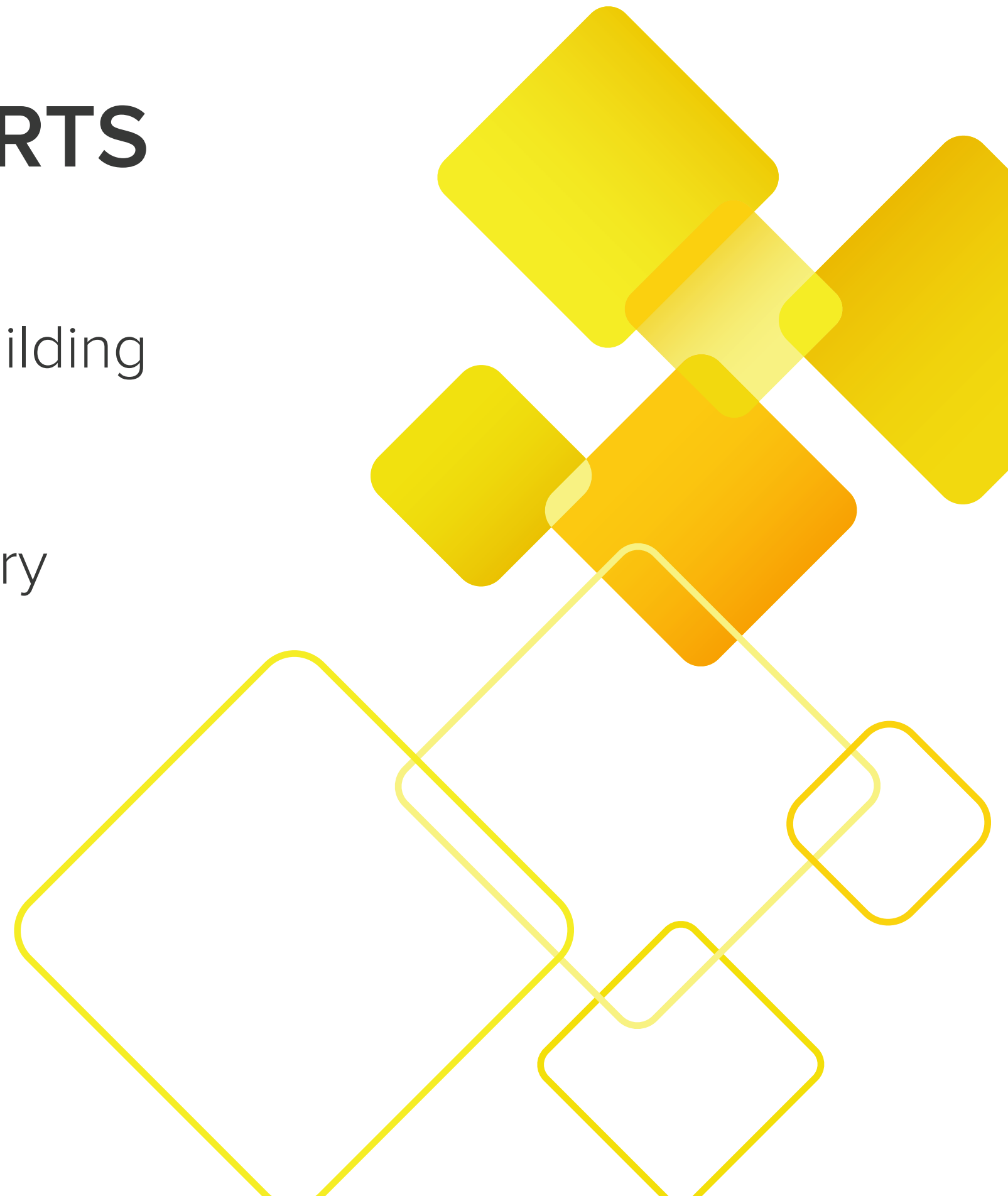




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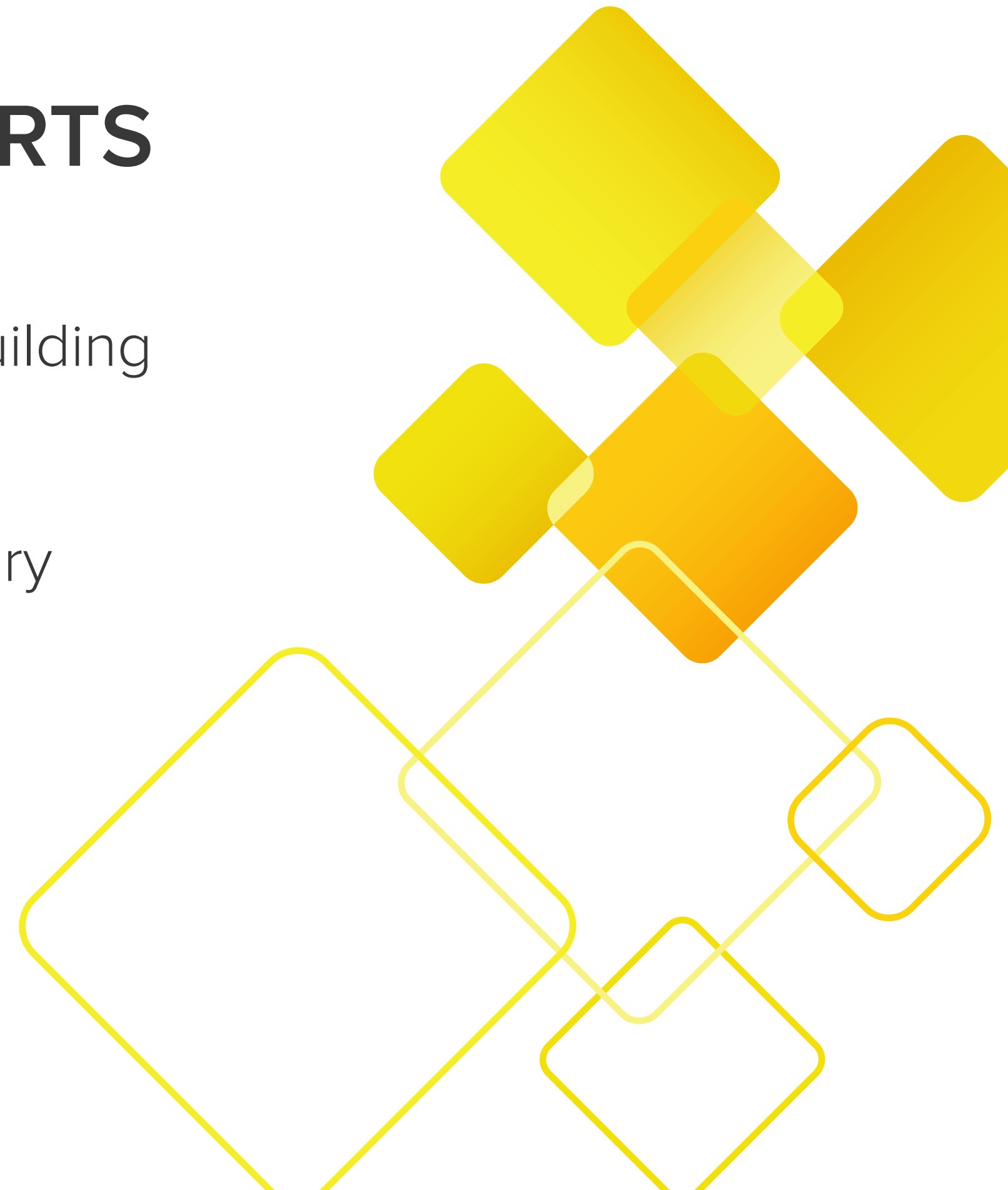




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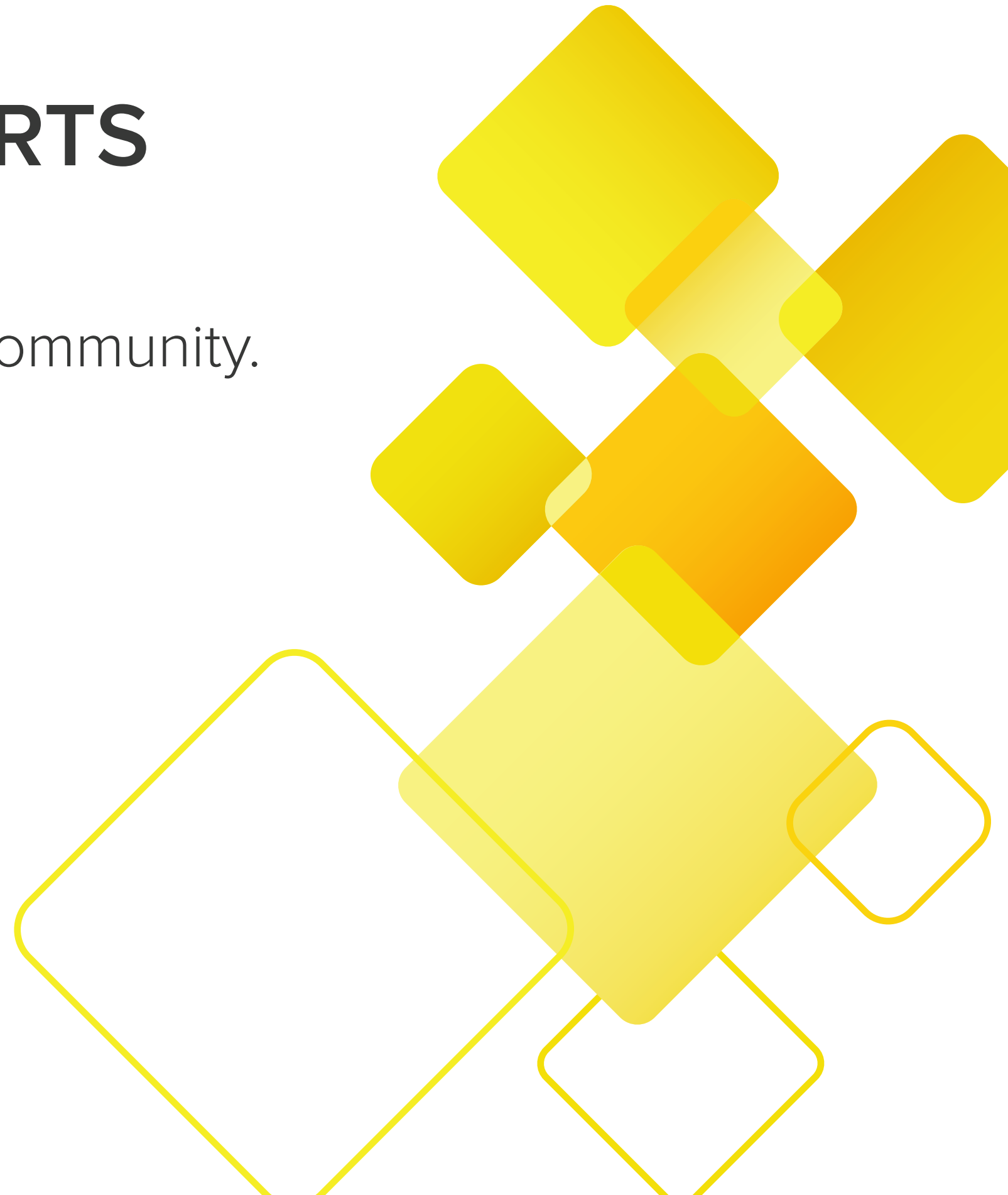
- Lift the veil behind educational theory
- Embrace transferable skills





LEARNING THAT SUPPORTS COMMUNICATION

Adult learners need mentorship and community.

