The Tire Meets the Road

Stephen E. Hadcock
Extension Educator
CCE of Columbia County
seh11@cornell.edu
“Effective application by program participants of what they learned as a result of attending an educational program.”

Caffarella, R. 2002 *Planning Programs for Adult Learners*, Jossey Bass
Successful Transfer

- Content be relevant
  - Answer “so what”
- Connected to prior knowledge
  - “Scaffolding”
- Learner must be motivated
- Learner must learn training content
- Any others?

Adapted from: Dadgar
Retrieved from: http://coe.sdsu.edu/eet/Articles/transferLearn/start.htm
Factors that Impact Knowledge Transfer

- Program Participants
- Program design and execution
- Program content
- Changes required to apply learning
- Organizational context
- Community or Societal Forces

Caffarella, R. 2002 Planning Programs for Adult Learners, Jossey Bass
When Does Transfer Start?

- Have you ever thought about how learners you work with are going to use what they have learned?
- Who did you involve in thinking about it?
- When did you think about this?
  - In the program planning phase?
  - In the instruction phase?
- “Begin with the end in mind”

Covey, S. Seven Habits of Highly Effective People
Framework for Transfer of Learning

- **Who**
  - Program planners
  - Instructors & Facilitators
  - Learners
  - Anyone else?

- **When**
  - Before
  - During
  - After

Caffarella, R. 2002 *Planning Programs for Adult Learners*, Jossey Bass
Techniques to Promote Transfer

- Individual
- Group
- Either group or individual

Caffarella, R. 2002 *Planning Programs for Adult Learners*, Jossey Bass
Individual

- Learning Plans
- Mentoring
- Job Aids
- Applications notebook

Caffarella, R. 2002 Planning Programs for Adult Learners, Jossey Bass
Group

- Transfer Teams
- Tuning Protocols
- Support Groups
- Follow-up Sessions

Caffarella, R. 2002 Planning Programs for Adult Learners, Jossey Bass
Individually or In Groups

- Networking
- Action Research
- Reflective Practice
- Chat Rooms
- Specific strategies listed in handout
- Where does TAG fit?

Caffarella, R. 2002 *Planning Programs for Adult Learners*, Jossey Bass
Now Your Turn

- How has this workshop helped you think about how you will use what you have learned here?
- What has helped you?
- What techniques might you use to help you use what you have learned here?
- What are you going to do differently with your TAG teams to enhance transfer of knowledge?
Summary

• Transfer of knowledge is continuous
• Variety of barriers and enhancers
• Takes many people to make it successful
• No one technique will be effective