

# JOB AID: THE METHODOLOGY OF LEARNING

Teaching and learning go hand in hand: we teach so that others may learn. The focus is on an ongoing workplace programme that is meaningful and useful to the group.

There are many different teaching methods or strategies to promote learning, such as:

## 1. Group discussions and/or activities

This is useful if group members are comfortable with each other and not hesitant to speak. Research shows that people learn best when they are actively engaged in their own learning rather than behaving as passive observers.

## 2. Role play and stimulation

Acting in or observing role play helps people transfer their learning to a 'real world' environment.

## 3. Storytelling and sharing one's experiences

People like to hear about the experiences of others, and often find that they can relate to these experiences better than trying to grasp facts that seem to have little relevance for themselves. This can include fictional (made-up) stories.

## 4. Visual aids

This can include posters, photographs, slide presentations, videos.

## 5. Learning aids

This can include flip charts, fact sheets, flash cards, wall charts, diagrams. The learning aids can be used to promote group discussion, for example "What does this graph tell you?".

## 6. Social marketing and use of the media

Posters can be displayed where people live, work and play. Leaflets can be left at health centres, shopping centres or taxi ranks. The media (for example, local radio stations) can be involved in providing educational messages to the larger community. Cartoons and comic strips can reach a wide audience and be a useful method of peer support and education.

## 7. Community fairs or meetings

Community gatherings can increase public awareness of the issues and challenges of HIV & AIDS.