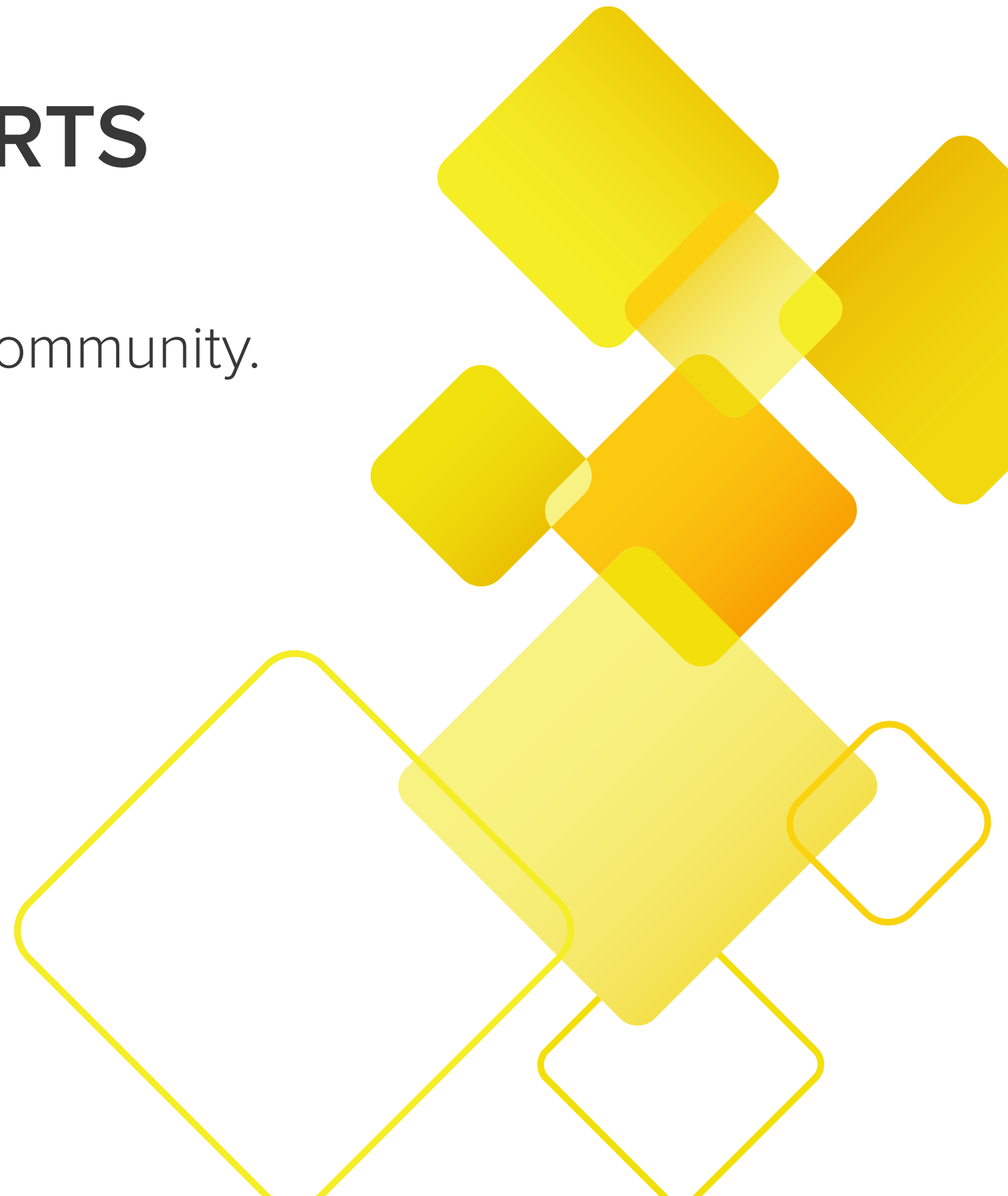




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- [Set positive examples](#)

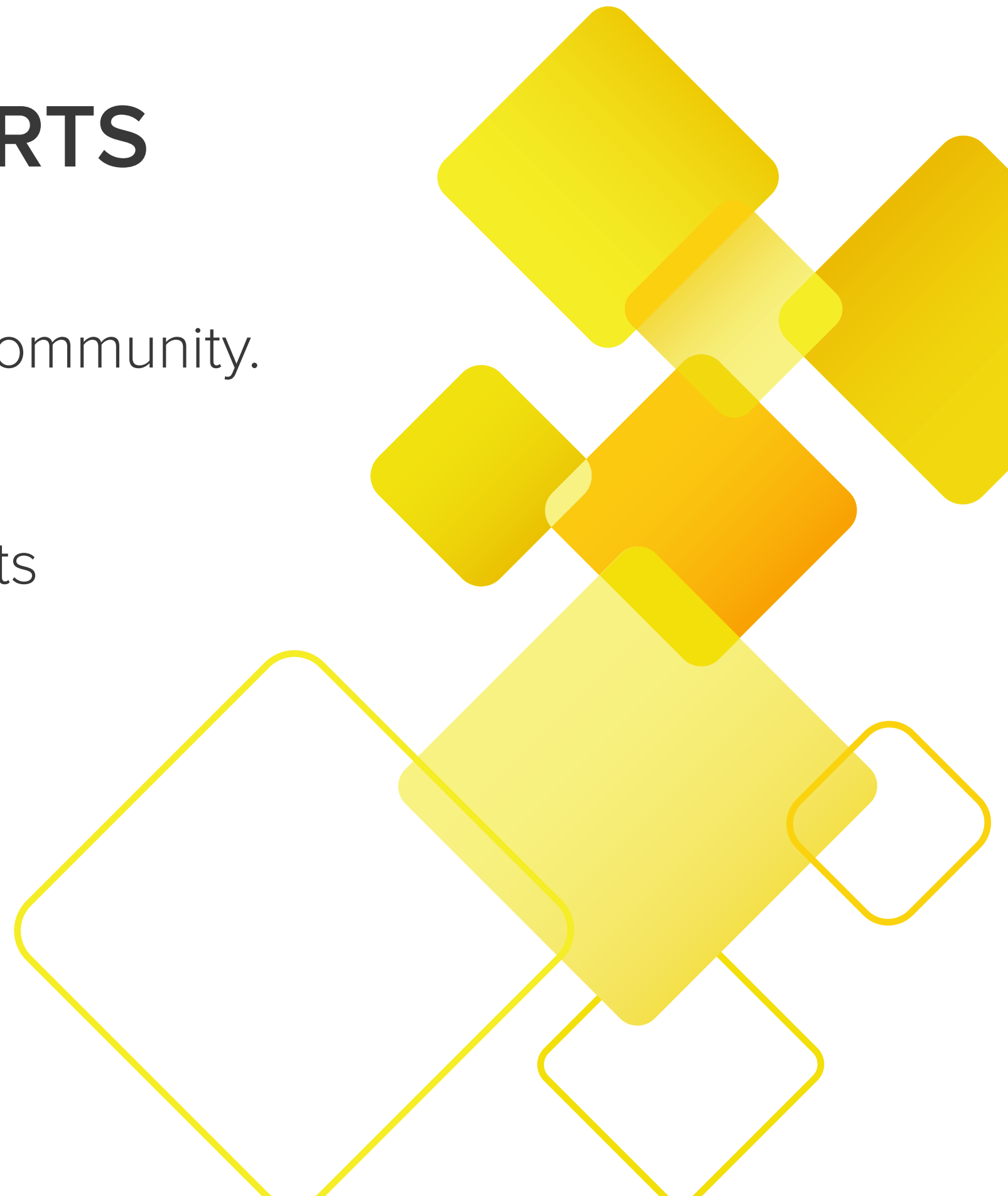




LEARNING THAT SUPPORTS COMMUNICATION

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- [Set positive examples](#)
- Look for classmate connection points

