

**FORWARD  
TOGETHER**

CESBA Conference 2024  
December 4-5  
CELEBRATING 25 YEARS

**AVANCER  
ENSEMBLE**

Conférence de CESBA 2024  
4-5 décembre  
CÉLÉBRONS NOS 25 ANS

# Sharing our Stories, Experience and Ideas: Professional Learning for Adult Learning Practitioners in a Changing World of Work (C5)

Presenter: Jane Erickson



**I'm glad to be here!  
Happy 25 Years, CESBA!**

Jane Erickson, M. Ad. Ed; ACC



# FREE MATERIALS

At the end of the presentation!

# 3 goals for today:

## Unpack

Challenges faced by adult learning practitioners in a new world of work

## Better understand

How professional learning needs to evolve & the role administrators play

## Share

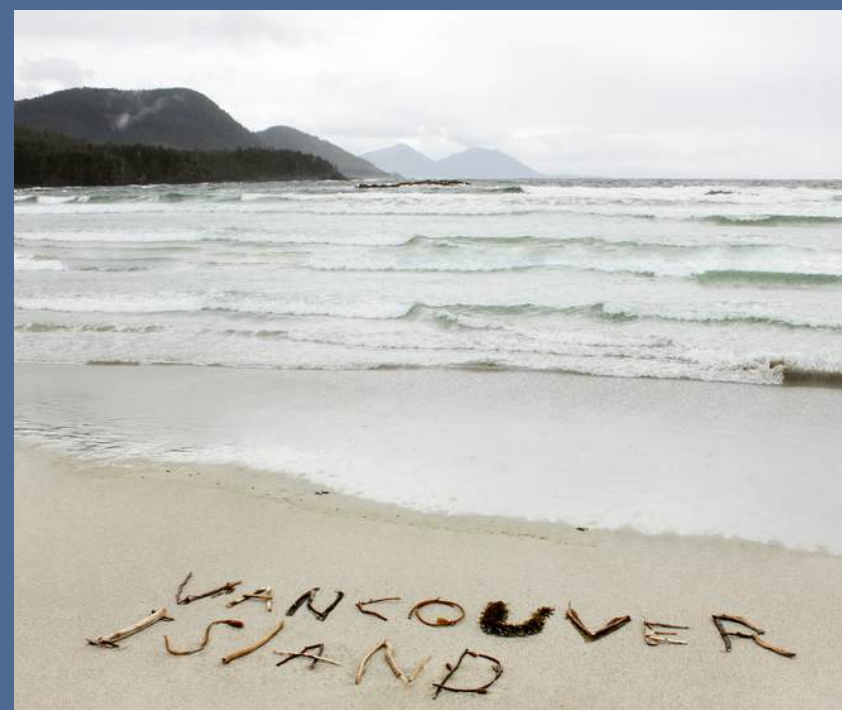
Strategies & next steps for your organization



A photograph of two women, Cristina and Meredith, in a hospital setting. They are both wearing light blue scrubs. Cristina, on the left, has dark curly hair and is looking down with a slight smile. Meredith, on the right, has long wavy blonde hair and is looking towards Cristina with a gentle expression. The background is a blurred hospital hallway with other people.

# Twisted Sisters

Cristina & Meredith



# Two truths and a lie

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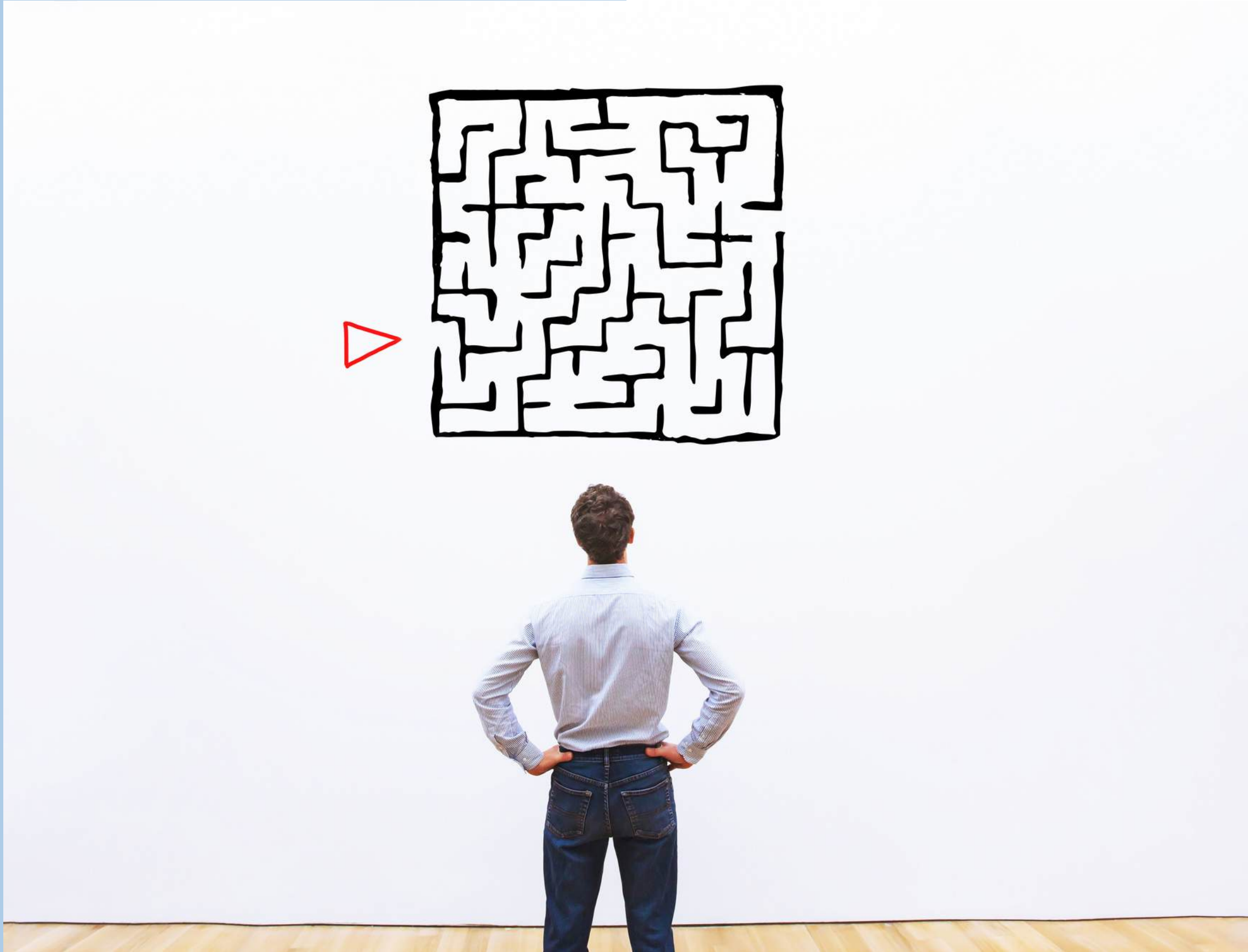
I recently qualified for the all-female boxing card on Vancouver Island

