

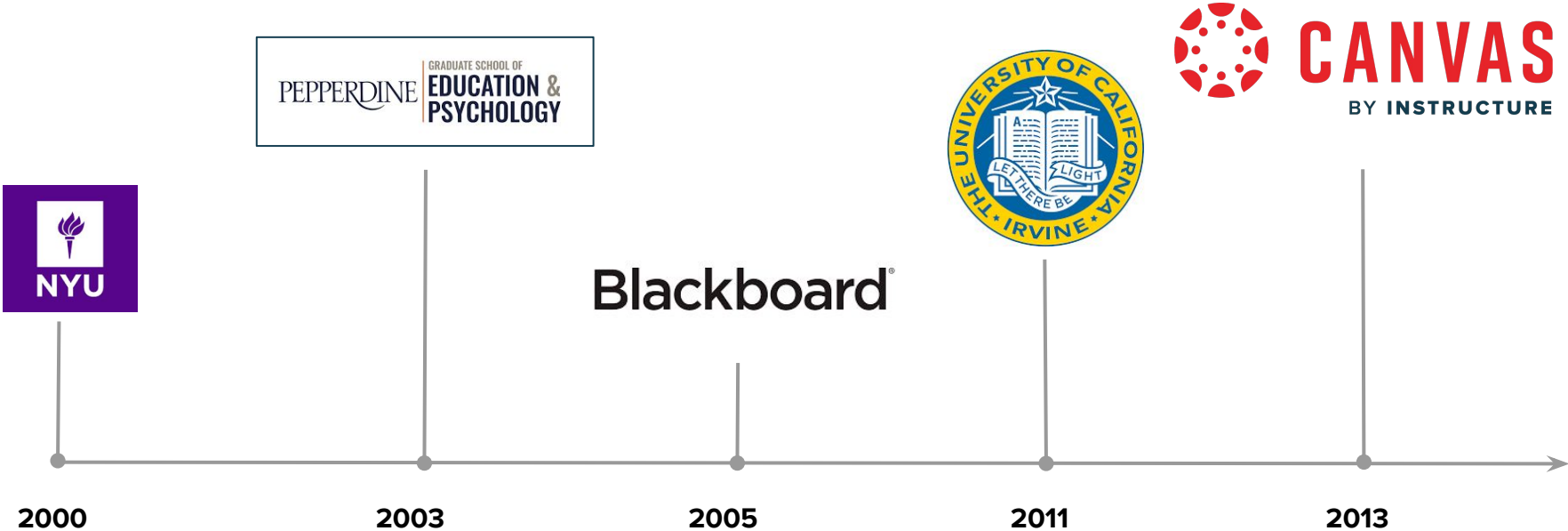


4 Proven Strategies for Supporting Adult Learners: What Works and Why



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Over 24 Years of Education Transformation



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Adult learners face unique challenges as they juggle multiple responsibilities:

Time & Effort Constraints

Managing work, family, and personal commitments leaves little room for structured learning.

Access & Flexibility Barriers

Traditional education models often lack the adaptability needed for working professionals.

Engagement & Retention Struggles

Long, rigid learning formats make it difficult to stay motivated and apply knowledge in real-time.

Career Growth & Relevance

Many learners seek education directly tied to career advancement but lack clear pathways to success.



believe their roles will require significantly different skills by 2030.

Source: [*McLean & Company Future of Work Report*](#)

AI Driving Change in the Next 5 Years...

23%

Of global jobs will change due to industry transformation, including through artificial intelligence and other text, image and voice processing technologies.

<https://weforum.org/impact/reskilling-revolution-reaching-600-million-people-by-2030/>

1.1 Billion

Jobs liable to be radically transformed by technology in the next decade

<https://initiatives.weforum.org/reskilling-revolution/home>

4 Tips for Supporting Adult Learners

1. **Make Learning Flexible & Accessible**
2. **Deliver Learning in Small, Actionable Steps**
3. **Provide Clear Pathways for Growth & Career Advancement**
4. **Empower Learners with Personalization & Choice**



