



Facilitating PD Courses for Multigenerational Learning Audiences

Does facilitating PD courses for multigenerational learning audiences make you nervous? You are not alone as many facilitators feel anxious about planning for diverse learner groups and addressing generational differences. The good news is that with the right preparation, you can facilitate engaging, inclusive, and relevant learning experiences for all age groups. Here are three essential steps to help you prepare for facilitating multigenerational PD sessions:

1. Get to know your audience to understand the generational difference.

Before preparing for your PD session, you need to clearly understand who you are teaching and why they are motivated to attend. Here are some questions to consider as you start your research:

- Who will participate, and what are their goals?
- What do they already know about the topic? What else do they need to know?
- What challenges do they face, and what solutions have they tried?
- What action should they take after the course? If there is a generational mix, what are their common priorities, preferences and motivators for each group? Knowing your audience will allow you to present the correct information and answer any follow-up questions your audience might raise.

2. Prepare inclusive content. Now that you have done your research, you can begin planning your course flow with inclusiveness in mind. As you move forward, always keep your audience in mind. How can you build trust with them? How can you show them that your PD course meets their needs best? Be sure to personalize the information you are presenting as well as how you are presenting it. Here are a few ideas to consider:

- Provide clear, skill-based learning outcomes (what learners will be able to do).
- Use real-world examples that resonate across generations (avoid age stereotypes).
- Incorporate multiple formats: videos, discussions, case studies, and hands-on activities.
- Address technology comfort levels by offering quick tutorials and alternative resources (written instructions, visual aids, printable materials).

3. Facilitate engagement across generations. Keeping an audience engaged during a PD session goes beyond knowing your audience and your course. Here are a few tips that might be useful to keep learners engaged:

- Use case studies and role-play activities to encourage problem-solving and collaboration.
- Create mixed-age breakout groups for knowledge sharing and encourage peer mentoring and feedback to leverage diverse experiences.
- Use polls, quizzes, and interactive tools to keep energy high.
- Promote reflection through journals or discussion prompts.
- Build psychological safety by setting ground rules for respectful dialogue and avoiding assumptions based on age and experience levels.

Keeping these tips in mind, you will be able to facilitate unique PD courses for multigenerational learning audiences that engage, empower, and unite learners across generations.

Resources:

- [How to Train and Engage a Multigenerational Workforce](#)
- [Tips for Training and Engaging a Multigenerational Workforce: Part 1](#)
- [Best Practices for Engaging a Multigenerational Workforce](#)
- [Bridging Generational Gaps: How Different Generations Approach Learning - LearnToStudy.net](#)
- [Adapting Teaching Across Generations: A Comprehensive Guide](#)