

On-job training is based on the principle of "on-job learning", i.e. learning while performing certain task on the job. It includes mentoring (by a more experienced employee, head of department). The mentor, besides explanation of the working tasks, also provides appropriate feedback to the participants in the on-job learning. The on-job training may be implemented through delegation of specific tasks, rotation of several working positions in the organization or through participation in various projects, depending on the needs of the participants and organization.

MCIC' on-job training is conducted on demand, and its type is agreed upon with the organization interested in on-job training for its employees or activists or with the individual interested for this type of training. The on-job training in MCIC is implemented through mentorship by an experienced project officer in the field of interest to the participant.

The mentor introduces the participant with the general information and specific programs of MCIC. The participants, guided by the mentor, perform every day tasks. The mentor provides feedback information to the participant on the quality and timeliness of the performed task, accompanied with recommendations for improvement. The participant, during the entire training, is able to consult with the mentor as well as with other relevant officers in MCIC.