



# Navigating the galaxy of knowledge

As you venture deeper into the ancient tome, you uncover a passage detailing the secrets of skill advancement, the art of absorbing knowledge, and the elusive means of seeking tutelage under legendary masters. The whispers of this knowledge beckon you, promising to unlock the full potential that lies dormant within you. The “Out Of The Abyss” is your past, present and future.

## Your local library

To help in this journey, you have the local library that you can visit to improve your skills and read about what challenges you are going to face on your journey. If you find something missing, reach out to the librarians who can help you find the book or even acquire a copy if needed.

## Monetary cost

Training and education costs vary, so a two-year budget is provided to manage expenses. Unused budget within this period will be forfeited. The training budget encompasses all training-related expenses, such as fees, travel, accommodation, software, hardware, and subscriptions. Consult your lead for any uncertainties.

## Starting credit

Similar to vacation days, you receive your training and education budget at the start of the calendar year, and it can accumulate over time. You may carry over a maximum of 40,000 SEK per year, with any excess amount forfeited. The budget you receive depends on your start date: 80,000 SEK if you begin before June 30th, and 40,000 SEK if you start on or after July 1st. Below is a matrix of examples that explains a case. Note that the budget is only assigned after the probation period has passed.

Date	Event	Budget
2023-01-01	Venorian onboarded	80 000 SEK
2023-08-01	Course -25 000 SEK	55 000 SEK
2024-01-01	40 000 SEK is carried over (-15 000 forfeited)	120 000 SEK

# venor

## Training time allotment

Time is an additional factor when planning your training budget. Annually, you have a 8-work day allotment for training activities, so ensure you effectively schedule various sessions within this time constraint.

## Guild training

The abyss is vast, and conquering its challenges requires an extensive skill set. To ensure the team's success, collaboration is vital. Following each training you attend, you must host a workshop introducing the subject and providing hands-on experience. This session should be open to any interested Venorian, lasting approximately 5-10% of your training time. For instance, after a 40-hour training, your workshop would span around 2-4 hours. If your training was particularly lengthy, like an evening course, consult your lead to determine a suitable workshop duration.

Ideally, launch the workshop within six months of completing your training and try to schedule it during a L.A.I.R event to maximise attendance and benefit as many individuals as possible. Write a short summary from the workshop and post in the library.

## Training materials

Once you have attended a training and are allowed, you should upload all available materials to the training section of our library so everyone can have a look at it. This is a good basis for when someone wants to evaluate a specific training or even a new field of expertise before they attend formal training.

## Certifications

Certifications are frequently promoted as evidence of mastering a course, but Venor typically doesn't encounter inquiries about certification completion, except from vendors. As a result, Venor does not mandate passing certification exams. We believe that knowledge is tested regardless, and you demonstrate your course mastery in other ways. Nonetheless, if certification is crucial to you, you may use your budget to cover exam fees.

**GLHF!**