**ANDRAGOGY, THE CONCEPT OF ADULT LEARNING**

**PHI 800 Transformative Learning and**

**Adult Education 2**

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**Assignment #1 – Course Essential Elements**

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Weekend Residency: Create a 350-word original discussion paper (with cited sources) during the week of the residency. Be prepared to discuss and engage with other students during the live sessions. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. The grade assigned will be Credit or No Credit (CR/NC).

Andragogy is the art of teaching adults and is the opposite of pedagogy (approach to teaching children). A critical assessment of the theories and chronological history of Andragogy reveals a broad spectrum of principles, concepts and techniques, skill models, and tools that are designed to educate, develop, equip, and facilitate adults’ learning through psychological, cognitive, and experiential tours and sessions. The term "andragogy" was first coined by German educator Alexander Kapp in 1833 (Barber, 2014), and Kapp used the term in his book Plato's Educational Ideas to describe Plato's theory of education. Eugen Rosenstock-Huessy developed andragogy into a theory of adult education in 1921. Eduard Lindeman, in 1926, was the first to introduce Andragogy to an English-speaking audience. Malcolm Knowles, an American educator, popularized the concept of andragogy in the 1970s. According to Wang, V., & Gordon, K. (2023), Organizations with a strategic approach towards training and development appreciate the return on investment such programs may provide if the training effectively expands employee skills. The leadership of this mindset is guardedly optimistic. To ensure training and development program success. Storm, A. (2023) argues that “the core principle of andragogy is that adults are more motivated and self-aware than children, to center their lives, focus on hands-on learning experiences, which encourage learners to be fully present and participate.” Knowles developed his pedagogical system (Zuhro, 2023; Storm, 2023) based on five foundational assumptions or principles: i) Adults flourish in independent learning environments. ii) Adults learn best through prior experience, which includes making mistakes. iii) Adults demonstrate readiness and know the impact the subject/topic they are learning will have on their personal lives, careers, or sociability. iv) Adults will learn better when the topic is problem-oriented, instead of content-oriented. v) Adults are motivated by internal elements, not external pressures (intrinsic). The techniques for Andragogical Instructions (Livingston & Cummings-Clay, 2023; Pandey & Chandra, 2023; Storm, 2023) include i) Roleplay and storytelling, iii) Microlearning, and iv) Immersive learning: using advanced technology to simulate real-world situations, -combining virtual reality (VR) with advanced learning theory and spatial design to improve students’ engagement, - retention – as active participants.

**Works Cited**

Barber, W. (2014, June 6). Transformational learning theory [Video file]. YouTube.

https://www.youtube.com/watch?v=8sOKPhdGl3o&list=TLPQMjAwNTIwMjArRcvyeMMO Eg&index=7.

Livingston, M., & Cummings-Clay, D. (2023). Advancing adult learning using andragogic

Instructional practices. International Journal of Multidisciplinary Perspectives in

Higher Education, 8(1), 29-53.

Pandey, K. N., & Chandra, S. (2023). *Andragogical Interventions*. Zorba Books.

Storm, A. (2023). Principles of Andragogy: Theory, Examples, and Implementation https://

www.thinkific.com/blog/principles-andragogy/

Wang, V., & Gordon, K. (2023). Pairing Leadership and andragogical Framework for

Maximized Knowledge and Skill Acquisition. International Journal of Technology-Enhanced Education (IJTEE), 2(1), 1-14.

Zuhro, S. R. (2023). ANDRAGOGY: FAMILY COMMUNICATION FOR ADULTS. *European*

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