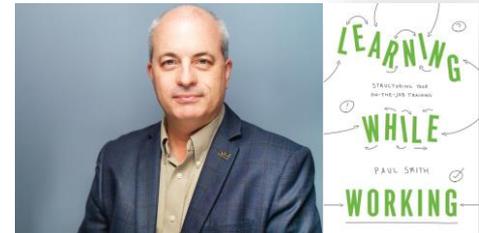


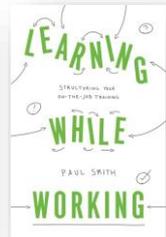
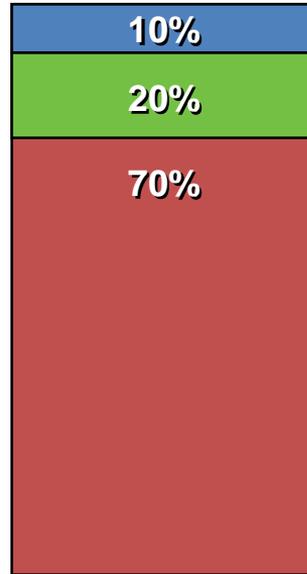
Learning While Working: Structured On-the-Job Training Made Simple

Paul Smith, Talent Development Manager
The Waldinger Corporation

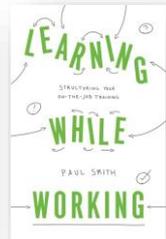
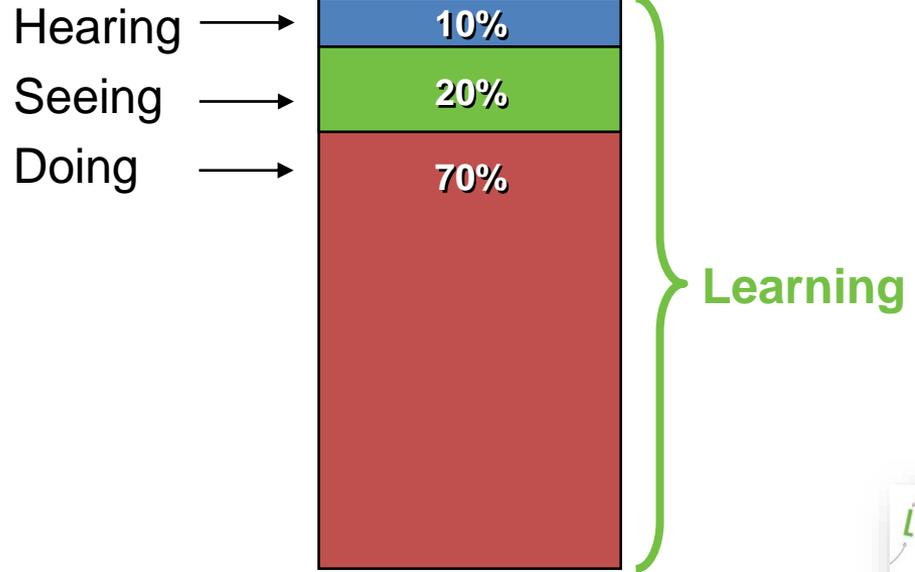


Why It Matters

- Training / Instruction →
- Observing / Watching →
- On-the-Job Experience →



Why It Matters



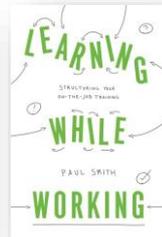


Experiential Learning

If we know...

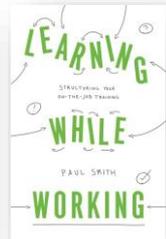
- Much of our skill & ability comes from **doing**
- Much of our knowledge mastery comes from **doing**
- Much of our sense of purpose comes from **doing**
- Much of our confidence comes from **doing**

