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Training on the job: what it is and what benefits it offers

On-the-job training is among the most effective training methodologies for companies. Let's find out what benefits it offers

On the job training: what is it

On-the-job training (also called "training on the job") is a training methodology carried out in the company that allows the worker to acquire new skills by observing and, above all, testing and putting into practice what he or she gradually learns. In other words, on-the-job training allows the worker to teach the correct way to carry out his job while he is doing it.

This training methodology is particularly effective because it links training to a **real and operational context** and involves a mix of observation of others and practical activity under the supervision of a manager, trainer or colleague. For it to be effective, the supervisor must have not only the technical skills but also the soft skills needed to support the worker's integration and development.

On-the-job training is therefore a type of **experiential learning** often used in **practical work** or work requiring the use of specialised equipment, software or machinery. It is also particularly suitable to support the **insertion of a newly hired employee** in a business context and to allow optimal learning of the tasks assigned to him/her.

Examples of on-the-job training

On-the-job training can take different forms depending on the context and business objectives. Below are the main on-the-job training methods.

Coaching - Coaching is the most commonly used method and involves the development of one-to-one relationships between employee and supervisor. According to this method, the experienced staff gives instructions to the worker, providing a continuous cycle of feedback on his/her performance.

Job rotation - This type of training consists of moving an employee (usually a new employee) between different roles within the company. The purpose of the rotation is to improve the employee's knowledge of the work for which each team is responsible and to understand and respect the problems and tasks of colleagues.

Action learning - This training method consists of offering employees real challenges to learn from experience and at the same time reflect not only on the actions taken but also on the learning process. Action learning (or action learning) promotes people's development and optimizes the functioning of groups through concrete experience.

Blended learning - This approach combines on-the-job training with other forms of learning. For example, a newly hired person could spend part of his or her training period reviewing handouts, videos and taking part in lessons and gaining practical experience in the workplace. Blended learning can be very effective for jobs involving complicated tasks or specialised skills.

Benefits of on-the-job training for employees

On-the-job training is particularly appreciated by workers. Let's see why:

- **More engaging training**: On-the-job training increases the employee's involvement and interest in learning.
- **More effective training**: the highly practical nature of this type of training reduces the gap between the training experience and the work reality and promotes the memorization and preservation of what has been learned.
- **Greater confidence**: on-the-job training is an active methodology that increases the likelihood of feeling safe and competent at work.

- **Team building**: this type of training puts the employee in close contact with colleagues and supervisors and this promotes integration and collaboration within teams.

Benefits of on-the-job training for the company

On-the-job training offers important benefits to companies that implement it, in particular:

- **Targeted learning**: On-the-job training adapts to specific company characteristics and allows training needs to be met more quickly and in a more targeted manner.
- **More cost-effective training**: Instead of attending lectures and training sessions, the employee learns directly in the workplace from colleagues and supervisors. There is therefore no need to incur any additional costs for classrooms or external trainers.
- **Reduced turnover**: On-the-job training helps employees feel more confident and satisfied with their work, reducing turnover.
- **Increased productivity**: this teaching methodology allows companies to train their employees without distracting them from their daily work, reducing the gap between the training experience and the knowledge needed to actually carry out their job.

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