

APRIL 2024

THE TVIB BRIEF



Navigating Adult Learning

Today's world is traveling at breakneck speed as industry struggles to meet the demands of educating the workforce while avoiding the pitfalls of teaching modern learners. Mobile devices, rapid fire data and instant gratification have resulted in shorter attention spans and people who are busier than ever before. TVIB is committed to tailoring our training programs to effectively engage adult learners and elevate the learning experience. It is our mission to maximize the success of our training programs by understanding learners' motivation and accommodating different learning styles in combination with the use of the newest ideologies, technologies, and training tools available.

Member Input

TVIB would like to hear your voice. Please complete our training survey so that we may better suit your training needs.

Click [here](#) to access the survey

MEMBER SPOTLIGHT

Tom Doran is an operations manager and surveyor at CISD Marine, where he has worked since 2008. Additionally, he is a Chief Petty Officer in the United States Coast Guard Reserve. He has been an auditor and surveyor with TVIB since 2017, and primarily works in the Houston area.



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How were you exposed to this career path?

I began training in the maritime industry in 2003 at Texas A&M University Galveston, where I met several students in the USCG. This led me to join the USCG Reserve in 2006. After graduation, I attended USCG MST-A school in Yorktown, VA to learn the baseline skills necessary to become a Marine Science Technician. I then went on to my current role as a marine surveyor at CISD Marine, focusing on surveying steel cargoes and building skills in identifying deficiencies and articulating concerns.

What is your favorite work-related activity?

The most rewarding part of my job is helping others. Working as a team to build each other's skills brings me the greatest satisfaction. I enjoy a constant pursuit of improvement. In the USCG, this might be leading junior members on their career paths or helping them with their challenges. In auditing activities, I enjoy having conversations with deckhands about the intent of the regulations with an emphasis on their safety.

What do you find most challenging about auditing? Surveying?

As with many things, the most rewarding part of the job can also be the most challenging. When pursuing improvements, we occasionally see managers argue findings not for merit, but rather the impacts and time needed to properly address the issue.

What is your favorite nonwork-related activity?

When I make time for myself outside of work, I enjoy most things firearms-related. This includes their military use, engineering, and legal issues, and tend to focus on 20th-century European and American items. Occasionally, I find the time to go to the shooting range or hunting with friends.

What is your most predominant daily motivator?

My biggest motivators are professionalism and my sense of duty. I remember a company commander in basic training once told us "Not only do you represent the United States Coast Guard with a patch over your left breast pocket, but you represent yourself with a nametape over your right breast pocket. Don't dishonor either." The maritime industry is small, and doing a poor job will reflect not only on your company but also on yourself.

Have Questions?

To access our full list of FAQs, please visit our website [here](#).

Suggestions?

We would love to hear from you! Submit your idea for hot topics or FAQs to info@thetvib.org or dial 832.323.3992

TPO Customer QuickBase Access

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Subchapter M Lead Auditor Course

Registration is open! Join us in Houston, Texas June 18th for our next Sub M Auditor course.

Please [visit our website](#) for a full list of upcoming courses.

[Click Here](#)

Navigating Adult Learning

We know that adult learners do not come to us as a blank slate. Our students possess vast work/life experiences and come prepared with specific training goals in mind. We intend to provide a tangible payoff for valuable time invested. Our trainees bring hard-earned, real-world knowledge to the table and we feel incorporating this into the program is an essential element to success. A well-designed course helps students build upon their foundation of existing knowledge and link new information with concepts they have already mastered. Plans are in place to examine our catalog of training offerings and determine which might benefit from implementing pre-tests to determine baseline knowledge and help us avoid repeat material and side-step boredom and frustration.

We understand that our students are eager to learn and are motivated by wanting to perform better at work rather than solely for the pleasure of learning. We attempt to capture learners' attention by providing training that prioritizes real scenarios and practical applications in the workplace. We believe it is crucial to demonstrate how concepts taught are immediately relevant in our learners' careers. Since adults flourish in interactive classroom environments where they have an active role in their own learning, we believe that hands-on activities are key. This might include group discussions, presentations, peer review and feedback, case scenario assignments, and collaborative projects, just to name a few. Giving adult learners a measure of control via hands on experience also increases motivation and satisfaction with the training. We feel that keeping our teaching methods varied will alleviate mental fatigue and help adult learners stay actively focused on the material. Gamification, or learning through fun, is another tool we want to incorporate that is effective in reigniting flagging interest. A positive byproduct of incorporating hands-on training strategies is that the learners' percentage of knowledge retention is automatically greater.



Adult learners value feedback that is constructive. It is our goal to forego the traditional model of one examination at the end of training as the sole measure and rather make use of a variety of methods to measure comprehension throughout the course. Utilizing regular assessments, quizzes, surveys, and opportunities to discuss and reflect on what is learned not only fosters engagement but also grows retention of the material. Timely specific feedback also helps close knowledge gaps and identifies areas the learner has for improvement.

Creating training environments that promote discussion, collaboration, group interaction and increased knowledge retention is something that we at TVIB are striving to perfect. We believe that knowledge is best supported by continuing education well past completion of a particular course. TVIB is actively involved in providing ongoing access to resources such as a knowledge database, materials library, peer networking and continued support via further training and/or refresher courses that will help our adult learners continue to grow and develop their skills and abilities.

