

Important of adult learning principles for teachers

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Abstract: adult education in the local agricultural education program is an essential component of the "total" program. Offering adult education programs helps to keep farmers and agribusiness employees better informed of current trends and provides them with opportunities to learn new skills and improve existing ones. Teaching adults can be very challenging, but also very rewarding. Most teachers would agree that the benefits derived from a successful adult education program in agriculture far outweigh the costs. In addition to the direct benefits to adult participants, the teacher, the school, the community, and the secondary program also benefit from a quality adult education program in agriculture. Adults in agriculture use a number of sources to gain new information that can be used to help them solve problems. Persons employed in agriculture utilize newspapers, magazines, newsletters, radio, television, government publications, internet, and meetings to gather information which can be directly utilized in their business activities. In many communities, the agriculture teacher is the primary source of agricultural information.

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Introduction:

Successful adult education programs develop and utilize an Agricultural Education Program Advisory Committee to assess the informational needs of adults in the community. Agriculture teachers should utilize the expertise and communications link, which an effective advisory committee provides. Specifically, the advisory committee should be asked to provide advice regarding planning, conducting, and evaluating the adult education program in agriculture.

Adult education programs in agriculture should emphasize practical application of the information presented. Topics and information included in adult programs should be provided which fulfills needs of the local community. Providing information which cannot be applied to solve a local problem or address a local issue will generally be viewed as frivolous and over time will result in decreased interest (i.e. participation) in the adult education program.

The role of the agriculture teacher should be as a facilitator of the learning process. Most adults reject the traditional teacher-student relationship, which is necessary to maintain in secondary programs. Teachers should be encouraged to view themselves as partners with adult participants in the learning process. The democratic philosophy of shared responsibility for planning, conducting, and evaluating adult education programs distinguishes adult education from secondary education.

A local plan for adult education in agriculture should consist of two major components. Namely, a broad statement of philosophy, goals, and objectives of the local adult education program, and an annual

calendar of program activities.

Adult education in agriculture is important for continued community prosperity, growth, and improvement.

Principles of Adult Learning

1) PURPOSE

The Financial Literacy Foundation has prepared this document to provide education materials developers with information on the key principles of adult learning. It is a short summary of a very broad area of research and advice, prepared with the input of Adult Learning Australia, the national peak body representing organisations and individuals in the adult learning field.

2) HOW DO ADULTS LEARN?

Your program needs to account for:

- Motivation of the learner;
- Reinforcement of the skills and knowledge being developed;
- Retention of key learning; and,
- Transference of what is learnt to new situations.

Motivation - Adults learn most effectively when they have an inner motivation to develop a new skill or gain new knowledge. They resist learning material if it is forced on them, or if the only reason given is that the material will, in some vague way, be "good for them to know." Adults need to know why they are being asked to learn something; and they definitely will want to

know what the benefits will be before they begin learning. This means the best motivators for adult learners are explicit interest and self benefit. If they can be shown that the program will benefit them pragmatically and practically, they will learn better, and the benefits will be much longer lasting. Typical motivations include a desire for better handling of personal money matters, say in retirement, wanting a new or first job, promotion, job enrichment, a need to reinforce old skills in say, handling credit or learn new ones, a need to adapt to community changes such as on-line banking and so on. Remember the tone of the program should be motivating. Your program should employ methodologies so that your trainers establish a friendly, open atmosphere that shows the participants they will help them learn rather than present as 'experts' imparting knowledge. No-one engages well with a trainer/teacher who is just 'showing off' what they know. Financial services have a plethora of jargon and complicated ideas that can put many lay people off. Exposing this sort of terminology and explaining it in simple terms – or deciding whether some of it needs exposure at all – is paramount to keeping your learner's trust and interest.

Appropriate level of difficulty. The degree of difficulty of your financial literacy program should be set high enough to expose all the essential elements of the topic and challenge learners to succeed, but not so high that they become frustrated by information overload. Too much financial industry terminology strung together can be a complete turn off for people who may already struggle with the fundamentals – is it really a necessary part of the skills they need?

So start with financial information and techniques that relate directly to the learner's own personal needs and wants. Personal budgeting is always useful and less complicated than say, comparing mortgage options. Don't make what could be a lesser used skill so important in the program it de-motivates the learners and loses their interest.

Motivational reward does not necessarily have to be in the monetary sphere; it can be simply a demonstration of social or workplace benefits to be realised from new financial management skills. Older participants could perhaps learn how to help their children with financial decisions. People could be shown how to utilise better financial planning in a club or society they belong to. Its about improving whole of life experiences not just direct monetary reward. The overall thrust of the program should be motivating and, like all good teaching and learning programs, course material should ensure other key adult learning elements are covered.

