



Executive Summary

Career Connections is a comprehensive career development and management program that is customized to help your company develop and retain employees. It helps align and integrate existing Human Resource Development activities, (i.e. employee orientation, employee appraisal, job descriptions, learning programs, etc.) while providing unique programs and services to employees to help them effectively plan and manage their careers. The outcome of the program is a motivated, focused employee with a Career Map and Action Plans for pursuing short and long-term career goals.

Purpose and Benefits

- Address company challenges and opportunities related to employee performance, development and satisfaction.
- Empower employees to assume responsibility for their career planning and management, professional development, and job satisfaction by providing them with information and assistance.
- Retain employees by assisting them in finding the “right job” within the company and identifying realistic career goals.
- Enhance employee development and training efforts by helping employees identify appropriate development options based on their current job requirements, future job options and their long-term career goals.
- Improve employee satisfaction and morale by acknowledging and assisting them with their career goals.
- Align various HR efforts, i.e. career development, succession planning, mentoring programs, coaching, etc.

Basic components of Career Opportunities & Options

- **Consultation:** Assistance in reviewing your company’s needs and objectives.
- **Information Site :** A company specific web-based or intranet site for Career Connections information, company information, career and occupational resources, links to internet sites, suggested activities for various individual needs and interests.
- **Education Options:** A series of educational programs that are delivered through e-learning and instructor led classes.
- **Career Coach:** A career specialist who provides confidential, individual counseling and assistance to employees in making career decisions and developing Career Action Plans.

Career Connections is for companies focused on the challenges of: 1) the impending shortage of employees, 2) “managing” Generation X and Y employees, 3) employee turnover and satisfaction and 4) being a preferred employer. **Career Connections** is for companies that want to partner with an experienced provider of career development programs and services and capitalize upon a proven program – **Career Connections!**

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