



Australian Government

# Workforce Australia

## Actions: Establishing flexible career pathways and mobility

Flexibility is built into career models with pathways allowing for different life stages and changing requirements. There are clear and well targeted career pathways and opportunities to access care development options.

### What immediate actions you can implement:

- Identify and disrupt bias across the talent lifecycle by using the [Fixing the system not the women resource](#).
- Consult with employees and managers to understand the current level of engagement and awareness of entitlements and opportunities pre and post leave to support them to stay connected to the workplace, their career and colleagues during period of absence. Focus on surfacing factors that prohibit communication flow and understanding the channels and strategies that have the greatest impact.
- Partner with local communities, clubs and skills-based networks to market the opportunities and diverse career paths that are available to women.
- Review current performance management arrangements to ensure that employees have regular performance and career discussions with their managers.
  - Introduce a continuous feedback approach to employee development. This keeps the employee accountable for reaching their goals, as well as your managers for ensuring the organisation is delivering on its promise of career mobility to that employee.

### What longer term actions you can implement:

- Leverage a single, cloud-based data technology model that simplifies and streamlines staff assessment and training within an organisation and to build career pathways. Investing in this technology can help your organisation to identify skills and competency gaps and give employees access to the resources and training to move forward. This technology can help you monitor and track:
  - What qualifications or skills an employee requires to switch paths
  - Who offers the training and what the training costs
  - The results as well as ensuring an employee is still meeting the needs of their current role.
- Offer personalised, on-demand learning to give employees a sense of ownership to reach their development goals at the pace they decide, and in a way that keeps them motivated.

