

From Zoomers to Boomers: Supporting the Modern Adult Learner in the Age of AI

Tuesday, October 21, 2025

Profile learners with the EMP lens

Use the Emerging–Mentee–Peer (EMP) model to tailor facilitation. Emerging learners benefit from scaffolds and confidence-building; mentees seek growth via mentorship and collaboration; peers bring deep experience and value reciprocal learning and leadership opportunities.

Make co-learning explicit —and shared

Invite learners to co-plan activities, try tools together, and surface what each person knows. Co-learning honors adult autonomy, builds community in synchronous or asynchronous settings, and models the shared responsibility required for responsible AI use.

Teach “critical critique” with a repeatable check

Build AI literacy by having learners evaluate outputs for accuracy, bias, fit, and usefulness (e.g., a simple rubric like a “fluff test”: re-prompt, verify, and iterate when anything is off). Emphasize transparent citation or disclosure of AI assistance to normalize ethical practice.

This session reframed adult education for an AI-enhanced world by introducing the EMP model—Emerging, Mentee, and Peer learners—as a practical way to personalize facilitation across generations. Speakers highlighted how adults arrive with distinct experiences and motivations, and how instruction gains power when it meets learners where they are: confidence-building for newcomers, mentorship and collaboration for mid-career professionals, and reciprocal expertise-sharing for veterans.

Participants explored four practice moves—Co-learning, Critical Critique, Creation-Centered tasks, and Career Connection—ready for classrooms, trainings, and online use. Examples included collaborative intros, concept mapping, interview practice, and portfolio boosts, all anchored in ethical AI. The throughline was equity: ensuring all learners can evaluate, apply, and disclose AI, keeping instruction human-centered, relevant, transparent, and career-aligned.

This summary was created using generative AI to synthesize key ideas from the Zoom session ‘From Zoomers to Boomers: Supporting the Modern Adult Learner in the Age of AI,’ held on Tuesday, October 21 at 12pm ET.