I currently have sourdough starter in my fridge at home waiting for me

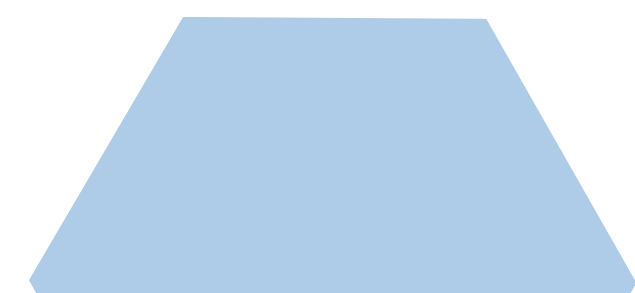
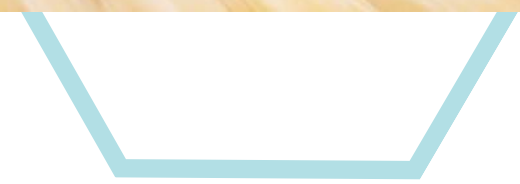
I've lived in 5 different international cities, over a period of 15 years



# Adult educators operating in a new world of work



**What are the  
unique challenges  
we now face?**





## DIGITAL DIVIDE

Many Canadians, face significant barriers to accessing technology

## MAINTAINING ENGAGEMENT

Keeping adult learners motivated in virtual environments proved challenging

## FRAGMENTED LEARNING SPACES

Shift to hybrid and synchronous models

## MENTAL HEALTH

The pandemic exacerbated mental health challenges for many Canadians

## EVOLVING PROFESSIONAL IDENTITY

Changing roles, changing technology

## ASSESSMENT & EVALUATION

Reevaluation of measuring success in adult learning

## COMMUNITY BUILDING

How do you do this effectively in an online environment without folks checking out?

## INTRODUCTION OF AI

Raises questions about data privacy, ethics, and the quality of learning experiences.

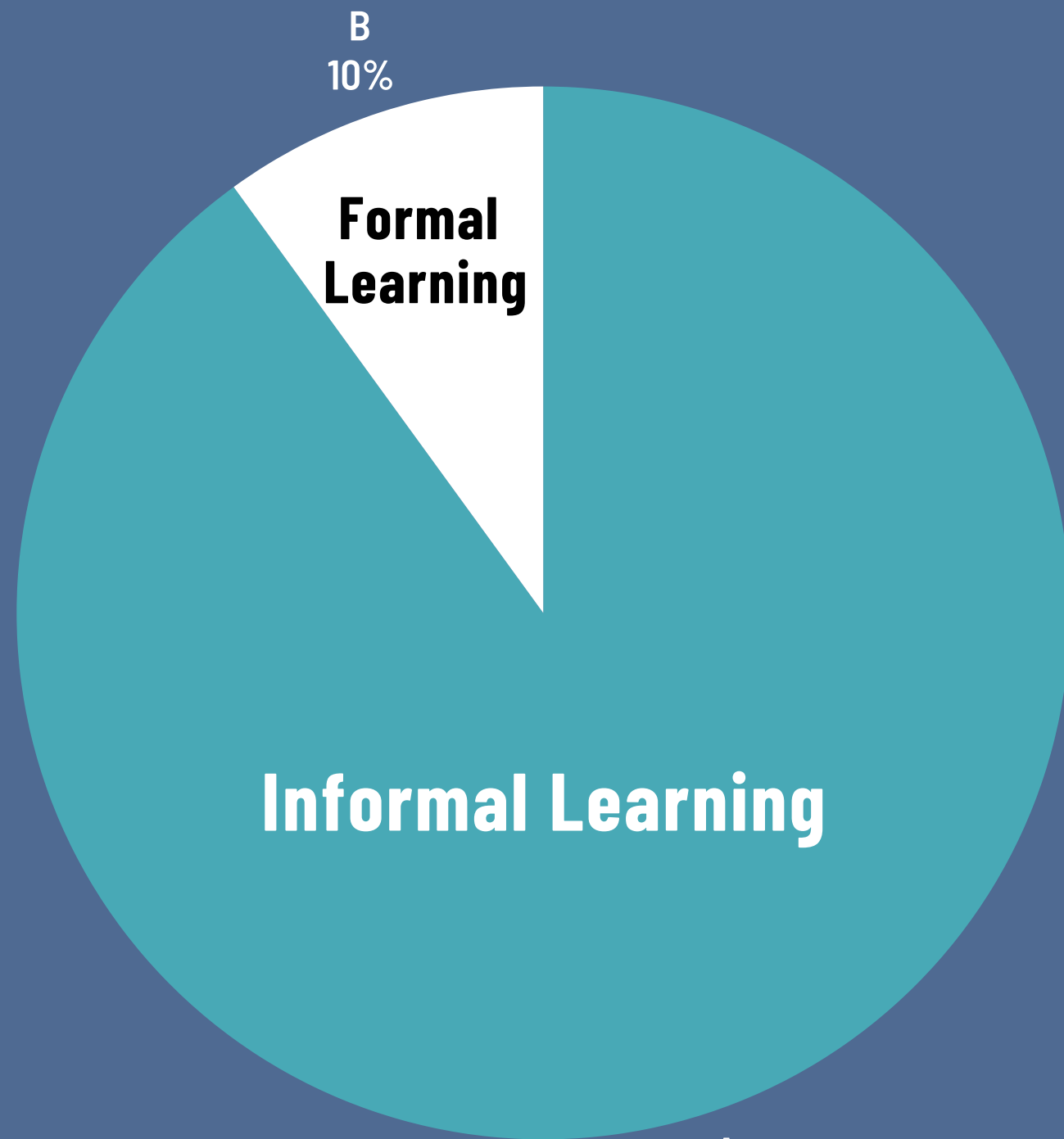
**So, how should  
professional learning evolve?**



**TIME  
FOR  
CHANGE**

**Integrative**  
+  
**Peer-to-Peer**  
+  
**Safe**  
+  
**Virtual community**  
+  
**Habits & routines**





Cerasoli et al. (2018, p. 203)



