

# ADULT LEARNING THEORY

## and practice for law enforcement instructors

### LEARNING OBJECTIVES:

1. Define Adult Learning Theory.
2. Describe the role of Malcolm Knowles in advancing Adult Learning Theory.
3. Describe the six key assumptions of Adult Learning Theory.
4. Identify the seven elements of designing for adult learners.
5. Illustrate the use of Adult Learning Theory in the law enforcement context.
6. Incorporate the concepts of Adult Learning Theory into law enforcement instructor selection and development.



April 17<sup>th</sup>  
1:00pm – 2:00pm ET  
**2024**

### OVERVIEW:

Over 50 years of research and application has validated many of the concepts that Malcolm S. Knowles contributed to the science of learning. Learners in the professional space, such as police officers, corrections personnel, intelligence analysts, and investigators, as well as professional support staff, learn differently than their adolescent selves. Since the first publication of Malcolm S. Knowles' most well-known book on adult education, *The Adult Learner: A Neglected Species*, in 1973, the work has been cited regularly in research and put into practice around the world in numerous settings. This course will revisit the theory posted by Knowles and look for applications to instructor development in law enforcement settings. Building on the work that Knowles and others have advanced, the course will dive into the beginnings of adult learning theory, review core concepts and differentiators in the way adults learn, and identify key attributes of instructors that can ensure adults learn most effectively, whether in an academy setting, an in-service course, or a longer, advanced program.

### SPONSOR:



### INSTRUCTOR:

**COLIN MAY**

**Colin May**, M.S., CFE, 3CE, INCI is Senior Advisor to the Assistant Inspector General for Investigation at the U.S. Department of Housing and Urban Development, Office of Inspector General (HUD OIG). Previously, he was the Assistant Director of Strategy and Training where he was responsible for the training and development of nearly 200 special agents and professional staff. He is also a Professor of Forensic Studies and Criminal Justice at Stevenson University, developing and teaching graduate courses since 2010. For over 10 years, he was a Special Agent with two federal agencies. He became a Certified Fraud Examiner (CFE) in 2006 and a Certified Cyber Crime Examiner (3CE) in 2018. In 2023, he was granted the National Certified Instructor (INCI) certification by the International Association of Directors of Law Enforcement Standards and Training (IADLEST). Colin has been an adjunct faculty member at the U.S. Department of Justice's National Advocacy Center and the National Cryptologic University. Colin has written extensively in *Fraud Magazine*, the *ACFE Blog* and *The Fraud Examiner* and has articles published in *Public Administration Times*, *Security Management*, the *FBI's Law Enforcement Bulletin*, *The Journal of Public Inquiry*, *Police Chief Magazine*, *FBI-LEEDA Insider*, *Training and Standards Director Magazine*, and the *Journal of Intelligence Analysis*.

### REGISTRATION LINK:

[https://us06web.zoom.us/webinar/register/WN\\_Hwx0TPCKSEiVCeOsK3dZCQ](https://us06web.zoom.us/webinar/register/WN_Hwx0TPCKSEiVCeOsK3dZCQ)