



The Employee Life Cycle & Career Development: Why this is important to HR professionals



HR Learning Series
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Our Plan

- Impact of career development for our employees
- Importance of career development to HR & UW
- Career resources





Impact of Career Development for our Employees





The Employee Life Cycle & Career Development



Attraction & Recruitment

- Candidates looking for employers willing to invest in their development & growth

Development, Retention, & Transition

- Employees want professional development & ways to grow their careers
- Many employees want to stay at UW
- Employees appreciate knowing options for next steps, moving within/growing their career at UW
- Separation reasons – loss of funding/job, layoff, retirement

***Career development impacts all the above**



Staff Campus Climate Survey, 2022

Employees indicated these career development needs to be very important and/or wanting assistance with:

- Career planning
- Career options across campus
- Advancing career
- Identifying & finding meaningful work
- Professional development





Employee Career Counseling Program Data

(as of 10/11/24)

Top 10 reasons for seeing a career counselor:

1. Career development & planning
2. Job search
3. Personal needs
4. Work environment
5. Lack of direction
6. Decision making
7. Work/life balance
8. Career change
9. Professional development
10. Burnout/stress

Positive career impact (as noted by career counselors):

- 89% took/are taking career action**
- 84% received helpful information
- 83% feel hopeful about their career future**
- 71% have more clarity about their career
- .01% accepted positions outside of UW**



Importance of career development to HR & UW



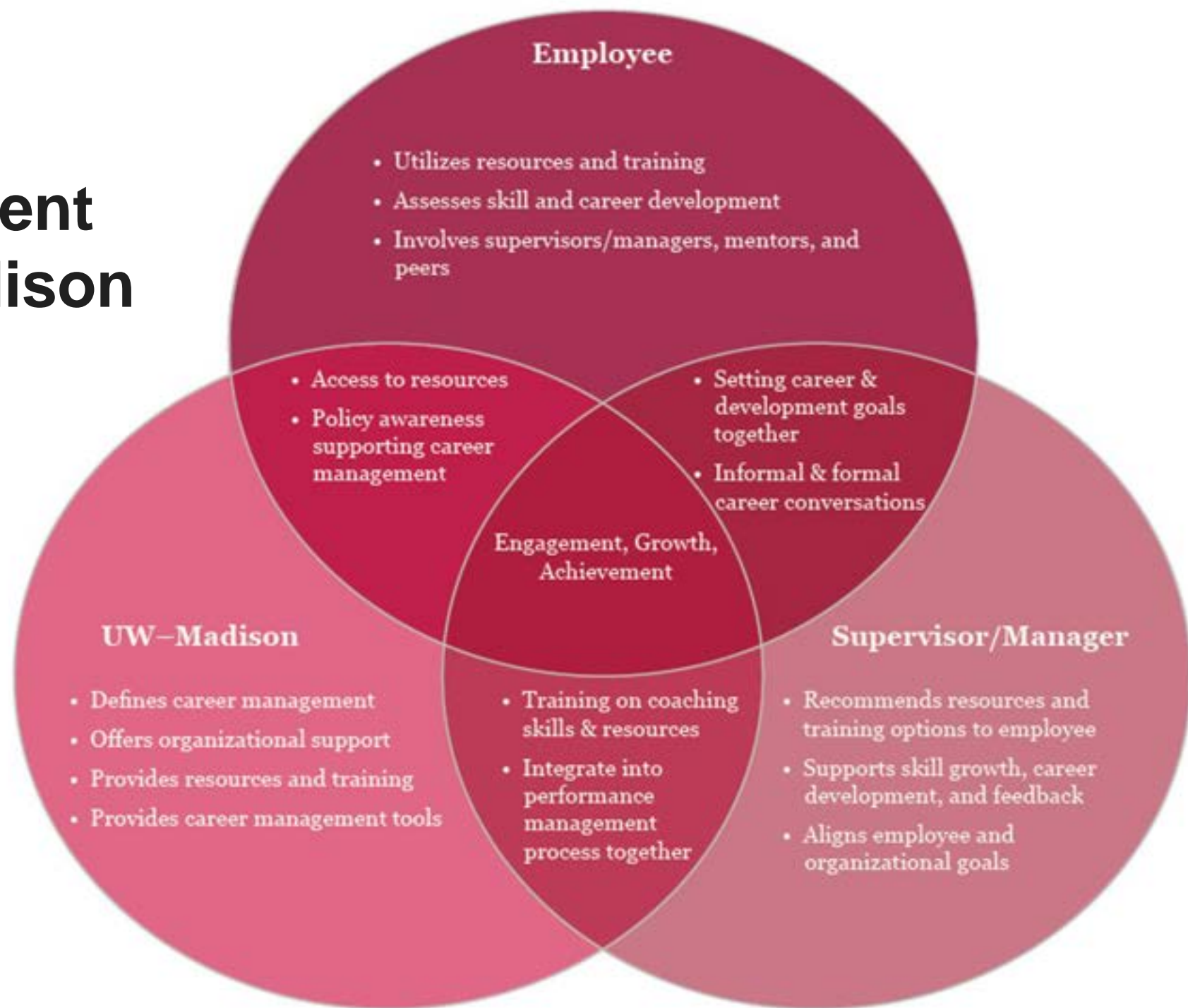


The Employee Life Cycle & Career Development



Career Management Roles at UW-Madison

A lifelong, self-monitored process of career planning that involves choosing and setting personal goals and formulating strategies for achieving them.





“Research has proven that career management is the most powerful tool a manager has for driving retention, engagement, productivity, and satisfaction.”

Help Them Grow or Watch Them Go, Career Conversations Employees Want
by Beverly Kaye & Julie Winkle Giulioni



Importance of career development to UW's future

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To HR (& other campus groups)

- Impacts to most of the employee life cycle and likely your work

UW focusing on being an employer of choice

- Meeting needs of employees

Overall benefits to you & campus

- More knowledgeable workforce
- More production & efficiencies
- More employee satisfaction
- Less turnover & more retention



Career Resources





Employee Career Counseling Program (ECCP)



Services:

- One on one appointments
- Workplace presentations
- Career Development CoP

Self-service resources:

- DIY Career Planning
- Career toolkit
- Self-Guided Module: Grow Your Career
- Professional development information
- Campus resources & communities



Specific Career Resources

- [Employee career counseling site](#)
- [Standard Job Description Library](#)
- [Knowledge & Skills Hub](#)
- [Employee development resources](#)
- [Manager resources to support career development](#)
- Our team!





The Career Counseling Team



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Thank you! Questions?

To schedule a confidential, one on one appointment:

EmployeeCareerCounseling@wisc.edu or

608-265-2257

More information:

<https://hr.wisc.edu/career-counseling/>

For specific questions:

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