VALORISTE

Fostering adults volunteering towards sustainable development through circular economy practices

Vignette on andragogy and education for volunteering

IDENTIFICATION OF LEARNING NEEDS

TIPS FOR EFFECTIVE IMPLEMENTATION

REFLECTING ON THE PRINCIPLE

1 Identify learning needs

Recognising learning needs offers insight into the existing knowledge and skills of learners, determining areas for improvement.

! Make sure you involve learners in identifying their learning needs to further determine the learning objectives.

In a workshop for vulnerable adults, the facilitator, Anna, supports participants in diagnosing their learning needs. Through a collaborative process, they identify desired competences and acknowledge gaps with current abilities. Anna guides the group in a self-assessment, empowering each learner to articulate their aspirations and formulate their learning objectives.

? So, you should ask yourself: How can I involve my learners in eliciting their needs and formulating their learning objectives?

2 Use appropriate methods

To ensure that information on learning needs is accurate and reliable, use diverse and appropriate ways: interviews, surveys, free dialogue, research, feedback, etc.

! The aim of any method is to make learners aware of their needs, document them, and review their progress throughout learning.

In a training session for volunteers gearing up for community-based sustainability initiatives, the facilitator, Sarah, employs diverse methods like interviews, open questions and games to elicit participants' learning needs. Sarah not only emphasizes the importance of making volunteers aware of their learning needs and goals but also ensures they are informed about the training and initiatives objectives.

? So, you should ask yourself: Do I have a sufficiently rich toolkit of methods for identifying learning needs in my training?

3 Make adjustments if needed

Effective learning requires adult learners to articulate their goals. If their goals don't align with the training, be prepared to adapt the programme to help learners meet challenges.

! Make sure you respect the learner's right to set and follow their own learning goals.

In a laboral mandatory training, participants are required to attend, and not all of them are initially enthusiastic about participating. The facilitator, Jack, encourages each participant to articulate their individual goals. Recognising the diverse motivations of the participants, he adapts the programme to ensure the content is relevant and engaging for all.

? So, you should ask yourself: If my learner's needs and goals do not coincide with the training objectives, which strategies can I use to bring them closer?

TEACHING AND TUTORING PRINCIPLES

in adult education on how to train and upskill adults belonging to vulnerable social groups