

# 70:20:10 Model of Learning

According to this model, individuals obtain 70 percent of their knowledge from job-related experiences, 20 percent from interactions with others, and 10 percent from formal educational events.



## 70

- Action learning
- Problem solving
- Placements
- Job rotations
- Projects
- Special assignments

## 20

- Coaching
- Mentoring
- Feedback
- Networking
- Conferences
- Communities of practice

## 10

- Workshops
- Webinars
- Lectures
- eLearning
- Textbooks
- Knowledge base



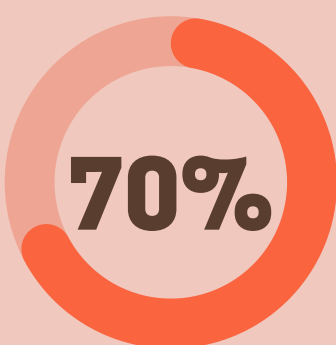
On-the-Job Learning



Coaching and Mentoring



Classroom Learning



**Experiential Learning**

Individuals learn through experience, problem solving, and practice.



**Informal Learning**

Individuals learn through social and collaborative interactions with peers, role models, and coaches.



**Formal Learning**

Individuals learn through structured and directed learning.