**Career Stage Training Worksheet**  
IDENTIFY POSSIBLE GAPS IN YOUR TRAINING BASED ON CAREER STAGE

1. Answer the questions in each element of the model, one for each career-stage group, by checking the boxes that apply.

2. If you notice imbalances by career stage, discuss whether you should (a) make changes so that all career stages have the same successes with each program or (b) diversify your programs so that specific training programs address specific career stages.

### Early Career
- Did early-career workers like the training? [ ]
- Did early-career workers learn the content? [ ]
- Did early-career workers use the content on the job? [ ]
- Did the program have business results for early-career workers? [ ]
- Did the program pay off for early-career workers? [ ]

### Mid Career
- Did mid-career workers like the training? [ ]
- Did mid-career workers learn the content? [ ]
- Did mid-career workers use the content on the job? [ ]
- Did the program have business results for mid-career workers? [ ]
- Did the program pay off for mid-career workers? [ ]

### Late Career
- Did late-career workers like the training? [ ]
- Did late-career workers learn the content? [ ]
- Did late-career workers use the content on the job? [ ]
- Did the program have business results for late-career workers? [ ]
- Did the program pay off for late-career workers? [ ]