Learning & Development @ CERN
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Sponsored at the highest level of CERN, learning is positioned as a strategic activity for achieving the mission of the Organization.
Learning & Development goals

- Highly Qualified and Motivated Workforce
- Technical & Behavioral Competencies
- CERN Values
- Coherent Approach
- Equitable Access

WHY
Which category of personnel can benefit from learning and development?

All categories
everybody can register
The diagram illustrates the concept of learning through three key components:

- **‘70’ - EXPERIENCE**
  - Experiential Learning
  - New and Challenging Experiences
  - Helping Workers Solve Problems
  - Reflective Practice

- **‘20’ - EXPOSURE**
  - Social Learning
  - Communities, Networks, and Sharing
  - Coaching and Mentoring
  - Feedback

- **‘10’ - EDUCATION**
  - Formal Learning
  - Structured Courses and Programs

The diagram visualizes the flow from work to learning, with a focus on how each component contributes to overall learning.
Diversity of learning opportunities

DEVELOPMENT
Systematic enhancement of competencies leading to personal/professional growth

LEARNING
Variety of formal & informal actions aimed at MPE development

TRAINING
Formal programmes delivered internally and externally with specific outcome

CERN training catalogue
External training

Under Dept responsibility
Under L&D responsibility
Under Dept responsibility with L&D guidance

Conferences
Distance learning
Self-learning
Individual coaching
Team actions
Assignments
Job shadowing
On-the-job
Knowledge sharing
Academic Seminars
Job rotation
Projects
Membership
Learning priorities

What does it mean?

**Mandatory** to perform a function or a role in the Organization

AND / OR

**Necessary** to ensure a successful integration in the Organization and/or the local area
Learning priorities

What does it include?

- Onboarding programme
- Safety-training and awareness programmes
- Technical training improvement programmes
- CERN office software (EDH, HRT, etc)
- Basic language training (English & French)
- Core leadership and supervisory skills programmes
- Core communication programmes
- Sensitization to diversity issues in the workplace
CERN Learning Hub
http://learninghub.cern.ch/
CERN Learning Hub

How to register to a course?
CERN Learning Hub

How to register to a course?
## How to register to a course?

In the CERN Learning Hub, to register for a course, follow these steps:

1. **Navigate to the Catalogue**
   - Click on "Catalogues" at the top of the page.
   - Select "French Courses" from the list.

2. **Search for a Course**
   - Use the search bar at the top to find a course by title or keyword.

3. **Select the Course**
   - Click on the course title to view more details.

4. **Register**
   - Find the registration option for the selected course.
   - Complete the registration form as prompted.

For example, if you are interested in the course "French Integration course for beginners 2019," you can find it by searching and then registering for it as described.
How to register to a course?

French Integration course for beginners 2019

Accéder à la session
A course can start at any time during the year, as soon as a group of beginners has been identified.

We offer two courses (6 hours per week over 10 weeks + personal work). Option 1: Monday, Wednesday and Friday from 08.30 to 10.30; Option 2: Monday, Wednesday and Thursday from 16.30 to 18.30.

When completing the training request, we kindly ask you to inform us about your favorite option in the "Commentaire" box.

Type d'apprentissage: Salle de classe

Domaine: sub.fr_cour

Format: 6 hours per week over 10 weeks + personal work on a platform

Population ciblée: All Members of personnel who are completely beginner in French

Objectifs:
- This collective course aim to bring beginners to Level A1.

Contact: language.training@cern.ch

Prix du cours (CHF): 844

Nombre d'heures: 80.0

Compétences:
- Compréhension orale du français
- Compréhension écrite du français
- Expression orale en français
- Expression écrite en français

Course code: 18LT061C01X

Sessions:
- French integration course for beginners 2019 - 18LT061C01X-01
  - **OPTION 1:** Monday, Wednesday and Friday from 08.30 to 10.30
  - S'inscrire maintenant

- French integration course for beginners 2019 - 18LT061C01X-03
  - **OPTION 2:** Monday, Wednesday and Thursday from 16.30 to 18.30
  - S'inscrire maintenant

Places disponibles:
- Sans limite
Internal learning expertise

High level quality learning portfolios
Your contacts – HR Learning Experts

-Marie Lahchimi
-Nathalie Dumaux
-Erwin Mosselemans
-Margot Montassine
-Maria Gamache
-Nathalie Dumeaux
-Fiacarisi
-Maria-Laure Lecoq
-Pascale Goy
-Elizabeth Eastwood-Barzdo
-Elizabeth Eastwood-Barzdo

Learning and Development Team

HSE Safety Training
Your DTO*

*DTO = Departmental Training Officer
Personal + Professional growth = EXCELLENCE
YOU
me + supervisor = PARTNERSHIP
Ready to ‘accelerate’ your learning journey at CERN?

Thank you for your attention