Internal Career Mobility

Engage with your Career!
Purpose of the Session

- Empower employees to take control of their St. John’s careers
- Understand the roles that foster career mobility
- Recognize different approaches to career mobility
Information Session Agenda

- SJU Today
- Industry and SJU Career Trends
- Engage with your career
- Roles and Responsibilities
- Job Opportunities
- Resources
• Leverage interests and talents of current employees
• Post Voluntary Separation Program environment
• New Leadership
## Industry Trends

<table>
<thead>
<tr>
<th>Category</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Turnover</td>
<td>10.4%</td>
</tr>
<tr>
<td><em>Top Reasons for Leaving</em></td>
<td></td>
</tr>
<tr>
<td>• Salary</td>
<td>66%</td>
</tr>
<tr>
<td>• Not feeling valued</td>
<td>65%</td>
</tr>
<tr>
<td>• Lack of Opportunity</td>
<td>45%</td>
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**Source:** *One in Five Workers Plan to Change Jobs in 2014, Career Builder*, January 9, 2014,
## Industry vs. SJU Trends

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<th>Industry</th>
<th>SJU</th>
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<tr>
<td>Voluntary Turnover</td>
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<tr>
<td><strong>Top Reasons for Leaving</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Better Job Opportunity</td>
<td>-</td>
<td>66%</td>
</tr>
<tr>
<td>• Salary</td>
<td>66%</td>
<td>40%</td>
</tr>
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<td>• Not feeling valued</td>
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<td>-</td>
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**Sources:**

Baby boomers born between 1957-1964 held **11.3** jobs from age 18 to age 46*

Generation Y (those born between 1980-2000) will hold 10-14 jobs by the time they reach age 38!

(Source: U.S. Department of Labor).
Employees’ Top Stay Factors*

- Exciting, challenging or meaningful work (62.9%)
- Supportive management/good boss (40.6%)
- Being recognized, valued and respected (39%)
- Career growth, learning & development opportunities (32%)
- A flexible work environment (22%)
- Fair pay (19%)

Engage with Your Career

Culture of Engagement

- Appreciation
- Two-way feedback
- Career Development
- Understanding Role of Success

Employee Engagement

- Meaningful Work
- Supportive Management
- Being Recognized, Valued & Respected
- Opportunities for Learning & Development
Roles & Responsibilities

- You
- Your Career
- SJU
- Your Manager
- HR
Roles & Responsibilities

Your Career

SJU
Roles & Responsibilities

- Your Career
- HR
Roles & Responsibilities

Your Career

Your Manager
Roles & Responsibilities

What are your interests?

What are your skills?

Your Career

You
Understanding your options

- Promotion
- Lateral transfer
- Lower grade
Assessing Your Next Career Move

- Years of experience
- Education Level
- Professional & Technical skills
- Competency assessment
- Technological Literacy
## Recognizing Transferable Competencies

<table>
<thead>
<tr>
<th>Job-based task</th>
<th>Transferable competencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Balancing &amp; completing several competing priorities</td>
<td>• Time Management</td>
</tr>
<tr>
<td>• Interacting with colleagues &amp; other SJU community members</td>
<td>• Communication/Interpersonal Skills</td>
</tr>
<tr>
<td>• Completing independent research projects</td>
<td>• Accountability</td>
</tr>
<tr>
<td>• Following established procedures/work processes</td>
<td>• Understanding Work Processes &amp; Attention to Detail</td>
</tr>
<tr>
<td>• Providing desk and/or phone coverage</td>
<td>• Customer Service</td>
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</table>
Job Opportunities

• Posting Process
• Eligibility Requirements
• Strong Performance in Current Role
• Importance of Networking
• Employee Career Portal
Resources

- Training & Development (Internal & External)
- Human Resources
- Employee Career Portal
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