ACC Career Connections (Formerly GATES) Update  
As of September 11, 2012

HR Compensation is very excited about the ACC Career Connections Talent Management Program. The name of the program was recently changed from the GATES Program to ACC Career Connections to avoid any confusion with the GATES Foundation. The first phase of the program will focus on career paths for staff employees.

The following report details actions of the program that are completed, in process, or coming soon.

COMPLETED:

- Outline of the Career Connection website along with a website master design layout;
- Identification of website tools to help employees assess their skills, knowledge, talent, and required education;
- Identification of website sources and links where employees can find out more information about future jobs, the educational requirements to become eligible for consideration, and related pay;
- Achievement of the designation of Professional in Career Management (PCM) for two HR staff members.

In addition, HR is currently rolling out an updated employee voucher program which includes a waiver option for ACC courses in an associate degree plan as well as an Employee Tuition Reimbursement program.

IN PROCESS:

- Identifying possible ACC jobs within and outside of job families for employees to explore when planning their personal career path;
- Consolidating job description information within each job family in order to build a consistent infrastructure for identifying critical educational and experience requirements for each job. (This process is a slow one but must be done to create a structure for the program to build on. Recommended changes in education, experience, etc. will be reviewed with Administration prior to implementation.)
- Finalizing the career planning tool to assist ACC employees in developing their career goals;
- Finalizing the web page content.

In addition, HR Professional Development is finalizing the development/implementation of a supervisory training program for employees who have not had supervisory experience in order to bridge that opportunity gap.

COMING SOON:

- Obtaining feedback from the employee associations and others about the Career Connection website to fine-tune the content for clarity;
- Conducting meetings to introduce the career path portion of the Career Connection program including training on how to navigate the new website and access the various links to career assessment, etc;
- Rolling-out the new supervisory training program.

More information will be shared as we get closer to announcing the roll-out of ACC Career Connections!