Agenda

• Welcome
  ➢ Workgroup member Introductions
• Survey Objectives and Opportunities to Address
• Goals
• Our Approach
• Research Feedback
• Top Recommendations
• Analysis to Date
• Next Steps
• Questions
Survey Objectives

- Understand the current state of engagement of the UC workforce system-wide and how it differs according to key organizational segments and demographics
- Determine what drives engagement at UC specifically
- Identify strengths to build on and opportunities to address; create a shortlist of actions to respond to these issues and improve employee engagement across the process
- Involve and communicate with leaders and employees throughout the process
Kick-off Meeting – September 10th

• Introductions/Opening Comments
• Workgroup Breakouts
  – Establishing ground rules
  – Developing meeting dates (5 meetings)
• Create a workplan/assign next steps
Opportunities to Address: Career Development (lowest scoring)

• UC provides people with the necessary information and resources to manage their own careers effectively (42%)
• I am confident I can achieve my personal career objectives with UC (54%)
• My supervisor develops people’s abilities (54%)
• UCOP is doing a good job for management succession (23%)
Goals

• Address the lowest scored questions
• Provide 3-5 recommendations that are achievable
• Present recommendations at the November 18th Climate Council
Our Approach

• Reading material (survey, Research reports, other docs)

• Informal interviews with a cross spectrum of UCOP employees including staff, managers, and department heads

• Interviewed Linda Klink for attendance stats on current development programs and classes

• Researched other HR resources, such as CEB (Corporate Executive Board)
Research Feedback

• More training opportunities – different programs, all levels
• More meetings on career development
• More check-ins by supervisors on staff career goals
• More flexibility to attend programs outside of current work assignment/online course availability
• More classes focused on certifications and degrees
• More focus on succession planning
• Review current offerings to ensure they fit the current need of OP
• Establish clearer descriptions on current offerings (better branding and visibility)
• More cross-functional workgroup opportunities (similar to the Staff Engagement workgroups)
• Ensure equal access to training funds and opportunities for all OP units
Top recommendations from the informal interviews

• Make career discussions with supervisors mandatory
• Provide transparent and inclusive communications throughout OP on career development opportunities/training
• Provide clearer information on Career Tracks and how it may help find other jobs at UC
• Create more opportunities to network and learn about other OP units
• Provide a wider variety of classes
Analysis to date

The feedback received was very consistent across all OP staff levels and we will be developing the recommendations based on all input received.

- Reviewed output from all interviews and research conducted
- 3 post-it recommendations from each team member were presented and discussed
- A subset of the workgroup met to analyze the data and consolidate the recommendations into 3 categories
Next Steps

• Develop the 3-5 recommendations

• Reach out to colleagues to review draft recommendations

• Review the meeting notes and to ensure we are addressing the four areas the workgroup was asked to address

• Align the report format with the Communications and Performance Management workgroups to ensure a consistent presentation to the Climate Council on November 18th

• Refine presentation based on Climate Council feedback to present to Nathan Brostrom and other Executive Leaders on December 19th.
Questions?

Thank You!