

## Project Summary

### Problem

Current induction programs are provided to only 10% of staff (primarily international staff); lack of onboarding can reduce new employees effectiveness in assisting beneficiaries and impact their retention.

### Proposed Solution

Offer induction trainings to ALL new MSF staff (international and national staff), providing essential knowledge about MSF – institutional, operational and technical – to integrate new staff and significantly improve efficiency, security and retention.



### Potential Impact

- **Transforms our approach to induction**
  - Shifts from 10% of staff (primarily international staff) to 100% of staff;
  - Brings content up to the 21<sup>st</sup> Century – multi-languages, multiple learning tools.

### Viability

- Strong **OCG leadership support** and **project team**; **well-articulated** proposal; learning from **external groups** (ICRC, ACF, Save the Children)

### Risk Mitigation

- Good definition of potential risks and **risk mitigation**; **Inclusion of pilots** to de-risk implementation and gain learnings

### Scalability

- **Involves multiple Ocs and partner sections**, **reuses/upgrades OC content**; integrates with learning initiatives

**Area/Type:** HR, Learning and Development; Large-Scale

**Sponsor/Support:** OCG / OCBA

**Length/Project Status:** 2.5 years; **ONGOING**