CAREER PLANNING AND DEVELOPMENT
Career Planning and Development Definitions

- **Career** - General course that a person chooses to pursue throughout working life

- **Career planning** - Ongoing process whereby an individual sets career goals and identifies means to achieve them

- **Organizational career planning** - Firm identifies paths and activities for individual employees as they develop
Career Planning and Development Definitions (Continued)

- **Career path** - Flexible line of movement through which an employee may move during employment with a company

- **Career development** - Formal approach used by organization to help people acquire skills and experiences needed to perform current and future jobs
Job Security Versus Career Security

- **Job security** - Protection against job loss within company
- **Career security** - Development of marketable skills and expertise that helps ensure employment within a range of careers
Job Security Versus Career Security (Continued)

- **Employability doctrine** –
  - Employee owes company commitment while on board
  - Company owes employee opportunity to learn new skills
  - That is as far as commitment goes
Career Planning

- Process where plan life’s work
- Evaluates abilities and interests
- Considers alternative career planning
- Establishes goals
- Plans developmental activities
Individual Career Planning -- Self-Assessment

- Learning about oneself
- Strength/weakness balance sheet
- Likes and dislikes survey
Self-Assessment Assistance on the Web

- Valuable information available
- Some sites free, others charge modest fee
Career Assessment on the Web

- Large amount of free information available
- Should be helpful in job search
Organizational Career Planning

Process of establishing career paths within a firm
Career Paths

- Traditional career path
  - Network career path
    - Lateral skill path
    - Dual career path
- Adding value to your career
  - Demotion
- Free agents (being own boss)
Traditional Career Path

Employee progresses vertically upward in organization from one specific job to the next
Network Career Path

- Both vertical job sequence and horizontal opportunities
- Recognize experience interchangeable at certain levels and broad experience at one level needed before promotion to next level
Lateral Skill Path

- Lateral moves within company
- Employee becomes revitalized and finds new challenges
- No pay or promotion involved
- Opportunity to develop new skills
Dual Career Path

- Technical specialists contribute expertise without having to become managers
Adding Value to Retain Present Job

- Workers view themselves as independent contractors who must constantly improve their skills to continually add value to the organization
- Workers need to develop their own plan
Demotion

- A more realistic option today with limited promotional opportunities and the fast pace of technological change
- Senior employee can escape unwanted stress without being a failure
Free Agents

Take charge of all or part of career by being own boss or working for others in ways that fit particular needs or wants
Career Development

- Consists of skills, education, experiences, behavioral modification and refinement techniques that allow employees to work better and add value
- Benefits organization and employee
Career Planning and Development Methods

- Discussion with knowledgeable individuals
- Company material
- Performance appraisal system
- Workshops
- Personal development plans
- Sabbaticals
Developing Unique Segments of the Workforce

- Baby Boomers
- Developing Generation X employees
- Developing the new factory workers
- Generation Y -- As Future Employees
- Generation I -- As Future Employees
Baby Boomers

Born just after World War II until 1964
Generation X Employees

- Label for 44 million American workers born between 1965-1976
- Xers careers not founded on relationship with any one employer
The New Factory Worker

- Life on factory line requires more brains than brawn
- Laborers identifying skills and educational strengths and weaknesses and adaptability
Generation Y -- As Present and Future Employees

- Approximately 80 million young people born between 1979-1994
- Leading edge of generation that will be richest, smartest and savviest ever
- Largest group since the 72 million baby boomers
Generation I -- As Future Employees

- Bill Gates, chairman of Microsoft Corporation, referred to children born after 1994 as Generation I
- First generation to grow up with Internet
- Internet will change Generation I’s world as much as television transformed world after World War II