aitd.



Adult Learning

Professional Development for
your role, team, business and career

8 hours of applied learning

Online Delivery | Face-to-face Delivery | In-House Delivery | Follow-up Impact Session

Course Overview

Do you have a strong understanding of adult learning theories and realities as a foundation for your work?

If you are new to the world of adult learning, have a role in facilitating or designing learning experiences for adults, or are in a position to make decisions on learning solutions and programs for adults, then this course is highly recommended.

In this course, you will gain a strong understanding of the prominent research into how adults learn, and how adult learning theories inform the design, development and delivery of learning for adults – whether in workplace or educational settings.

Contemporary issues in diversity, neuroscience and learning barriers are outlined and discussed, along with performance support and professional development.

Complete this course if you want to:

- Build your foundational knowledge of adult learning theories, together with the modern challenges of catering to diverse learning needs and contexts
- Understand how the human brain processes knowledge, stores memories, and uses both of these to acquire and apply skills
- Become a valued consultant or contributor to adult learning programs in the roles of instructional designer, facilitator, consultant, advisor or manager of adult learning services
- Strengthen your contribution to managing and administering projects that involve adults learning new skills

Learning Outcomes

By the end of this course, you will have demonstrated the ability to:

- Consider the principles of adult learning, and how they're applied in the development of learning experiences
- Develop an appreciation for the diversity of adult audiences, including differences in knowledge and experience, and potential learning barriers
- Explain the role of learners, adult educators, and learning organisations in improving the performance and advancing professional development

This program is for:

- Instructional Designers / Learning Experience Designers
- Facilitators and Teachers in both vocational and organisational settings
- Consultants and Advisors to organisations delivering learning services to adults
- Managers of Registered Training Organisations and institutions delivering adult learning programs and qualifications
- Project Managers and Program Coordinators

Program Modules

Module 1 Foundations of Adult Learning

- Context of where and when adults learn
- Adult Learner motivations
- Three Learning Domains
- The Science of Teaching & Learning
- Fundamental Theories
- Adult Learning Theories (Andragogy)
- Self-Directed Learning
- Informal Learning
- Transformative Learning
- Experiential Learning

Module 2 Adult Learner Diversity

- Societal and Workplace Diversities
- Psychological Safety for learners
- Positive environments for learning
- Barriers to learning
- The Shift from Learning Styles to Neuroscience
- The AGES Model (NeuroLeadership Institute)

Module 3 The Adult Learning Ecosystem

- Learning Ecosystem elements
- Roles within the Adult Learning Ecosystem
- Learning Culture in Organisations
- Modern Adult Learner Rights

Program Fees

Member **$625** ex GST
Non-Member **$755** ex GST

Registration

Australian Institute of Training and Development
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Delivery Options

Online Delivery

Live facilitated virtual workshop

One day or split across two half day sessions

Access to Zoom is required

Face-to-face Delivery

One day workshop at a city training venue

In-house Delivery

Delivered to your team exclusively, online (Zoom or MS Teams)

or in an onsite location of your choice

Follow-up Impact Session

The follow-up impact of your learning session is conducted once per quarter and is an opportunity to network with learners from other courses

The focus in this session is on application of learning

Your learning journey starts here, follow us on:

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