

**Course Title:** Induction of Staff – Developing the Journey

**Course Overview:** This comprehensive two-day course offers an in-depth exploration of how to design and structure an effective induction program that aligns with the real needs of new employees. It provides strategic insights and practical frameworks to ensure that your onboarding process not only equips new team members with the knowledge and skills necessary to excel in their roles but also fosters a sense of belonging and engagement from day one. By creating a welcoming and inspiring experience, your organization can enhance retention, boost productivity, and reinforce the confidence of new hires in their decision to join your company.

**Syllabus:**

**Day 1: Theory**

- Defining the challenges
- Mapping the journey
- Content and material
- The Business needs vs The Human needs
- The art of learning

**Day 2: Practical**

- Applying the ideas to our case study
- Organizational buy-in
- Putting it all together
- Mastering Induction within your own organisation

**Return on Investment (ROI):**

- **Increased Employee Retention:** A well-designed induction program helps new hires integrate smoothly, reducing early turnover. Given that replacing an employee can cost 50%–200% of their annual salary, improving retention significantly reduces hiring and training expenses.
- **Faster time to competence:** New employees who undergo structured onboarding reach productivity 30% faster than those who do not. This translates into quicker contributions and improves overall efficiency.

**Why Choose T-C-Alliance?**

- **Global Network:** Leverage expertise from a global community of 250+ professional organizations in aviation and safety.
- **Accredited Certification:** Earn a recognized certification backed by T-C-Alliance's ISO 21001:2018 accreditation.
- **Practical, Hands-On Approach:** Gain actionable skills through real-world scenarios and expert-led training.
- **Industry Expertise:** Learn from trainers with extensive experience in aviation safety and organizational culture.

**Certification:**

Participants will receive an internationally recognized certification upon successful completion of the workshop and final assessment. Empower your team with T-C-Alliance's safety culture expertise!