

# The Adult Learner Model

## Preparing All Learners for Success

### The State of the Workforce

- Employment has been rising faster in occupations requiring more preparation
- The majority of American workers say they will need continuous training to keep up with changes in the workplace
- 35 percent of adults in the labor force say they do not currently have the education and training they need to get ahead<sup>1</sup>

### How Can We Help?

We know that:

Adults need a variety of foundational skills to survive and thrive

Adults must see the benefit of learning tasks to fully engage

Engaging in lifelong learning is connected to general well-being

### Our Goal:

Help adult learners achieve greater economic security and quality of life through digital learning, skills, and credentialing.

Visit [here](#) to learn more!

### The Learner Variability Project's Adult Learner Model

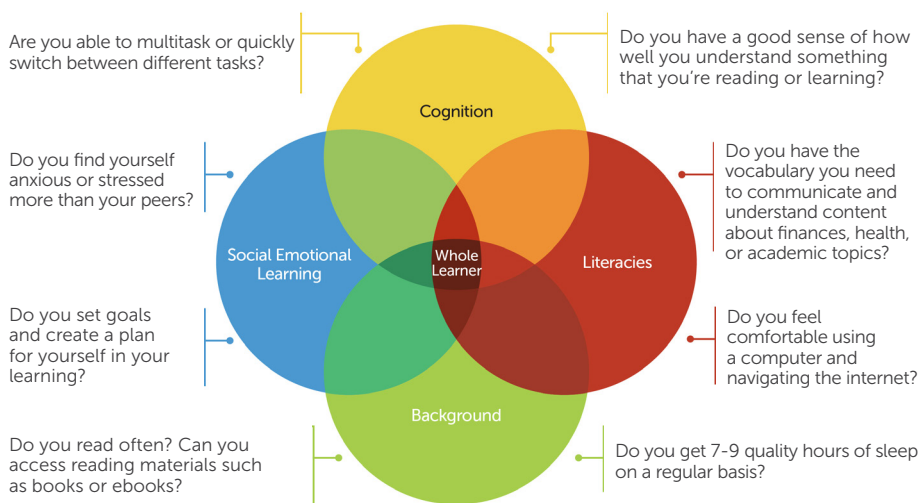
The goal of the Adult Learner Model is to help educators and designers use evidence-based factors and strategies to supplement job training and college classes designed to help citizens find jobs, become successful in their occupation, and live a fulfilling life. This research-based framework accounts for the **whole learner**: background experiences; social and emotional skills; cognition; and adult literacies.

The model is part of Digital Promise's Learner Variability Navigator, a free online tool that translates the **science of learner variability**—the recognition that all students differ, and these differences matter for learning—into easily accessible tools and strategies to improve educational product design and classroom practice.

### Strategy Spotlight: Developing Your Cultural Awareness

Developing cultural awareness as an educator is an ongoing process that includes building empathy for diverse learners, intentionally recognizing how one's own identity intersects with learners' identities, and creating an awareness of how the environment can impact learners' Sense of Belonging.

### What is your learner variability?



### Get involved:

#### Resources and opportunities:

- Check out our [Adult Learner Variability Micro-credentials](#)
- Read our [Digital Literacy Guide](#) created in partnership with the Barbara Bush Foundation
- Schedule professional development training on Digital Literacy and Adult Learner Variability

#### Want to know more but not sure where to start?

- Register for Office Hours
- Sign up for our [newsletter](#)

<sup>1</sup>Brown, A. (2016). Key findings about the American workforce and the changing job market. Pew Research Center. Retrieved from <https://www.pewresearch.org/fact-tank/2016/10/06/key-findings-about-the-american-workforce-and-the-changing-job-market/>.