

McMaster University's Career Framework

June 8 2018



Career Frameworks Working Committee

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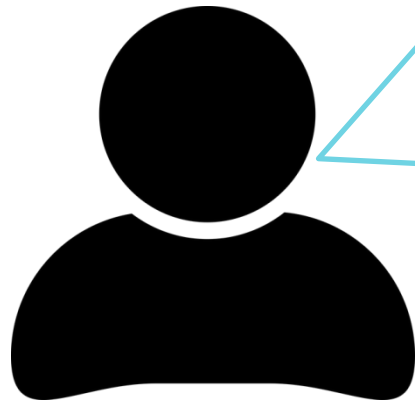
In one word, what is important to you in your career?

📱 Text **MCMASTERODTE620** to **37607** once to join

🕶️ Answers to this poll are anonymous

community
satisfaction learn growth
guidance
opportunity
development

What is a Career Framework?



Approach to career development that enables employees to explore career opportunities and options, review role competencies, evaluate skills gaps, and plan for development through self-directed career navigation.

Why have a Career Framework?



The diagram consists of two large, light green arrows pointing towards each other. The left arrow points right and contains the text 'Employee Perspective'. The right arrow points left and contains the text 'Employer Perspective'.

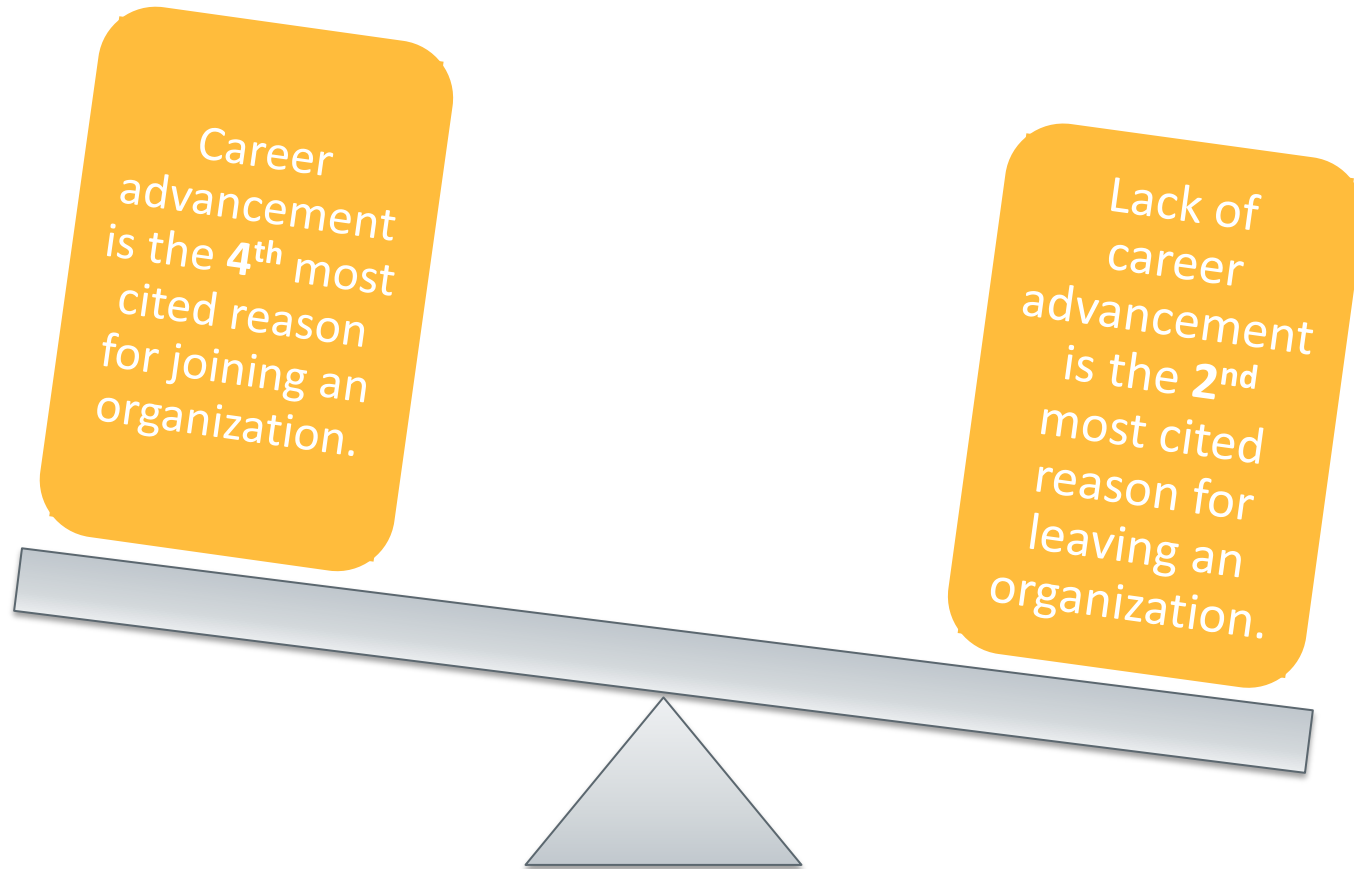
Employee Perspective

- Clarification of the organization's career management philosophy
- Access to information on career opportunities
- Tools and resources to develop a career plan
- Resources to enhance skill sets

Employer Perspective

- Increased engagement
- Provide a talent pipeline to meet business demands
- Enhanced value proposition that supports the attraction and retention of top talent

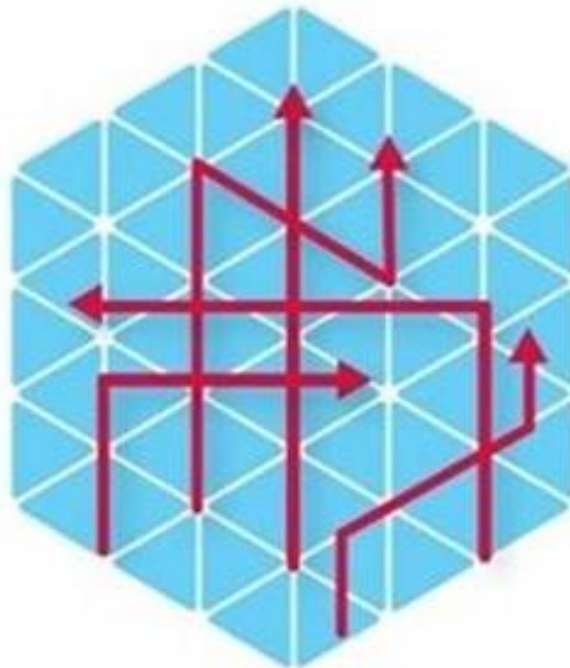
Why have a Career Framework?



