



Onboarding best practice

- Career development should be a prime responsibility for employers, not primarily left to individuals;
- Development gaps should be recorded at staff appraisals and in feedback following interview;
- Employers should consider undertaking a survey after six weeks and then six months to establish what progress is being made in onboarding individuals;
- Progress (or lack of it) of staff following onboarding should be tracked by protected characteristic to identify trends in higher turnover, slower career progression or progress at future interviews, poorer appraisals and access to “stretch opportunities.”

Source: Roger Kline: [No More Tick Boxes](#)