Career Compass…
the SISC initiatives
What is the Career Compass?

University Mission

Career Development

Job Standards
- Clarify key responsibilities
- Aligned with job market
- Connected with performance evaluations
- Support fair, transparent job evaluation decisions

Performance Management
- Common evaluation forms, scale, and job success factors
- Linked to individual goals and development plans
- Aligned with campus and departmental goals

- Training linked to common job success factors and individual development plans
- Programs that support career paths defined by job standards
- Helps prepare the workforce of the future
What do we gain?

- **Time**: Standardized job descriptions that are easier to develop
- **Clarity and focus**: Job expectations connected to training and performance
- **Maximize training dollars**: Aligning training programs with agreed upon workforce development needs
- **Alignment with the market place**: Job titles and salary ranges will more closely reflect the marketplace
- **Career mobility**: Clarified career progression for each job
- **Demystify classification**: Classification levels clearly defined and published
Scope of the Job Standards Initiative

- 20 fields
  - General Services, Skilled Crafts and Trades, Finance, General Administration, etc.

- 129 job families
  - Specialties within fields

- ~700 job standards
  - Purpose of the position
  - Scope of the job
  - Key responsibilities
  - Skills and Knowledge

- 9,000+ affected employees
  - Both Non-represented and Represented Staff
### Job Structure Layout

<table>
<thead>
<tr>
<th>Job Field:</th>
<th>A group of jobs in the same general occupation.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family:</td>
<td>A more specific area within a field.</td>
</tr>
<tr>
<td>Category:</td>
<td>Operational &amp; Technical</td>
</tr>
<tr>
<td>Level*:</td>
<td>Level 1</td>
</tr>
<tr>
<td></td>
<td>Level 2</td>
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<td></td>
<td>Level 3</td>
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<td>Level 4</td>
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<td>Level 5</td>
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</tbody>
</table>

* Potential Levels – levels may vary based on family
Future Salary Ranges

- Based on market survey data
- Develop new salary structures aligned with competitive market
- Consultation with the Budget Office prior to finalizing ranges
What’s Happened So Far

- 55+ Career Compass presentations and open sessions provided to over 2200 campus employees

- Career Compass and Berkeley Job Builder websites provide information on job standards, FAQs, and other resources

- Non-represented positions mapped to the new job structure
Job duties and salary will not change at the time position is mapped

Job title may change for closer linkage to market titles

New grades and salary ranges will more closely reflect market

Although no pay changes will occur at the time employees are mapped, better reference salary ranges will guide future pay decisions
Career Compass

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Job Standards

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For more information, please visit:

- http://careercompass.berkeley.edu

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