Make Learning Flexible & Accessible

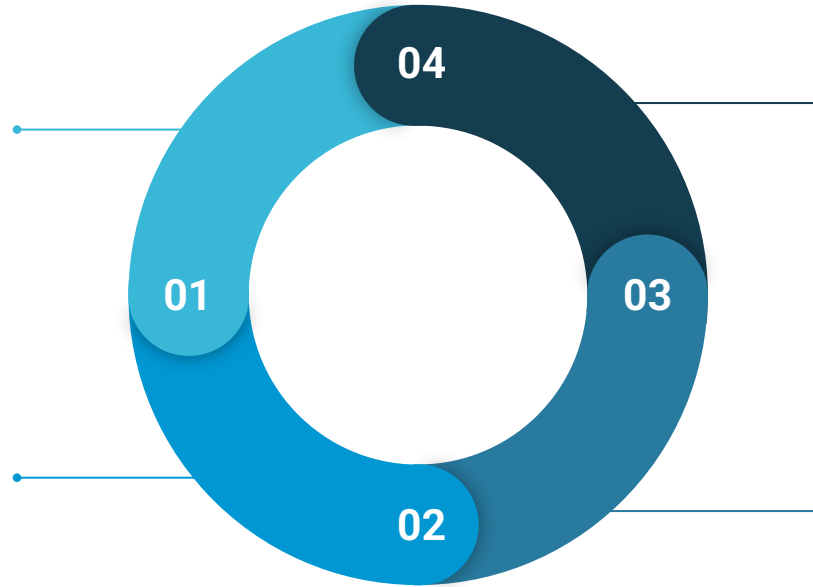
Designing for Busy Professionals

Provide asynchronous learning options

Courses can be completed at the learner's own pace without mandatory real-time sessions during windows of availability.

Modular content structure

Break down large lessons into digestible, shorter segments for completion between meetings, during commutes, or in off-hours.



Mobile devices as learning hubs

Capitalize on the ubiquity of smartphones and tablets to enable learning during daily commutes, breaks, or downtime.

On-demand access

24/7 availability of materials empowers learners to align study with their natural work/life rhythms.

In Action: Generation

To make learning more flexible and accessible for diverse learners worldwide, Generation implemented several key strategies:

- Offered both **live and on-demand training**, ensuring flexibility for different schedules and time zones.
- Enabled **self-paced progress**, allowing learners to complete training at their own speed.
- Provided **mobile-friendly access**, allowing learners to engage anytime, anywhere.





Deliver Learning in Small, Actionable Steps

Adult Learners Prefer Practicality



Microlearning delivers actionable skills for immediate workplace application.



Short lessons increase motivation & retention, helping learners stay engaged.



Training aligns with specific job skills, ensuring relevance to daily tasks.

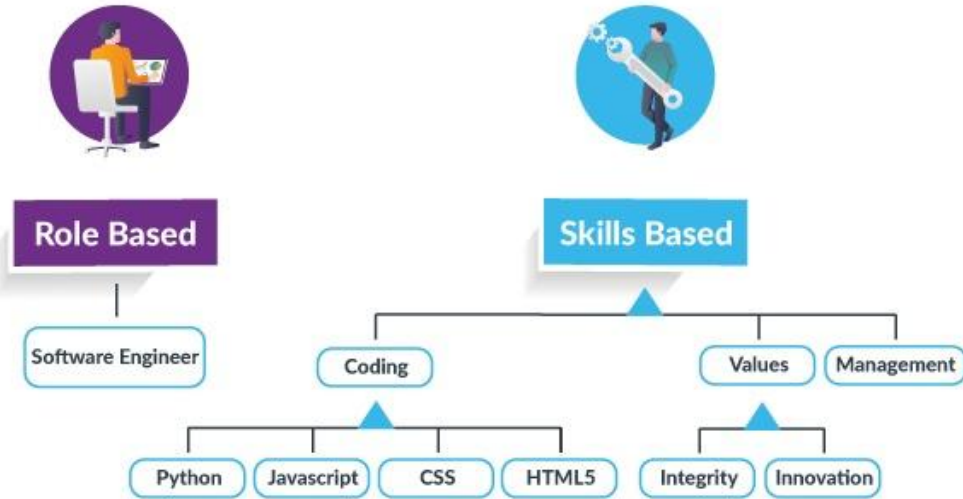


Employees transition from learning to doing faster, driving measurable improvements.

Skill

The knowledge, competency, and ability that enables you do a task.

