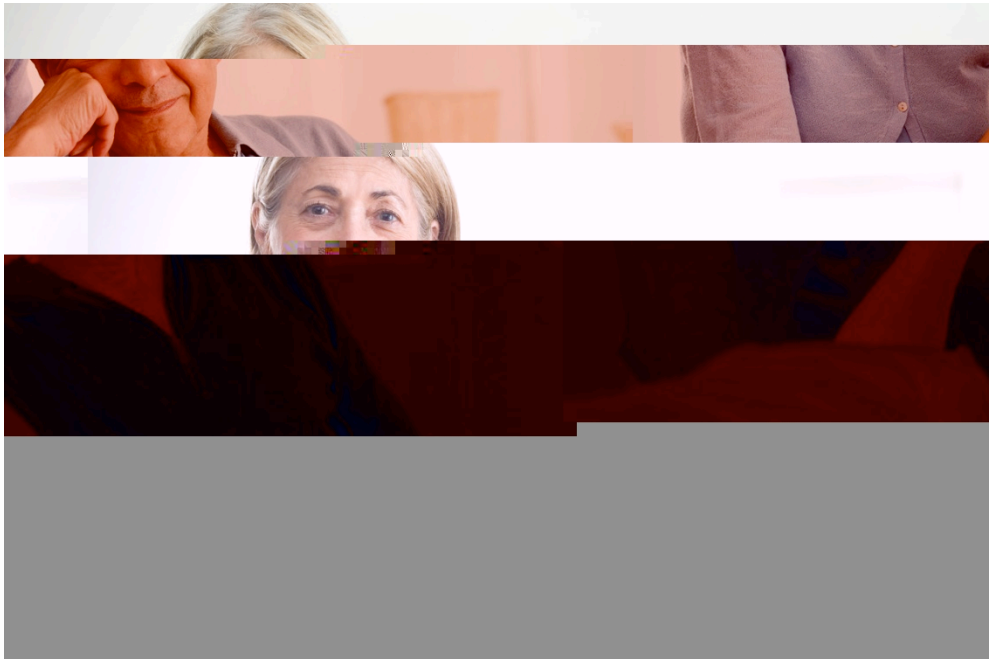
Adult Learners: Principles, Barriers and Best Practices

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Basics of Adult Education

- Also called "Workforce Education"
- Incumbent as well as future workforce
- Andragogy
  - Differs from pedagogy (education of children)
  - Can be defined as " All education above basic literacy and citizenship"
  - Generational theory issues

Purposes of Adult Education

- Facilitate change in a dynamic society
- Support and maintain the good social order
- Promote productivity
- Enhance personal growth

Principles

1. Broader and more holistic approach
2. Educators (facilitators or managers of learning) rather than trainers
3. Knowledge of Content + Appropriate Delivery System + Ability to engage adults

Principles of Adult Education

4. History

   Guilds, apprenticeships, industrial age

5. Philosophy

   Focus is on skills sets that will improve workers' lot in life; meaningful occupations

6. Ethical Standards

   Strong connection between education and business and industry

Skills-Employability Paradigm

- Higher skills = more likely to be employed productively = higher employability

Areas of Adult Education

1. Motivation
2. Curriculum Design
3. Learning Environment

1. Motivation

- Self directed
- Can be related to a life change event (83%)
- "person's life structure"
- When a need is perceived

3. Learning Environment

- Context not content
- Personal traits of the educator
- Physical and psychological comfort
- Building bridges/connections

Learning Environment

- Easy access to comforts/amenities
- Balance of breaks, alternate activities with content
- Choices when appropriate
- Focus on learners
- Development of a 'co-learning' environment
- Expectations prior to the learning

Learning Environment

- More flexibility; less rigidity
- Keep discussions civil; allow multiple perspectives
- One to one access to expert
- Not a sage on the stage but a guide from the side

Situational Barriers

- Lack of time
- Cost
- Personal problems

Institutional Barriers

- Location
- Scheduling
- Procedural barriers

- *Also may include informational barriers – simple lack of awareness*

Dispositional Barriers

- Adults' attitudes
- Self perceptions of oneself as a learner
- Previous experiences with schooling

Top 10 Checklist

1. Needs Assessment
2. Knowledge of students
3. Expectations of educator and students
4. Immediate relevance
5. Applicabilty of content
6. Physical comfort
7. Engaging students
8. Balance of activities
9. Skill level of educator
10. Evaluation and assessment to use in the future

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