

Handout 2.1

Training Strategies for Adult Learners

Principles	Training Strategies
Adults need to feel self-directed	<ul style="list-style-type: none">▪ Engage participants in designing some parts of the learning process.▪ Expect participants to want more than one medium for learning and to want control over the learning pace and break times.▪ Acknowledge contributions participants make to the group.▪ Do not expect participants to necessarily agree with the curriculum or even the content of the training.
Adults need to have a reason for learning.	<ul style="list-style-type: none">▪ Take time to clarify participant expectations of the training.▪ Establish the need for training.▪ Permit debate and the challenge of ideas.▪ Link learning to motivational factors.
Adults want to use their experience and background.	<ul style="list-style-type: none">▪ Use your adult participants as resources for yourself and for others.▪ Use open-ended questions to draw out participant's knowledge and experiences.▪ Provide many opportunities for dialogue among participants.

HANDOUTS
The Ultimate Trainer

<p>Adults prefer a hands-on problem solving approach.</p>	<ul style="list-style-type: none">▪ Focus on theories and concepts within the context of their applications to relevant problems.▪ Orient the course content toward direct applications rather than toward theory.▪ Throw questions back to the participants; e.g. How would you handle this? or What would you do next?
<p>Adults want to apply new knowledge and skills immediately.</p>	<ul style="list-style-type: none">▪ Show immediately how new knowledge or skills can be applied to current problems or situations, or conduct activities that help participants discover new concepts and applications.▪ Reinforce learning and ensure understanding and retention.▪ Use participatory techniques such as case studies and problem-solving groups.