**70:20:10 Development Principle**

On the job learning provides the opportunity to develop within the work environment and refine how to apply particular capabilities. You learn by doing, experimenting, making mistakes, trying different approaches and talking about the experience.

**EXPERIENCE**

70

Learning that builds capability and drives organisational performance

Much of our capability development occurs within and from other people through peer or one on one interactions.

20

**EXPOSURE**

Curriculum based programs provide an opportunity to gain an understanding of why particular knowledge and skills are important. It is suited to the development of specific capabilities.

**EDUCATION**

10

|  |  |  |
| --- | --- | --- |
| EXPERIENCE (70) | EXPOSURE (20) | EDUCATION (10) |
| Opportunities to apply new learning and skills in real situations | Performance management with feedback | Participating in a structured induction program |
| Researching, applying and sharing best practice | Receiving informal feedback and work debriefs | Immersive and interactive eLearning |
| Modelling a behaviour or demonstrating a skill for colleagues | [360 feedback](https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/adminclericalst/capabilitydev/assessing/threesixty/index.htm) | Self-paced learning e.g. [capability development guides](https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/adminclericalst/capabilitydev/developing/guides/index.htm) |
| [Shadowing a more experienced colleague](https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/adminclericalst/capabilitydev/developing/jobshadowing/index.htm) - exposure to the work of other work areas, roles | [Mentoring colleagues](https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/adminclericalst/capabilitydev/developing/mentoring/index.htm) – formal or informal | Formal learning |
| Stretch assignments – undertaking a new role, initiative or project | [Coaching](https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/adminclericalst/capabilitydev/developing/coaching/index.htm) from manager or professional coach | Attending a course, seminar, conference or lecture. |
| Acting in another position undertaking higher duties, [career development opportunities](https://jobsnsw.taleo.net/careersection/nswgov_eoi/jobsearch.ftl), job rotation | Interacting with peers to undertake a project, solve a problem, discuss issues | Participating in professional association activities |
| Assignments providing cross unit, directorate or portfolio experience | Networking, professional communities of practice, professional and industry association memberships | [Capability development workshops](http://itdmoss.det.nsw.edu.au/sites/capabilitydevelopment/default.aspx) for corporate staff |
| Participating on a taskforce, team or committee | Learning circles | Participating in an Adobe Connect session |
| Internal and external speaking engagements | Facilitated group discussions, sharing your learning | Professional qualifications, accreditation, formal education e.g. university |
| Solving problems in role, increased decision making | Designing/delivering a training session |  |
| Interaction with senior management | Developing others |  |
| Opportunities to reflect and learn from projects |  |  |