



Beyond the Now: The Value of Career Development



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Who am I?

Claire Ziegler

Manager, Employee Career &
Professional Development



Objectives

1. Understand the value of career development
2. Identify practical & actionable strategies
3. Inspiration to act

Agenda

What is Career Development?

Why is it important?

How do we encourage a culture of development?

Practical strategies & resources here at UVA

What is Career Development?



What is Career Development?

Skill Development

Promotion

Goal Setting

Leadership

Networking

Fulfillment

Growth

Action-Planning

Success

Mentorship

Achievement

Work-life Balance

Salary Increase

Job Satisfaction

Exploration

Potential

Legacy

Inspiration

Advancement

Strategy

Happiness

Career Change

What is Career Development?

- Proactively shaping your professional life to achieve your career goals.
- A lifelong process that can be helpful at any stage of your career.

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Values

Interests

Skills

What is Career Development?

Your ideal career is typically when you balance the following factors:

Values
Interests
Skills

Needs



Real-World Example:

Management Level Job
at Company A



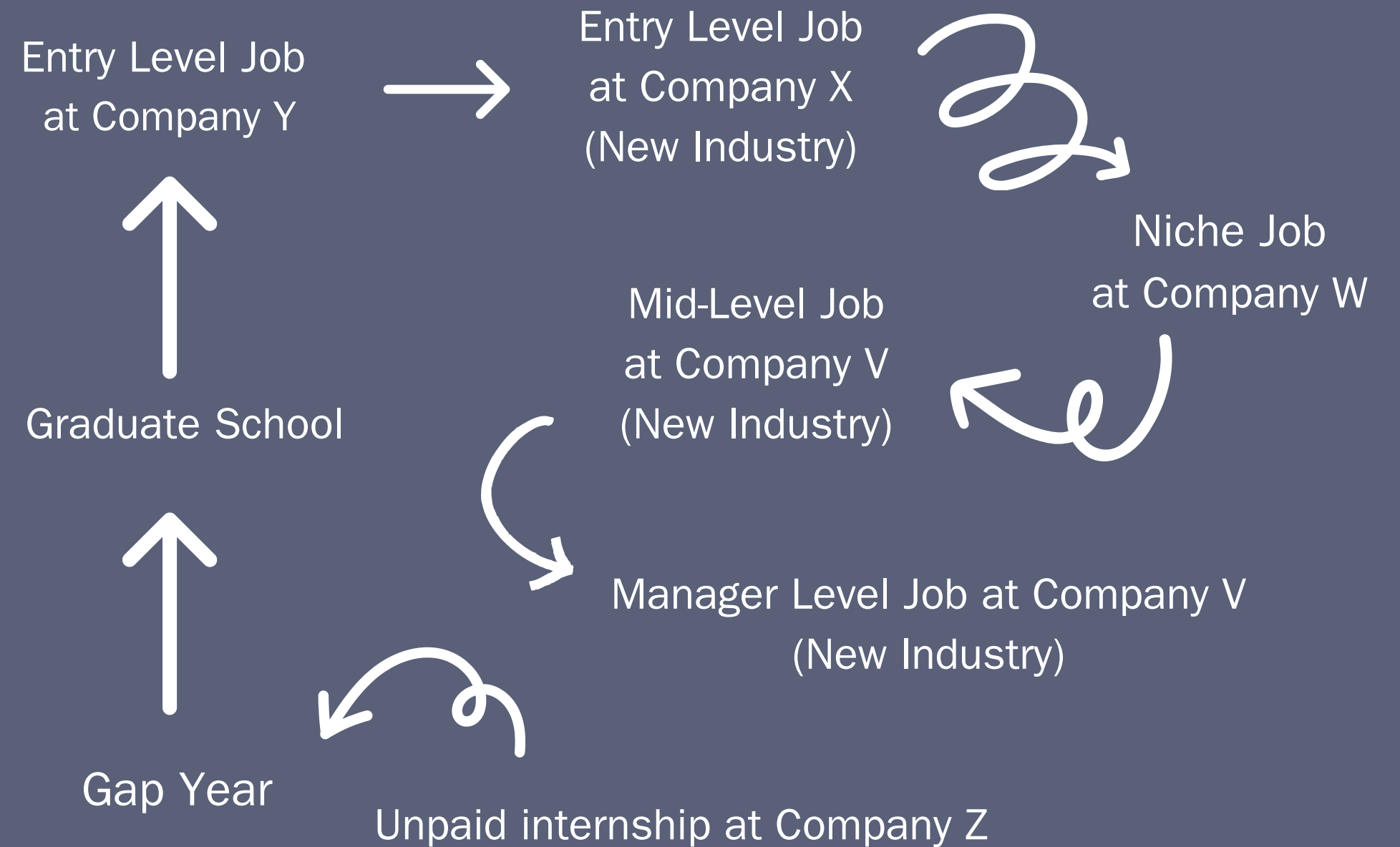
Mid Level Job
at Company A



Entry Level Job
at Company A

Person A

Real-World Example:



Person B

Real-World Example:

Management Level Job
at Company A



Mid Level Job
at Company A



Entry Level Job
at Company A

Person A

Entry Level Job
at Company Y



Entry Level Job
at Company X
(New Industry)



Niche Job
at Company W

Graduate School



Graduate School



Gap Year



Mid-Level Job
at Company V
(New Industry)