Reinforcement. As we know reinforcement is a very

necessary part of any teaching/learning process. Through it, trainers encourage correct modes of behaviour and performance and discourage bad habits. Your program should use both reinforcement techniques throughout. Positive reinforcement is normally used when participants learn new skills. As implied, positive reinforcement is "good" and reinforces "good" (or positive) behaviour. Negative reinforcement is useful in trying to change bad habits or inappropriate modes of behaviour. The intention is extinction -- that is, the trainer uses negative reinforcement until the "bad" behaviour disappears or the learner understands why past practice is not beneficial to them. Examples could be ensuring participants always compare different rates of interest available to them before signing up for any new debt (a positive reinforcement) and not considering credit purchases that leave them with no income safety net for unforeseen circumstances (negative reinforcement).

Retention. Learners must retain what the program delivers to them in order to benefit from the learning. In order for participants to retain the information taught, they must see a meaning or purpose for that information. They must also understand and be able to interpret and apply the information in their own real life contexts. Understanding includes their ability to assign the correct degree of importance to the material and its application in the future. The amount of retention is always directly affected by the degree of original learning. In other words if the learners did not learn the material well initially, they will not retain it well either. Retention by the participants is directly affected by their amount of practice during the learning. After the students demonstrate they can apply new financial skills, they should be urged to practice in their own time and for their own personal needs to retain and maintain the desired performance.

3) ASSESSING PROGRESS AND OUTCOMES

Good assessment is a collaborative process involving the assessor, learners and others, where appropriate. Your assessment process should be transparent and allow for ongoing feedback from and to the learners. Remember these adult learners want to improve their skills in managing money and are not necessarily interested in formal recognition or being ranked against their peers in the group. Where possible, presenters should emphasise from the start that no-one is going to 'fail' the program. Even where students are seeking formal certification of their achievement, presenters can advise that there is no competition between the learners in the group or between an individual and the topic material – it's all achievable and everyone can make it work for them.

Make sure they understand that they will all leave with better financial skills than they have at the beginning. If someone in the group is somehow 'better' or 'faster' at understanding superannuation than others that is their good fortune but makes no difference to the benefits everyone in the group gains from knowledge and skills in handling this important financial tool. Everyone will improve their life chances through participating in the program and outside of training for formal certification, assessment is to demonstrate this to them and no-one else.

If you want further Information on collaboration in the design of assessment materials and the role of learners in the assessment process this can be found in:

- Guide One – Training Package Assessment Materials Kit and Guide Five – Candidate's Kit in the Training Package Assessment Guides; and,
- Learning Circles Resource Manual for Facilitators and Learners (developed by Adult Learning Australia).

Conclusion:

The goals of the Adult Education Program are:

1. To assist adults in establishing personal and business goals.
2. To enhance the self-confidence and decision making skills of adults in agriculture.
3. To develop agricultural leaders.
4. To maintain the local agricultural knowledge and technology base.
5. To improve the home, living, and business conditions of persons employed in agriculture.
6. To encourage adults to participate in cooperative efforts.

The objectives for the local Adult Education program are:

1. To increase the net farm income of local agricultural producers.
2. To improve the safety practices of adults employed in agriculture in the local community.
3. To educate the public about the significant role in agriculture in the local economy.
4. To encourage the use of practices that protect and conserve natural resources to maintain a good environment for everyone.
5. To assist local producers in the development of marketing plans that are tailored to their individual needs.
6. To assist local producers in developing strategies to make optimum use of agricultural support agencies (e.g. FSA, MO Department of Agriculture).

A comprehensive program of adult education in agriculture includes three major components: (a) organized instructional classes for adults, (b) a Young Farmers/Young Farm Wives Chapter, and (c) Farm Business Management Analysis (FBMA). State Agricultural Education Program standards implemented in 1992 indicate that a minimum of 20 clock hours of organized adult education classes be provided. Many local agriculture programs will far exceed this minimum standard. Salary reimbursement Procedures for "Full Time" and Short Term adult programs are.

The field of adult education and literacy is plagued by confusion about definitions. Over the years definitions have evolved from provisions in federal law and initiatives of groups advocating particular methodologies or the needs of specific adult populations. The result is that definitions tend to merge statements about the goals to be achieved (e.g., improving the literacy of a particular population) with a particular means (e.g., adult basic education) to achieve the goal.

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