

# Andragogy

*The method and practice of teaching adult learners.*

## Malcolm Shepherd Knowles (1913-1997)

Was an American adult educator, who developed the theory of Andragogy – a term initially coined by the German teacher Alexander Kapp.

Andragogy is commonly defined as the art or science of teaching adults or helping adults learn, in contrast to pedagogy, or the teaching of children.



## Principles



- **Involvement:** adult learners need to be involved in the planing of the course, based on their specific needs.
- **Concrete experience:** the learning experience should focus on solving specific problems faced by the learner.
- **Cooperation:** Learners and facilitators should both mutually learn and benefit from each other knowledge.
- **Constant evolution:** thanks to feedback by the learners, the facilitators constantly analyze, refine and modify the training materials

## In Instructional Design

Andragogy is a central theory of instructional design. It allows us to understand how learning works in the mind of an adult, in a non-formal context, where learners are motivated adults who seek meaningful learning for their personal and working lives.



## Strenghts

- The focal point is the acquisition of practical skills that can be immediately used in daily life, personal or work. Intrinsic motivation is therefore very high.
- Learners are at the heart of the learning process, and are involved from the planning to the assessment phase. The needs and requirements of the learners are met.

## Limitations

- Adults are not always more intrinsically motivated and this can be misleading. Furthermore, not all topics can always have an immediate practical impact for students, in fact, there are many situations where adult learners do not feel intrinsically motivated or solve real-world problems through their learning.

## REFERENCES

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