

Career Development Strategic Plan

July 18, 2022

**BUILDING FUTURES,
MAINTAINING EXCELLENCE**

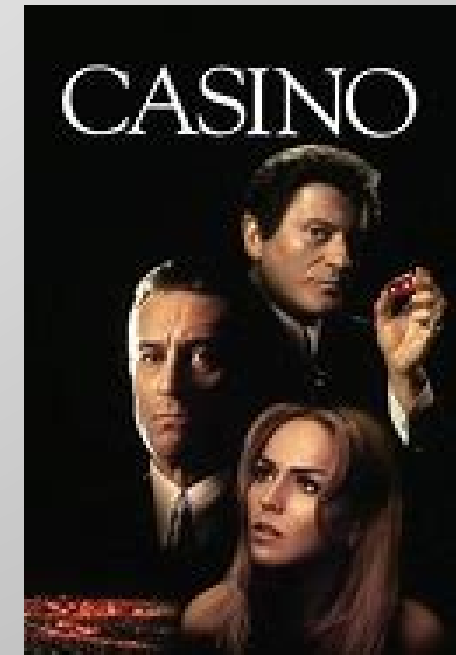
Networking Information

Favorite Movies



Rocky Garcia

Jim Norcom



Networking Information

First Jobs



Tiffany Brown

Jennifer Rea

Erica Sims



Networking Information

Favorite Sports Team



Brittane Adams



Carl Mathew

Scope

Develop a proposed strategic plan for Career Development for Facilities/Construction Management.

True motivation comes from achievement, personal development, job satisfaction, and recognition.

Frederick Herzberg

Current List of Deliverables

- Document for Employees to help guide their conversations “Help me, help you.” include basic criteria (probation, etc.)
- Document for Supervisors to help guide their conversations with their team members
- F/CM Letter of Commitment Template for Building Futures Career Training
- Proposal on the F/CM funding decisions (F/CM vs unit vs shop)
- List of professional organization membership for F/CM

Future Action Items

- Meet with each team/shop individually to go through their certifications and training possibilities between May - October
- Gather the list of professional organizations
- Benchmark other institutions to compare career investment of employees (loyalty and longevity)
- Discuss repository for certification/training dates & expirations

Career Development vs Department Training



Possible Ideas on Incentives for Completion

- Certificate of Recognition (framed)
- Newsletter mention and/or spotlight
- Coin (exchange for items in the cabinet)
- Gift basket
- Promotion (Custodian 1 to Custodian 2)

Time for Each Employee

- 40 hours/year for the department
- HR Mandatory not included
- Specific hours depend on the area/shop

Questions?