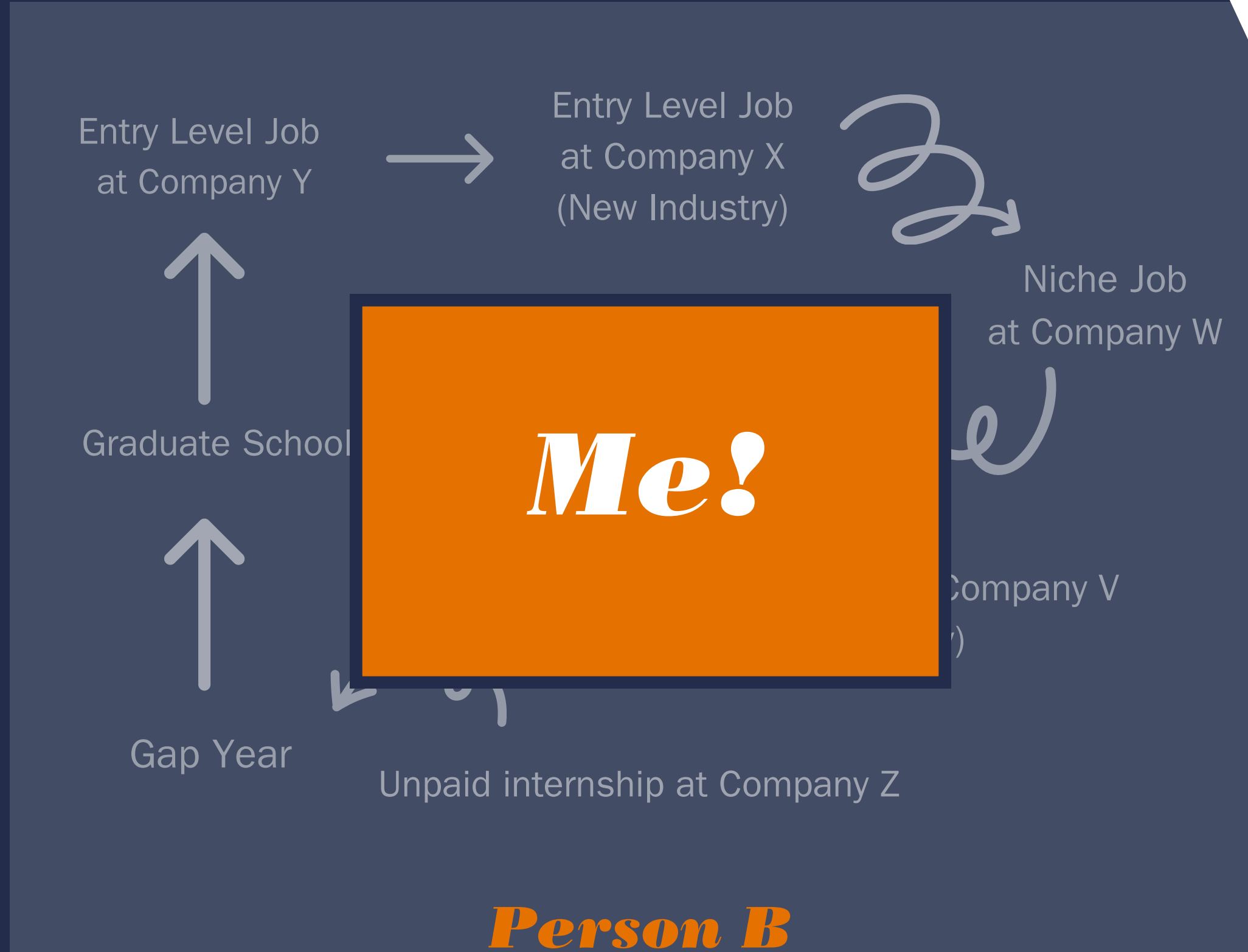


Manager Level Job at Company V
(New Industry)

Unpaid internship at Company Z

Person B

Real-World Example:



Career Development is...

- **Not Linear** - our career development can be cyclical, lateral, or just messy. Life happens! Times change! That's OK!
- **Not Standardized** - every person's career journey is different.
- **Not Time-Constrained** - this is a lifelong process.
- **For everyone...** at every stage of their career.
- **Not** something you must figure out on your own!





What's the significance of Career Development?

The world of work is constantly changing and evolving.

Personal: Career development fosters a sense of purpose, engagement, confidence, and overall life satisfaction.

Organizational: Career development boosts employee engagement, productivity, and retention.



Intrinsic Value

Why is Career Development important to us as individuals?

The workplace is changing, whether we like it or not.

- A study by the Pew Research Center found that 87% of adults believe it is essential to acquire new skills and knowledge throughout their work life to keep up with changes in the workplace.
- The World Economic Forum reported that by 2022, no less than 54% of all employees will require significant re- and upskilling.

Intrinsic Value

Why is Career Development important to us as individuals?

Generational Changes

- Growth Opportunities are extremely important to Millennials and even more important to Gen Z – this is now 45% of the UVA Workforce.
- Of clients who have been seen by a Career Navigation Coach, 67% identify growth as their primary motivator - that beats out salary, flexible work, and remote options.

In a report by Deloitte, 63% of millennials stated that they would be more engaged at work if their company provided them with opportunities to learn and grow.



Intrinsic Value