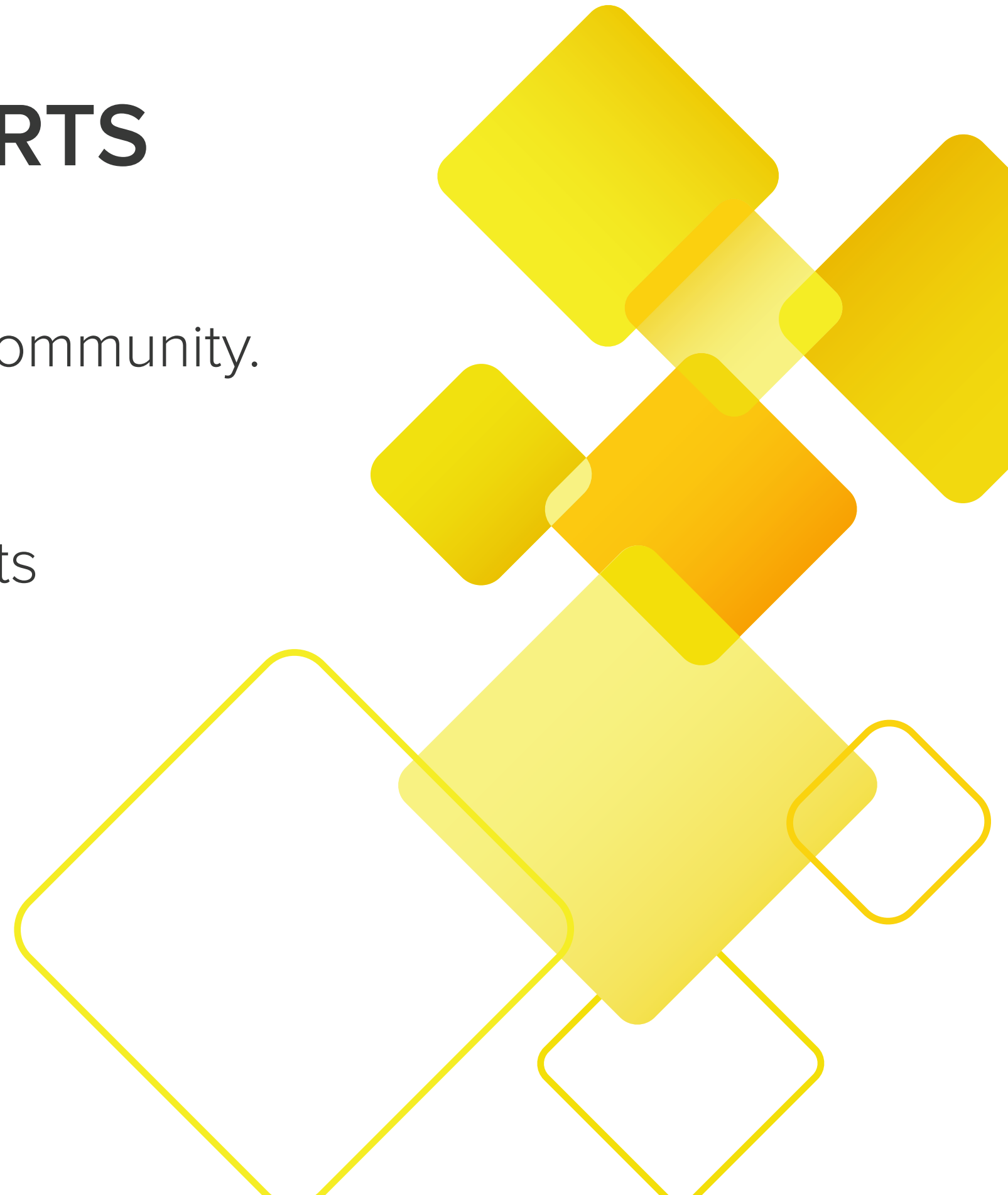


6

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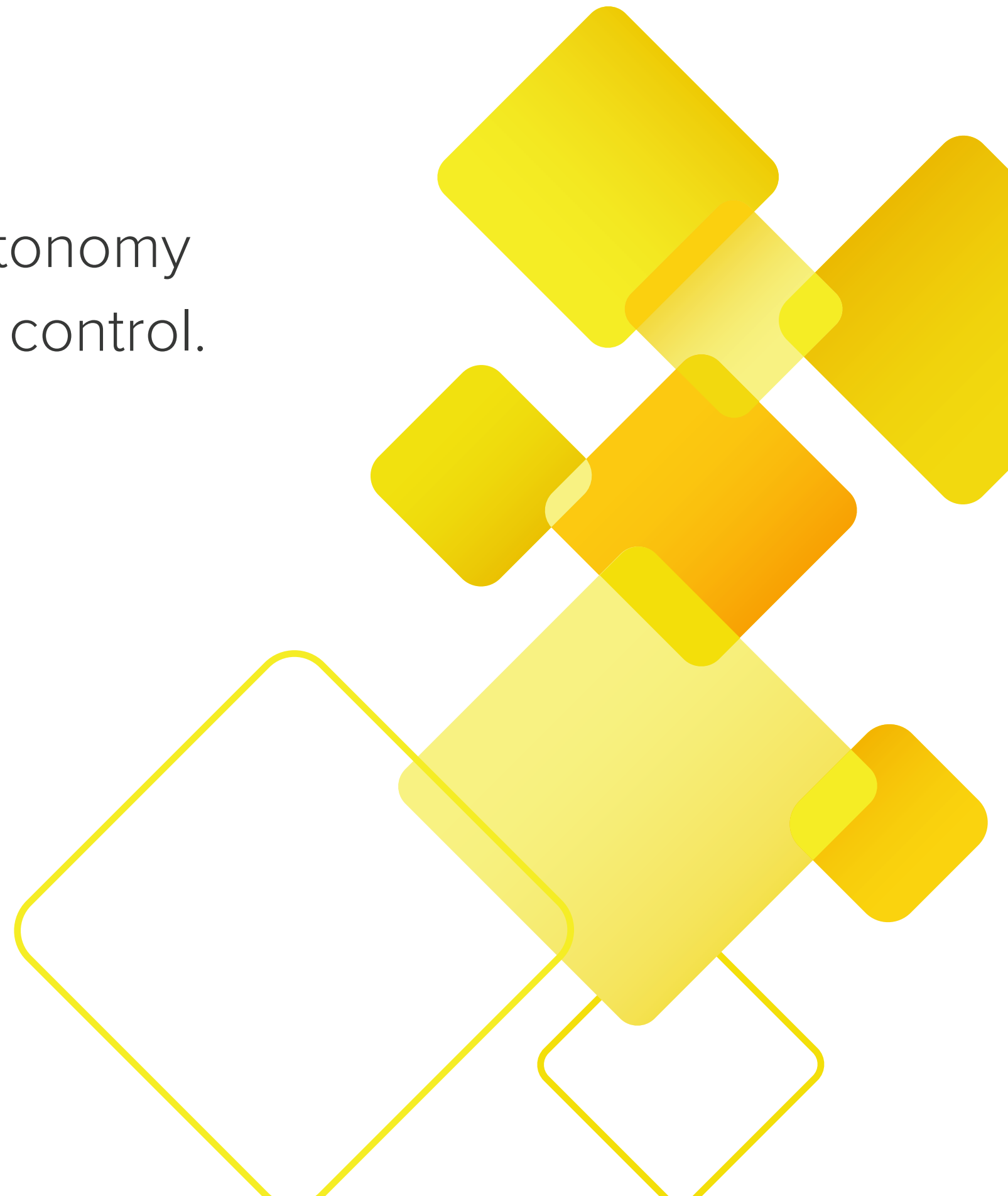
- [Set positive examples](#)
- Look for classmate connection points
- Social Learning Theory
- Harness the positives of social media





FLEXIBLE INSTRUCTION

Self-direction and opportunities for autonomy give adult students a greater sense of control.

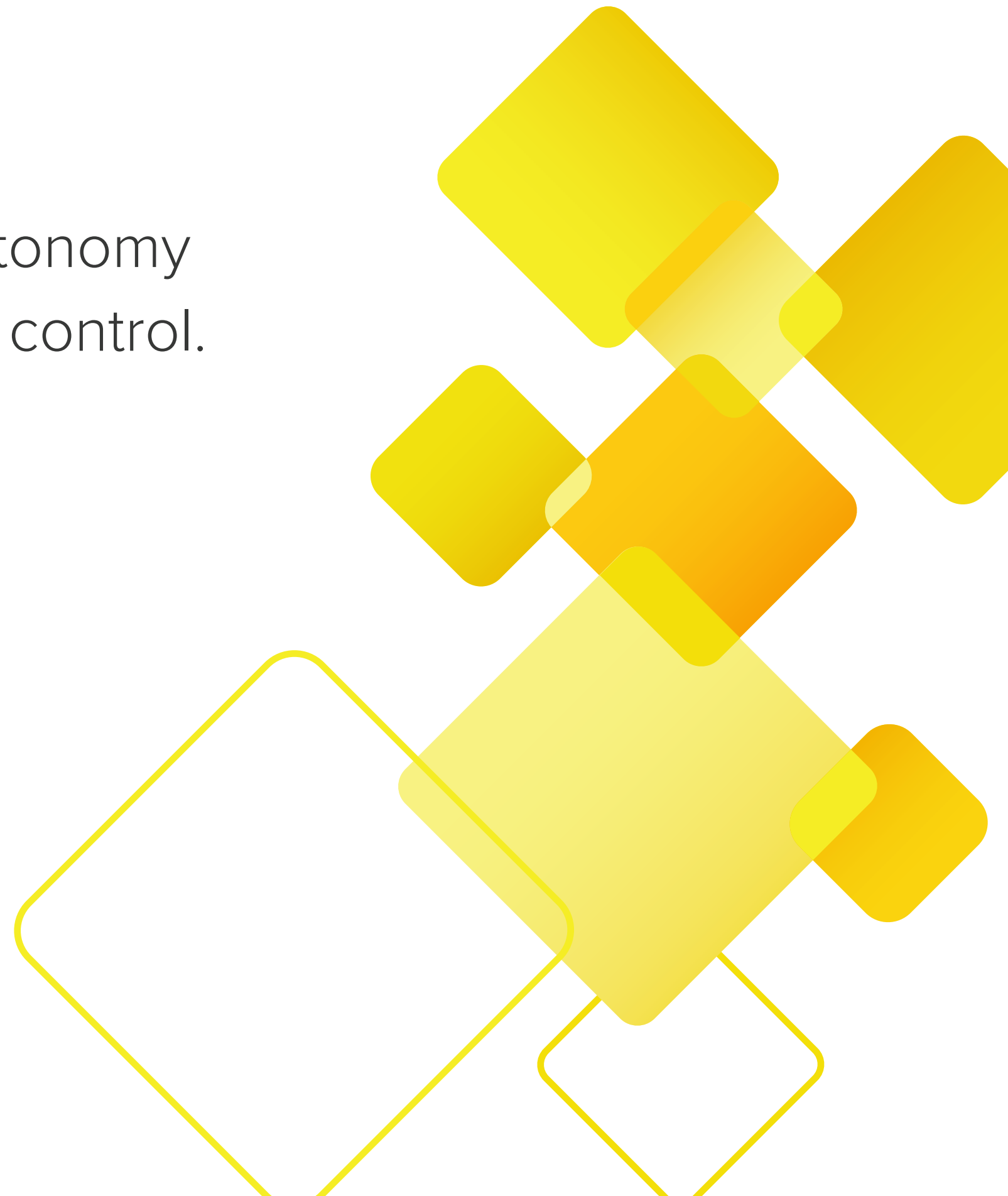




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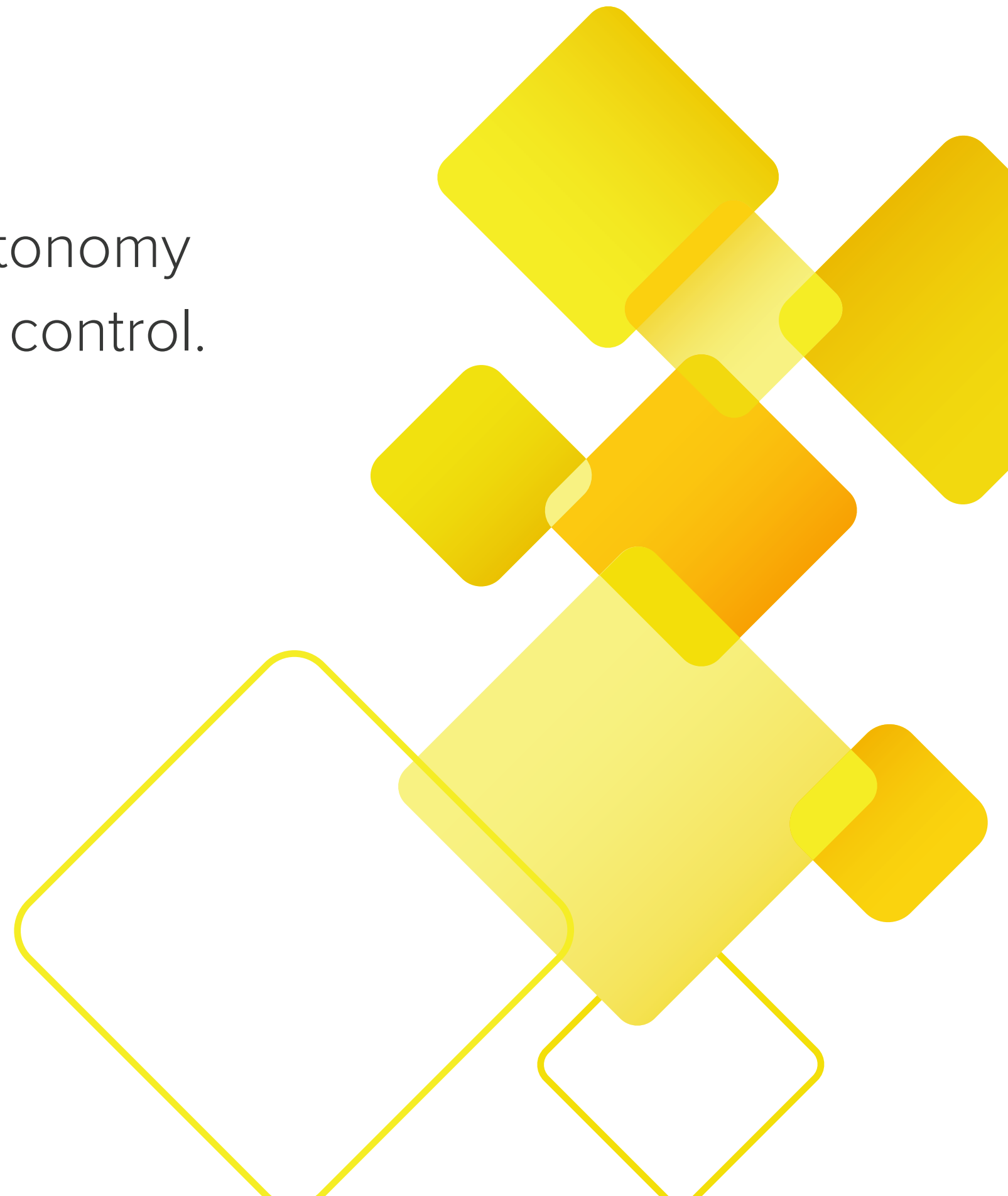




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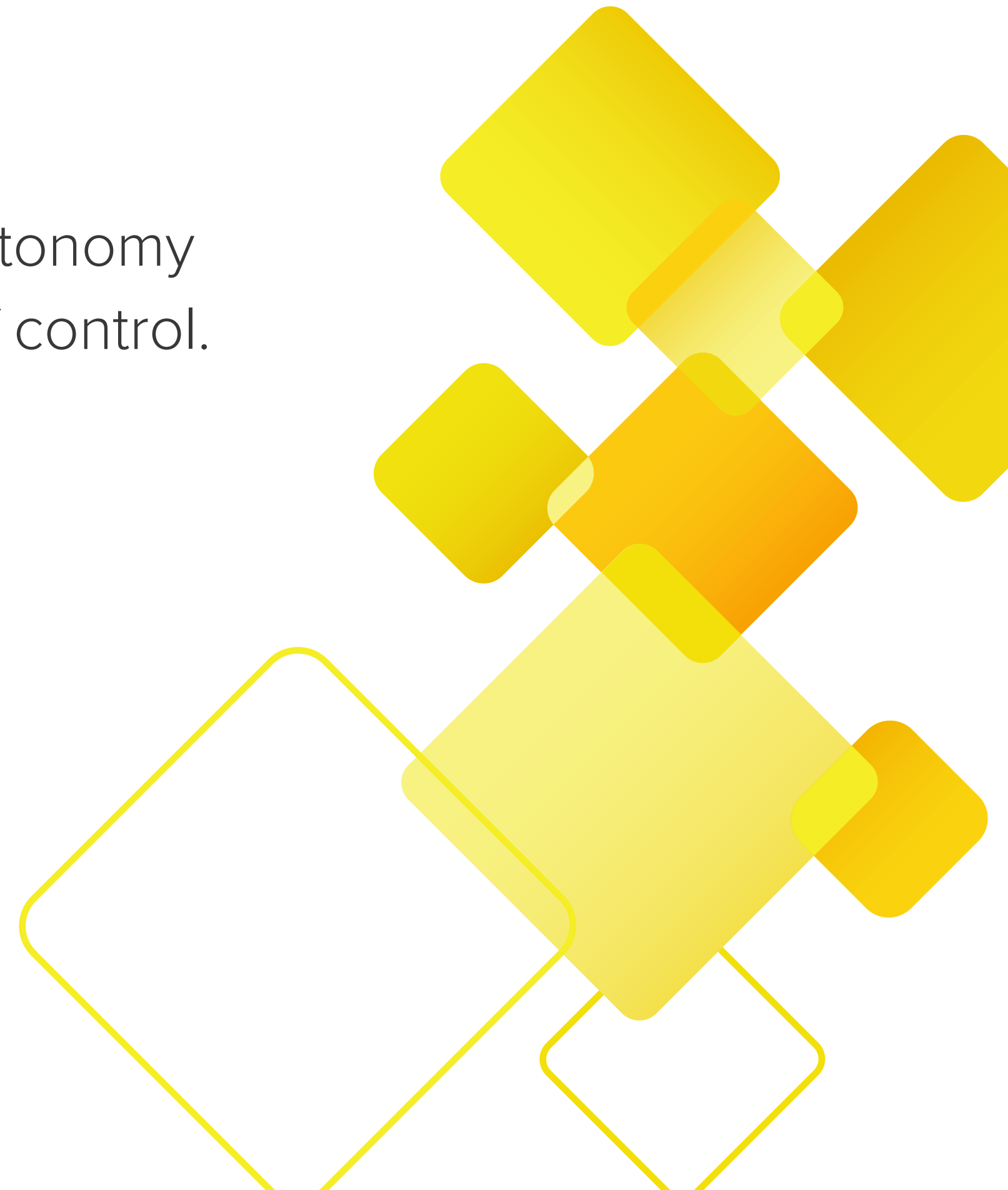




