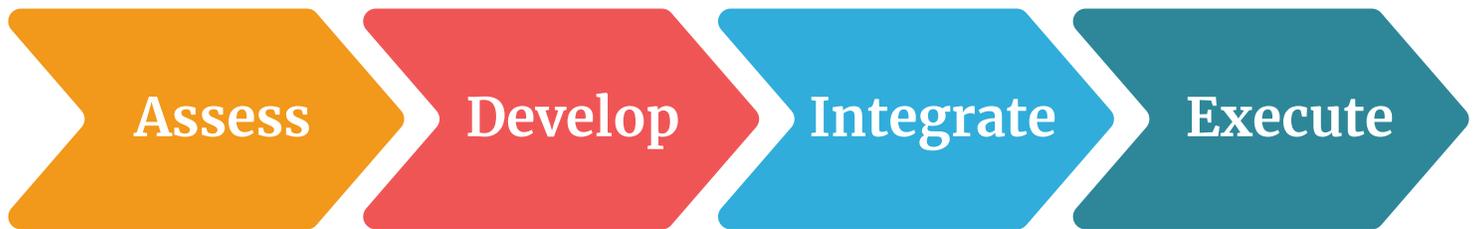


The Learning and Development Initiative (LDI) is the professional education and non-credit division of NJIT, connecting people to the skills and knowledge they need to succeed in today's changing world.

For the LDI, we use a four-stage process that explains why many training efforts fail and how the LDI model corrects those failures.

- a. **Assess** identifies specific needs your organization has
- b. **Develop** builds learning with long-term reinforcement
- c. **Integrate** embeds skills into real work supported by managers; and
- d. **Execute** measures results while addressing resistance to change.



- We understand training often lacks alignment with organizational goals, rarely includes pre-training assessments, and seldom gains strong leadership support.

- We recognize training design often suffers from budget cuts, relies on one-time events without reinforcement, and overlooks the culture needed for learning engagement.

- We realize upskilling and learning often remain disconnected from daily work and employees seldom receive the time needed to apply new skills effectively.

- We find that organizations often fail to measure performance impact effectively and struggle to overcome the fear and fatigue that accompany change.



Some of our custom clients include

- City of Jersey City finance department
- Newark Department of Health and Community Wellness
- Jersey City Housing Authority
- Newark Housing Authority
- Mercer County

*Contact Tracy MacDonald, Director of Custom Training
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