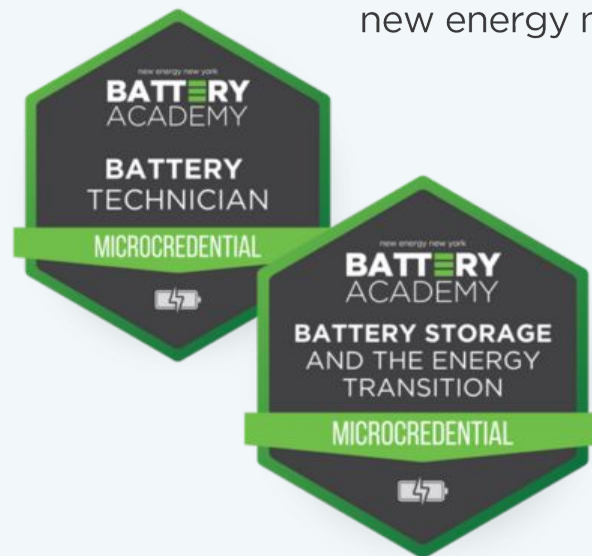
Role-based vs Skills-based Approach



In Action: New Energy New York

Credentials are earned through NENY Battery Academy courses and programs.

- Credentials are **aligned with industry standards** to ensure relevance to employers.
- Focused on **practical, hands-on skills** needed for immediate job application.
- **Micro-credentials can be stacked** toward advanced certifications or degrees.





**Provide Clear Pathways
for Growth & Career
Advancement**

Why Clear Pathways Matter

Increases Retention & Engagement

Employees are more likely to stay when they see a clear career path, boosting commitment and reducing turnover.

Drives Diversity & Inclusion in Leadership

Transparent career growth supports leadership diversity, helping women and underrepresented groups advance.



Supports Skill Development & Career Mobility

Career pathways help employees upskill, bridge competency gaps, and advance within their organization.



Strengthens Organizational Success & Employer Brand

Companies with clear career paths see higher productivity, employee satisfaction, and talent attraction.

60%

of employees upskill to perform their job more effectively.

51%

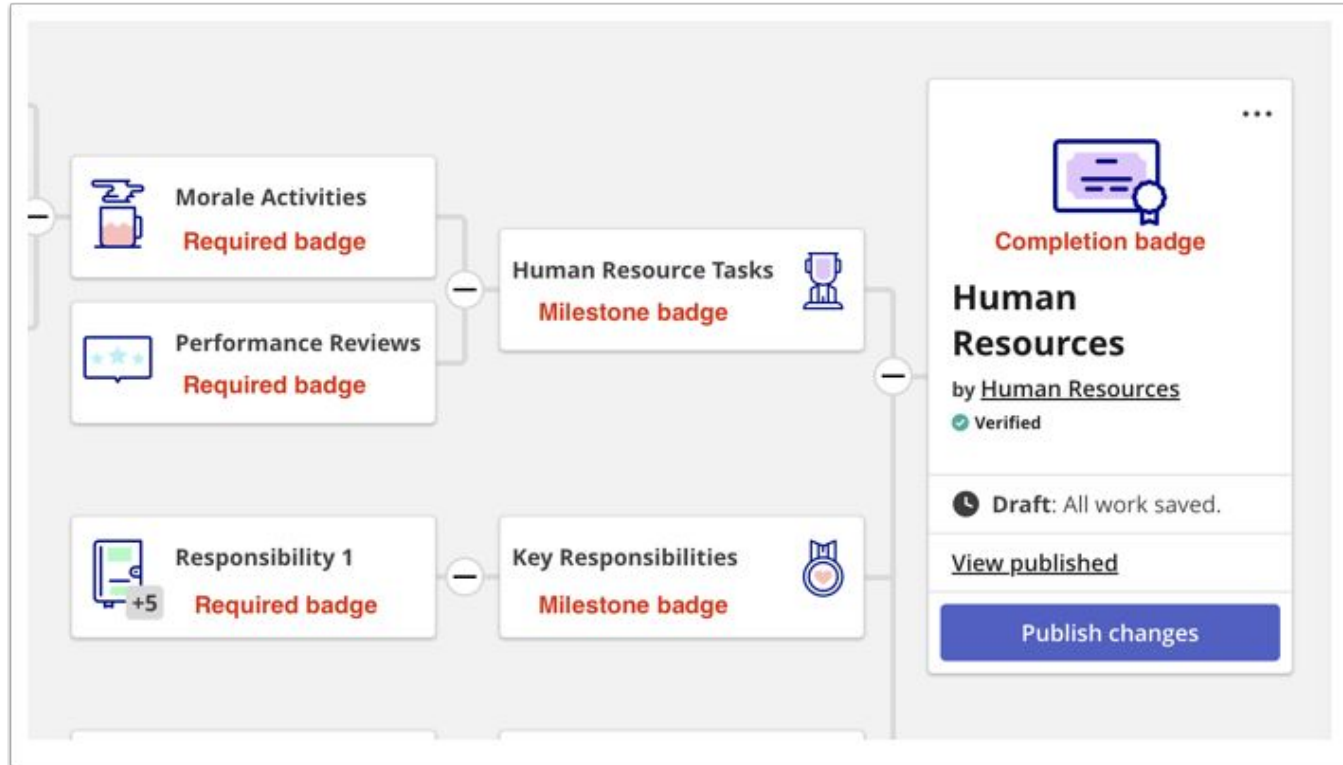
see skill development as an opportunity for growth.