Why is Career Development important to individuals?

Well-Being and Personal Growth

- Career development fosters a sense of purpose, engagement & satisfaction - and those with higher career satisfaction experience greater life satisfaction.
- According to CareerBuilder, 58% of employees say that professional development contributes to their job satisfaction.
- A study by the Human Capital Leadership Council found that employees who are engaged in career development are 67% more likely to report a strong sense of purpose in their work.



Extrinsic Value

Why is Career Development important to the organization?

Recruitment and Retention

- A survey by Glassdoor found that 76% of employees and job seekers report that a good benefits package, including career development, is a significant factor when considering job offers.
- LinkedIn Workplace Learning Report indicated that 94% of employees would stay longer at a company if they saw career development and job opportunities.
- A study by PwC found that companies that invest in employee development are 34% more likely to retain their top talent.



Extrinsic Value

Why is Career Development important to the organization?

Employee Engagement

- Career development can lead to a more engaged and motivated workforce.
- Engaged and motivated employees are far more likely to be productive and efficient at work.

A research paper published in the Harvard Business Review demonstrated that organizations fostering a growth mindset culture see a 47% increase in innovation and a 34% increase in employee engagement.



Career Development & Culture

How do we encourage a culture that values Career Development?

- Leaders play a key role in fostering a culture of career development by providing support, encouragement, and resources to employees.
- Provide and encourage use of resources like Career Navigation and Learning & Development.

