Complete the table below by:

* Identifying the characteristics and needs of each individual,
* If needs exist, explain how you will address these needs to support the individual

|  |  |  |
| --- | --- | --- |
|  | **Characteristics and needs** | **Describe how you will address the learner needs** |
| **Learner 1:** |  |  |
| **Learner 2:** |  |  |
| **Learner 3:** |  |  |
| **Learner 4:** |  |  |
| **Learner 5:** |  |  |
| **Learner 6:** |  |  |
| **Learner 7:** |  |  |
| **Learner 8:** |  |  |

**Notes on Learner Characteristics:**

* **Respect the learner’s right to privacy** – only record characteristics they wish to disclose and that are relevant to their training needs
* Characteristics you may wish to record include (but are not limited to):
  + Age/Age Range
  + Gender Identity (including preferred pronouns if appropriate)
  + Previous work experience relevant to training topic
  + Previous education relevant to training topic
  + LLN needs (documented formally or self-reported by the learner)
  + Learning difficulties (E.G. Dyslexia, ADHD, Dysgraphia, Aphasia, acquired brain injuries, etc.)
  + Chronic illness - mental and physical (E.G. Diabetes, Anxiety, PTSD, Epilepsy)
  + Disabilities – mental and physical (E.G. short/long sightedness, mobility problems, hearing impairment)
    - Related to above – ageing-related health issues
  + Whether English is their first language or an additional language or dialect (EALD)
  + Restraints on learner’s time (E.G. primary care giver for children and need to pick them up from school at a specific time)
  + Cultural values and religious beliefs (E.G. requirement to pray at certain times, fasting, dietary requirements, requirements for modesty, touching, etc.)
  + Preferred learning styles (E.G. Visual-Auditory-Kinaesthetic, Gardner’s Multiple Intelligences, etc.)
  + Financial constraints
  + Geographic location, travel time and access to transport
  + And many others…
* Needs should only be addressed at the learner’s request or if they create barriers to the successful completion of the learning program for the learner or other participants in the class. The learner should have input into strategies to address their needs and should approve any final strategies