Training and Instructional Design

Introduction to Training and Adult Learning

Lecture c

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Learning Objectives

1. Describe the three basic steps of the training cycle (Lecture c)
2. Describe the five phases of the ADDIE model of instructional design (Lecture c)
Instructional Systems Design Models

ISD Models

ADDIE

Dick & Carey

Kemp
ADDIE Model of Instruction

- Analysis
- Design
- Development
- Implementation
- Evaluation
ADDIE: Analysis

Who are the learners and what are their characteristics?

What...

- is the new behavioral outcome?
- types of learning constraints exist?
- are the delivery options?
- are the online pedagogical considerations?
- are the Adult Learning Theory considerations?
- is the timeline for project completion?
ADDIE: Design

How do the learners learn best?

- Use variety of techniques
- Engage the learner
- Apply to their situation
- Consider sequential learning activities

Have you considered two or more ways to deliver the content?

Do you support independent self-directed adult learning opportunities?
ADDIE: Development

- Content Specialists
- Instructional Designers
- Quality Assurance and Testing
ADDIE: Implementation

- Delivery procedures and facility
- Train the Trainer
- Assembly training materials and go-live with training website
ADDIE: Evaluation

- Were program objectives achieved?
- How will you measure?
- Are you continually assessing the learning and the process?
Modification to ADDIE for eLearning

Rapid prototype

Added to ADDIE Design Phase
So let's take a moment to just summarize and look at how we apply these principles to computer-based learning.
Adult Learning Theory Applied to Computer Training

- Explain why things are being taught
- Task oriented and not memorization
- Recognize different learner experiences
- Self-directed
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Summary

• Andragogy and Knowles
• Bloom’s Taxonomy
• ADDIE Instructional Design Method
References


