

3.6 Career Planning

Career planning was once regarded as a tool only for high-potential younger workers. Employers would focus on cultivating the skills, strengths and development needs of the young employee so they would be equipped for future senior management roles. Career planning was driven by the needs of a business and career paths were clearly defined.

However, businesses are now faced with a large number of baby boomers competing for fewer senior positions and impatient younger workers who may leave because there are fewer opportunities for promotion.

The focus of career planning efforts have now moved to how it might be used as a strategy for maintaining motivation and commitment and helping all employees identify other sources of career satisfaction beyond immediate promotion.

Even more recently, employers have begun to emphasize employability by offering employees opportunities to keep their skills current by providing career planning that assists employees to manage their own careers both inside and outside their current job.

If you implement career planning and support programs with associated skills training you will encourage and assist both your young and mature-age employees to become more career resilient in the changing work environment.

As a business you must consider the following aspects for/on behalf of your employees:-

- Is my employee able to use their skills and knowledge to the fullest in their position?
- Do I regularly give honest feedback about my employee's level of skill and performance at work?
- Does my employee's work life balance satisfy them now and will it be viable for the next x years?

These are some of the questions that you need to consider periodically to ensure that you are keeping in touch with your employees and their personal career goals.

According to research, Generation X-ers will have an average of 10 to 12 jobs in their lives, while Generation Y-ers will have up to five careers and more than 20 employers.

The following website gives further information on Career Planning:

www.jobaccess.gov.au

www.myfuture.edu.au

Or visit "The Career Shack" (Careers Network) – Denne Street, Tamworth. P: 6765 9334

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