Training approach in the context of the 70:20:10 Philosophy

70%
On the Job

→ Systematically Learning in **placements 6 months long**

→ **Self-organized learning** (in projects)

20%
Near the Job

→ **Mentoring:** Personal mentor for each Graduate

→ **Performance-Dialogue** with Mentors and Line Managers

→ **Networking** at different events & on different platforms

→ **Peer Learning**

10%
Off the Job
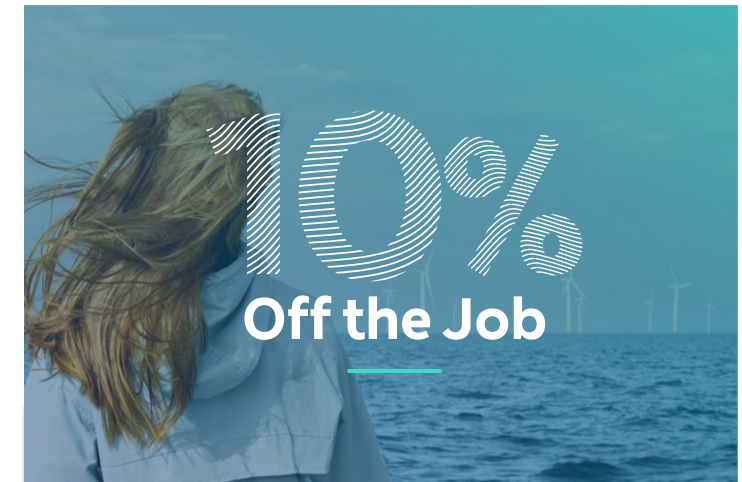
→ **Graduate training programme**

→ Variety of E-**Learning** within SuccessFactors

RWE