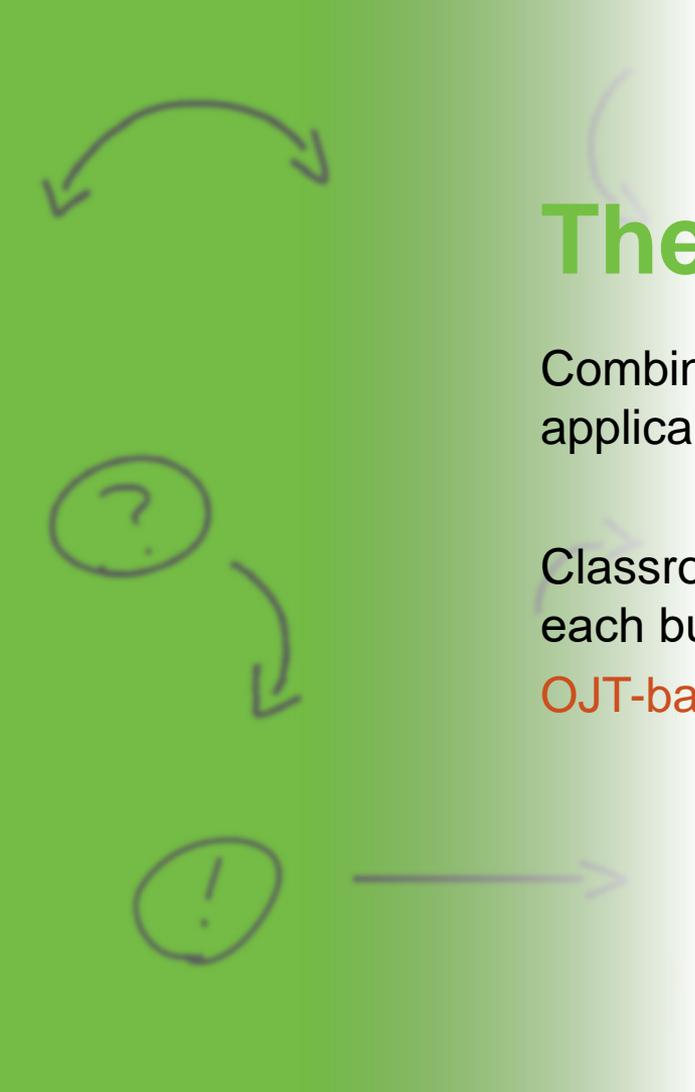
Why leave such a major element of learning up to chance?



Experiential Learning

Too much traditional OJT places an emphasis on the “experiential” while almost completely ignoring the “learning”



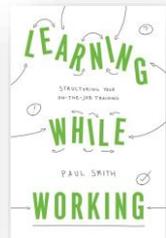


The SOJT Solution

Combine intentional instruction of the classroom with the applicable relevance of experiential opportunities

Classroom-based and Student-guided Online learning are each built around a clear structure...

OJT-based learners should receive the **same** benefits

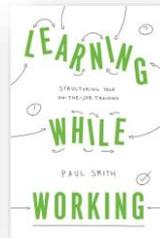




The SOJT Solution

A well-developed SOJT program provides the organization:

- Consistency for experiential learning opportunities
- Trackable progress of learners in the OJT environment
- Quantifiable, measurable results for leadership to use
- Ability to repurpose and connect existing efforts
- ***Most Important:*** A better prepared, more confident, and individually-empowered workforce

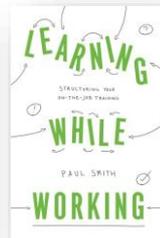


The SOJT Solution

1. What do they need to be able to do to be **competent**?
 - *Conduct extensive interviews with a broad pool*
2. How will they be able to **demonstrate competency**?
 - *Observable outputs become SOJT measurables*

Defined measurables form the program's foundation

- *Creates a guide and accountability tool for the learners, mentors, trainers, and leadership*

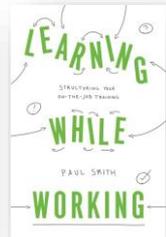




The SOJT Solution

Additional Pieces of the SOJT Puzzle:

- Well-defined SOJT Mentor prep program
- Easy to use SOJT Tracking Tool



MACRO TOPIC

Department Leader Endorsement	Date

Micro Topic

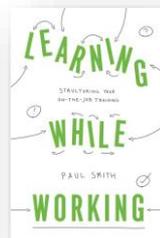
	<i>Mentor Endorsement</i>	<i>Date</i>
Measurable		
Measurable		
Measurable		

