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Human Capital
Management Cloud

Oracle Career Development

Oracle Career Development (Career Development) provides a way for employees to identify career opportunities and maintain a development plan to bring them closer to their career goals. Employees can search for and get recommendations for different roles, compare themselves to these roles, find other colleagues in these roles, and build a development plan to bring themselves closer to a future career of interest or to improve in their current role. Employees can track development intent by tying goals to roles, track development progress, and designate their active development goals.

Proactive Career Development

Key Features

- Explore roles in the organization to uncover potential opportunities

- Identify future potential roles as careers of interest

- Build development plan directly tied to careers of interest

- Use Development Intents to signify the purpose behind various development goals

- Incorporate Learning as a component of development

- Find colleagues in interesting roles to gain firsthand experiential information about potential careers of interest

CAREER STATEMENT AND PREFERENCES

A career statement enables employees to express their career aspirations for the near term and/or the long term in their own words. Employees can also state their career preferences such as when they are interested in making their next career move, what job or job area they would prefer and why. This information is useful for managers and leadership to understand their employees' desires and motivations.

EXPLORE ROLES

Line managers and HR managers can maintain talent profile information - the skills, qualifications, accomplishments, and career preferences of their employees. They can also leverage information about the required skills and qualifications of the jobs within the organization. Workers can manage their own careers by keeping their talent profiles current so that their skills, qualifications, accomplishments, and career preferences reflect their current performance and future career goals. Managers can leverage Talent Profiles to match skills to identify gaps.

ROBUST DEVELOPMENT PLANS

Employees can create development goals based on their role exploration and build out robust development plans. Development goals can be considered as active or inactive depending on the current focus and priorities of each employee. Development goals may include various tasks or activities such as learning, job rotations, or projects. Each development goal may also include target outcomes such as increasing the proficiency of a competency, thus tying the employee's development

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progress directly to their profile. These development goals may be added directly by the employee, assigned by the manager or HR Specialist, or assigned during a talent review meeting or via a talent pool.

DEVELOPMENT INTENTS FOR PURPOSEFUL GOALS

Employees often work on development goals for a longer term. Some development goals may support the employee in multiple facets, such as improving in their current role as well as preparing them for a future potential role. With Oracle Career Development, development goals can be tagged with development intents to associate the goals to one or more roles of interest. These development intents provide users with the "why" of a particular goal and aid in the building of meaningful development plans.

LEARNING INFUSED DEVELOPMENT

A key component of the employee's development is access to relevant learning content. Career Development is integrated with Oracle Learning Cloud to enable suggested learning for roles and learning tied to development goals. Organizations can also take advantage of the rich media capabilities in Learning to provide engaging information about potential roles that the employee is perusing in considering their career.

LEVERAGING COLLEAGUES IN THE ROLE

One of the best ways to learn about a role and to see if it is of interest or if it may be a good is to engage with an individual who is currently in the role or has recent experience in the role. Employees can see which of their colleagues have information on the role, and can connect with them to understand more about the role and get insight in building their development plans.

Key Benefits

- Increase engagement by empowering employees to foster their career growth
- Tie employees' career interests directly to their learning and development
- Suggest learning that is relevant to employees' roles of interest and include in development plan
- Easy and intuitive navigation for tracking and completion of development tasks

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