

## **Summary of OED's Educational Philosophy**

The OED unit focuses on the use of adult learning principles and competency based training.

OED bases its philosophy on adult education i.e that adults learn from a variety of sources including their life and work experience. Learning is seen as ongoing and lifelong in order to meet changing workplace needs.

Teaching methods are derived from adult learning principles and participants are able to work in a supported learning environment with the opportunity to develop the full range of workplace competencies, e.g. problem solving, interpersonal skills, project development, report writing and presentations skills. Active learning principles include practical experience, group work and class discussions, all are used to optimise meaningful learning.

Competency based training involves three main principles:

- the focus of training is on the outcome of the training
- outcome is measured against specific standards, not against other participants
- the standards relate to the workplace

Through competency based training and assessment, participants have clear knowledge of the required learning outcomes and hence power is shared more equally between participant and educator.