**Developmental  
resources not meeting  
my needs**



**Operating in the midst  
of competing priorities**



**'Maybe I should learn  
to just get over it'**

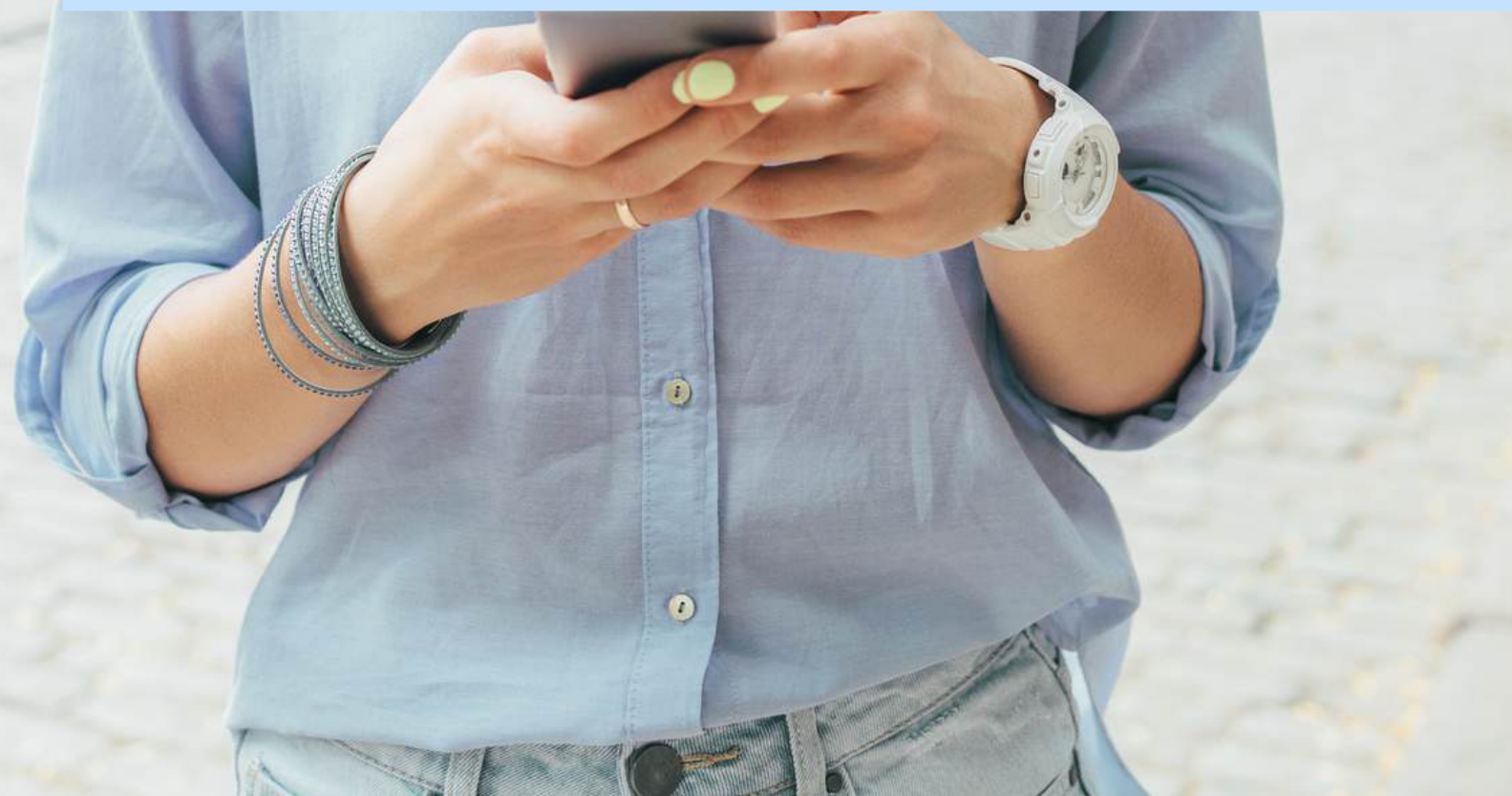


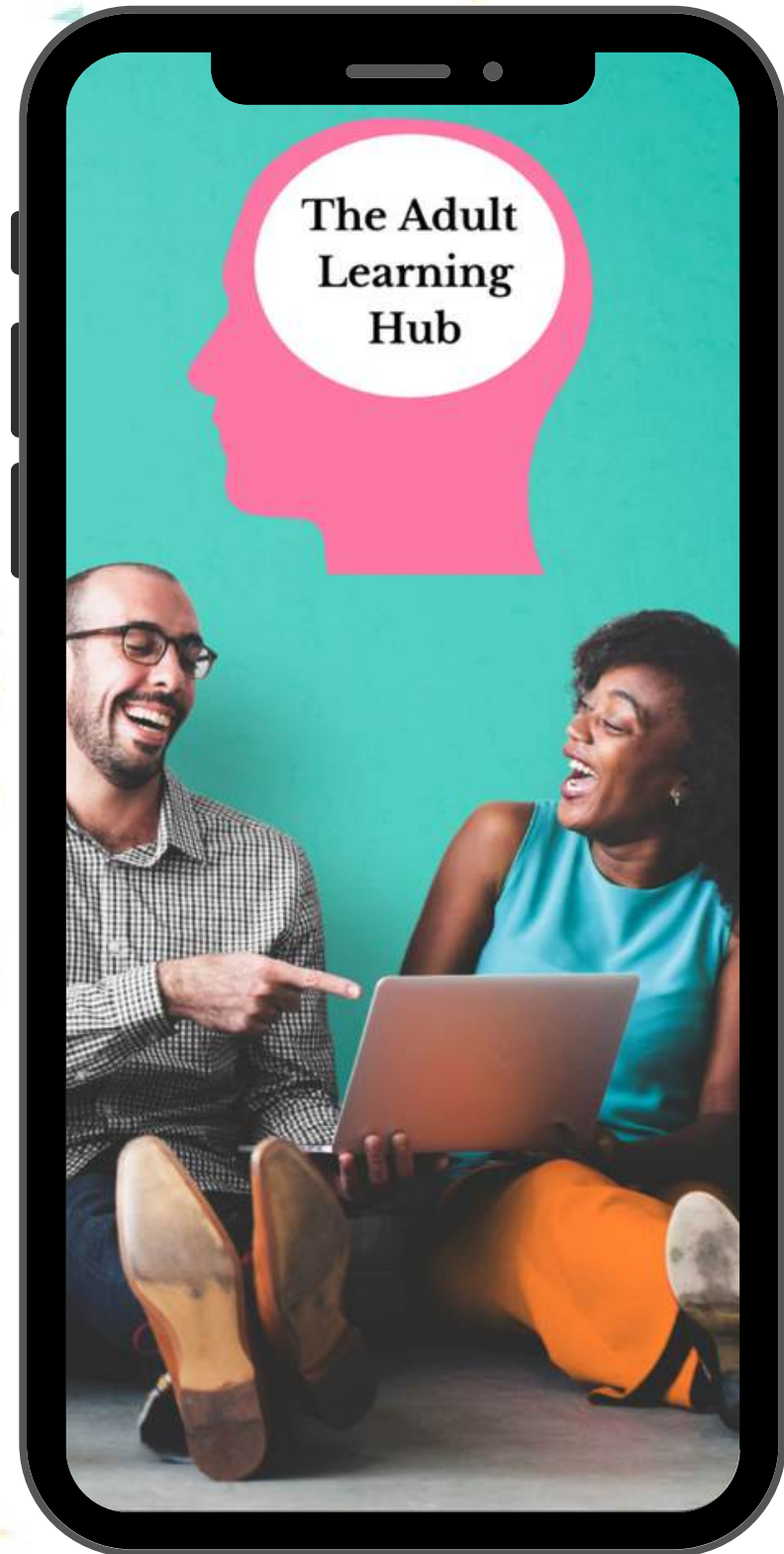
**I think there are  
others like  
me...where can I  
find them?**





