

Why Use Learning Contracts?

One of the most significant findings from research about adult learning (e.g., Tough, 1979) is the following: When adults go about learning something naturally (as contrasted with being taught something), they are highly self-directing. Evidence has accumulated, too, that what adults learn on their own initiative they learn more deeply and permanently than what they learn by being taught (Brockett & Hiemstra, 1991).

Working Adult Learners Brockett

Henschke, John Arthur



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Teaching Adults Ralph G. Brockett, 2014-12-29 A highly practical guide for new instructors teaching in any setting. Regardless of the context, teaching is a tall task and for those teaching adults, unique challenges await. *Teaching Adults: A Practical Guide for New Teachers* is chock full of ideas that can be read quickly and implemented immediately in formal and informal settings in classrooms and workplaces in short wherever adults are learning. Written with straightforward language that eschews jargon yet grounded in theory, research, and practice in adult education, the book will benefit readers who have not previously been exposed to these ideas as well as more experienced teachers who seek new ways to reach adult learners. The book will serve as a resource to revisit from time to time as readers face new challenges and questions in teaching adults. Readers will delve into a variety of topics including: A general teaching framework including the author's four keys to effective teaching; An in-depth exploration of the primary components of effective teaching; An examination of the unique challenges involved with teaching adults including how to best create a positive learning environment, overcoming resistance to learning, motivation techniques, and dealing with difficult or disruptive learners. The book elucidates the techniques required to connect with adult learners and provide instruction that is specifically tailored to the unique learning needs of these students.

Assessing and Evaluating Adult Learning in Career and Technical Education Wang, Viktor, 2010-07-31 This book advances a framework, a process, and meaningful approaches for assessing and evaluating adult learning in career and technical education (CTE). Provided by publisher.

Understanding the Adult Learner Alisa Belzer, Brian Dashew, 2023-07-03 Adults seek out learning for very different reasons in different contexts and this book is intended to support adult educators' development in responding to this rich array. There is no single way to be an adult learner and so it should not be surprising that there is no single way to be an adult educator. However, the authors believe that all educators must demonstrate a commitment to meeting adult learners where they are. Adult educators should help learners move forward not only with new content, knowledge, information, and skills but also with new ways of making meaning and seeing themselves, their role, and the world. This volume introduces many theories and concepts that can help adult educators do this effectively.

Adult Learner at Work Robert Burns, 2020-12-17 Knowledge is one of today's few meaningful resources. Equip yourself to ride the rollercoaster of racing change, globalism, and technological super innovation that is life and work in our age. Completely revised and updated for the 2000s, *The Adult Learner at Work* 2nd edition is for educators, trainers, and managers who want to stay in touch with the latest thinking in their fields. Dr. Robert Burns explains the important changes that have swept through the field of post-compulsory education and the worldwide swing to the lifelong learning as the gateway to a learning society. When work, education, and life satisfaction can truly intermesh, sustainable prosperity becomes achievable. Robert Burns explores such questions as: What conditions have created lifelong learning? Learning societies and learning organisations. How have government and business responded? What methods and

processes enhance the learning potential of adults How can we motivate adults to learn What are the effects of advancing age on our ability to learn Is competency training an effective tool for encouraging learning This new edition examines how and why we must facilitate the learning potential of all members of society The Adult Learner at Work 2nd edition provides an attractive vision of the development of learning environments in the workplace and the community setting integrating skill learning and personal development using well founded principles of adult learning

Routledge Library Editions: Adult Education Various Authors,2021-07-14 Against a background of profound worldwide social and economic change the concept of lifelong learning has come increasingly into the public eye As educators and policy makers rethink the meaning of education the purpose of schooling and the place of learning in our everyday lives educational institutions are opening up to those traditionally deprived of the opportunity The books in this set originally published between 1979 and 1992 including global case studies reflect upon major issues confronting adult educators worldwide and discuss the role of adult education in social and community action examine the relationship between class and adult education look at the concept of culture and the transmission of cultural values in relations to adult education evaluate the role of adult education in reducing unemployment

Adult Learning Laura L. Bierema, Monica Fedeli, Sharan B. Merriam, 2025-08-05 A freshly updated and science based guide for contemporary adult educators In the newly revised second edition of *Adult Learning Linking Theory and Practice* a team of veteran adult educators delivers an authoritative guide to adult education that is solidly grounded in theory and research while remaining concise and practice oriented Each chapter is infused with practical applications for instruction you can implement immediately to improve concrete learning outcomes The authors cover a variety of topics including adult learning in the contemporary world traditional learning theories andragogy motivation and learning and more Readers will also find Explorations of the brain and cognitive functioning as it applies to adult learners How to adapt and improve the adult learning experience in the digital age Learning and reflection activities integrated throughout each chapter Perfect for master s level students and practitioners alike *Adult Learning Linking Theory and Practice* is the up to date and practical adult education resource that you ve been waiting for

