McMaster University’s Career Framework

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Career Frameworks Working Committee

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

📞 Text McMastersDTE620 to 37607 once to join

егодня Answers to this poll are anonymous

community satisfaction guidance growth development opportunity
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?

**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?

Career advancement is the 4th most cited reason for joining an organization.

Lack of career advancement is the 2nd most cited reason for leaving an organization.

Towers Watson, Career Management
Designing Career Frameworks

Lattice Pathway
McMaster University’s Career Framework

Supporting Programs and Services

- Leadership Development
- Compensation and Recruitment Programs
- Employee Career Services

Career Framework

Individual Career Development
The Journey

- Background Research and Exploring Best Practices
- Working Groups
  - Job Profiles
  - Resources
- Website Design and Development
The Outcome

McMaster’s Career Framework

- Job Profiles
- Career Stories
- Career Pathways
- Career Resources
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.

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!