

## **Career Journey**

PeopleTek Career Journey is a customizable, corporate program aimed at helping employees identify skills and interests and explore opportunities within their current organization.

### **Benefits**

The Career Journey program has numerous benefits for midsize to large organizations. Among other things, it allows organizations to

- fill open positions with internal talent;
- build bench strength;
- provide career opportunities for people seeking these opportunities; and
- improve employee retention.

### **Audience**

The program is designed for millennials, Gen Z, and others seeking career growth or career change.

### **Format**

Career Journey is a two-part program, with multiple modules that can be tailored to meet specific organizational goals and challenges. It can be delivered virtually or in-person.

### **Content**

Part I of the Career Journey helps employees become more self-aware, and more aware of others. Using scientific instruments for self-evaluation, this part of the journey includes

- career and occupational exploration based on type and preference;
- personal skills inventory;
- learning about “best fit” in the workplace;
- identifying personal brand;
- individual coaching; and
- more.

Part II of the Career Journey helps employees chart their career path. This includes

- understanding their organization and where they might fit;
- creating career paths;
- goal-setting; and
- more.

### **Why Now**

A global survey of millennials conducted by PricewaterhouseCoopers (PwC) finds the number one factor that makes an organization an attractive employer is opportunities for career progression. Career Journey allows organizations to deliver on this requirement.

The national unemployment rate is at a 10-year low; in some parts of the country, it's even lower. Employers struggle to find qualified external job candidates, and critical positions remain unfilled. Meanwhile, internal talent often remains unidentified and untapped. Career Journey helps organizations identify and tap that talent.