

Training & Development – Competency Standards

Unit of Competency

Functional Area: Training and Development Knowledge

- 1. Name :** Learning Psychology and Adult Learning
- 2. Code :** TDZZKL\$05A
- 3. Level :** 4
- 4. Credit :** 1 unit (1 QF unit is equivalent to 10 notional hours of learning)
- 5. Range :** Aware of behavioral aspects affecting mature learners so as to help trainees in acquiring new behavior and/or skills.

6. Competency : Performance Requirements

Knowledge and Intellectual Skills

- Has means and resources to acquire a basic knowledge base in learning psychology and the behavioral aspects that affect adult learners in the acquisition of new knowledge, skills and behaviors.
- Be able to evaluate and apply the knowledge of learning psychology in the strategic planning of training programs.
- Be able to apply suitable learning psychology to largely familiar training programs, and also to newly developed and unfamiliar training programs.
- Be able to make use of the knowledge of learning psychology on motivation and reinforcement to help adult learners learn, retain, and develop new knowledge, skills and behaviors.

Process

- Be able to apply learning psychology to help adult learners learn via new and innovative training approaches.
- Be able to exercise judgment in planning, selecting, and applying suitable adult learning psychology to different kinds of training.
- Be able to reflect on the use of adult learning psychology, and make suitable modifications or changes where necessary.

Application, Autonomy and Accountability

- Be able to exercise discretion and judgment in the application of adult learning psychology to training.
- Be able to flexibly apply adult learning psychology to different training situations independently.
- Understands organization culture, mission, policies on HR development, group characteristics, and resource allocation, and be able to apply adult learning psychology to all organizational training activities.

- Be fully accountable for the outcome of all training programs to which adult learning psychology approaches have been applied.
- Be able to apply adult learning psychology to training and meet specified organizational training goals and objectives.
- Accepts responsibility for the learning outcomes of trainees, for which programs adult learning psychology has been implemented.

Communication, IT and Numeracy

- Be able to explain the rationale behind the use of adult learning psychology approaches.
- Be able to make use of the adult learning psychology approaches in both familiar and non-routine training situations.
- Be able to read and synthesize the updated information on adult learning psychology approaches, and apply them appropriately.
- Be able to use common IT software in preparing and storing information related to the use and application of adult learning psychology approaches to training, highlighting the extent of success and failure and follow-up remedial actions taken.
- Be able to understand the trainees' current and future training needs, and choose the most appropriate adult learning psychology approaches in order to reach the desired outcomes.

7. Assessment Guideline

The trainer must be able to demonstrate the capability to make use of the appropriate adult learning psychology approaches to different training activities or scenarios in order to achieve the learning goals.