

The ROPES Model

The ROPES model is one of many ways to structure a learning event. It encourages the learning professional to engage adult learners throughout the process in different ways. You can use learning technologies during different steps of this model.

Table 1: ROPES

R	Relate and Review with your learners. Ensure adult learners have an opportunity to pull from their prior experiences. Use learning technologies to tell a story or illustrate meaningful and familiar examples to the learners.
O	Provide an overview of what's ahead. Engage adult learners with opportunities to connect and to help them see what the benefit of the learning experience is to them. Build the need to know and highlight how learning can help contribute to job performance and satisfaction.
P	Present information that is most relevant to the learning objectives and in a way that ensures adult learners can take back what they have learned to their workplace. Orient the learning experience to the real world. Use learning technologies to help present authentic experiences to enhance transfer.
E	Create opportunities for the learners to exercise what they have learned via learning technologies. By practicing what they have learned and applying it to different scenarios, they are more likely to retain what they have learned and to use it when needed.
S	Summarize key elements of the learning experience in a way that connects the dots from start to finish through appropriate learning technologies. This paints a complete picture of what's important.