

# CAREER

## PATHWAYS



A Journey to Success at  
ASHLIN Mgmt Group

JANUARY 2022



# FIVE COMPONENTS OF CAREER PATHWAYS





# CAREER SUCCESS FACTORS CONSIST OF THE FOLLOWING:

## ① Competencies

Measures patterns of knowledge, skills, abilities and behaviors needed to perform work roles or occupational functions successfully.

## ② Experiences

Formal training courses, technical and leadership development, and long-term assignments.

## ③ Qualifications

Based on successful completion of trainings/professional development and tenure.

## ④ Sequential Positions

Grow to higher position.



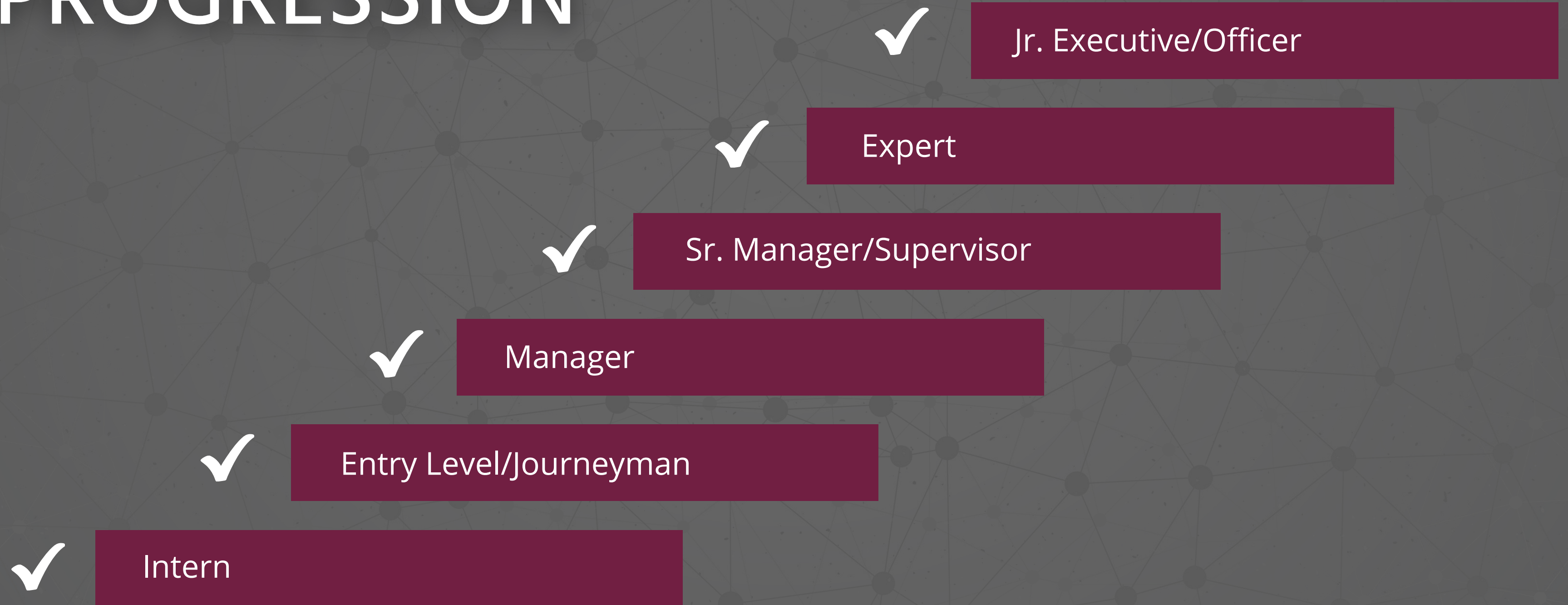


# ASHLIN

## PATHWAY



# SAMPLES OF ASHLIN CAREER PROGRESSION







# EMPLOYEE INVOLVEMENT

“HR professionals should coach managers to view staff as resources for the entire company, not only to a single department or team. This can encourage managers to see how an employee could develop with training that may not be specific to their current role – but could be beneficial to their future goals, and the broader needs of the organization. Furthermore, it may encourage managers to look at employee potential across the entire company, making opportunities more available to all team members.”



# SAMPLE EMPLOYEE SURVEY



- What are the tasks that I like to do?
- What processes and activities that I enjoy most in school, at work, as a hat?
- What experiences may tie these together?
- Am I effective listener? (1-10 and 10 is highest)
- Am I a good listener? (1-10 and 10 is highest)
- Do I enjoy building relationships?
- Do I enjoy solving complex problems?
- Do I re-think standard ways of operating?
- Have I created a new vision, or motivated people to take action?
- In 5-10 years, my career goals include....(fill in the blank)
- In 5-10 years, my salary goals are....(fill in the blank)

Once created by employee, it will be submitted to HR to map customized career path which is based on the responses.



# CUSTOMIZED PATHWAYS: MANAGERS

Jr. Executive/Officer

Competencies	Experiences	Qualifications	Sequential Positions
What Competencies are needed	Successful Contract Management and Employee Management	Employed 5+ years  Managing Project w / 4 employees  Trainings and Professional Development  Master's Degree or higher	Make offers to successful applicants

Sr. Manager/Supervisor





# OBJECTIVE

To position a career development program as a benefit, approach and communicate the value of career pathing as a tool that prepares employees for a "lifetime of employability," and movement within the company.



# NEXT STEPS

- ID and send survey to current staff
- Create pathway templates for key ASHLIN positions
- Create custom pathways for existing staff
- Integrate pathway template and survey into ASHLIN onboarding