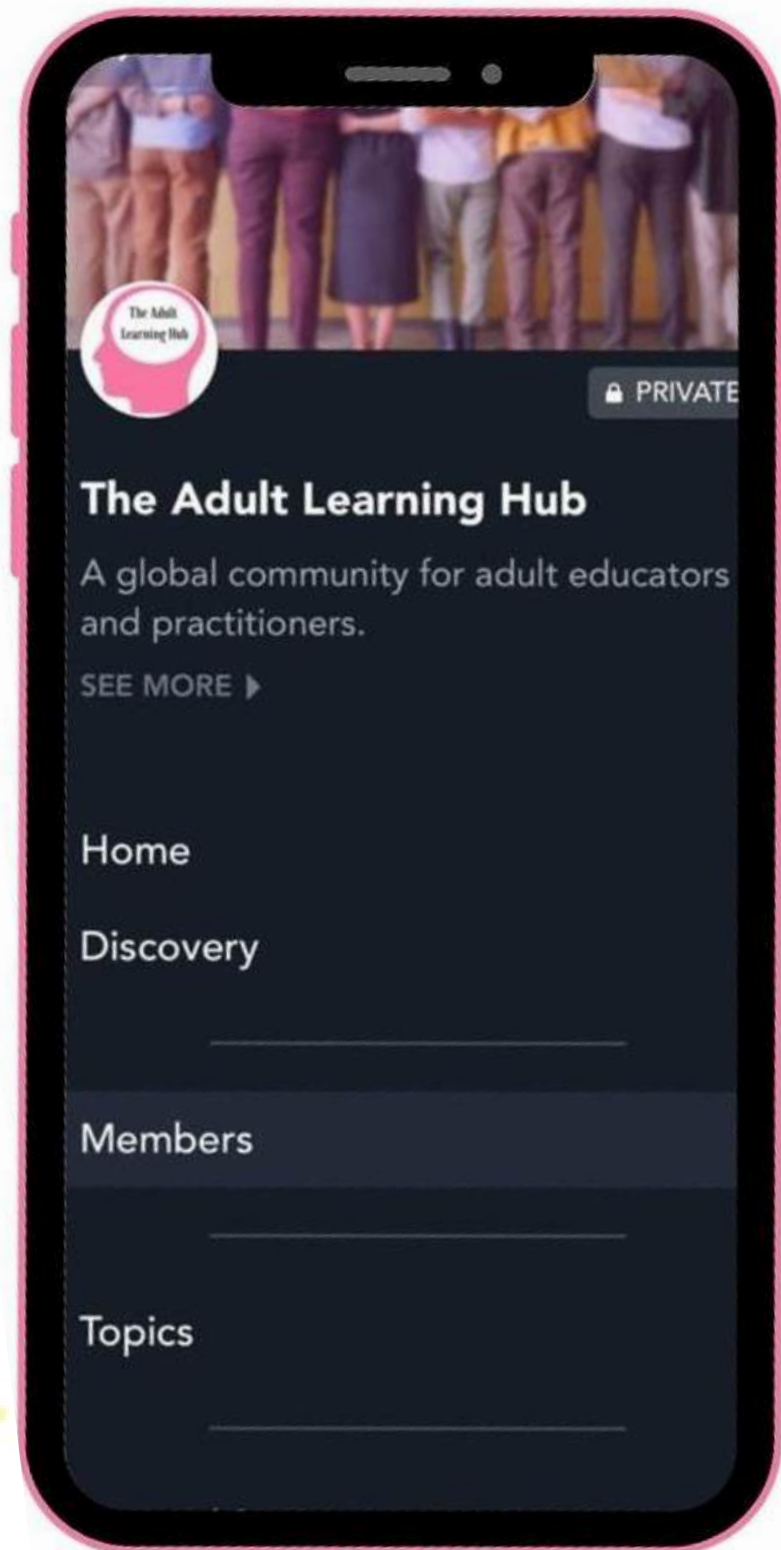
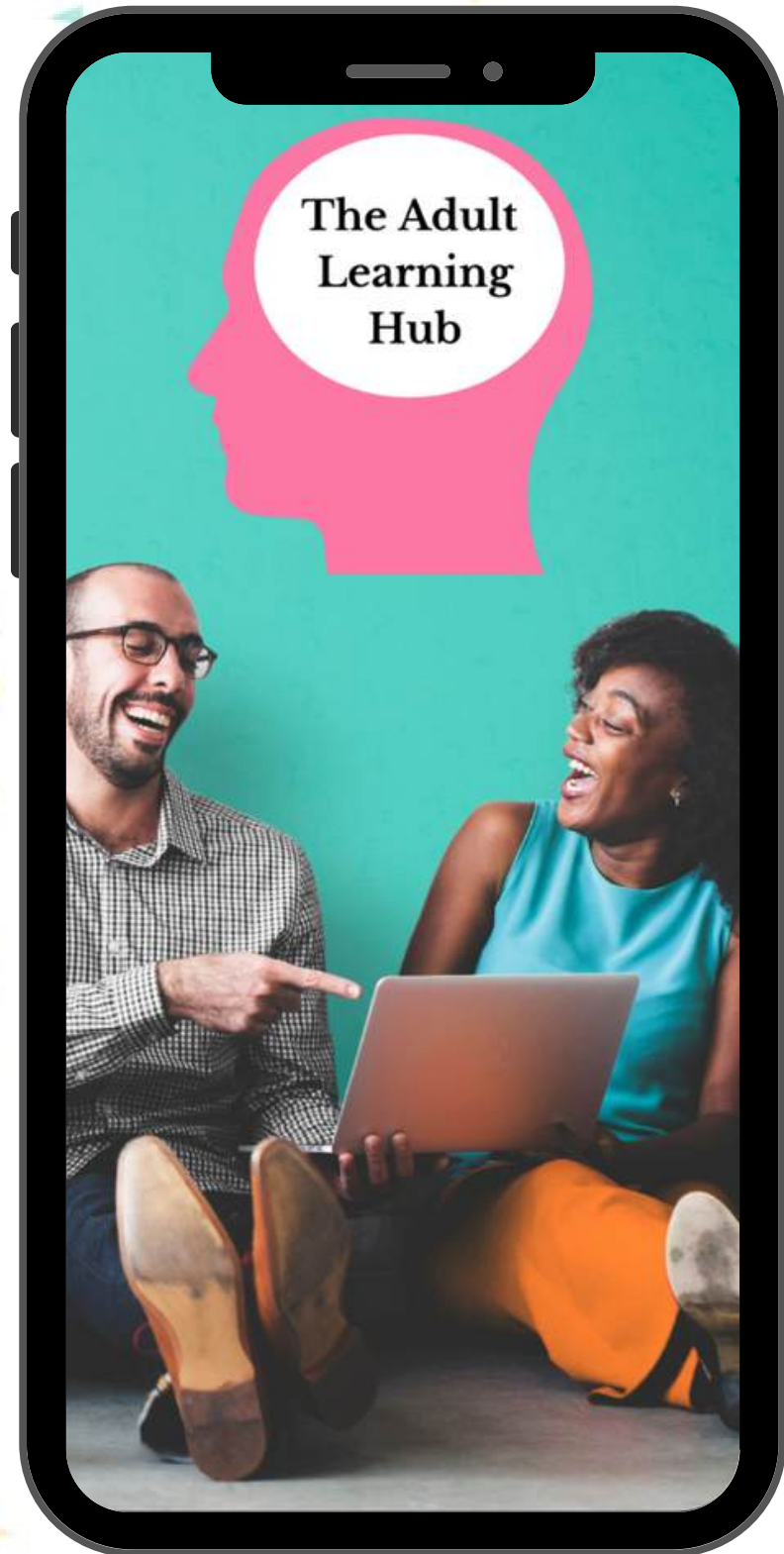
I knew if I wanted this kind of community...I'd need to create it myself...





