

Adult educator interview and paper

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Adult Educator Interview and Paper Task: Adult Educator Interview and Paper Introduction I interviewed an industrial trainer at Pixar Company that deals in production of animations and cartoons. He is a trained personnel who trains new employees on a number of companys values and norms. He is well-trained for his position and has two years experience in the job.

Background, experience, and training for the position

I found out that the trainer holds a masters degree in human resource management and a bachelor's degree in the same from one university. He offers industrial training for employees after undergoing specialized training on his occupation within Pixar training facilities. The industrial trainer obtained a post graduate diploma in industrial training arming him with relevant skills to offer excellent industrial training to employees. He began practicing human resource management in the company before being charged with industrial training responsibility following greater educational achievements.

Andragogical techniques that the educator employs

From my findings, the students being adults in most cases, the trainer employs adragogical techniques such as letting the students take control so as to feel the independence in the learning process. He encourages the sense of self direction. He also uses the learners experience to facilitate the learning process through quoting examples which any other person in class could share. For instance, asking the trainees, " could anyone share his experience with an indiscipline employee?" Kohn Kim, e-mail message to author November 6, 2012. The other way is through the adoption of two way and three way communication where students may communicate among themselves and with him.

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Traditional and non-traditional instructional models used

One of the models that I realized was being utilized by the instructor was the Hannifin and Peck design model. Here there were three phases involved. It begun from the point of evaluation then designing of a proper structure followed by development and implementation of instructions as may be relevant. The main reasoning in this case was evaluation and revision. The other model adopted by the instructor was the ADDIE model where analysis came as the first step. This was followed by designing then development and implementation. A final step was evaluation.

Characteristics of the adult learners

Sutherland (1998) argues that; most adult students exhibit autonomy where the sense of control is extremely high. These students are also more goals oriented than otherwise. They strive to achieve their aims at all times.

According to Wodlinger (2007), adults prefer practical knowledge where they become competent and master of basic concepts under study. They embrace learning by experience considering their wealth of knowledge. They perceive learning as purposeful and result oriented especially on taking outside responsibilities.

Challenges and benefits of working with adults

According to Rubenson (2011), there are various advantages associated with training adults. They are autonomous learners hence they are well versed with class norms and requirements. Problems related to breach of these are unlikely to be exhibited. They are also motivated individuals who show interest in learning thereby motivating the trainer. They have a wealth of knowledge making it easier to share information. Challenges associated with adult training include lack of time and frustrations to a lesser extent though.

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Conclusion

Adult training may be a very interesting venture especially if one is well trained in handling adults. Adult students have a wealth of knowledge and more focused than a regular class would be. The trainer must determine the most appropriate method to employ during adult training. However, there are challenges associated with adult training which may be addressed by proper preparation.

Reference

Rubenson, K. (2011). *Adult learning and education*. Massachusetts, MA: Academic Press.

Sutherland, P. (1998). *Adult learning: a reader*. London, LDN: Routledge.

Wodlinger, M. (2007). *Adult Education*. Virginia, VA: Xulon press.