



Career Navigation at UVA

.....

Fall 2023

Staff Senate
October 19, 2023

Agenda

- Our Team
- Design
- Services
- Moving Forward
- Q&A





Our Team

Our Team

Who we are



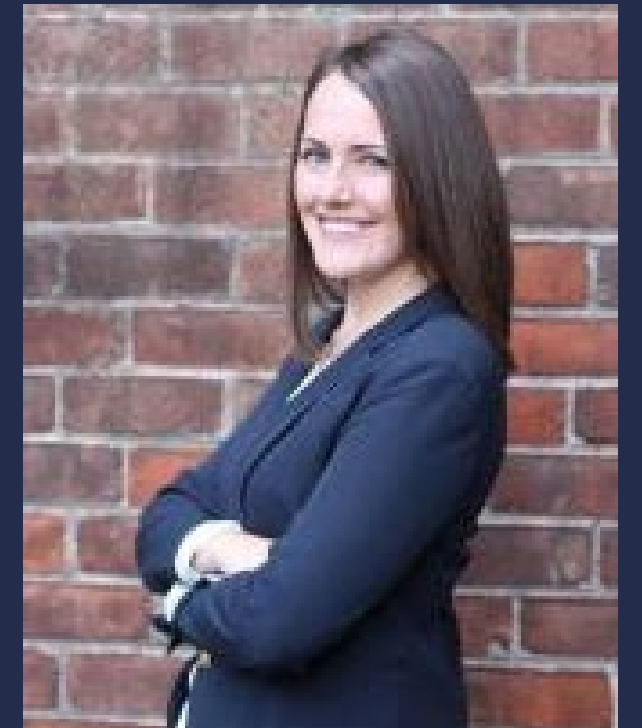
Claire Ziegler



Liz Menter



Kim Wood



Heather Newton

Our Team

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.

The background features a dark blue field with a faint, light-colored map of a city grid. A large, solid orange triangle is positioned on the left side, pointing towards the center. The word "Design" is centered in a white, serif font.

Design

The Value

- Increased team member engagement and productivity
- Reduced turnover
- Improved team member satisfaction
- Improved relationship with team members
- Improved longterm and succession planning

Source: Gallup's State of the Global Workplace: 2022 Report

ROOM FOR GROWTH

Lack of career development is
one of the top
reasons employees leave
organizations

The Vision

Innovation at UVA

"Now [Colleges & Universities] need to start designing an employee experience that matches the time, effort, and energy that they have put into the student experience. "

Design Research

Over a year of research showed there were 3 main barriers to career development
here at UVA:



Career
Pathways



Career
Conversations



Career
Resources



Design Scope

Population: Our services are available to ALL current UVA Employees, Team Members, and Managers

Pipelines & Pathways serves prospective employees and will meet with us at their 6-month benchmark.





Services

Services

Since Launch

Soft Launch: May 8, 2023

First Coaching Client: April 10th | Website Go-live: May 8th | First Team Workshop: May 18th



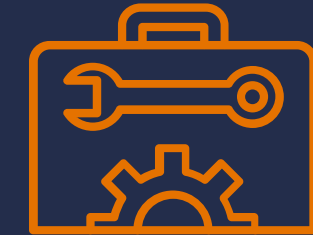
Career
Coaching



Team
Workshops



Program
Website



Career
Resources

hr.virginia.edu/my-career





Launch

By the Numbers

Net Promoter Score

95%

Total
engagements

4,000+

Coaching
clients

208

Managers / teams
supported

100+

Services

Career Coaching

All coaching appointments are 1:1 with a Career Advisor

- Sessions are tailored to each individual – we can help you if you need specific assistance or if you aren't even sure where to start
- 30-minute private sessions
- Virtual or In-Person options
- Followups available – meet with us as you need us!



How Career Advising at UVA can help you!

➤ **LinkedIn & Online Reputation**

Capitalize on the value of LinkedIn. Optimize your online presence.

➤ **Networking**

Leverage the power of your UVA network to help you find your next role.

➤ **Career Planning**

Kick start a stagnant career. Set goals. Plan your steps. Be intentional.

➤ **UpSkilling & Education**

Enhance your professional growth and job opportunities.

➤ **Interview Preparation**

Learn proven strategies to help land your next UVA position.

➤ **Resumes & Cover Letters**

Share your qualifications and skills in the best way to land your job.

➤ **Assessments**

Identify your strengths, values and interests. Understand how they can affect your experience.

**UVA Employees
and Team
members can get
started with
Career Services**

**Our Advisors
are here to
assist you**



hr.virginia.edu/my-career



Career Navigation Center

2420 Old Ivy Road, Charlottesville, VA 22903
careernav@virginia.edu
434.924.4404



Moving Forward

Moving Forward

Next Steps



Small peer group learning



Targeted workshops based on requests



Continuous improvement of resources



Realtime responsiveness to UVA's evolving needs





Moving Forward

Department Partners

- Pipelines & Pathways
- UVA Health Nursing
- Facilities Management
- UVA Finance
- FEAP
- HRBPs
- UVA Health Staff Resource Office
- Learning & Development
- University Advancement

Moving Forward

Referral Process

All appointments can be booked directly on our website:

<https://hr.virginia.edu/my-career>



hr.virginia.edu/my-career



Contact us at careernav@virginia.edu!