# The Adult Learning Hub

An vibrant, app-based international community, bringing together passionate adult educators and practitioners.



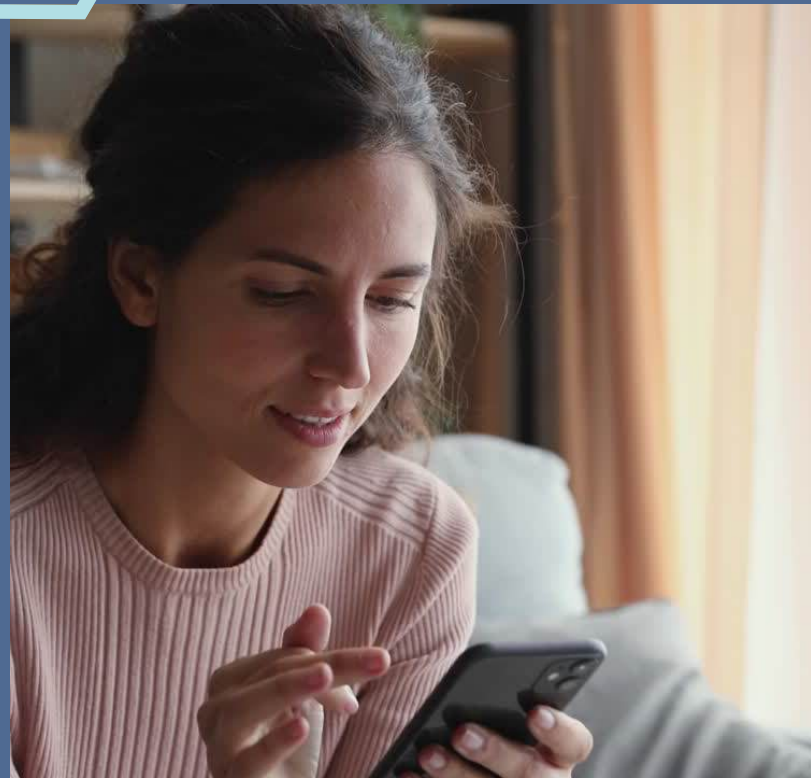
# Our Big Purpose:

To more **confidently navigate** a changing world of work; **building better habits** to support our professional growth and developing an **informed and flexible** approach that meets the needs of the learners we serve.