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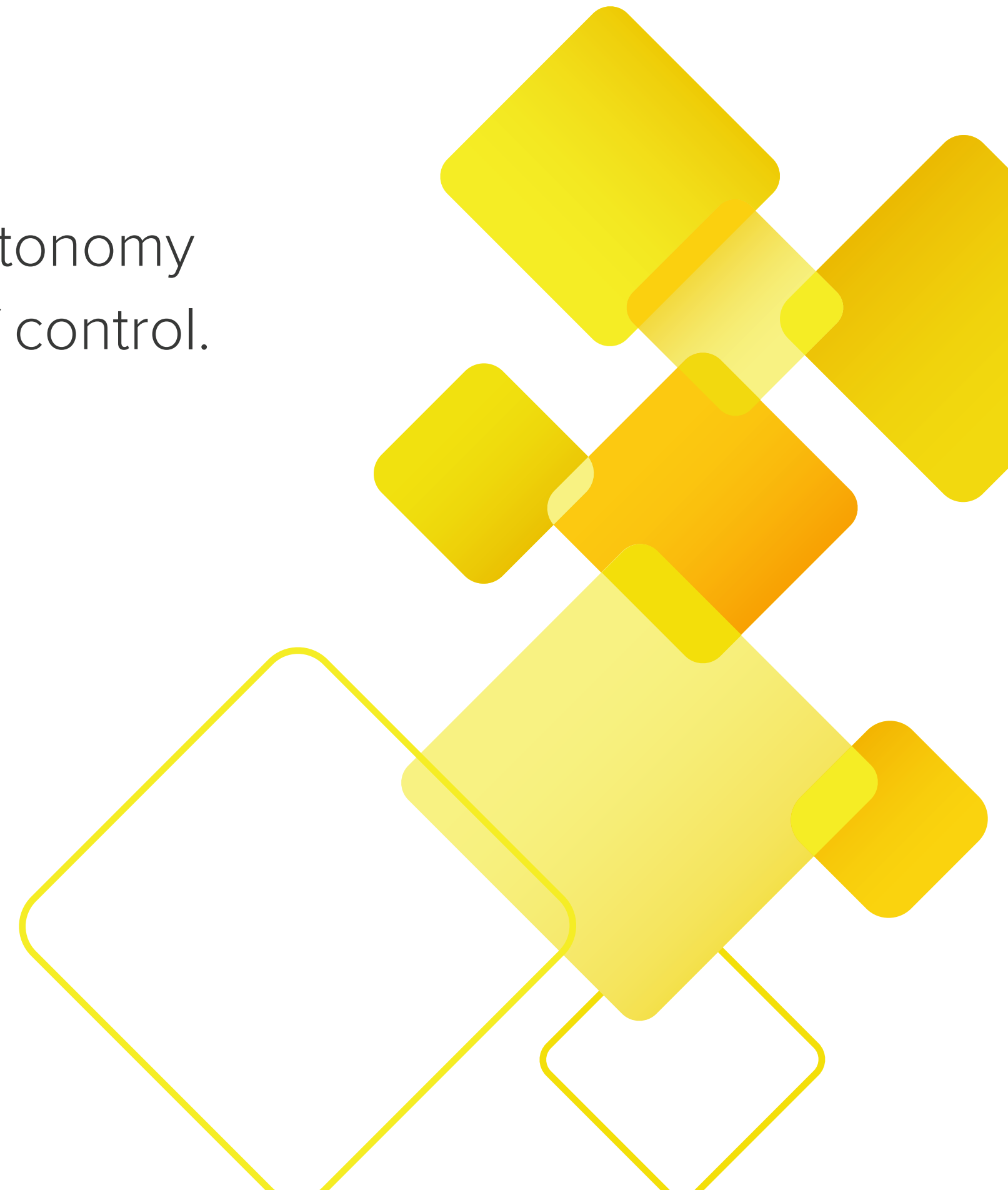




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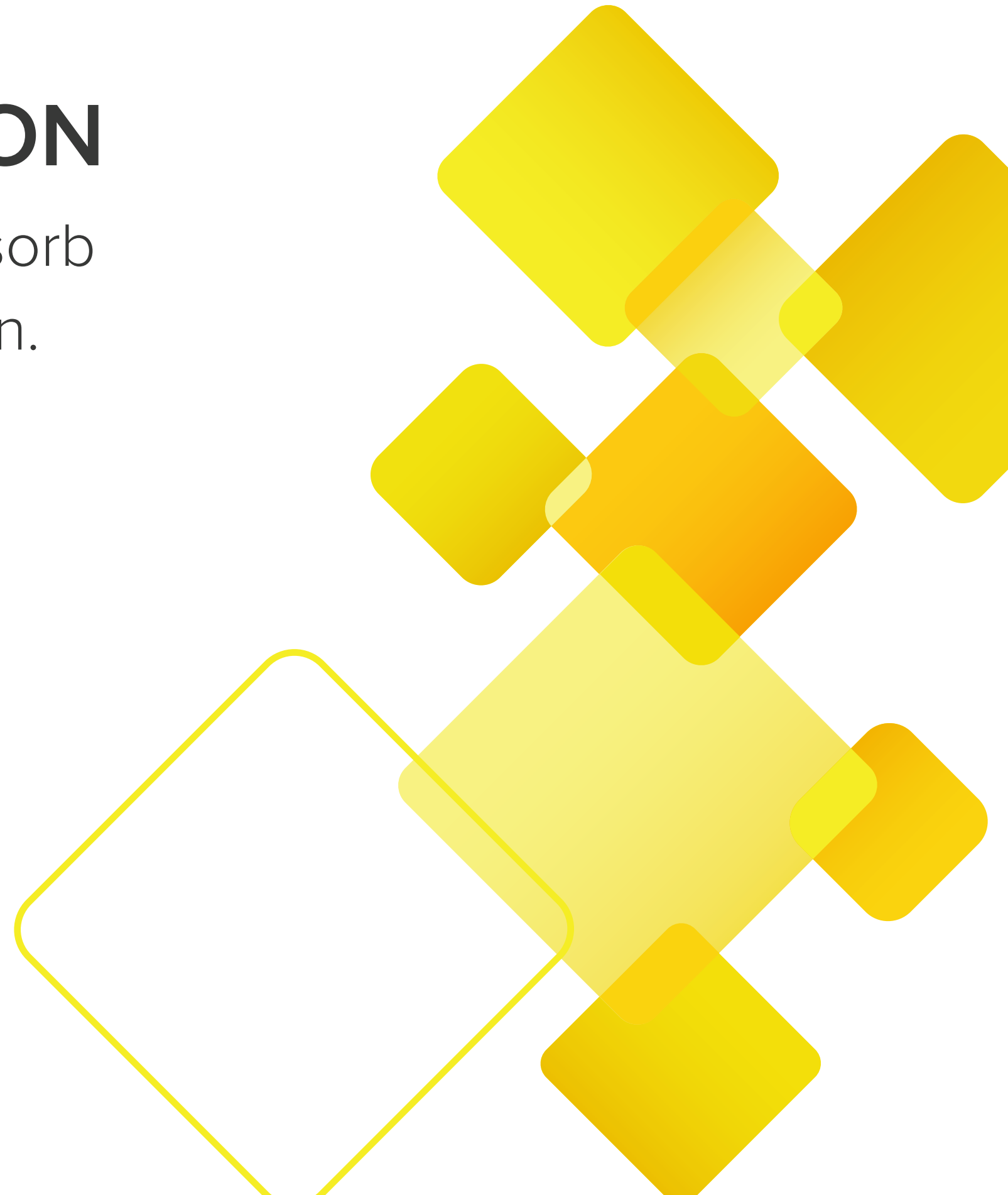
- Choice = Engagement
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- Access to additional resources
- Opportunities for feedback





WELL-TIMED INSTRUCTION

Adult learners benefit from time to absorb information and put learning into action.

