Onboarding Learning Path

For some companies, onboarding spans a week; for others it’s a month-long experience.

Regardless of your timeline, take advantage of onboarding as an ideal moment to get new employees engaged in your company’s learning culture. Here we offer a playlist of courses for pre-, during, and post-onboarding to get your new employees ramped up and in the habit of learning!

For more information, go to learning.linkedin.com
Pre- Onboarding

Send a course or learning path via email or text (if that works in your organization’s culture) prior to in-person onboarding activities. Welcome new employees and invite them to activate their online learning license. Choose courses that align with the key tenets of your culture or values.

For example:

Culture and values courses:
- Making Commitments by Google’s Fred Kaufman
- Learning From Failure by Todd Dewett
- Diversity, Inclusion, and Belonging by Pat Wadors

During Onboarding

Onboarding is the ideal time to integrate online learning into face-to-face training. Employees will spend most of their day in session. Consider sending shorter videos rather than complete courses during this time.

For example:

Traditional onboarding courses:
- Understanding Extroversion and Introversion by Brenda Bailey-Hughes
- Positive Procrastination by Dave Crenshaw
- Taking Charge of Your Development by Lisa Earle McLeod & Elizabeth McLeod

New employee success courses:
- What to Do in the First 90 Days of Your New Job by Aimee Bateman
- Pitching Yourself by Jodi Glickman
- Succeeding in a New Job by Dr. Chaz Austin

Post-/Ongoing

Learning doesn’t stop at the end of the onboarding process. Keep the learning habit going by serving your new hires learning content to help them get up to speed in their first 90 days.

For example:

- What to Do in the First 90 Days of Your New Job by Aimee Bateman
- Pitching Yourself by Jodi Glickman
- Succeeding in a New Job by Dr. Chaz Austin

Pro Tip

Work to create a comprehensive onboarding website that serves as a one-stop-shop for all onboarding needs including: administrative paperwork, compliance requirements, information about welcome events, and of course, learning opportunities.