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The Interactive Model of Program Planning

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Five Critical Elements of Any Adult

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Education Program ...

acceptance that program planning is a practical art, and that program planners are themselves learners. The interactive model also assumes a 'client-based' focus on learning and change. It honours and takes into account diversity and cultural differences. It assumes an operational style based on interdependence, collaboration and connected

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Planning effective programs and services and helping adult learners succeed require a clear understanding of adult learners' needs and expectations and how adults learn. Andragogy, a theory of adult learning, makes assumptions

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purpose of educational programs to
obtaining suitable facilities to
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The Interactive Model of Program
Planning ... it places the decision making
process within the hands of a person
responsible for planning programs for
adults. It is shown below as Figure 2.1,
p. 21 from her book [Caffarella, R. S.

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5. Taking action - putting the new ways of planning and conducting education and training programs into actual practice. This type of process demands the backing of senior-level personnell and the involvment of all key players in

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the program planning process (such as staff, learners, other stakeholders).

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The intrinsic, personal desires and

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ambitions of an adult learner need to be considered when planning and delivering adult learning programs. As learners get older, their cause for participation in learning programs often moves from external drivers (such as getting a promotion), to internal drivers, like simply learning out of pure pleasure or

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