

Growth & Career Pathways

Your Roadmap to Achieve Goals



Background

We're building the structure to meet our goal of **“providing equitable and accessible career growth pathways and effective skill-building opportunities”** for our employees. That includes providing training and support for supervisors and deploying technology, too!

What are career pathways? Career pathways are structured frameworks that outline the progression of roles & opportunities at TeamCity. These pathways help us set goals, stay motivated, and navigate professional growth. Each



pathway is unique to a person.

Figure 1: Map showing career milestones through entry to growth to desired positions, supported with skill-building opportunities to prepare for the next role.

What is skill-building?

Skill-building is an intentional individual effort to improve, gain, or achieve expertise in a necessary skill. **The City of Madison and you partner to create employees' pathways and to provide skill building resources.**

How will we build career pathways?

What the City of Madison Provides Employees	What the Employee Provides
Outline of jobs available in different functional areas of the City at various levels (Entry-Level, Growth Positions or Pathways, & Desired Positions).	Willingness to learn & apply new skills.
Understanding of hiring processes & trainings to hone application skills.	Willingness to use mentorship programs and skill development to actively improve opportunities.
Outline of skills needed.	Willingness to complete & track ongoing learning and experiences.
Skill-building opportunities.	Willingness to increase specific knowledge/subject matter expertise.

What's Next?

Pathway structures are starting to be designed and implemented. A great example is between the Data and HR Teams where a solid framework is designed and being piloted. HR and OD will collaborate with supervisors to build your skills so you can have successful growth and career discussions with employees.

If you haven't yet explored the linked page above, please take some time to do so, and if you have any questions, please reach out to the Organizational Development team at organizationaldevelopment@cityofmadison.com.