

WORKING WITH OLDER LEARNERS

The training professionals in this business follow these guiding principles when working with older learners:

- We work in partnership with employers to ensure that all employees, regardless of age, are encouraged to participate in training, learning and development opportunities for the full course of their working lives.
- We encourage workers and intending workers of all ages to recognise that continual upskilling is of critical importance to them in maintaining employment and in developing their potential throughout their working lives.
- Together with managers and learners develop
 - flexible pathways to extend skills and learning, including on-the-job learning, coaching and structured training opportunities
 - short modules, and
 - recognition of prior learning and current competencies.
- We recognise the richness of experience in older learners and take this into account when designing and delivering training to them.
- We recognise that some older learners may feel apprehensive in returning to learning, and provide learning opportunities that are sensitive to this possibility.
- We work to dispel negative stereotypes about older learners through the promotion of positive case studies and encouraging older learners to share their experiences.
- We market learning opportunities for older learners and measure the learning participation rate to ensure that they are not being overlooked when training opportunities present.