

Structured On-the-Job Training

Skills requirements are undergoing dynamic change, and predictions for the future expect more of the same. As a result, learning and development leaders are moving away from simply offering training programs on demand based on interest to using training to tackle real strategic concerns around upskilling, reskilling, and multi-skilling.

What are the best L&D training practices to respond to current professional challenges? Classroom training programs lack hands-on relevance, take people away from the work setting, and are costly. Online programs can achieve only a limited set of outcomes. Augmented reality has interesting potential but has prohibitively high set-up costs and the programs cannot be easily updated.

As the originators of structured on-the-job training (S-OJT), **SiTUATE, LLC.** offers project consulting and workshops on how to design, implement, and evaluate the financial impacts of this important training approach. S-OJT is based on over forty years of research and project experience, demonstrating its greater effectiveness and efficiency across job levels and work settings, compared to traditional OJT. We've successfully used S-OJT for training frontline, professional, and management-level employees.

Our approach has been documented through numerous research articles, case-study reports and presentations, and professional books available through all online book sellers.

In addition, **SiTUATE, LLC.** offers the only comprehensive digital solution designed to support and manage the use of S-OJT.

Our consulting approach recognizes that clients should learn how to design and implement S-OJT on their own, we want them to learn how to use S-OJT to address future performance concerns as they arise.

SiTUATE, LLC., is a global consulting firm that helps clients improve their workplace learning and performance practices.

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