

Opportunities for Learner Engagement in Laboratory Training

This job aid accompanies the [Laboratory Opportunities for Learner Engagement in Laboratory Training](#) course. It provides a summary of how to apply [CDC Quality Training Standard #4](#), along with exercises to increase engagement for your laboratory training.

Benefits of Learner Engagement

Learner engagement refers to the quality of participation by learners before, during, and after training. Engagement fosters interaction among the learner and the trainer, the learner and the content, and among learners themselves. Engaged laboratory learners become motivated to participate in activities, complete training assignments, and apply a learned skill.

What Do We Know About Adults?

Research has shown that adults benefit more from problem-based and collaborative learning experiences rather than lecture-based learning. Training should connect with learners' work and personal lives.

Dr. Malcolm Knowles identified six principles to help envision the characteristics that lead to effective training for adult learners:

- Adults are internally motivated and self-directed
- Adults need to draw upon their own life experiences and knowledge
- Adults are goal-oriented
- Adults are relevancy-oriented
- Adults are practical
- Adults need to be shown respect

Common Engagement Strategies

There are many effective ways to engage laboratory learners. Some best practices include:

- Starting with an attention-getter to capture interest.
- Transitioning between activities about every 20 minutes.
- Creating effective materials that are easy to read and visually appealing.

These and other strategies can be found in the [How to Captivate and Motivate Adult Learners](#) resource.

Engagement Before Training: Select one or more strategies from the list below that you will use to engage learners before training. Then, in the space provided, describe how you will use these strategies.

<input type="checkbox"/> Learning objectives	
<input type="checkbox"/> Discussion board	
<input type="checkbox"/> Training materials	
<input type="checkbox"/> Prework	
<input type="checkbox"/> Other	

Engagement During Training: Select one or more strategies from the list below that you will use to engage learners during training. Then, in the space provided, describe how you will use these strategies.

<input type="checkbox"/> Knowledge checks	
<input type="checkbox"/> Problem-solving activities	
<input type="checkbox"/> Questions and Answer session	
<input type="checkbox"/> Attention-getters	
<input type="checkbox"/> Other	

Engagement After Training: Select one or more strategies from the list below that you will use to engage learners after training. Then, in the space provided, describe how you will use these strategies.

<input type="checkbox"/> Follow-up support	
<input type="checkbox"/> Evaluation	
<input type="checkbox"/> Community of practice	
<input type="checkbox"/> Information sharing	
<input type="checkbox"/> Other	