# The focus:



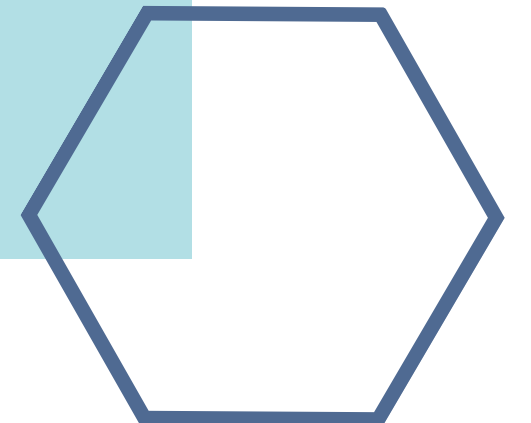
**Stories**



**Experiences**



**Ideas**



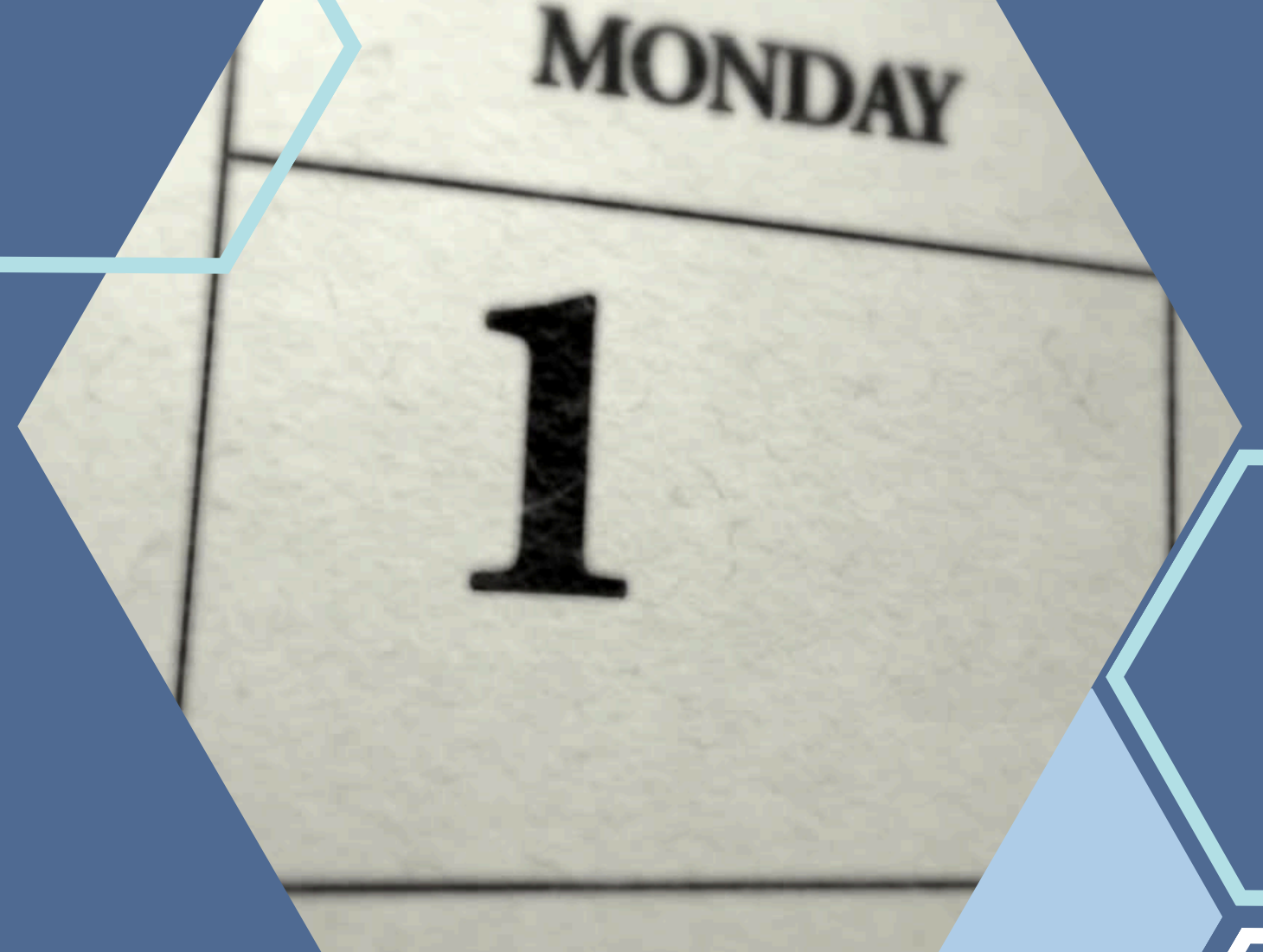
# Monthly Themes

**Overcoming Barriers in Fragmented Learning Spaces**

**Adult Learning in Times of Change**

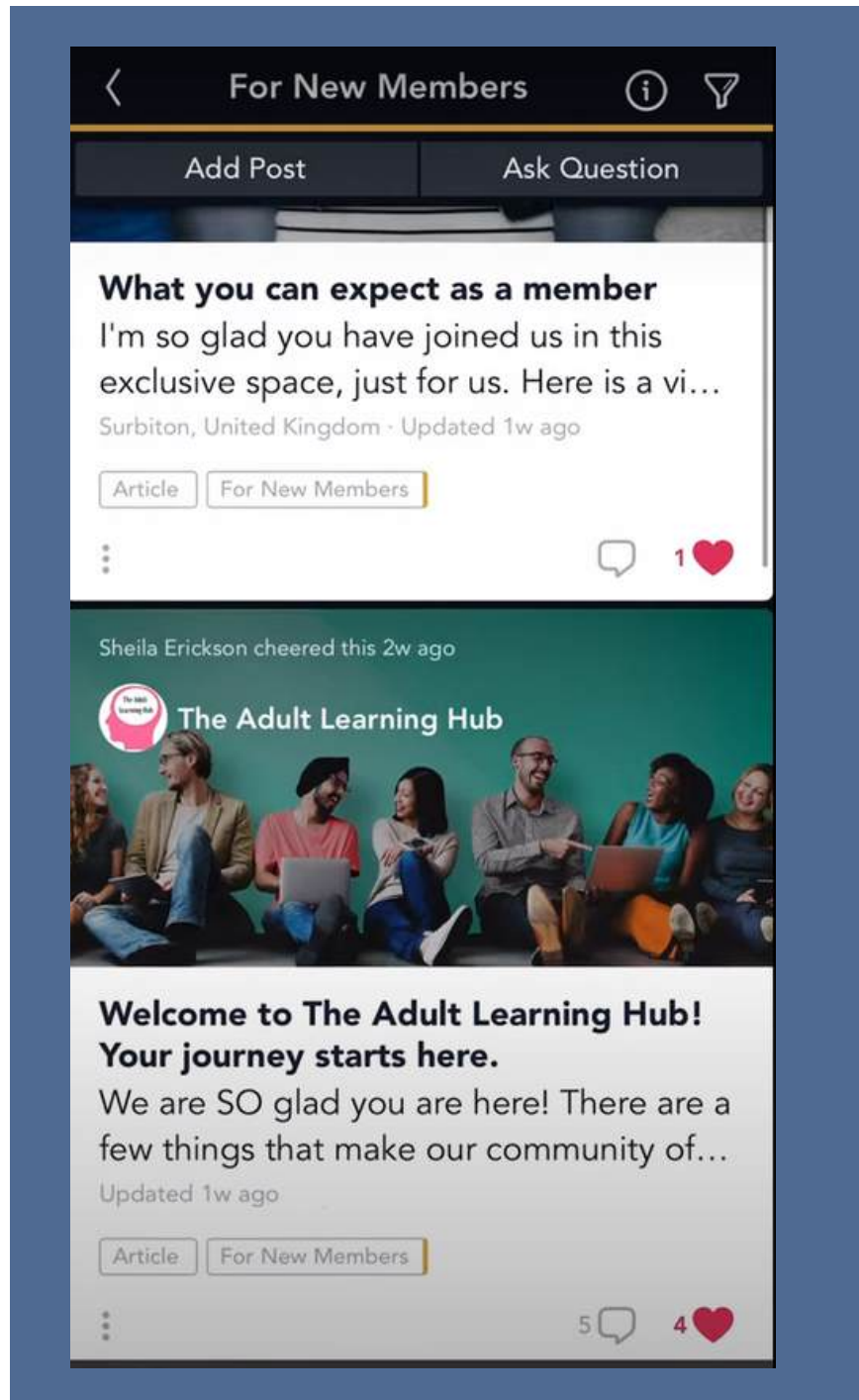
**Building Habits to Support Our Professional Growth**