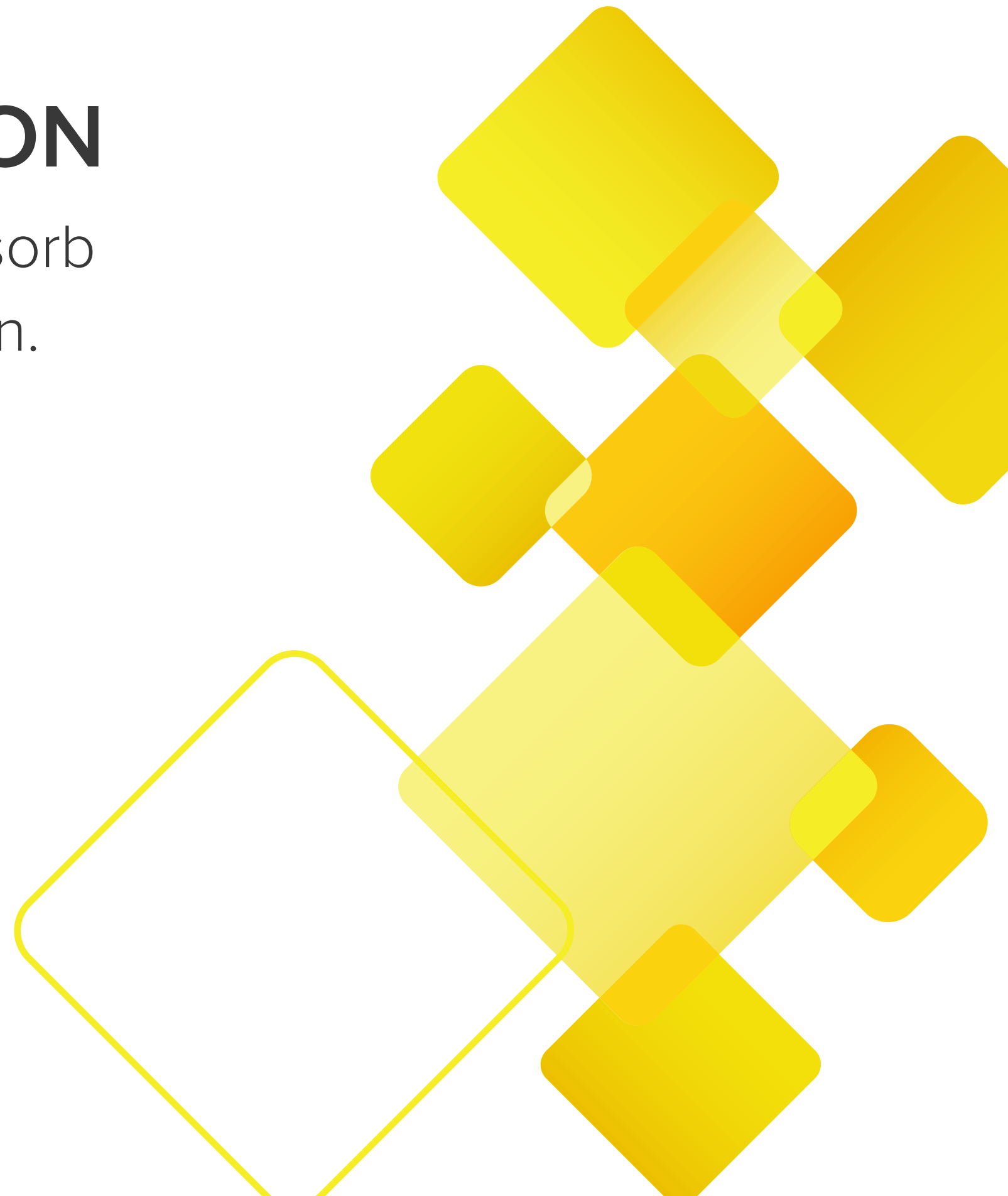




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- End-of-week (month) recap





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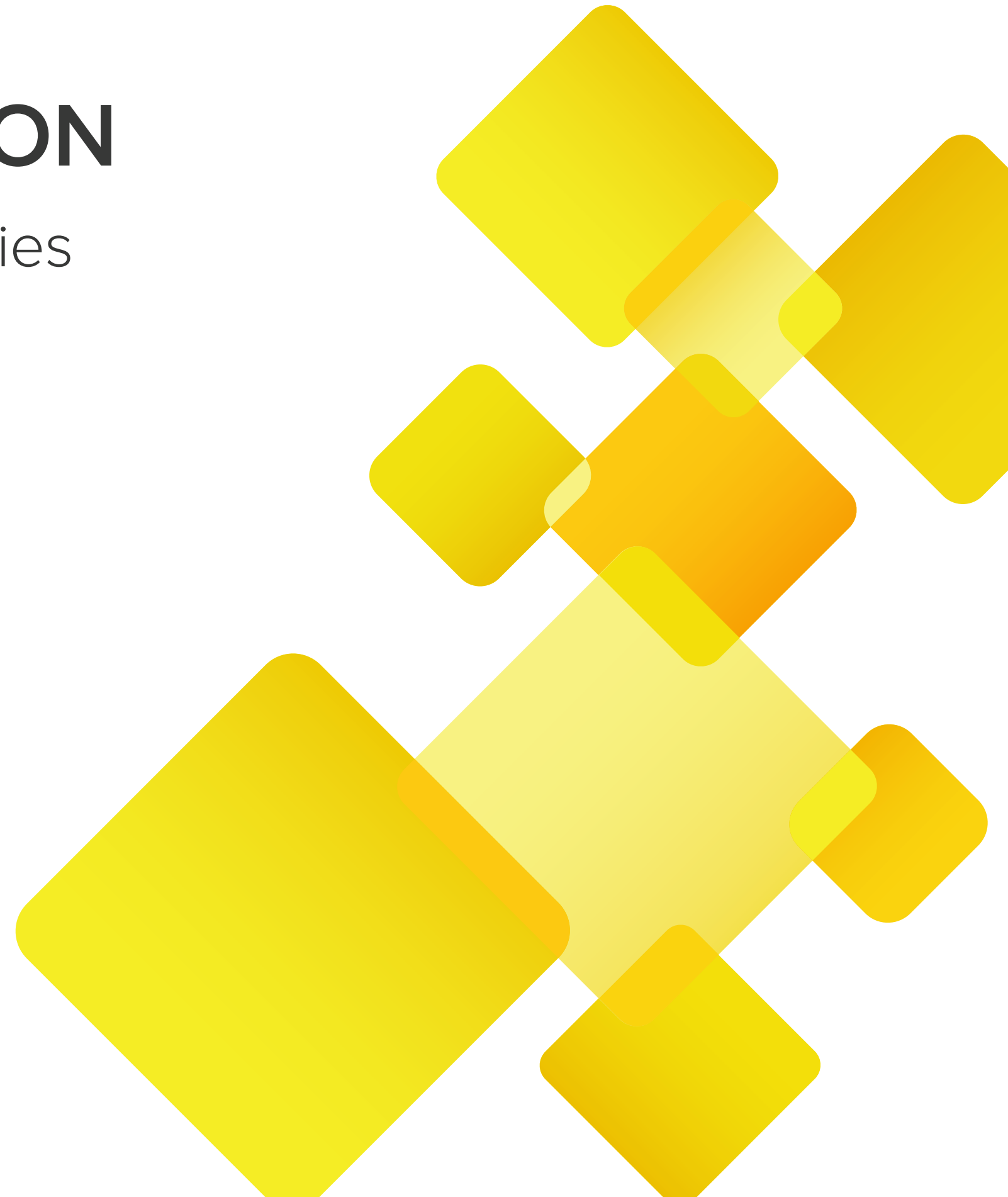
- Spaced learning
- End-of-week (month) recap
- Identify and support time-based obstacles





DIVERSIFIED INSTRUCTION

Learners thrive when given opportunities to engage in a variety of ways.

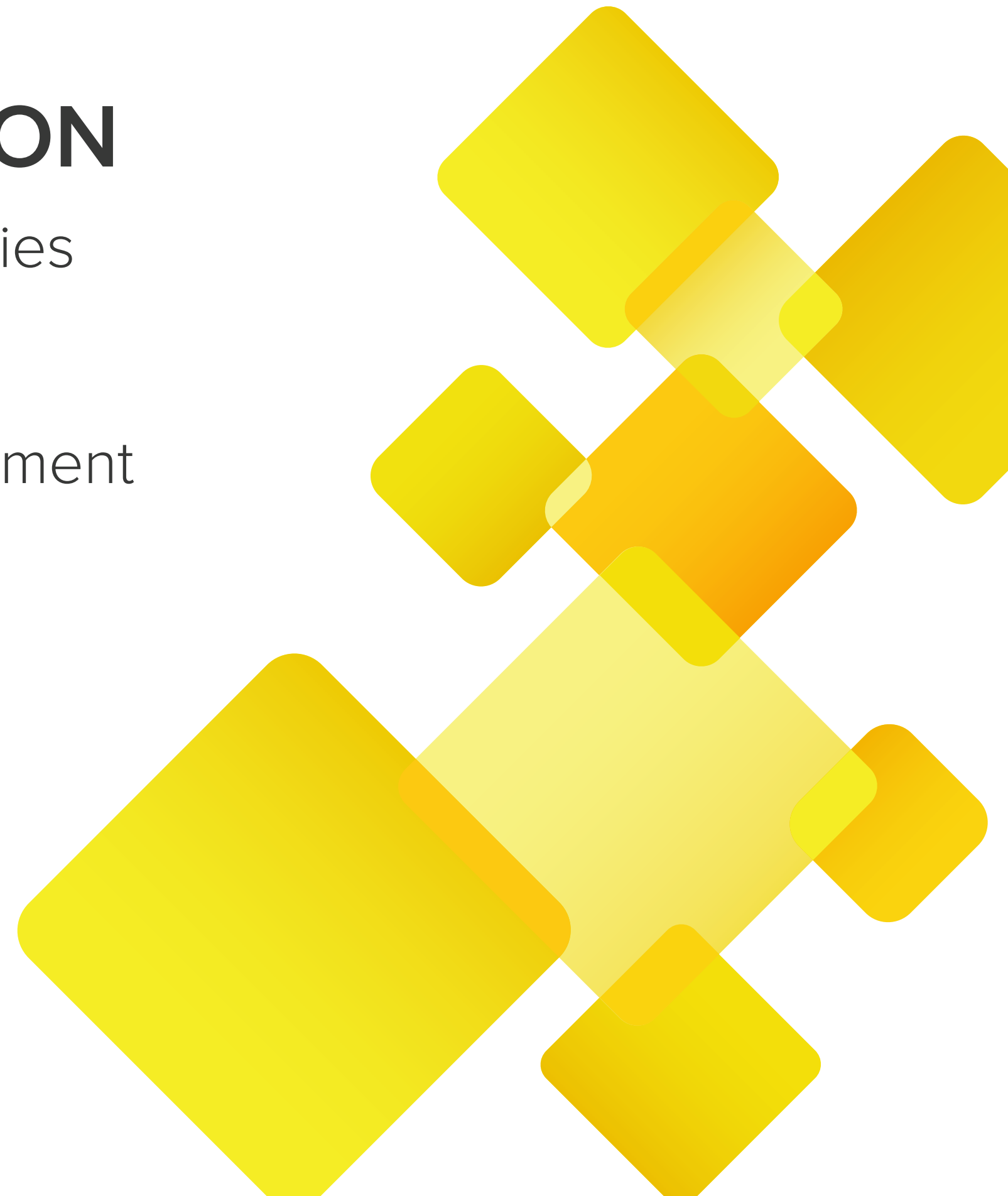




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Learners thrive when given opportunities to engage in a variety of ways.

