Learning on the job: efficient, effective and always relevant

Learning and working are two sides of the same coin. Yet we often split these. Use your own work as a case study, apply new knowledge to do that same job and then get feedback. That is learning on the job.

70% of what we learn, comes from our daily work. For example, we get new assignments and challenging jobs, of which we do not exactly know how to do them. By doing them anyway, we learn. Sometimes by trial and error.

20% of our new knowledge and skills, we develop through feedback and tips from colleagues and by watching how other people do it.

10% of what we learn, we extract from formal learning contexts, such as training, e-learning and workshops.

We reach the highest revenue for all we learn, when we apply it in practice.

Individual competence driven development: Workplace Learning

Workplace Learning modules are competence driven, individual training modules. Focused on the specific learning objectives of the participant, as much as possible in the workplace, linked the work to be done and at his own pace.

A group training "Presentation skills" for example, provides the right tools to give a presentation. But what if you, or your employee, just can't finish the presentation within the available time and the participants don't have time to ask their questions. Another example: what if the requirements have been described for 100%, but nobody understands them unless they read them three times?

That has to do with individual learning points. That is what Workplace Learning is aimed at. Develop specific skills that enhance the effectiveness of employees. And do so during the normal work and in the workplace.

5 reasons to deploy Workplace Learning

1. Learning during working hours
   The training is mainly done during normal working hours, and work continues while learning.
2. Learning through working activities
   The participant always works with relevant topics from their own work, which gives instant visible results.
3. Individual learning
   The training is always aimed at personal, individual learning points.
4. Fits to the personal learning style
   Assignments and feedback are always tailored to fit the personal learning style of the learner.
5. Applicable in all business environments
   Workplace Learning can be used in IT and business environments, our experts understand how.

How it works: Workplace Learning?

A Workplace Learning consists of an intake, assignments, coaching and wrap-up.

Intake

During the intake we determine the specific learning needs and personal learning style of the participant. Together the coach and the participant determine the pace of training, the number of assignments, the final goal and the way the coaching will be provided.

Assignments

The participant will receive different assignments to be carried out in a period of one to three months. The assignments are adapted to the learning style and needs of the participant. This includes an accumulated workload of about three days.

Coaching

The coaching will be done, by mail, Skype, phone or any other way that meets the needs of the participant. The participant will receive feedback on assignments and guidance to take the next step.

Wrap up

The participant and the coach evaluate the training and the results, during the wrap-up.

Wide range of Workplace Learning modules

Capgemini offers an extensive range of Workplace Learning modules.
All suitable for different learning preferences.

These modules cover various topics within areas of expertise like:

- Personal skills
- Agile/Scrum
- Project Management
- Requirements
- Data
- Testing
- Etc.

In addition to Workplace Learning modules, we offer numerous courses in varying types of learning interventions, which fit closely to learning in the workplace.

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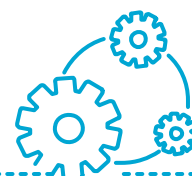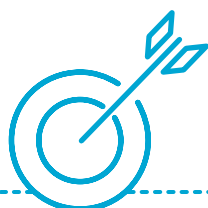
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About Capgemini Academy

Capgemini Academy is a subsidiary of Capgemini. We rely on the experience of over 180,000 professionals worldwide:

- Capgemini Academy is one of the largest IT training organizations in the Benelux, and is active worldwide.

- We help over 12,000 students each year with their professional growth.

- Our training portfolio is adapted to our customers' needs, both in terms of content and methods used.

- Our trainers have practical experience. They are professionals who are also certified to teach.

- Our goal is to minimize the use of paper, so the majority of our teaching materials are digital.

Continued development is crucial for IT and business professionals. Capgemini Academy helps you and your employees achieve the sustainable development of skills.We take a critical look at what tomorrow's professionals need and what will make them flexibly employable. We also develop the training and educational tools necessary to meet this need.

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