

## **PRINCIPLES OF ADULT LEARNING (PAL) TRAINING DEVELOPING LIST**

To meet this requirement the trainer applicants must have completed coursework focused on the unique needs and characteristics of adults as learners or received training in Principles of Adult Learning (PAL) Training.

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To meet this requirement the trainer applicant must document at least 6 hours of coursework or training in the following:

- Best Practices for Adult Education
- Instructional Design
- Facilitation
- Assessment for Adult Education

## Resources for Principles of Adult Learning (PAL) Training

This 6 clock hour requirement may be met in a number of ways:

### College Coursework Previously Taken

To document these clock hours of training in adult education or adult development, the applicant must submit a copy of the transcript showing satisfactory completion of the course or courses. Additionally, official course descriptions from the college catalog may be required.

### Training of Trainers

Applicants may have attended training of trainers classes in face-to-face or on-line formats. These are classes that prepare a trainer to present a specified training curriculum or that include content on how to organize training sessions, develop a training business, etc. To document these clock hours, the trainer must submit a copy of the certificate that includes training organization information, trainer name, dates and clock hours of training received.

**Please visit each website to find the cost of each individual training offered by the following organizations:**

### National Conferences and Trainings

**National Association for the Education of Young Children** offers a conference each year, The National Institute for Early Childhood Professional Development. Typically held in June, the institute is designed for those who provide professional development experiences for the early childhood workforce. Trainers may find opportunities to gain knowledge in adult development and adult education that would help them meet the trainer application requirement. Check NAEYC's website: <http://www.naeyc.org/> for more information.

**Child Care Aware of America** offers 15 hours of adult education through "Improving the Quality of Child Care Programs through Coaching" which consists of six self-paced online lessons and nine 60-minute webinar sessions. Each self-paced lesson will have a scheduled release date. These lessons are available 24 hours a day during the release. Member and non-member prices are available. Additional information can be found on the website at:

<http://naccrra.smarthorizons.org/ccrr/training/webinars/webinar17.html>

### Local Professional Conferences and Workshops

#### Fred Pryor Training the Trainer

<https://www.pryor.com/training-seminars/training-the-trainer/>

Typically a one day seminar that includes 6 contact hours and addresses all Adult Learning Styles.

Regional, state, or national conferences often include sessions on training, adult education, or adult development.

The **Oregon Association of Child Care Directors (OACCD)** holds educational conferences twice a year to provide professional development for directors and their staff. Check their website for current offerings  
<http://www.orchildcare.org/about/education/>

**Oregon Association for the Education of Young Children** often includes trainer sessions at their conferences. For information on upcoming state or regional OAEYC conferences see the website: <http://oregonaeyc.org/training>

**American Society for Training and Development (ASTD), Cascadia Chapter**, offers various workshops and conferences for adult educators that may fulfill the requirement. Check out their calendar and training offering on their website at <http://www.astdcascadia.org/>

The ASTD Certification Institute has developed the nationally recognized Certified Professional in Learning and Performance (CPLP) credential for experienced professionals in the training field. For information, visit the National ASTD CPLP web site <http://www.astd.org/content/ASTDcertification/>

Principles of Training and Development and ends with Contemporary Issues in Training and Development. The remaining courses can be taken in any order. Most courses are three credits. Any of the courses can be taken individually after Principles of Training and Development. Fees vary by course. Some courses are offered on-line. For more information, see the Certificate Information page on PSU's CEED website: <http://www.pdx.edu/ceed/training-and-development>

**Marylhurst University**, Communication Studies Department offers a Certificate in Training & Development. The link to the description of this certificate program is: <http://www.marylhurst.edu/communication/cert-training.php> Some courses are offered individually. Click on the link to the Schedule of Courses and find the relevant course offerings under Communication Studies. Note that some have prerequisites. You will find appropriate courses such as: Helping Adults Learn, Designing Creative Training, etc.

Please note that students who are new to Marylhurst must first complete the Application for Non-Degree Enrollment Status found at [www.marylhurst.edu/non-degree-app/](http://www.marylhurst.edu/non-degree-app/). There are some online and hybrid (combination of face-to-face and on-line) options. Other departments at Marylhurst may also have courses with relevant content.

**Oregon State University** offers a Master's Degree in Education with a concentration on organization and human resource education. This two-year program, offered through OSU's College of Education and Extended Campus (Ecampus), is structured toward current educators who work with adults in a variety of settings. Classes are held one weekend a month at the Wilsonville Training Center south of Portland. Interim assignments between monthly weekends are supported by mentoring and coaching of

instructional staff and peers via the Internet. Topics of study in this degree program include Adult Development and Learning, Instructional Technology, Learning Theories, Instructional Systems Design, Leadership and Human Relations, and Designing Training Documentation. Application requirements include a bachelor's degree, excellent written and communication skills, and academic and professional recommendations. All groups begin in the fall of each year. Deadline for applications is March 31<sup>st</sup>. Use this link for information <http://ecampus.oregonstate.edu/online-degrees/graduate/education/adult-ed/>

**University of Phoenix** offers graduate level coursework in adult education and training. In addition to individual courses, the Master of Arts in Education/Adult Education and Training (MAED/AET) is available. MAED/AET is a 35-credit program of study designed for individuals who wish to develop the skills to work with adult learners. The curriculum encompasses instruction in adult learning theory, the needs of diverse learners, critical issues and trends in adult education and training, instructional design and strategies, the use of technologies, and assessment. It also provides courses that address coaching and mentoring, e-learning, and e-learning web design technologies. Information about the program can be accessed at: <http://www.phoenix.edu/programs/degree-programs/education/masters/maed-aet.html>

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