



2012 UC CUCSA Staff Engagement Survey
Career Development Workgroup Update

Staff Assembly Brown Bag
October 29, 2013

Agenda

- Welcome
 - Workgroup member Introductions
- Survey Objectives and Opportunities to Address
- Goals
- Our Approach
- Research Feedback
- Top Recommendations
- Analysis to Date
- Next Steps
- Questions

Survey Objectives

- Understand the current state of engagement of the UC workforce system-wide and how it differs according to key organizational segments and demographics
- Determine what drives engagement at UC specifically
- Identify strengths to build on and opportunities to address; create a shortlist of actions to respond to these issues and improve employee engagement across the process
- Involve and communicate with leaders and employees throughout the process

Kick-off Meeting – September 10th

- Introductions/Opening Comments
- Workgroup Breakouts
 - Establishing ground rules
 - Developing meeting dates (5 meetings)
- Create a workplan/assign next steps

Opportunities to Address: Career Development (lowest scoring)

- UC provides people with the necessary information and resources to manage their own careers effectively (42%)
- I am confident I can achieve my personal career objectives with UC (54%)
- My supervisor develops people's abilities (54%)
- UCOP is doing a good job for management succession (23%)

Goals

- Address the lowest scored questions
- Provide 3-5 recommendations that are achievable
- Present recommendations at the November 18th Climate Council

Our Approach

- Reading material (survey, Research reports, other docs)
- Informal interviews with a cross spectrum of UCOP employees including staff, managers, and department heads
- Interviewed Linda Klink for attendance stats on current development programs and classes
- Researched other HR resources, such as CEB (Corporate Executive Board)

Research Feedback

- More training opportunities – different programs, all levels
- More meetings on career development
- More check-ins by supervisors on staff career goals
- More flexibility to attend programs outside of current work assignment/online course availability
- More classes focused on certifications and degrees
- More focus on succession planning
- Review current offerings to ensure they fit the current need of OP
- Establish clearer descriptions on current offerings (better branding and visibility)
- More cross-functional workgroup opportunities (similar to the Staff Engagement workgroups)
- Ensure equal access to training funds and opportunities for all OP units

Top recommendations from the informal interviews

- Make career discussions with supervisors mandatory
- Provide transparent and inclusive communications throughout OP on career development opportunities/training
- Provide clearer information on Career Tracks and how it may help find other jobs at UC
- Create more opportunities to network and learn about other OP units
- Provide a wider variety of classes

Analysis to date

The feedback received was very consistent across all OP staff levels and we will be developing the recommendations based on all input received.

- Reviewed output from all interviews and research conducted
- 3 post-it recommendations from each team member were presented and discussed
- A subset of the workgroup met to analyze the data and consolidate the recommendations into 3 categories

Next Steps

- Develop the 3-5 recommendations
- Reach out to colleagues to review draft recommendations
- Review the meeting notes and to ensure we are addressing the four areas the workgroup was asked to address
- Align the report format with the Communications and Performance Management workgroups to ensure a consistent presentation to the Climate Council on November 18th
- Refine presentation based on Climate Council feedback to present to Nathan Brostrom and other Executive Leaders on December 19th.

Questions?

Thank You!