4%

learn new skills specifically to switch jobs.

Source: [*Gallup and Workhuman*](#)

Credential Pathways



Stackable Learning Pathways





Empower Learners with Personalization & Choice

Why Personalization & Choice Matter

1

Employees have different backgrounds, skill levels, and learning preferences.

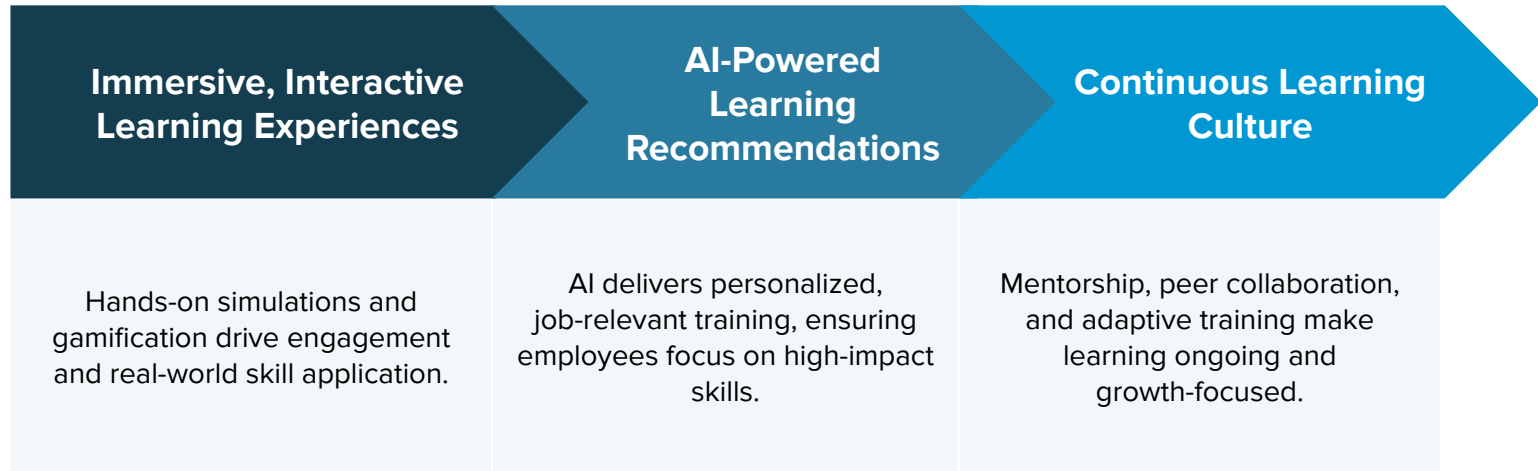
2

Personalized learning helps employees stay engaged and develop relevant skills.

3

Giving learners autonomy improves motivation and knowledge retention.

Move Beyond Compliance Training



In Action: Southwest CUNA Management School

To enhance the learning experience, Southwest CUNA Management School employs several innovative strategies:

- Promoted collaboration and engagement through **bite-sized learning modules**.
- Discussion boards and collaborative activities **encouraged peer interaction**.
- **Alumni served as ambassadors for new cohorts**, supporting learners and fostering a sense of community.



Southwest Credit Union Management School



The background is a complex, abstract composition of various geometric and organic shapes in shades of blue. It includes checkered patterns, concentric circles, wavy lines, and solid geometric forms like triangles and rectangles. The overall effect is a dense, layered visual texture.

Questions?

The background is a vibrant blue with a complex, abstract pattern. It features various geometric shapes and textures, including circles, squares, and lines. Some areas have a checkered or grid-like pattern, while others have a dotted or stippled effect. The overall composition is dynamic and layered, with different shades of blue creating depth and contrast.

Thank You!