- Varied content, delivery, and assessment

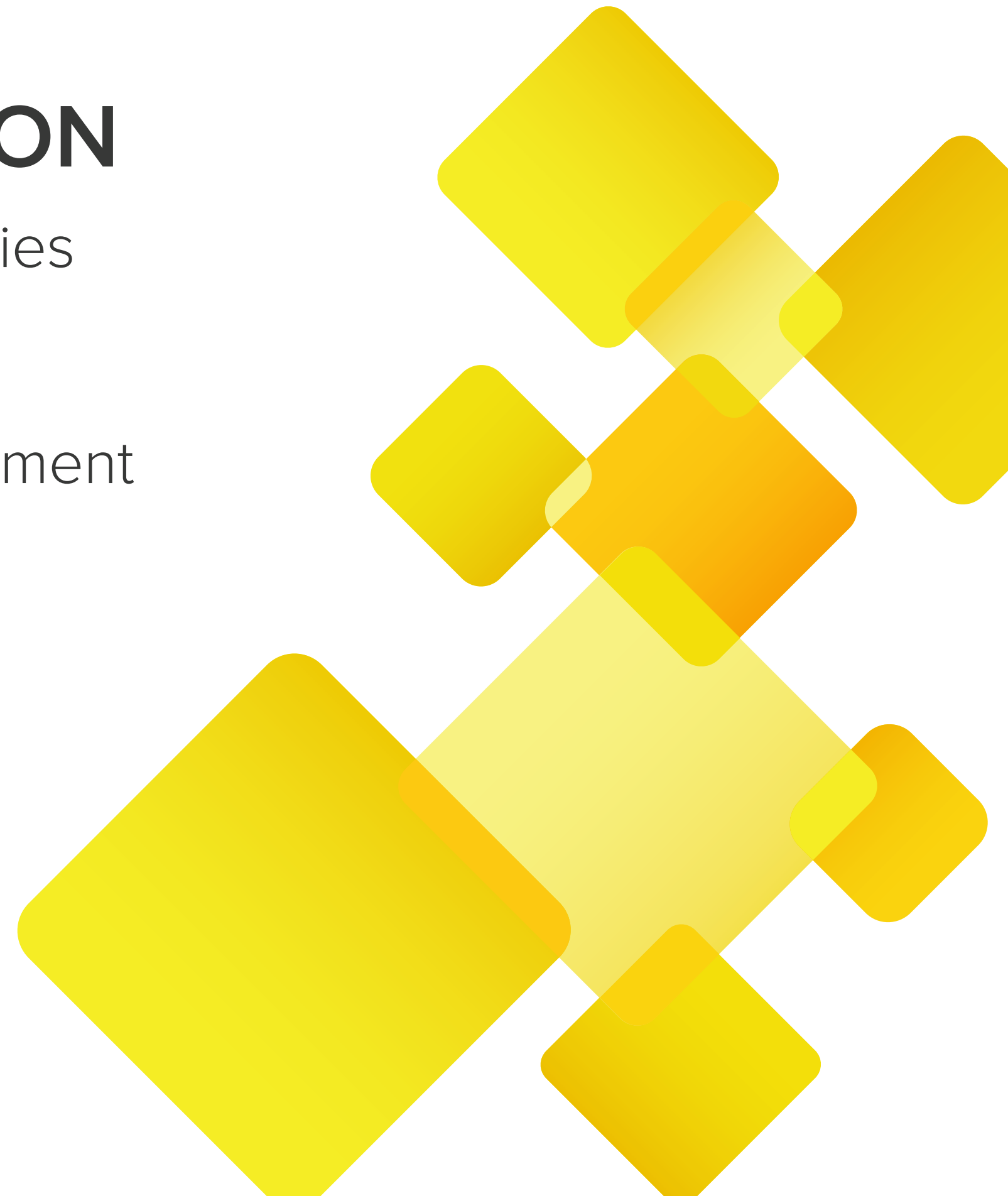




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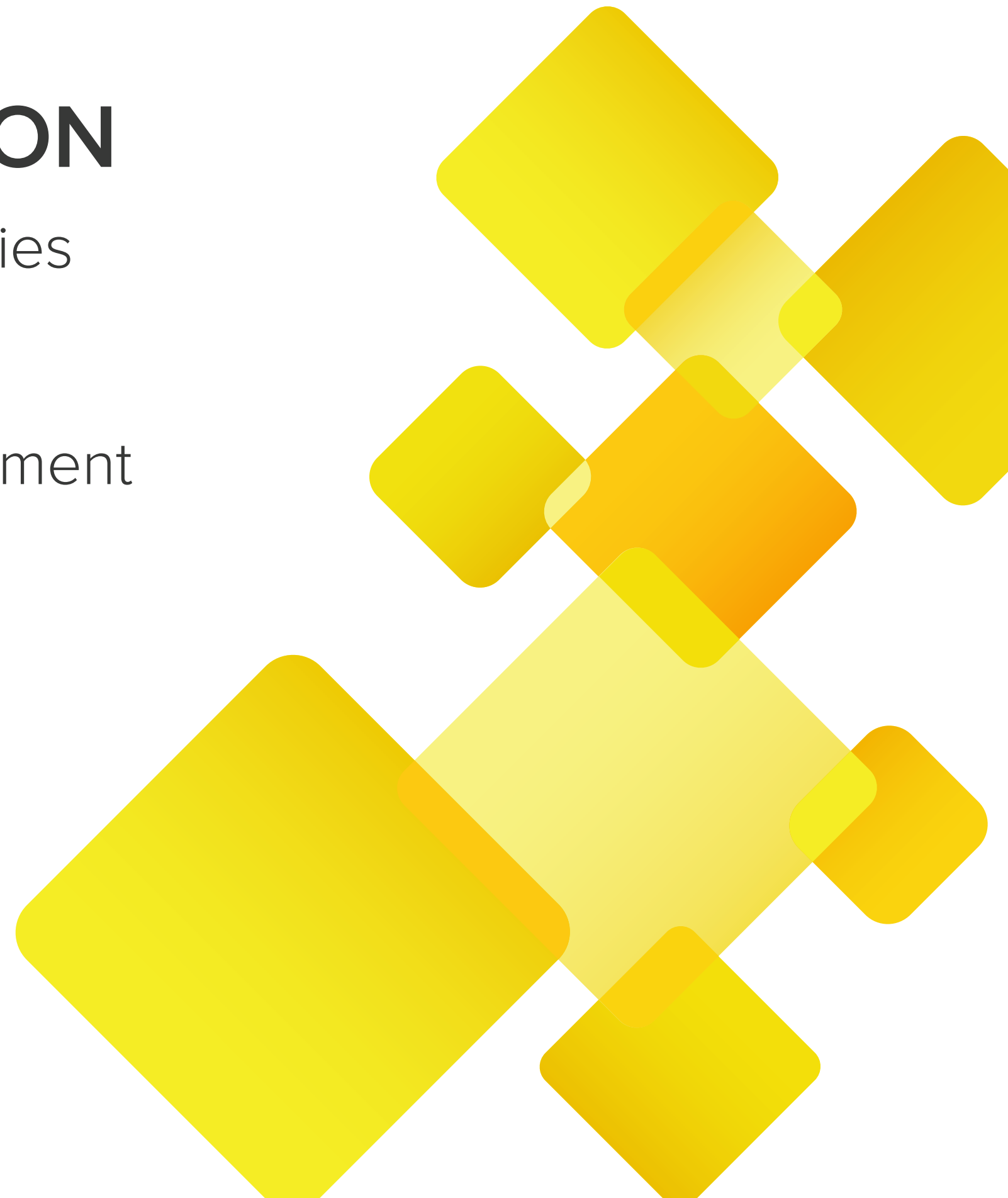




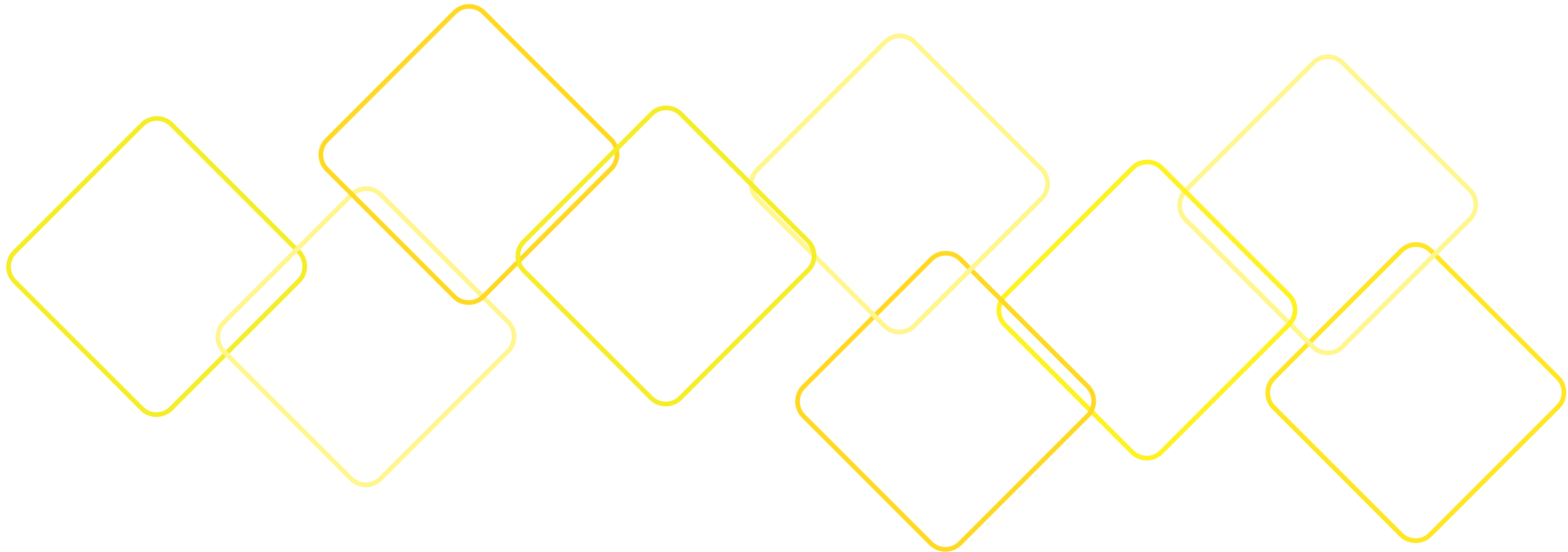
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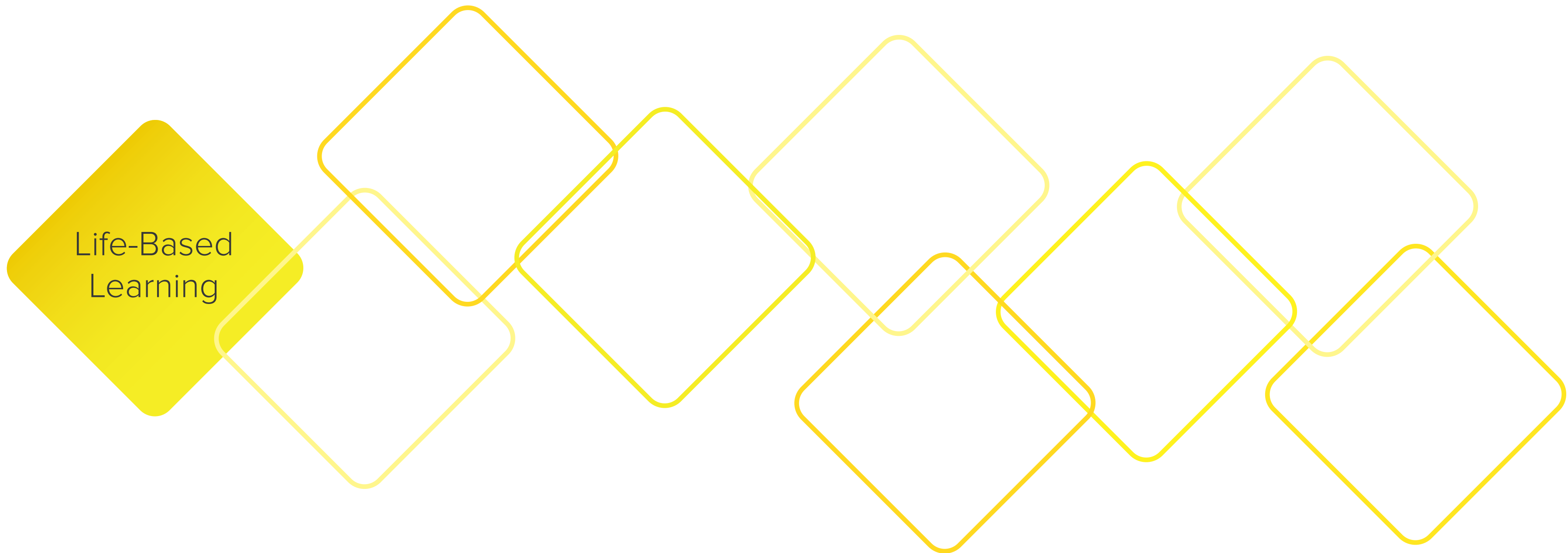
- Varied content, delivery, and assessment
- Varied pace and path
- Varied models of success



