



HR Highlights November 2022

Foster Employee Development in Recognition of National Career Development Month

Career development continues to grow in importance for both employees and employers as we recognize National Career Development Month in November. Skill development and career growth continues to be a top interest for employees in choosing careers, jobs, and employers. And, a lack of development and growth becomes a driver for turnover when these are not realized. Over 50% of exiting employees noted that availability of career advancement opportunities was an influencing factor for leaving in the Commonwealth's statewide exit survey. With ever-evolving changes in the economy, technology, societal interests, and so much more, it is also essential that employers deliver career development to support skills growth to meet new business and operational needs.

Career development is a process of exploring career options and enhancing and expanding skills, abilities, and competencies through learning, experiences, training, and development. Traditionally, career development within organizations often looked like a ladder with career development occurring in a linear fashion with skill growth and movement in an upward direction. In today's frequently changing work environments, multi-directional career development is becoming more prevalent and looks more like a lattice. Career growth, development and interests may require or result in moving sideways, diagonally, and/or downward to meet employee and employer career goals.

What can agencies do to support employee career development in increasingly latticed environments?

1. Coaching – Support and educate managers to have career discussions with their employees. Coach managers to discuss career interests, goals, and strengths with their employees.
2. Development Plans - Support the creation of development plans for all employees. Development plans will help to define career goals and a plan of action to realize career goals.
3. Growth – Through training, learning, and development activities, employers can support the growth of employees' skills, abilities, and competencies. Learn more about approaches to growth, learning, and development here: [Learning and Development Opportunities](#)
4. [Career Portfolio](#) – Through all of these steps, support development of employee career portfolios that highlight the growth in their skills, abilities, and competencies through experiences, learning, and development.

To further discuss or learn more about career development, email workforce.development@dhrm.virginia.gov.