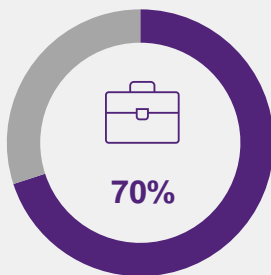


# Staff Development

## 70:20:10 Learning Framework

The [70:20:10 learning framework](#) can better guide the achievement of capability development through improved learning transfer, especially when learning is integrated in a meaningful way in the workplace. When considering what development opportunities are suitable, incorporate activities across these three types of learning: experiential (70), social (20) and formal (10). These ratios are not prescriptive but rather can be used as a general guide.



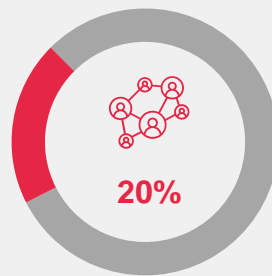
### EXPERIENTIAL

*Development via on-the-job experiences, such as:*

- Stretch goals / projects
- [Secondments](#)
- Lead change initiative
- Additional responsibilities
- [Higher Duties](#)
- Reflection
- Sharing own learning with others
- Shadowing
- Cross-functional projects
- Increased decision making authority
- Delegation
- Nominate as subject matter expert
- Introduce innovations or new ways of working
- Citizenship/volunteer activity

Create your own list below...

- 
- 
- 
- 
- 



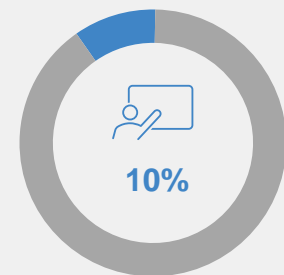
### SOCIAL

*Development via our relationships with other people, such as:*

- Coaching conversations with your Supervisor
- Conversations with a career mentor
- Coaching or mentoring others
- Collaboration with others
- Giving and receiving feedback
- Peer learning
- [360-degree feedback](#)
- Networking
- Learn from Industry Leaders
- Podcasts
- Communities of practice
- Team post implementation reviews
- Lessons learned sessions

Create your own list below...

- 
- 
- 
- 
- 



### FORMAL

*Development via formal training, such as:*

- [UQ Learning](#) (via Workday)
- [Upcoming UQ courses](#) (via Workday)
- [Linkedin Learning](#) (via Workday)
- [UQ Public Lectures](#)
- [UQ Business School Events](#)
- [UQ Seminars and Workshops](#)
- Locally run training/workshops (e.g. Finance, Library, HR)
- Webinars
- Conferences
- Qualifications
- Professional certifications
- Articles
- Books
- Research projects

Create your own list below...

- 
- 
- 
- 
-