

# Vignette on andragogy and education for volunteering

## FACILITATION OF LEARNING PROCESS

### TIPS FOR EFFECTIVE IMPLEMENTATION

#### 1 Incorporate different methods and activities

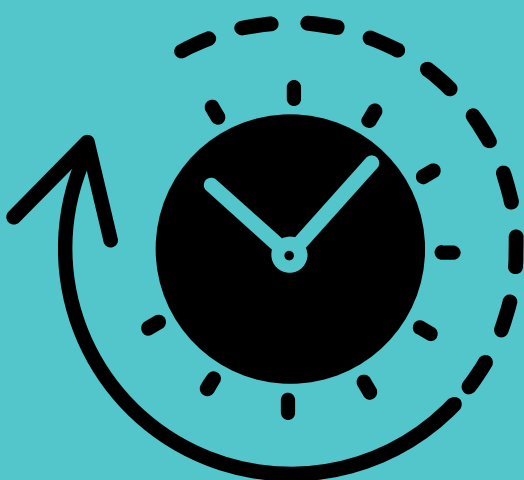
Varying the type of activities helps to match different learning styles and objectives and stimulates learning. It takes some practice to balance group participation.



**! Make sure you practice the techniques you will use beforehand so you don't get too nervous or lose your train of thought.**

#### 2 Pay attention to pace and timing

Are you presenting new information to the group? If so, you may allow more time for discussion and reflection so that learners can digest the new material.



**! Make sure you keep the training session from drifting too far off topic.**

#### 3 Reflect on your practices

Set aside some reflection time immediately after a session to reflect on your and your learners' experiences. Consider what worked well and what can be improved in the future.



**! Make sure you take stock of your supplies and resources if you plan to facilitate a similar session in the future.**

### REFLECTING ON THE PRINCIPLE

During the preparation of a community learning festival on the topic of sustainability, facilitator Maria employs a mix of group and individual activities, providing participants with the flexibility to choose their preferred collaboration forma, whether in small groups, pairs or individually. This approach fosters a personalised learning experience, accommodating diverse preferences and promoting active engagement in the festival.

**? So, you should ask yourself: How can I make my training sessions more person-oriented and flexible?**

In a sustainability workshop, novice facilitator Sam, brimming with enthusiasm, provides a wealth of information to participants. Overestimating the participants' ability to quickly absorb the material, Sam rushes through the content, leaving little room for discussion and reflection. The hasty approach inadvertently hinders the learners' ability to fully digest the novel information.

**? So, you should ask yourse: How can I find balanced and suitable pace to ensure effective learning and engagement?**

Sarah reflects on the last training session she delivered: What parts of the training went well? Were there times or situations where I had to stretch as a facilitator? What did I learn about myself? And bout the group? How can I build on that learning in the future?

**? So, you should ask yourself: How can I reflect on my practice and what impact does it make on my competences?**

## TEACHING AND TUTORING PRINCIPLES

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