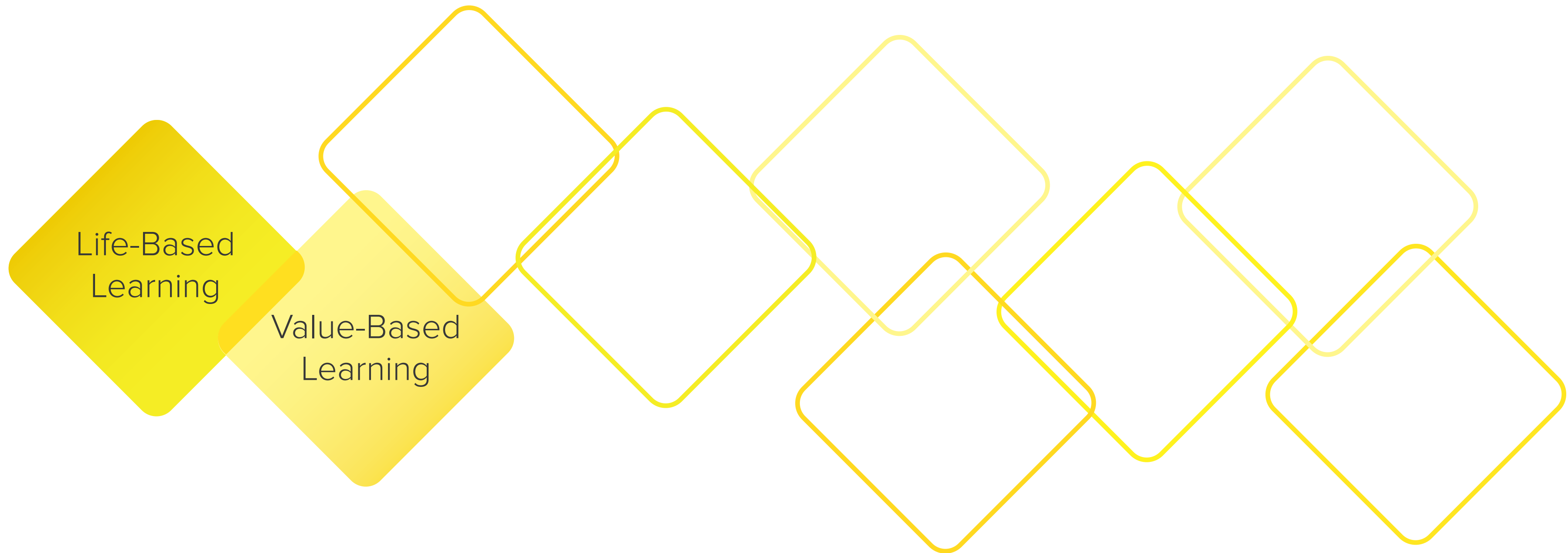
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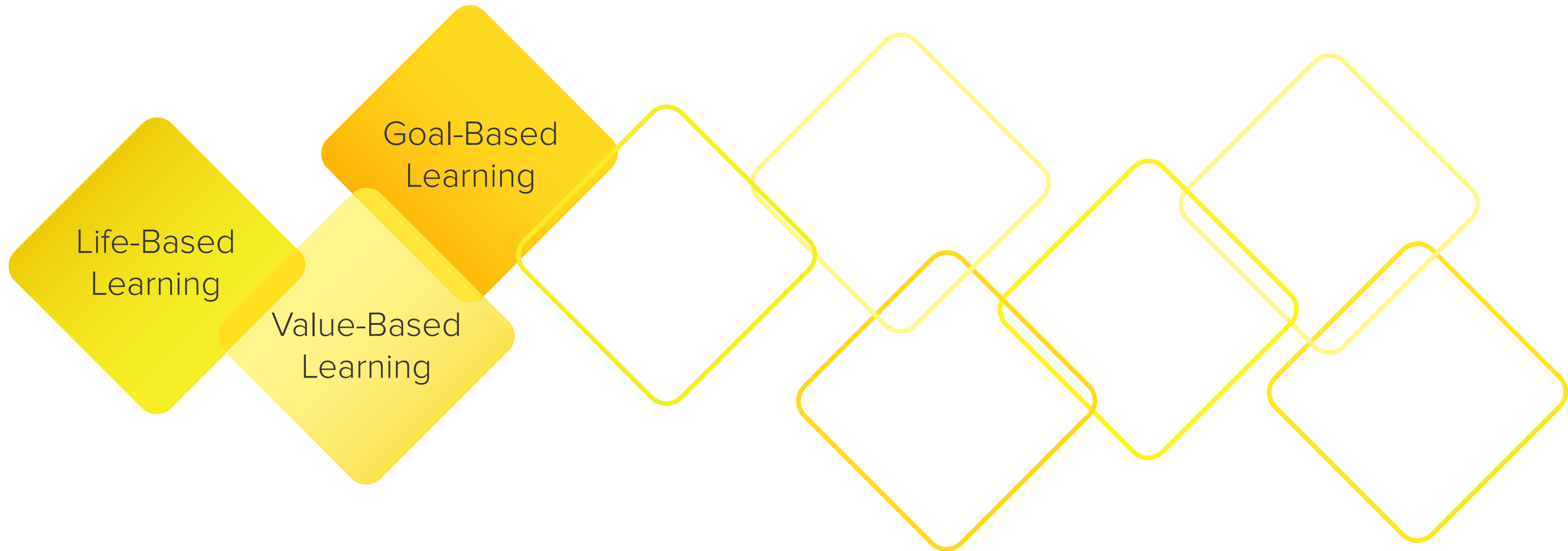
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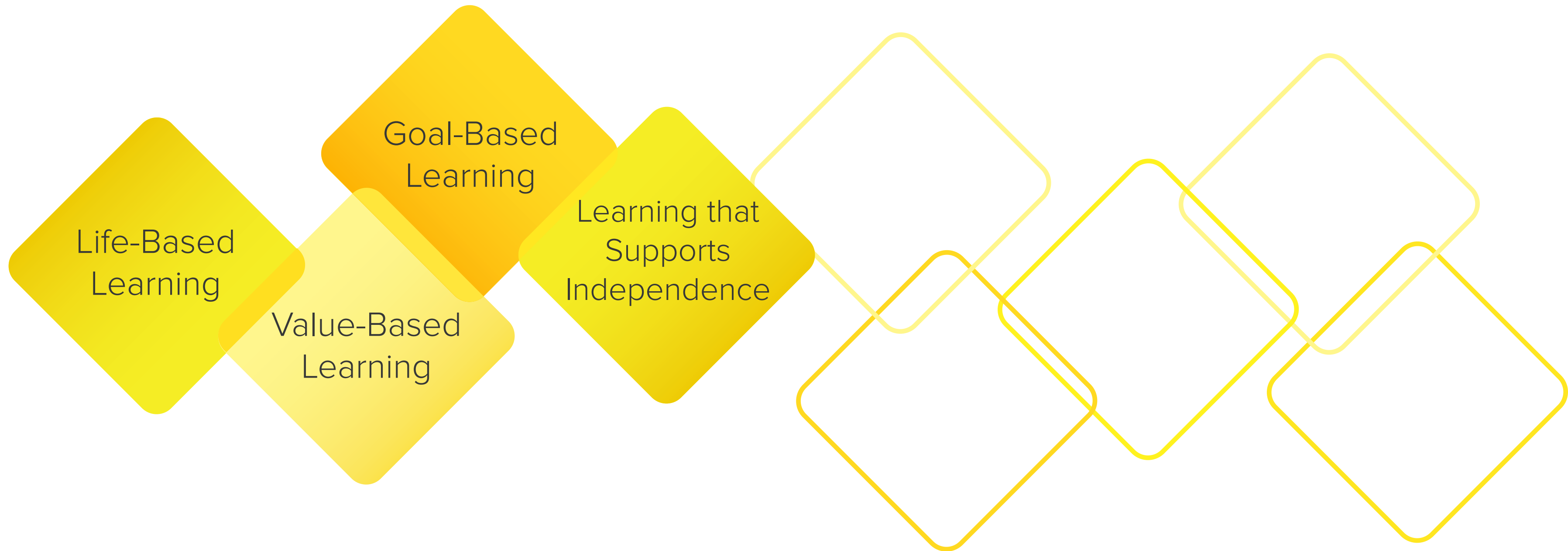
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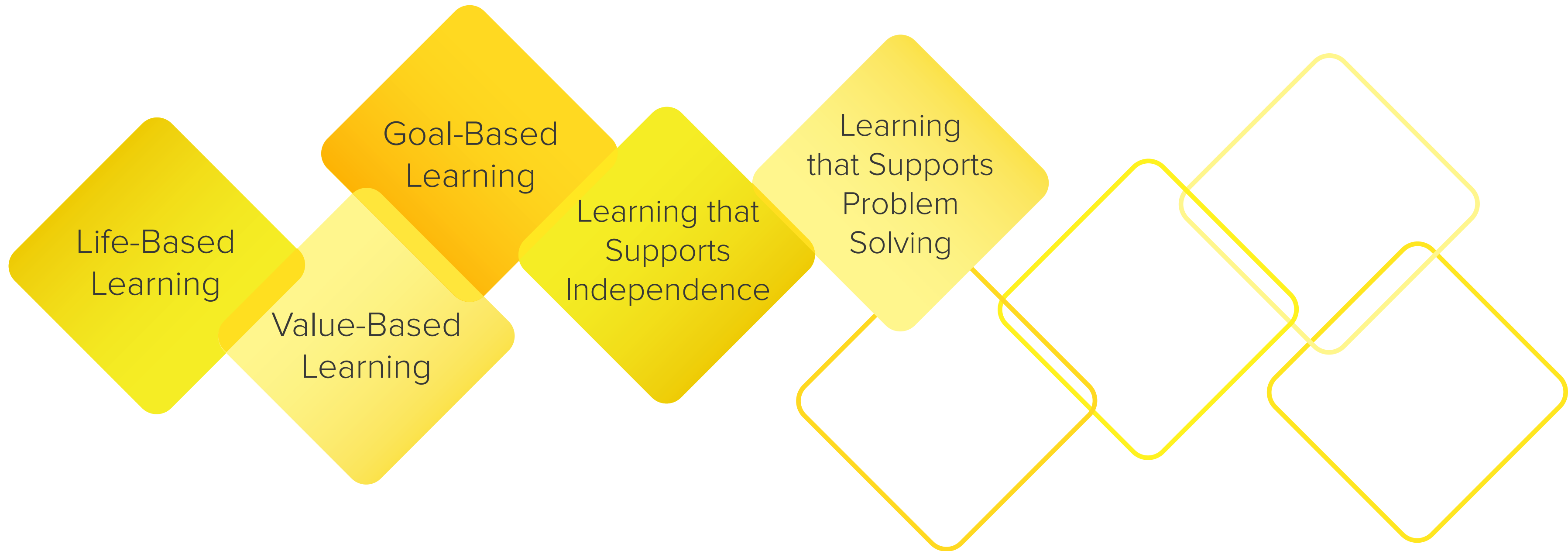
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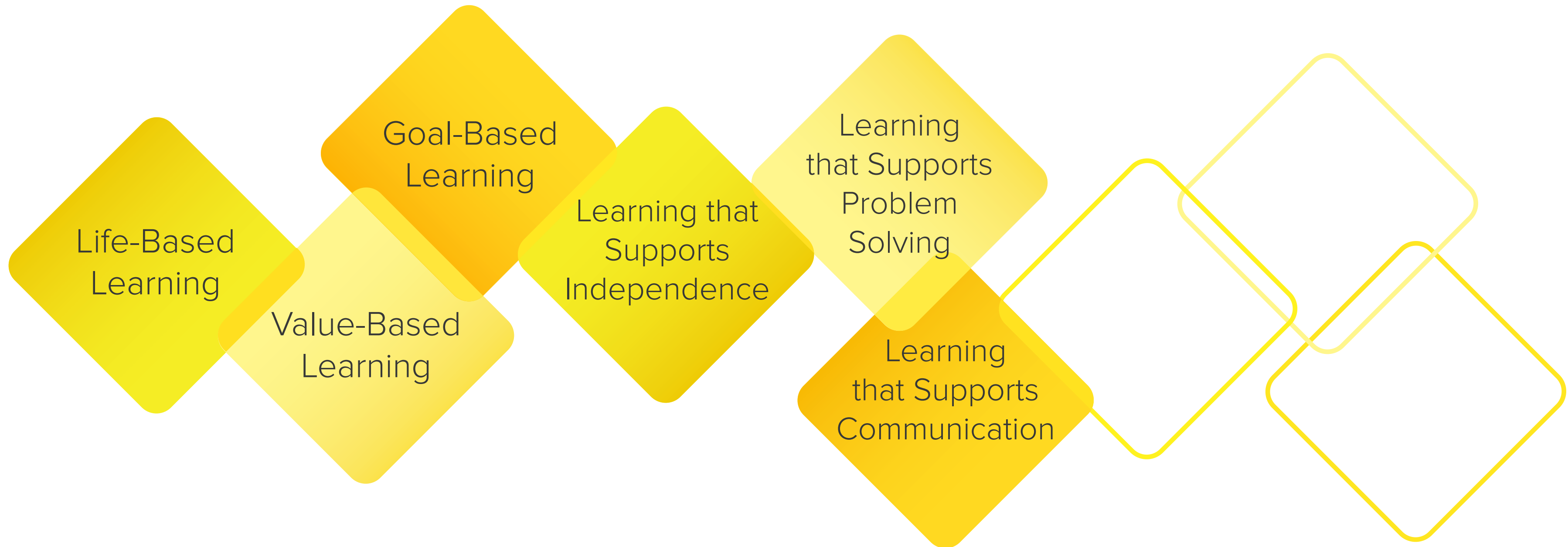
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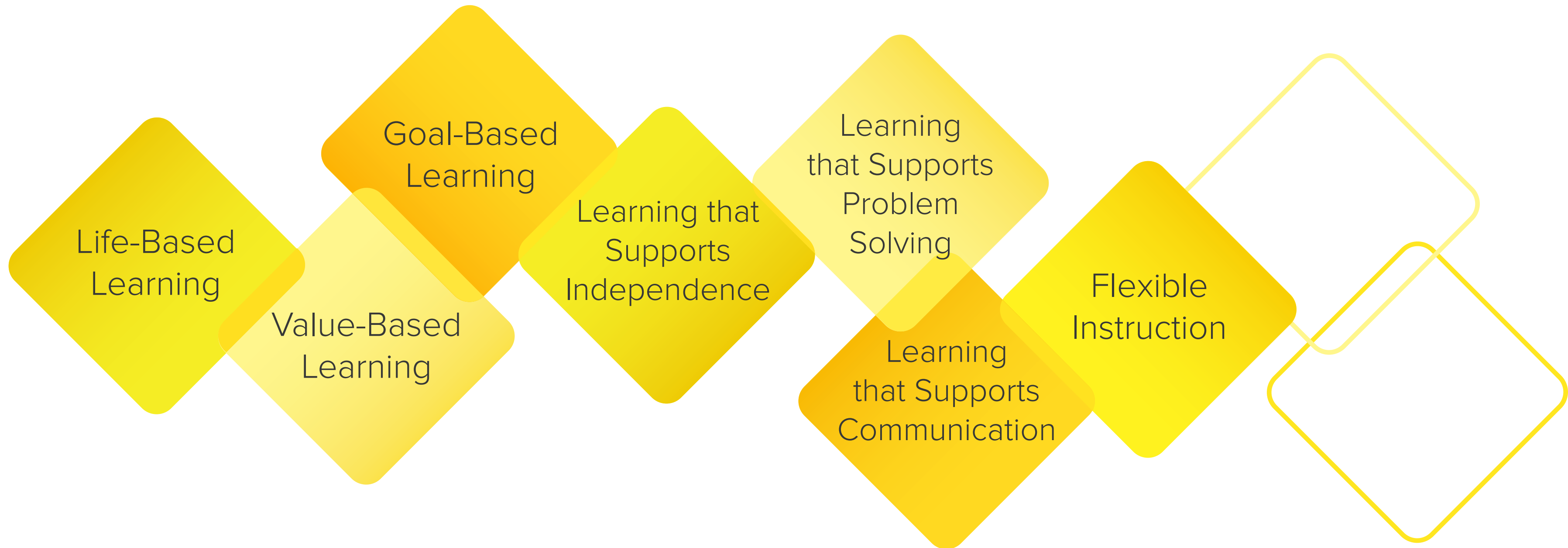
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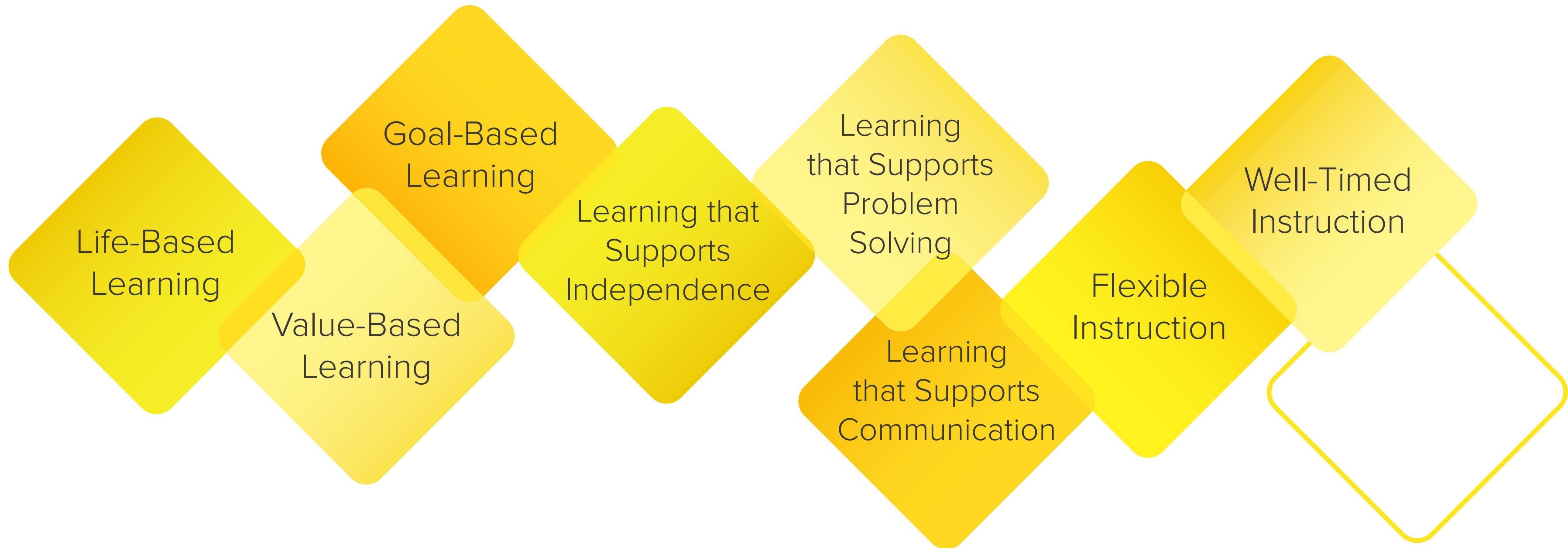
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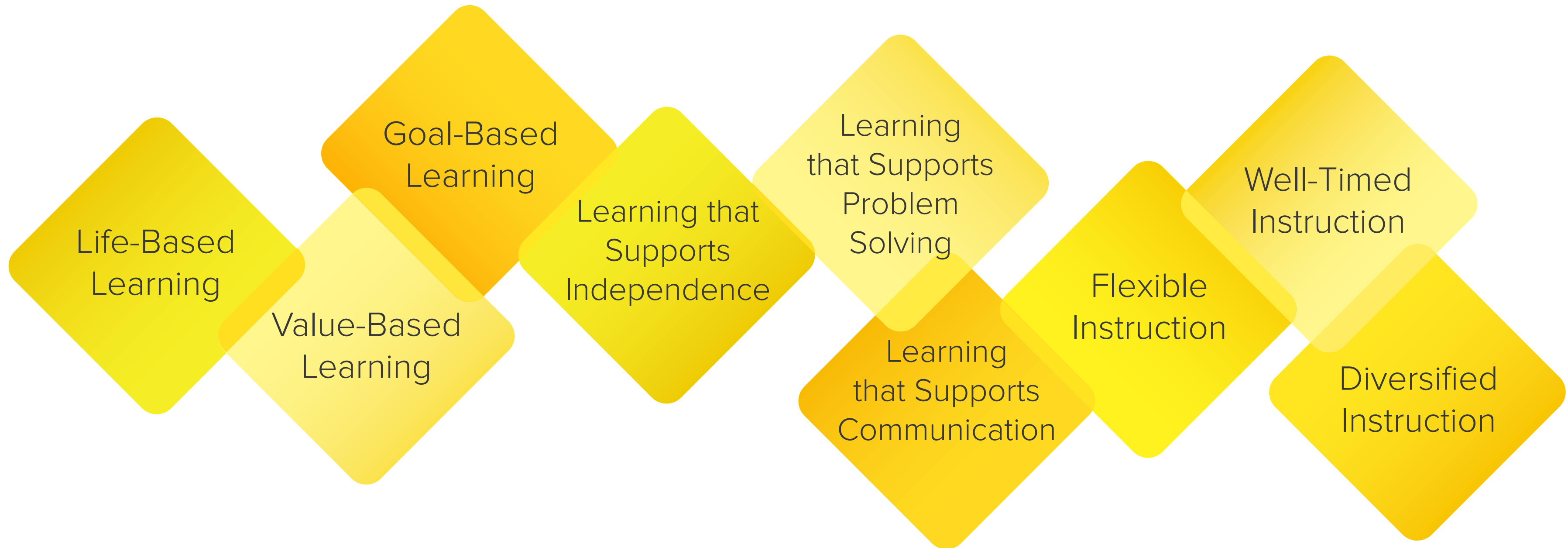
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SELF-EVALUATION

