



Adult Learning Online

Adults learn differently and while some things are different in eLearning, lots of fundamentals are the same. Here are 3 things you should know about adult learning online.



Learning vs. Training

- Stop thinking about learning as a "one and done."
- If you want someone to learn something, it's a process.
- Learning is hard work--it even makes you hungry!



Adults Instruction is different than Child Instruction

- The number one thing to realize about how adult learners differ from children is the existence of lived experience.
- Adult learners prefer content that involves relevant, timely and realistic problem solving.



Instructional Design is Key

- What is the problem you seek to solve or your goal?
- Do a needs assessment for skill and knowledge gaps.
- Take the time to write objectives based on your learners' needs.
- For each objective, consider your resources, audience, capacity, and tools.
- Then consider, what is the best way to reach this audience?
- Design activities that offer learners ability to Absorb, Do, and Connect.