



Guiding adults

Adult students often combine their training with work, family and other responsibilities. They bring valuable experience, but sometimes need to get used to the role of 'student'. This requires tailored guidance, with attention to learning style, existing skills and a good balance between school, work and private life.



Adult students bring a lot of experience, but that doesn't automatically make learning easier.



Good guidance for adults requires attention to their situation and respectful cooperation. This creates a learning environment where they can develop.

What works

- Give the adult student time to adjust.
- Discuss what knowledge and experience is already there and what still needs to be learned.
- Create an onboarding programme and discuss how previous skills can be used.
- Ensure you have a permanent workplace trainer as a point of contact.
- Set up a peer coaching group for adults who follow training in the company, so they can share experiences.
- Be flexible with the schedule, for example in family situations.
- Give regular compliments and clearly mention what goes well.

What doesn't work

- Thinking that an adult student needs the same approach as a younger student.
- Assuming what someone already knows or can do.

More tools

SBB supports workplace trainers in guiding students with different tools. Discover our full range of tools [here](#) or contact your work placement advisor.