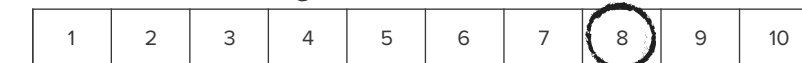
Check your scorecard!

How did you do?

Make a plan for improvement.

9 INSTRUCTIONAL NEEDS OF ADULT LEARNERS SCORECARD

Life-Based Learning



Value-Based Learning



Goal-Based Learning



Learning That Supports Independence



Learning That Supports Problem Solving



Learning That Supports Communication



Flexible Instruction

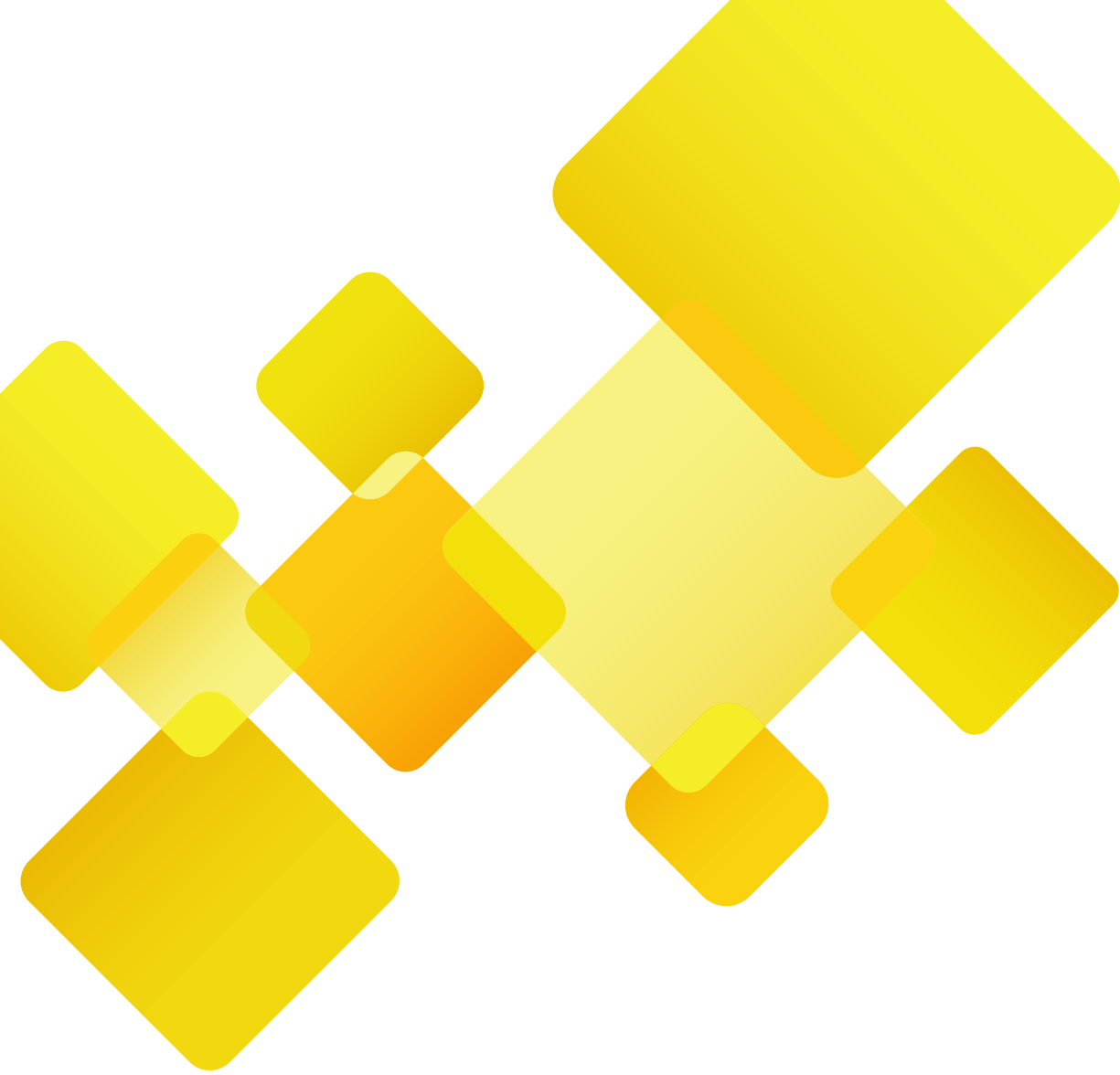


Well-Timed Instruction



Diversified Instruction





REFERENCE SITES AND RESEARCH

[eLearning Industry](#)

[Valamis](#)

[InstructionalDesign.org](#)



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