

# Training across generations

How to adapt delivery for workers with different ages and experience levels



## Common challenge:

You have apprentices, experienced tradespeople and long-term operators in the same session, but one approach does not work for everyone.

## What good looks like:

The session respects different experience levels, keeps everyone engaged and helps each learner apply the standard safely and consistently.

## What to do:

1. Train for experience, not stereotype. Do not assume age tells you how a person learns. Check what they already know, what habits they have and what support they need.
2. Vary how you deliver the training. Explain the task, show it, then let people practise. Some learners want to get hands-on quickly. Others need time to watch and ask questions first.
3. Check understanding properly. Ask learners to explain the task back, identify the critical step or show you the process. This helps you see who needs more support.
4. Pair people by strength, not by age. Match strong technical skills with clear communication, or confidence with caution, so people learn from each other without feeling talked down to.

## Try this in your next session:

- Before the session, list the range of learners in the room: new starter, apprentice, experienced worker, supervisor.
- Build one example for each level so everyone can connect the training to their own work.

## Watch for:

- Do not assume older workers resist change or younger workers lack discipline. Both assumptions can damage learning.
- Do not let the most experienced voices dominate. Make space for quieter learners to contribute.

## Learn more about the Trainer and Assessor VET Career Framework

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