Motivational Immediacy in the Workplace Jonathan E. Taylor, 2022-05-02 Learners are always motivated they just may not be motivated to learn the things you are wanting them to learn *Motivational Immediacy* refers to the moment by moment motivation of learners during a learning event This is in contrast to typical global views of motivation and while casting a much heavier burden on the instructor brings with it more deep meaningful and permanent learning *Motivational Immediacy in the Workplace* focuses not only on fostering learner engagement with a primary emphasis on the role of the instructor but also addresses the work and concerns of curriculum writers and training directors The author defines *Motivational Immediacy* as both a phenomenon and a practice and provides concrete steps for practical action *Motivational Immediacy* as a construct refers to a moment by moment feeling of motivation on the part of the learner to engage in the learning opportunity directly at hand As a practice it

is the instructor's process of working to stay connected with individual learners and foster engagement consistently at every moment of the teaching activity. The author addresses this idea from a learner-centered orientation, making the case that understanding and empathizing with the learner's perceptions is the most effective way to promote efficient, meaningful learning. The book will provide a comprehensive conceptualization of learning engagement and learning resistance. It begins with a substantial theoretical framework and then shifts to direct applications to practice in the workplace. Motivational Immediacy is multidisciplinary and draws from fields such as Adult Education, Workplace and Training Development, Psychology, Educational Psychology, Sociology, Cultural Anthropology, and Communications.

Facilitating Adult and Organizational Learning Through Andragogy: A History, Philosophy, and Major Themes Henschke, John Arthur, 2020-11-20

Andragogy may be defined as a scientific discipline for the study of the research, theory, processes, technology, practice, and anything else of value and benefit including learning, teaching, instructing, guiding, leading, and modeling, exemplifying a way of life that would help to facilitate and bring adults to their full degree of humaneness. Andragogy is one part of the broader international field of adult education, human resource development, and lifelong learning, thus serving the advancement and connection needs of adult learners, organizational development, and lifelong learning in areas such as higher education, business, military, corporate training, healthcare, executive leadership, courtroom practice, religious life, and human resource development. **Facilitating Adult and Organizational Learning Through Andragogy: A History, Philosophy, and Major Themes** investigates the history, philosophy, and major themes of andragogy and how they may contribute to helping practitioners to design and facilitate adult and organizational learning. The book presents more than 500 documents that are examined through two different lenses. The first lens is the history and philosophy or a chronological approach of andragogy, while the second lens takes a look at the major themes as categories of what the documents express. While encompassing the background, uses, and future of andragogy, this book is ideally intended for teachers, administrators, practitioners, stakeholders, researchers, academicians, and students.

Instructional Development Paradigms Charles R. Dills, A. J. Romiszowski, 1997

An encyclopedic examination of competing paradigms in the areas of instructional design and development at all levels and in a variety of environments. The 46 treatments feature the analysis of experienced scholars and sometimes the authors of the particular theories under discussion, which include topics in instructional development in its philosophical mode.

Constructivism, postmodernism, systems approach as a cultural vantage point, and in theory and application reviewing the effects of technology on class design, the influences of semiotics, the strategic advantages of constructivist instruction versus linear designs, and modeling for applying design strategies from constructivism and cognitive theory to individualizing instruction with adult learners. Annotation copyrighted by Book News Inc., Portland, OR.

Technology and Innovation in Adult Learning Kathleen P. King, 2017-02-28

A comprehensive exploration of technology's role in adult learning. **Technology and Innovation in Adult Learning** introduces educators and students to the intersection of adult learning and the growing

technological revolution Written by an internationally recognized expert in the field this book explores the theory research and practice driving innovation in both adult learning and learning technology and illuminates a powerful approach to recognize and leverage these opportunities Building on current trends and research in technology and its use each chapter illustrates the need opportunities and examples of current and future technologies that scaffold adult learning and provides comprehensive coverage of both current and emerging challenges Many adult learning faculty practitioners and students realize that technology presents a growing and ever present set of issues yet few feel confident in identifying the opportunities that arise with each step forward This book clarifies the interplay between adult learning and learning technology and characterizes the cyclic exchange of information and opportunities that link these fields now and in the future Understand the critical issues currently affecting adult learning Learn how technology is presenting both opportunities and challenges for the teaching and learning of adults in different contexts Examine recent research on learning technology for adult learners Discover how technological innovation can be applied now and how it will continue to shape the future of learning Adult learning is on the rise and there is no mistaking technology s role whether they re learning with or about technology today s adult learners come with unique sets of needs and skills that demand specialized approaches Traditional pedagogical techniques don t transfer directly and learning technology requires its own unique approach to development and use Technology and Innovation in Adult Learning equips practitioners to further adult learning and shape the future of the field while providing a rich perspective for classroom inquiry and research

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