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Career development and learning

We know that your first weeks and months working at the NDIA can be a big change. We want to make sure you're set up for success in every way.

Our goal is to continue to support your learning journey throughout your career at the NDIA.

To do this, we apply the 70:20:10 model for learning and development.

The 70:20:10 model for learning and development

This describes how learning happens mostly through on the job experiences and challenging tasks (70%).

A further 20% comes from interactions with others including feedback, mentoring, coaching, observing and learning from others.

The last 10% comes from formal learning and structured programs.

When you're learning you're working, and when you're working you're learning.

Our internal programs follow the 70:20:10 model. These include:

- The new employee experience
- Personal effectiveness
- The Leader series
- The Management series.

These programs blend formal classroom learning, quality coaching conversations and on the job experiences and challenging tasks.

We look forward to welcoming you to the team and helping you on your learning journey.

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