

Modern HR in the Cloud



Oracle Talent Management 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 or be recommended career roles of interest, 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 which are 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
- 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

Employees have the tools at their fingertips to explore career opportunities in your organization. They can search for roles and learn about them as well as compare themselves to the roles. This lets them understand how close a fit they may be to certain roles, or how much more development may be required before they may be best suited for a role. Employees can designate a desired role as a career of interest, or managers can also make a role recommendation. Employees can use this exploration to help build out their development plan with their manager



KEY BENEFITS

- Increase engagement by empowering employees to foster their career growth
- Tie employees' career interests directly to their learning and development
- Easy and intuitive navigation for tracking and completion of development tasks

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 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.

Colleagues in the Role

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

CONTACT US

For more information about Oracle Career Development, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

ORACLE®

Hardware and Software, Engineered to Work Together

Copyright © 2016 Oracle and/or its affiliates. All rights reserved. Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners. 1016

Disclaimer: This document is for informational purposes. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described in this document remains at the sole discretion of Oracle.