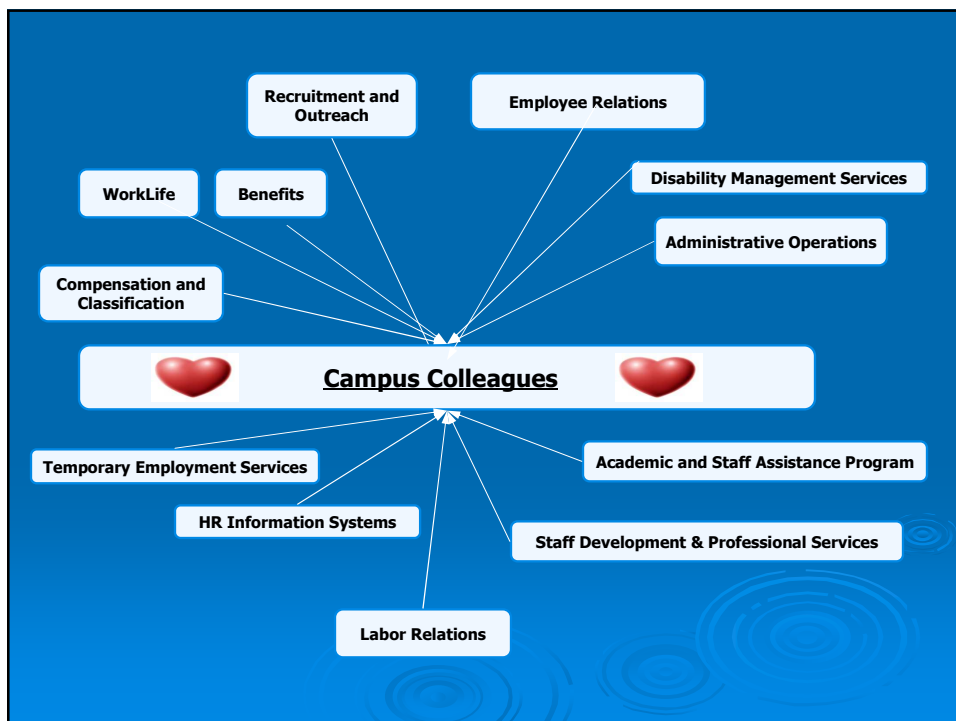


Do what you *really* love

right here at UC Davis!



Career Compass Overview

University Mission



Job Standards

- Clarify key responsibilities
- Aligned with job market
- Connected with performance evaluations
- Support fair, transparent job evaluation decisions

Performance Management

- Common evaluation forms, scale, and job success factors
- Linked to individual goals and development plans
- Aligned with campus and departmental goals

Career Development

- Training linked to common job success factors and individual development plans
- Programs that support career paths defined by job standards
- Helps prepare the workforce of the future

<http://careercompass.berkeley.edu/overview.html>

CAREER DEVELOPMENT =

EMPLOYEE ENGAGEMENT



Creation of Career Paths

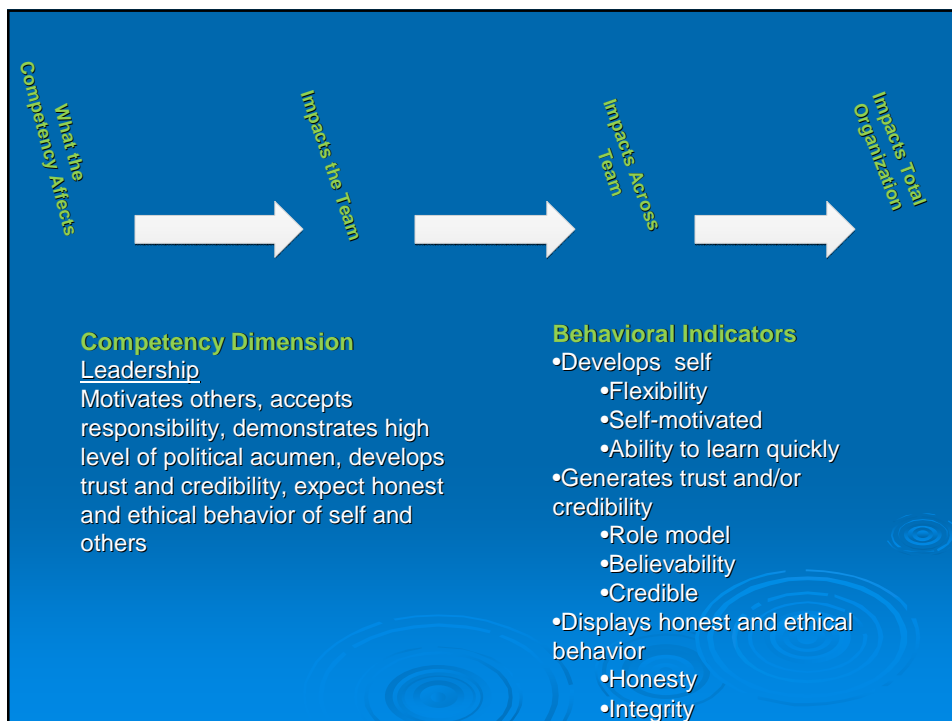
- Lattices as well as ladders
- Generational appeal
- Succession Planning/Talent Management
- Competencies – their role

Skills Critical for a Changing Workforce

- Adaptability/flexibility
- Critical thinking/problem solving
- Leadership
- Professionalism/work ethic
- Teamwork/collaboration
- Information technology application
- Creativity/innovation
- Diversity
- Written communication

Competencies

- Define the critical knowledge, abilities, skills and personal characteristics needed to perform a job
- Link these KSA's and personal characteristics to the specific work performed in a position
- Match up with observable behaviors (behavioral indicators)



What it means for you as an employee

- Increased clarity of self-directed career development
 - what competencies are needed
 - training and development required



What it means for you as a Manager or Supervisor



- Increased clarity of career development for staff
- Ability to link career development and job performance
- Succession planning/Talent Management
- Attract and retain talented staff

What about right now?

➤ MSOs/SAOs for the Future toolkits

- <http://sdps.ucdavis.edu/mso-dev.htm>
- <http://sdps.ucdavis.edu/sao-dev.htm>

Our future with Career Compass



mkrandall@ucdavis.edu
pdshimada@ucdavis.edu