Research by Bersin & Associates indicates that companies with strong learning cultures are 92% more likely to innovate and are 52% more productive.





Practical Strategies

What can you do to prioritize your own or your team's development?

- Build your network
- Assess your skills, interests & values
- Seek out new challenges
- Embrace lifelong learning
- Be proactive & persistent
- Set SMART goals
- Reach out for help when you need it!

UVA Resources

Career Navigation

- 1:1 Career Coaching
- Resume, Cover Letter, and Interview Preparation
- Networking & Mentorship
- Upskilling Strategies & Resources
- Career Planning
- Workshops
- Manager Training



**CAREER
NAVIGATION**

Our Mission Statement

We empower and support employees, team members, and managers by providing personalized career guidance. We help navigate career pathways and identify advancement opportunities, enabling individuals to build fulfilling careers and teams to thrive.



UVA Resources

Additional Career Development Resources:



coursera



Education Benefits

What next?



Meet with a Career Advisor for support



Attend a Career Navigation webinar



Reach out to a current or previous mentor



Talk with your manager about your career aspirations



Take a class



Update your resume

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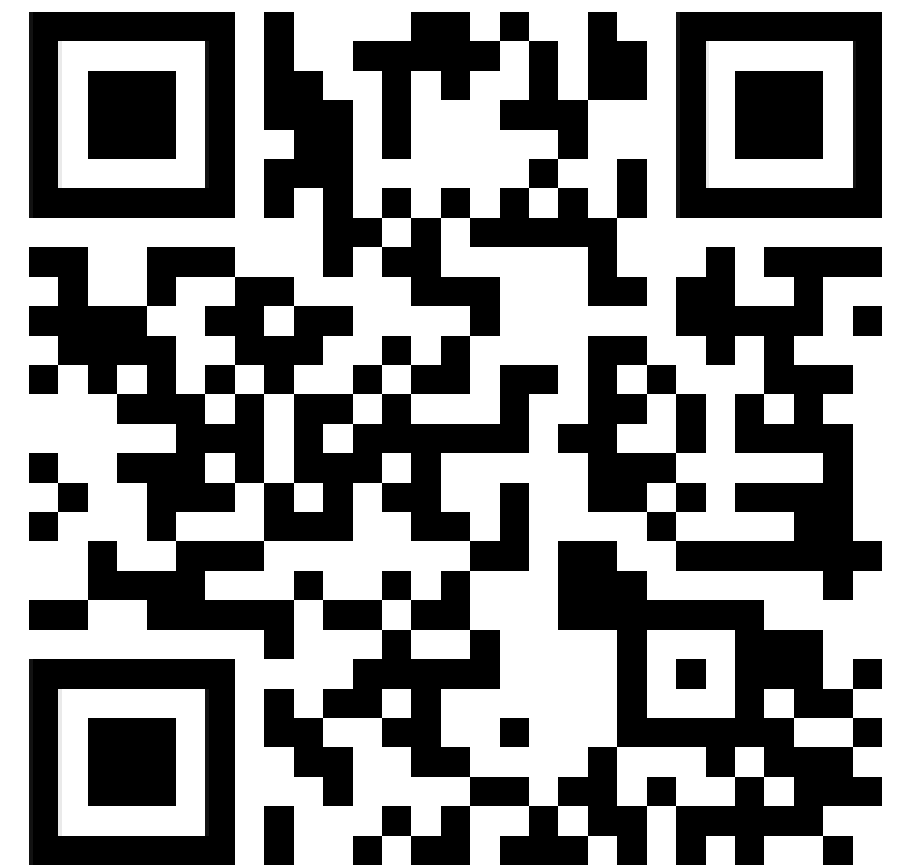


Update your resume

**There's no right or
wrong place to start -
you just have to start!**

Contact Us

The QR code will take you directly to the Career Navigation website to access our library of asynchronous resources, linkedin learning pathways, as well as schedule a 1:1 appointment with a Career Advisor



e-mail: careernav@virginia.edu

Thank You!

**Any Questions?
Comments? Concerns?**

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