Macro Topic Resources:

- Internal Manuals or Guides
- Internal Training Options (classroom or online)
- Internal Templates
- External Resources

Notes and Comments

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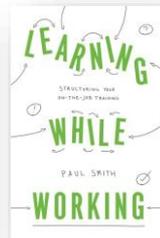


The SOJT Solution

Additional Pieces of the SOJT Puzzle:

- Well-defined SOJT Mentor prep program
- Easy to use SOJT Tracking Tool
- Role Clarity for the Learner, the Mentor, and others
- Support resources for both the Learner and the Mentor

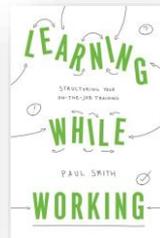
A strong SOJT program can literally change the entire culture of your organization.



Can One Size Fit All?



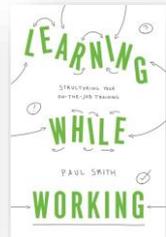
Dayanita & Tarah



More SOJT Benefits



- **Attracting & Retaining Quality Employees**
 - Jacque Burandt - *University Health Systems of San Antonio*

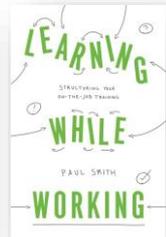


More SOJT Benefits



THE WALDINGER CORPORATION

- Attracting & Retaining Quality Employees
- **Capture Institutional Knowledge**
 - *The Waldinger Corporation*

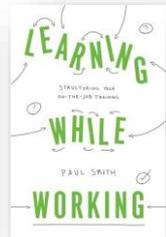




More SOJT Benefits

The **6Ds** Company

- Attracting & Retaining Quality Employees
- Capture Institutional Knowledge
- **Competitive Advantage for the Business**
 - Roy Pollock – *The 6Ds Company*

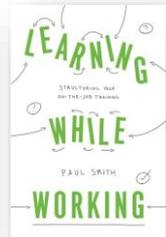




More SOJT Benefits

COORSTEK

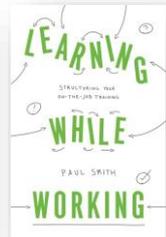
- Attracting & Retaining Quality Employees
- Capture Institutional Knowledge
- Competitive Advantage for the Business
- **Connect with Non-College Bound High Schoolers**
 - David Tiensvold – *CoorsTek*



More SOJT Benefits



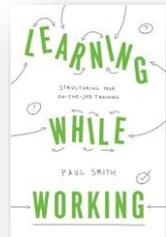
- Attracting & Retaining Quality Employees
- Capture Institutional Knowledge
- Competitive Advantage for the Business
- Connect with Non-College Bound High Schoolers
- **Enhance Training Department Reputation**
 - James Black - *PPG Industries*



More SOJT Benefits



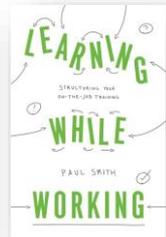
- Attracting & Retaining Quality Employees
- Capture Institutional Knowledge
- Competitive Advantage for the Business
- Connect with Non-College Bound High Schoolers
- Enhance Training Department Reputation
- **Break Down Silos**
 - Dan Houston – *The Principal Financial Group*



More SOJT Benefits



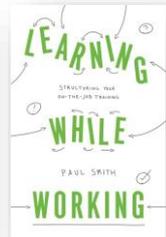
- **Establish Organizational Consistency**
 - *The Waldinger Corporation*



More SOJT Benefits

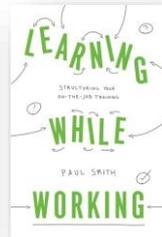


- Establish Organizational Consistency
- **Get a Head Start**
 - Mary Kalkanis – *Canada-based Moneris*



More SOJT Benefits

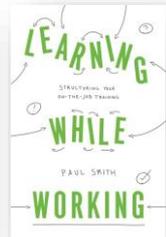
- Establish Organizational Consistency
- Get a Head Start
- **Increased Self-Motivation and Confidence**
 - Athena Massey – *Actress*



