

The Talent Curve:

Assisting Employees with Career Planning and
Support

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Objectives

- Increased understanding of the current job market
- Understand how to retain and engage the best talent
- Importance of assessing transferable skills and having coaching support
- Work/Life balance and personal growth
- Career planning steps to achieve success

Current Job Market Trends

- Dramatic changes in the last few years
- Global recession has had an impact on profits, competitiveness and strategic focus.
- Workforce appears weary, with lower expectations, increased anxiety and new priorities.



Current Workplace



The recession has driven a wedge into the employment relationship

New employment relationship is more flexible, dependent on employee contributions, performance and the business environment

Current Workplace

Gap between what employees want and expect and what employers can afford to deliver in this difficult economy

As gap widens, it will make it difficult to retain top talent and sustain productivity which is needed for growth



Organizations need to define a new and more sustainable employment deal with their employees

Places more burden on the employee – they must become more self-reliant



Workforce Strategy

Workplace trends and shifting business realities will impact organizations

Identify the right people for the right jobs

- Inventory current talent and identify future needs
- Align the workforce strategy with the business
- Develop leaders and build a pipeline
- Focus on retention and engagement
- Invest in career development

Current Workplace

The employee perspective

- 76% of workforce want a secure/stable position yet security is disappearing
- Employees are now focusing on pay and flexible work
- Employees are looking to management for leadership and they are coming up empty
- Employees are sacrificing job advancement for job security

Current Workplace *Implications for Employers*

- Attracting talent not difficult in this economy
- Talent retention and advancement will be a challenge
- Inability to move workers out of the organization due to those who can't afford to retire.
- The new 'self-reliant' employment distracts the employee's focus.
- Leadership needs to inspire and engage employees to manage their own motivation and bring out their performance potential.

Employee Engagement

- Engaged employees are the innovators that organizations need so they can compete
- 2 out of 5 employees are fully disengaged
- Levels of engagement has remained steady for the past few years.

Drivers of Engagement

- Shift in engagement drivers
- Empowerment has doubled in importance - the 'self-reliant' employee.
- Employer Image has doubled in importance
 - Business failures
 - Ethical scandals
 - Employee's security
- Leadership, always at the top of importance, has dwindled due to lack of confidence in management.

Importance of Career Development

- Provide individual support
- Self- reliance - employees must take ownership of their futures.
- Employers helping employees develop their careers provides
 - Workforce engagement
 - Retention
 - Productivity



Career Guidance

- Understanding their individual motivators, skill sets, and interests. Match these with business priorities.
- Provide tools and techniques that will lead to self-discovery and then translate that into career action plan.
- Includes assessments, workshops, and one-on-one counseling sessions.

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Benefits of Online Career Guidance

- Positive impact on career decision-making
- Self-efficacy
- Career commitment
- Career decidedness
- Career maturity



Introduction to Module 1

Welcome to Module 1. This module will introduce you to career planning. You will learn about career planning and, then, you will begin your personal career planning process. Do not underestimate the value of career planning. Without career planning, it is unlikely you will achieve your career goals. In fact, without career planning, you will not likely ever establish formal career goals. Module 1 will be very useful in helping you get started.

You can find all the dates for all synchronous sessions for Module 1 below. You must attend the synchronous sessions. If because of an emergency, you must miss a synchronous session, you must request the taped session from your Career Course Advisor.

Objectives

- You will state three reasons why career planning is more critical than ever before.
- You will state how the current model of career planning is different from the model of even just five years ago.
- You will state the role of the career counselor and the role of the client in the career-counseling process.
- You will explain the philosophy of career counseling known as "few regrets."
- You will define the term "ideal job."
- You will state four considerations in determining one's "ideal job": values, skills, interests, and personality type
- You will identify their "career dream."
- You will state how career planning requires an understanding of assessment, psychology, and education.
- You will list career-planning resources, both human resources and non-human resources, such as quizzes and assessments.
- You will list and describe three purposes of career planning: self-development, transition, and outplacement.
- You will list the emotional issues typically present in transition and outplacement situations.

Career Development –Life Span

- Knowledge of Self
 - Interests
 - Skills abilities
 - Work-related values
 - Detailed knowledge and reality testing of occupations
 - Awareness of the need to plan ahead
 - Decision-making skill
 - Knowledge and use of appropriate resources for career decision making

Personal Growth Job Skill Sets

- Employers are looking for specialized employees with unique skill sets.
- Majority of job seeker have broad skill sets.

Broad vs. Specialized Skill Set

- Job seekers
 - 71% pessimistic about their job search feeling that they had the required skill set but weren't getting hired
 - Most had broad skill sets
- Employers
 - 42% of employers said there were more qualified candidates than they had seen in years
 - 71% reported that more than half of the open positions were for 'specialized' skill sets

Career Planning to achieve success

- Helping employees develop their careers provides workforce engagement
- Understanding what engages employee, their priorities and their challenges will help organizations, as well as the individual, raise the level of engagement



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