



# Career Pathing

## Engage Employees Through Career Mobility

Career Pathing enables employees to map multiple career path scenarios, review job competencies, and evaluate skill gaps for career progression.

Career Pathing transforms how employee development is managed in the work environment. Employees are looking at careers in new ways. For them, it has become less about ascending methodically from job to job within a single company until the corner office is theirs. Instead of climbing the corporate career ladder — vertical and inflexible — employees are navigating career lattices. Career lattices provide strategic insight into lateral, upward and downward career paths.

TalentGuard's Career Pathing software enables employees to build unlimited career paths to their desired position, review skills, experience and qualification gaps, and estimate the time required to progress through career pathways. Our comprehensive career planning and mapping tool encourages employees to take accountability of their career.

**“With TalentGuard's Career Pathing software, our employees are ecstatic about being able to build out career paths.”**

--Alicia Barron - Talent Director, HPT Development Group

### **Career Lattice Mobility**

Provide employees with career path tools to explore, assess, and determine their ideal role fit within the organization, and develop a career roadmap to achieve success. With a button click, employees can create customized development plans with information on specific learning resources based on a host of future roles.

### **Better Employer Branding**

Whether you are recruiting top talent or launching another performance review program, Career Pathing by TalentGuard supports your employer brand because you can demonstrate to employees that you care about their long-term career growth and development.

### **Meaningful Feedback and Coaching**

Career Pathing by TalentGuard<sup>®</sup> highlights popular roles, consolidates training and development needs, and highlights employee development paths, enabling your managers to have more purposeful career planning conversations with their staff. It creates tailored individual development plans that include the full range of development options to suit their career aspirations.

# Comprehensive Features

Career Pathing from TalentGuard is the most robust employee career development tool for helping organizations increase engagement. See what it can do for you:



## **Career Core Competency Framework**

A powerful talent management process is based on a competency architecture that unifies employee behaviors, functional skills, qualifications and work-style preferences. With TalentGuard's Career Core Competencies (C3), you have access to a library of 550 general and technical competencies and over 900 competency-based job role profiles tailored to a wide range of industries.

## **Talent Profiles**

Employees can build out a comprehensive profile including assessment of competencies, experiences, qualifications, work preferences and career aspirations. This profile is used by employees to compare themselves to other job roles in your company.

## **Career Path Finder and Builder**

Employees create and save multiple career paths—either by building a path role-by-role or by generating potential maps based on the organization's progression paths already in place.

## **Gap Analysis Reports**

Automatic gap analysis reports are generated to show employees where they match on skill requirements or if they have gaps.

## **Development Planning**

Manage development activities in a centralized location and solicit feedback from managers and peers. Development options are automatically populated based on skill gaps for various paths.

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## **About TalentGuard, Inc.**

TalentGuard offers predictive people development solutions that increase employee engagement and retention. Our competency-based talent management software suite integrates the vital human resource areas including performance management, career pathing, succession planning, 360 feedback, applicant tracking, learning management, development planning and coaching - all of which contribute to the creation of a high-performance culture.

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