More SOJT Benefits

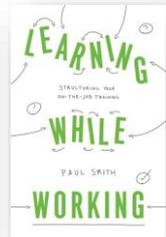


- Establish Organizational Consistency
- Get a Head Start
- Increased Self-Motivation and Confidence
- **Skilled Employee Pipeline**
 - Bruce Wilkinson - *Allan Myers*



More SOJT Benefits

- Establish Organizational Consistency
- Get a Head Start
- Increased Self-Motivation and Confidence
- Skilled Employee Pipeline
- **Support a Multicultural Workforce**
 - Toni Delp - *Pella Corporation*

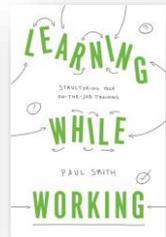


More SOJT Benefits

- Establish Organizational Consistency
- Get a Head Start
- Increased Self-Motivation and Confidence
- Skilled Employee Pipeline
- Support a Multicultural Workforce
- **Validated Qualifications**
 - Brad Allred - *GE Healthcare*



GE Healthcare





DISCUSSION?

Learning While Working

Thank you for attending!

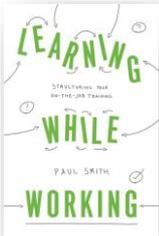
Paul.Smith@waldinger.com | (515) 323-8745

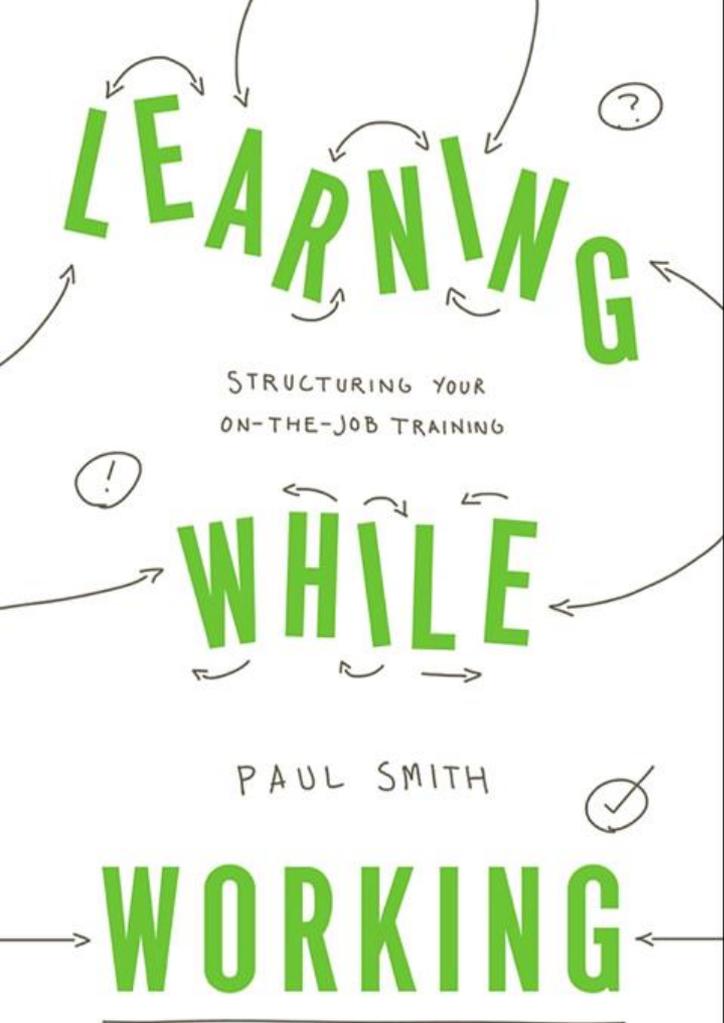
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Structuring Your On-the-Job Training**

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"A true SOJT program harnesses the work-based experiential learning of OJT opportunities, but provides direction, definition, purpose, and a means for tracking success."

-Paul Smith, author