

Lessons learned from one of New Zealand's most challenging civil engineering projects: rebuilding the earthquake damaged pipes, roads, bridges and retaining walls in the city of Christchurch 2011 - 2016.

Recording 'On Job Training' delivered by SCIRT Tutors

Story: SCIRT Training Centre

Theme: People and Culture

A guideline which defined what is and isn't 'on job training', with the purpose of encouraging more 'on job training'.

This document has been provided as an example of a tool that might be useful for other organisations undertaking complex disaster recovery or infrastructure rebuild programmes.

For more information about this document, visit www.scirtlearninglegacy.org.nz



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Recording 'On Job Training' delivered by SCIRT Tutors.

Background

The SCIRT Training team has set the goal of SCIRT Tutors increasing the amount of time in which they deliver 'on job training.' This is to measure the uptake of our training and to keep our focus on the 70% of learning for adults which takes place 'on job' in line with the 70/20/10 model.



Purpose

In order to measure our goal of increasing the amount of time 'on job training' we need to clearly and consistently define what 'on job training' is.

Defining On Job Training

On job Training is training that occurs in the workplace - it will usually involve coaching, mentoring and may incorporate workbooks and demonstration. It will always relate to 'doing' the work, and be practical not theoretical.

The following common aspects of training allow it to be deemed to be 'on job training' and recorded as such on the SCIRT database:

- When a tutor with an individual works through InfraTrain Material or SCIRT competency based training on site be it in assistance in understanding the questions, understanding the material or working through an incorrect answer, giving site specific examples and guidance based upon the site itself or tools on the site to work through the material.
- When a tutor coaches a person on site in operating a piece of equipment or in approaching a task or challenge. eg: a tutor helping a worker master the use of a new type of excavator or a tutor walking through a site with a foreperson and coaching them in the analysis of the job / hazards.

What is not On Job Training

The following are not on job training and are recorded elsewhere on the database as courses or otherwise:

- SCIRT Short courses delivered on site eg: Cable Location
- Group briefings.