**Professional Identity in a New World of Work**

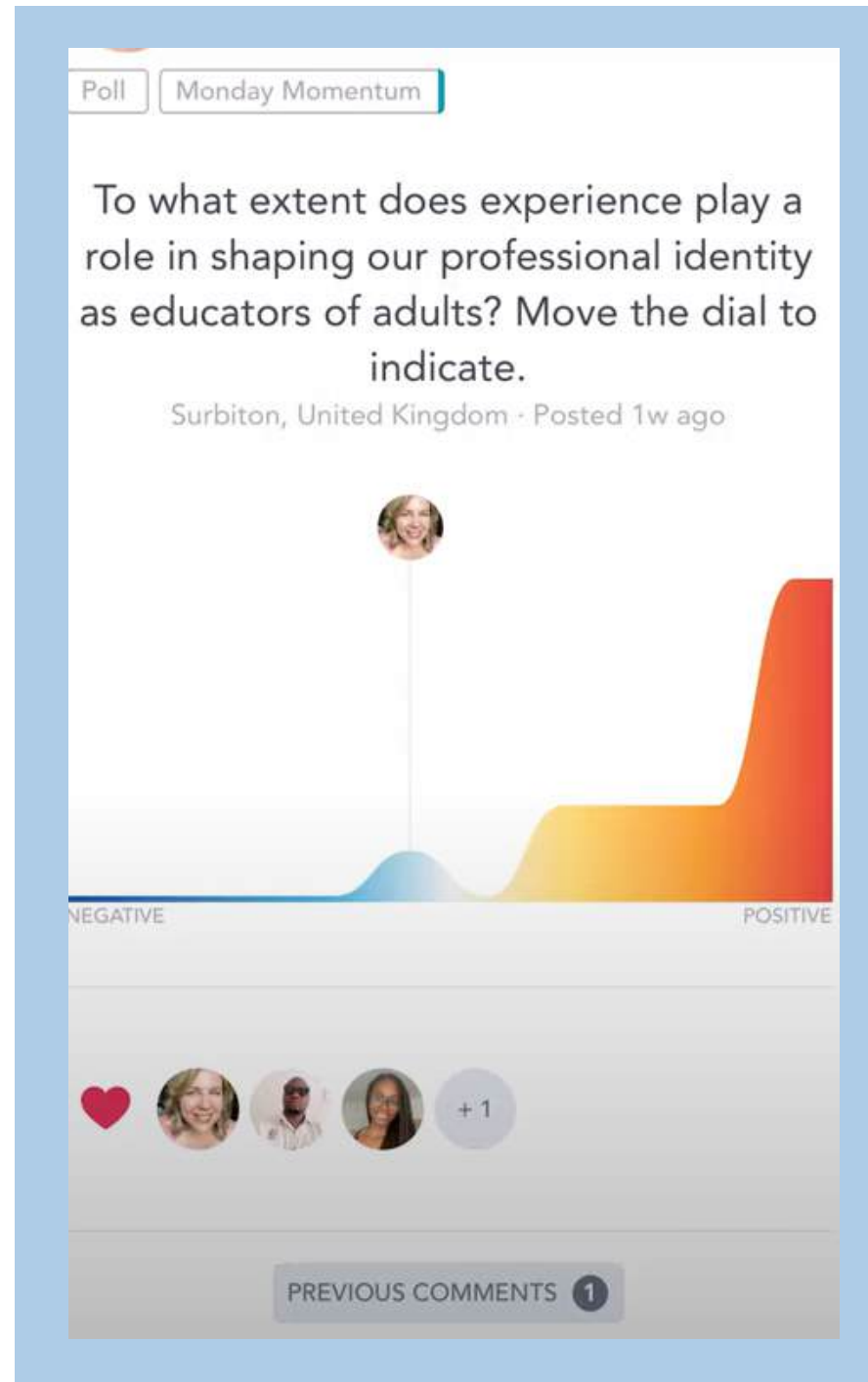


# Calendar of member-led activities

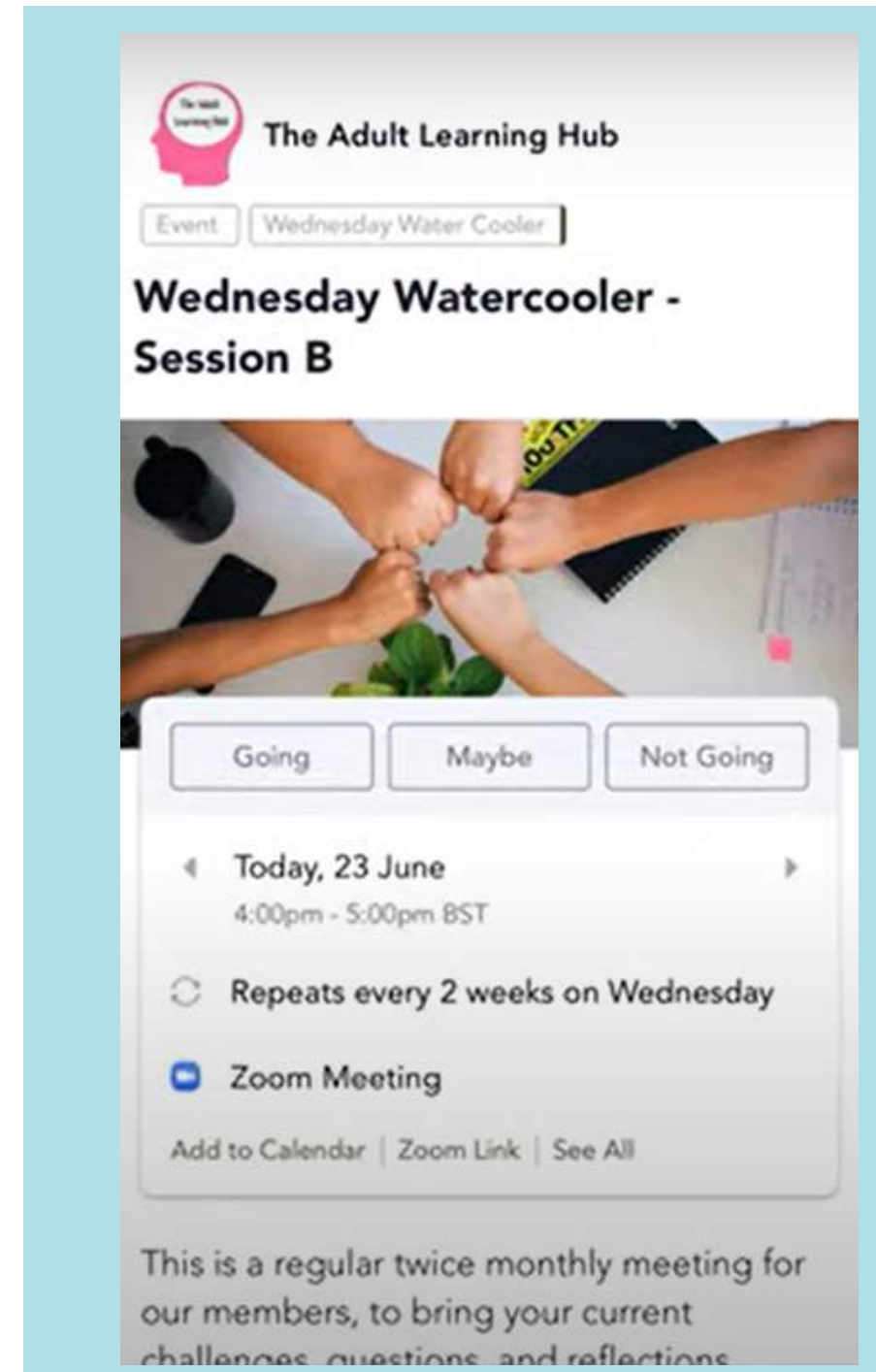
## Onboarding



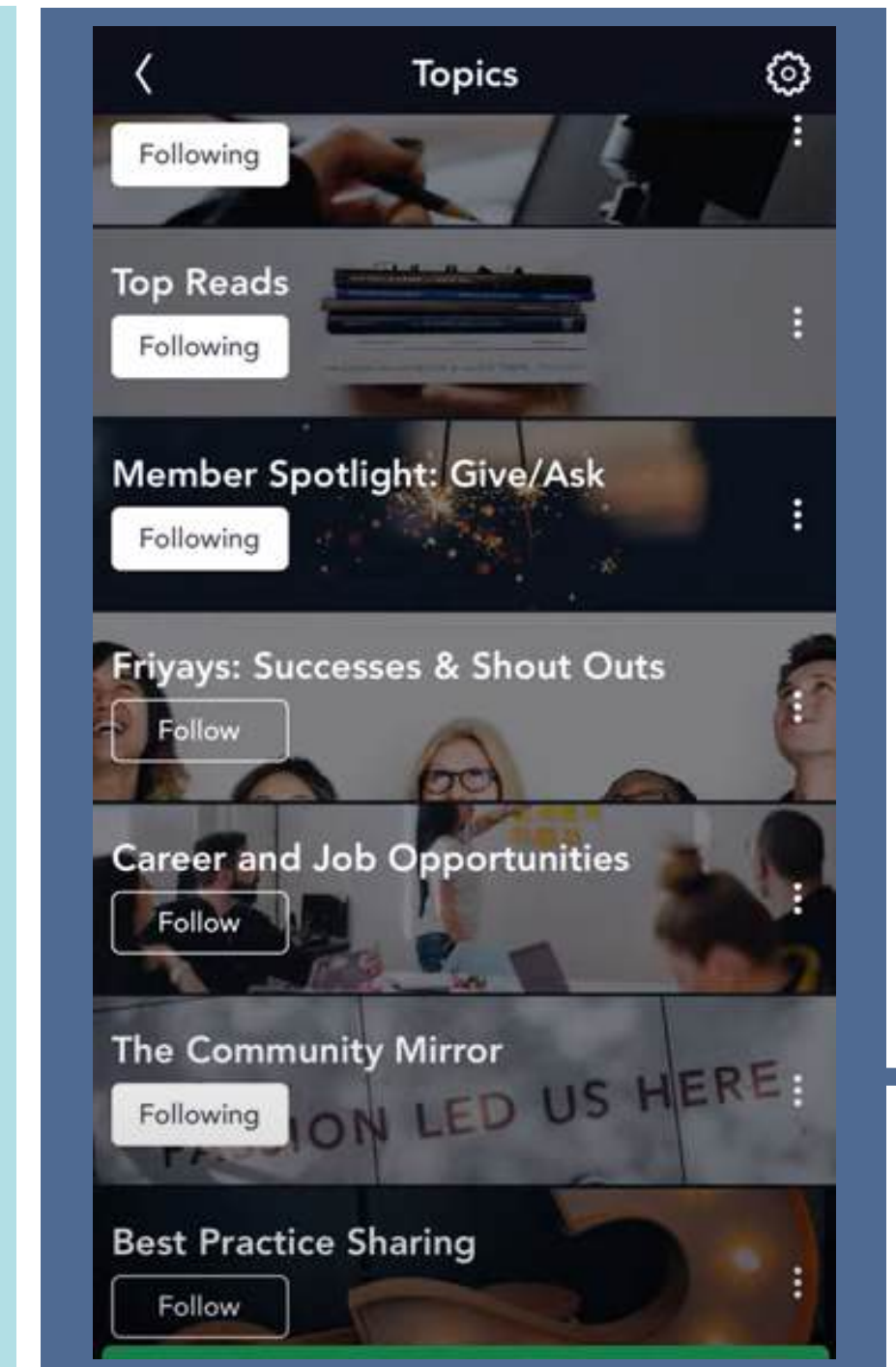
## Polls/Surveys

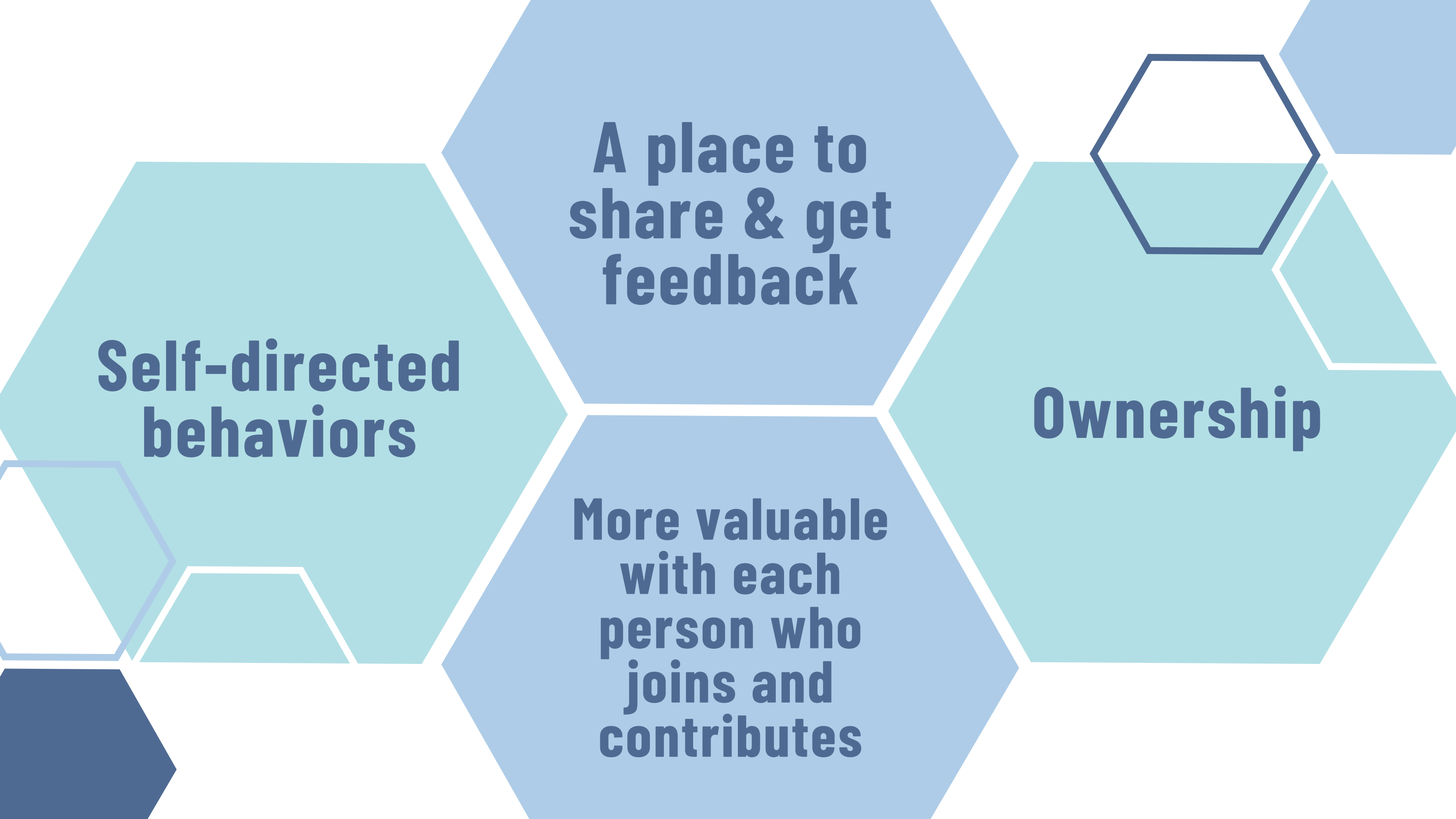


## Watercoolers



## Give/Ask Day





**Self-directed behaviors**

**A place to share & get feedback**

**More valuable with each person who joins and contributes**

**Ownership**

# Why virtual communities like this can work

**Clear on expected outcomes**

**Immersive & focused**

**Pretty!**

**Private/High level of ownership**

**Structured**

**Built on habits & routines**





**What about in your organization?  
Are you gaining inspiration for how to better structure existing communities of practice you have? Or start your own?**



## Consider communities in your organization

Do you know your 'Big Purpose?'

What outcomes could members achieve  
that they couldn't get elsewhere?

Strategies to enhance focus & collaboration

Support & buy in  
you might need from practitioners or  
interest holders





**Allow for greater selection and customization with professional development initiatives**

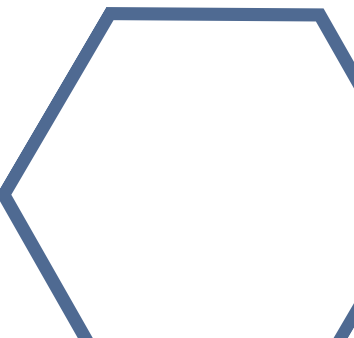
**Organize educators into thematic cohorts based on interest**

**Consider creating Learning Labs**

**Showcase events for best practices**

**Utilize existing habits & routines embedded into work**

**What role do administrators play?**





# The Adult Learning Hub has evolved...

*We create virtual communities, where professional development thrives in the flow of work*

**Customize a unique peer to peer lead virtual space**

**Based on your institutions goals and objectives**

**Meaningful results for your people and organization**



# FREE MATERIALS





# THANK YOU!

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