Towers Watson, Career Management

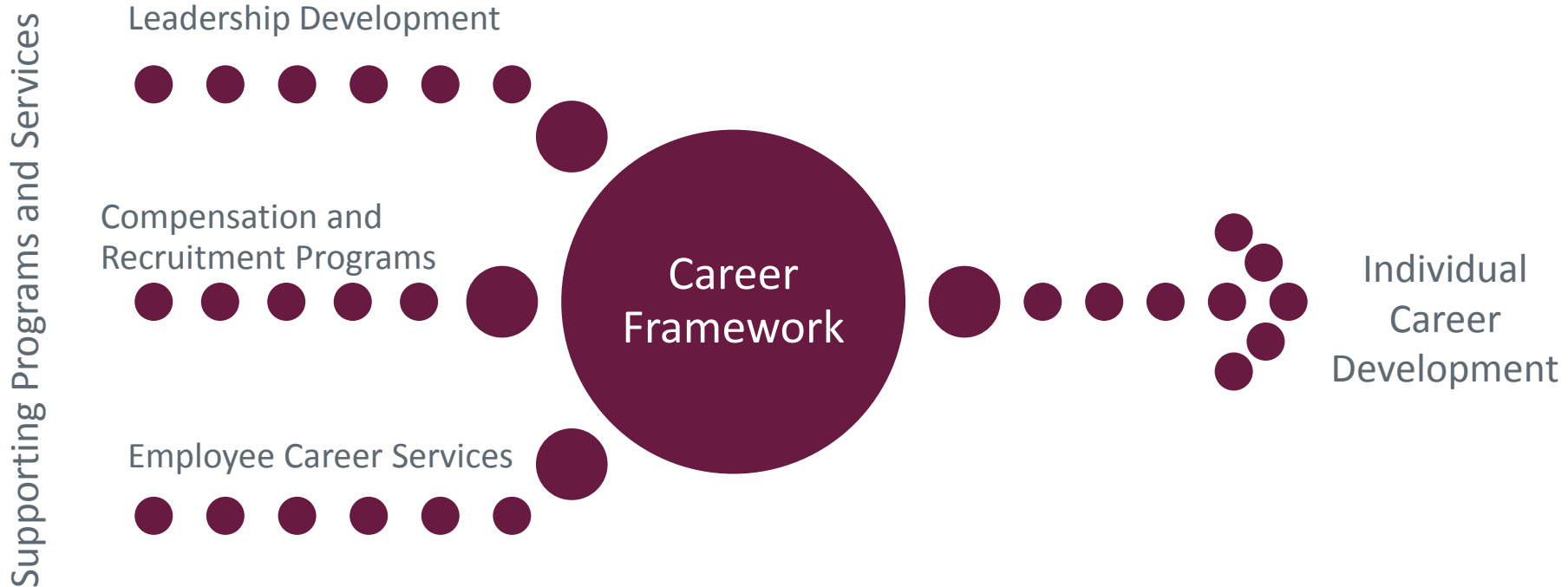
Designing Career Frameworks

Lattice Pathway

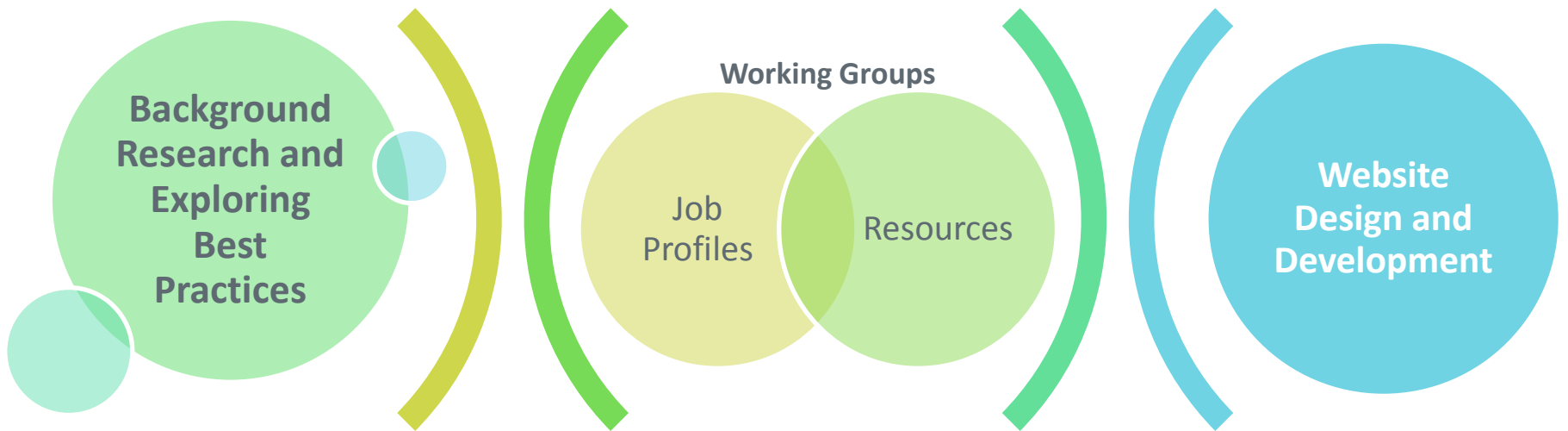


Examples of more varied
paths for growth and
development

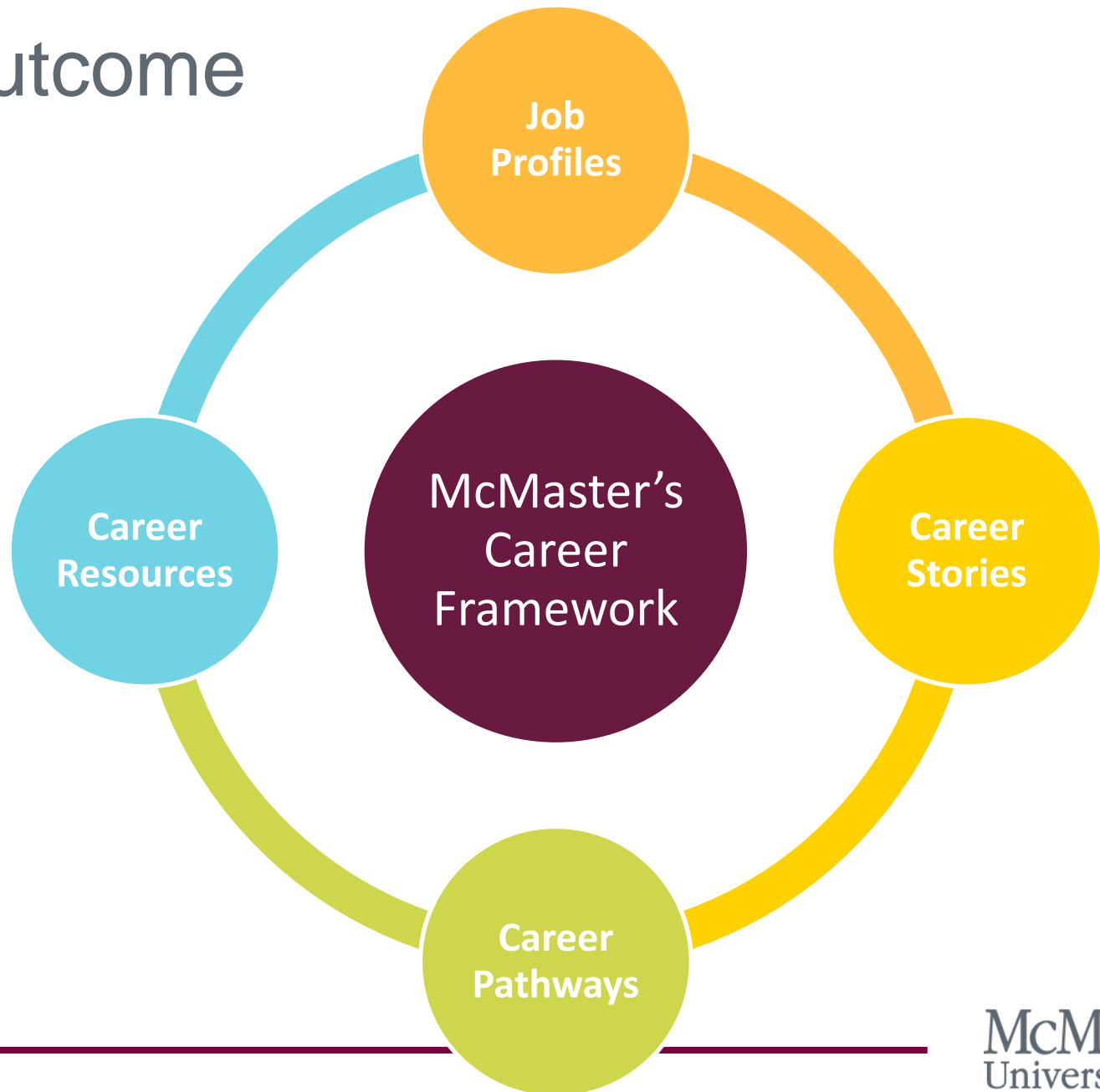
McMaster University's Career Framework



The Journey



The Outcome





**BRIGHTER
WORLD**

McMaster
University 



McMaster University Career Framework

Canadians can expect to hold roughly 15 jobs in their careers and switch career path an average of two or three times. It's through working that we can learn what we like to do, what we're good at, and in what direction we want our career journey to take us (*Workopolis Research*). As an organization devoted to the cultivation of human potential and with the breadth of career possibilities available, we hope that you find your career opportunities at McMaster. This Career Frameworks website has been created to provide you with information on the opportunities at McMaster and resources to help guide you in navigating your career journey. Jump in and browse the topics below to explore and develop your career.



Career Pathways



My Career



Career Stories



Job Openings

About this Work

The development of Career Frameworks for employees at McMaster is one of 30 recommendations resulting from the TMG Total Compensation Re-Design initiative. The Career Frameworks TMG Working Committee was established as a sub-set of the TMG Total Compensation Re-Design committee to research and explore best practices for Career Frameworks and develop a platform to support career exploration. This Career Frameworks website has been developed as a result of the work of this committee in collaboration with Human Resources Services.



Thank you!