Career Development at UCOP
March 2014
Today’s Agenda

- 2012 engagement survey results and workgroup recommendations
- Current programs and resources
- Immediate next steps
- Under consideration
- Questions?
Career Development

Survey Outcomes

![Career Development Survey Outcomes Chart]

*Statistically significant
UCOP should enhance the existing information, resources and branding of the learning and development opportunities available at UCOP to better manage career growth.

Supervisors should be active participants in the development of their staff.

Employees should be actively engaged in their career development.

Provide succession planning guidance and opportunities.
Current programs and resources

- **Development opportunities**
  - Take Charge: Developing a Career Strategy (six month program)
  - Career Management (two part series)
  - UCOP Mentorship Program

- **Expanded course offerings**
  - UC Online
  - UC Berkeley Extension
  - UCLA Extension (offers many online courses)

- **Networking opportunities**
  - Young Professionals Association and staff affinity groups
  - Staff Assembly and President’s Advisory Committee on the Status of Women
  - Toastmasters

42% UC provides people necessary resources to manage their own careers effectively
Current programs and resources

- Read Link newsletter: Stay Informed. Stay Connected.
- Send HR your recommendations for additional courses
- Reach out to your HR partners for career counseling

54% I am confident I can achieve my personal career objectives with UC
Immediate next steps

- **New course: Career Planning and Compensation at UC (Summer 2014)**
  - Understand how Career Tracks supports career development
  - Allows you to identify required skills and abilities by career level within and across job functions (occupations)

- **Systemwide on-line supervisor training (Fall 2014)**
  - Engaging and developing employees
  - Coaching for performance and development

- **Expanded marketing of development opportunities (Ongoing)**
Timeline

- Performance Management (June-July 2014)
- Supervisory Training (Fall 2014)
- Career Planning & Compensation at UC (Summer 2014)
Under consideration

- **Certification program for supervisors**
  - Setting goals and expectations
  - Managing performance
  - Hiring and compensation
  - Rewards and recognition
  - Supporting employee development

- 54% *My supervisor develops people’s abilities*

**Supervisor’s role is to support and advise the employee’s career planning efforts – not to create or own the plan**
Under consideration

- Central funding for learning and development
- Build on best practice of special project assignment for development; expand to test strategic job rotation
- Succession planning

23% UCOP is doing a good job for management succession
Questions?