

Career Portal

BlessingWhite's State of the Career research revealed that when it comes to online career resources, "if you build it, they will come" is an expensive myth. Most standalone online tools, libraries, or communities result in little use and even less perception of value. When a career portal is part of a multi-faceted approach however, results differ dramatically. The facilitated learning experiences provide the knowledge and motivation that employees and managers need to avail themselves to ongoing tools and information.

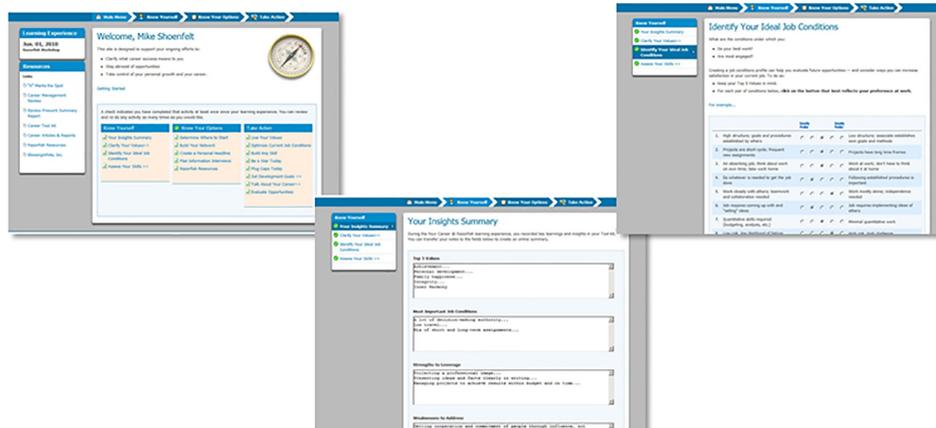
A Successful Career Portal

- Is much more than a repository of information
- Enables self-directed action
- Blends company-specific information and resources with tools and exercises that build on the learning experience
- Engages the user
- Recognises the user and provides a personal experience and data storage (e.g., it's not "(client)'s Career Portal" but "Lee's Career @ (client)")
- Sustains your career development initiative beyond the initial rollout by:

Providing new employees with archived web classes and the ability to register for ongoing learning sessions establishing a one-stop shop for career success.

Our Proposed Career Portal Can

- Be fully incorporated with the online activities associated with the employee and manager learning experiences
- Provide an online 'Tool Kit' of related policies, profiles, development tools, etc.
- Enable employees to:
 - Review key concepts
 - Invite additional feedback on their skills and values
 - Plan career exploration discussions
 - Complete the career decision-making matrix as often as they would like
 - Register for in-depth learning labs
- Enable managers to:
 - Manage their own careers with the employee tools
 - Review key concepts specific to managers
 - Plan and track outcomes of career coaching conversations



BLESSINGWHITE
A Division of GP Strategies

BlessingWhiteEurope@gpstrategies.com | www.blessingwhite.com

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In North America, Tel: 800.727.6677. In Europe, Tel: +44 (0)1628 550085.

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