



Career Development at UCOP

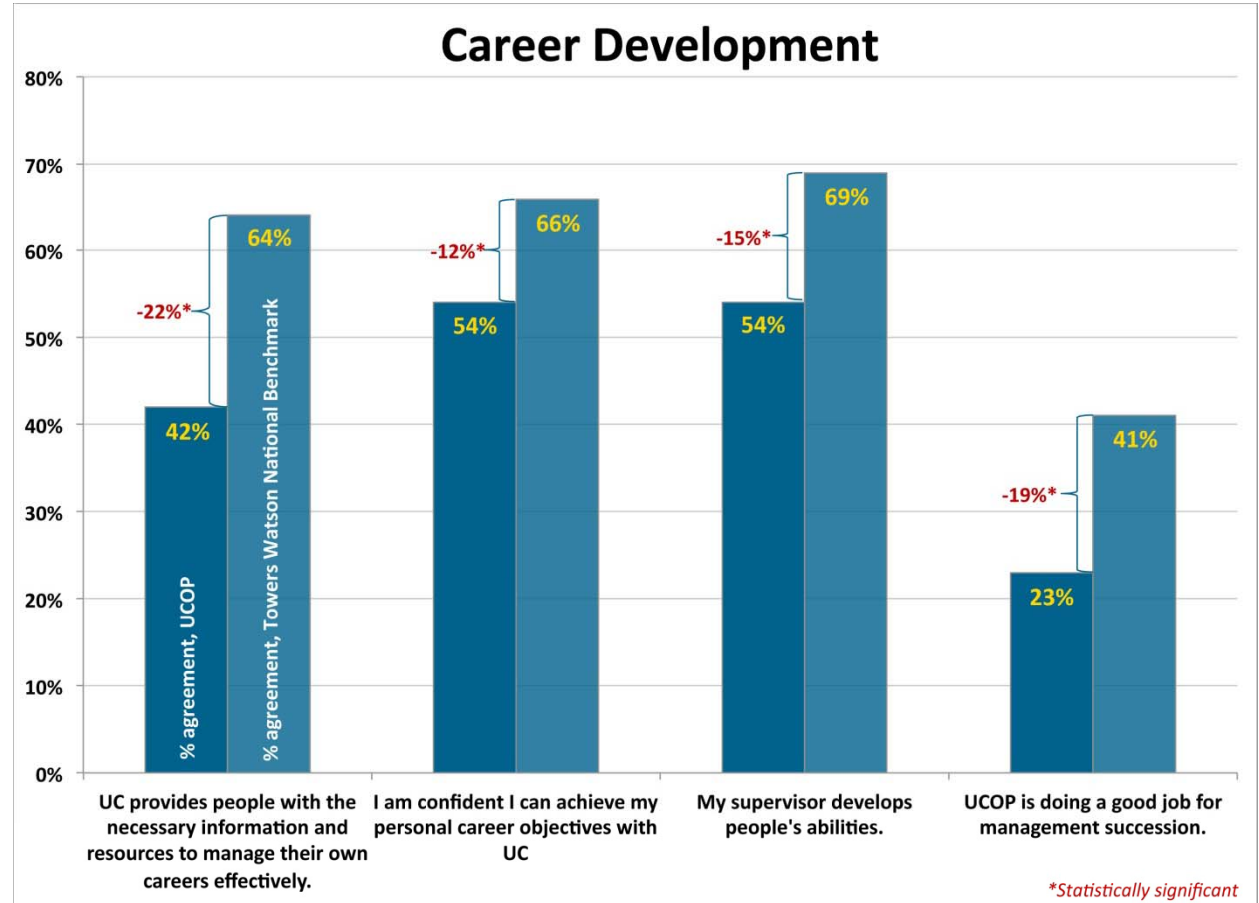
March 2014

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

Workgroup Recommendations

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



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?