Work-basedLearning.org

Establishing a Learner Profile

Note: Before you get too far along the path of determining learning objectives, and designing a work-based learning program to address the gaps that you have identified, it is important to have a very good understanding of the learners you with whom you will be working. Using this Learner Profile tool will help you get a better grip on your intended target audience, and help ensure that the program you design is appropriate for this audience.

Background of Learners - What are the age, gender, location, ethnicity, language, disability, level of education, etc. backgrounds of your learners?	
Prior Experience - What prior knowledge, skills, experience will they have that is relevant? How will past experience influence their cognition and development? How can this experience be drawn out and integrated into the learning?	
Learners' Objectives - What do you think the learners' objectives will be for completing the program?	
Learners' Motivation - What will make the program most relevant to the learners? What will prove meaningful, and provide motivation to learn?	
Success Factors - What factors might affect learner success or failure in the program	
Technology - Do the learners have access to learning technologies (e.g. computer, CD-ROM, Internet, video, etc.)? Are they pre-disposed to using these?	
Learning Strategies - How will they best learn – participation, self-reflection, activities, practice? How can different learning styles (e.g. visual, auditory, kinesthetic) be accommodated?	
Support - What kinds of support will be needed (academic, peer, supervisor, technical, etc.) to help ensure learner success?	
Desired Competencies - List the learner competencies that need to be achieved. State these as things that the learner will be able to **do** after participating in the program.	