

# Training Adults (Application)

## Overview

Simply telling or lecturing adult students engages them at the lowest level possible and produces only about 5% retention on the part of students, while adults exposed to real training retain up to 90% of the content taught. To achieve the 90% level of success trainers must use adult learning principles to design and deliver training. This training presents the fundamentals of how to train adults and allows participants to demonstrate their skills in using adult learning principles.

## Objectives

Upon completion of this training, participants will be able to:

1. Discuss adult learning principles
2. Describe the actions trainers can take to ensure training is designed for adults
3. Plan a training session using the Training Session Planning Sheet
4. Teach a 10 minute lesson using adult learning principles

## Prerequisites

Web-based reading assignment

## Delivery Method (Course Activities)

Classroom activities include the presentation of adult learning principles by the instructor with students involved in numerous activities and exercises to reinforce learning. Students design a lesson using the Training Session Planning sheet. This is accomplished in small groups. The culminating project is to design and deliver a 10 minute lesson using adult learning principles.

## Duration

3 days

## Target Audience

Employees assigned training responsibilities.

## **NEDC Contact Person**

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